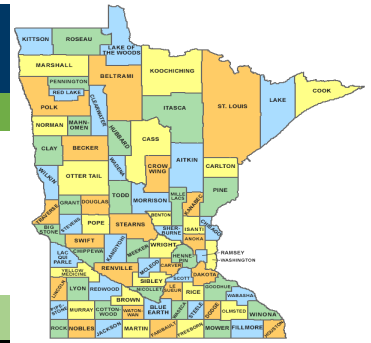


**COUNTY PROFILE**

**Steele Co.**

Steele Co. is a part of Economic Development Region 10, which is located in the Southeast Planning Region.



**POPULATION CHARACTERISTICS**

|                              |                             |
|------------------------------|-----------------------------|
| 2022 population:             | <b>37,398 people</b>        |
| Population change, 2010-2022 | 822 people<br>2.2% increase |

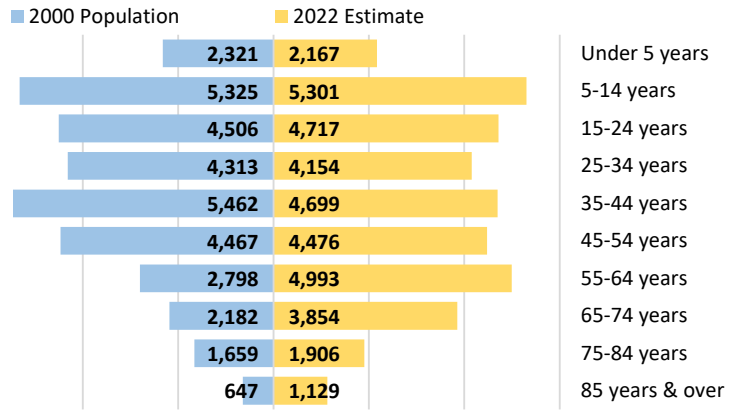
|             |                   |
|-------------|-------------------|
| Median Age: | <b>39.9 years</b> |
| state:      | 38.5 years        |

Steele Co. is the 28th largest of the 87 counties in the state. Its population increased over the past decade, ranking as the 40th fastest growing in the state from 2010 to 2022. Steele Co.'s population has an older median age than the state and a larger percentage of people aged 65 years and older. The population is aging, especially as the Baby Boom generation moves through the population pyramid (see Figure 1).

|                         | Number        | Percent       |
|-------------------------|---------------|---------------|
| Under 5 years           | 2,167         | 5.8%          |
| 5-14 years              | 5,301         | 14.2%         |
| 15-24 years             | 4,717         | 12.6%         |
| 25-34 years             | 4,154         | 11.1%         |
| 35-44 years             | 4,699         | 12.6%         |
| 45-54 years             | 4,476         | 12.0%         |
| 55-64 years             | 4,993         | 13.4%         |
| 65-74 years             | 3,854         | 10.3%         |
| 75-84 years             | 1,906         | 5.1%          |
| 85 years & over         | 1,129         | 3.0%          |
| <b>Total Population</b> | <b>37,398</b> | <b>100.0%</b> |

Source: Census Population Estimates, 2018-2022 ACS

Figure 1. Population Pyramid, 2000-2022



Steele Co. enjoyed a natural increase - more births than deaths from 2020 to 2022, but also experienced net out-migration - meaning more people moved out than moved in. Despite suffering domestic out-migration, Steele Co. welcomed net international in-migration - gaining new Minnesotans from foreign countries (see Table 2).

Table 2. Cumulative Estimates of the Components of Population Change, 2020-2022

|                    | Total Population Change | April 1, 2020 to July 1, 2022 |              |         |               |               |          |
|--------------------|-------------------------|-------------------------------|--------------|---------|---------------|---------------|----------|
|                    |                         | Natural Increase              | Vital Events |         | Net Migration |               |          |
|                    |                         |                               | Births       | Deaths  | Total         | International | Domestic |
| Steele Co.         | -2                      | 75                            | 903          | 828     | -84           | 37            | -121     |
| State of Minnesota | 10,680                  | 26,917                        | 144,350      | 117,433 | -17,365       | 20,012        | -37,377  |

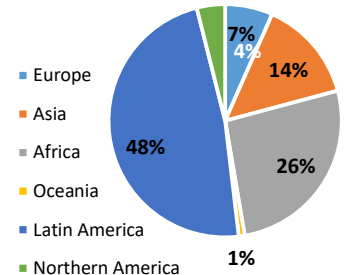
Source: U.S. Census Bureau, Population Estimates Program

Compared to the state, Steele Co. has a smaller percentage of foreign-born residents. From 2010 to 2022, Steele Co. saw an increase in the number of foreign-born residents, though it was slower than the statewide increase.

|                                | Steele Co.   |             | Change 2010-2022 |              | Minnesota   |              |
|--------------------------------|--------------|-------------|------------------|--------------|-------------|--------------|
|                                | Number       | Percent     | Number           | Percent      | Percent     | Change       |
| <b>Foreign-born Population</b> | <b>1,708</b> | <b>4.6%</b> | <b>402</b>       | <b>30.8%</b> | <b>8.5%</b> | <b>31.3%</b> |
| Europe                         | 113          | 6.6%        | -12              | -9.6%        | 9.3%        | -0.6%        |
| Asia                           | 243          | 14.2%       | 66               | 37.3%        | 36.7%       | 30.2%        |
| Africa                         | 452          | 26.5%       | 174              | 62.6%        | 28.1%       | 93.1%        |
| Oceania                        | 14           | 0.8%        | -22              | -61.1%       | 0.4%        | 20.4%        |
| Americas:                      | 886          | 51.9%       | 196              | 28.4%        | 25.4%       | 7.5%         |
| Latin America                  | 819          | 48.0%       | 181              | 28.4%        | 22.9%       | 9.0%         |
| Northern America               | 67           | 3.9%        | 15               | 28.8%        | 2.5%        | -4.6%        |

Source: U.S. Census Bureau, 2018-2022 American Community Survey

Figure 2. Place of Birth for the Foreign Born Population, 2022

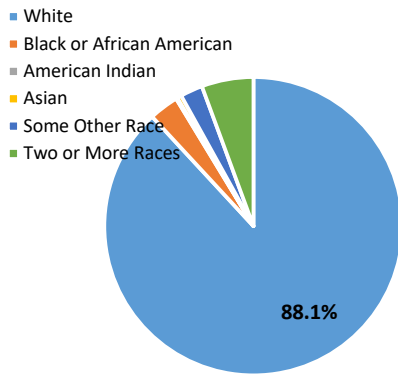


## COUNTY PROFILE

Steele Co.

