EMPLOYMENT AND ECONOMIC DEVELOPMENT

COUNTY PROFILE

Mille Lacs Co.

Mille Lacs Co. is a part of Economic Development Region 7E, which is located in the Central Planning Region.

POPULATION CHARACTERISTICS

KITTSON ROSEAU	
MARSHALL KOOCHICHING	2n -
PENNINGTON	COOK
	ST. LOUIS
NORMAN MAHN	
NORMAN MAAN SERANG CASS	
AITKIN	CARLTON
OTTER TAIL WING	
GRANT DOUGLAS TODO MORRISON	PINE
	199
LAC CHIPPENA ST DESARD WRIGHT	RAMSEY
WELLOW RENVILLE	- INASHINGTON
A LYON REDWOOD MOOLLETANDER ROCE	GOODHUE
STAR MURRAY COTTON WITH BLUE AND LAND	
ROCK NOBLES JACKSON MARTIN FREEMONT WEEKSON	8- Minonal
JAN BAR PART	

2023 population:	27,427 people		
Population change,	968 people	Median Age:	40.8 years
2020-2023	3.7% increase	state:	38.5 years

Mille Lacs Co. is the 39th largest of the 87 counties in the state. Its population increased so far this decade, ranking as the 9th fastest growing in the state from 2020 to 2023. Mille Lacs 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).

Table 1. Population by A	Age Group, 2023		Figure 1. Population Pyrami	d, 2000-2023	
	Number	Percent	2000 Population	2023 Estimate	
Under 5 years	1,619	5.9%	1,384	1,619	Under 5 years
5-14 years	3,656	13.3%		3,656	, 5-14 years
15-24 years	3,189	11.6%			,
25-34 years	3,166	11.5%	2,871	3,189	15-24 years
35-44 years	3,375	12.3%	2,460	3,166	25-34 years
45-54 years	3,326	12.1%	3,536	3,375	35-44 years
55-64 years	4,097	14.9%	2,833	3,326	45-54 years
65-74 years	2,925	10.7%	2,206	4,097	55-64 years
75-84 years	1,439	5.2%	1,803	2,925	65-74 years
85 years & over	636	2.3%			
Total Population	27,427	100.0%		1,439	75-84 years
Source: Census 2023	3 Population Estimates	2018-2022 ACS	546	<mark>636</mark>	85 years & ove

Mille Lacs Co. suffered a negative natural increase - more deaths than births from 2020 to 2023, but also experienced net in-migration meaning more people moved in than moved out. In addition to domestic in-migration, Mille Lacs Co. welcomed net international in-migration - gaining new Minnesotans from foreign countries (see Table 2).

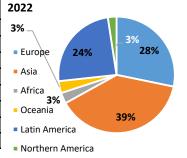
Table 2. Cumulative Estimates of the Components of Population Change, 2020-2023										
	Total	April 1, 2020 to July 1, 2023								
	Population	Natural	Vital E	vents	Net Migration					
	Change	Increase	Births	Deaths	Total	Total International Domestic				
Mille Lacs Co.	954	-274	937	1,211	1,222	2	1,220			
State of Minnesota	31,111	40,368	207,857	167,489	39 -11,352 34,624 -45,976					
					Source	ILS CANSUS BURAGU DOD	ulation Estimates Program			

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

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

Table 3. Place of Birth for the Foreign Born	Mille I	Lacs Co.	Change 2	010-2022	Minnesota		
Population, 2022	Number	Percent	Number	Percent	Percent	Change	
Foreign-born Population	333	1.2%	-29	-8.0%	8.5%	31.3%	
Europe	94	28.2%	-32	-25.4%	9.3%	-0.6%	
Asia	129	38.7%	45	53.6%	36.7%	30.2%	
Africa	10	3.0%	10	#DIV/0!	28.1%	93.1%	
Oceania	11	3.3%	11	#DIV/0!	0.4%	20.4%	
Americas:	89	26.7%	-63	-41.4%	25.4%	7.5%	
Latin America	81	24.3%	-1	-1.2%	22.9%	9.0%	
Northern America	8	2.4%	-62	-88.6%	2.5%	-4.6%	

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



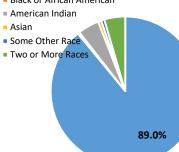
Source: U.S. Census Bureau, 2018-2022 American Community Survey

COUNTY PROFILE

Mille Lacs Co.

