

**COUNTY PROFILE**

# Pennington Co.

Pennington Co. is a part of Economic Development Region 1, which is located in the Northwest Planning Region.



## POPULATION CHARACTERISTICS

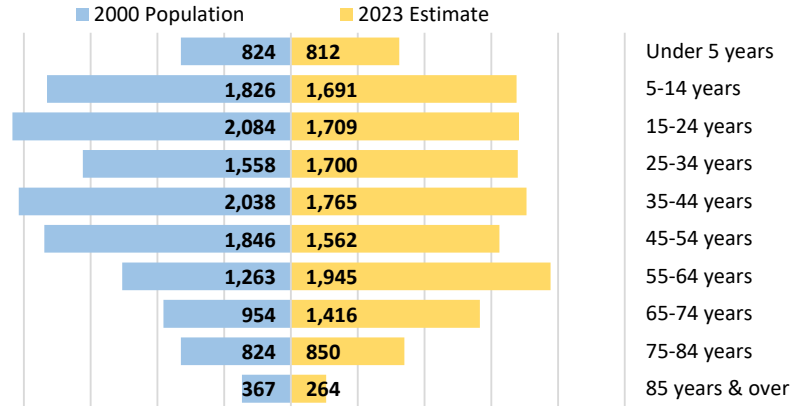
|                              |                              |             |                   |
|------------------------------|------------------------------|-------------|-------------------|
| 2023 population:             | <b>13,714 people</b>         | Median Age: | <b>39.8 years</b> |
| Population change, 2020-2023 | -278 people<br>-2.0% decline | state:      | 38.5 years        |

Pennington Co. is the 59th largest of the 87 counties in the state. Its population decreased so far this decade, ranking as the 75th fastest growing in the state from 2020 to 2023. Pennington 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           | 812           | 5.9%          |
| 5-14 years              | 1,691         | 12.3%         |
| 15-24 years             | 1,709         | 12.5%         |
| 25-34 years             | 1,700         | 12.4%         |
| 35-44 years             | 1,765         | 12.9%         |
| 45-54 years             | 1,562         | 11.4%         |
| 55-64 years             | 1,945         | 14.2%         |
| 65-74 years             | 1,416         | 10.3%         |
| 75-84 years             | 850           | 6.2%          |
| 85 years & over         | 264           | 1.9%          |
| <b>Total Population</b> | <b>13,714</b> | <b>100.0%</b> |

Source: Census 2023 Population Estimates, 2018-2022 ACS

Figure 1. Population Pyramid, 2000-2023



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

Table 2. Cumulative Estimates of the Components of Population Change, 2020-2023

|                    | Total Population Change | April 1, 2020 to July 1, 2023 |              |         |               |               |          |
|--------------------|-------------------------|-------------------------------|--------------|---------|---------------|---------------|----------|
|                    |                         | Natural Increase              | Vital Events |         | Net Migration |               |          |
|                    |                         |                               | Births       | Deaths  | Total         | International | Domestic |
| Pennington Co.     | -274                    | -36                           | 458          | 494     | -232          | 14            | -246     |
| State of Minnesota | 31,111                  | 40,368                        | 207,857      | 167,489 | -11,352       | 34,624        | -45,976  |

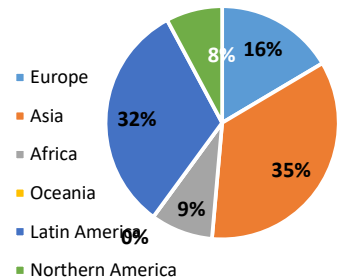
Source: U.S. Census Bureau, Population Estimates Program

Compared to the state, Pennington Co. has a smaller percentage of foreign-born residents. From 2010 to 2022, Pennington Co. saw an increase in the number of foreign-born residents, which was faster than the statewide increase.

|                                | Pennington Co. |             | Change 2010-2022 |              | Minnesota   |              |
|--------------------------------|----------------|-------------|------------------|--------------|-------------|--------------|
|                                | Number         | Percent     | Number           | Percent      | Percent     | Change       |
| <b>Foreign-born Population</b> | <b>358</b>     | <b>2.6%</b> | <b>101</b>       | <b>39.3%</b> | <b>8.5%</b> | <b>31.3%</b> |
| Europe                         | 59             | 16.5%       | 29               | 96.7%        | 9.3%        | -0.6%        |
| Asia                           | 125            | 34.9%       | 38               | 43.7%        | 36.7%       | 30.2%        |
| Africa                         | 31             | 8.7%        | 19               | 158.3%       | 28.1%       | 93.1%        |
| Oceania                        | 0              | 0.0%        | 0                | #DIV/0!      | 0.4%        | 20.4%        |
| Americas:                      | 143            | 39.9%       | 15               | 11.7%        | 25.4%       | 7.5%         |
| Latin America                  | 115            | 32.1%       | 84               | 271.0%       | 22.9%       | 9.0%         |
| Northern America               | 28             | 7.8%        | -69              | -71.1%       | 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



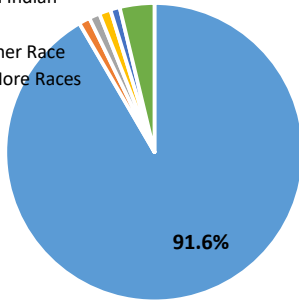
## COUNTY PROFILE

Pennington Co.