Steele Co.'s population was becoming more racially diverse over time. Since 2011, the county's white population declined, but the number of people of other races increased (see Table 4).

**Figure 3. Population by Race, 2022**



| Table 4. Race and Hispanic Origin, 2022 | Steele Co.    |               |                       | Minnesota     |                       |
|---|---------------|---------------|-----------------------|---------------|-----------------------|
|   | Number        | Percent       | Change from 2011-2022 | Percent       | Change from 2011-2022 |
| <b>Total</b>                            | <b>37,396</b> | <b>100.0%</b> | <b>2.4%</b>           | <b>100.0%</b> | <b>7.9%</b>           |
| White                                   | 32,952        | 88.1%         | -4.1%                 | 79.7%         | -0.4%                 |
| Black or African American               | 1,198         | 3.2%          | 27.3%                 | 6.7%          | 44.3%                 |
| American Indian or Alaska Native        | 58            | 0.2%          | 107.1%                | 0.9%          | -10.2%                |
| Asian or Other Pac. Islanders           | 178           | 0.5%          | -44.2%                | 5.1%          | 37.1%                 |
| Some Other Race                         | 907           | 2.4%          | 186.1%                | 2.3%          | 84.7%                 |
| Two or More Races                       | 2,103         | 5.6%          | 274.2%                | 5.3%          | 159.6%                |
| Hispanic or Latino origin               | 3,093         | 8.3%          | 40.0%                 | 5.7%          | 34.6%                 |

Source: U.S. Census Bureau, 2018-2022 American Community Survey

## POPULATION PROJECTIONS

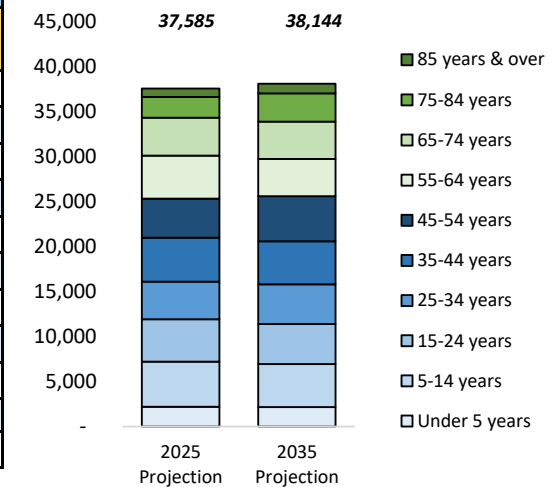
According to the Minnesota State Demographic Center, Steele Co.'s population is expected to grow from 2025 to 2035, with a rate of change that is slower than the projected statewide growth rate (4.5%). In addition to the overall growth, the number of people aged 65 years and older is expected to increase over the next decade (see Figure 4 and Table 5).

**Table 5. Population Projections by Age Group, 2025-2035**

| Steele Co.              | 2025 Projection | 2035 Projection | Numeric Change | Percent Change |
|-------------------------|-----------------|-----------------|----------------|----------------|
| Under 5 years           | 2,212           | 2,178           | -34            | -1.5%          |
| 5-14 years              | 4,989           | 4,785           | -204           | -4.1%          |
| 15-24 years             | 4,745           | 4,450           | -295           | -6.2%          |
| 25-34 years             | 4,165           | 4,416           | 251            | 6.0%           |
| 35-44 years             | 4,895           | 4,758           | -137           | -2.8%          |
| 45-54 years             | 4,333           | 5,046           | 713            | 16.5%          |
| 55-64 years             | 4,782           | 4,137           | -645           | -13.5%         |
| 65-74 years             | 4,233           | 4,162           | -71            | -1.7%          |
| 75-84 years             | 2,294           | 3,144           | 850            | 37.1%          |
| 85 years & over         | 937             | 1,068           | 131            | 14.0%          |
| <b>Total Population</b> | <b>37,585</b>   | <b>38,144</b>   | <b>559</b>     | <b>1.5%</b>    |

Source: Minnesota State Demographic Center

**Figure 4. Projections by Age Group, 2025-2035**



## EDUCATIONAL ATTAINMENT

Steele Co. has a lower percentage of adults (18 years & over) with at least a high school diploma than the state (93.0%), and a lower percentage of people with at least some college experience. Steele Co. also has a higher percentage of people with an Associate's degree and a lower percentage of people with a Bachelor's degree or higher.

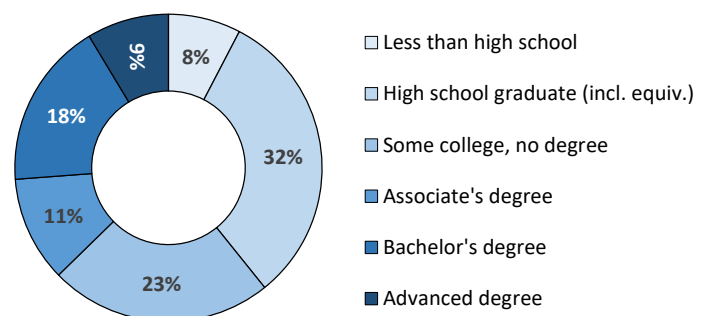
**Percentage of the adult population (18 years & over) with at least a high school diploma:**

**92.4%**

**College-educated: 60.8%**  
state: 68.5%

**Associate's Degree: 11.1%**  
**Bachelor's Degree: 17.6%**  
**Advanced Degree: 8.6%**

**Figure 5. Educational Attainment, 2022**



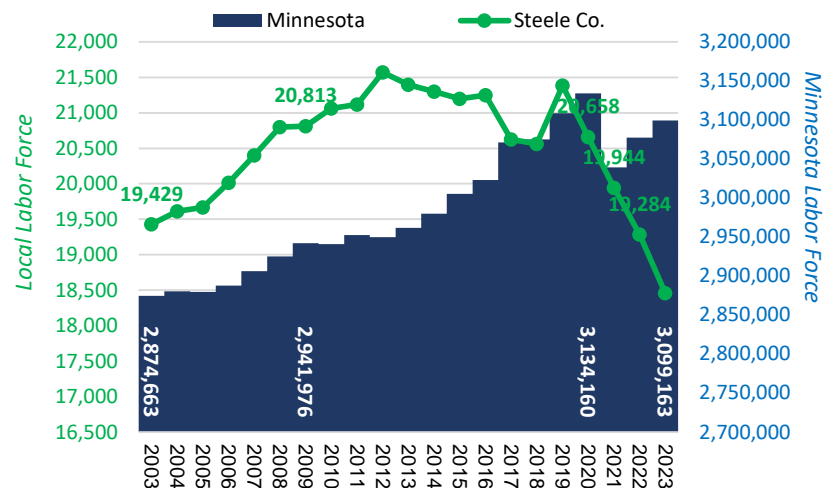
Source: U.S. Census Bureau, 2018-2022 American Community Survey

