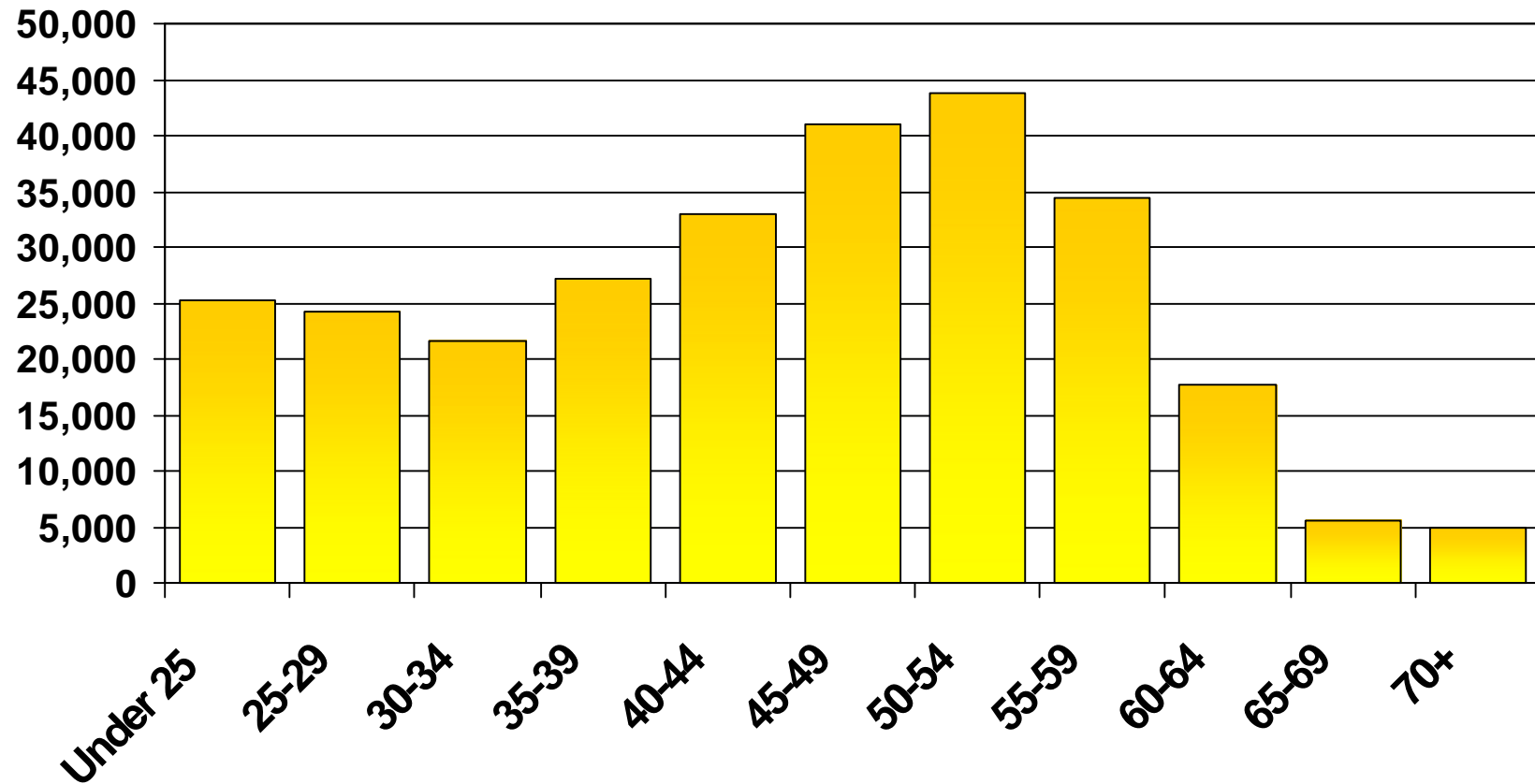
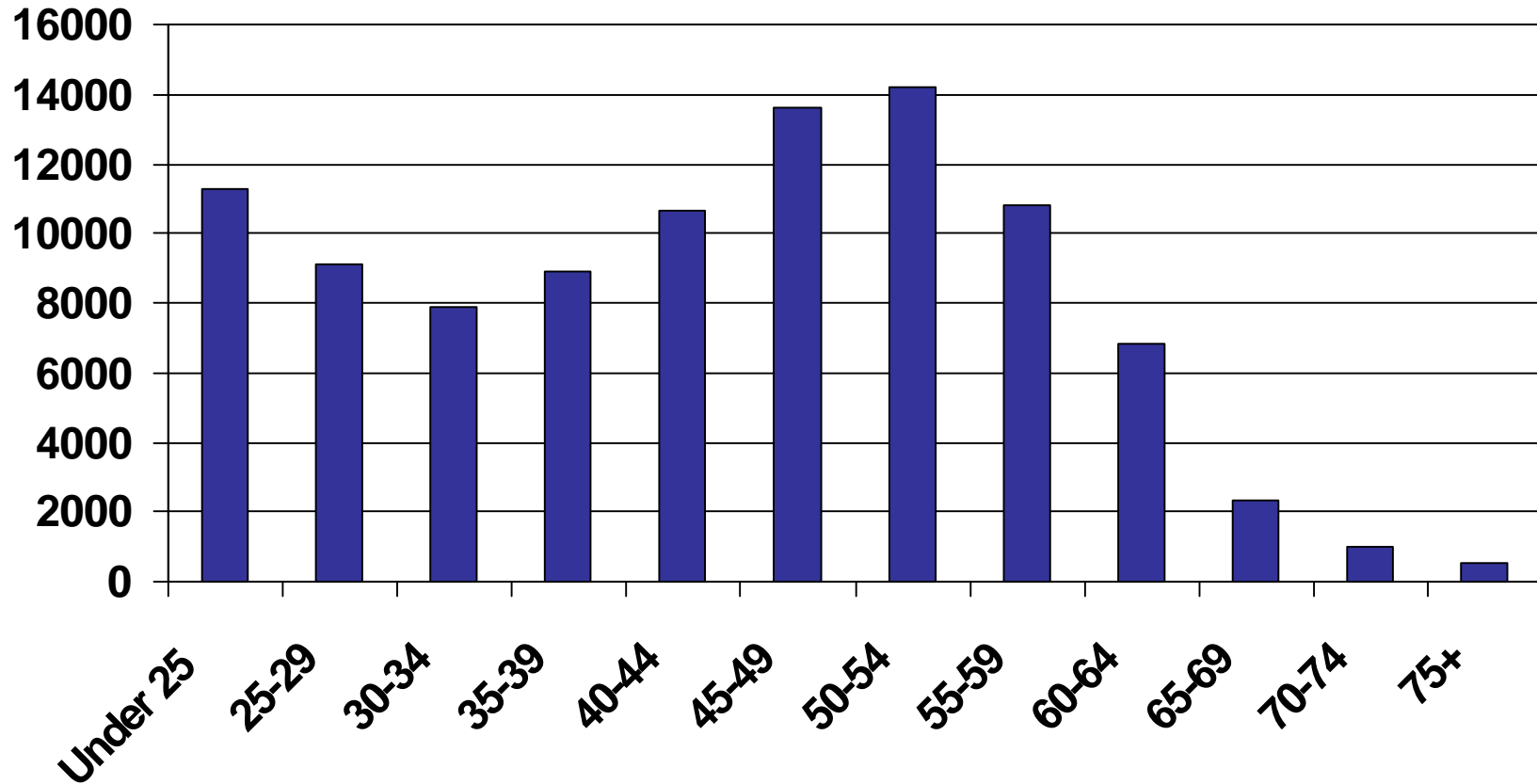


