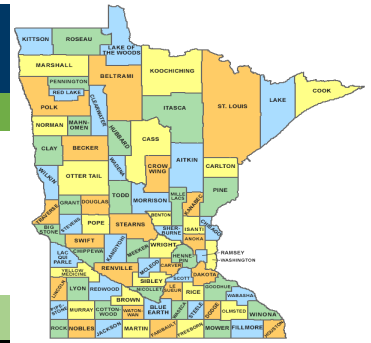


COUNTY PROFILE

Mille Lacs Co.

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



POPULATION CHARACTERISTICS

2022 population:	27,280 people	Median Age:	40.8 years
Population change, 2010-2022	1,183 people 4.5% increase	state:	38.5 years

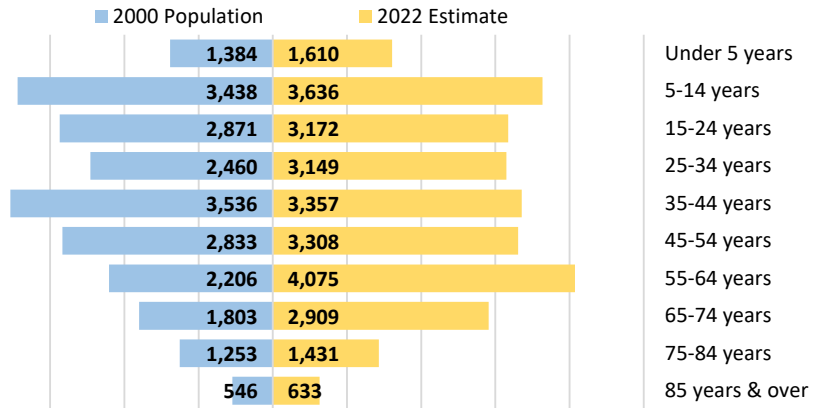
Mille Lacs Co. is the 39th largest of the 87 counties in the state. Its population increased over the past decade, ranking as the 28th fastest growing in the state from 2010 to 2022. Mille Lacs Co.'s population has an older median age than the state and a larger percentage of people aged 65 years and older. The population is aging, especially as the Baby Boom generation moves through the population pyramid (see Figure 1).

Table 1. Population by Age Group, 2022

	Number	Percent
Under 5 years	1,610	5.9%
5-14 years	3,636	13.3%
15-24 years	3,172	11.6%
25-34 years	3,149	11.5%
35-44 years	3,357	12.3%
45-54 years	3,308	12.1%
55-64 years	4,075	14.9%
65-74 years	2,909	10.7%
75-84 years	1,431	5.2%
85 years & over	633	2.3%
Total Population	27,280	100.0%

Source: Census Population Estimates, 2018-2022 ACS

Figure 1. Population Pyramid, 2000-2022



Mille Lacs Co. suffered a negative natural increase - more deaths than births from 2020 to 2022, 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, 2020-2022

	Total Population Change	April 1, 2020 to July 1, 2022					
		Natural Increase	Vital Events		Net Migration		
			Births	Deaths	Total	International	Domestic
Mille Lacs Co.	813	-208	637	845	1,019	10	1,009
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

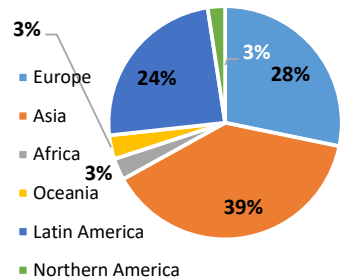
Compared to the state, Mille Lacs Co. has a smaller percentage of foreign-born residents. From 2010 to 2022, Mille Lacs Co. saw a decrease in the number of foreign-born residents, though it was slower than the statewide increase.