LABOR FORCE TRENDS

At 2.8%, Steele Co. had a higher unemployment rate than the state in 2023. After the pandemic recession Steele Co.'s unemployment rate declined compared to the 3.4% pre-pandemic rate posted in 2019. The number of unemployed workers actively seeking work in Steele Co. increased over the past year, and is down compared to 2019.

|                                 |                                  |
|---------------------------------|----------------------------------|
| <b>19,284</b> available workers |                                  |
| Labor Force change, 2008-2023   | -2,336 workers<br>-11.2% decline |
| <b>2.8%</b> unemployment rate   |                                  |
| 2.7% state                      |                                  |
| <b>540</b> unemployed workers   |                                  |

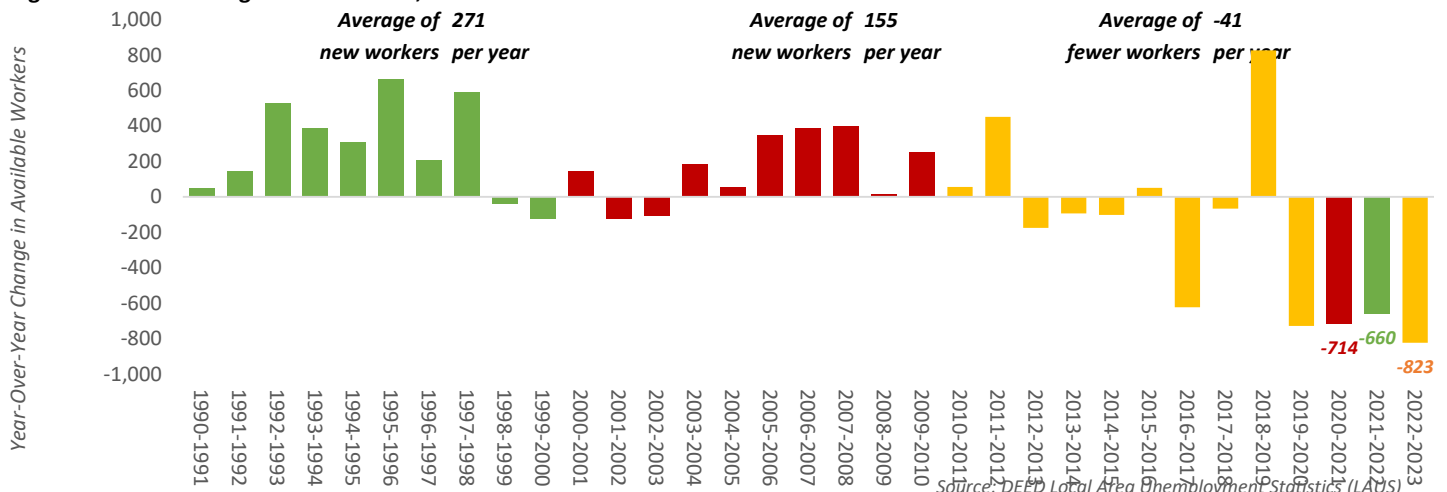
Figure 6. Annual Labor Force Estimates



Source: DEED Local Area Unemployment Statistics

Labor force growth has slowed in recent years. After experiencing a net gain of workers each year from 1990 to 2000, Steele Co. averaged an annual gain of new workers from 2000 to 2010, and most recently a loss of fewer workers since 2010 (see Figure 7). Moving forward, Steele Co. is expected to add workers from 2025 to 2035 (see Table 6).

Figure 7. Annual Change in Labor Force, 1990-2023



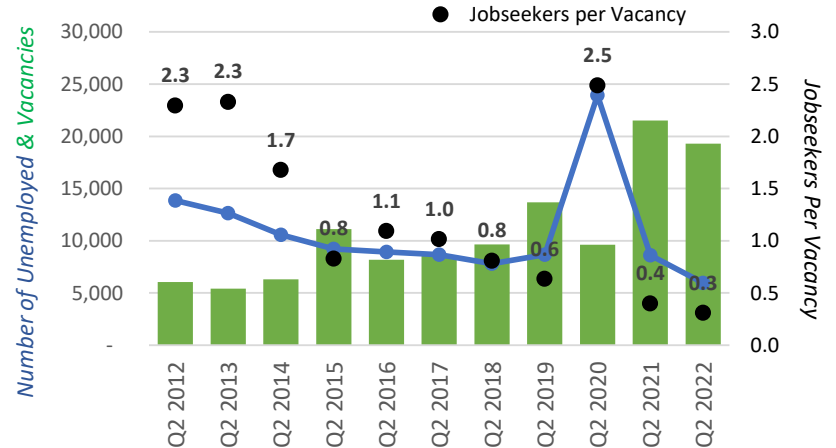
Source: DEED Local Area Unemployment Statistics (LAUS)

|                          | Labor Force Projection |               |
|--------------------------|------------------------|---------------|
|                          | 2025                   | 2035          |
| 16 to 24 years           | 3,008                  | 2,941         |
| 25 to 54 years           | 11,964                 | 12,716        |
| 55 to 64 years           | 3,588                  | 3,104         |
| 65 years & over          | 1,407                  | 1,443         |
| <b>Total Labor Force</b> | <b>19,966</b>          | <b>20,205</b> |

Source: Minnesota State Demographic Center, 2018-2022 ACS

The labor market had grown extremely tight in recent years, with less than 1 jobseeker per vacancy until the pandemic recession intervened in early 2020 and the number of unemployed workers spiked. Job vacancies in Southeast reached new highs in the 4th quarter of 2021, quickly bringing back challenges in finding new workers and 2022 showed the lowest jobseeker-per-vacancy ratio on record (see Figure 8).

Figure 8. Jobseekers Per Vacancy, 2012-2022



Source: DEED Job Vacancy Survey, LAUS program

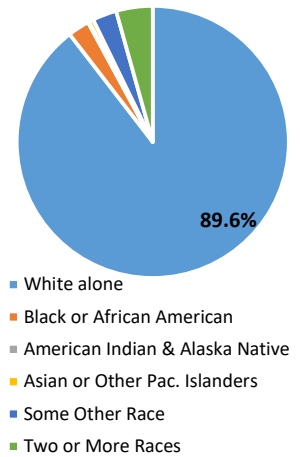
**LABOR FORCE CHARACTERISTICS**

Steele Co. had a lower labor force participation rate than the state. The labor force in Steele Co. is less racially diverse than the state (where 81.3% of workers are white alone), but is becoming more diverse over time.

