

Cass Co.

Cass Co. is a part of Economic Development Region 5, which is located in the Northwest Planning Region.



POPULATION CHARACTERISTICS

2024 population: **31,442 people**

Population change,
2020-2024 **1,376 people**
4.6% increase

Median Age: **49.7 years**

state: **38.6 years**

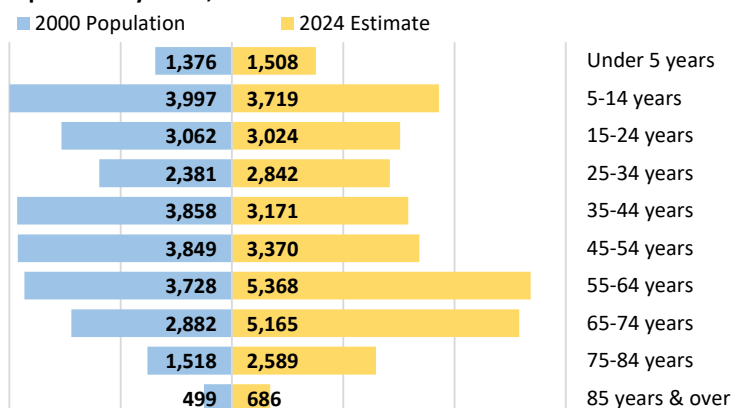
Cass Co. is the 34th largest of the 87 counties in the state. Its population increased so far this decade, ranking as the 7th fastest growing in the state from 2020 to 2024. Cass Co.'s population has an older median age than the state and a larger percentage of people aged 65 years and older. The population is aging, especially as the Baby Boom generation moves through the population pyramid (see Figure 1).

Table 1. Population by Age Group, 2024

| | Number | Percent |
|-------------------------|---------------|---------------|
| Under 5 years | 1,508 | 4.8% |
| 5-14 years | 3,719 | 11.8% |
| 15-24 years | 3,024 | 9.6% |
| 25-34 years | 2,842 | 9.0% |
| 35-44 years | 3,171 | 10.1% |
| 45-54 years | 3,370 | 10.7% |
| 55-64 years | 5,368 | 17.1% |
| 65-74 years | 5,165 | 16.4% |
| 75-84 years | 2,589 | 8.2% |
| 85 years & over | 686 | 2.2% |
| Total Population | 31,442 | 100.0% |

Source: Census 2024 Population Estimates, 2019-2023 ACS

Figure 1. Population Pyramid, 2000-2024



Cass Co. suffered a negative natural increase - more deaths than births from 2020 to 2024, but also experienced net in-migration - meaning more people moved in than moved out. In addition to domestic in-migration, Cass 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, 2020-2024

| | Total Population Change | April 1, 2020 to July 1, 2024 | | | | | |
|--------------------|-------------------------------|-------------------------------|--------------|---------|---------------|---------------|----------|
| | | Natural Increase | Vital Events | | Net Migration | | |
| | | | Births | Deaths | Total | International | Domestic |
| Cass Co. | 1,358 | -681 | 1,108 | 1,789 | 2,012 | 35 | 1,977 |
| State of Minnesota | 86,459 | 51,570 | 268,689 | 217,119 | 33,161 | 81,091 | -47,930 |

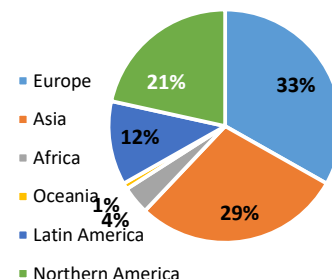
Source: U.S. Census Bureau, Population Estimates Program

Compared to the state, Cass Co. has a smaller percentage of foreign-born residents. From 2013 to 2023, Cass Co. saw an increase in the number of foreign-born residents, which was faster than the statewide increase.