Table 3. Place of Birth for the Foreign Born Population, 2022

Foreign-born Population	Mille Lacs Co.		Change 2010-2022		Minnesota	
	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%

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

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



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

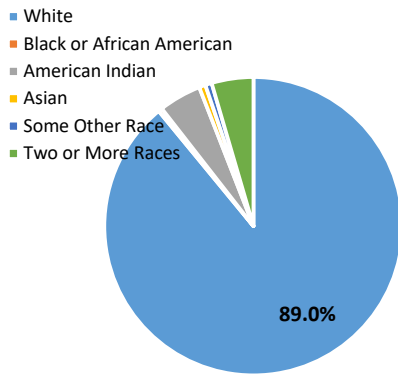


Table 4. Race and Hispanic Origin, 2022	Mille Lacs Co.			Minnesota	
	Number	Percent	Change from 2011-2022	Percent	Change from 2011-2022
Total	26,680	100.0%	2.2%	100.0%	7.9%
White	23,756	89.0%	-0.4%	79.7%	-0.4%
Black or African American	112	0.4%	3.7%	6.7%	44.3%
American Indian or Alaska Native	1,231	4.6%	-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

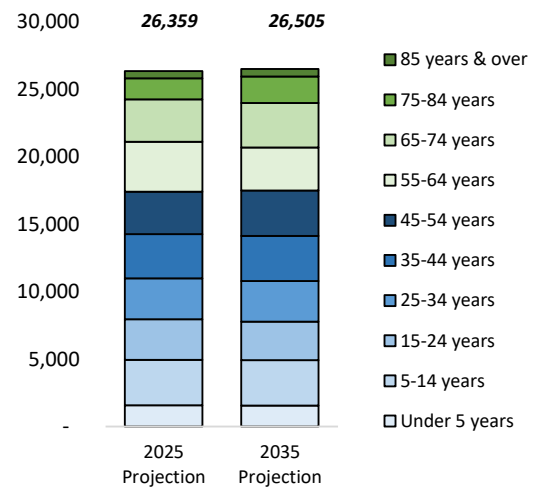
According to the Minnesota State Demographic Center, Mille Lacs Co.'s population is expected to grow from 2025 to 2035, with a rate of change that is slower than the projected statewide growth rate (4.5%). In addition to the overall growth, the number of people aged 65 years and older is expected to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

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

Mille Lacs Co.	2025 Projection	2035 Projection	Numeric Change	Percent Change
Under 5 years	1,579	1,560	-19	-1.2%
5-14 years	3,371	3,361	-10	-0.3%
15-24 years	3,013	2,863	-150	-5.0%
25-34 years	3,024	3,010	-14	-0.5%
35-44 years	3,287	3,349	62	1.9%
45-54 years	3,130	3,361	231	7.4%
55-64 years	3,711	3,194	-517	-13.9%
65-74 years	3,150	3,288	138	4.4%
75-84 years	1,559	1,961	402	25.8%
85 years & over	535	558	23	4.3%
Total Population	26,359	26,505	146	0.6%

Source: Minnesota State Demographic Center

Figure 4. Projections by Age Group, 2025-2035

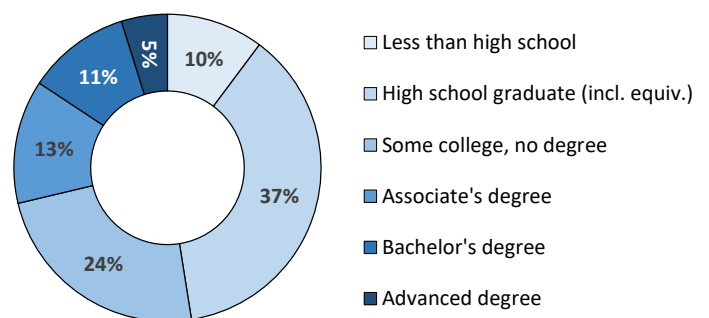


EDUCATIONAL ATTAINMENT

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.