**Table 7. Employment Characteristics, 2022**

|   | Steele Co.                            |                          |             | Minnesota                |             | Labor Force by Gender |              |
|---|---------------------------------------|--------------------------|-------------|--------------------------|-------------|-----------------------|--------------|
|   | In Labor Force<br>(available workers) | Labor Force Partic. Rate | Unemp. Rate | Labor Force Partic. Rate | Unemp. Rate | Male                  | Female       |
| <b>Total Labor Force</b>  | <b>19,801</b>                         | <b>67.8%</b>             | <b>3.4%</b> | <b>68.7%</b>             | <b>4.0%</b> | <b>10,745</b>         | <b>9,070</b> |
| 16 to 19 years  | 1,022                                 | 51.5%                    | 12.5%       | 53.0%                    | 9.8%        | 554                   | 468          |
| 20 to 24 years  | 1,850                                 | 92.1%                    | 2.9%        | 83.1%                    | 6.7%        | 975                   | 875          |
| 25 to 44 years  | 7,820                                 | 88.3%                    | 4.4%        | 88.8%                    | 3.5%        | 4,272                 | 3,550        |
| 45 to 54 years  | 4,091                                 | 91.4%                    | 1.2%        | 87.8%                    | 2.9%        | 2,191                 | 1,899        |
| 55 to 64 years  | 3,747                                 | 75.0%                    | 1.4%        | 72.8%                    | 3.1%        | 1,995                 | 1,750        |
| 65 to 74 years  | 1,110                                 | 28.8%                    | 3.2%        | 27.6%                    | 3.3%        | 669                   | 441          |
| 75 years & over   | 176                                   | 5.8%                     | 6.8%        | 6.6%                     | 3.2%        | 89                    | 87           |
| <b>Employment Characteristics by Race &amp; Hispanic Origin</b>             |                                       |                          |             |                          |             |                       |              |
| White alone   | 17,732                                | 67.1%                    | 3.4%        | 67.8%                    | 3.4%        |                       |              |
| Black or African American   | 508                                   | 60.7%                    | 4.1%        | 71.5%                    | 8.7%        |                       |              |
| American Indian & Alaska Native   | 27                                    | 46.6%                    | 3.7%        | 57.6%                    | 11.9%       |                       |              |
| Asian or Other Pac. Islanders   | 109                                   | 74.7%                    | 1.8%        | 73.9%                    | 3.6%        |                       |              |
| Some Other Race   | 569                                   | 89.3%                    | 5.8%        | 76.1%                    | 6.1%        |                       |              |
| Two or More Races   | 860                                   | 78.1%                    | 2.2%        | 74.3%                    | 6.6%        |                       |              |
| Hispanic or Latino  | 1,672                                 | 85.6%                    | 3.2%        | 77.0%                    | 6.3%        |                       |              |
| <b>Employment Characteristics by Disability, 20 to 64 years</b>             |                                       |                          |             |                          |             |                       |              |
| With Any Disability, 20 to 64 years   | 1,000                                 | 58.3%                    | 2.6%        | 54.4%                    | 10.2%       |                       |              |
| <b>Employment Characteristics by Educational Attainment, 25 to 64 years</b> |                                       |                          |             |                          |             |                       |              |
| Population, 25 to 64 years  | 15,665                                | 85.5%                    | 2.9%        | 84.4%                    | 3.3%        |                       |              |
| Less than H.S. Diploma  | 903                                   | 81.5%                    | 3.9%        | 67.2%                    | 4.6%        |                       |              |
| H.S. Diploma or Equivalent  | 3,729                                 | 77.2%                    | 5.1%        | 76.8%                    | 2.5%        |                       |              |
| Some College or Assoc. Degree   | 5,835                                 | 87.7%                    | 2.5%        | 85.1%                    | 3.6%        |                       |              |
| Bachelor's Degree or Higher   | 5,187                                 | 90.5%                    | 1.1%        | 90.3%                    | 2.0%        |                       |              |

**Figure 9. Labor Force by Race, 2022**



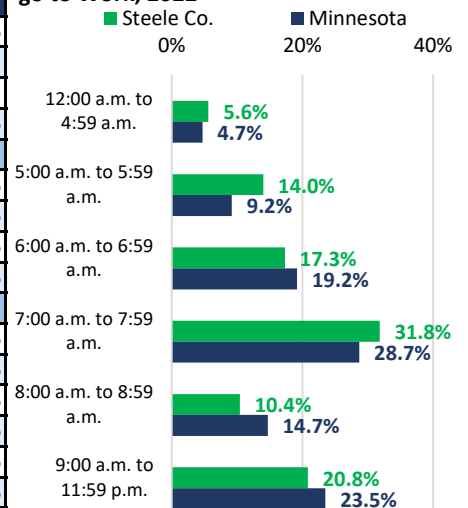
Source: 2018-2022 American Community Survey, 5-Year Estimates

A larger percentage of workers in Steele Co. worked in the same county in which they live compared to the state. Steele Co. also had a shorter average commute time than the state.

**Table 8. Commuting Characteristics, 2022**

|   | Steele Co.          |         | Minnesota           |         |
|---|---------------------|---------|---------------------|---------|
|   | Number              | Percent | Number              | Percent |
| Worked in state of residence              | 18,683              | 99.6%   | 2,867,086           | 97.7%   |
| Worked in county of residence             | 14,688              | 78.3%   | 1,957,366           | 66.7%   |
| Worked out of county of residence         | 3,995               | 21.3%   | 909,720             | 31.0%   |
| Worked outside state of residence         | 75                  | 0.4%    | 67,495              | 2.3%    |
| <b>MEANS OF TRANSPORTATION TO WORK</b>    |                     |         |                     |         |
| Car, truck, or van                        | 16,563              | 88.3%   | 2,387,561           | 81.6%   |
| Public transportation (excl. taxicab)     | 169                 | 0.9%    | 81,926              | 2.8%    |
| Other method (walk, bike, taxi, etc.)     | 750                 | 4.0%    | 122,889             | 4.2%    |
| Worked at home                            | 1,294               | 6.9%    | 333,556             | 11.4%   |
| <b>TRAVEL TIME TO WORK</b>                |                     |         |                     |         |
| Less than 10 minutes                      | 5,646               | 30.1%   | 465,223             | 15.9%   |
| 10 to 19 minutes                          | 6,997               | 37.3%   | 895,335             | 30.6%   |
| 20 to 29 minutes                          | 2,626               | 14.0%   | 649,557             | 22.2%   |
| 30 to 44 minutes                          | 1,688               | 9.0%    | 567,631             | 19.4%   |
| 45 to 59 minutes                          | 1,013               | 5.4%    | 190,186             | 6.5%    |
| 60 or more minutes                        | 807                 | 4.3%    | 158,000             | 5.4%    |
| <b>Mean travel time to work (minutes)</b> | <b>18.1 minutes</b> |         | <b>23.3 minutes</b> |         |