Minnesota State & Local Government Employees 2006

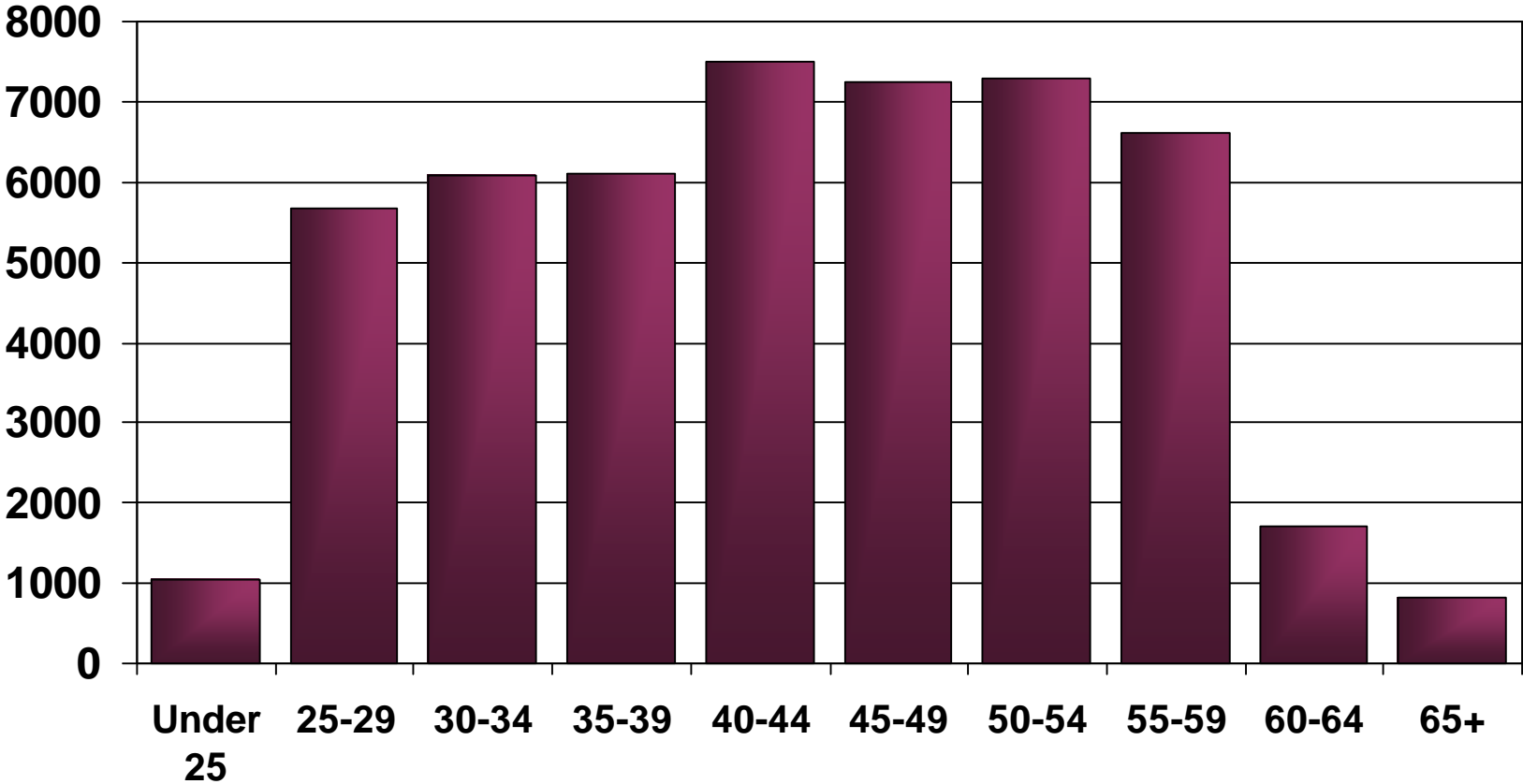


2006 ACS

Minnesota State Government Employees 2006

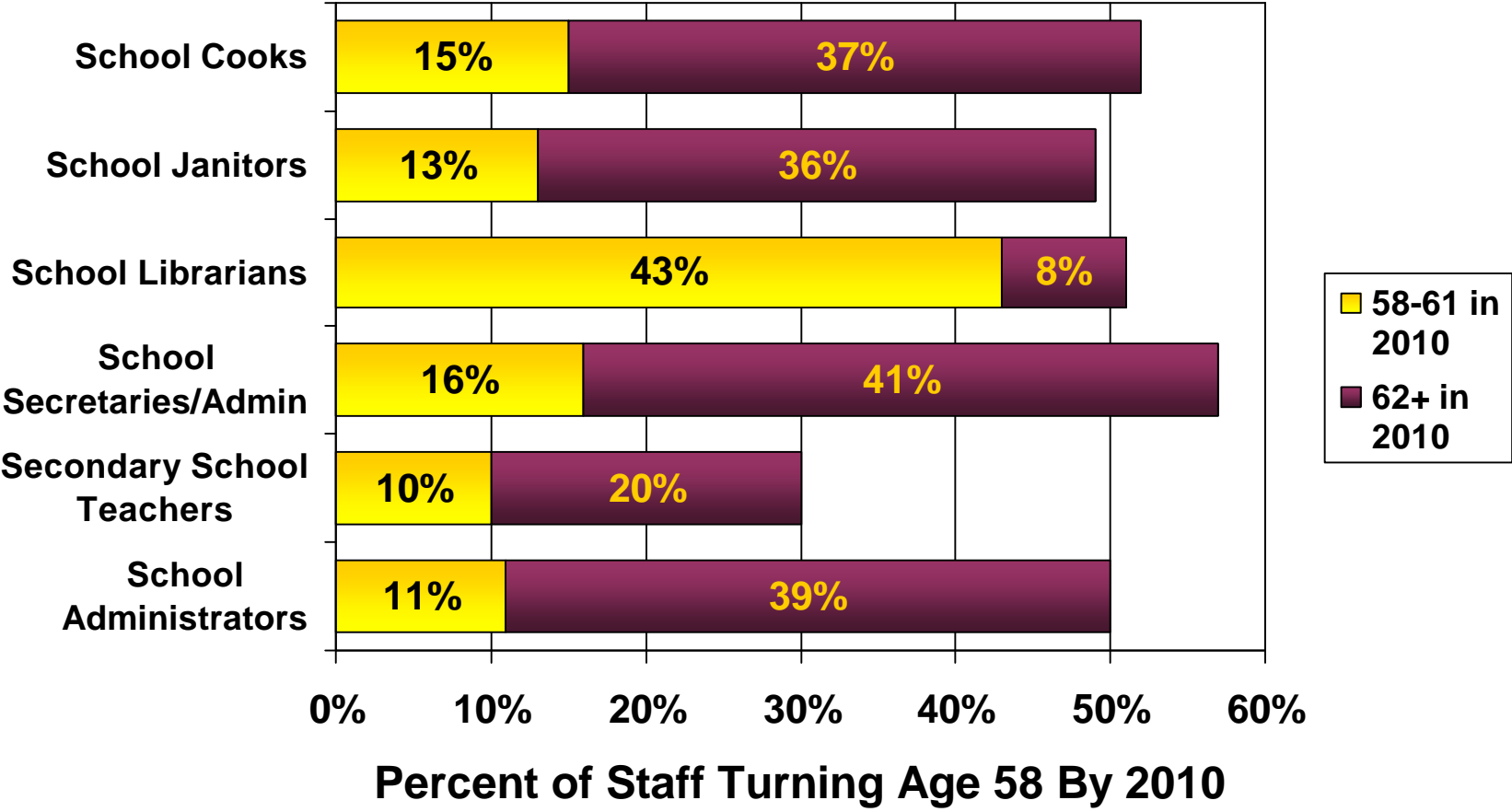


Minnesota Pre-K to 12 Teachers



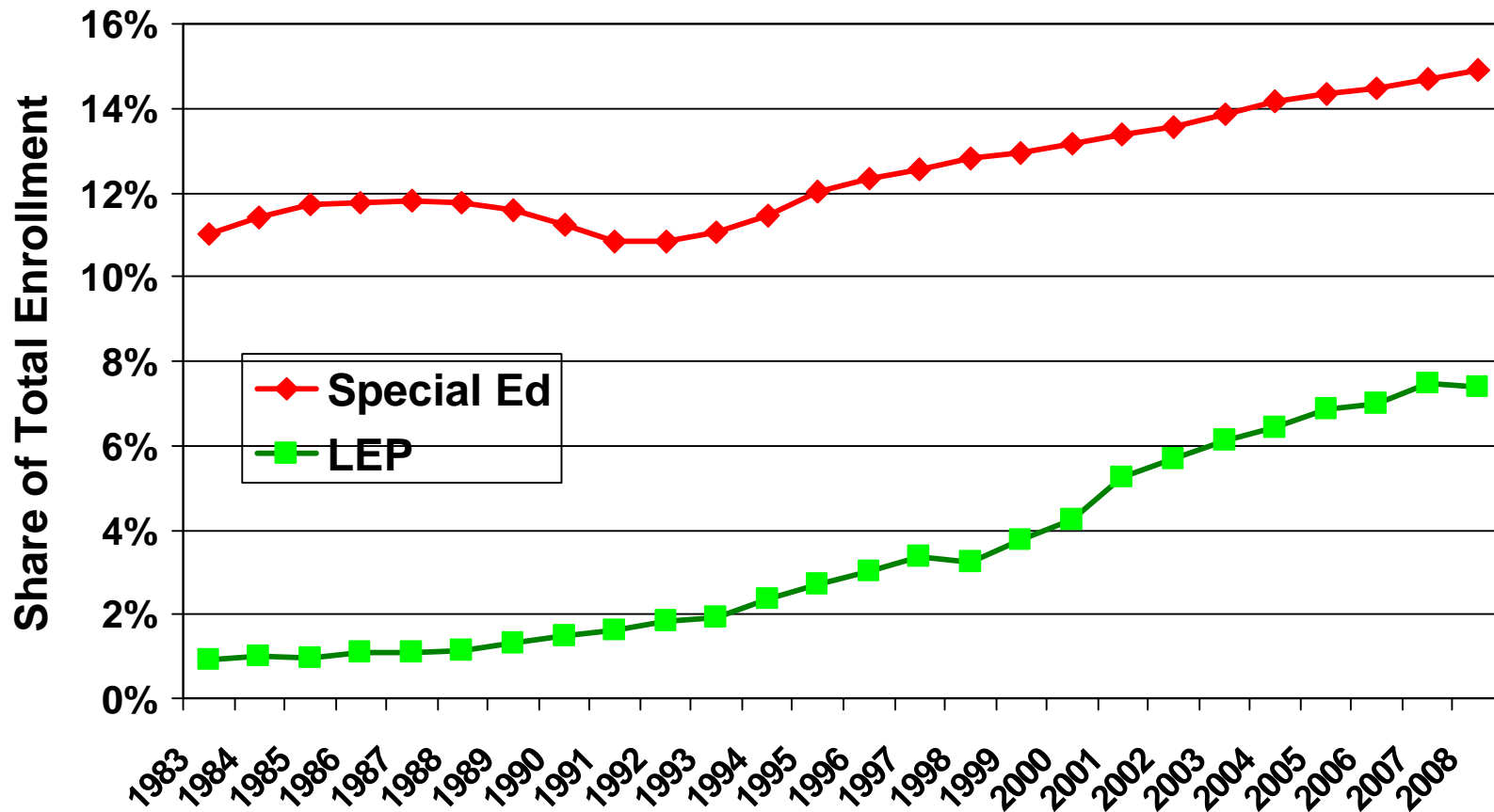
2006 ACS

Many Minnesota School Employees Will Be Thinking About Retirement With The Next Three Years