Mille Lacs 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 • White • Black or African American



	Ν	/lille Lacs (Minnesota		
Table 4. Race and Hispanic Origin, 2022	Number	Percent	Change from 2011-2022	Percent	Change from 2011-2022
Total	26,680	100.0%	2.2%	100.0%	7.9%
White	23,756	89.0%	-0.4%	79.7%	-0.4%
Black or African American	112	0.4%	3.7%	6.7%	44.3%
American Indian or Alaska Native	1,231	4.6%	-11.3%	0.9%	-10.2%
Asian or Other Pac. Islanders	186	0.7%	48.8%	5.1%	37.1%
Some Other Race	187	0.7%	42.7%	2.3%	84.7%
Two or More Races	1,208	4.5%	150.6%	5.3%	159.6%
Hispanic or Latino origin	708	2.7%	80.2%	5.7%	34.6%

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

POPULATION PROJECTIONS

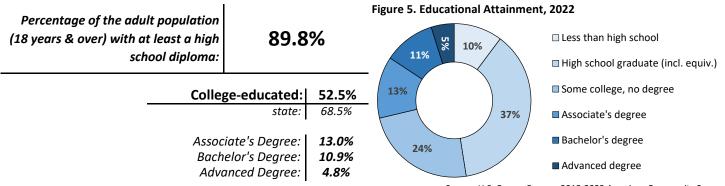
According to the Minnesota State Demographic Center, Mille Lacs Co.'s population is expected to grow from 2025 to 2035, with a rate of change that is slower than the projected statewide growth rate (4.5%). In addition to the overall growth, the number of people aged 65 years and older is expected to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

					Figure 4. P	rojections by	/ Age Group, 2	2025-
Table 5. Population Project	ons by Age Gro	up, 2025-2035			2035			
	2025	2035	Numeric	Percent	30,000	26,359	26,505	
Mille Lacs Co.	Projection	Projection	Change	Change				85 years & over
Under 5 years	1,579	1,560	-19	-1.2%	25,000			1 75-84 years
5-14 years	3,371	3,361	-10	-0.3%				, □ 65-74 years
15-24 years	3,013	2,863	-150	-5.0%	20,000			
25-34 years	3,024	3,010	-14	-0.5%				□ 55-64 years
35-44 years	3,287	3,349	62	1.9%	15,000			45-54 years
45-54 years	3,130	3,361	231	7.4%	1			35-44 years
55-64 years	3,711	3,194	-517	-13.9%	10,000			25-34 years
65-74 years	3,150	3,288	138	4.4%	5,000			15-24 years
75-84 years	1,559	1,961	402	25.8%	3,000			□ 5-14 years
85 years & over	535	558	23	4.3%]			Under 5 years
Total Population	26,359	26,505	146	0.6%] 2	2025 Projectio	n2035 Projectio	n

Source: Minnesota State Demographic Center

EDUCATIONAL ATTAINMENT

Mille Lacs 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. Mille Lacs 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.

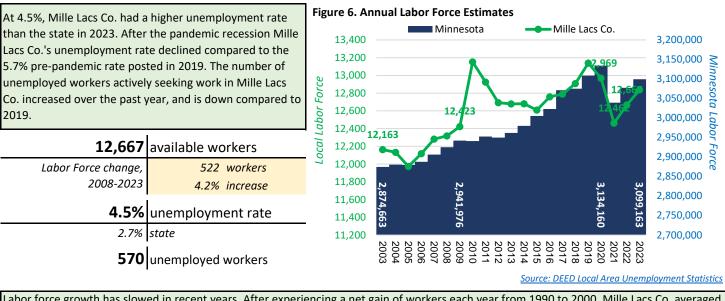


Source: U.S. Census Bureau, 2018-2022 American Community Survey

COUNTY PROFILE

Mille Lacs Co.