Pennington 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
- American Indian
- Asian
- Some Other Race
- Two or More Races



| Table 4. Race and Hispanic Origin, 2022 | Pennington Co. |               |                       | Minnesota     |                       |
|---|----------------|---------------|-----------------------|---------------|-----------------------|
|   | Number         | Percent       | Change from 2011-2022 | Percent       | Change from 2011-2022 |
| <b>Total</b>                            | <b>13,995</b>  | <b>100.0%</b> | <b>0.6%</b>           | <b>100.0%</b> | <b>7.9%</b>           |
| White                                   | 12,819         | 91.6%         | -2.4%                 | 79.7%         | -0.4%                 |
| Black or African American               | 169            | 1.2%          | -2.3%                 | 6.7%          | 44.3%                 |
| American Indian or Alaska Native        | 163            | 1.2%          | -3.0%                 | 0.9%          | -10.2%                |
| Asian or Other Pac. Islanders           | 175            | 1.3%          | 60.6%                 | 5.1%          | 37.1%                 |
| Some Other Race                         | 143            | 1.0%          | 116.7%                | 2.3%          | 84.7%                 |
| Two or More Races                       | 526            | 3.8%          | 97.0%                 | 5.3%          | 159.6%                |
| Hispanic or Latino origin               | 636            | 4.5%          | 75.7%                 | 5.7%          | 34.6%                 |

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

## POPULATION PROJECTIONS

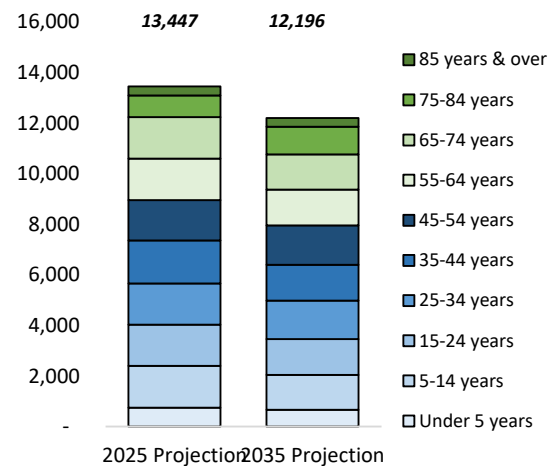
According to the Minnesota State Demographic Center, Pennington Co.'s population is expected to decline from 2025 to 2035, with a rate of change that is slower than the projected statewide growth rate (4.5%). Despite the decline, the number of people aged 65 years and older is expected to decrease over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

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

| Pennington Co.          | 2025 Projection | 2035 Projection | Numeric Change | Percent Change |
|-------------------------|-----------------|-----------------|----------------|----------------|
| Under 5 years           | 748             | 659             | -89            | -11.9%         |
| 5-14 years              | 1,650           | 1,381           | -269           | -16.3%         |
| 15-24 years             | 1,632           | 1,423           | -209           | -12.8%         |
| 25-34 years             | 1,631           | 1,515           | -116           | -7.1%          |
| 35-44 years             | 1,697           | 1,419           | -278           | -16.4%         |
| 45-54 years             | 1,600           | 1,561           | -39            | -2.4%          |
| 55-64 years             | 1,639           | 1,415           | -224           | -13.7%         |
| 65-74 years             | 1,643           | 1,387           | -256           | -15.6%         |
| 75-84 years             | 854             | 1,095           | 241            | 28.2%          |
| 85 years & over         | 353             | 341             | -12            | -3.4%          |
| <b>Total Population</b> | <b>13,447</b>   | <b>12,196</b>   | <b>-1,251</b>  | <b>-9.3%</b>   |

Source: Minnesota State Demographic Center

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



## EDUCATIONAL ATTAINMENT

Pennington Co. has a higher 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. Pennington 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.

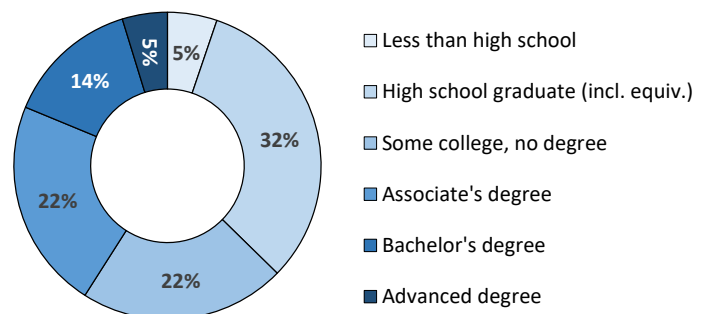
**Percentage of the adult population (18 years & over) with at least a high school diploma:**

**94.8%**

**College-educated: 62.7%**  
state: 68.5%

**Associate's Degree: 22.2%**  
**Bachelor's Degree: 14.0%**  
**Advanced Degree: 4.7%**

**Figure 5. Educational Attainment, 2022**



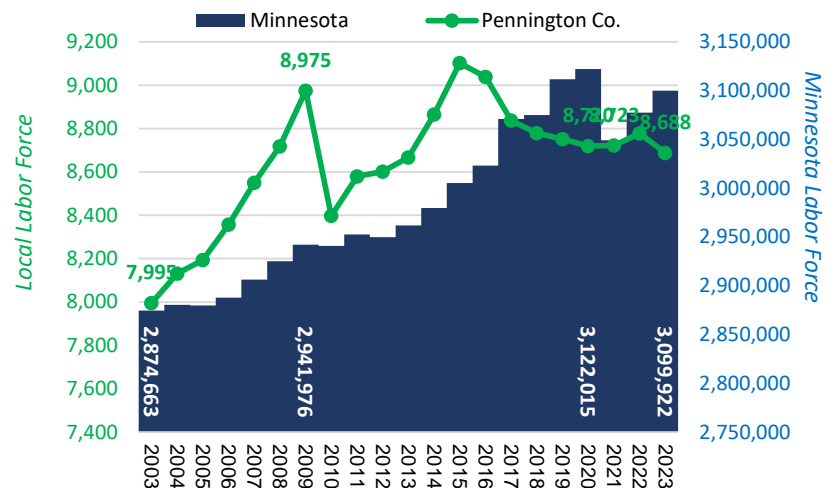
Source: U.S. Census Bureau, 2018-2022 American Community Survey

LABOR FORCE TRENDS

At 3.3%, Pennington Co. had a higher unemployment rate than the state in 2023. After the pandemic recession Pennington Co.'s unemployment rate declined compared to the 4.6% pre-pandemic rate posted in 2019. The number of unemployed workers actively seeking work in Pennington Co. increased over the past year, and is down compared to 2019.