| Table 3. Place of Birth for the Foreign Born Population, 2023 | Cass Co. | | Change 2013-2023 | | Minnesota | |
|---------------------------------------------------------------------|------------|-------------|------------------|--------------|-------------|--------------|
| | Number | Percent | Number | Percent | Percent | Change |
| Foreign-born Population | 464 | 1.5% | 195 | 72.5% | 8.6% | 24.7% |
| Europe | 154 | 33.2% | 73 | 90.1% | 8.8% | -3.4% |
| Asia | 134 | 28.9% | 33 | 32.7% | 35.7% | 18.1% |
| Africa | 18 | 3.9% | -27 | -60.0% | 28.3% | 78.8% |
| Oceania | 4 | 0.9% | 2 | 100.0% | 0.4% | 5.4% |
| Americas: | 154 | 33.2% | 114 | 285.0% | 26.7% | 8.7% |
| Latin America | 54 | 11.6% | 46 | 575.0% | 24.2% | 9.7% |
| Northern America | 100 | 21.6% | 68 | 212.5% | 2.5% | 0.4% |

Source: U.S. Census Bureau, 2019-2023 American Community Survey

**Figure 2. Place of Birth for
the Foreign Born Population,
2023**

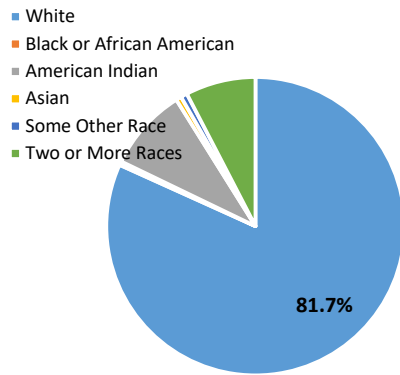


COUNTY PROFILE

Cass Co.

Cass Co.'s population was becoming more racially diverse over time. Since 2013, the white population increased and the number of people of other races increased (see Table 4).

Figure 3. Population by Race, 2023



| Table 4. Race and Hispanic Origin, 2023 | Cass Co. | | | Minnesota | |
|-----------------------------------------|---------------|---------------|-----------------------|---------------|-----------------------|
| | Number | Percent | Change from 2013-2023 | Percent | Change from 2013-2023 |
| Total | 30,688 | 100.0% | 7.7% | 100.0% | 6.8% |
| White | 25,087 | 81.7% | 2.8% | 78.4% | -2.2% |
| Black or African American | 123 | 0.4% | 55.7% | 6.8% | 38.9% |
| American Indian or Alaska Native | 2,746 | 8.9% | -7.8% | 0.9% | -11.6% |
| Asian or Other Pac. Islanders | 180 | 0.6% | -8.6% | 5.1% | 29.6% |
| Some Other Race | 216 | 0.7% | 839.1% | 2.7% | 96.1% |
| Two or More Races | 2,336 | 7.6% | 187.7% | 6.2% | 168.3% |
| Hispanic or Latino origin | 530 | 1.7% | 31.8% | 6.2% | 37.5% |

Source: U.S. Census Bureau, 2019-2023 American Community Survey

POPULATION PROJECTIONS

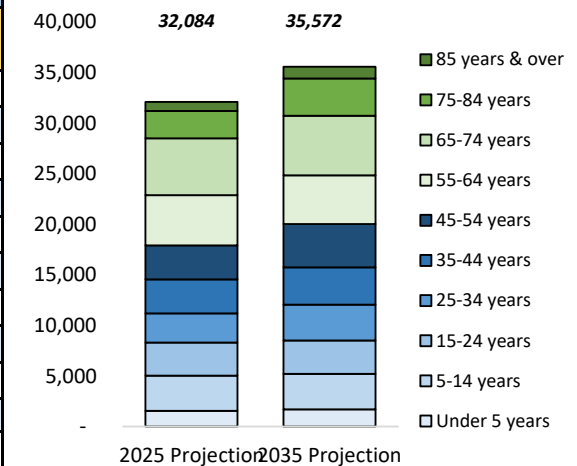
According to the Minnesota State Demographic Center, Cass Co.'s population is expected to grow from 2025 to 2035, with a rate of change that is faster than the projected statewide growth rate (3.7%). In addition to the overall growth, the number of people aged 65 years and older is expected to increase over the next decade (see Figure 4 and Table 5).

