

Mille Lacs Co.

Economic Development Region:	Region 7E
Planning Region:	Central
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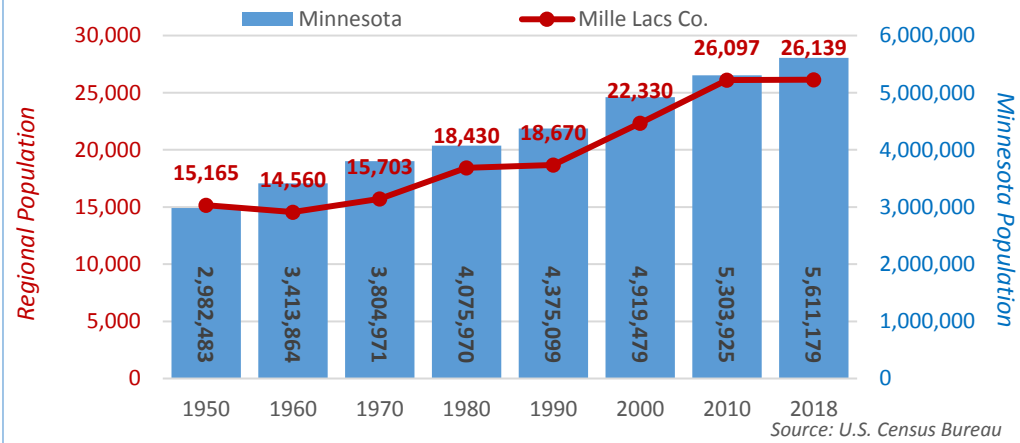
DEMOGRAPHICS

Table 1. Population Changes, 1960-2018

	1960	1970	1980	1990	2000	2010	2018	2010-2018	
	Population	Population	Population	Population	Population	Population	Estimate	Numeric	Percent
Mille Lacs Co.	14,560	15,703	18,430	18,670	22,330	26,097	26,139	42	0.2%
Minnesota	3,413,864	3,804,971	4,075,970	4,375,099	4,919,479	5,303,925	5,611,179	307,254	5.8%

Source: U.S. Census Bureau

Figure 1. Population Change, 1950-2018



Source: U.S. Census Bureau

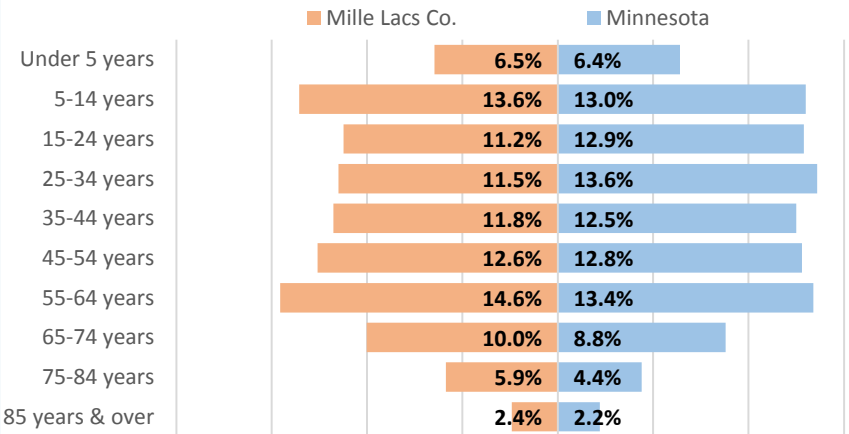
County Population Rank (of 87)	39th
2010-2018 Pop. Change Rank	41st

Median Age, 2018	40.8 years
Minnesota	38.1 years

Mille Lacs Co.	2018 Population by Age Group	
	Number	Percent
Under 5 years	1,690	6.5%
5-14 years	3,543	13.6%
15-24 years	2,938	11.2%
25-34 years	3,006	11.5%
35-44 years	3,078	11.8%
45-54 years	3,292	12.6%
55-64 years	3,805	14.6%
65-74 years	2,622	10.0%
75-84 years	1,533	5.9%
85 years & over	632	2.4%
Total	26,139	100.0%

Source: U.S. Census Bureau, Population Estimates

Figure 2. Percentage of Population by Age Group, 2018

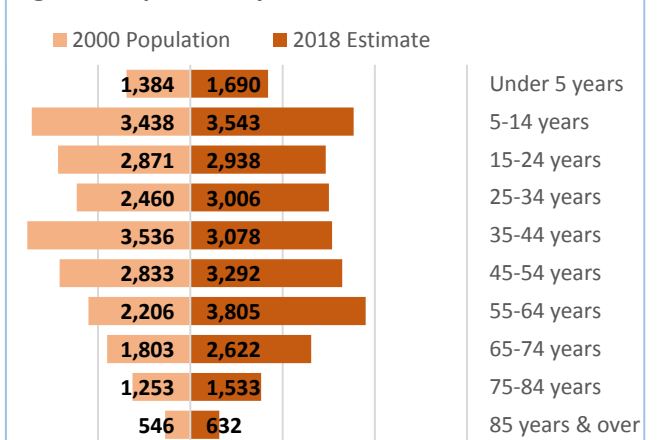


Source: U.S. Census Bureau, Population Estimates

Mille Lacs Co.	2000-2018 Pop. Change by Age Group		2000-2018 Population Change	
	2000	2018	Numeric	Percent
Under 5 years	1,384	1,690	306	22.1%
5-14 years	3,438	3,543	105	3.1%
15-24 years	2,871	2,938	67	2.3%
25-34 years	2,460	3,006	546	22.2%
35-44 years	3,536	3,078	-458	-13.0%
45-54 years	2,833	3,292	459	16.2%
55-64 years	2,206	3,805	1,599	72.5%
65-74 years	1,803	2,622	819	45.4%
75-84 years	1,253	1,533	280	22.3%
85 years & over	546	632	86	15.8%
Total	22,330	26,139	3,809	17.1%

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

Figure 3. Population Pyramid, 2000-2018



Source: U.S. Census Bureau

Table 4. Race and Hispanic Origin, 2017	Mille Lacs Co.				Minnesota	
	Number	Percent	Change from 2000-2017 Numeric Percent		Percent	Change from 2000-2017
Total	25,635	100.0%	3,305	14.8%	100.0%	11.6%
White	23,261	90.7%	2,371	11.3%	83.7%	4.5%
Black or African American	113	0.4%	53	88.3%	6.0%	90.4%
American Indian & Alaska Native	1,259	4.9%	213	20.4%	1.0%	4.7%
Asian & Other Pac. Islander	216	0.8%	166	332.0%	4.7%	79.2%
Some Other Race	53	0.2%	4	8.2%	1.7%	45.3%
Two or More Races	733	2.9%	498	211.9%	2.8%	86.7%
Hispanic or Latino origin	574	2.2%	360	168.2%	5.2%	98.5%

Source: U.S. Census Bureau, 2013-2017 American Community Survey

Table 5. Population Projections, 2020-2040				2020-2040 Change	
Mille Lacs Co.	2020 Projection	2030 Projection	2040 Projection	Numeric	Percent
Under 5 years	1,319	1,481	1,496	177	13.4%
5-14 years	3,290	2,598	2,939	-351	-10.7%
15-24 years	3,515	3,344	2,687	-828	-23.6%
25-34 years	2,610	3,279	3,133	523	20.0%
35-44 years	2,962	2,465	3,121	159	5.4%
45-54 years	3,027	2,768	2,308	-719	-23.8%
55-64 years	3,722	2,825	2,594	-1,128	-30.3%
65-74 years	2,927	3,478	2,651	-276	-9.4%
75-84 years	1,846	2,416	2,858	1,012	54.8%
85 years & over	685	860	1,109	424	61.9%
Total	25,903	25,514	24,896	-1,007	-3.9%

Source: Minnesota State Demographic Center

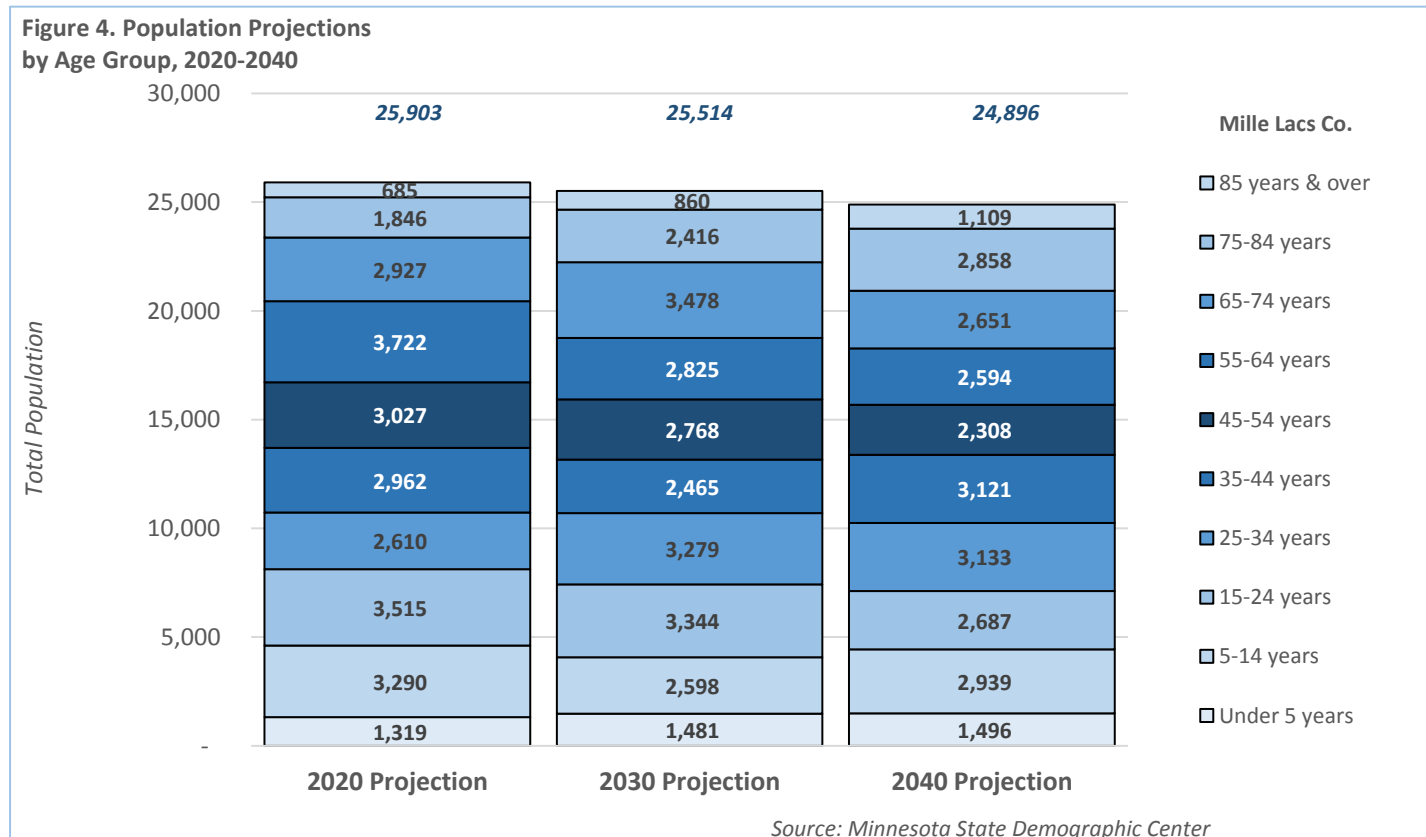


Table 6. Cumulative Estimates of the Components of Population Change

	Total Population Change	April 1, 2010 to July 1, 2018					
		Natural Increase	Vital Events		Net Migration		
			Births	Deaths	Total	International	Domestic
Mille Lacs Co.	42	312	2,700	2,388	-266	59	-325
Minnesota	307,254	228,289	570,171	341,882	81,671	107,830	-26,159

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

Table 7. Place of Birth for the Foreign Born Population

	Mille Lacs Co.		Change from 2010-2017		Minnesota		Change from 2010-2017
	Number	Percent	Number	Percent	Number	Percent	
Total, Foreign-born Population	385	1.5%	23	6.4%	448,397	8.3%	22.2%
Europe:	136	35.3%	10	7.9%	46,477	10.4%	3.3%
Europe: - Northern Europe:	68	50.0%	29	74.4%	9,043	19.5%	0.9%
Europe: - Western Europe:	14	10.3%	-28	-66.7%	9,825	21.1%	-6.9%
Europe: - Southern Europe:	22	16.2%	22	#DIV/0!	2,451	5.3%	21.0%
Europe: - Eastern Europe:	32	23.5%	-13	-28.9%	25,051	53.9%	6.9%
Asia:	119	30.9%	35	41.7%	169,532	37.8%	24.6%
Asia: - Eastern Asia:	37	31.1%	4	12.1%	37,377	22.0%	19.9%
Asia: - South Central Asia:	3	2.5%	-9	-75.0%	38,678	22.8%	34.8%
Asia: - South Eastern Asia:	79	66.4%	40	102.6%	84,199	49.7%	18.9%
Asia: - Western Asia:	0	0.0%	0	#DIV/0!	8,909	5.3%	75.2%
Africa:	29	7.5%	29	#DIV/0!	104,828	23.4%	49.3%
Africa: - Eastern Africa:	18	62.1%	18	#DIV/0!	67,748	64.6%	56.5%
Africa: - Middle Africa:	0	0.0%	0	#DIV/0!	3,053	2.9%	120.3%
Africa: - Northern Africa:	0	0.0%	0	#DIV/0!	4,552	4.3%	-7.4%
Africa: - Southern Africa:	0	0.0%	0	#DIV/0!	1,555	1.5%	66.0%
Africa: - Western Africa:	11	37.9%	11	#DIV/0!	25,611	24.4%	50.3%
Oceania:	0	0.0%	0	#DIV/0!	2,249	0.5%	40.6%
Americas:	101	26.2%	-51	-33.6%	125,311	27.9%	9.8%
Americas: - Latin America:	62	61.4%	-20	-24.4%	113,137	90.3%	11.5%
Latin America: - Central America:	25	40.3%	-38	-60.3%	85,198	75.3%	6.8%
Central America: - Mexico:	12	48.0%	-47	-79.7%	65,751	77.2%	0.1%
Latin America: - South America:	33	53.2%	17	106.3%	21,063	18.6%	21.7%
Americas: - Northern America:	39	38.6%	-31	-44.3%	12,174	9.7%	-3.5%