|                                |                              |
|--------------------------------|------------------------------|
| <b>8,688</b> available workers |                              |
| Labor Force change, 2008-2023  | -30 workers<br>-0.3% decline |
| <b>3.3%</b> unemployment rate  | 2.8% state                   |
| <b>287</b> unemployed workers  |                              |

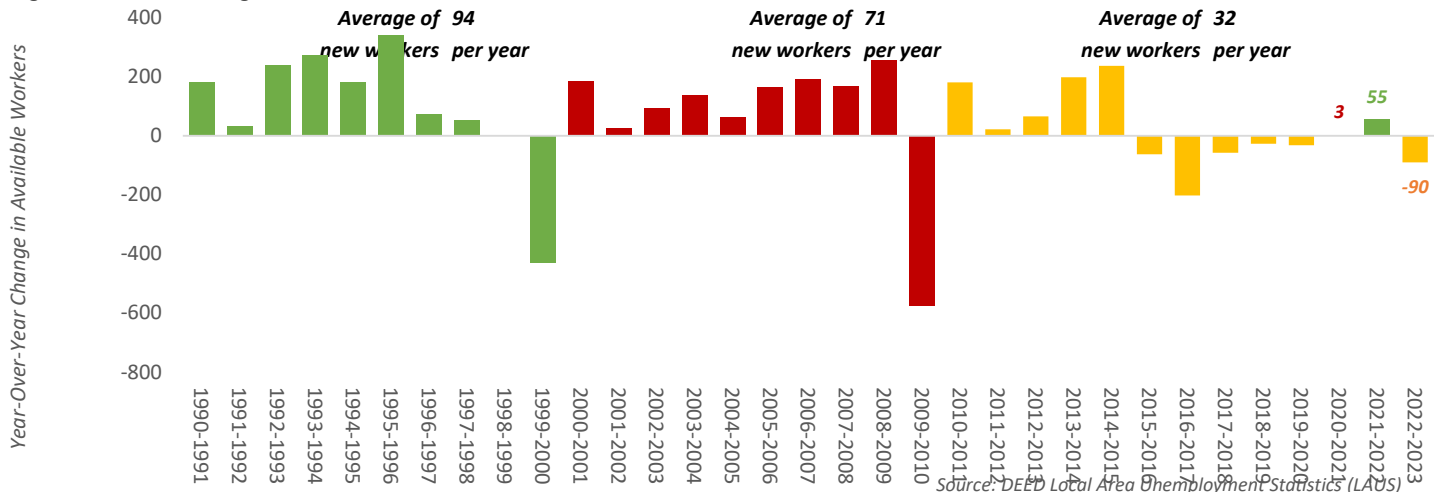
Figure 6. Annual Labor Force Estimates



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, Pennington Co. averaged an annual gain of new workers from 2000 to 2010, and most recently a gain of new workers since 2010 (see Figure 7). Moving forward, Pennington Co. is expected to see a labor force decline from 2025 to 2035 (see Table 6).

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



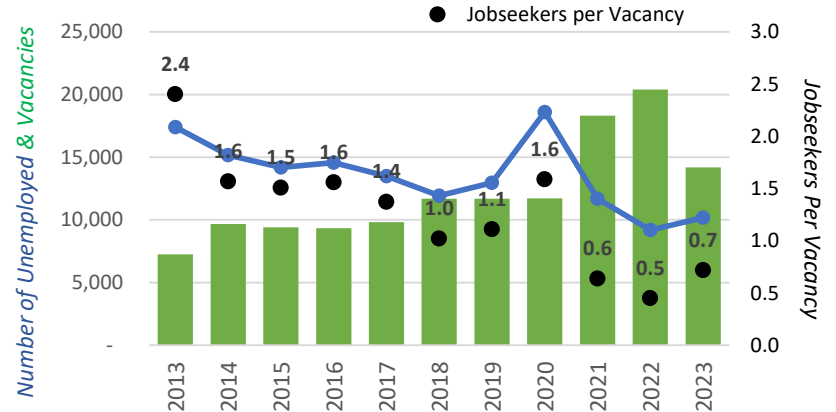
Source: DEED Local Area Unemployment Statistics (LAUS)

| Table 6. Labor Force Projections, 2025-2035 | Labor Force Projection |              |
|---|------------------------|--------------|
|   | 2025                   | 2035         |
| 16 to 24 years                              | 1,133                  | 1,003        |
| 25 to 54 years                              | 4,474                  | 4,085        |
| 55 to 64 years                              | 1,109                  | 958          |
| 65 years & over                             | 502                    | 443          |
| <b>Total Labor Force</b>                    | <b>7,219</b>           | <b>6,489</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. In 2023, job vacancies in Northwest returned to pre-pandemic levels, but employers are still seeing challenges finding enough workers for open jobs (see Figure 8).

Figure 8. Jobseekers Per Vacancy, 2013-2023



Source: DEED Job Vacancy Survey, LAUS program

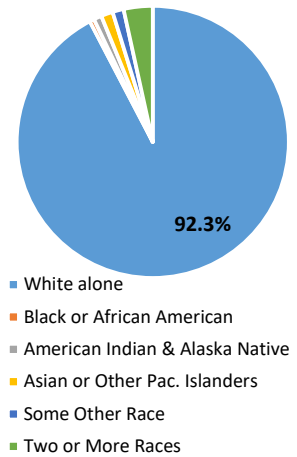
**LABOR FORCE CHARACTERISTICS**

Pennington Co. had a lower labor force participation rate than the state. The labor force in Pennington 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**