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

| Cass Co. | 2025 Projection | 2035 Projection | Numeric Change | Percent Change |
|-------------------------|-----------------|-----------------|----------------|----------------|
| Under 5 years | 1,543 | 1,705 | 162 | 10.5% |
| 5-14 years | 3,486 | 3,497 | 11 | 0.3% |
| 15-24 years | 3,268 | 3,310 | 42 | 1.3% |
| 25-34 years | 2,897 | 3,529 | 632 | 21.8% |
| 35-44 years | 3,361 | 3,695 | 334 | 9.9% |
| 45-54 years | 3,366 | 4,272 | 906 | 26.9% |
| 55-64 years | 4,946 | 4,820 | -126 | -2.5% |
| 65-74 years | 5,618 | 5,906 | 288 | 5.1% |
| 75-84 years | 2,716 | 3,666 | 950 | 35.0% |
| 85 years & over | 883 | 1,172 | 289 | 32.7% |
| Total Population | 32,084 | 35,572 | 3,488 | 10.9% |

Source: Minnesota State Demographic Center

Figure 4. Projections by Age Group, 2025-2035



EDUCATIONAL ATTAINMENT

Cass Co. has a higher percentage of adults (18 years & over) with at least a high school diploma than the state (93.2%), and a lower percentage of people with at least some college experience. Cass 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.

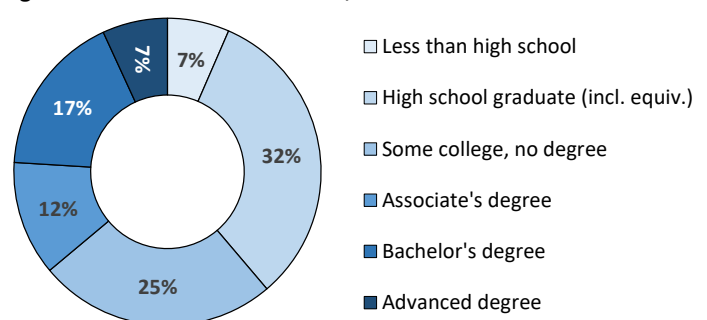
Percentage of the adult population (18 years & over) with at least a high school diploma:

93.5%

College-educated: 61.2%
state: 68.8%

Associate's Degree: 12.1%
Bachelor's Degree: 17.2%
Advanced Degree: 6.9%

Figure 5. Educational Attainment, 2023



Source: U.S. Census Bureau, 2019-2023 American Community Survey

LABOR FORCE TRENDS

At 4.7%, Cass Co. had a higher unemployment rate than the state in 2024. After the pandemic recession Cass Co.'s unemployment rate declined compared to the 5.8% pre-pandemic rate posted in 2019. The number of unemployed workers actively seeking work in Cass Co. increased over the past year, and is down compared to 2019.

14,544 available workers

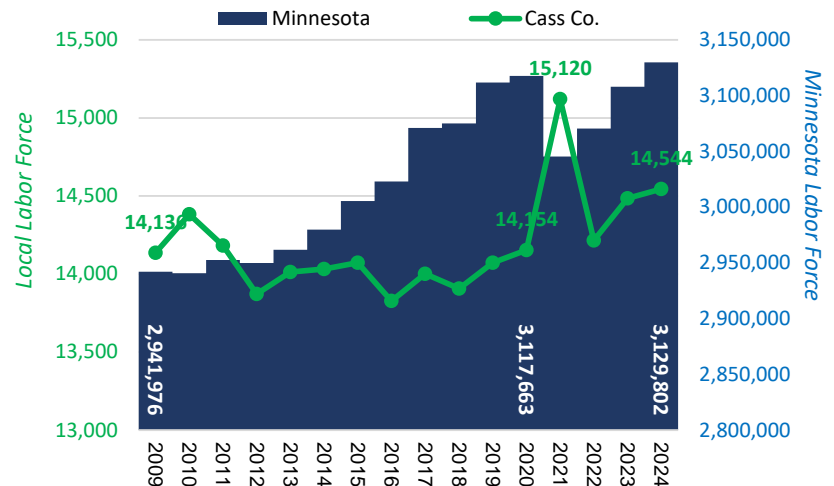
Labor Force change,
2009-2024 **408 workers**
2.9% increase