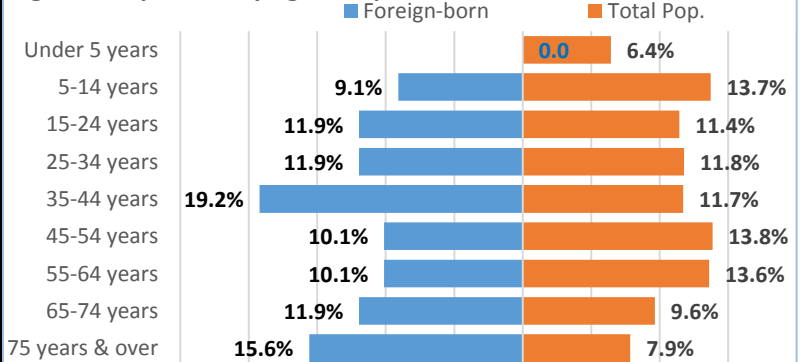
Source: U.S. Census Bureau, 2013-2017 American Community Survey

Table 8. Population by Age Group for the Foreign Born Population, 2017

Mille Lacs Co.	Number	Percent	Total Population Percent
Under 5 years	0	0.0%	6.4%
5-14 years	35	9.1%	13.7%
15-24 years	46	11.9%	11.4%
25-34 years	46	11.9%	11.8%
35-44 years	74	19.2%	11.7%
45-54 years	39	10.1%	13.8%
55-64 years	39	10.1%	13.6%
65-74 years	46	11.9%	9.6%
75 years & over	60	15.6%	7.9%
Total	385	100.0%	100.0%

Source: U.S. Census Bureau, 2013-2017 American Community Survey

Figure 5. Population by Age Group, 2017



Source: 2013-2017 American Community Survey

Table 9. Citizenship Status for the Foreign Born Population, 2017

Mille Lacs Co.	Number	Percent	Mille Lacs Co.	Number	Percent	Minnesota Percent
Total	385	100.0%	Entered 2010 or Later	52	13.5%	21.5%
Naturalized	257	66.8%	Entered 2000-2009	93	24.2%	33.4%
Not a U.S. Citizen	128	33.2%	Entered 1990-1999	67	17.4%	23.5%
			Entered before 1990	173	44.9%	21.6%

Source: U.S. Census Bureau, 2013-2017 American Community Survey

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Table 10. Employment Characteristics, 2017

	Mille Lacs Co.			Minnesota		
	In Labor Force	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate	
Total Labor Force	12,979	64.8%	6.6%	69.9%	4.3%	
16 to 19 years	687	57.6%	13.6%	52.6%	12.8%	
20 to 24 years	1,123	86.6%	10.6%	84.2%	7.1%	
25 to 44 years	5,174	86.0%	6.5%	88.4%	3.9%	
45 to 54 years	3,007	84.7%	7.1%	87.2%	3.0%	
55 to 64 years	2,262	64.9%	3.7%	72.5%	3.2%	
65 to 74 years	626	25.3%	1.3%	27.4%	2.7%	
75 years & over	93	4.6%	0.0%	6.1%	2.8%	
Employment Characteristics by Race & Hispanic Origin						
White alone	12,042	64.9%	6.0%	69.7%	3.6%	
Black or African American	34	51.5%	0.0%	69.8%	11.0%	
American Indian & Alaska Native	503	57.6%	22.3%	58.6%	13.3%	
Asian or Other Pac. Islanders	103	85.1%	0.0%	71.1%	5.2%	
Some Other Race	31	64.6%	12.9%	77.2%	7.5%	
Two or More Races	254	69.2%	5.9%	72.5%	9.1%	
Hispanic or Latino	224	66.7%	7.1%	76.2%	7.2%	
Employment Characteristics by Veteran Status						
Veterans, 18 to 64 years	558	67.5%	4.5%	79.2%	4.2%	
Employment Characteristics by Disability						
With Any Disability	986	51.7%	9.6%	52.3%	9.5%	
Employment Characteristics by Educational Attainment						
Population, 25 to 64 years	10,443	80.0%	6.1%	84.1%	3.5%	
Less than H.S. Diploma	709	65.5%	8.4%	65.4%	4.9%	
H.S. Diploma or Equivalent	3,552	76.6%	8.5%	78.7%	2.9%	
Some College or Assoc. Degree	4,415	83.3%	4.7%	85.2%	3.5%	
Bachelor's Degree or Higher	1,768	86.9%	2.7%	89.6%	2.1%	
Employment Characteristics by Gender						
	Total Population	In Labor Force	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate
Male	9,960	6,810	68.4%	7.1%	73.7%	4.8%
16 to 19 years	657	349	53.1%	10.3%	49.2%	14.7%
20 to 24 years	631	573	90.8%	12.9%	83.4%	8.4%
25 to 44 years	3,073	2,835	92.3%	7.8%	92.1%	4.3%
45 to 54 years	1,782	1,509	84.7%	6.7%	90.3%	3.3%
55 to 64 years	1,801	1,172	65.1%	3.5%	76.0%	3.6%
65 to 74 years	1,188	334	28.1%	2.4%	30.8%	3.0%
75 years & over	828	38	4.6%	0.0%	8.6%	3.1%
Female	10,070	6,162	61.2%	6.1%	66.1%	3.8%
16 to 19 years	535	337	63.0%	16.9%	56.1%	11.1%
20 to 24 years	666	550	82.6%	8.2%	84.9%	5.8%
25 to 44 years	2,946	2,340	79.4%	5.0%	84.5%	3.5%
45 to 54 years	1,768	1,499	84.8%	7.5%	84.2%	2.8%
55 to 64 years	1,684	1,090	64.7%	3.9%	69.1%	2.7%
65 to 74 years	1,285	291	22.6%	0.0%	24.3%	2.2%
75 years & over	1,186	55	4.6%	0.0%	4.4%	2.3%

Source: 2013-2017 American Community Survey, 5-Year Estimates

Table 11. Total Available Labor Force Estimates

	Mille Lacs Co.	Minnesota
2003 Annual Avg.	12,163	2,874,663
2004 Annual Avg.	12,133	2,880,427
2005 Annual Avg.	11,974	2,879,759
2006 Annual Avg.	12,117	2,887,831
2007 Annual Avg.	12,282	2,906,389
2008 Annual Avg.	12,317	2,925,088
2009 Annual Avg.	12,423	2,941,976
2010 Annual Avg.	13,152	2,938,795
2011 Annual Avg.	12,924	2,946,278
2012 Annual Avg.	12,693	2,946,355
2013 Annual Avg.	12,678	2,958,595
2014 Annual Avg.	12,681	2,972,800
2015 Annual Avg.	12,610	2,997,748
2016 Annual Avg.	12,758	3,033,406
2017 Annual Avg.	12,723	3,057,014
2018 Annual Avg.	12,788	3,070,223
2003-2018		
Numeric Change	625	195,560
Percent Change	5.1%	6.8%

Source: DEED LAUS program

Figure 6. Annual Labor Force Estimates, 2000-2018

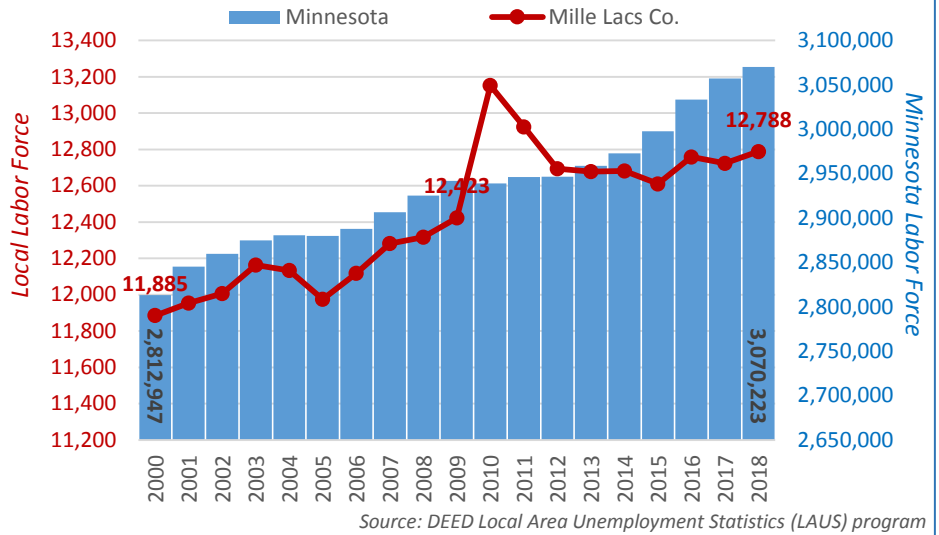


Figure 7. Unemployment Rates, 2000-2018

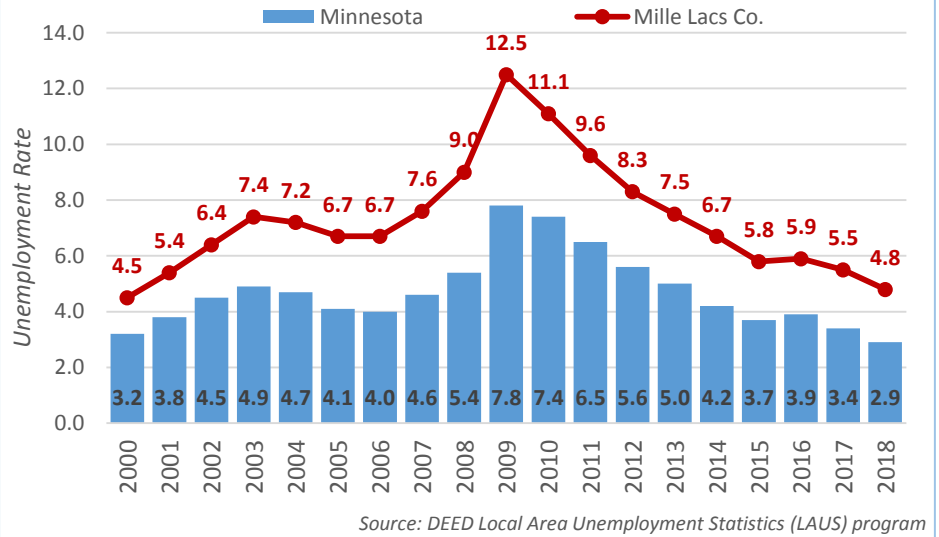


Table 12. Annual Unemployment Rates

	Mille Lacs Co.	Minnesota
2003 Annual Avg.	7.4	4.9
2004 Annual Avg.	7.2	4.7
2005 Annual Avg.	6.7	4.1
2006 Annual Avg.	6.7	4.0
2007 Annual Avg.	7.6	4.6
2008 Annual Avg.	9.0	5.4
2009 Annual Avg.	12.5	7.8
2010 Annual Avg.	11.1	7.4
2011 Annual Avg.	9.6	6.5
2012 Annual Avg.	8.3	5.6
2013 Annual Avg.	7.5	5.0
2014 Annual Avg.	6.7	4.2
2015 Annual Avg.	5.8	3.7
2016 Annual Avg.	5.9	3.9
2017 Annual Avg.	5.5	3.4
2018 Annual Avg.	4.8	2.9

Source: DEED LAUS program

Figure 8. Jobseekers Per Vacancy, 2008-2018

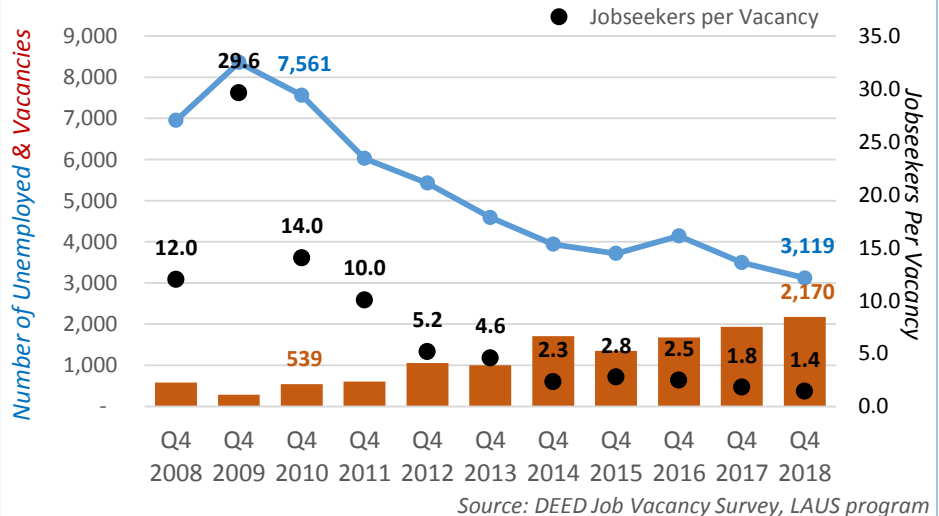


Table 13. Jobseekers Per Vacancy

	Q4 2018
Region 7E Unemployed	3,119
Region 7E Vacancies	2,170
Jobseekers per Vacancy	1.4

Source: DEED Job Vacancy Survey, LAUS

Table 14. Annual Change in Labor Force		
Mille Lacs Co.	Numeric Change	Percent Change
1990-1991	24	0.3%
1991-1992	970	10.8%
1992-1993	-49	-0.5%
1993-1994	-349	-3.5%
1994-1995	-623	-6.5%
1995-1996	449	5.0%
1996-1997	-129	-1.4%
1997-1998	-17	-0.2%
1998-1999	200	2.2%
1999-2000	2,420	25.6%
2000-2001	68	0.6%
2001-2002	53	0.4%
2002-2003	157	1.3%
2003-2004	-30	-0.2%
2004-2005	-159	-1.3%
2005-2006	143	1.2%
2006-2007	165	1.4%
2007-2008	35	0.3%
2008-2009	106	0.9%
2009-2010	729	5.9%
2010-2011	-228	-1.7%
2011-2012	-231	-1.8%
2012-2013	-15	-0.1%
2013-2014	3	0.0%
2014-2015	-71	-0.6%
2015-2016	148	1.2%
2016-2017	-35	-0.3%
2017-2018	65	0.5%
1990-2000 Average	290	3.2%
2000-2010 Average	127	1.0%
2010-2018 Average	-46	-0.3%