|   | Pennington Co.                     |                          |             | Minnesota                |             | Labor Force by Gender |              |
|---|------------------------------------|--------------------------|-------------|--------------------------|-------------|-----------------------|--------------|
|   | In Labor Force (available workers) | Labor Force Partic. Rate | Unemp. Rate | Labor Force Partic. Rate | Unemp. Rate | Male                  | Female       |
| <b>Total Labor Force</b>  | <b>7,639</b>                       | <b>68.1%</b>             | <b>1.9%</b> | <b>68.7%</b>             | <b>4.0%</b> | <b>4,034</b>          | <b>3,600</b> |
| 16 to 19 years  | 353                                | 56.5%                    | 2.5%        | 53.0%                    | 9.8%        | 147                   | 206          |
| 20 to 24 years  | 838                                | 93.5%                    | 4.9%        | 83.1%                    | 6.7%        | 433                   | 405          |
| 25 to 44 years  | 3,164                              | 89.5%                    | 1.0%        | 88.8%                    | 3.5%        | 1,669                 | 1,496        |
| 45 to 54 years  | 1,490                              | 93.5%                    | 1.7%        | 87.8%                    | 2.9%        | 774                   | 716          |
| 55 to 64 years  | 1,343                              | 67.7%                    | 1.5%        | 72.8%                    | 3.1%        | 746                   | 597          |
| 65 to 74 years  | 393                                | 27.2%                    | 4.6%        | 27.6%                    | 3.3%        | 214                   | 179          |
| 75 years & over   | 52                                 | 4.6%                     | 0.0%        | 6.6%                     | 3.2%        | 51                    | 1            |
| <b>Employment Characteristics by Race &amp; Hispanic Origin</b>             |                                    |                          |             |                          |             |                       |              |
| White alone   | 7,049                              | 68.1%                    | 1.6%        | 67.8%                    | 3.4%        |                       |              |
| Black or African American   | 42                                 | 36.5%                    | 0.0%        | 71.5%                    | 8.7%        |                       |              |
| American Indian & Alaska Native   | 72                                 | 50.7%                    | 1.4%        | 57.6%                    | 11.9%       |                       |              |
| Asian or Other Pac. Islanders   | 107                                | 88.4%                    | 24.3%       | 73.9%                    | 3.6%        |                       |              |
| Some Other Race   | 101                                | 84.9%                    | 1.0%        | 76.1%                    | 6.1%        |                       |              |
| Two or More Races   | 263                                | 71.3%                    | 0.0%        | 74.3%                    | 6.6%        |                       |              |
| Hispanic or Latino  | 376                                | 85.5%                    | 0.3%        | 77.0%                    | 6.3%        |                       |              |
| <b>Employment Characteristics by Disability, 20 to 64 years</b>             |                                    |                          |             |                          |             |                       |              |
| With Any Disability, 20 to 64 years   | 664                                | 67.5%                    | 2.6%        | 54.4%                    | 10.2%       |                       |              |
| <b>Employment Characteristics by Educational Attainment, 25 to 64 years</b> |                                    |                          |             |                          |             |                       |              |
| Population, 25 to 64 years  | 5,998                              | 84.3%                    | 1.3%        | 84.4%                    | 3.3%        |                       |              |
| Less than H.S. Diploma  | 203                                | 74.1%                    | 1.8%        | 67.2%                    | 4.6%        |                       |              |
| H.S. Diploma or Equivalent  | 1,679                              | 82.3%                    | 2.7%        | 76.8%                    | 2.5%        |                       |              |
| Some College or Assoc. Degree   | 2,966                              | 85.1%                    | 1.3%        | 85.1%                    | 3.6%        |                       |              |
| Bachelor's Degree or Higher   | 1,150                              | 87.4%                    | 0.3%        | 90.3%                    | 2.0%        |                       |              |

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



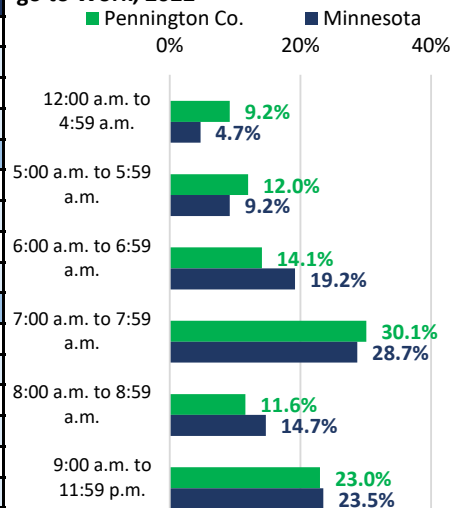
Source: 2018-2022 American Community Survey, 5-Year Estimates

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

**Table 8. Commuting Characteristics, 2022**

|   | Pennington Co.      |         | Minnesota           |         |
|---|---------------------|---------|---------------------|---------|
|   | Number              | Percent | Number              | Percent |
| Worked in state of residence              | 7,222               | 98.7%   | 2,867,086           | 97.7%   |
| Worked in county of residence             | 6,783               | 92.7%   | 1,957,366           | 66.7%   |
| Worked out of county of residence         | 439                 | 6.0%    | 909,720             | 31.0%   |
| Worked outside state of residence         | 95                  | 1.3%    | 67,495              | 2.3%    |
| <b>MEANS OF TRANSPORTATION TO WORK</b>    |                     |         |                     |         |
| Car, truck, or van                        | 6,168               | 84.3%   | 2,338,861           | 79.7%   |
| Public transportation (excl. taxicab)     | 44                  | 0.6%    | 73,365              | 2.5%    |
| Other method (walk, bike, taxi, etc.)     | 483                 | 6.6%    | 120,318             | 4.1%    |
| Worked at home                            | 622                 | 8.5%    | 399,103             | 13.6%   |
| <b>TRAVEL TIME TO WORK</b>                |                     |         |                     |         |
| Less than 10 minutes                      | 3,315               | 45.3%   | 475,402             | 16.2%   |
| 10 to 19 minutes                          | 2,744               | 37.5%   | 906,786             | 30.9%   |
| 20 to 29 minutes                          | 476                 | 6.5%    | 651,477             | 22.2%   |
| 30 to 44 minutes                          | 380                 | 5.2%    | 563,440             | 19.2%   |
| 45 to 59 minutes                          | 198                 | 2.7%    | 181,944             | 6.2%    |
| 60 or more minutes                        | 205                 | 2.8%    | 155,533             | 5.3%    |
| <b>Mean travel time to work (minutes)</b> | <b>13.6 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