4.7% unemployment rate

2.8% state

684 unemployed workers

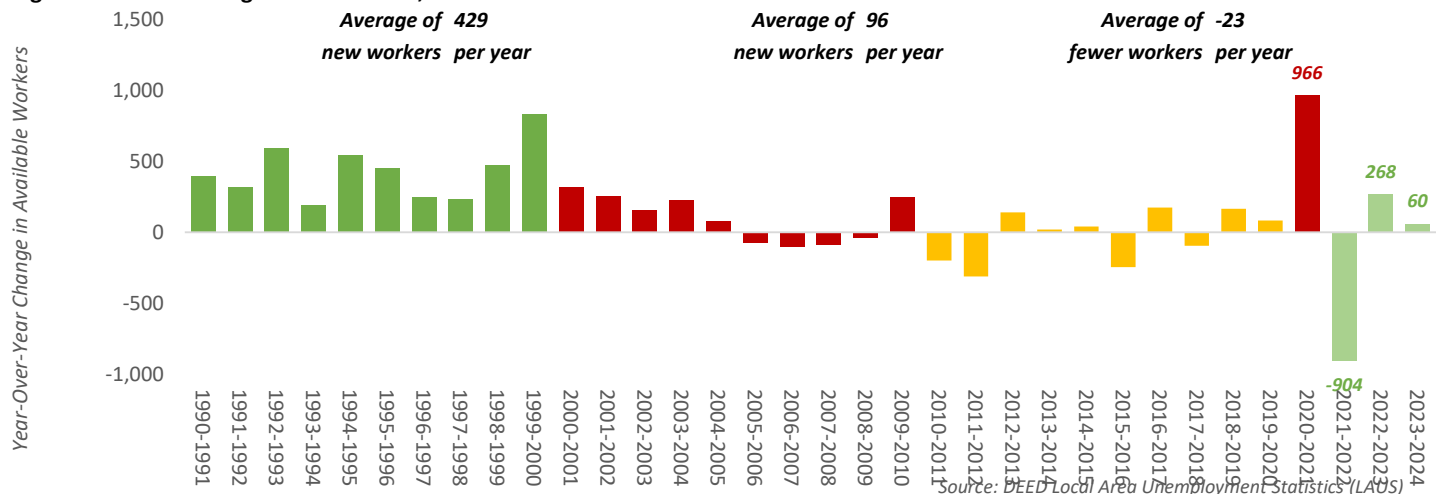
Figure 6. Annual Labor Force Estimates



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, Cass 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, Cass Co. is expected to add workers from 2025 to 2035 (see Table 6).

Figure 7. Annual Change in Labor Force, 1990-2024



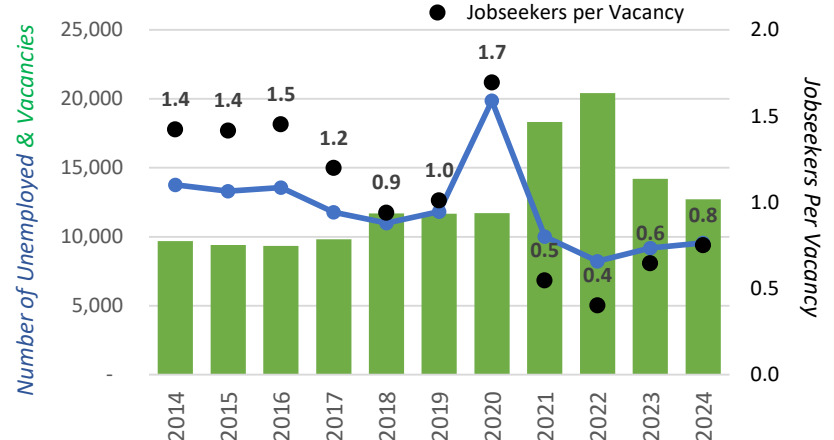
Source: DEED Local Area Unemployment Statistics (LAUS)

| Table 6. Labor Force Projections, 2025-2035 | Labor Force Projection | |
|---------------------------------------------|------------------------|---------------|
| | 2025 | 2035 |
| 16 to 24 years | 2,039 | 2,102 |
| 25 to 54 years | 8,201 | 9,785 |
| 55 to 64 years | 3,020 | 2,943 |
| 65 years & over | 1,403 | 1,538 |
| Total Labor Force | 14,664 | 16,367 |