**Figure 10. Time Leaving Home to go to Work, 2022**



Source: 2018-2022 American Community Survey, 5-Year Estimates

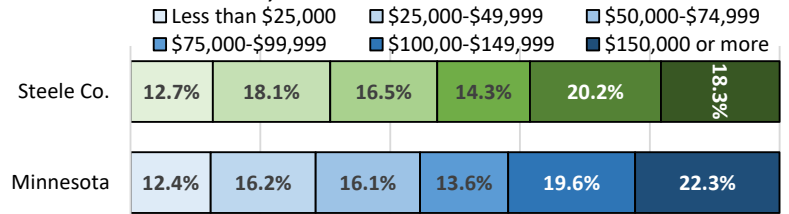
**INCOMES, COST OF LIVING, & HOUSING**

Steele Co. had a lower median household income than the state, and a higher percentage of households with incomes below \$50,000. Overall, Steele Co. had the 14th highest median household income of the 87 counties in the state.

|                                |                  |
|--------------------------------|------------------|
| <b>Median Household Income</b> | <b>\$79,722</b>  |
| state                          | \$84,313         |
| <b>Median Family Income</b>    | <b>\$102,451</b> |
| state                          | \$107,072        |
| <b>Per Capita Income</b>       | <b>\$40,146</b>  |
| state                          | \$44,947         |

Source: 2018-2022 American Community Survey

Figure 11. Household Incomes, 2022



Source: 2018-2022 American Community Survey 5-Year Estimates

The cost of living has increased over the past 2 years with costs up in many areas. Steele Co. had a lower cost of living than the state, with a required hourly wage of \$14.06 for a single person living alone to meet a basic needs cost of living, and an hourly wage requirement of \$15.89 for a typical family with 2 adults and 1 child (see Table 9).

Table 9. Basic Needs Cost of Living Estimates, 2022

| Category   | Single Yearly Cost of Living | Hourly Wage Required | Monthly Costs |       |             |         |                |       |       |
|--|------------------------------|----------------------|---------------|-------|-------------|---------|----------------|-------|-------|
|  |                              |                      | Child Care    | Food  | Health Care | Housing | Transportation | Other | Taxes |
| Single Adult, 0 children   |                              |                      |               |       |             |         |                |       |       |
| Steele Co.   | \$29,249                     | \$14.06              | \$0           | \$395 | \$163       | \$681   | \$729          | \$260 | \$209 |
| State of Minnesota   | \$34,992                     | \$16.82              | \$0           | \$403 | \$159       | \$961   | \$760          | \$330 | \$303 |
| Typical Family: 2 Adults (1 working full-time, 1 part-time), 1 child |                              |                      |               |       |             |         |                |       |       |
| Steele Co.   | \$49,565                     | \$15.89              | \$339         | \$903 | \$528       | \$903   | \$849          | \$437 | \$171 |
| State of Minnesota   | \$60,720                     | \$19.46              | \$574         | \$921 | \$555       | \$1,216 | \$886          | \$517 | \$391 |

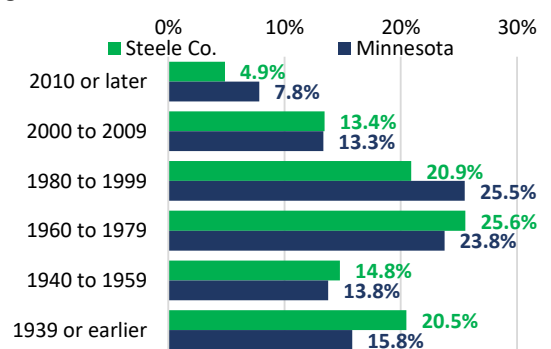
Source: DEED Cost of Living tool

Steele Co. had a lower median house value than the state, having the 35th highest value of the 87 counties in 2021. Steele Co.'s housing stock was older than the state's, with a lower percentage of units built since 2000 (see Figure 12).

| Table 10. Estimated Value of Owner-occupied Housing Units, 2022 | Steele Co.       |               | Minnesota        |
|---|------------------|---------------|------------------|
|   | Total            | Percent       | Percent          |
| <b>Total</b>  | <b>11,624</b>    | <b>100.0%</b> | <b>100.0%</b>    |
| Less than \$50,000  | 454              | 3.9%          | 4.1%             |
| \$50,000 to \$99,999  | 538              | 4.6%          | 4.6%             |
| \$100,000 to \$149,999  | 1,643            | 14.1%         | 7.1%             |
| \$150,000 to \$199,999  | 2,481            | 21.3%         | 10.7%            |
| \$200,000 to \$299,999  | 3,785            | 32.6%         | 27.1%            |
| \$300,000 to \$499,999  | 2,271            | 19.5%         | 31.7%            |
| \$500,000 or more   | 452              | 3.9%          | 14.7%            |
| <b>Median (dollars)</b>   | <b>\$217,100</b> |               | <b>\$286,800</b> |

Source: 2018-2022 American Community Survey, 5-Year Estimates

Figure 12. Year Structure Built, 2022



**Median monthly owner costs, owner-occupied units with a mortgage** **\$1,578**

state \$1,818

**Percentage of households with a mortgage spending 30% or more of their income on housing costs** **19.0%**

state 22.0%

**Median monthly rent costs** **\$914**

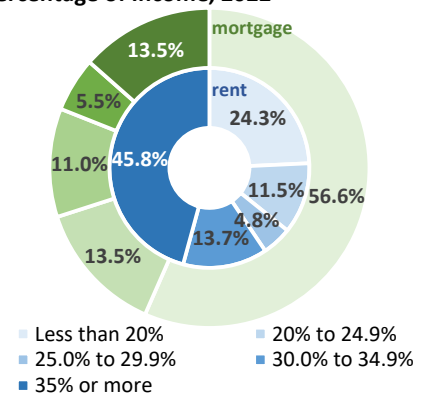
state \$1,178

**Percentage of renters spending 30% or more of their household income on rent** **59.4%**

state 46.7%

Source: 2018-2022 American Community Survey, 5-Year Estimates

Figure 13. Housing Costs as a Percentage of Income, 2022



OCCUPATIONS

At \$23.44 in 2023, wages were lower in Region 10 than the state. Overall, Region 10 had the 2nd highest median hourly wage level of the 13 economic development regions in the state. Wages were highest for management occupations (\$48.3) and lowest for food preparation and serving related jobs (\$14.24) (see Table 11).