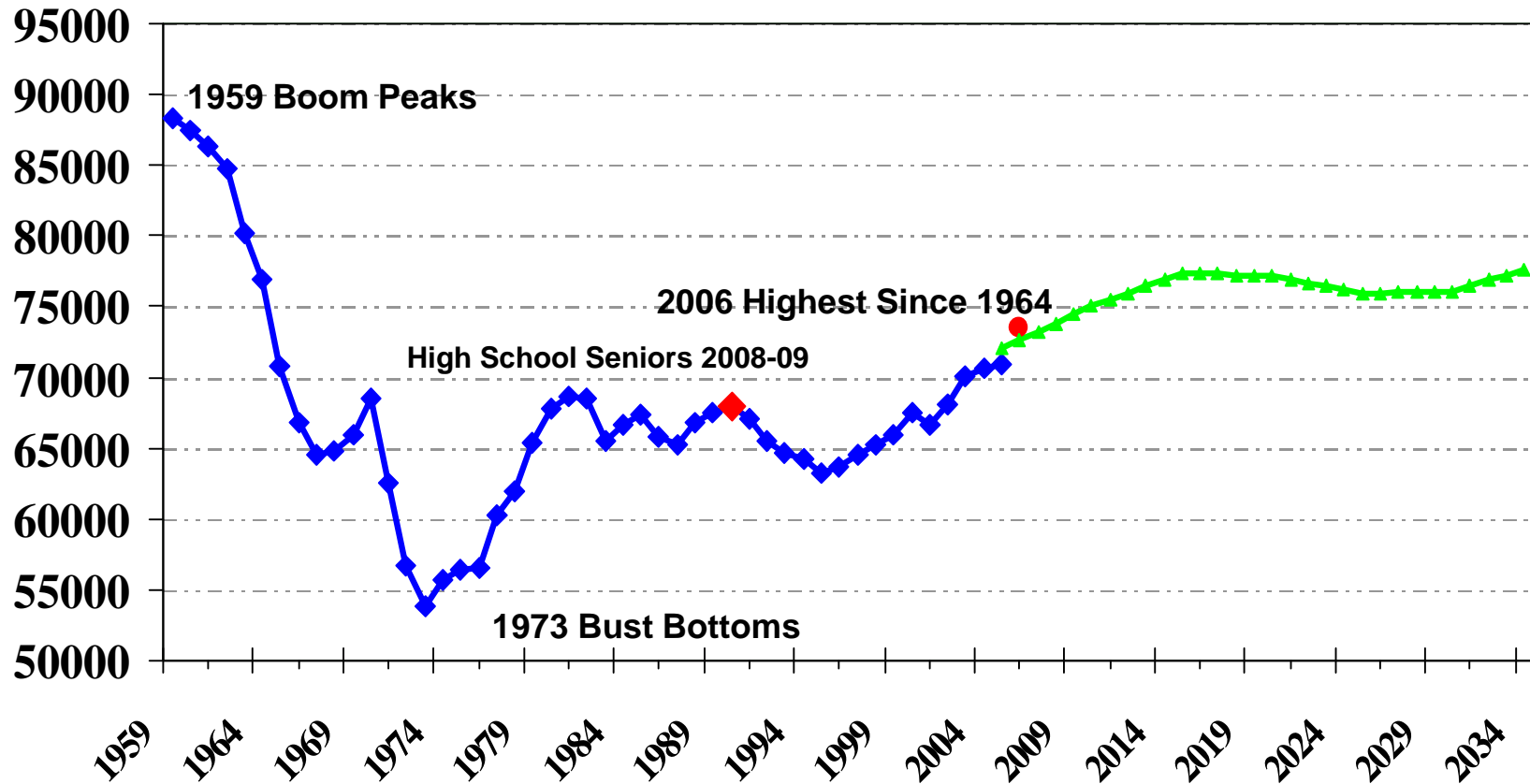


2006 ACS, NCES Teacher Followup Survey—2005 national average age of retirement of teachers is 58.1 years; 58.2 in 2001

Special Education and Limited English Proficiency Students are Rising in Share and Number

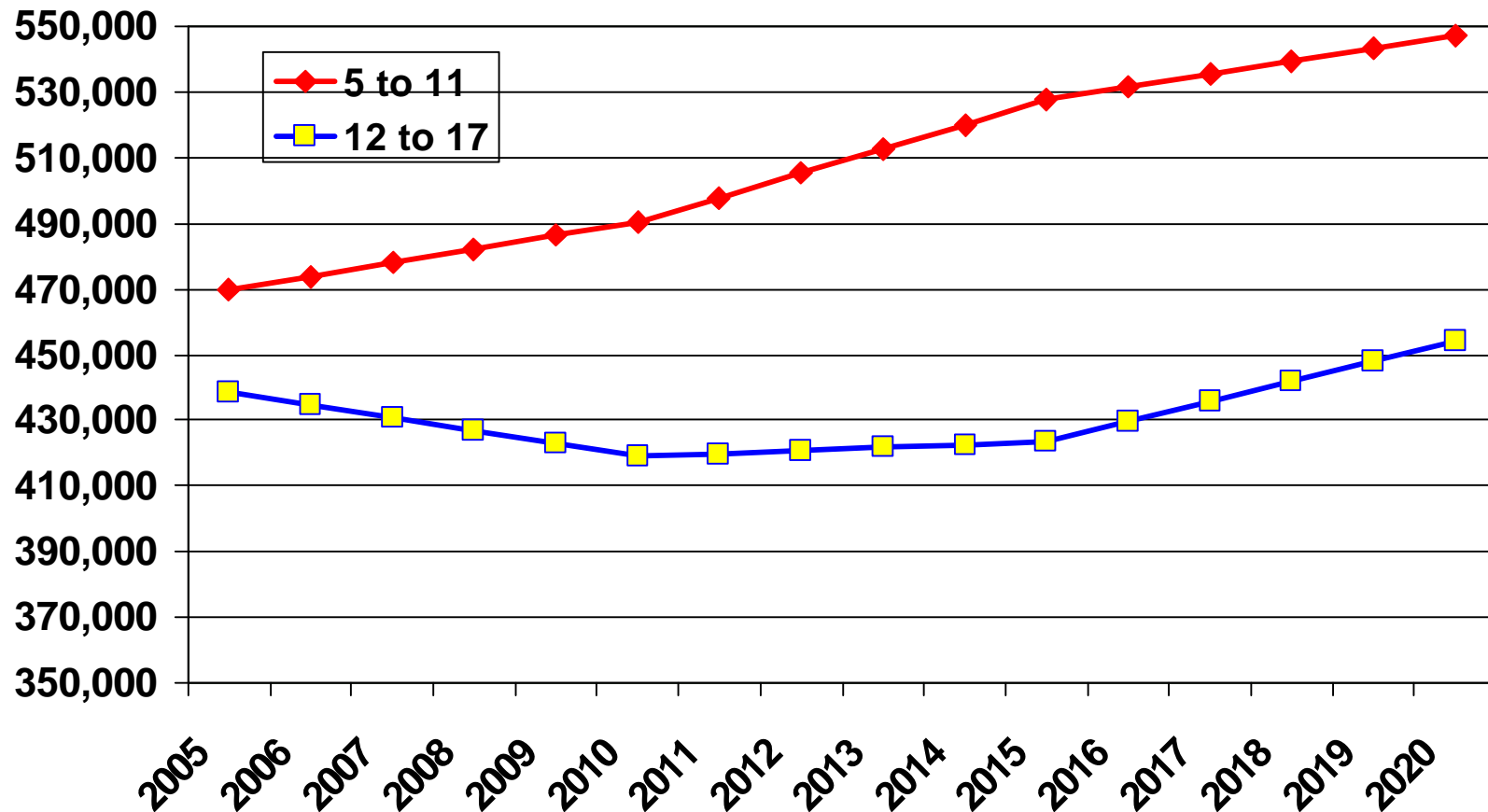


Minnesota Births 1959 to 2035



Source: Mn Dept of Health

Statewide, Primary Enrollments Are Increasing; Secondary Declining



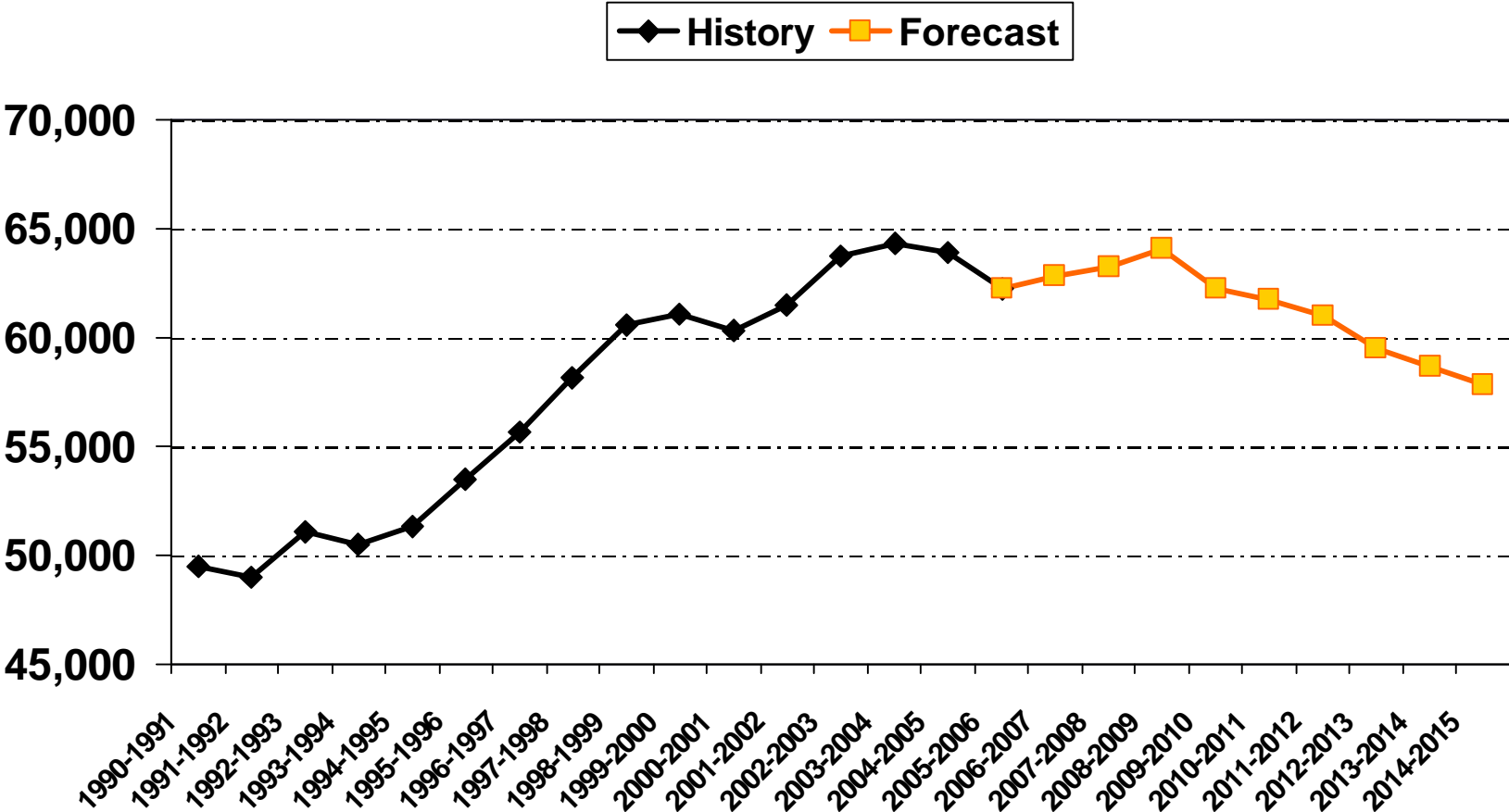
Over The Next Ten Years, Minnesota Will Need More Than 48,000 New Teachers (31%) To Account For Growth And Turnover

**According to projections by
the Minnesota Department of Employment
And Economic Development**

“A historic turnover is taking place in the teaching profession. Experts predict that overall we will need more than 2 million new teachers in the next decade.”