LABOR FORCE TRENDS



Labor force growth has slowed in recent years. After experiencing a net gain of workers each year from 1990 to 2000, Mille Lacs 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, Mille Lacs Co. is expected to see a labor force decline from 2025 to 2035 (see Table 6).

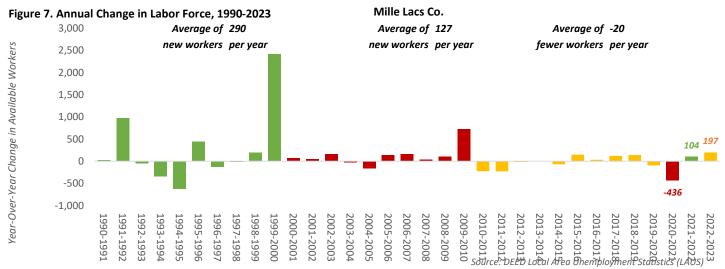
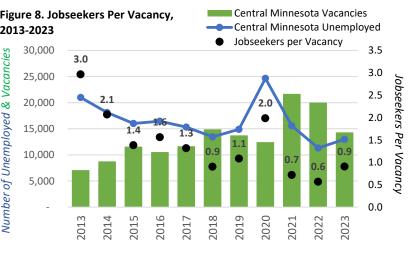


Table 6. Labor Force	Labor Force Projection					
Projections, 2025-2035	2025	2035				
16 to 24 years	1,884	1,819				
25 to 54 years	8,064	8,303				
55 to 64 years	2,607	2,244				
65 years & over	785	837				
Total Labor Force	13,340	13,203				

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. In 2023, job vacancies in Central returned to pre-pandemic levels, but employers are still seeing challenges finding enough workers for open jobs (see Figure 8).



Source: DEED Job Vacancy Survey, LAUS program

LABOR FORCE CHARACTERISTICS

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

	Mi	lle Lacs Co.		Minne	esota	Labor Force	e by Gender
	In Labor Force (available workers)	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate	Male	Female
Total Labor Force	13,665	64.6%	4.7%	68.7%	4.0%	7,231	6,424
16 to 19 years	766	58.9%	6.5%	53.0%	9.8%	399	367
20 to 24 years	1,176	83.6%	4.1%	83.1%	6.7%	618	558
25 to 44 years	5,416	85.1%	4.8%	88.8%	3.5%	2,872	2,544
45 to 54 years	2,782	86.0%	4.0%	87.8%	2.9%	1,478	1,305
55 to 64 years	2,799	70.2%	5.2%	72.8%	3.1%	1,472	1,327
65 to 74 years	609	21.4%	3.3%	27.6%	3.3%	343	266
75 years & over	107	5.3%	6.6%	6.6%	3.2%	49	57
Employment Characteristics by Race &	Hispanic Origin					Figure 9. L	abor Force by
White alone	12,535	65.2%	4.0%	67.8%	3.4%	Race, 2022	
Black or African American	28	30.1%	0.0%	71.5%	8.7%	-	
American Indian & Alaska Native	428	52.3%	22.3%	57.6%	11.9%		
Asian or Other Pac. Islanders	111	61.3%	16.2%	73.9%	3.6%		
Some Other Race	89	66.4%	9.0%	76.1%	6.1%		
Two or More Races	458	65.2%	4.1%	74.3%	6.6%		N N
Hispanic or Latino	280	63.9%	7.9%	77.0%	6.3%		
Employment Characteristics by Disabili	ty, 20 to 64 years						
With Any Disability, 20 to 64 years	986	52.0%	16.8%	54.4%	10.2%		91.7%
Employment Characteristics by Educati	onal Attainment, 25	i to 64 years					
Population, 25 to 64 years	11,002	81.0%	4.7%	84.4%	3.3%	White a	
Less than H.S. Diploma	865	72.3%	6.6%	67.2%	4.6%		African American
H.S. Diploma or Equivalent	3,406	73.7%	1.1%	76.8%	2.5%		an Indian & Alaska N
Some College or Assoc. Degree	4,655	85.4%	4.1%	85.1%	3.6%		r Other Pac. Islander
Bachelor's Degree or Higher	2,068	89.4%	1.0%	90.3%	2.0%	Some O	ther Race