Table 11. Occupational Employment & Wage Statistics, 2023

| Occupational Group                   | Region 10          |                         |                     |                            | State of Minnesota |                          |                     |
|--------------------------------------|--------------------|-------------------------|---------------------|----------------------------|--------------------|--------------------------|---------------------|
|                                      | Median Hourly Wage | Estimated Regional Jobs | Share of Total Jobs | Regional Location Quotient | Median Hourly Wage | Estimated Statewide Jobs | Share of Total Jobs |
| <b>Total, All Occupations</b>        | <b>\$23.44</b>     | <b>236,590</b>          | <b>100.0%</b>       | <b>1.0</b>                 | <b>\$24.25</b>     | <b>2,827,310</b>         | <b>100.0%</b>       |
| Management                           | \$48.30            | 12,310                  | 5.2%                | 0.8                        | \$51.58            | 193,760                  | 6.9%                |
| Business & Financial Operations      | \$34.82            | 9,260                   | 3.9%                | 0.5                        | \$38.19            | 201,940                  | 7.1%                |
| Computer & Mathematical              | \$42.65            | 4,280                   | 1.8%                | 0.5                        | \$49.73            | 99,250                   | 3.5%                |
| Architecture & Engineering           | \$38.83            | 3,390                   | 1.4%                | 0.8                        | \$40.60            | 53,100                   | 1.9%                |
| Life, Physical & Social Science      | \$37.08            | 2,520                   | 1.1%                | 1.0                        | \$39.37            | 29,070                   | 1.0%                |
| Community & Social Service           | \$28.75            | 4,480                   | 1.9%                | 1.0                        | \$25.82            | 54,820                   | 1.9%                |
| Legal                                | \$40.10            | 740                     | 0.3%                | 0.5                        | \$47.87            | 18,730                   | 0.7%                |
| Education, Training & Library        | \$24.64            | 14,590                  | 6.2%                | 1.1                        | \$24.82            | 158,830                  | 5.6%                |
| Arts, Design, Entertainment & Media  | \$24.58            | 2,110                   | 0.9%                | 0.7                        | \$28.80            | 37,630                   | 1.3%                |
| Healthcare Practitioners & Technical | \$41.68            | 30,920                  | 13.1%               | 2.0                        | \$41.07            | 186,700                  | 6.6%                |
| Healthcare Support                   | \$18.00            | 14,050                  | 5.9%                | 1.0                        | \$17.40            | 162,400                  | 5.7%                |
| Protective Service                   | \$28.06            | 3,460                   | 1.5%                | 1.0                        | \$25.83            | 40,620                   | 1.4%                |
| Food Preparation & Serving Related   | \$14.24            | 19,140                  | 8.1%                | 1.1                        | \$14.89            | 216,970                  | 7.7%                |
| Building, Grounds Cleaning & Maint.  | \$17.95            | 6,300                   | 2.7%                | 1.0                        | \$18.26            | 76,210                   | 2.7%                |
| Personal Care & Service              | \$15.98            | 4,470                   | 1.9%                | 0.9                        | \$16.96            | 58,120                   | 2.1%                |
| Sales & Related                      | \$16.54            | 18,100                  | 7.7%                | 0.9                        | \$18.14            | 239,500                  | 8.5%                |
| Office & Administrative Support      | \$22.20            | 27,900                  | 11.8%               | 1.0                        | \$23.06            | 345,830                  | 12.2%               |
| Farming, Fishing & Forestry          | \$18.65            | 420                     | 0.2%                | 1.2                        | \$19.84            | 4,060                    | 0.1%                |
| Construction & Extraction            | \$29.56            | 8,510                   | 3.6%                | 0.9                        | \$31.00            | 113,930                  | 4.0%                |
| Installation, Maintenance & Repair   | \$25.43            | 8,300                   | 3.5%                | 1.0                        | \$27.95            | 98,670                   | 3.5%                |
| Production                           | \$20.84            | 22,610                  | 9.6%                | 1.3                        | \$22.07            | 209,380                  | 7.4%                |
| Transportation & Material Moving     | \$19.69            | 18,740                  | 7.9%                | 1.0                        | \$19.80            | 227,780                  | 8.1%                |

Source: DEED Occupational Employment & Wage Statistics, Qtr. 1 2023

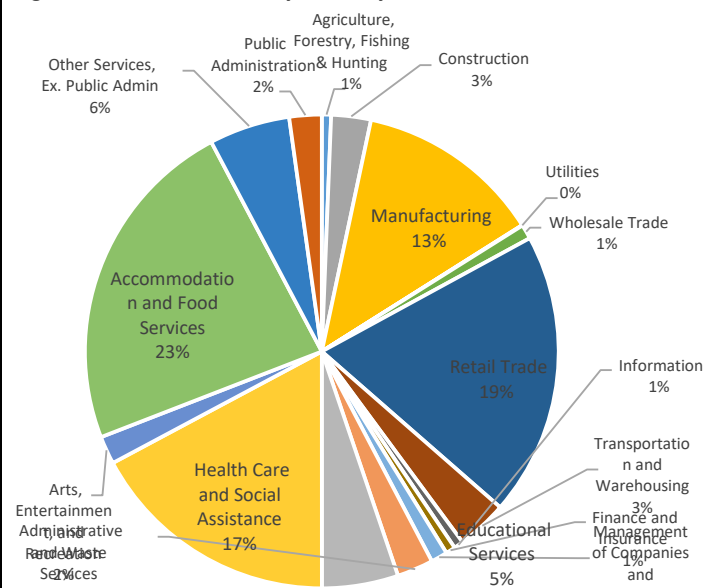
JOB VACANCY SURVEY

Steele Co. is a part of the Southeast planning region. There were 19304 job vacancies posted by employers in 2022, indicating extensive opportunity in the region, with openings across several occupations and industries (see Figure 14).