Percentage of the adult population (18 years & over) with at least a high school diploma:	89.8%
College-educated:	52.5%
state:	68.5%
Associate's Degree:	13.0%
Bachelor's Degree:	10.9%
Advanced Degree:	4.8%

Figure 5. Educational Attainment, 2022



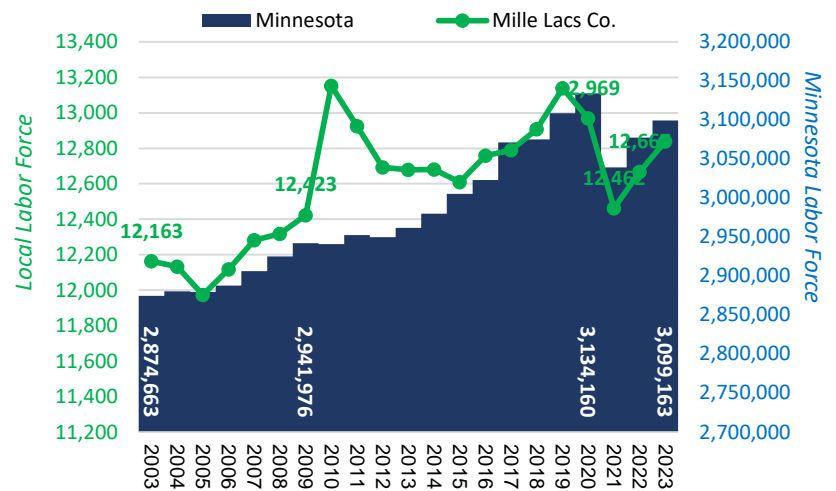
Source: U.S. Census Bureau, 2018-2022 American Community Survey

LABOR FORCE TRENDS

At 4.5%, Mille Lacs Co. had a higher unemployment rate than the state in 2023. After the pandemic recession Mille Lacs Co.'s unemployment rate declined compared to the 5.7% pre-pandemic rate posted in 2019. The number of unemployed workers actively seeking work in Mille Lacs Co. increased over the past year, and is down compared to 2019.

12,667 available workers
Labor Force change, 2008-2023: 522 workers, 4.2% increase
4.5% unemployment rate
2.7% state
570 unemployed workers