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

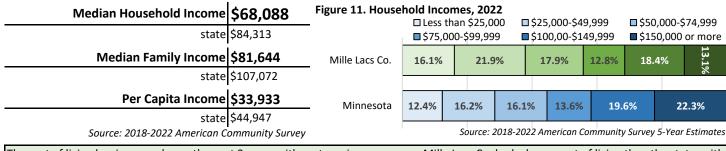
A smaller percentage of workers in Mille Lacs Co. worked in the same county in which they live compared to the state. Mille Lacs Co. also had a longer average commute time than the state.

	Mille Lac	s Co.	Minn	esota	Figure 10. Tim	e Leaving Home to
Table 8. Commuting Characteristics, 2022	Number	Percent	Number	Percent	go to Work, 20	
Worked in state of residence	12,574	98.8%	2,867,086	97.7%	Mille I	Lacs Co. ■Minnesota
Worked in county of residence	6,262	49.2%	1,957,366	66.7%		20% 40%
Worked out of county of residence	6,300	49.5%	909,720	31.0%	12:00 a.m. to	
Worked outside state of residence	153	1.2%	67,495	2.3%	4:59 a.m.	4.7%
MEANS OF TRANSPORTATION TO WORK				-		
Car, truck, or van	11,009	86.5%	2,387,561	81.6%	5:00 a.m. to 5:59 a.m.	13.7%
Public transportation (excl. taxicab)	178	1.4%	81,926	2.8%	. a.m.	9.2%
Other method (walk, bike, taxi, etc.)	407	3.2%	122,889	4.2%	6:00 a.m. to 6:59	17.1%
Worked at home	1,133	8.9%	333,556	11.4%	a.m.	19.2%
TRAVEL TIME TO WORK					7:00 a.m. to 7:59	
Less than 10 minutes	2,762	21.7%	465,223	15.9%	a.m.	25.6%
10 to 19 minutes	2,622	20.6%	895,335	30.6%		28.776
20 to 29 minutes	1,616	12.7%	649,557	22.2%	8:00 a.m. to 8:59	9.2%
30 to 44 minutes	2,151	16.9%	567,631	19.4%	a.m.	14.7%
45 to 59 minutes	1,476	11.6%	190,186	6.5%	9:00 a.m. to	22.00/
60 or more minutes	2,100	16.5%	158,000	5.4%	11:59 p.m.	23.0%
Mean travel time to work (minutes)	31.0	minutes	23.3	minutes	[

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

INCOMES, COST OF LIVING, & HOUSING

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



The cost of living has increased over the past 2 years with costs up in many areas. Mille Lacs Co. had a lower cost of living than the state, with a required hourly wage of \$14.84 for a single person living alone to meet a basic needs cost of living, and an hourly wage requirement of \$19.9 for a typical family with 2 adults and 1 child (see Table 9).

Table 9. Basic Needs Cost o	able 9. Basic Needs Cost of Living Estimates, 2023									
	Single Yearly	Hourly Wage			N	Ionthly Co	sts			
Single Adult, 0 children	Cost of Living		Child Care	Food	Health Care	Housing	Trans- portation	Other	Taxes	
Mille Lacs Co.	\$30,870	\$14.84	\$0	\$402	\$161	\$771	\$628	\$281	\$329	
State of Minnesota	\$34,704	\$16.68	\$0	\$419	\$160	\$1,021	\$572	\$345	\$375	
Typical Family: 2 Adults (1	Family Yearly	Hourly Wage			N	Nonthly Co	sts			
working full-time, 1 part- time), 1 child	Cost of Living		Child Care	Food	Health Care	Housing	Trans- portation	Other	Taxes	
Mille Lacs Co.	\$62,082	\$19.90	\$421	\$917	\$576	\$1,031	\$1,122	\$466	\$641	
State of Minnesota	\$67,320	\$21.58	\$544	\$955	\$574	\$1,285	\$977	\$536	\$739	
Source: DEED Cost of Living tool										