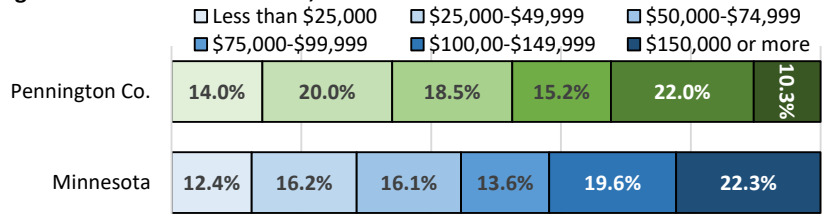
**INCOMES, COST OF LIVING, & HOUSING**

Pennington Co. had a lower median household income than the state, and a higher percentage of households with incomes below \$50,000. Overall, Pennington Co. had the 35th highest median household income of the 87 counties in the state.

|                                |                 |
|--------------------------------|-----------------|
| <b>Median Household Income</b> | <b>\$71,504</b> |
| state                          | \$84,313        |
| <b>Median Family Income</b>    | <b>\$91,995</b> |
| state                          | \$107,072       |
| <b>Per Capita Income</b>       | <b>\$37,342</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. Pennington Co. had a lower cost of living than the state, with a required hourly wage of \$13.58 for a single person living alone to meet a basic needs cost of living, and an hourly wage requirement of \$17.33 for a typical family with 2 adults and 1 child (see Table 9).

Table 9. Basic Needs Cost of Living Estimates, 2023

| Category   | Single Yearly Cost of Living | Hourly Wage Required | Monthly Costs |       |             |         |                |       |       |
|--|------------------------------|----------------------|---------------|-------|-------------|---------|----------------|-------|-------|
|  |                              |                      | Child Care    | Food  | Health Care | Housing | Transportation | Other | Taxes |
| Single Adult, 0 children   |                              |                      |               |       |             |         |                |       |       |
| Pennington Co.   | \$28,240                     | \$13.58              | \$0           | \$414 | \$161       | \$726   | \$496          | \$273 | \$283 |
| State of Minnesota   | \$34,704                     | \$16.68              | \$0           | \$419 | \$160       | \$1,021 | \$572          | \$345 | \$375 |
| Typical Family: 2 Adults (1 working full-time, 1 part-time), 1 child |                              |                      |               |       |             |         |                |       |       |
| Pennington Co.   | \$54,079                     | \$17.33              | \$297         | \$945 | \$576       | \$971   | \$790          | \$458 | \$470 |
| State of Minnesota   | \$67,320                     | \$21.58              | \$544         | \$955 | \$574       | \$1,285 | \$977          | \$536 | \$739 |

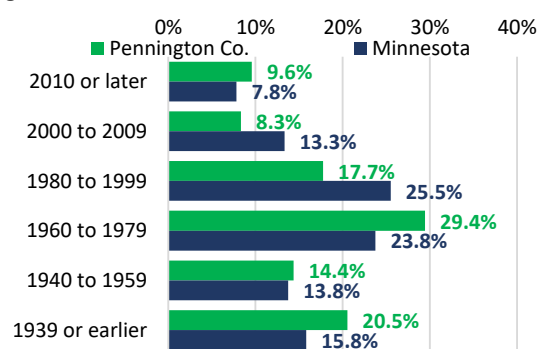
Source: DEED Cost of Living tool

Pennington Co. had a lower median house value than the state, having the 54th highest value of the 87 counties in 2022. Pennington 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 | Pennington Co.   |               | Minnesota        |
|---|------------------|---------------|------------------|
|   | Total            | Percent       | Percent          |
| <b>Total</b>  | <b>4,467</b>     | <b>100.0%</b> | <b>100.0%</b>    |
| Less than \$50,000  | 307              | 6.9%          | 4.1%             |
| \$50,000 to \$99,999  | 471              | 10.5%         | 4.6%             |
| \$100,000 to \$149,999  | 891              | 19.9%         | 7.1%             |
| \$150,000 to \$199,999  | 880              | 19.7%         | 10.7%            |
| \$200,000 to \$299,999  | 1,292            | 28.9%         | 27.1%            |
| \$300,000 to \$499,999  | 512              | 11.5%         | 31.7%            |
| \$500,000 or more   | 114              | 2.6%          | 14.7%            |
| <b>Median (dollars)</b>   | <b>\$173,800</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** **\$1,389**

state \$1,818

**Percentage of households with a mortgage spending 30% or more of their income on housing costs** **21.7%**

state 22.0%

**Median monthly rent costs** **\$935**

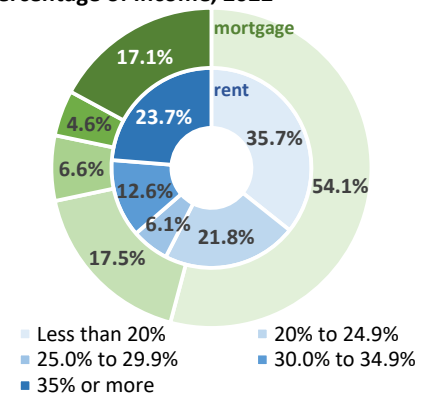
state \$1,178

**Percentage of renters spending 30% or more of their household income on rent** **36.4%**

state 46.7%

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

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



OCCUPATIONS

At \$23.51 in 2024, wages were lower in Region 1 than the state. Overall, Region 1 had the 4th highest median hourly wage level of the 13 economic development regions in the state. Wages were highest for management occupations (\$46.27) and lowest for food preparation and serving related jobs (\$14.65) (see Table 11).