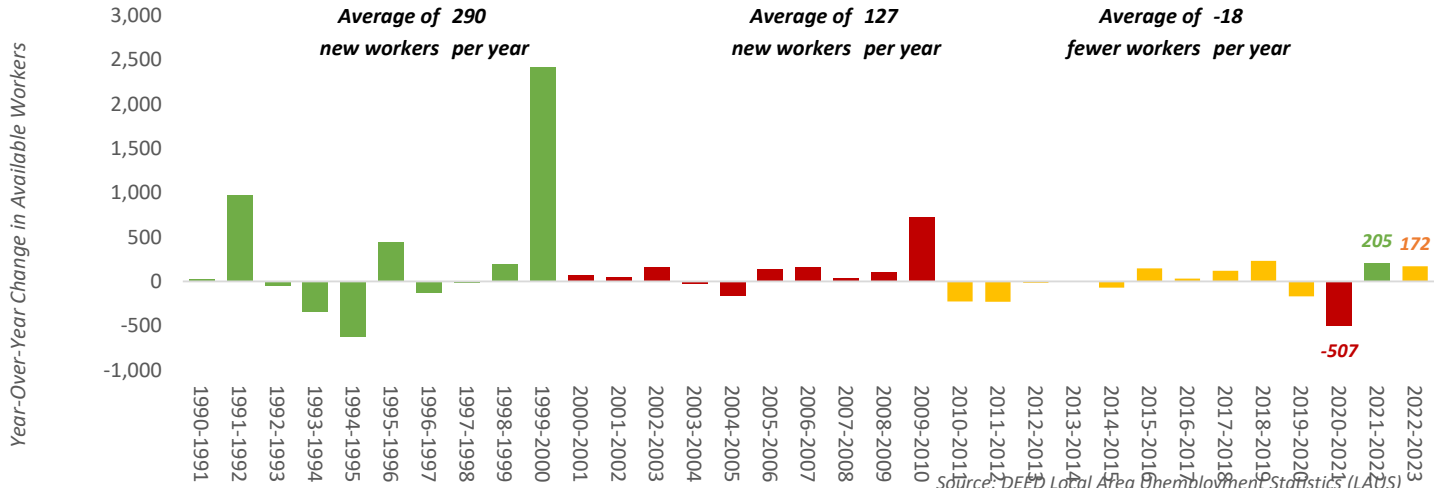
Figure 6. Annual Labor Force Estimates



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, 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).

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



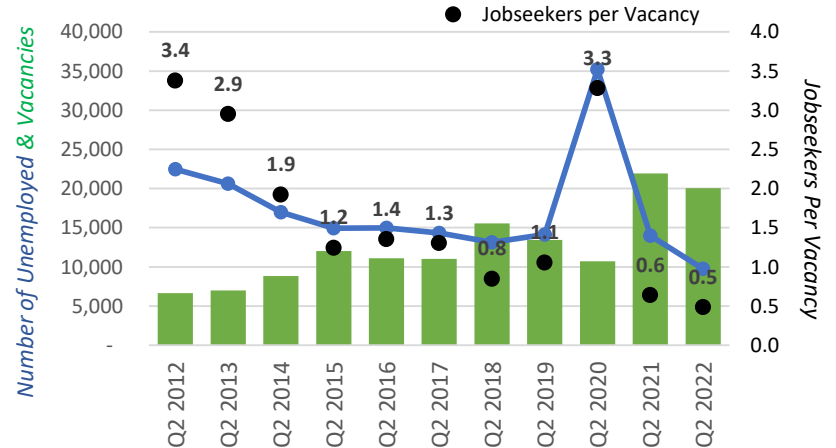
Source: DEED Local Area Unemployment Statistics (LAUS)

Table 6. Labor Force Projections, 2025-2035	Labor Force Projection	
	2025	2035
16 to 24 years	1,884	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. Job vacancies in Central 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

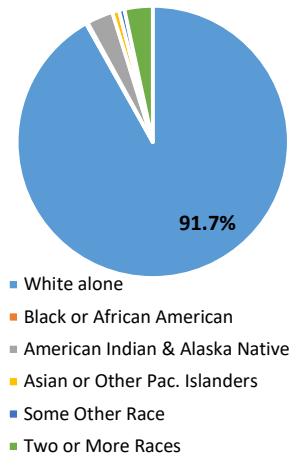
LABOR FORCE CHARACTERISTICS

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.

Table 7. Employment Characteristics, 2022

	Mille Lacs 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
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							
White alone	12,535	65.2%	4.0%	67.8%	3.4%		
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%		
Hispanic or Latino	280	63.9%	7.9%	77.0%	6.3%		
Employment Characteristics by Disability, 20 to 64 years							
With Any Disability, 20 to 64 years	986	52.0%	16.8%	54.4%	10.2%		
Employment Characteristics by Educational Attainment, 25 to 64 years							
Population, 25 to 64 years	11,002	81.0%	4.7%	84.4%	3.3%		
Less than H.S. Diploma	865	72.3%	6.6%	67.2%	4.6%		
H.S. Diploma or Equivalent	3,406	73.7%	1.1%	76.8%	2.5%		
Some College or Assoc. Degree	4,655	85.4%	4.1%	85.1%	3.6%		
Bachelor's Degree or Higher	2,068	89.4%	1.0%	90.3%	2.0%		

Figure 9. Labor Force by Race, 2022



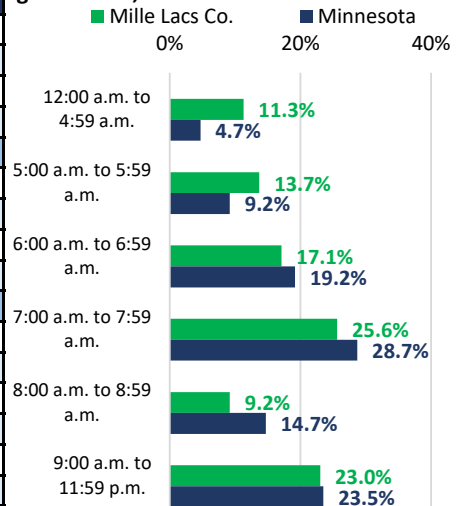
Source: 2018-2022 American Community Survey, 5-Year Estimates

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.