National Education Association

Total Minnesota High School Graduates Will Peak In 2008-09

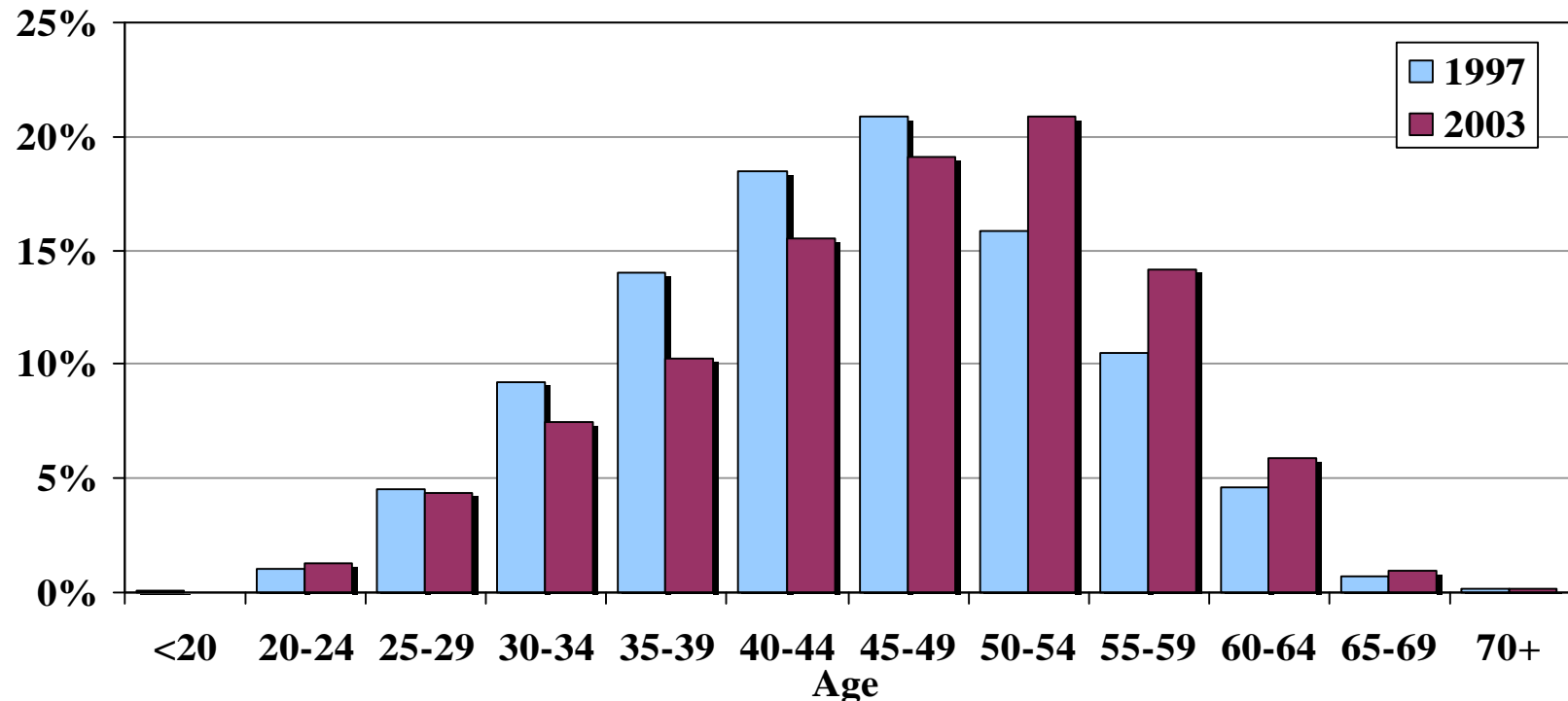


State Demographer projection

Aging Executive Branch Workers

61 percent of FT/UNL Employees are over 45, compared to 53 percent in 1997.

Percentage of FT/UNL Employees Who Are...

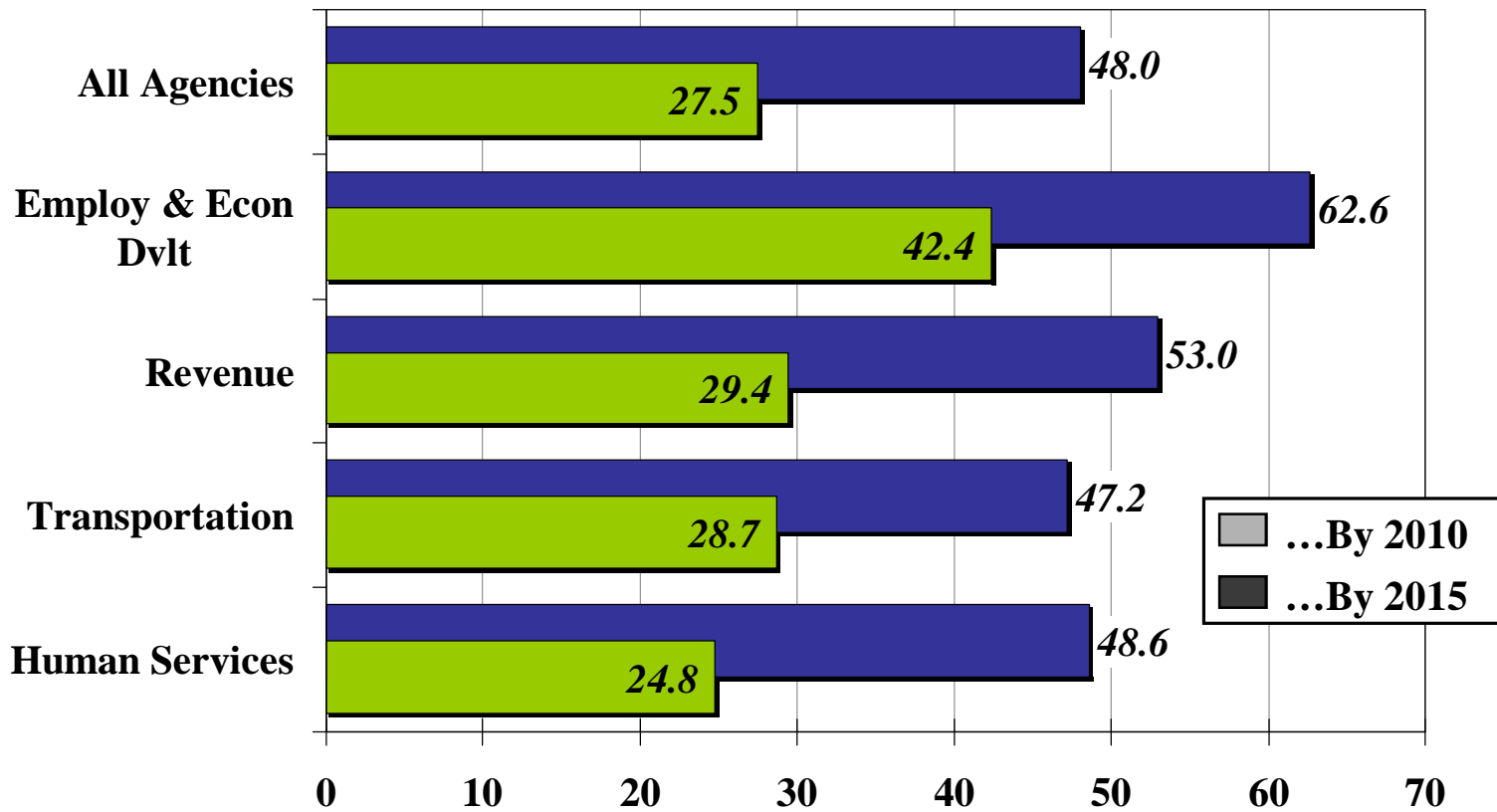


DOER data - July 2003

Age of Employees by 2015

27% of current State Executive Branch workers will reach age 60 by 2010, and 48% will be 60 by 2015.

Percentage of Current, FT/UNL Employees Who Will Be 60...



DOER data - July 2003

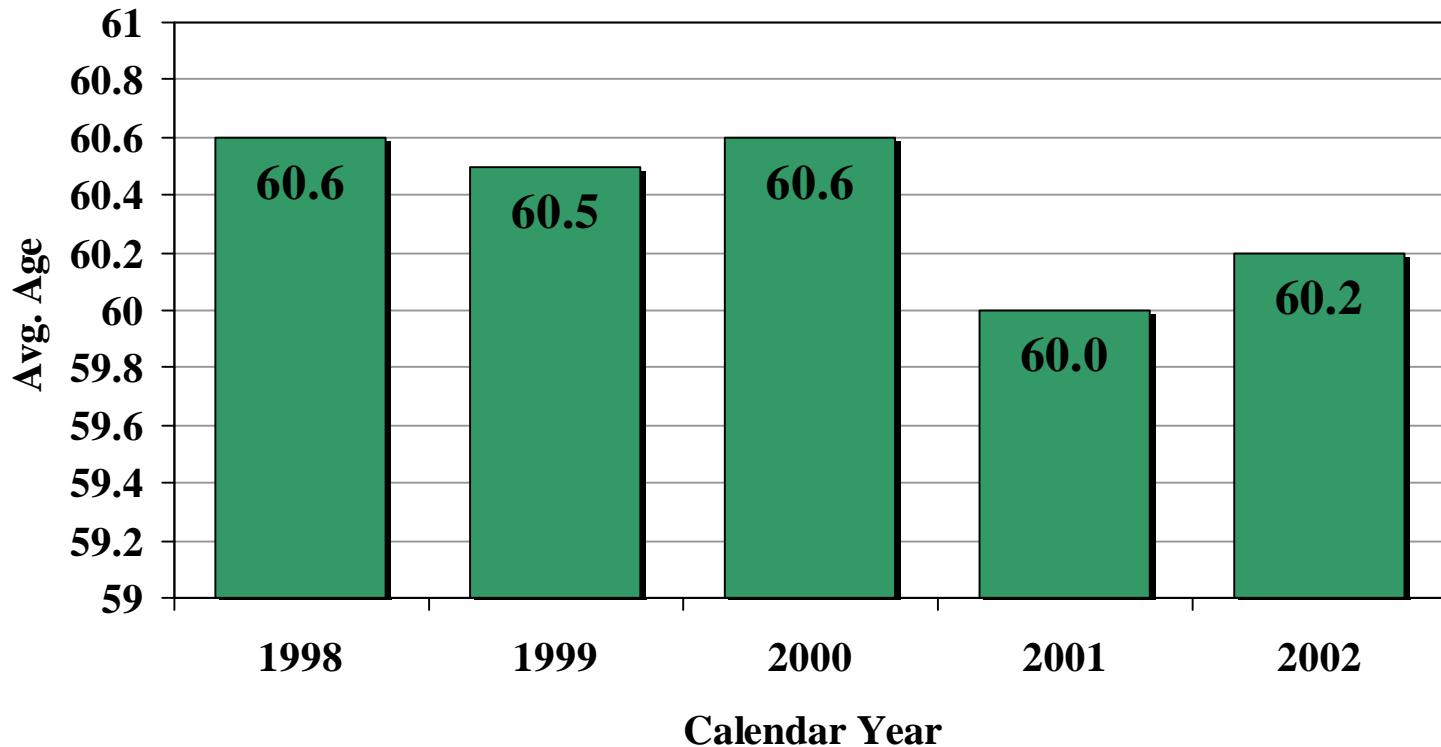
Can/Will The Retirement Age Increase?