Mille Lacs Co. had a lower median house value than the state, having the 32nd highest value of the 87 counties in 2022. Mille Lacs Co.'s housing stock was newer than the state's, with a higher percentage of units built since 2000 (see Figure 12).

Table 10. Estimated Value of Owner-	Mille Lac	s Co.	Minnesota
occupied Housing Units, 2022	Total	Percent	Percent
Total	8,036	100.0%	100.0%
Less than \$50,000	397	4.9%	4.1%
\$50,000 to \$99,999	432	5.4%	4.6%
\$100,000 to \$149,999	906	11.3%	7.1%
\$150,000 to \$199,999	1,627	20.2%	10.7%
\$200,000 to \$299,999	2,603	32.4%	27.1%
\$300,000 to \$499,999	1,660	20.7%	31.7%
\$500,000 or more	411	5.1%	14.7%
Median (dollars)	\$221,3	00	\$286,800

ota Figure 12. Year Structure Built, 2022

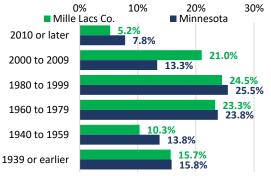
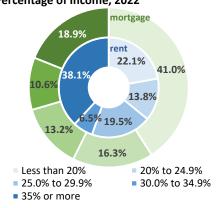
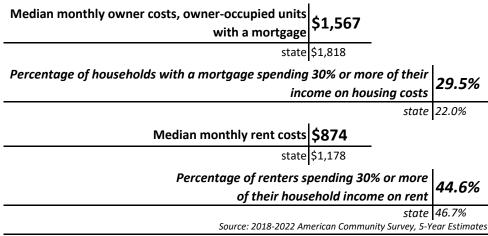


Figure 13. Housing Costs as a Percentage of Income, 2022



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



Source: DEED Occupational Employment & Wage Statistics, Qtr. 1 2024

OCCUPATIONS

At \$23.18 in 2024, wages were lower in Region 7E than the state. Overall, Region 7E had the 7th highest median hourly wage level of the 13 economic development regions in the state. Wages were highest for management occupations (\$48.04) and lowest for food preparation and serving related jobs (\$15.24) (see Table 11).