Table 14a. Overall Change in Labor Force		
Mille Lacs Co.	Labor Force	
1990 Labor Force	8,989	
2000 Labor Force	11,885	
2010 Labor Force	13,152	Rate of Change
2018 Labor Force	12,788	
1990-2018 Change	3,799	42.3%
1990-2000 Change	2,896	32.2%
2000-2010 Change	1,267	10.7%
2010-2018 Change	-364	-2.8%

Source: DEED LAUS program

Table 15. Labor Force Projections, 2020-2030				
Mille Lacs Co.	2020 Labor Force Projection	2030 Labor Force Projection	2020-2030 Change	
			Numeric	Percent
16 to 19 years	817	709	-108	-13.2%
20 to 24 years	1,509	1,563	55	3.6%
25 to 44 years	4,790	4,938	148	3.1%
45 to 54 years	2,564	2,344	-219	-8.6%
55 to 64 years	2,416	1,833	-582	-24.1%
65 to 74 years	741	880	139	18.8%
75 years & over	116	151	34	29.4%
Total Labor Force	12,952	12,418	-533	-4.1%

Source: calculated from Minnesota State Demographic Center population projections and 2013-2017 American Community Survey 5-Year Estimates

Figure 9. Annual Change in Labor Force, 1990-2018

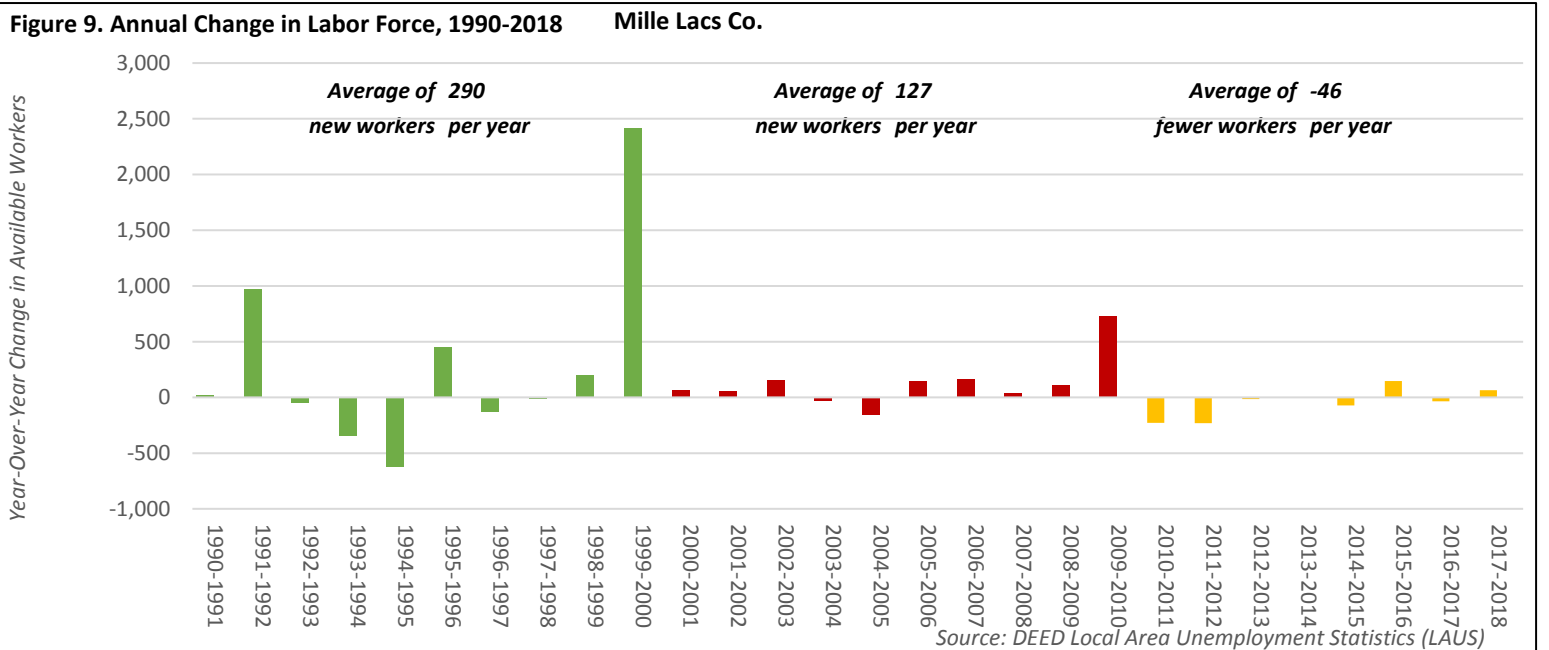
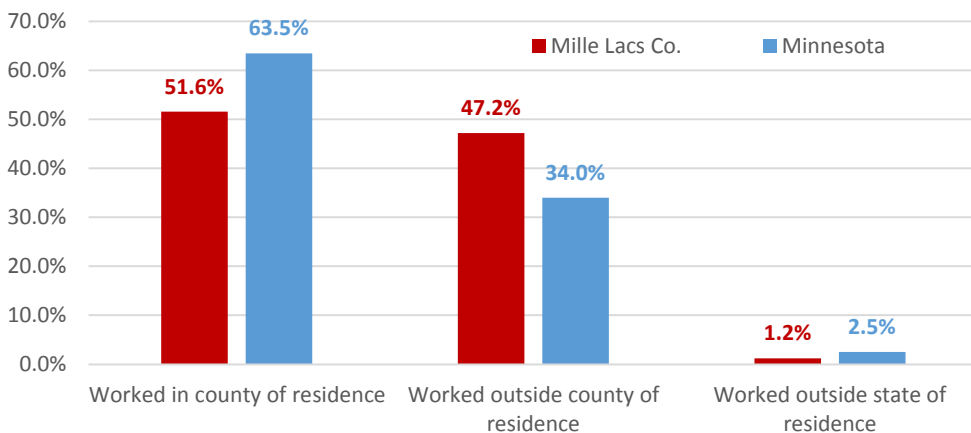


Table 16. Commuting Characteristics by Sex, 2017	Mille Lacs Co.		Male		Female		Minnesota	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Workers 16 years and over	11,917	100.0%	6,228	52.3%	5,689	47.7%	2,851,545	100.0%
MEANS OF TRANSPORTATION TO WORK								
Car, truck, or van	10,749	90.2%	5,636	90.5%	5,114	89.9%	2,466,586	86.5%
<i>Drove alone</i>	9,462	88.0%	4,908	87.1%	4,551	89.0%	2,224,205	90.2%
<i>Carpooled</i>	1,287	12.0%	722	12.8%	563	11.0%	242,381	9.8%
Public transportation (excl. taxicab)	83	0.7%	50	0.8%	34	0.6%	102,656	3.6%
Walked	322	2.7%	156	2.5%	165	2.9%	79,843	2.8%
Bicycle	24	0.2%	25	0.4%	0	0.0%	22,812	0.8%
Taxicab, motorcycle, or other means	167	1.4%	106	1.7%	57	1.0%	25,664	0.9%
Worked at home	584	4.9%	262	4.2%	319	5.6%	156,835	5.5%
PLACE OF WORK								
Worked in state of residence	11,774	98.8%	6,097	97.9%	5,678	99.8%	2,780,256	97.5%
<i>Worked in county of residence</i>	6,149	51.6%	2,659	42.7%	3,487	61.3%	1,810,731	63.5%
<i>Worked out of county of residence</i>	5,625	47.2%	3,438	55.2%	2,190	38.5%	969,525	34.0%
Worked outside state of residence	143	1.2%	131	2.1%	11	0.2%	71,289	2.5%
TIME LEAVING HOME TO GO TO WORK								
12:00 a.m. to 4:59 a.m.	1,037	8.7%	810	13.0%	228	4.0%	116,913	4.1%
5:00 a.m. to 5:59 a.m.	1,859	15.6%	1,221	19.6%	643	11.3%	259,491	9.1%
6:00 a.m. to 6:59 a.m.	2,228	18.7%	1,289	20.7%	944	16.6%	558,903	19.6%
7:00 a.m. to 7:59 a.m.	3,301	27.8%	1,445	23.2%	1,872	32.9%	829,800	29.1%
8:00 a.m. to 8:59 a.m.	1,096	9.2%	417	6.7%	688	12.1%	404,919	14.2%
9:00 a.m. to 11:59 p.m.	2,371	19.9%	1,059	17.0%	1,314	23.1%	678,668	23.8%
TRAVEL TIME TO WORK								
Less than 10 minutes	2,586	21.7%	1,165	18.7%	1,422	25.0%	459,099	16.1%
10 to 19 minutes	2,896	24.3%	1,208	19.4%	1,690	29.7%	866,870	30.4%
20 to 29 minutes	1,382	11.6%	592	9.5%	796	14.0%	630,191	22.1%
30 to 44 minutes	1,752	14.7%	903	14.5%	848	14.9%	550,348	19.3%
45 to 59 minutes	1,370	11.5%	947	15.2%	421	7.4%	191,054	6.7%
60 or more minutes	1,942	16.3%	1,420	22.8%	512	9.0%	153,983	5.4%
Mean travel time to work (minutes)	30.0 minutes		35.8 minutes		23.6 minutes		23.4 minutes	
VEHICLES AVAILABLE								
No vehicle available	262	2.2%	112	1.8%	148	2.6%	74,140	2.6%
1 vehicle available	1,406	11.8%	585	9.4%	814	14.3%	493,317	17.3%
2 vehicles available	4,135	34.7%	2,248	36.1%	1,889	33.2%	1,260,383	44.2%
3 or more vehicles available	6,113	51.3%	3,282	52.7%	2,839	49.9%	1,023,705	35.9%

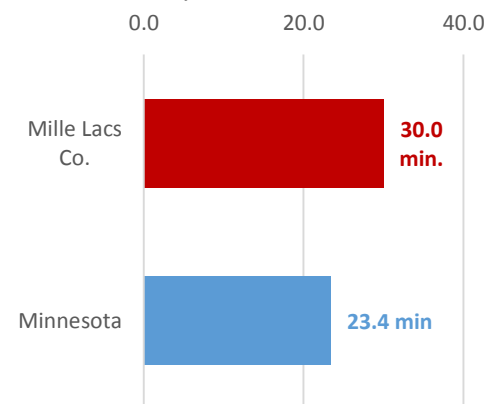
Source: U.S. Census Bureau, 2013-2017 American Community Survey

Figure 10. Commuting Characteristics by Place of Work, 2017



Source: 2013-2017 American Community Survey

Figure 11. Mean Travel Time to Work in Minutes, 2017



Source: 2013-2017 ACS

Table 17. Educational Attainment for the Population Aged 18 years & Over	Mille Lacs Co.		Minnesota
	Number	Percent	Percent
Total, 18 years & over	19,385	100.0%	100.0%
Less than high school	2,208	11.4%	7.8%
High school graduate (incl. equiv.)	7,405	38.2%	25.6%
Some college, no degree	4,841	25.0%	23.8%
Associate's degree	2,085	10.8%	10.6%
Bachelor's degree	2,016	10.4%	21.7%
Advanced degree	830	4.3%	10.4%

Source: 2013-2017 American Community Survey, 5-Year Estimates

Table 18. Educational Attainment for the Population Aged 25 years & Over	Mille Lacs Co.		Minnesota	Table 18a. Foreign-Born Population	Foreign-Born		Minnesota
	Number	Percent	Percent		Number	Percent	Percent
Total, 25 years & over	17,541	100.0%	100.0%	Total, 25 years & over	304	100.0%	100.0%
Less than high school	1,788	10.2%	7.2%	Less than high school	84	27.6%	26.0%
High school graduate (incl. equiv.)	6,740	38.4%	25.4%	High school graduate	64	21.1%	20.0%
Some college, no degree	4,355	24.8%	21.5%	Some college, no deg. & Associate's degree	100	32.9%	21.1%
Associate's degree	1,941	11.1%	11.1%	Bachelor's degree	45	14.8%	17.9%
Bachelor's degree	1,887	10.8%	23.0%	Advanced degree	11	3.6%	15.0%
Advanced degree	830	4.7%	11.8%				

Source: 2013-2017 American Community Survey, 5-Year Estimates

Table 19. Educational Attainment by Age Group, 2017	Mille Lacs Co.		Minnesota
	Number	Percent	Percent
18 to 24 years	1,844	9.5%	12.0%
Less than high school	420	22.8%	12.2%
High school graduate (incl. equiv.)	665	36.1%	27.3%
Some college, no degree	486	26.4%	40.8%
Associate's degree	144	7.8%	6.8%
Bachelor's degree	129	7.0%	12.4%
Advanced degree	0	0.0%	0.5%
25 to 44 years	6,019	31.0%	33.9%
Less than high school	521	8.7%	6.6%
High school graduate (incl. equiv.)	1,932	32.1%	18.8%
Some college, no degree	1,561	25.9%	20.8%
Associate's degree	1,006	16.7%	13.4%
Bachelor's degree	697	11.6%	27.9%
Advanced degree	302	5.0%	12.5%
45 to 64 years	7,035	36.3%	34.9%
Less than high school	562	8.0%	5.8%
High school graduate (incl. equiv.)	2,705	38.5%	26.0%
Some college, no degree	1,966	27.9%	22.8%
Associate's degree	767	10.9%	11.9%
Bachelor's degree	741	10.5%	21.9%
Advanced degree	294	4.2%	11.7%
65 years & over	4,487	23.1%	19.1%
Less than high school	705	15.7%	10.9%
High school graduate (incl. equiv.)	2,103	46.9%	35.9%
Some college, no degree	828	18.5%	20.4%
Associate's degree	168	3.7%	5.8%
Bachelor's degree	449	10.0%	16.1%
Advanced degree	234	5.2%	10.8%