Source: Minnesota State Demographic Center, 2019-2023 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 2024, 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, 2014-2024

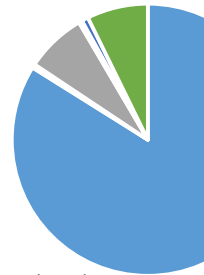


Source: DEED Job Vacancy Survey, LAUS program

LABOR FORCE CHARACTERISTICS

Cass Co. had a lower labor force participation rate than the state. The labor force in Cass Co. is less racially diverse than the state (where 80.0% of workers are white alone), but is becoming more diverse over time.

Table 7. Employment Characteristics, 2023

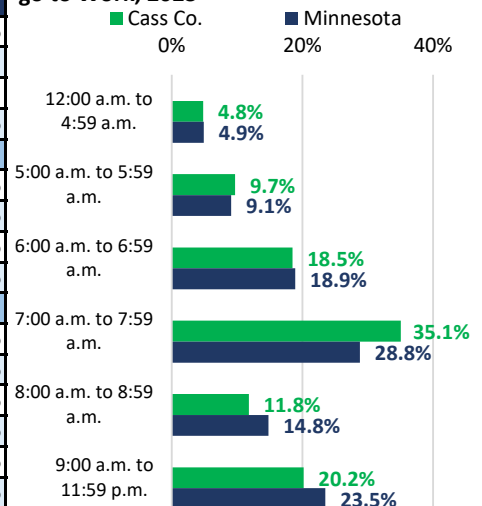
| | Cass Co. | | | Minnesota | | Labor Force by Gender | |
|----------------------------------------------------------------------|------------------------------------------|-----------------------------------|----------------|-----------------------------------|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| | In Labor Force (available workers) | Labor Force Partic. Rate | Unemp. Rate | Labor Force Partic. Rate | Unemp. Rate | Male | Female |
| Total Labor Force | 14,060 | 55.7% | 5.9% | 68.5% | 3.9% | 7,415 | 6,642 |
| 16 to 19 years | 733 | 54.9% | 11.9% | 52.7% | 9.9% | 360 | 373 |
| 20 to 24 years | 1,063 | 83.6% | 12.1% | 83.4% | 6.5% | 544 | 520 |
| 25 to 44 years | 5,097 | 86.8% | 6.5% | 88.7% | 3.5% | 2,661 | 2,437 |
| 45 to 54 years | 2,704 | 82.2% | 3.4% | 87.8% | 2.9% | 1,462 | 1,242 |
| 55 to 64 years | 3,199 | 61.1% | 4.0% | 72.8% | 3.0% | 1,705 | 1,492 |
| 65 to 74 years | 1,069 | 21.2% | 4.4% | 27.8% | 3.4% | 575 | 496 |
| 75 years & over | 189 | 5.9% | 8.9% | 6.6% | 3.1% | 108 | 82 |
| Employment Characteristics by Race & Hispanic Origin | | | | | | <div>Figure 9. Labor Force by Race, 2023</div>  <div><div></div> White alone</div> <div><div></div> Black or African American</div> <div><div></div> American Indian & Alaska Native</div> <div><div></div> Asian or Other Pac. Islander</div> <div><div></div> Some Other Race</div> | |
| White alone | 11,788 | 54.6% | 4.6% | 67.5% | 3.4% | | |
| Black or African American | 63 | 72.4% | 1.6% | 71.0% | 8.4% | | |
| American Indian & Alaska Native | 1,012 | 58.3% | 20.3% | 57.7% | 11.4% | | |
| Asian or Other Pac. Islanders | 57 | 44.8% | 3.5% | 74.6% | 3.5% | | |
| Some Other Race | 110 | 57.9% | 6.4% | 75.9% | 5.6% | | |
| Two or More Races | 1,020 | 67.4% | 7.0% | 74.2% | 6.1% | | |
| Hispanic or Latino | 229 | 75.1% | 9.2% | 77.1% | 5.9% | | |
| Employment Characteristics by Disability, 20 to 64 years | | | | | | | |
| With Any Disability, 20 to 64 years | 1,091 | 50.3% | 12.3% | 55.3% | 9.5% | | |
| Employment Characteristics by Educational Attainment, 25 to 64 years | | | | | | | |
| Population, 25 to 64 years | 10,999 | 76.4% | 5.0% | 84.4% | 3.3% | | |
| Less than H.S. Diploma | 506 | 63.4% | 7.4% | 67.1% | 4.7% | | |
| H.S. Diploma or Equivalent | 3,133 | 72.6% | 2.4% | 76.5% | 2.6% | | |
| Some College or Assoc. Degree | 4,381 | 77.3% | 5.3% | 85.0% | 3.6% | | |
| Bachelor's Degree or Higher | 2,980 | 82.4% | 1.7% | 90.5% | 2.0% | | |