Table 11. Occupational Employment & Wage Statistics, 2024									
		Region 7E				State of Minnesota			
Occupational Group	Median Hourly Wage	Estimated Regional Jobs	Share of Total Jobs	Regional Location Quotient	Median Hourly Wage	Estimated Statewide Jobs	Share of Total Jobs		
Total, All Occupations	\$23.18	48,440	100.0%	1.0	\$25.22	2,881,100	100.0%		
Management	\$48.04	2,620	5.4%	0.8	\$57.75	201,710	7.0%		
Business & Financial Operations	\$34.51	1,560	3.2%	0.5	\$39.26	202,700	7.0%		
Computer & Mathematical	\$39.52	390	0.8%	0.2	\$50.83	98,240	3.4%		
Architecture & Engineering	\$40.50	720	1.5%	0.7	\$42.97	58,320	2.0%		
Life, Physical & Social Science	\$37.53	340	0.7%	0.7	\$39.93	29,220	1.0%		
Community & Social Service	\$28.47	1,580	3.3%	1.6	\$27.92	57,930	2.0%		
Legal	\$43.72	170	0.4%	0.5	\$51.15	19,040	0.7%		
Education, Training & Library	\$28.45	3,760	7.8%	1.4	\$28.22	163,340	5.7%		
Arts, Design, Entertainment & Media	\$25.64	300	0.6%	0.5	\$29.01	36,160	1.3%		
Healthcare Practitioners & Technical	\$41.14	3,030	6.3%	1.0	\$43.01	184,410	6.4%		
Healthcare Support	\$18.31	3,230	6.7%	1.1	\$18.07	169,580	5.9%		
Protective Service	\$27.55	1,300	2.7%	1.7	\$28.87	45,860	1.6%		
Food Preparation & Serving Related	\$15.24	5,200	10.7%	1.3	\$15.07	232,190	8.1%		
Building, Grounds Cleaning & Maint.	\$18.29	1,350	2.8%	1.0	\$18.83	79,660	2.8%		
Personal Care & Service	\$17.97	1,150	2.4%	1.2	\$17.60	59,420	2.1%		
Sales & Related	\$17.40	4,940	10.2%	1.2	\$18.82	242,440	8.4%		
Office & Administrative Support	\$23.38	5,190	10.7%	0.9	\$23.86	352,250	12.2%		
Farming, Fishing & Forestry	\$22.75	80	0.2%	1.4	\$22.13	3,520	0.1%		
Construction & Extraction	\$30.61	2,780	5.7%	1.5	\$32.44	110,960	3.9%		
Installation, Maintenance & Repair	\$26.91	1,840	3.8%	1.0	\$29.54	104,530	3.6%		
Production	\$23.23	3,470	7.2%	1.0	\$23.05	203,810	7.1%		
Transportation & Material Moving	\$19.92	3,430	7.1%	0.9	\$19.80	225,820	7.8%		

JOB VACANCY SURVEY

Mille Lacs Co. is a part of the Central planning region. There were 14320 job vacancies posted by employers in 2023, indicating extensive opportunity in the region, with openings across several occupations and industries (see Figure 14).

Table 12. Central Job Vacancy Survey Results, 2023			Figure 14. Job Vacancies by Industry, 2023 Agriculture,				
	Number of	Wage	Forestry, Fishing				
Occupational Group	Vacancies	Offer	Administration Construction1%				
Total, All Occupations	14,320	\$19.13	Other Services, 3% 5%				
Management	281	\$28.24	3% Manufactu	uring			
Business & Financial Operations	220	\$26.20	9%				
Computer & Mathematical	132	\$32.07	Arts, Entertainment, Utilities				
Architecture & Engineering	230	\$30.57	and Recreation Who	olesale Trade			
Life, Physical & Social Sciences	60	\$31.02	3% Accommodatio	3%			
Community & Social Service	417	\$25.91	n and Food				
Education, Training & Library	597	\$19.04	Services				
Healthcare Practitioners & Technical	1,967	\$28.25					
Healthcare Support	1,097	\$17.11	Retail Trade				
Protective Service	272	\$24.39	т 16%	ransportatio			
Food Preparation & Serving Related	2,319	\$14.84		n and Narehousing			
Building, Grounds Cleaning & Maint.	318	\$16.27	Health Care	_Fidance and			
Personal Care & Service	433	\$14.55	and Social	Insurance			
Sales & Related	1,632	\$17.55	Assistance	1% al Estate			
Office & Administrative Support	747	\$17.98	26%	Brofessional			
Construction & Extraction	297	\$23.74	Management of Companies	Administrativeal d Leasing e anstervisses			
Installation, Maintenance & Repair	589	\$24.92	and 8%	Servizas			
Production	993	\$20.14	Estampion 070	40/			
Transportation & Material Moving	1,275	\$19.17	Source: DEED Job Vacancy	<u>Survey, 2023</u>			