Source: 2013-2017 American Community Survey, 5-Year Estimates

Table 20. Nativity by Language Spoken at Home by Ability to Speak English for the Foreign Born Population 5 Years and Over, 2017	Number	Percent
	Foreign Born, Total	385
Foreign born, Speak Only English	228	59.2%
Foreign born, Other Language	157	40.8%
Speak English Very Well or Well	130	82.8%
Speak English Not Well or Not At All	27	17.2%
Foreign born, Speak Spanish:	71	18.4%
English Very Well or Well	52	73.2%
English Not Well or Not At All	19	26.8%
Foreign born, Speak Indo-European	53	13.8%
English Very Well or Well	45	84.9%
English Not Well or Not At All	8	15.1%
Foreign born, Speak Asian language	19	4.9%
English Very Well or Well	19	100.0%
English Not Well or Not At All	0	0.0%
Foreign born, Speak other language	14	3.6%
English Very Well or Well	14	100.0%
English Not Well or Not At All	0	0.0%

Source: 2013-2017 American Community Survey, 5-Year Estimates

Table 21. Educational Attainment for the population aged 25 years and over by Race or Origin, 2017	Total Population, 25 years & over	Less than high school diploma	High school graduate (inc. equiv.)	Some college or associate's degree	Bachelor's degree or higher
White Alone	16,393	1,608	6,352	5,849	2,584
Black or African American Alone	55	11	2	24	18
American Indian Alone	723	150	215	290	68
Asian Alone	79	7	21	40	11
Some Other Race Alone	43	4	9	27	3
Two or More Races	228	8	141	46	33
Hispanic or Latino	276	37	81	104	54
Total Population	17,521	1,788	6,740	6,276	2,717

Source: 2013-2017 American Community Survey, 5-Year Estimates

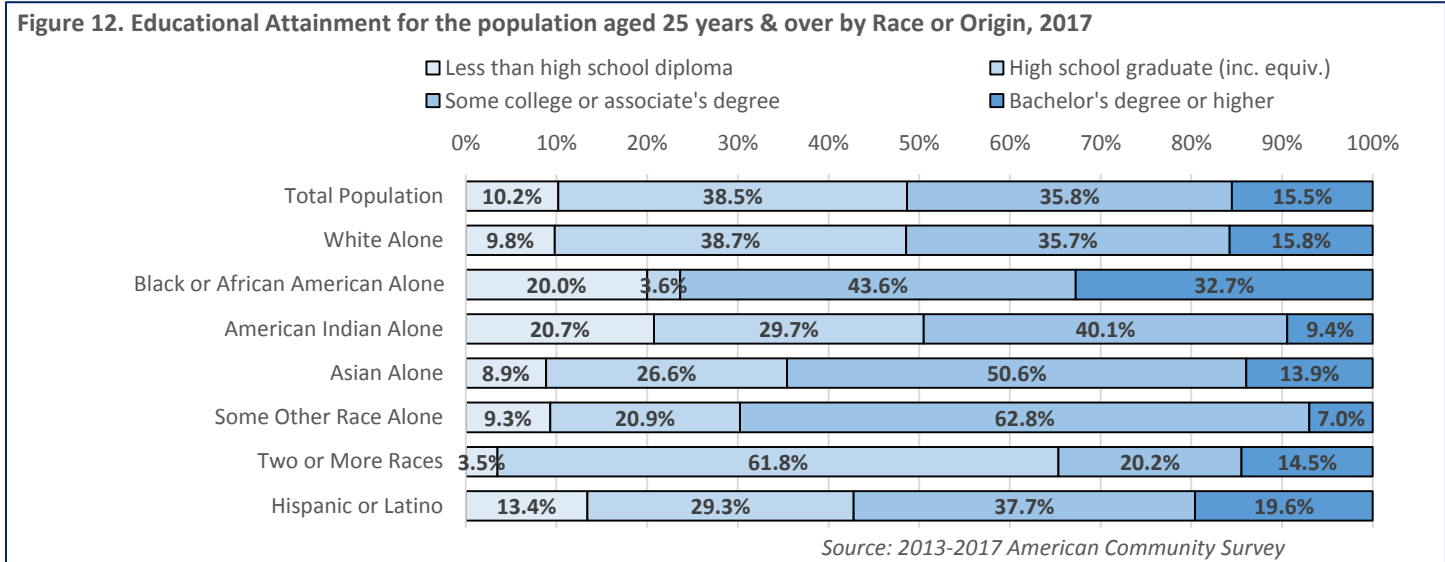


Table 22. Minnesota Dept. of Education Student Enrollment Data, 2018/2019								
	Mille Lacs Co.					State of Minnesota		
	Total Students, 2018/2019	2008-2018 Percent Change, Total	Minority Students	Percent Minority	2008-2018 Percent Change, Minority	Total Students, 2018/2019	Minority Students	Percent Minority
Kindergarten	421	-12.8%	48	11.4%	33.3%	64,300	23,313	36.3%
1st Grade	427	-12.1%	42	9.8%	5.0%	63,928	23,038	36.0%
2nd Grade	418	-16.7%	55	13.2%	27.9%	63,580	22,634	35.6%
3rd Grade	413	-15.5%	56	13.6%	21.7%	64,817	23,221	35.8%
4th Grade	479	0.8%	73	15.2%	135.5%	65,826	23,777	36.1%
5th Grade	481	-3.2%	64	13.3%	120.7%	67,389	23,864	35.4%
6th Grade	537	1.9%	78	14.5%	105.3%	67,902	23,850	35.1%
7th Grade	513	6.2%	83	16.2%	72.9%	67,223	22,748	33.8%
8th Grade	507	7.4%	66	13.0%	69.2%	66,278	22,012	33.2%
9th Grade	474	-10.1%	70	14.8%	20.7%	68,430	22,384	32.7%
10th Grade	520	-2.1%	65	12.5%	32.7%	67,290	21,160	31.4%
11th Grade	499	-7.8%	65	13.0%	71.1%	65,703	20,523	31.2%
12th Grade	561	-0.4%	78	13.9%	100.0%	72,172	23,016	31.9%
Total Students	6,250	-5.0%	843	13.5%	57.9%	864,838	295,540	34.2%

Source: Minnesota Department of Education Data Center

Table 23. Household Income in the past 12 months by Race or Origin, 2017	TOTAL Households Reporting	Less than \$25,000	\$25,000-\$49,999	\$50,000-\$74,999	\$75,000-\$99,999	\$100,000-\$149,999	\$150,000 or more
White Alone	9,420	1,932	2,355	2,249	1,152	1,265	467
Black or African American Alone	15	3	4	0	0	8	0
American Indian Alone	438	152	131	55	51	45	4
Asian Alone	41	15	5	5	0	16	0
Some Other Race Alone	39	0	6	23	0	3	7
Two or More Races	163	48	22	59	29	0	5
Hispanic or Latino	158	57	40	43	4	14	0
Total Households Reporting	10,116	2,150	2,523	2,391	1,232	1,337	483

Source: 2013-2017 American Community Survey, 5-Year Estimates

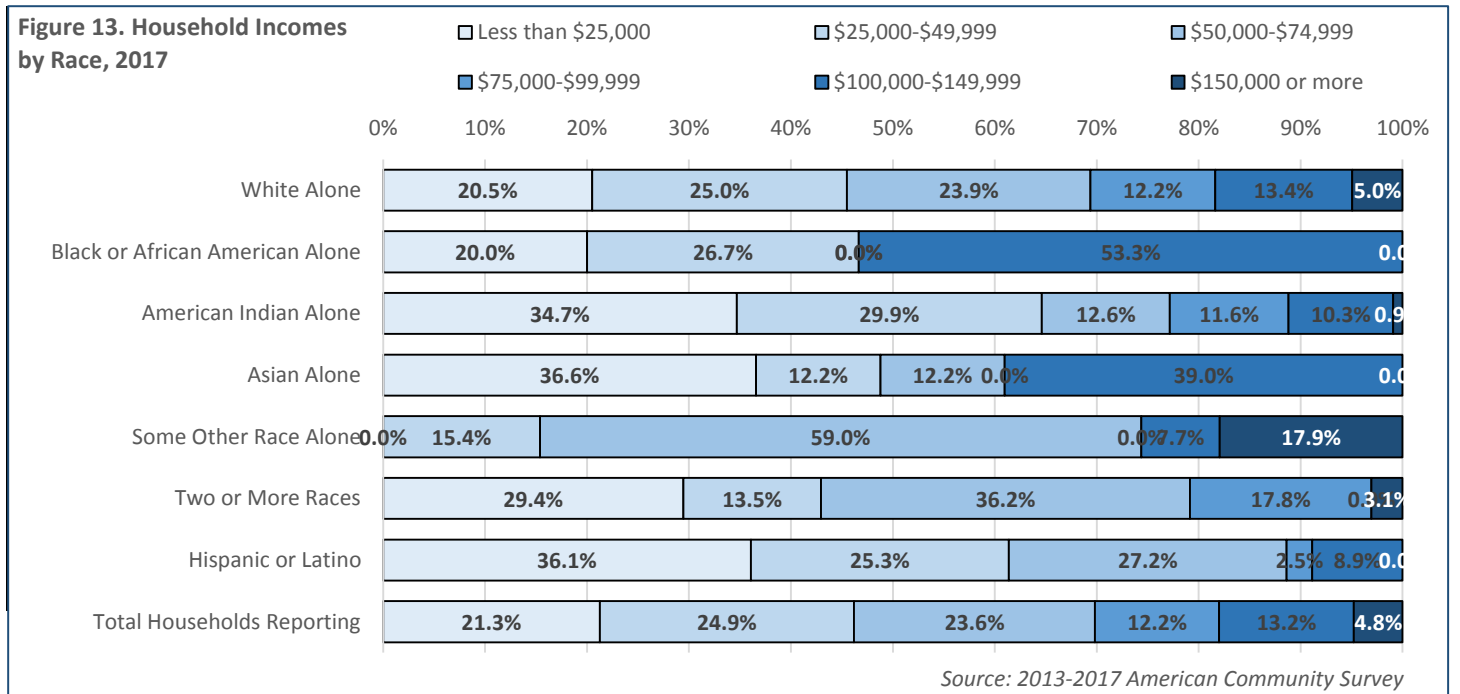


Table 23a. Median Household Income by Race or Origin, 2017	Median Household Income	Households Reporting
White Alone	\$54,137	9,420
Black or African American Alone	\$0	15
American Indian Alone	\$37,321	438
Asian Alone	\$0	41
Some Other Race Alone	\$58,967	39
Two or More Races	\$58,287	163
Hispanic or Latino	\$32,321	158

Source: 2013-2017 American Community Survey, 5-Year Estimates

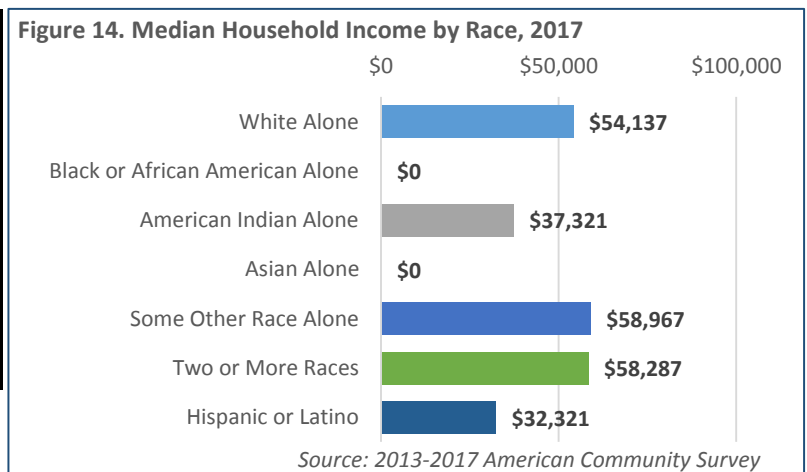


Table 24. Household and Family Incomes, 2017					Table 24a. Per Capita Income, 2017			
	Median Household Income	Average Household Income	Median Family Income	Average Family Income		Mille Lacs Co.	Minnesota	Percent of State
Mille Lacs Co.	\$53,737	\$63,672	\$61,396	\$72,418	Per capita income in the past 12 months	\$25,732	\$34,712	74.1%
Minnesota	\$65,699	\$86,796	\$82,785	\$104,103				
<i>Source: 2013-2017 American Community Survey, 5-Year Estimates</i>					<i>Source: 2013-2017 American Community Survey</i>			

Table 25. Household Incomes, 2017						
	Less than \$25,000	\$25,000-\$49,999	\$50,000-\$74,999	\$75,000-\$99,999	\$100,000-\$149,999	\$150,000 or more
Mille Lacs Co.	21.2%	24.9%	23.6%	12.2%	13.2%	4.8%
Minnesota	17.0%	20.8%	18.5%	14.0%	16.6%	13.1%
<i>Source: 2013-2017 American Community Survey, 5-Year Estimates</i>						

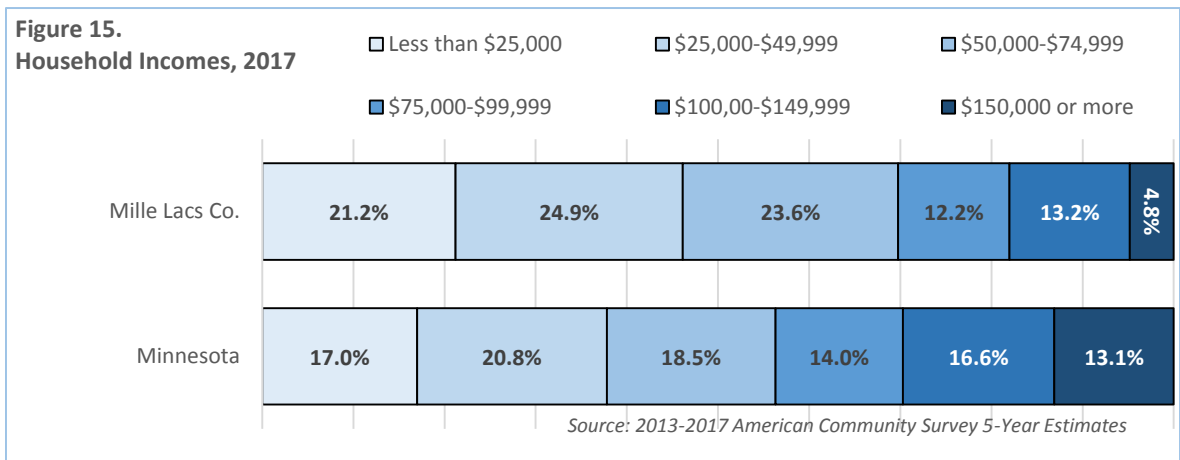


Table 26. Poverty Status in the past 12 months by Race or Origin, 2017 (total population for whom poverty status is determined)	Total Population	Income below the poverty level	Poverty Rate (% below pov. level)	Income at or above the poverty level	Minnesota Poverty Rate
White Alone	22,787	2,377	10.4%	20,410	7.9%
Black or African American Alone	77	5	6.5%	72	31.9%
American Indian Alone	1,193	357	29.9%	836	31.5%
Asian Alone	196	0	0.0%	196	15.4%
Some Other Race Alone	48	4	8.3%	44	23.4%
Two or More Races	723	126	17.4%	597	18.3%
Hispanic or Latino	552	104	18.8%	448	20.9%
Total Population	25,024	2,869	11.5%	22,155	10.5%
<i>Source: 2013-2017 American Community Survey, 5-Year Estimates</i>					