- Mn state government retirement age has been relatively constant for years.
- Other measures of retirement have been constant, with many people retiring around age 63.
- According to national surveys, many people want to retire later but other considerations prevent that

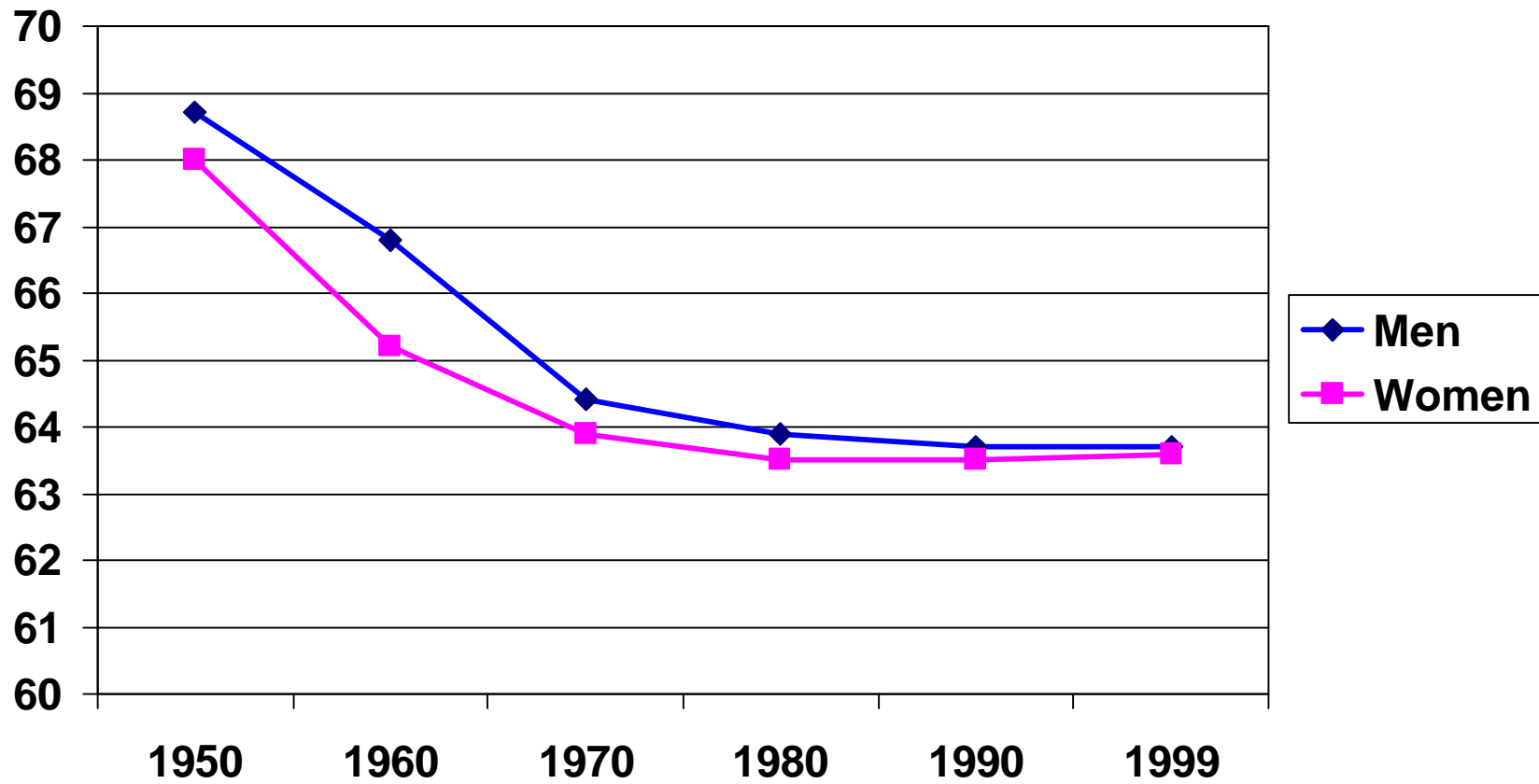
Average Age for Retirement is 60.2

On average, employees are retiring six months earlier than they were five years ago.

Average Age at Retirement

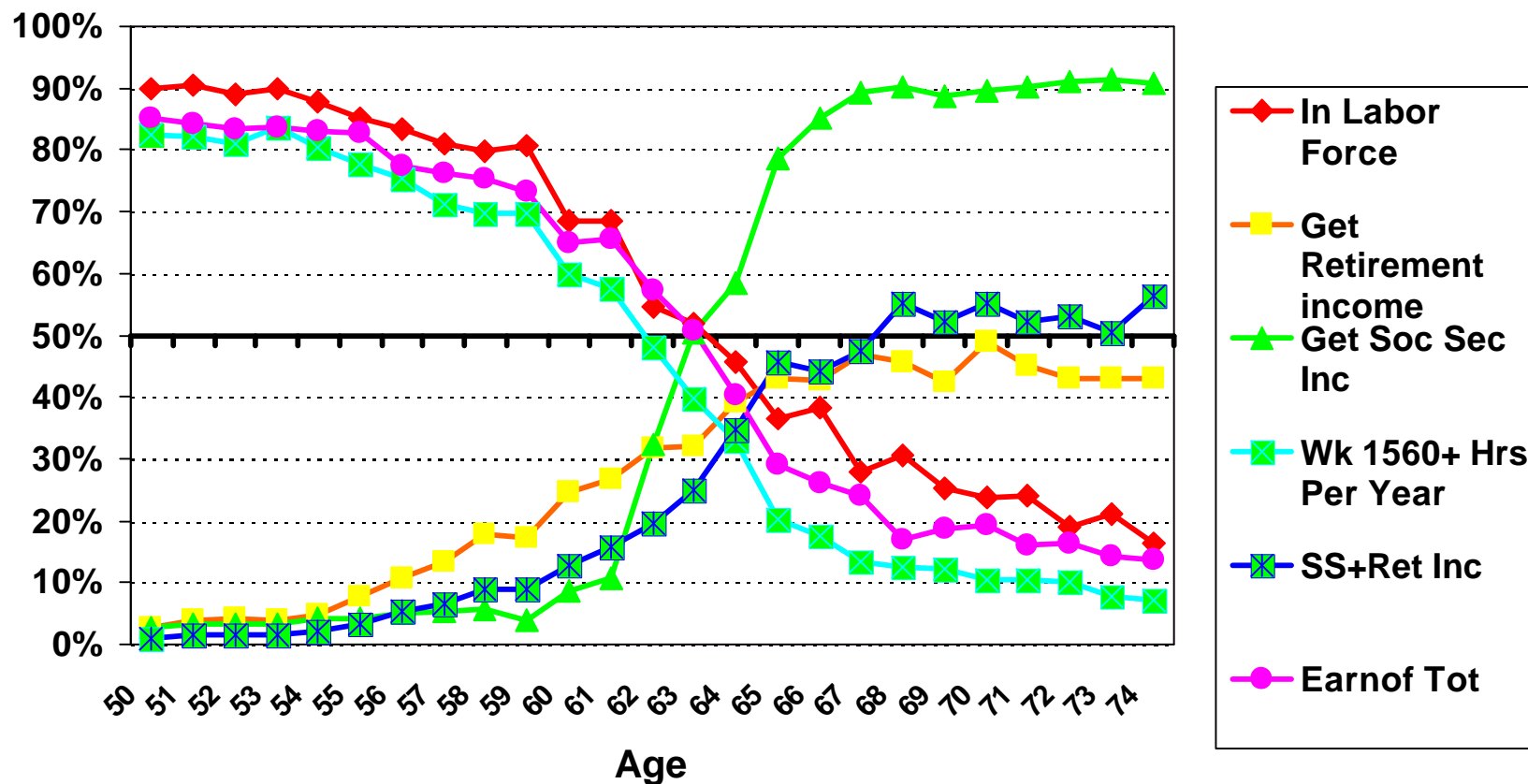


Mean Age Of Persons Initially Awarded Social Security Benefits Declined Then Leveled