Table 12. Southeast Job Vacancy Survey Results, 2022

| Occupational Group                   | Number of Vacancies | Wage Offer     |
|--------------------------------------|---------------------|----------------|
| <b>Total, All Occupations</b>        | <b>19,304</b>       | <b>\$16.08</b> |
| Management                           | 333                 | \$30.93        |
| Business & Financial Operations      | 254                 | \$24.78        |
| Computer & Mathematical              | 188                 | \$33.61        |
| Architecture & Engineering           | 186                 | \$29.46        |
| Life, Physical & Social Sciences     | 152                 | \$24.51        |
| Community & Social Service           | 171                 | \$23.79        |
| Education, Training & Library        | 490                 | \$20.68        |
| Healthcare Practitioners & Technical | 1,328               | \$31.77        |
| Healthcare Support                   | 1,139               | \$15.40        |
| Protective Service                   | 100                 | \$19.68        |
| Food Preparation & Serving Related   | 4,822               | \$13.72        |
| Building, Grounds Cleaning & Maint.  | 945                 | \$15.09        |
| Personal Care & Service              | 805                 | \$15.13        |
| Sales & Related                      | 2,248               | \$14.59        |
| Office & Administrative Support      | 828                 | \$16.86        |
| Construction & Extraction            | 924                 | \$19.83        |
| Installation, Maintenance & Repair   | 739                 | \$14.23        |
| Production                           | 1,593               | \$15.96        |
| Transportation & Material Moving     | 1,752               | \$16.97        |

Figure 14. Job Vacancies by Industry, 2022



Source: DEED Job Vacancy Survey, 2022

OCCUPATIONS IN DEMAND

Table 13. Southeast Planning Region Occupations in Demand, 2022

| Less than High School   | High School or Equivalent  | Some College or Assoc. Deg.                                       | Bachelor's Degree or Higher                        |
|---|--|---|--|
| Home Health & Personal Care Aides<br>\$33,154/yr                  | Automotive Service Technicians & Mechanics<br>\$48,274/yr                        | Registered Nurses<br>\$86,697/yr                                  | Elementary School Teachers<br>\$63,367/yr          |
| First-Line Supervisors of Retail Sales Workers<br>\$44,169/yr     | Nursing Assistants<br>\$38,287/yr  | Clinical Laboratory Technologists & Technicians<br>\$60,703/yr    | Pharmacists<br>\$143,081/yr                        |
| Laborers & Freight, Stock, & Material Movers, Hand<br>\$40,221/yr | Hairdressers, Hairstylists, & Cosmetologists<br>\$36,972/yr                      | Radiologic Technologists & Technicians<br>\$80,182/yr             | Secondary School Teachers<br>\$65,242/yr           |
| Heavy & Tractor-Trailer Truck Drivers<br>\$55,244/yr              | Licensed Practical & Licensed Vocational Nurses<br>\$52,969/yr                   | Police & Sheriff's Patrol Officers<br>\$71,226/yr                 | Accountants & Auditors<br>\$70,366/yr              |
| Retail Salespersons<br>\$31,528/yr                                | Medical Assistants<br>\$49,832/yr  | Dental Hygienists<br>\$84,003/yr                                  | Software Developers<br>\$104,831/yr                |
| Stockers & Order Fillers<br>\$33,967/yr                           | Electricians<br>\$66,736/yr  | Biological Technicians<br>\$66,195/yr                             | Medical & Health Services Managers<br>\$101,144/yr |
| Janitors & Cleaners, exc. Maids & Housekeeping<br>\$37,499/yr     | Industrial Machinery Mechanics<br>\$52,730/yr                                    | Surgical Technologists<br>\$68,975/yr                             | Physician Assistants<br>\$129,221/yr               |
| Teaching Assistants, exc. Postsecondary<br>\$37,835/yr            | Computer User Support Specialists<br>\$63,467/yr                                 | Paralegals & Legal Assistants<br>\$63,872/yr                      | Industrial Engineers<br>\$83,210/yr                |
| Bartenders<br>\$25,042/yr   | Heating, Air Conditioning, & Refrigeration Mechanics & Installers<br>\$64,819/yr | Industrial Engineering Technologists & Technicians<br>\$62,105/yr | Physicians, All Other<br>NA                        |
| Customer Service Representatives<br>\$41,637/yr                   | Dental Assistants<br>\$58,673/yr   | Computer Network Support Specialists<br>\$73,341/yr               | Nurse Practitioners<br>\$134,164/yr                |

Source: DEED Occupations in Demand

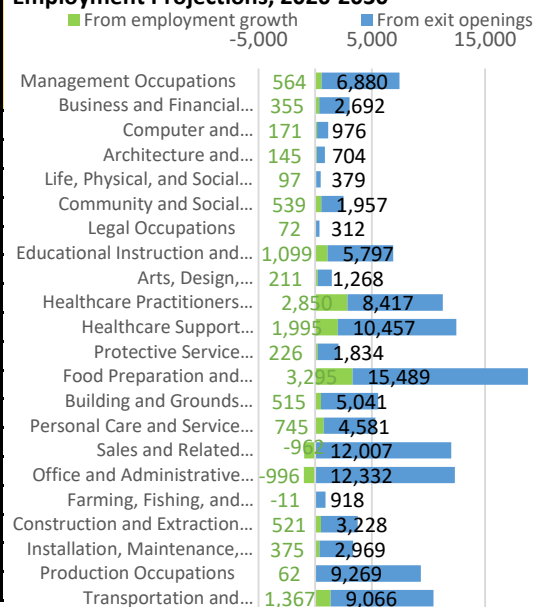
Steele Co. is a part of the Southeast planning region, which is projected to see a 5.1% increase in employment levels over the next decade. In addition to new jobs created, there will be a much larger number of exit openings (see Figure 15).

Table 14. Regional Industry Employment Projections, 2020-2030

|  | Estimated Employment 2020 | Projected Employment 2030 | Percent Change 2020-2030 |
|--|---------------------------|---------------------------|--------------------------|
| <b>Southeast Planning Region</b>           |                           |                           |                          |
| <b>Total, All Industries</b>               | <b>261,589</b>            | <b>274,824</b>            | <b>5.1%</b>              |
| Natural Resources & Mining                 | 3,447                     | 3,477                     | 0.9%                     |
| Utilities                                  | 1,160                     | 1,150                     | -0.9%                    |
| Construction                               | 9,396                     | 9,891                     | 5.3%                     |
| Manufacturing                              | 36,536                    | 36,636                    | 0.3%                     |
| Wholesale Trade                            | 7,047                     | 7,342                     | 4.2%                     |
| Retail Trade                               | 25,379                    | 24,160                    | -4.8%                    |
| Transportation & Warehousing               | 7,801                     | 8,311                     | 6.5%                     |
| Information                                | 2,943                     | 2,941                     | -0.1%                    |
| Finance & Insurance, Real Estate           | 6,025                     | 6,133                     | 1.8%                     |
| Professional Services & Mgmt. of Companies | 7,642                     | 7,966                     | 4.2%                     |
| Admin. Support & Waste Mgmt.               | 8,158                     | 8,815                     | 8.1%                     |
| Educational Services                       | 19,447                    | 20,396                    | 4.9%                     |
| Health Care & Social Assistance            | 64,850                    | 70,687                    | 9.0%                     |
| Leisure & Hospitality                      | 19,129                    | 23,366                    | 22.1%                    |
| Other Services                             | 8,287                     | 9,159                     | 10.5%                    |
| Public Administration                      | 13,990                    | 14,748                    | 5.4%                     |

Source: DEED 2020-2030 Employment Outlook

Figure 15. Regional Occupational Employment Projections, 2020-2030



**ECONOMIC CHARACTERISTICS**

Coming out of the pandemic recession, after losing jobs over the past year, Steele Co. had the 23rd largest economy of the 87 counties in the state. Steele Co. was the 86th fastest growing in the past year and the 87th fastest growing since 2019. From 2019 to 2022, employment in Steele Co. is still down from the pandemic recession.