Source: 2019-2023 American Community Survey, 5-Year Estimates

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

| Table 8. Commuting Characteristics, 2022 | Cass Co. | | Minnesota | |
|-------------------------------------------|---------------------|---------|---------------------|---------|
| | Number | Percent | Number | Percent |
| Worked in state of residence | 12,735 | 98.6% | 2,870,678 | 97.8% |
| Worked in county of residence | 7,052 | 54.6% | 1,984,232 | 67.6% |
| Worked out of county of residence | 5,683 | 44.0% | 886,447 | 30.2% |
| Worked outside state of residence | 181 | 1.4% | 64,576 | 2.2% |
| MEANS OF TRANSPORTATION TO WORK | | | | |
| Car, truck, or van | 10,746 | 83.2% | 2,286,563 | 77.9% |
| Public transportation (excl. taxicab) | 77 | 0.6% | 61,640 | 2.1% |
| Other method (walk, bike, taxi, etc.) | 697 | 5.4% | 120,345 | 4.1% |
| Worked at home | 1,395 | 10.8% | 463,770 | 15.8% |
| TRAVEL TIME TO WORK | | | | |
| Less than 10 minutes | 2,803 | 21.7% | 478,446 | 16.3% |
| 10 to 19 minutes | 3,423 | 26.5% | 924,605 | 31.5% |
| 20 to 29 minutes | 2,622 | 20.3% | 651,626 | 22.2% |
| 30 to 44 minutes | 2,157 | 16.7% | 551,828 | 18.8% |
| 45 to 59 minutes | 891 | 6.9% | 176,115 | 6.0% |
| 60 or more minutes | 1,007 | 7.8% | 149,698 | 5.1% |
| Mean travel time to work (minutes) | 24.7 minutes | | 23.1 minutes | |

Figure 10. Time Leaving Home to go to Work, 2023



Source: 2019-2023 American Community Survey, 5-Year Estimates

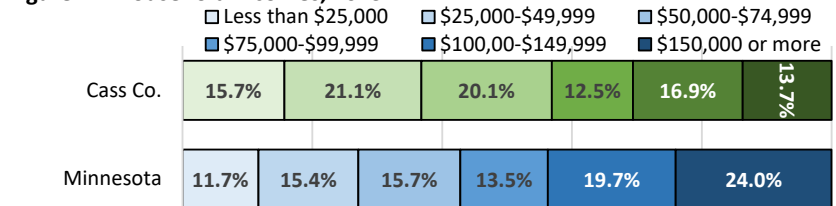
INCOMES, COST OF LIVING, & HOUSING

Cass Co. had a lower median household income than the state, and a higher percentage of households with incomes below \$50,000. Overall, Cass Co. had the 79th highest median household income of the 87 counties in the state.

| | |
|--------------------------------|-----------------|
| Median Household Income | \$64,937 |
| state | \$87,556 |
| Median Family Income | \$80,760 |
| state | \$111,492 |
| Per Capita Income | \$36,470 |
| state | \$46,957 |