Table 8. Commuting Characteristics, 2022

	Mille Lacs Co.		Minnesota	
	Number	Percent	Number	Percent
Worked in state of residence	12,574	98.8%	2,867,086	97.7%
Worked in county of residence	6,262	49.2%	1,957,366	66.7%
Worked out of county of residence	6,300	49.5%	909,720	31.0%
Worked outside state of residence	153	1.2%	67,495	2.3%
MEANS OF TRANSPORTATION TO WORK				
Car, truck, or van	11,009	86.5%	2,387,561	81.6%
Public transportation (excl. taxicab)	178	1.4%	81,926	2.8%
Other method (walk, bike, taxi, etc.)	407	3.2%	122,889	4.2%
Worked at home	1,133	8.9%	333,556	11.4%
TRAVEL TIME TO WORK				
Less than 10 minutes	2,762	21.7%	465,223	15.9%
10 to 19 minutes	2,622	20.6%	895,335	30.6%
20 to 29 minutes	1,616	12.7%	649,557	22.2%
30 to 44 minutes	2,151	16.9%	567,631	19.4%
45 to 59 minutes	1,476	11.6%	190,186	6.5%
60 or more minutes	2,100	16.5%	158,000	5.4%
Mean travel time to work (minutes)	31.0 minutes		23.3 minutes	

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



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

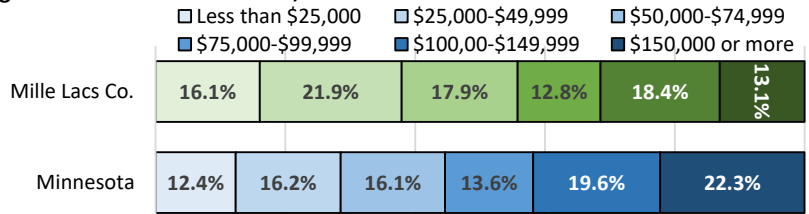
INCOMES, COST OF LIVING, & HOUSING

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.

Median Household Income	\$68,088
state	\$84,313
Median Family Income	\$81,644
state	\$107,072
Per Capita Income	\$33,933
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. Mille Lacs Co. had a lower cost of living than the state, with a required hourly wage of \$15.59 for a single person living alone to meet a basic needs cost of living, and an hourly wage requirement of \$17.65 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									
Mille Lacs Co.	\$32,425	\$15.59	\$0	\$387	\$163	\$754	\$850	\$276	\$272
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									
Mille Lacs Co.	\$55,063	\$17.65	\$423	\$884	\$528	\$1,009	\$1,000	\$458	\$287
State of Minnesota	\$60,720	\$19.46	\$574	\$921	\$555	\$1,216	\$886	\$517	\$391

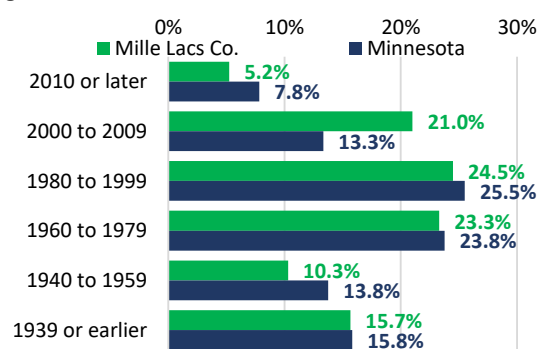
Source: DEED Cost of Living tool

Mille Lacs Co. had a lower median house value than the state, having the 32nd highest value of the 87 counties in 2021. 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-occupied Housing Units, 2022	Mille Lacs Co.		Minnesota
	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)	\$221,300		\$286,800