**1,102** business establishments

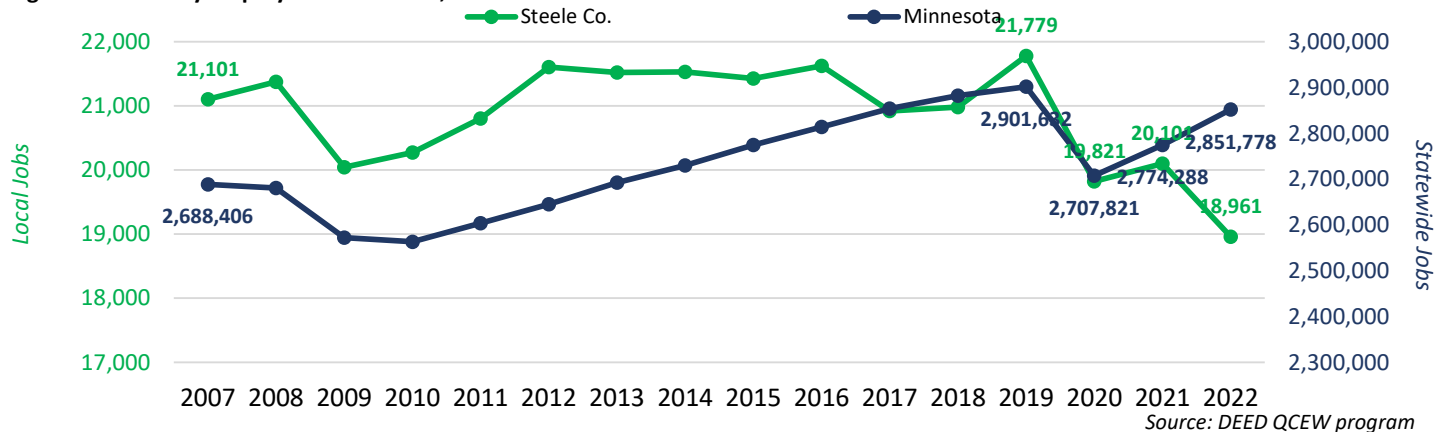
**\$55,317** annual average wage

**18,961** jobs

**\$1,048,862,159** total industry payroll

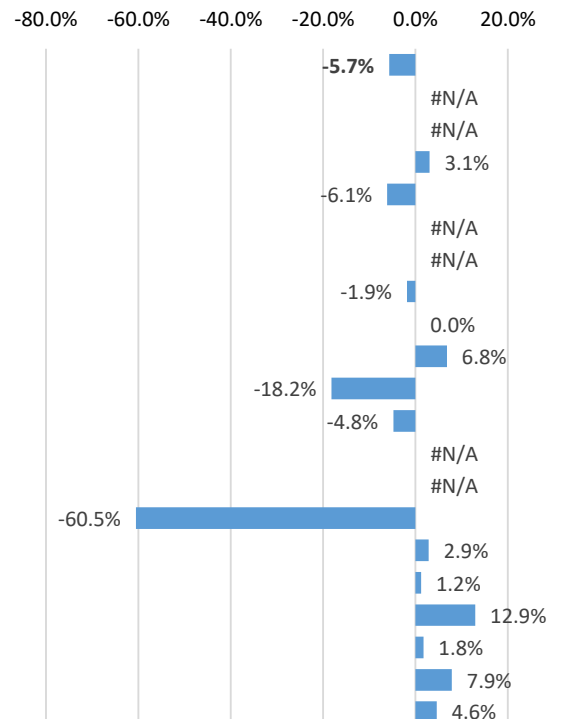
Job change, 2019-2022: -2,818 jobs, -12.9% decline

Figure 16. Industry Employment Statistics, 2007-2022



| Industry                           | Number of Jobs | Percent of Total Jobs | Average Annual Wage |
|------------------------------------|----------------|-----------------------|---------------------|
| <b>Total, All Industries</b>       | <b>18,961</b>  | <b>100.0%</b>         | <b>\$55,317</b>     |
| Agriculture, Forestry, Fish & Hunt | #N/A           | #N/A                  | #N/A                |
| Mining                             | #N/A           | #N/A                  | #N/A                |
| Construction                       | 605            | 3.2%                  | \$65,068            |
| Manufacturing                      | 4,874          | 25.7%                 | \$62,986            |
| Utilities                          | #N/A           | #N/A                  | #N/A                |
| Wholesale Trade                    | #N/A           | #N/A                  | #N/A                |
| Retail Trade                       | 2,810          | 14.8%                 | \$34,746            |
| Transportation & Warehousing       | 588            | 3.1%                  | \$58,854            |
| Information                        | 235            | 1.2%                  | \$49,764            |
| Finance & Insurance                | 293            | 1.5%                  | \$68,507            |
| Real Estate & Rental & Leasing     | 179            | 0.9%                  | \$17,991            |
| Professional & Technical Services  | #N/A           | #N/A                  | #N/A                |
| Management of Companies            | #N/A           | #N/A                  | #N/A                |
| Admin. Support & Waste Mgmt. Svcs. | 701            | 3.7%                  | \$36,250            |
| Educational Services               | 1,077          | 5.7%                  | \$54,275            |
| Health Care & Social Assistance    | 2,396          | 12.6%                 | \$54,684            |
| Arts, Entertainment, & Recreation  | 192            | 1.0%                  | \$18,395            |
| Accommodation & Food Services      | 1,273          | 6.7%                  | \$19,690            |
| Other Services                     | 506            | 2.7%                  | \$36,615            |
| Public Administration              | 752            | 4.0%                  | \$52,895            |

Figure 17. Change in Jobs, 2021-2022



Source: DEED Quarterly Census of Employment & Waages (QCEW)

For more information on Steele Co.'s population, labor force, and economic trends, contact:

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Data updated: February 13, 2024