OCCUPATIONS IN DEMAND

Table 13. Central Planning Region Occupations in Demand, 2022						
Less than High School	High School or Equivalent	Some College or Assoc. Deg.	Bachelor's Degree or Higher			
Fast Food & Counter Workers	Nursing Assistants	Registered Nurses	General & Operations Managers			
\$30,214/yr	\$39,353/yr	\$86,694/yr	\$79,121/yr			
Home Health & Personal Care Aides	Agricultural Technicians	Veterinary Technologists & Technicians	Elementary School Teachers			
\$32,476/yr	\$50,734/yr	\$40,013/yr	\$64,300/yr			
Cashiers	Licensed Practical & Licensed Vocational Nurses	Police & Sheriff's Patrol Officers	Secondary School Teachers			
\$29,935/yr	\$52,954/yr	\$74,178/yr	\$64,602/yr			
Retail Salespersons	Automotive Service Technicians & Mechanics	Architectural & Civil Drafters	Accountants & Auditors			
\$31,947/yr	\$50,038/yr	\$60,894/yr	\$69,793/yr			
First-Line Supervisors of Retail Sales Workers	Machinists	Electro-Mechanical & Mechatronics Technologists &	Middle School Teachers			
\$45,819/yr	\$57,338/yr	\$52,181/yr	\$65,007/yr			
Laborers & Freight, Stock, &	Heating, Air Conditioning, & Refrigeration	Clinical Laboratory Technologists	Preschool Teachers			
Material Movers, Hand \$39,815/yr	Mechanics & Installers \$64,161/yr	& Technicians \$62,998/yr	\$36,959/yr			
Janitors & Cleaners, exc. Maids & Housekeeping	Industrial Machinery Mechanics	Radiologic Technologists & Technicians	Substance abuse, behavioral & mental health counselors			
\$36,758/yr First-Line Supervisors of	\$63,521/yr Hairdressers, Hairstylists, &	\$76,318/yr	\$51,463/yr			
Food Preparation & Serving	Cosmetologists	Dental Hygienists	Substitute Teachers, Short-Term			
\$39,562/yr	\$35,910/yr	\$84,542/yr	\$43,575/yr			
Heavy & Tractor-Trailer Truck Drivers	Electricians	Surgical Technologists	Financial Managers			
\$57,479/yr	\$63,794/yr	\$64,849/yr	\$120,404/yr			
Teaching Assistants, exc. Postsecondary	Medical Assistants	Computer Network Support Specialists	Medical & Health Services Managers			
\$38,154/yr	\$46,901/yr	\$72,592/yr	\$100,201/yr			