Table 27. Basic Needs Cost of Living Estimates, 2018									
Typical Family: 2 Adults (1 working full-time, 1 part-time), 1 child	Family Yearly Cost of Living	Hourly Wage Required	Monthly Costs						
			Child Care	Food	Health Care	Housing	Transportation	Other	Taxes
Mille Lacs Co.	\$51,492	\$16.50	\$336	\$739	\$496	\$876	\$815	\$496	\$533
Minnesota	\$55,548	\$17.80	\$511	\$764	\$484	\$986	\$729	\$537	\$618
Single Adult, 0 children	Single Yearly Cost of Living	Hourly Wage Required	Monthly Costs						
			Child Care	Food	Health Care	Housing	Transportation	Other	Taxes
Mille Lacs Co.	\$30,108	\$14.47	\$0	\$323	\$138	\$671	\$698	\$305	\$374
Minnesota	\$30,900	\$14.86	\$0	\$335	\$137	\$759	\$629	\$336	\$379
<i>Source: DEED Cost of Living tool</i>									

WAGES AND OCCUPATIONS

	Median Hourly Wage	Estimated Regional Employment
Region 1 - Northwest	\$19.26	39,880
Region 2 - Headwaters	\$17.63	32,590
Region 3 - Arrowhead	\$18.57	144,430
Region 4 - West Central	\$18.28	89,170
Region 5 - North Central	\$17.28	62,180
Region 6E - Southwest Central	\$18.15	52,370
Region 6W - Upper MN Valley	\$18.01	17,080
Region 7E - East Central	\$19.30	45,270
Region 7W - Central	\$19.10	188,620
Region 8 - Southwest	\$17.66	55,840
Region 9 - South Central	\$18.24	103,510
Region 10 - Southeast	\$19.28	241,540
Region 11 - 7-County Twin Cities	\$22.78	1,793,870
State of Minnesota	\$20.95	2,867,700

Source: DEED Occupational Employment Statistics, Qtr. 1 2019

	Median Hourly Wage	Estimated Regional Employment
Central Minnesota	\$18.94	286,270
Northeast Minnesota	\$18.57	144,430
Northwest Minnesota	\$18.09	223,830
Southeast Minnesota	\$19.28	241,540
Southwest Minnesota	\$18.02	176,430
Twin Cities Metro Area	\$22.78	1,793,870
State of Minnesota	\$20.95	2,867,700

Source: DEED Occupational Employment Statistics, Qtr. 1 2019

Occupational Group	Region 7E				State of Minnesota		
	Median Hourly Wage	Estimated Regional Employment	Share of Total Employment	Location Quotient	Median Hourly Wage	Estimated Statewide Employment	Share of Total Employment
Total, All Occupations	\$19.30	45,270	100.0%	1.0	\$20.95	2,867,700	100.0%
Management	\$40.90	2,390	5.3%	0.9	\$51.26	171,250	6.0%
Business & Financial Operations	\$28.31	1,660	3.7%	0.6	\$33.03	164,510	5.7%
Computer & Mathematical	\$34.44	650	1.4%	0.4	\$40.96	96,020	3.3%
Architecture & Engineering	\$31.28	870	1.9%	1.0	\$37.53	56,070	2.0%
Life, Physical & Social Science	\$26.87	420	0.9%	1.0	\$33.54	26,210	0.9%
Community & Social Service	\$22.30	1,530	3.4%	1.7	\$22.73	57,870	2.0%
Legal	\$26.41	190	0.4%	0.6	\$36.50	19,870	0.7%
Education, Training & Library	\$21.49	4,050	8.9%	1.5	\$24.22	166,300	5.8%
Arts, Design, Entertainment & Media	\$11.90	470	1.0%	0.8	\$24.35	39,670	1.4%
Healthcare Practitioners & Technical	\$34.12	3,120	6.9%	1.0	\$35.79	190,720	6.7%
Healthcare Support	\$15.87	2,000	4.4%	1.5	\$16.82	83,380	2.9%
Protective Service	\$25.28	1,260	2.8%	1.8	\$21.52	44,390	1.5%
Food Preparation & Serving Related	\$11.53	2,140	4.7%	0.6	\$11.90	242,170	8.4%
Building, Grounds Cleaning & Maint.	\$12.24	1,290	2.8%	1.0	\$14.97	85,820	3.0%
Personal Care & Service	\$12.59	2,240	4.9%	1.0	\$12.90	144,070	5.0%
Sales & Related	\$15.10	4,560	10.1%	1.0	\$14.97	277,070	9.7%
Office & Administrative Support	\$18.50	6,250	13.8%	1.0	\$19.10	405,970	14.2%
Farming, Fishing & Forestry	\$17.53	90	0.2%	1.4	\$16.51	3,980	0.1%
Construction & Extraction	\$25.78	2,230	4.9%	1.4	\$28.07	100,510	3.5%
Installation, Maintenance & Repair	\$21.93	1,750	3.9%	1.1	\$23.13	100,030	3.5%
Production	\$19.22	3,540	7.8%	1.0	\$18.68	214,230	7.5%
Transportation & Material Moving	\$20.23	2,570	5.7%	0.9	\$18.48	177,580	6.2%

Source: DEED Occupational Employment Statistics, Qtr. 1 2019

Table 30. Job Vacancy Survey Results, Qtr. 4 2018

Region 7E	Number of Total Vacancies	Percent Part-time	Percent Temporary or Seasonal	Requiring Post-Secondary Education	Requiring 1 or More Years of Work Exp.	Requiring Certificate or License	Median Hourly Wage Offer	Job Vacancy Rate
Total, All Occupations	2,170	44%	32%	28%	34%	38%	\$12.98	4.5
Management	32	6%	9%	43%	65%	36%	\$24.96	1.2
Business & Financial Operations	11	18%	0%	72%	100%	36%	\$30.10	0.6
Computer & Mathematical	9	0%	0%	100%	100%	0%	\$15.00	1.5
Architecture & Engineering	28	0%	4%	100%	96%	12%	\$39.42	2.8
Life, Physical & Social Sciences	4	0%	0%	100%	100%	75%	\$25.91	0.9
Community & Social Service	49	26%	2%	85%	89%	67%	\$22.63	3.1
Legal	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Education, Training & Library	187	44%	38%	97%	75%	97%	\$13.22	4.7
Arts, Design, Entertainment & Media	9	0%	0%	0%	0%	0%	\$17.98	1.9
Healthcare Practitioners & Technical	114	48%	3%	90%	78%	95%	\$30.07	3.2
Healthcare Support	26	47%	0%	68%	12%	88%	\$15.35	1.0
Protective Service	24	55%	0%	54%	16%	63%	\$17.58	2.0
Food Preparation & Serving Related	131	66%	9%	4%	13%	8%	\$11.45	5.7
Building, Grounds Cleaning & Maint.	193	74%	38%	20%	6%	24%	\$13.83	14.6
Personal Care & Service	251	64%	29%	10%	8%	27%	\$11.35	8.2
Sales & Related	253	62%	3%	0%	37%	1%	\$9.97	5.1
Office & Administrative Support	95	57%	0%	13%	35%	3%	\$12.59	1.3
Construction & Extraction	123	34%	99%	5%	26%	34%	\$23.18	5.8
Installation, Maintenance & Repair	89	2%	0%	63%	98%	60%	\$18.16	4.5
Production	260	0%	68%	0%	0%	0%	\$11.88	4.9
Transportation & Material Moving	246	55%	62%	6%	34%	74%	\$18.80	7.1
Internships	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A

Source: DEED Job Vacancy Survey, Qtr. 4 2018

Figure 16. Job Vacancies by Industry, Qtr. 4 2018

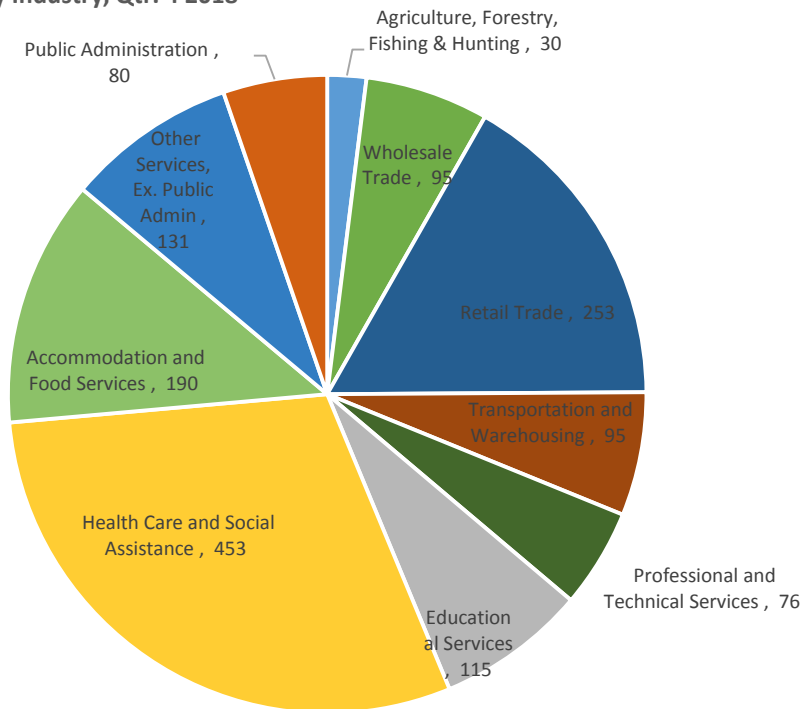
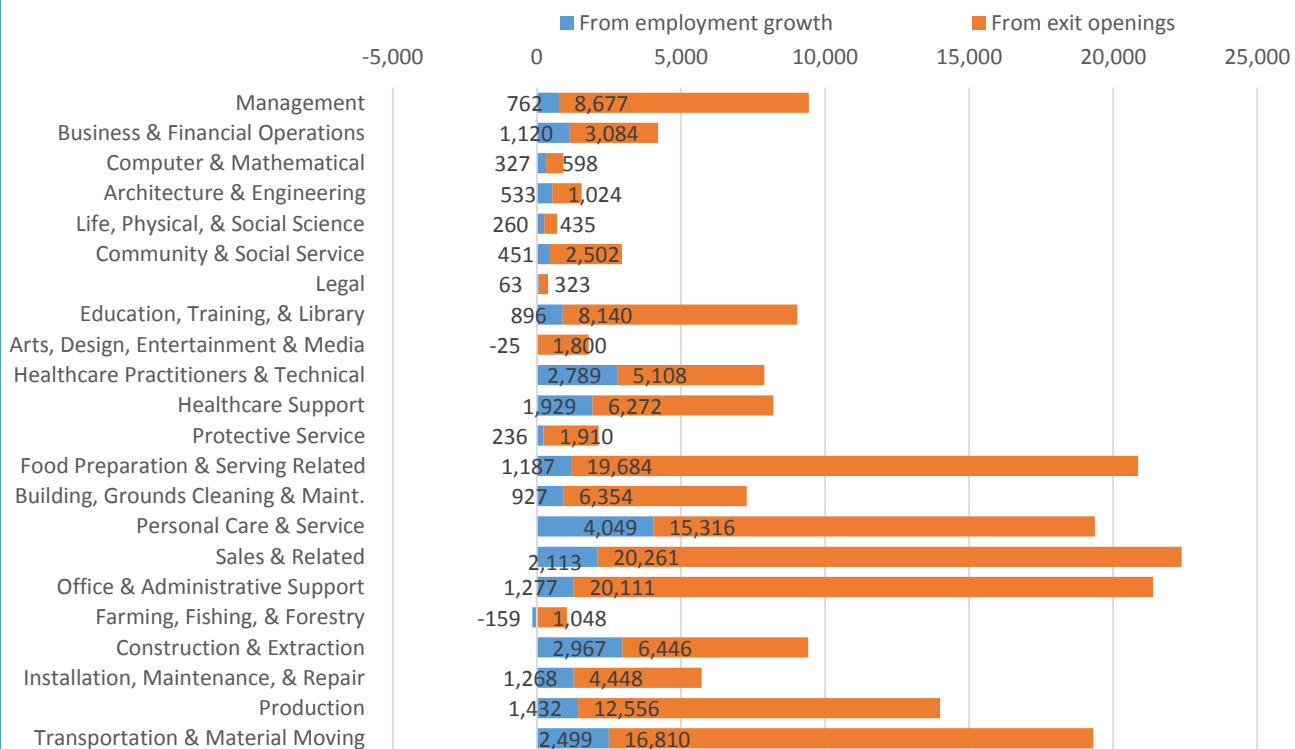