Table 11. Occupational Employment & Wage Statistics, 2024

| Occupational Group                   | Region 1           |                         |                     |                            | 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>\$23.51</b>     | <b>35,370</b>           | <b>100.0%</b>       | <b>1.0</b>                 | <b>\$25.22</b>     | <b>2,881,100</b>         | <b>100.0%</b>       |
| Management                           | \$46.27            | 1,950                   | 5.5%                | 0.8                        | \$57.75            | 201,710                  | 7.0%                |
| Business & Financial Operations      | \$31.06            | 1,570                   | 4.4%                | 0.6                        | \$39.26            | 202,700                  | 7.0%                |
| Computer & Mathematical              | \$42.17            | 570                     | 1.6%                | 0.5                        | \$50.83            | 98,240                   | 3.4%                |
| Architecture & Engineering           | \$36.26            | 530                     | 1.5%                | 0.7                        | \$42.97            | 58,320                   | 2.0%                |
| Life, Physical & Social Science      | \$31.52            | 260                     | 0.7%                | 0.7                        | \$39.93            | 29,220                   | 1.0%                |
| Community & Social Service           | \$29.08            | 650                     | 1.8%                | 0.9                        | \$27.92            | 57,930                   | 2.0%                |
| Legal                                | \$39.81            | 80                      | 0.2%                | 0.3                        | \$51.15            | 19,040                   | 0.7%                |
| Education, Training & Library        | \$24.78            | 2,520                   | 7.1%                | 1.3                        | \$28.22            | 163,340                  | 5.7%                |
| Arts, Design, Entertainment & Media  | \$24.62            | 230                     | 0.7%                | 0.5                        | \$29.01            | 36,160                   | 1.3%                |
| Healthcare Practitioners & Technical | \$36.52            | 1,810                   | 5.1%                | 0.8                        | \$43.01            | 184,410                  | 6.4%                |
| Healthcare Support                   | \$18.62            | 1,510                   | 4.3%                | 0.7                        | \$18.07            | 169,580                  | 5.9%                |
| Protective Service                   | \$27.66            | 590                     | 1.7%                | 1.0                        | \$28.87            | 45,860                   | 1.6%                |
| Food Preparation & Serving Related   | \$14.65            | 2,710                   | 7.7%                | 1.0                        | \$15.07            | 232,190                  | 8.1%                |
| Building, Grounds Cleaning & Maint.  | \$18.27            | 1,000                   | 2.8%                | 1.0                        | \$18.83            | 79,660                   | 2.8%                |
| Personal Care & Service              | \$17.05            | 580                     | 1.6%                | 0.8                        | \$17.60            | 59,420                   | 2.1%                |
| Sales & Related                      | \$17.49            | 3,060                   | 8.7%                | 1.0                        | \$18.82            | 242,440                  | 8.4%                |
| Office & Administrative Support      | \$24.10            | 4,490                   | 12.7%               | 1.0                        | \$23.86            | 352,250                  | 12.2%               |
| Farming, Fishing & Forestry          | \$23.67            | 180                     | 0.5%                | 4.2                        | \$22.13            | 3,520                    | 0.1%                |
| Construction & Extraction            | \$28.25            | 1,110                   | 3.1%                | 0.8                        | \$32.44            | 110,960                  | 3.9%                |
| Installation, Maintenance & Repair   | \$27.19            | 1,410                   | 4.0%                | 1.1                        | \$29.54            | 104,530                  | 3.6%                |
| Production                           | \$21.48            | 4,140                   | 11.7%               | 1.7                        | \$23.05            | 203,810                  | 7.1%                |
| Transportation & Material Moving     | \$23.73            | 4,440                   | 12.6%               | 1.6                        | \$19.80            | 225,820                  | 7.8%                |

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

JOB VACANCY SURVEY

Pennington Co. is a part of the Northwest planning region. There were 14193 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. Northwest Job Vacancy Survey Results, 2023

| Occupational Group                   | Number of Vacancies | Wage Offer     |
|--------------------------------------|---------------------|----------------|
| <b>Total, All Occupations</b>        | <b>14,193</b>       | <b>\$17.77</b> |
| Management                           | 180                 | \$31.08        |
| Business & Financial Operations      | 162                 | \$23.79        |
| Computer & Mathematical              | 49                  | \$30.06        |
| Architecture & Engineering           | 110                 | \$30.65        |
| Life, Physical & Social Sciences     | 105                 | \$26.90        |
| Community & Social Service           | 326                 | \$22.39        |
| Education, Training & Library        | 668                 | \$18.97        |
| Healthcare Practitioners & Technical | 1,478               | \$28.94        |
| Healthcare Support                   | 1,168               | \$15.09        |
| Protective Service                   | 277                 | \$23.55        |
| Food Preparation & Serving Related   | 2,518               | \$14.63        |
| Building, Grounds Cleaning & Maint.  | 594                 | \$16.01        |
| Personal Care & Service              | 223                 | \$15.86        |
| Sales & Related                      | 1,918               | \$15.97        |
| Office & Administrative Support      | 508                 | \$17.18        |
| Construction & Extraction            | 727                 | N/A            |
| Installation, Maintenance & Repair   | 609                 | \$20.26        |
| Production                           | 668                 | \$20.44        |
| Transportation & Material Moving     | 1,263               | \$20.23        |