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	\$1,567
state	\$1,818

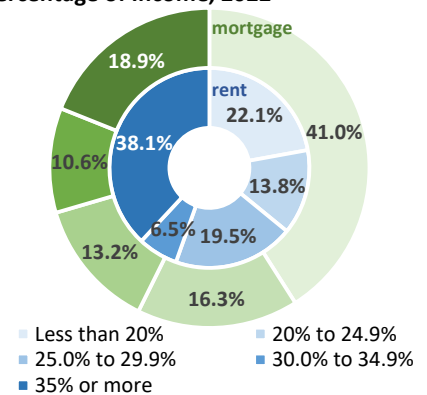
Percentage of households with a mortgage spending 30% or more of their income on housing costs	29.5%
state	22.0%

Median monthly rent costs	\$874
state	\$1,178

Percentage of renters spending 30% or more of their household income on rent	44.6%
state	46.7%

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

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



OCCUPATIONS

At \$22.48 in 2023, 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 (\$45.02) and lowest for food preparation and serving related jobs (\$14.99) (see Table 11).

Table 11. Occupational Employment & Wage Statistics, 2023

Occupational Group	Region 7E				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
Total, All Occupations	\$22.48	48,210	100.0%	1.0	\$24.25	2,827,310	100.0%
Management	\$45.02	2,560	5.3%	0.8	\$51.58	193,760	6.9%
Business & Financial Operations	\$33.54	1,560	3.2%	0.5	\$38.19	201,940	7.1%
Computer & Mathematical	\$38.36	390	0.8%	0.2	\$49.73	99,250	3.5%
Architecture & Engineering	\$38.62	640	1.3%	0.7	\$40.60	53,100	1.9%
Life, Physical & Social Science	\$33.22	360	0.7%	0.7	\$39.37	29,070	1.0%
Community & Social Service	\$25.76	1,420	2.9%	1.5	\$25.82	54,820	1.9%
Legal	\$35.76	180	0.4%	0.6	\$47.87	18,730	0.7%
Education, Training & Library	\$25.34	3,650	7.6%	1.3	\$24.82	158,830	5.6%
Arts, Design, Entertainment & Media	\$26.15	350	0.7%	0.5	\$28.80	37,630	1.3%
Healthcare Practitioners & Technical	\$40.05	3,150	6.5%	1.0	\$41.07	186,700	6.6%
Healthcare Support	\$17.90	3,310	6.9%	1.2	\$17.40	162,400	5.7%
Protective Service	\$29.98	1,280	2.7%	1.8	\$25.83	40,620	1.4%
Food Preparation & Serving Related	\$14.99	5,040	10.5%	1.4	\$14.89	216,970	7.7%
Building, Grounds Cleaning & Maint.	\$18.03	1,340	2.8%	1.0	\$18.26	76,210	2.7%
Personal Care & Service	\$17.45	1,210	2.5%	1.2	\$16.96	58,120	2.1%
Sales & Related	\$16.26	4,790	9.9%	1.2	\$18.14	239,500	8.5%
Office & Administrative Support	\$22.25	5,020	10.4%	0.9	\$23.06	345,830	12.2%
Farming, Fishing & Forestry	\$22.00	90	0.2%	1.3	\$19.84	4,060	0.1%
Construction & Extraction	\$29.51	2,850	5.9%	1.5	\$31.00	113,930	4.0%
Installation, Maintenance & Repair	\$24.88	1,840	3.8%	1.1	\$27.95	98,670	3.5%
Production	\$22.26	3,720	7.7%	1.0	\$22.07	209,380	7.4%
Transportation & Material Moving	\$19.42	3,470	7.2%	0.9	\$19.80	227,780	8.1%