Table 31. Regional Employment Projections, 2016-2026

Occupational Group	Central						
	2016 Estimate	2026 Projection	2016-2026 Percent Change	Total Job Growth Change	Labor Force Exit Openings	Transfer Openings	2016-2026 Total Hires
Total, All Occupations	310,433	337,062	8.6%	26,629	157,485	200,978	385,092
Management	22,688	23,450	3.4%	762	8,677	8,790	18,229
Business & Financial Operations	9,672	10,792	11.6%	1,120	3,084	5,972	10,176
Computer & Mathematical	3,304	3,631	9.9%	327	598	1,676	2,601
Architecture & Engineering	3,676	4,209	14.5%	533	1,024	1,884	3,441
Life, Physical, & Social Science	1,540	1,800	16.9%	260	435	977	1,672
Community & Social Service	5,946	6,397	7.6%	451	2,502	4,163	7,116
Legal	1,216	1,279	5.2%	63	323	440	826
Education, Training, & Library	18,884	19,780	4.7%	896	8,140	7,966	17,002
Arts, Design, Entertainment, & Media	4,229	4,204	-0.6%	-25	1,800	2,145	3,920
Healthcare Practitioners & Technical	17,541	20,330	15.9%	2,789	5,108	5,096	12,993
Healthcare Support	9,784	11,713	19.7%	1,929	6,272	5,679	13,880
Protective Service	4,487	4,723	5.3%	236	1,910	2,343	4,489
Food Preparation & Serving Related	24,857	26,044	4.8%	1,187	19,684	24,091	44,962
Building, Grounds Cleaning & Maint.	10,012	10,939	9.3%	927	6,354	6,671	13,952
Personal Care & Service	18,049	22,098	22.4%	4,049	15,316	13,573	32,938
Sales & Related	31,757	33,870	6.7%	2,113	20,261	25,663	48,037
Office & Administrative Support	38,336	39,613	3.3%	1,277	20,111	23,455	44,843
Farming, Fishing, & Forestry	2,952	2,793	-5.4%	-159	1,048	3,146	4,035
Construction & Extraction	16,729	19,696	17.7%	2,967	6,446	11,746	21,159
Installation, Maintenance, & Repair	12,291	13,559	10.3%	1,268	4,448	7,639	13,355
Production	30,697	32,129	4.7%	1,432	12,556	22,427	36,415
Transportation & Material Moving	32,379	34,878	7.7%	2,499	16,810	22,710	42,019

Source: DEED 2016-2026 Employment Outlook

Figure 17. Regional Employment Projections, 2016-2026



Source: DEED 2016-2026 Employment Outlook

Table 32. Regional Occupations in Demand, 2019

Region 7E			
Less than High School	High School or Equivalent	Some College or Assoc. Degree	Bachelor's Degree or Higher
Retail Salespersons \$25,362	Heavy & Tractor-Trailer Truck Drivers \$48,425	Registered Nurses \$77,526	Elementary School Teachers \$57,806
Personal Care Aides \$26,819	First-Line Supervisors of Retail Sales Workers \$41,149	Nursing Assistants \$35,265	Secondary School Teachers \$58,086
Combined Food Preparation & Serving \$23,801	Teacher Assistants \$30,937	Licensed Practical & Licensed Vocational Nurses \$46,876	Software Developers, Applications \$85,496
Cashiers \$24,482	Carpenters \$50,024	Automotive Service Technicians & Mechanics \$39,870	Preschool Teachers, Except Special Education \$32,388
Stock Clerks & Order Fillers \$25,685	First-Line Supervisors of Food Prep & Serving Workers \$36,181	Heating, Air Cond. (HVAC) & Refrig. Mechanics \$51,059	Human Resources Specialists \$56,611
Janitors & Cleaners \$29,692	Welders, Cutters, Solderers, & Brazers \$46,676	Machinists \$49,847	Middle School Teachers \$60,055
Laborers & Freight, Stock & Material Movers, Hand \$34,830	Secretaries & Administrative Assistants \$41,947	Hairdressers, Hairstylists, & Cosmetologists \$30,265	Industrial Engineers \$82,415
Home Health Aides \$28,942	Office Clerks, General \$36,597	Police & Sheriff's Patrol Officers \$63,297	Market Research Analysts & Marketing Specialists \$52,743
Cooks, Restaurant \$27,711	Maintenance & Repair Workers, General \$43,720	Electricians \$68,811	Nurse Practitioners \$105,231
Maids & Housekeeping Cleaners \$26,215	Customer Service Representatives \$34,038	Radiologic Technologists \$62,286	Financial Managers \$93,620

Source: DEED Occupations in Demand

Table 33. Share of Jobs by Educational Requirements, 2019

Region 7E		
Typical Education Required for Entry:	Count of Jobs Requiring:	Percent of Jobs Requiring:
High School Diploma or Less	25,500	65.6%
Vocational Award	2,520	6.5%
Associate Degree	2,030	5.2%
Bachelor's Degree	6,760	17.4%
Graduate Degree	1,060	2.7%
No Clear Educational Assignment	1,010	2.6%
Total, All Occupations	38,880	100.0%
<i>Number Unclassified</i>	6,390	14.1%
State of Minnesota		
High School Diploma or Less	1,754,540	64.3%
Vocational Award	135,570	5.0%
Associate Degree	131,560	4.8%
Bachelor's Degree	506,210	18.6%
Graduate Degree	98,820	3.6%
No Clear Educational Assignment	101,600	3.7%
Total, All Occupations	2,728,300	100.0%
<i>Number Unclassified</i>	109,970	3.9%

Source: DEED Occupational Employment Statistics, Qtr. 1 2019

Figure 18. Share of Jobs by Educational Requirements, 2019

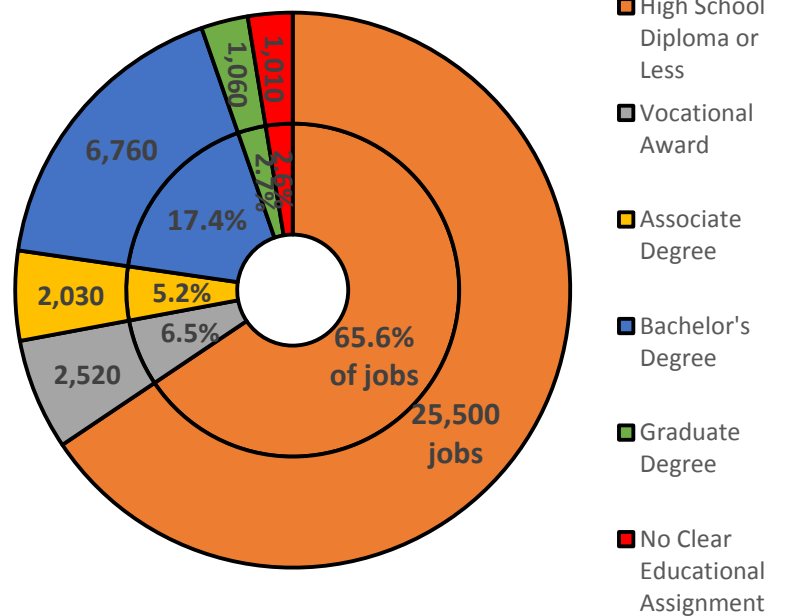


Table 34. Occupational Groups by Gender, 2017	Male		Female		Total
	Number	Percent	Number	Percent	Number
Management, business, science, & arts occupations	1,289	38.4%	2,065	61.6%	3,354
Service occupations	805	34.8%	1,508	65.2%	2,313
Sales & office occupations	777	31.8%	1,666	68.2%	2,443
Natural resources, construction, & maintenance occupations	1,787	95.8%	79	4.2%	1,866
Production, transportation, & material moving occupations	1,670	78.7%	451	21.3%	2,121
Total	6,328	52.3%	5,769	47.7%	12,097

Source: 2013-2017 American Community Survey, 5-Year Estimates

Table 35. Occupational Groups by Race Group, 2017	White Alone	Black or African American	American Indian Alone	Asian Alone	Some Other Race	Two or More Races	Total	Hispanic or Latino
Management, business, science, & arts	3,103	19	145	0	23	64	3,354	86
Service occupations	2,082	0	107	41	4	79	2,313	35
Sales & office occupations	2,243	8	103	33	0	56	2,443	11
Nat'l resources, construction & maint.	1,840	0	23	0	0	3	1,866	35
Production, transportation & mat'l moving	2,055	7	13	9	0	37	2,121	41
Total	11,323	34	391	83	27	239	12,097	208

Percent of Occupational Groups by Race Group and Origin, 2017	White Alone	Black or African American	American Indian	Asian	Some Other Race	Two or More Races	Hispanic or Latino
Management, business, science, & arts o	92.5%	0.6%	4.3%	0.0%	0.7%	1.9%	2.6%
Service occupations	90.0%	0.0%	4.6%	1.8%	0.2%	3.4%	1.5%
Sales & office occupations	91.8%	0.3%	4.2%	1.4%	0.0%	2.3%	0.5%
Nat'l resources, construction & maint. oc	98.6%	0.0%	1.2%	0.0%	0.0%	0.2%	1.9%
Production, transp. & mat'l moving occup	96.9%	0.3%	0.6%	0.4%	0.0%	1.7%	1.9%
Total, All Occupations	93.6%	0.3%	3.2%	0.7%	0.2%	2.0%	1.7%

Source: 2013-2017 American Community Survey, 5-Year Estimates

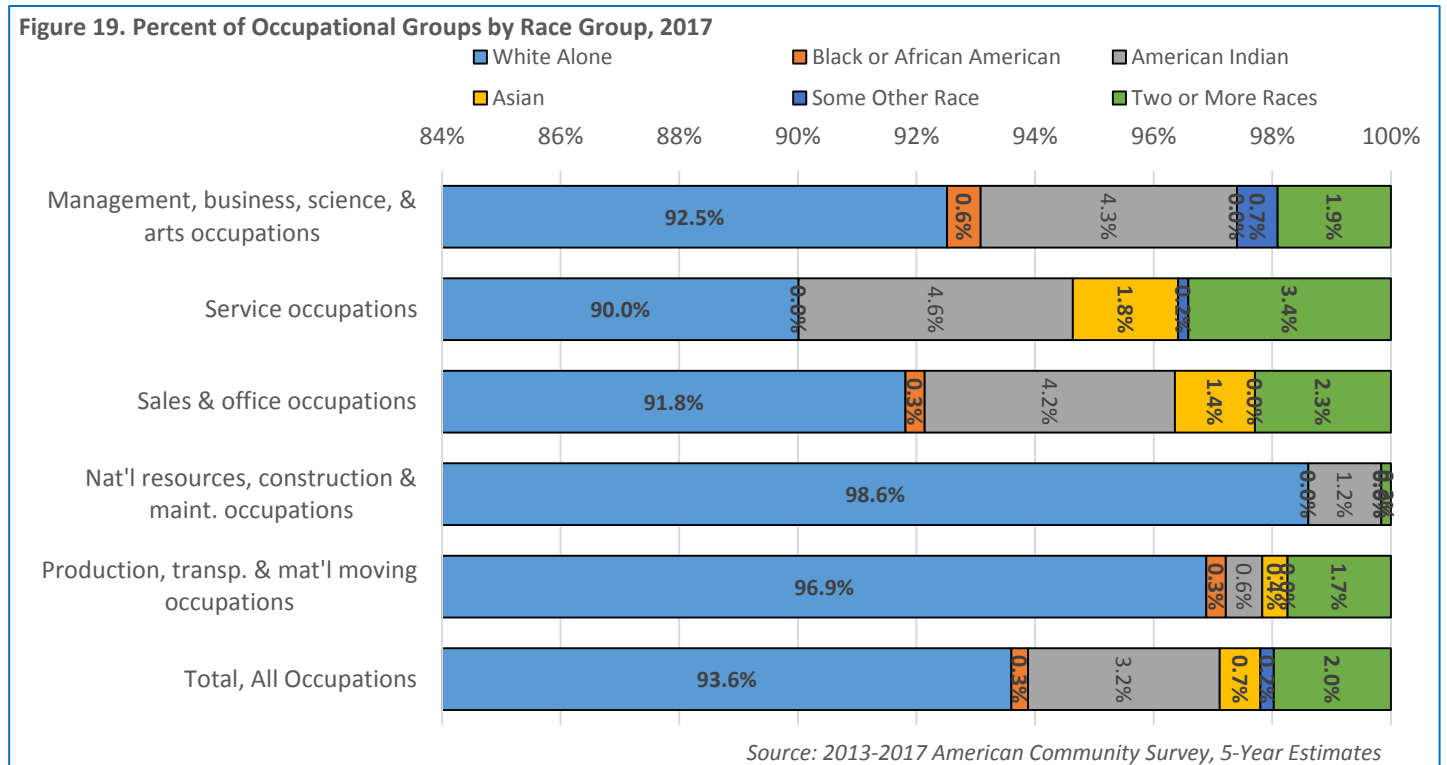


Table 36. Industry Employment Statistics, 2018								
	2018 Annual Data				2013-2018		2017-2018	
	Number of Firms	Number of Jobs	Total Payroll	Avg. Annual Wages	Change in Jobs	Percent Change	Change in Jobs	Percent Change
Mille Lacs Co.	710	9,689	\$347,652,303	\$35,881	154	1.6%	48	0.5%
State of Minnesota	175,424	2,881,172	\$167,122,456,472	\$58,005	189,002	7.0%	27,207	1.0%