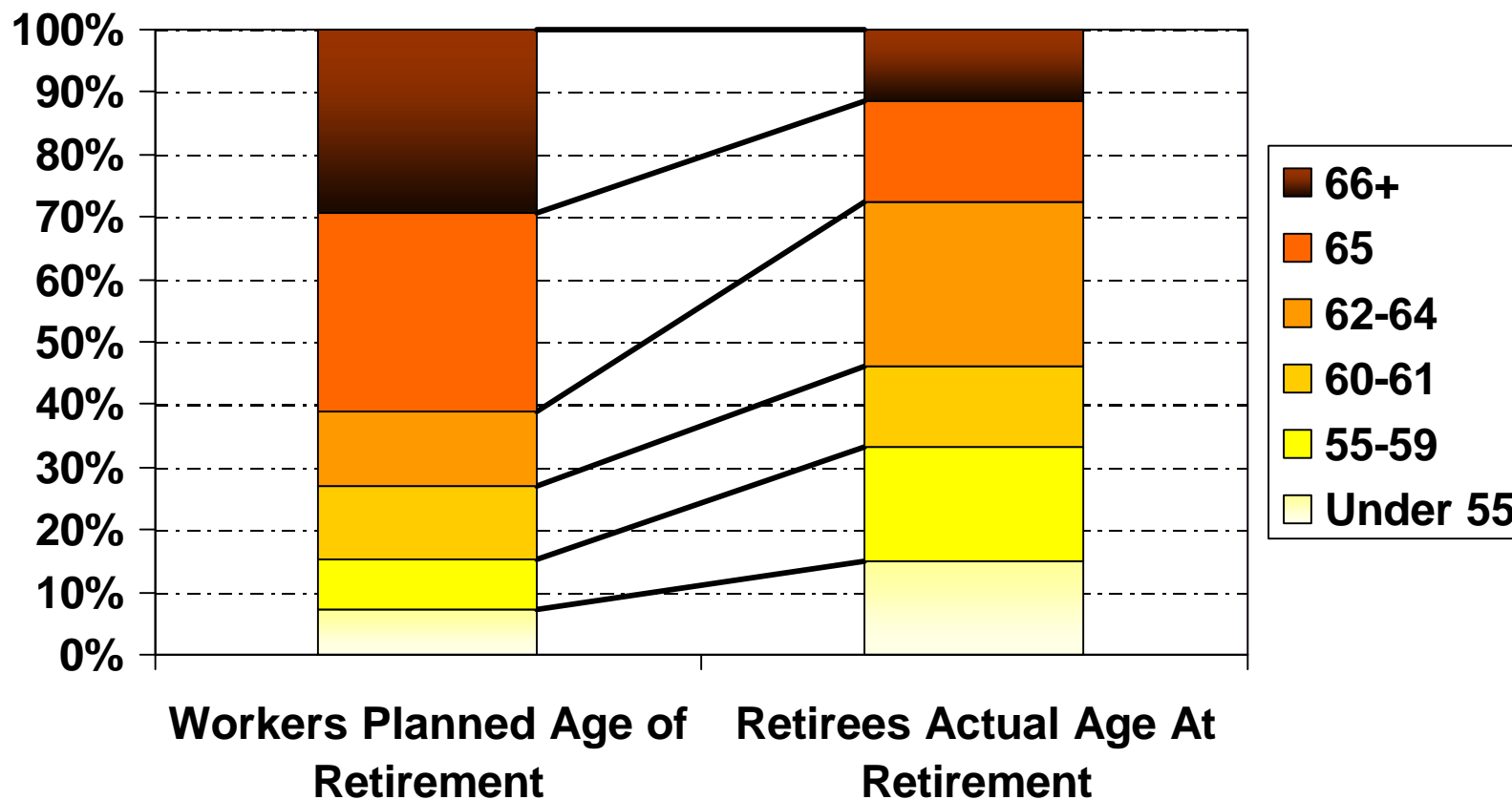


SSA

Retirement Age Analysis For Minnesota Men—2000 Census PUMS

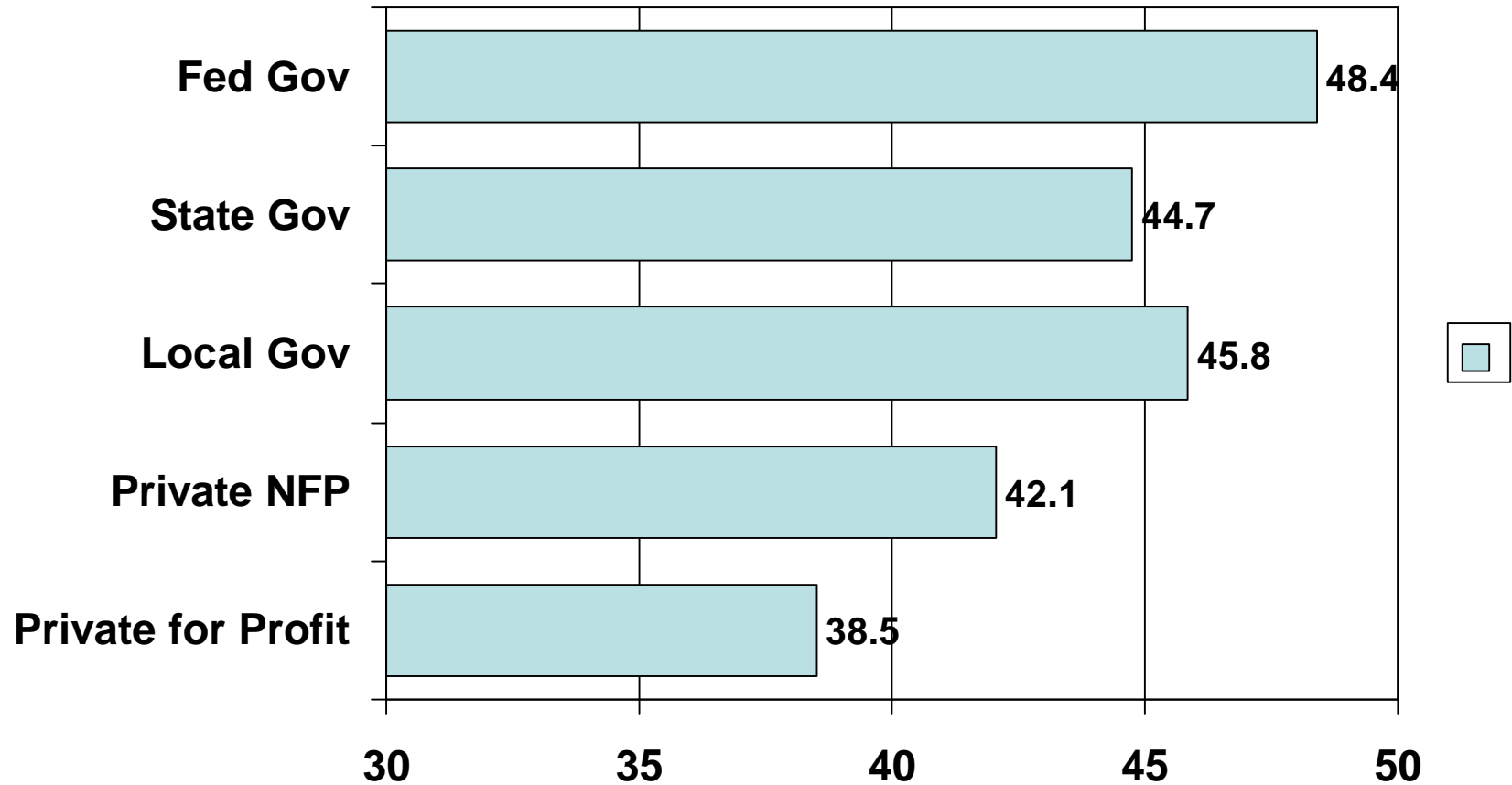


60% of Americans Plan To Retire At 65 Or Later; 70% Retire Before Age 65

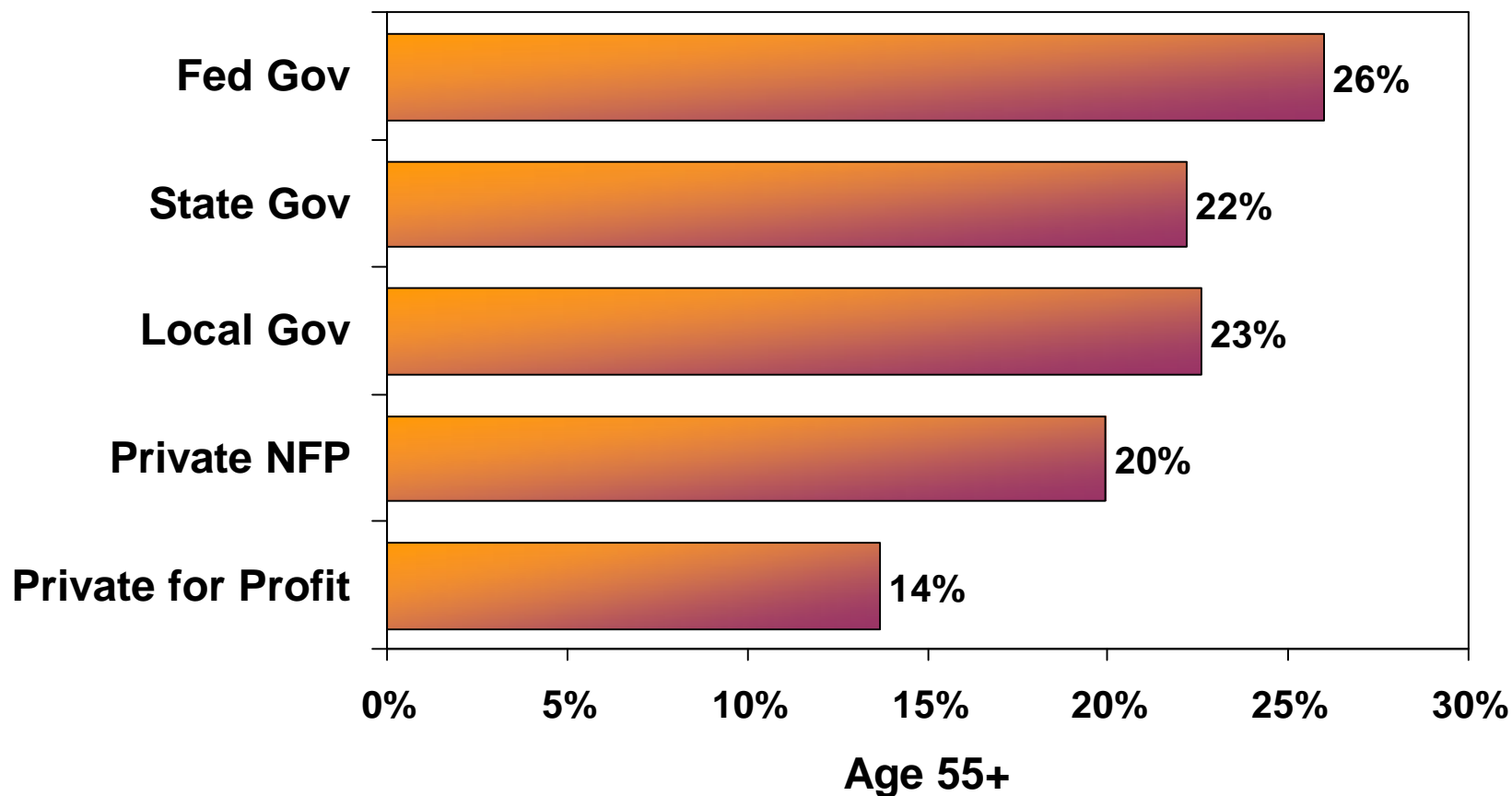


2006 Retirement Confidence Survey, EBRI. Health, disability, layoffs main reasons for retiring earlier than planned.