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

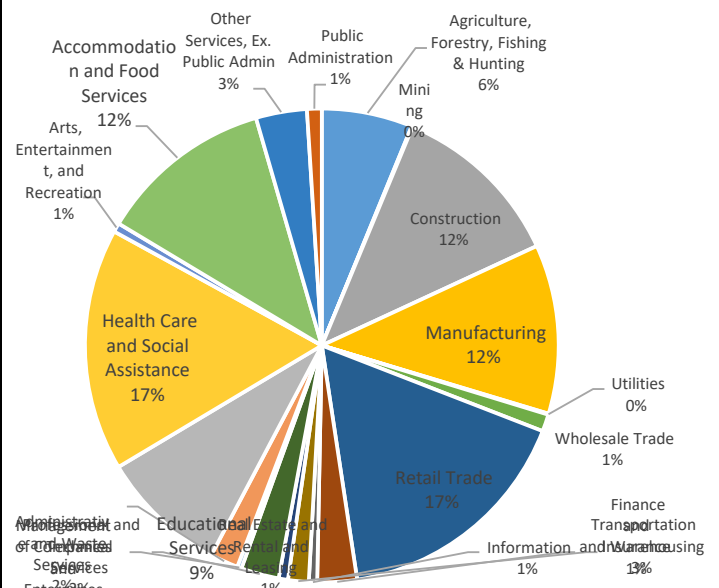
JOB VACANCY SURVEY

Mille Lacs Co. is a part of the Central planning region. There were 20,029 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. Central Job Vacancy Survey Results, 2022

Occupational Group	Number of Vacancies	Wage Offer
Total, All Occupations	20,029	\$18.05
Management	320	\$39.17
Business & Financial Operations	202	\$27.62
Computer & Mathematical	171	\$23.54
Architecture & Engineering	158	\$24.47
Life, Physical & Social Sciences	621	\$18.79
Community & Social Service	254	\$23.73
Education, Training & Library	1,003	\$22.10
Healthcare Practitioners & Technical	1,788	\$32.69
Healthcare Support	1,330	\$15.48
Protective Service	133	\$17.93
Food Preparation & Serving Related	2,629	\$13.43
Building, Grounds Cleaning & Maint.	669	\$15.07
Personal Care & Service	650	\$14.19
Sales & Related	2,437	\$15.93
Office & Administrative Support	1,264	\$15.74
Construction & Extraction	1,479	\$24.86
Installation, Maintenance & Repair	620	\$22.53
Production	1,690	\$17.91
Transportation & Material Moving	1,845	\$20.33

Figure 14. Job Vacancies by Industry, 2022



Source: DEED Job Vacancy Survey, 2022

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

Central Planning Region	Estimated Employment 2020	Projected Employment 2030	Percent Change 2020-2030
Total, All Industries	301,170	316,216	5.0%
Natural Resources & Mining	5,416	4,879	-9.9%
Utilities	1,952	1,686	-13.6%
Construction	18,984	19,792	4.3%
Manufacturing	39,543	40,646	2.8%
Wholesale Trade	10,123	10,516	3.9%
Retail Trade	35,588	33,781	-5.1%
Transportation & Warehousing	10,098	10,685	5.8%
Information	2,639	2,842	7.7%
Finance & Insurance, Real Estate	9,550	9,649	1.0%
Professional Services & Mgmt. of Companies	8,562	9,119	6.5%
Admin. Support & Waste Mgmt.	9,545	10,066	5.5%
Educational Services	23,734	24,976	5.2%
Health Care & Social Assistance	46,672	52,213	11.9%
Leisure & Hospitality	21,963	26,961	22.8%
Other Services	10,108	11,290	11.7%
Public Administration	19,239	20,198	5.0%

Source: DEED 2020-2030 Employment Outlook

Figure 15. Regional Occupational Employment Projections, 2020-2030