Figure 14. Job Vacancies by Industry, 2023



Source: DEED Job Vacancy Survey, 2023

OCCUPATIONS IN DEMAND

Table 13. Northwest Planning Region Occupations in Demand, 2023

| Less than High School   | High School or Equivalent   | Some College or Assoc. Deg.   | Bachelor's Degree or Higher   |
|---|---|---|---|
| Home Health and Personal Care Aides<br>\$36,108/yr            | Heavy and Tractor-Trailer Truck Drivers<br>\$54,491/yr                            | Registered Nurses<br>\$84,785/yr                                    | General and Operations Managers<br>\$77,521/yr                                |
| Retail Salespersons<br>\$35,088/yr                            | Nursing Assistants<br>\$40,033/yr   | Police and Sheriff's Patrol Officers<br>\$71,010/yr                 | Elementary School Teachers, Except Special Education<br>\$64,121/yr           |
| Cashiers<br>\$30,773/yr                                       | Licensed Practical and Licensed Vocational Nurses<br>\$54,946/yr                  | Radiologic Technologists and Technicians<br>\$78,771/yr             | Secondary School Teachers, Except Special and Career/Technical<br>\$66,299/yr |
| Teaching Assistants, Except Postsecondary<br>\$38,126/yr      | Automotive Service Technicians and Mechanics<br>\$47,486/yr                       | Dental Hygienists<br>\$85,989/yr                                    | Accountants and Auditors<br>\$64,893/yr                                       |
| Stockers and Order Fillers<br>\$40,709/yr                     | Bookkeeping, Accounting, and Auditing Clerks<br>\$48,131/yr                       | Civil Engineering Technologists and Technicians<br>\$71,227/yr      | Substitute Teachers, Short-Term<br>\$46,162/yr                                |
| Janitors and Cleaners, Except Maids and<br>\$38,122/yr        | Substance abuse, behavioral disorder, and mental health counselors<br>\$49,479/yr | Paralegals and Legal Assistants<br>\$59,200/yr                      | Medical and Health Services Managers<br>\$102,974/yr                          |
| Cooks, Restaurant<br>\$36,830/yr                              | Machinists<br>\$51,295/yr   | Occupational Therapy Assistants<br>\$59,627/yr                      | Child, Family, and School Social Workers<br>\$63,680/yr                       |
| Food Preparation Workers<br>\$31,855/yr                       | Electricians<br>\$65,524/yr   | Computer Network Support Specialists<br>\$70,049/yr                 | Preschool Teachers, Except Special Education<br>\$37,999/yr                   |
| Miscellaneous Assemblers and Fabricators<br>\$40,826/yr       | Bus and Truck Mechanics and Diesel Engine Specialists<br>\$59,152/yr              | Surgical Technologists<br>\$64,809/yr                               | Pharmacists<br>\$140,993/yr   |
| First-Line Supervisors of Retail Sales Workers<br>\$46,395/yr | Paramedics<br>\$64,134/yr   | Industrial Engineering Technologists and Technicians<br>\$60,791/yr | Physical Therapists<br>\$98,061/yr  |

Source: DEED Occupations in Demand

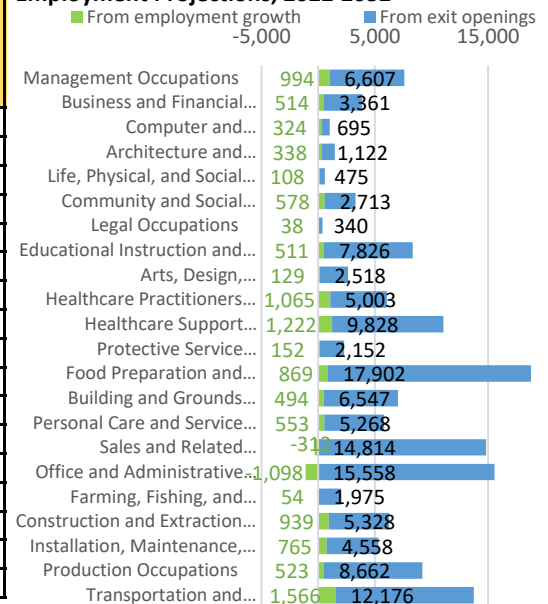
Pennington Co. is a part of the Northwest planning region, which is projected to see a 3.9% increase in employment levels over the next decade. In addition to new jobs created, there will be a much larger number of exit openings (see Figure 15).

Table 14. Regional Industry Employment Projections, 2022-2032

|  | Estimated Employment 2022 | Projected Employment 2032 | Percent Change 2022-2032 |
|--|---------------------------|---------------------------|--------------------------|
| <b>Northwest Planning Region</b>           |                           |                           |                          |
| <b>Total, All Industries</b>               | <b>265,321</b>            | <b>275,647</b>            | <b>3.9%</b>              |
| Natural Resources & Mining                 | 6,095                     | 6,335                     | 3.9%                     |
| Utilities                                  | 1,126                     | 1,125                     | -0.1%                    |
| Construction                               | 11,719                    | 12,715                    | 8.5%                     |
| Manufacturing                              | 29,871                    | 31,429                    | 5.2%                     |
| Wholesale Trade                            | 12,936                    | 14,034                    | 8.5%                     |
| Retail Trade                               | 27,705                    | 27,590                    | -0.4%                    |
| Transportation & Warehousing               | 5,579                     | 5,997                     | 7.5%                     |
| Information                                | 2,451                     | 2,470                     | 0.8%                     |
| Finance & Insurance, Real Estate           | 8,067                     | 8,366                     | 3.7%                     |
| Professional Services & Mgmt. of Companies | 5,609                     | 6,152                     | 9.7%                     |
| Admin. Support & Waste Mgmt.               | 4,192                     | 4,460                     | 6.4%                     |
| Educational Services                       | 22,849                    | 22,989                    | 0.6%                     |
| Health Care & Social Assistance            | 36,421                    | 38,978                    | 7.0%                     |
| Leisure & Hospitality                      | 24,958                    | 26,706                    | 7.0%                     |
| Other Services                             | 9,824                     | 10,129                    | 3.1%                     |
| Public Administration                      | 24,161                    | 24,869                    | 2.9%                     |