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

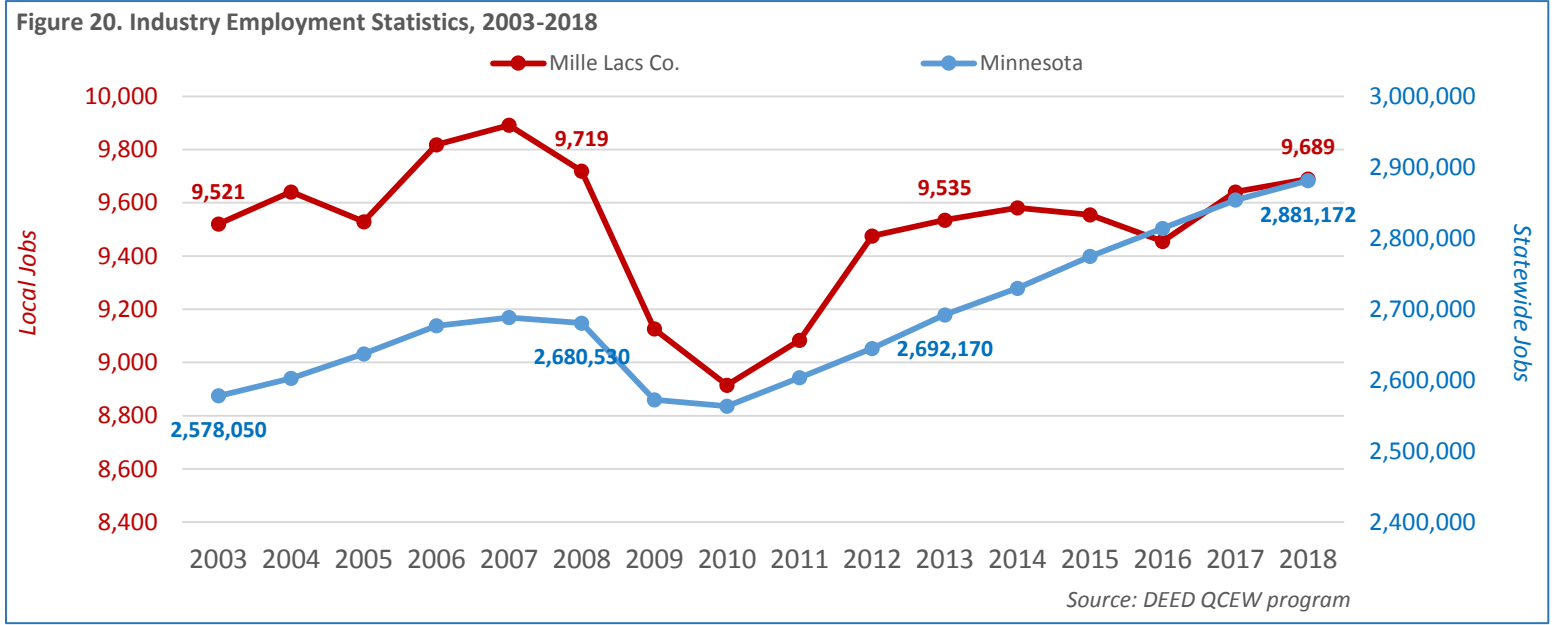


Table 37. Industry Employment Statistics, 2018								
Mille Lacs Co.	2018 Annual Data				2013-2018		2017-2018	
NAICS Industry Title	Number of Firms	Number of Jobs	Total Payroll (\$1,000s)	Avg. Annual Wage	Change in Jobs	Percent Change	Change in Jobs	Percent Change
Total, All Industries	710	9,689	\$347,652	\$35,881	154	1.6%	48	0.5%
Agriculture, Forestry, Fish & Hunt	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Mining	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Construction	114	479	\$24,275	\$50,678	120	33.4%	22	4.8%
Manufacturing	40	681	\$28,377	\$41,669	-171	-20.1%	-54	-7.3%
Utilities	8	48	\$4,047	\$84,313	2	4.3%	0	0.0%
Wholesale Trade	26	144	\$6,750	\$46,878	-11	-7.1%	-2	-1.4%
Retail Trade	89	1,084	\$24,289	\$22,407	248	29.7%	73	7.2%
Transportation & Warehousing	30	232	\$7,033	\$30,317	3	1.3%	7	3.1%
Information	8	115	\$4,805	\$41,780	70	155.6%	-15	-11.5%
Finance & Insurance	25	212	\$11,815	\$55,731	8	3.9%	3	1.4%
Real Estate & Rental & Leasing	22	63	\$1,366	\$21,682	24	61.5%	25	65.8%
Professional & Technical Services	33	204	\$12,641	\$61,967	-72	-26.1%	-97	-32.2%
Management of Companies	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Admin. Support & Waste Mgmt. Svcs.	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Educational Services	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Health Care & Social Assistance	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Arts, Entertainment, & Recreation	17	134	\$1,836	\$13,701	9	7.2%	-7	-5.0%
Accommodation & Food Services	70	1,820	\$42,722	\$23,473	-80	-4.2%	-7	-0.4%
Other Services	90	292	\$5,778	\$19,786	40	15.9%	3	1.0%
Public Administration	27	1,203	\$54,376	\$45,200	8	0.7%	18	1.5%

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

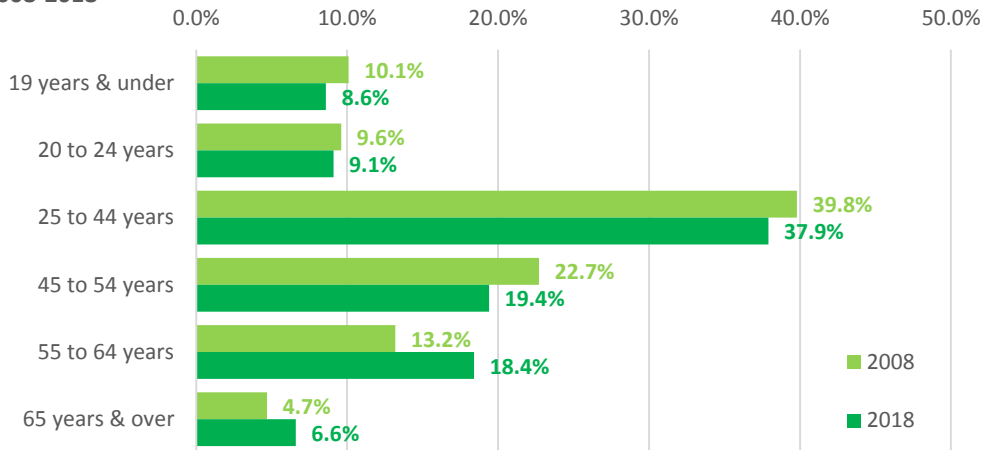
Table 38. Workforce Demographics by Age Group and Gender, Total of All Industries, 2008-2018

Mille Lacs Co.	Percentage of Workers		Minnesota		Median Hourly Wage		Median Hours Worked	
	2018	2008	2018	2008	2018	2008	2018	2008
Total, all ages	100.0%	100.0%	100.0%	100.0%	\$14.78	\$12.54	291	387
19 years & under	8.6%	10.1%	6.1%	7.5%	\$9.99	\$7.10	115	135
20 to 24 years	9.1%	9.6%	10.3%	11.6%	\$12.13	\$10.44	200	320
25 to 44 years	37.9%	39.8%	42.9%	42.7%	\$16.31	\$14.14	368	425
45 to 54 years	19.4%	22.7%	19.1%	22.5%	\$16.92	\$14.61	385	454
55 to 64 years	18.4%	13.2%	16.7%	12.6%	\$16.61	\$14.50	384	443
65 years & over	6.6%	4.7%	4.8%	3.1%	\$13.54	\$11.31	163	247

Mille Lacs Co.	Percentage of Workers		Minnesota		Median Hourly Wage		Median Hours Worked	
	2018	2008	2018	2008	2018	2008	2018	2008
Total, all ages	100.0%	100.0%	100.0%	100.0%	\$14.78	\$12.54	291	387
Male	40.0%	40.2%	49.1%	49.0%	\$15.39	\$14.50	312	440
Female	60.0%	59.8%	50.9%	51.0%	\$14.72	\$11.87	297	361

Source: DEED Quarterly Employment Demographics

Figure 21. Percentage of Workforce by Age Group, Total of All Industries, 2008-2018



Source: DEED Quarterly Employment Demographics

Figure 22. Percentage of Workforce by Gender, Total of All Industries, 2018

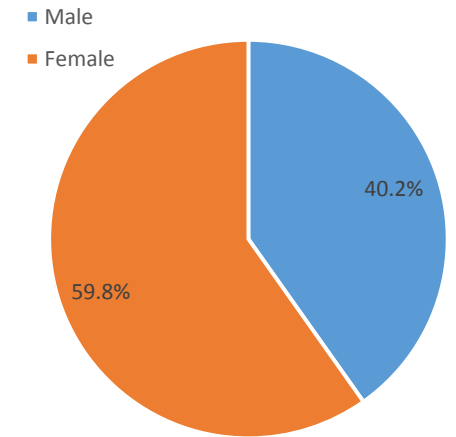
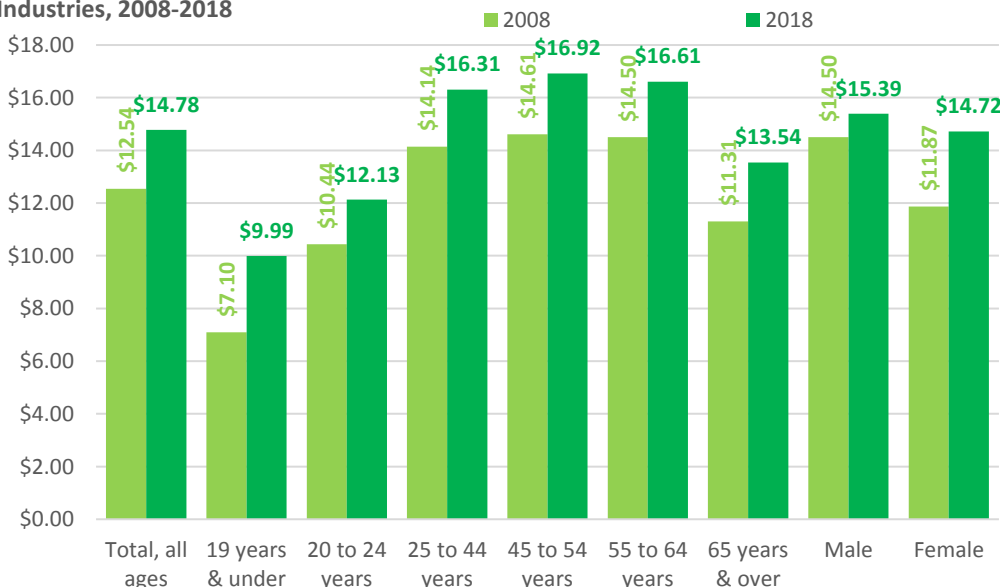
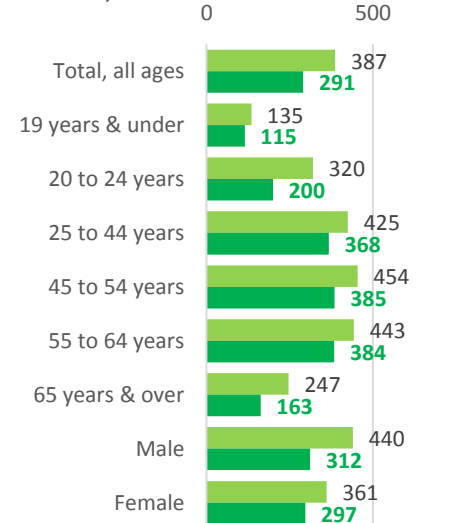


Figure 23. Median Hourly Wage by Age Group and Gender, Total of All Industries, 2008-2018



Source: DEED Quarterly Employment Demographics

Figure 24. Median Hours Worked Per Quarter, Total of All Industries, 2008-2018



Source: DEED QED program

Table 39. Regional Industry Employment Projections, 2016-2026

Central	Estimated Employment 2016	Projected Employment 2026	Percent Change 2016-2026	Numeric Change 2016-2026
Total, All Industries	310,433	337,062	8.6%	26,629
Agriculture, Forestry, Fish & Hunt	4,475	4,189	-6.4%	-286
Mining	336	267	-20.5%	-69
Utilities	2,234	2,342	4.8%	108
Construction	16,522	20,503	24.1%	3,981
Manufacturing	41,361	43,677	5.6%	2,316
Wholesale Trade	10,237	11,189	9.3%	952
Retail Trade	35,825	37,842	5.6%	2,017
Transportation & Warehousing	10,210	11,568	13.3%	1,358
Information	2,855	2,673	-6.4%	-182
Finance & Insurance	7,341	7,521	2.5%	180
Real Estate & Rental & Leasing	1,965	1,981	0.8%	16
Professional & Technical Services	6,961	8,372	20.3%	1,411
Management of Companies	1,681	1,763	4.9%	82
Administrative & Waste Services	9,834	10,892	10.8%	1,058
Educational Services	25,717	26,325	2.4%	608
Health Care & Social Assistance	47,461	56,807	19.7%	9,346
Arts, Entertainment, & Recreation	5,562	5,683	2.2%	121
Accommodation & Food Services	21,568	22,458	4.1%	890
Other Services, Ex. Public Admin	11,569	12,024	3.9%	455
Public Administration	18,239	20,261	11.1%	2,022

Source: DEED 2016-2026 Employment Outlook

Table 40. Employers by Size Class, 2016

Number of Employees	Mille Lacs Co.		Minnesota	Mille Lacs Co.	
	Number of Firms	Percent of Firms	Percent of Firms	Change in number of firms from 2008-2016	
1-4	391	56.2%	53.8%	18	4.8%
5-9	133	19.1%	17.6%	17	14.7%
10-19	95	13.6%	13.2%	-14	-12.8%
20-49	54	7.8%	9.3%	1	1.9%
50-99	8	1.1%	3.3%	-1	-11.1%
100-249	12	1.7%	1.9%	5	71.4%
250-499	2	0.3%	0.5%	1	100.0%
500 or more	1	0.1%	0.3%	0	0.0%
Total Firms	696	100.0%	100.0%	27	4.0%

Source: U.S. Census, County Business Patterns

Table 41. Nonemployer Statistics, 2017

	2017		2007-2017	
	Number of Firms	Receipts (\$1,000s)	Change in Nonemps.	Percent Change
Mille Lacs Co.	1,757	\$66,650	-378	-17.7%
State of Minnesota	409,860	\$19,370,490	22,876	5.9%

Source: U.S. Census, Nonemployer Statistics program

Table 42. Census of Agriculture, 2017

	Number of Farms	Change in Farms, 2012-2017		Market Value of Products Sold, 2017	State Rank (of 87)	Change in Mkt. Value, 2012-2017
Mille Lacs Co.	707	-24	-3.3%	\$43,931,000	72	-17.1%
State of Minnesota	68,822	-5,720	-7.7%	\$18,395,390,000		-13.6%

Source: 2017 Census of Agriculture

Table 43. Housing Characteristics, 2017	Mille Lacs Co.		Minnesota		Household Size	Mille Lacs Co.	
	Number	Percent	Number	Percent		Total	Percent
Total housing units	12,849	100.0%	2,404,624	100.0%	Owner-occupied	7,474	73.9%
Occupied housing units	10,116	78.7%	2,153,202	89.5%	Average household size, owner-occ.	2.54	
Vacant housing units	2,733	21.3%	251,422	10.5%	Renter-occupied	2,642	26.1%
Homeowner vacancy rate	1.4%		1.2%		Average household size, renter-occ.	2.32	
Rental vacancy rate	5.1%		4.1%		Total, occupied units	10,116	100.0%

Source: 2013-2017 American Community Survey, 5-Year Estimates

	Mille Lacs Co.		Minnesota	
	Number	Percent	Number	Percent
Occupied Housing Units	10,116	100.0%	2,153,202	100.0%
Owner-occupied	7,474	73.9%	1,542,041	71.6%
Renter-occupied	2,642	26.1%	611,161	28.4%