Source: 2019-2023 American Community Survey

Figure 11. Household Incomes, 2023



Source: 2019-2023 American Community Survey 5-Year Estimates

The cost of living has increased over the past 2 years with costs up in many areas. Cass Co. had a lower cost of living than the state, with a required hourly wage of \$15.81 for a single person living alone to meet a basic needs cost of living, and an hourly wage requirement of \$19.69 for a typical family with 2 adults and 1 child (see Table 9).

| Table 9. Basic Needs Cost of Living Estimates, 2024 | | | | | | | | | |
|----------------------------------------------------------------------|------------------------------|----------------------|---------------|-------|-------------|---------|----------------|-------|-------|
| Single Adult, 0 children | Single Yearly Cost of Living | Hourly Wage Required | Monthly Costs | | | | | | |
| | | | Child Care | Food | Health Care | Housing | Transportation | Other | Taxes |
| Cass Co. | \$32,877 | \$15.81 | \$0 | \$413 | \$150 | \$865 | \$669 | \$296 | \$347 |
| State of Minnesota | \$36,768 | \$17.68 | \$0 | \$424 | \$156 | \$1,154 | \$573 | \$365 | \$392 |
| 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 |
| Cass Co. | \$61,439 | \$19.69 | \$349 | \$941 | \$530 | \$981 | \$1,272 | \$444 | \$603 |
| State of Minnesota | \$70,308 | \$22.53 | \$545 | \$964 | \$556 | \$1,446 | \$1,028 | \$557 | \$763 |

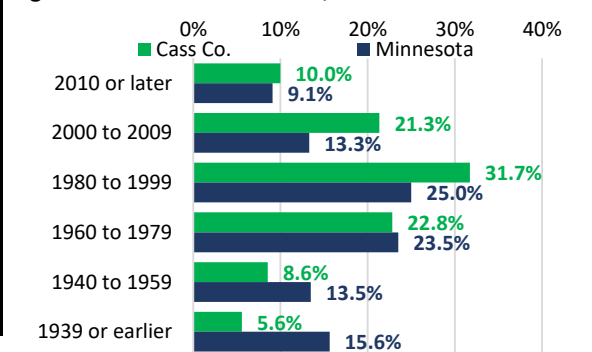
Source: DEED Cost of Living tool

Cass Co. had a lower median house value than the state, having the 21st highest value of the 87 counties in 2022. Cass 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 | Cass Co. | | Minnesota |
|-----------------------------------------------------------------|------------------|---------------|------------------|
| | Total | Percent | Percent |
| Total | 10,840 | 100.0% | 100.0% |
| Less than \$50,000 | 649 | 6.0% | 4.0% |
| \$50,000 to \$99,999 | 885 | 8.2% | 4.0% |
| \$100,000 to \$149,999 | 1,016 | 9.4% | 6.2% |
| \$150,000 to \$199,999 | 1,250 | 11.5% | 8.9% |
| \$200,000 to \$299,999 | 2,495 | 23.0% | 25.7% |
| \$300,000 to \$499,999 | 2,650 | 24.4% | 33.6% |
| \$500,000 or more | 1,895 | 17.5% | 17.5% |
| Median (dollars) | \$262,300 | | \$305,500 |

Source: 2019-2023 American Community Survey, 5-Year Estimates

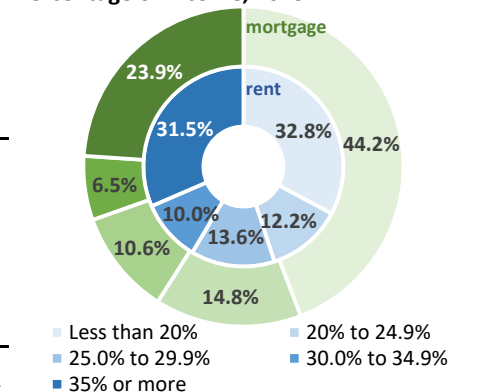
Figure 12. Year Structure Built, 2023



| | |
|-------------------------------------------------------------------------------------------------------|----------------|
| Median monthly owner costs, owner-occupied units with a mortgage | \$1,485 |
| state | \$1,890 |
| Percentage of households with a mortgage spending 30% or more of their income on housing costs | 30.4% |
| state | 22.5% |
| Median monthly rent costs | \$889 |
| state | \$1,235 |
| Percentage of renters spending 30% or more of their household income on rent | 41.4% |
| state | 47.2% |