Source: DEED 2022-2032 Employment Outlook

Figure 15. Regional Occupational Employment Projections, 2022-2032



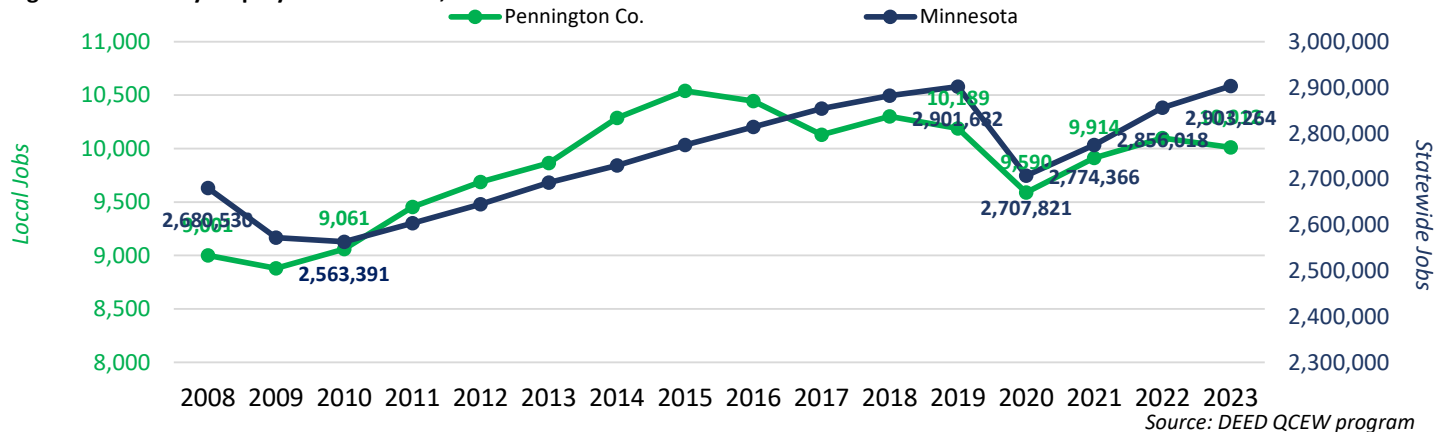
**ECONOMIC CHARACTERISTICS**

Coming out of the pandemic recession, after losing jobs over the past year, Pennington Co. had the 40th largest economy of the 87 counties in the state. Pennington Co. was the 76th fastest growing in the past year and the 44th fastest growing since 2019. From 2019 to 2023, employment in Pennington Co. is still down from the pandemic recession.

**416** business establishments      **\$56,230** annual average wage  
**10,012** jobs      **\$562,979,481** total industry payroll

Job change, 2019-2023: -177 jobs, -1.7% decline

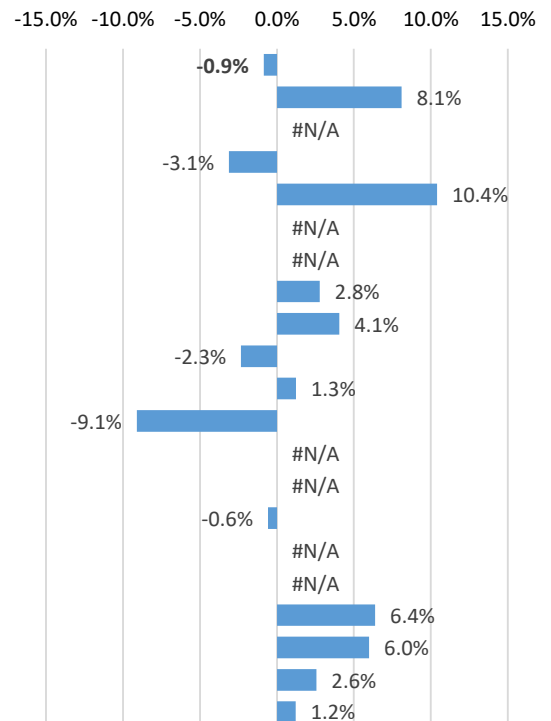
Figure 16. Industry Employment Statistics, 2008-2023



Source: DEED QCEW program

| Table 15. Pennington Co. Industry Employment Statistics, 2023 | Number of Jobs | Percent of Total Jobs | Average Annual Wage |
|---|----------------|-----------------------|---------------------|
| <b>Total, All Industries</b>                                  | <b>10,012</b>  | <b>100.0%</b>         | <b>\$56,230</b>     |
| Agriculture, Forestry, Fish & Hunt                            | 40             | 0.4%                  | \$49,416            |
| Mining  | #N/A           | #N/A                  | #N/A                |
| Construction  | 187            | 1.9%                  | \$61,166            |
| Manufacturing   | 1,083          | 10.8%                 | \$60,671            |
| Utilities   | #N/A           | #N/A                  | #N/A                |
| Wholesale Trade   | #N/A           | #N/A                  | #N/A                |
| Retail Trade  | 995            | 9.9%                  | \$27,488            |
| Transportation & Warehousing                                  | 244            | 2.4%                  | \$16,782            |
| Information   | 84             | 0.8%                  | \$37,915            |
| Finance & Insurance   | 162            | 1.6%                  | \$67,654            |
| Real Estate & Rental & Leasing                                | 20             | 0.2%                  | \$26,146            |
| Professional & Technical Services                             | #N/A           | #N/A                  | #N/A                |
| Management of Companies                                       | #N/A           | #N/A                  | #N/A                |
| Admin. Support & Waste Mgmt. Svcs.                            | 174            | 1.7%                  | \$32,801            |
| Educational Services  | #N/A           | #N/A                  | #N/A                |
| Health Care & Social Assistance                               | #N/A           | #N/A                  | #N/A                |
| Arts, Entertainment, & Recreation                             | 400            | 4.0%                  | \$24,758            |
| Accommodation & Food Services                                 | 513            | 5.1%                  | \$17,764            |
| Other Services  | 239            | 2.4%                  | \$22,064            |
| Public Administration   | 333            | 3.3%                  | \$63,114            |

Figure 17. Change in Jobs, 2022-2023



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

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

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