Mille Lacs Co.							
Units in Structure	Total	Percent	Owner-occupied	Percent	Renter-occupied	Percent	Total
1, detached	7,580	74.9%	6,504	87.0%	1,076	40.7%	7,580
1, attached	376	3.7%	227	3.0%	149	5.6%	376
2 apartments	147	1.5%	24	0.3%	123	4.7%	147
3 or 4 apartments	179	1.8%	16	0.2%	163	6.2%	179
5 to 9 apartments	280	2.8%	3	0.0%	277	10.5%	280
10 or more apartments	714	7.1%	4	0.1%	710	26.9%	714
Mobile home or other	840	8.3%	696	9.3%	144	5.5%	840
Total	10,116	100.0%	7,474	100.0%	2,642	100.0%	10,116

Mille Lacs Co.							
Year Structure Built	Total	Percent	Owner-occupied	Percent	Renter-occupied	Percent	Total
2014 or later	80	0.6%	66	0.9%	0	0.0%	66
2010 to 2013	153	1.2%	89	1.2%	56	2.1%	145
2000 to 2009	2,775	21.6%	1,817	24.3%	507	19.2%	2,324
1980 to 1999	3,409	26.5%	1,898	25.4%	626	23.7%	2,524
1960 to 1979	2,797	21.8%	1,509	20.2%	634	24.0%	2,143
1940 to 1959	1,320	10.3%	761	10.2%	221	8.4%	982
1939 or earlier	2,315	18.0%	1,334	17.8%	598	22.6%	1,932
Total	12,849	100.0%	7,474	100.0%	2,642	100.0%	10,116

Mille Lacs Co.							
Bedrooms	Total	Percent	Owner-occupied	Percent	Renter-occupied	Percent	Total
No bedroom	204	2.0%	25	0.3%	179	6.8%	204
1 bedroom	866	8.6%	192	2.6%	674	25.5%	866
2 or 3 bedrooms	6,800	67.2%	5,282	70.7%	1,518	57.5%	6,800
4 or more bedrooms	2,246	22.2%	1,975	26.4%	271	10.3%	2,246
Total	10,116	100.0%	7,474	100.0%	2,642	100.0%	10,116

Source: 2013-2017 American Community Survey, 5-Year Estimates

Table 44. Year Householder Moved Into Unit, 2017	Mille Lacs Co.		Minnesota	
	Total	Percent	Total	Percent
Moved in 2015 or later	851	8.4%	220,864	10.3%
Moved in 2010 to 2014	3,119	30.8%	638,526	29.7%
Moved in 2000 to 2009	3,140	31.0%	616,272	28.6%
Moved in 1990 to 1999	1,553	15.4%	334,372	15.5%
Moved in 1980 to 1989	690	6.8%	166,606	7.7%
Moved in 1979 & earlier	763	7.5%	176,562	8.2%
Total	10,116	100.0%	2,153,202	100.0%

Source: 2013-2017 American Community Survey, 5-Year Estimates

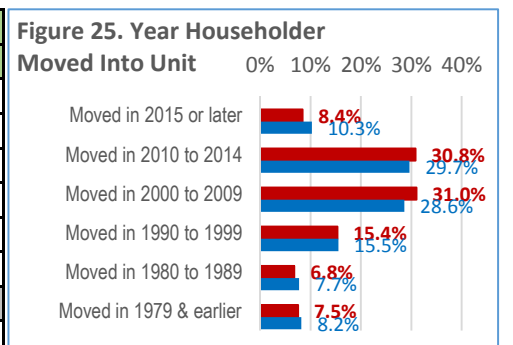


Table 45. Estimated Value of Owner-occupied Housing Units, 2017	Mille Lacs Co.		Minnesota	
	Total	Percent	Total	Percent
Total	7,474	100.0%	1,542,041	100.0%
Less than \$50,000	475	6.4%	87,959	5.7%
\$50,000 to \$99,999	1,184	15.8%	144,431	9.4%
\$100,000 to \$149,999	2,013	26.9%	234,563	15.2%
\$150,000 to \$199,999	1,679	22.5%	305,826	19.8%
\$200,000 to \$299,999	1,375	18.4%	396,634	25.7%
\$300,000 to \$499,999	580	7.8%	271,324	17.6%
\$500,000 to \$999,999	141	1.9%	85,933	5.6%
\$1,000,000 or more	27	0.4%	15,371	1.0%
Median (dollars)	\$151,400		\$199,700	

Source: 2013-2017 American Community Survey, 5-Year Estimates

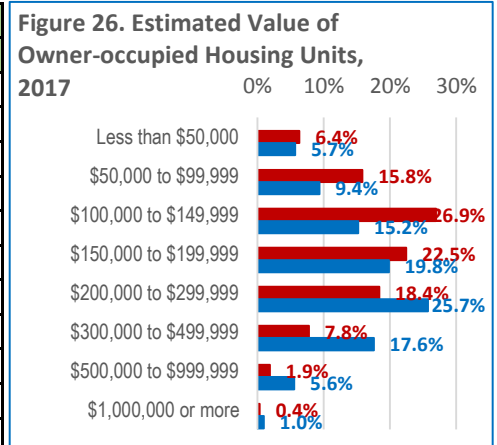


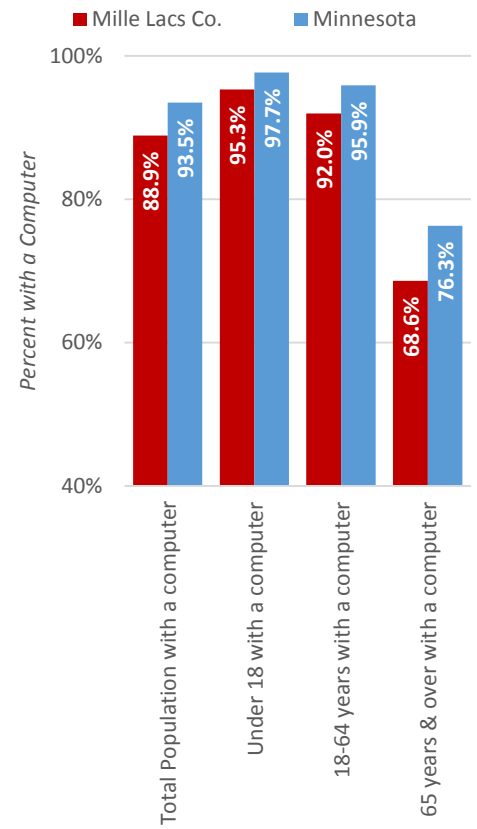
Table 46. Selected Monthly Owner Costs - Owner-occupied units, 2017	Mille Lacs Co.		Minnesota	
	Total	Percent	Total	Percent
Housing units with a mortgage	4,860	65.0%	1,034,750	67.1%
Housing units with a mortgage - Less than \$500	50	1.0%	13,062	1.3%
Housing units with a mortgage - \$500 to \$999	1,303	26.8%	172,441	16.7%
Housing units with a mortgage - \$1,000 to \$1,499	1,880	38.7%	328,369	31.7%
Housing units with a mortgage - \$1,500 to \$1,999	1,000	20.6%	257,732	24.9%
Housing units with a mortgage - \$2,000 or more	627	12.9%	263,146	25.4%
Housing units with a mortgage - Median (dollars)	\$1,287		\$1,506	
Housing units without a mortgage	2,614	35.0%	507,291	32.9%
Housing units without a mortgage - Less than \$400	829	31.7%	151,846	29.9%
Housing units without a mortgage - \$400 to \$799	1,561	59.7%	288,032	56.8%
Housing units without a mortgage - \$800 to \$999	166	6.4%	37,056	7.3%
Housing units without a mortgage - \$1,000 or more	58	2.2%	30,357	6.0%
Housing units without a mortgage - Median (dollars)	\$468		\$499	
Housing units with a mortgage	4,850		1,031,872	
Housing units with a mortgage - Less than 20.0%	1,902	39.2%	501,605	48.6%
Housing units with a mortgage - 20.0 to 24.9%	914	18.8%	175,888	17.0%
Housing units with a mortgage - 25.0 to 29.9%	615	12.7%	112,396	10.9%
Housing units with a mortgage - 30.0 to 34.9%	351	7.2%	68,242	6.6%
Housing units with a mortgage - 35.0% or more	1,068	22.0%	173,741	16.8%
Housing unit without a mortgage	2,601		503,066	
Housing units without a mortgage - Less than 25.0%	2,054	79.0%	423,528	84.2%
Housing units without a mortgage - 25.0 to 34.9%	175	6.7%	34,365	6.8%
Housing units without a mortgage - 35.0% or more	372	14.3%	45,173	9.0%
Occupied units paying rent	2,403		584,669	
Occupied units paying rent - Less than \$500	628	26.1%	83,799	14.3%
Occupied units paying rent - \$500 to \$999	1,025	42.7%	263,525	45.1%
Occupied units paying rent - \$1,000 to \$1,499	545	22.7%	158,050	27.0%
Occupied units paying rent - \$1,500 to \$1,999	101	4.2%	57,262	9.8%
Occupied units paying rent - \$2,000 or more	104	4.3%	22,033	3.8%
Occupied units paying rent - Median (dollars)	\$735		\$906	
Rent as a Percentage of Household Income - Less than 15.0%	383	15.9%	78,724	13.5%
Rent as a Percentage of Household Income - 15.0 to 19.9%	272	11.3%	78,516	13.4%
Rent as a Percentage of Household Income - 20.0 to 24.9%	335	13.9%	78,846	13.5%
Rent as a Percentage of Household Income - 25.0 to 29.9%	372	15.5%	70,138	12.0%
Rent as a Percentage of Household Income - 30.0 to 34.9%	193	8.0%	53,884	9.2%
Rent as a Percentage of Household Income - 35.0% or more	833	34.7%	217,345	37.2%
No rent paid	239		26,492	

Source: 2013-2017 American Community Survey, 5-Year Estimates

Table 47. Presence of a Computer & Internet in Household by Age Group	Mille Lacs Co.		Minnesota	
	Number	Percent	Number	Percent
Total Population	25,110	100.0%	5,357,190	100.0%
Has a computer	22,317	88.9%	5,008,362	93.5%
<i>With dial-up Internet</i>	216	1.0%	37,040	0.7%
<i>With broadband Internet</i>	19,536	87.5%	4,598,848	91.8%
<i>Without Internet</i>	2,565	11.5%	372,474	7.4%
No computer	2,793	11.1%	348,828	6.5%
Under 18 years	6,164	24.5%	1,282,092	23.9%
Has a computer	5,875	95.3%	1,252,207	97.7%
<i>With dial-up Internet</i>	16	0.3%	4,857	0.4%
<i>With broadband Internet</i>	5,130	87.3%	1,161,499	92.8%
<i>Without Internet</i>	729	12.4%	85,851	6.9%
No computer	289	4.7%	29,885	2.3%
18 to 64 years	14,732	58.7%	3,304,955	61.7%
Has a computer	13,550	92.0%	3,168,490	95.9%
<i>With dial-up Internet</i>	141	1.0%	18,092	0.6%
<i>With broadband Internet</i>	11,953	88.2%	2,923,041	92.3%
<i>Without Internet</i>	1,456	10.7%	227,357	7.2%
No computer	1,182	8.0%	136,465	4.1%
65 years & over	4,214	16.8%	770,143	14.4%
Has a computer	2,892	68.6%	587,665	76.3%
<i>With dial-up Internet</i>	59	2.0%	14,091	2.4%
<i>With broadband Internet</i>	2,453	84.8%	514,308	87.5%
<i>Without Internet</i>	380	13.1%	59,266	10.1%
No computer	1,322	31.4%	182,478	23.7%

Source: 2013-2017 American Community Survey, 5-Year Estimates

Figure 27. Presence of a Computer in Household, 2017



Source: 2013-2017 ACS

Table 48. Presence of a Computer & Internet in Household by Race/Origin	Mille Lacs Co.		Minnesota		Mille Lacs Co.		Minnesota
	Number	Percent	Percent		Number	Percent	Percent
Total Population	25,110	100.0%	100.0%	Asian or Other Pacific Islander	216	0.9%	4.7%
Has a computer	22,317	88.9%	93.5%		206	95.4%	96.7%
<i>With dial-up Internet</i>	216	1.0%	0.7%		0	0.0%	0.5%
<i>With broadband Internet</i>	19,536	87.5%	91.8%		195	94.7%	93.0%
<i>Without Internet</i>	2,565	11.5%	7.4%	11	5.3%	6.4%	
No computer	2,793	11.1%	6.5%	10	4.6%	3.3%	
White Alone	22,828	90.9%	83.9%	Some Other Race	48	0.2%	1.8%
Has a computer	20,472	89.7%	93.5%		44	91.7%	92.8%
<i>With dial-up Internet</i>	216	1.1%	0.8%		0	0.0%	0.4%
<i>With broadband Internet</i>	17,994	87.9%	92.5%		42	95.5%	81.8%
<i>Without Internet</i>	2,262	11.0%	6.7%	2	4.5%	17.8%	
No computer	2,356	10.3%	6.5%	4	8.3%	7.2%	
Black or African American	80	0.3%	5.8%	Two or More Races	720	2.9%	2.8%
Has a computer	77	96.3%	91.2%		557	77.4%	96.6%
<i>With dial-up Internet</i>	0	0.0%	0.4%		0	0.0%	0.3%
<i>With broadband Internet</i>	42	54.5%	85.2%		468	84.0%	91.5%
<i>Without Internet</i>	35	45.5%	14.4%	89	16.0%	8.2%	
No computer	3	3.8%	8.8%	163	22.6%	3.4%	
American Indian or Alaska Native	1,218	4.9%	1.0%	Hispanic or Latino	564	2.2%	5.2%
Has a computer	961	78.9%	83.4%		519	92.0%	93.4%
<i>With dial-up Internet</i>	0	0.0%	0.6%		5	1.0%	0.4%
<i>With broadband Internet</i>	795	82.7%	83.7%		464	89.4%	85.9%
<i>Without Internet</i>	166	17.3%	15.8%	50	9.6%	13.7%	
No computer	257	21.1%	16.6%	45	8.0%	6.6%	

Source: 2013-2017 American Community Survey, 5-Year Estimates