Median Age 2006 of employed not including police, security, corrections



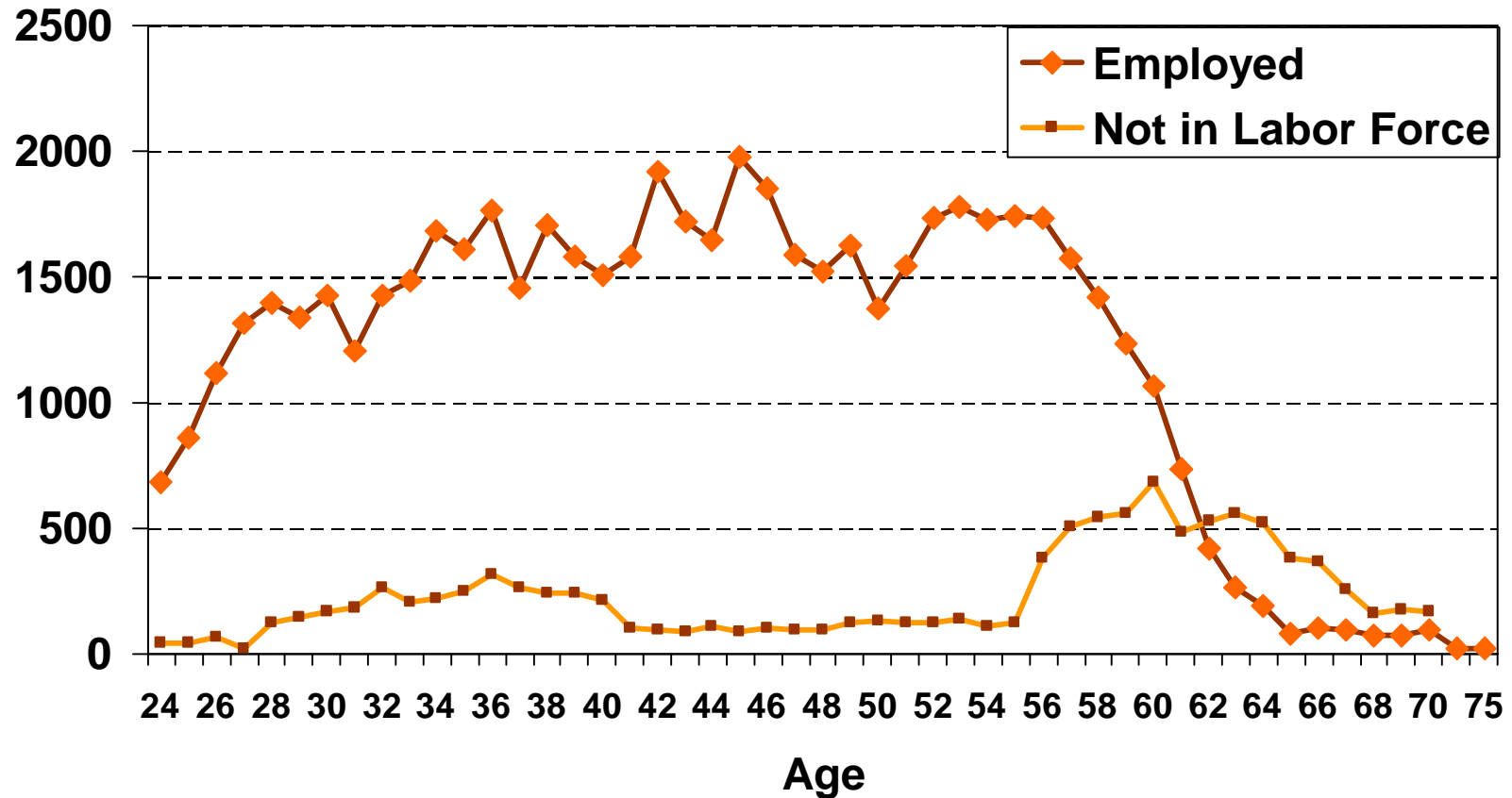
A Higher Percentage Of Government Workers Are Over Age 55 In Minnesota



2006 ACS

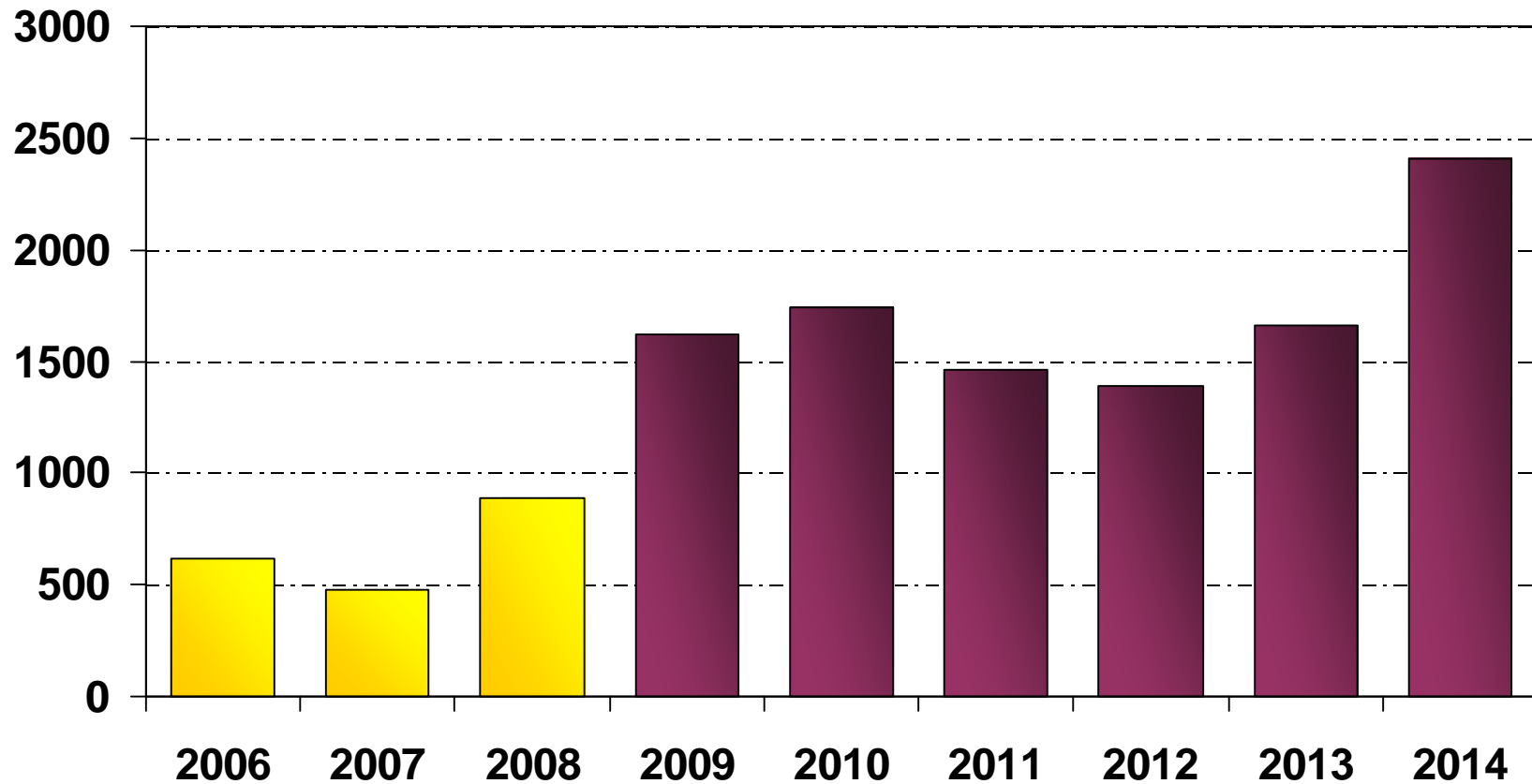
Minnesota Grades 1-12 Teachers By Age

(5 year age group averages)



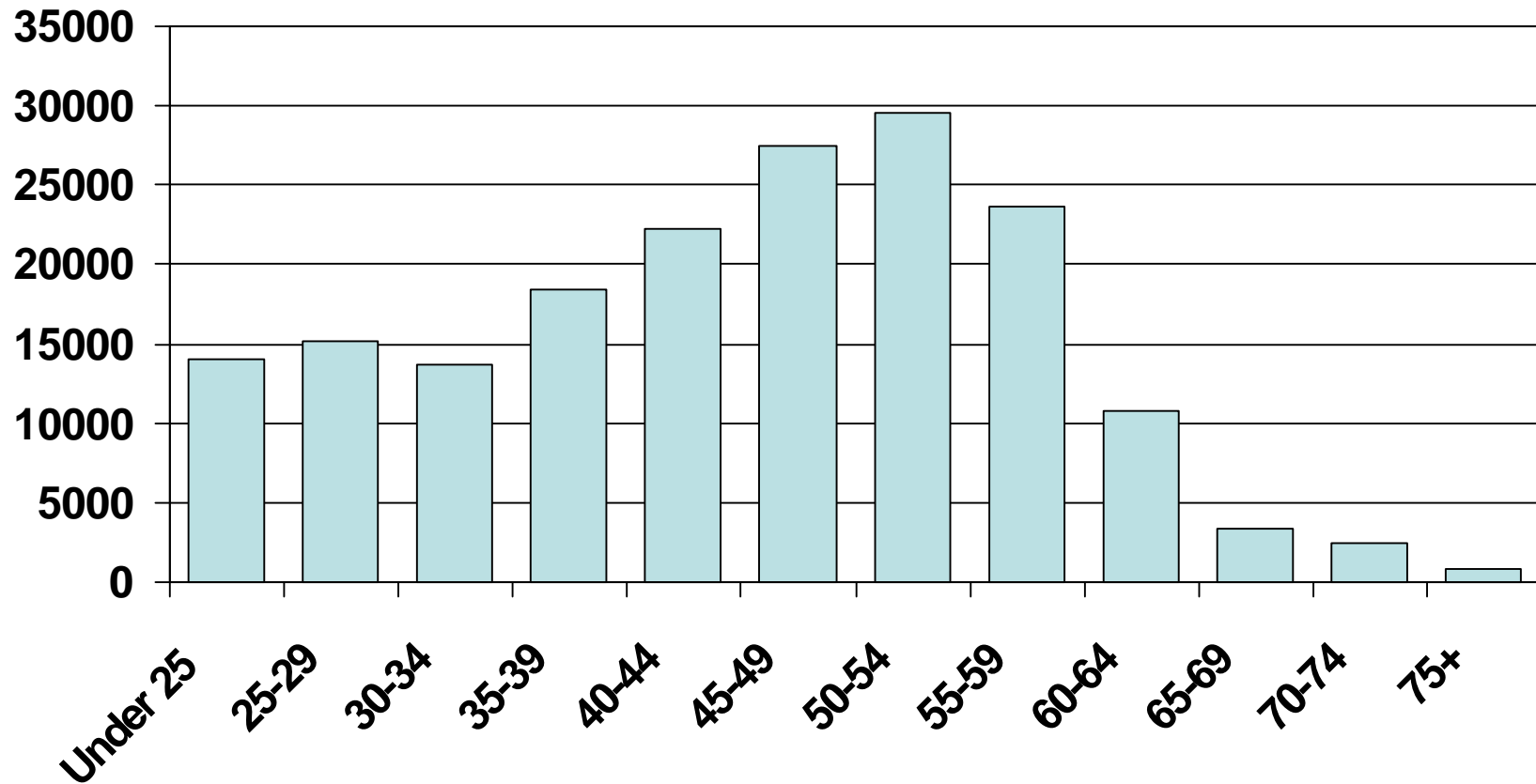
2006 ACS. Teachers who have worked in the profession within the past 5 years