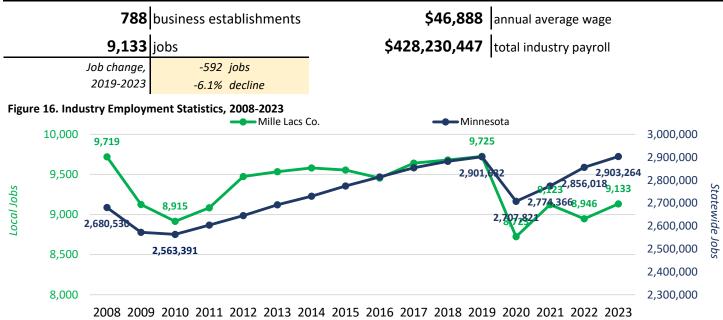
Source: DEED Occupations in Demand

Mille Lacs Co. is a part of the Central planning region, which is projected to see a 5% 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				Figure 15. Regional Occupational				
				Employment Projections, 2020-2030				
	Estimated	Projected	Percent	From employment growth -5,000 5,000 15,000 25,000				
	Employment	Employ-	Change					
Central Planning Region	2020	ment 2030	2020-2030	Management Occupations 900 8,070 Business and Financial 650 3,130				
Total, All Industries	301,170	316,216	5.0%	Computer and 299 920				
Natural Resources & Mining	5,416		-9.9%	Architecture and 231 1,099				
Utilities	1,952	1,686	-13.6%	Life, Physical, and Social 137 469				
Construction	18,984	19,792	4.3%	Community and Social 692 2,049				
Manufacturing	39,543	40,646	2.8%	Legal Occupations 91 370				
Wholesale Trade	10,123	10,516	3.9%	Educational Instruction and1,446 7,688 Arts, Design, 335 1.635				
Retail Trade	35,588	33,781	-5.1%	Healthcare Practitioners1,375 4,902				
Transportation & Warehousing	10,098	10,685	5.8%	Healthcare Support 2,83 11,007				
Information	2,639	2,842	7.7%	Protective Service 430 2,283				
Finance & Insurance, Real Estate	9,550	9,649	1.0%	Food Preparation and 3,6 4 18,001				
Professional Services & Mgmt. of Compani	8,562	9,119	6.5%	Building and Grounds 537 5,345				
Admin. Support & Waste Mgmt.	9,545	10,066	5.5%	Personal Care and Service1,111 6,109 Sales and Related1,01 15.120				
Educational Services	23,734	24,976	5.2%	Office and Administrative1.428 15.379				
Health Care & Social Assistance	46,672	52,213	11.9%	Farming, Fishing, and312 1,305				
Leisure & Hospitality	21,963	26,961	22.8%	Construction and Extraction 700 5,129				
Other Services	10,108	11,290	11.7%	Installation, Maintenance, 578 4,057				
Public Administration	19,239	20,198	5.0%	Production Occupations 75 9,870 Transportation and 1,723 13,023				
Source: DEED 2020-2030 Employment Outlook								

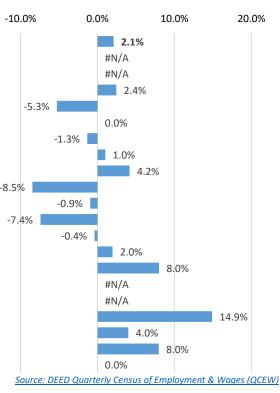
ECONOMIC CHARACTERISTICS

Coming out of the pandemic recession, after gaining jobs over the past year, Mille Lacs Co. had the 41st largest economy of the 87 counties in the state. Mille Lacs Co. was the 77th fastest growing in the past year and the 76th fastest growing since 2019. From 2019 to 2023, employment in Mille Lacs Co. is still down from the pandemic recession.



Source: DEED QCEW program

			Average	Figure 17. Change in Jobs, 2022-2023				
Table 15. Mille Lacs Co. Industry	Number of	Percent of	Annual			-		
Employment Statistics, 2023	Jobs	Total Jobs	Wage	-10.0%	0	.0%	10.0%	
Total, All Industries	9,133	100.0%	\$46,888			2.1%		
Agriculture, Forestry, Fish & Hunt	#N/A	#N/A	#N/A			#N/A		
Mining	#N/A	#N/A	#N/A			#N/A		
Construction	503	5.5%	\$62,436			2.4%		
Manufacturing	720	7.9%	\$50,449	-5.3	%			
Utilities	39	0.4%	\$107,839			0.0%		
Wholesale Trade	149	1.6%	\$57,324		-1.3%			
Retail Trade	1,193	13.1%	\$28,335			1.0%		
Transportation & Warehousing	225	2.5%	\$46,744			4.29	6	
Information	65	0.7%	\$57,260	-8.5%				
Finance & Insurance	212	2.3%	\$70 <i>,</i> 886		-0.9%			
Real Estate & Rental & Leasing	50	0.5%	\$31,550	-7.4%				
Professional & Technical Services	254	2.8%	\$80,106		-0.4%			
Management of Companies	52	0.6%	\$83,389			2.0%		
Admin. Support & Waste Mgmt. Svcs.	162	1.8%	\$63,907				8.0%	
Educational Services	889	9.7%	\$26,676			#N/A		
Health Care & Social Assistance	1,560	17.1%	\$24,710			#N/A		
Arts, Entertainment, & Recreation	108	1.2%	\$16,519					
Accommodation & Food Services	1,427	15.6%	\$30,059			4.0%	6	
Other Services	271	3.0%	\$26,221				8.0%	
Public Administration	1,182	12.9%	\$59,704			0.0%		



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

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