When Minnesota Grades 1-12 Teachers Employed In 2006 Will Turn Age 62

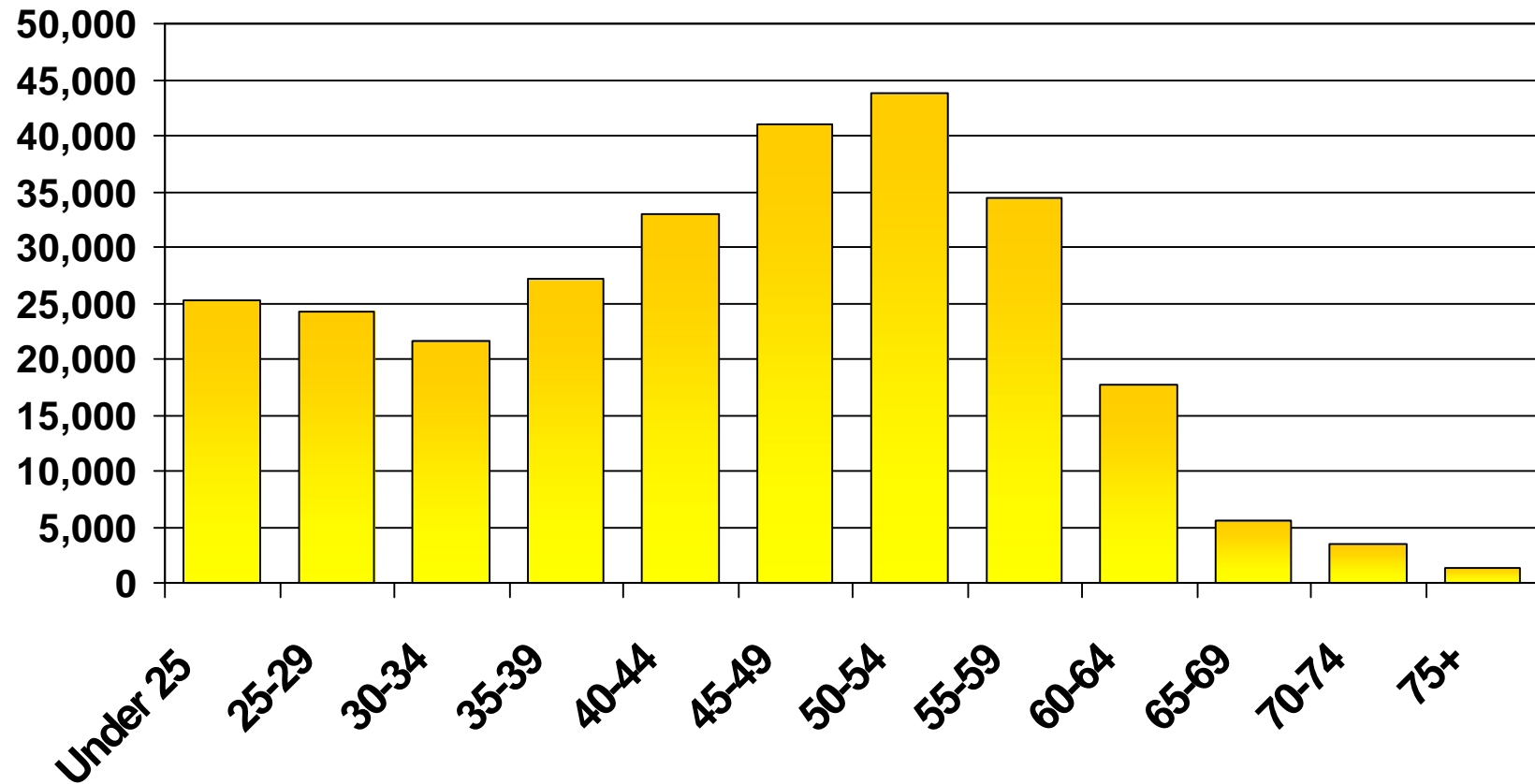


2006 American Community Survey

Local Government Employees 2006

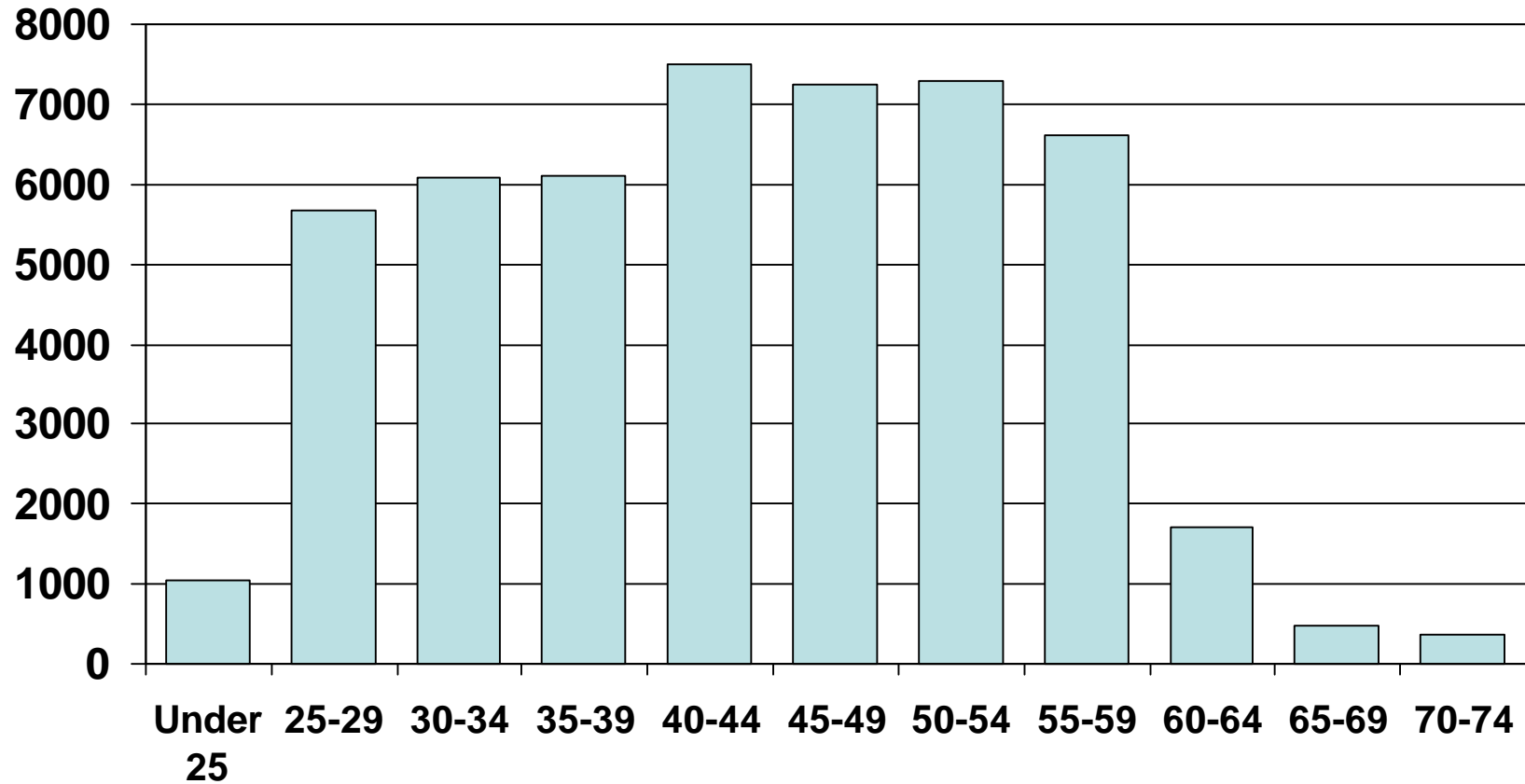


Minnesota State & Local Government Employees 2006



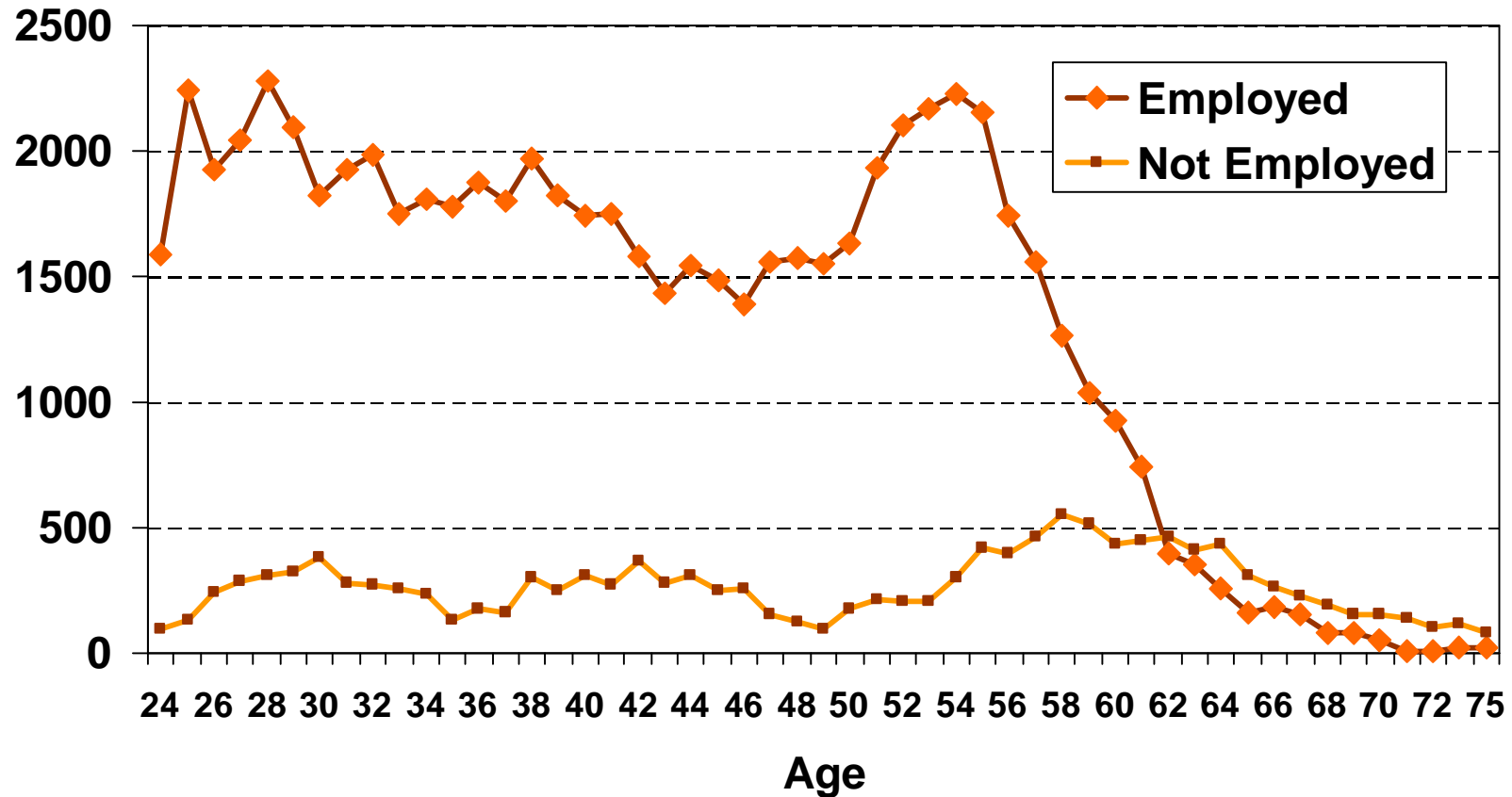
2006 ACS

Pre K to 12 Teachers



Minnesota Grades 1-12 Teachers By Age

(5 year age group averages)



2005 ACS. Teachers who have worked in the profession within the past 5 years