Source: 2019-2023 American Community Survey, 5-Year Estimates

Figure 13. Housing Costs as a Percentage of Income, 2023



OCCUPATIONS

At \$22.38 in 2024, wages were lower in Region 5 than the state. Overall, Region 5 had the lowest median hourly wage level of the 13 economic development regions in the state. Wages were highest for management occupations (\$42.89) and lowest for food preparation and serving related jobs (\$14.55) (see Table 11).

Table 11. Occupational Employment & Wage Statistics, 2025

| Occupational Group | Region 5 | | | | 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 | \$22.38 | 64,910 | 100.0% | 1.0 | \$26.22 | 2,920,470 | 100.0% |
| Management | \$42.89 | 3,540 | 5.5% | 0.8 | \$59.38 | 200,060 | 6.9% |
| Business & Financial Operations | \$34.44 | 2,380 | 3.7% | 0.5 | \$39.95 | 208,210 | 7.1% |
| Computer & Mathematical | \$37.81 | 550 | 0.8% | 0.3 | \$50.02 | 97,460 | 3.3% |
| Architecture & Engineering | \$39.32 | 570 | 0.9% | 0.4 | \$45.03 | 57,950 | 2.0% |
| Life, Physical & Social Science | \$33.13 | 510 | 0.8% | 0.7 | \$38.33 | 32,150 | 1.1% |
| Community & Social Service | \$28.82 | 1,580 | 2.4% | 1.2 | \$29.82 | 59,290 | 2.0% |
| Legal | \$34.39 | 200 | 0.3% | 0.4 | \$49.52 | 20,750 | 0.7% |
| Education, Training & Library | \$23.71 | 4,660 | 7.2% | 1.2 | \$27.84 | 170,270 | 5.8% |
| Arts, Design, Entertainment & Media | \$21.90 | 480 | 0.7% | 0.6 | \$28.84 | 36,030 | 1.2% |
| Healthcare Practitioners & Technical | \$41.00 | 4,330 | 6.7% | 1.0 | \$46.51 | 187,480 | 6.4% |
| Healthcare Support | \$18.76 | 4,220 | 6.5% | 1.1 | \$18.67 | 176,750 | 6.1% |
| Protective Service | \$28.87 | 1,120 | 1.7% | 1.1 | \$29.37 | 46,960 | 1.6% |
| Food Preparation & Serving Related | \$14.55 | 7,170 | 11.0% | 1.3 | \$16.05 | 240,830 | 8.2% |
| Building, Grounds Cleaning & Maint. | \$17.99 | 2,570 | 4.0% | 1.4 | \$19.16 | 81,700 | 2.8% |
| Personal Care & Service | \$16.52 | 1,600 | 2.5% | 1.1 | \$17.54 | 63,300 | 2.2% |
| Sales & Related | \$16.76 | 5,780 | 8.9% | 1.1 | \$18.66 | 244,780 | 8.4% |
| Office & Administrative Support | \$22.63 | 7,740 | 11.9% | 1.0 | \$24.07 | 340,040 | 11.6% |
| Farming, Fishing & Forestry | \$23.54 | 130 | 0.2% | 1.8 | \$23.48 | 3,300 | 0.1% |
| Construction & Extraction | \$29.75 | 3,230 | 5.0% | 1.3 | \$34.20 | 114,050 | 3.9% |
| Installation, Maintenance & Repair | \$26.83 | 2,870 | 4.4% | 1.2 | \$30.40 | 105,650 | 3.6% |
| Production | \$21.96 | 4,640 | 7.1% | 1.0 | \$23.56 | 205,220 | 7.0% |
| Transportation & Material Moving | \$21.40 | 5,020 | 7.7% | 1.0 | \$19.80 | 228,260 | 7.8% |

Source: DEED Occupational Employment & Wage Statistics, Qtr. 1 2025

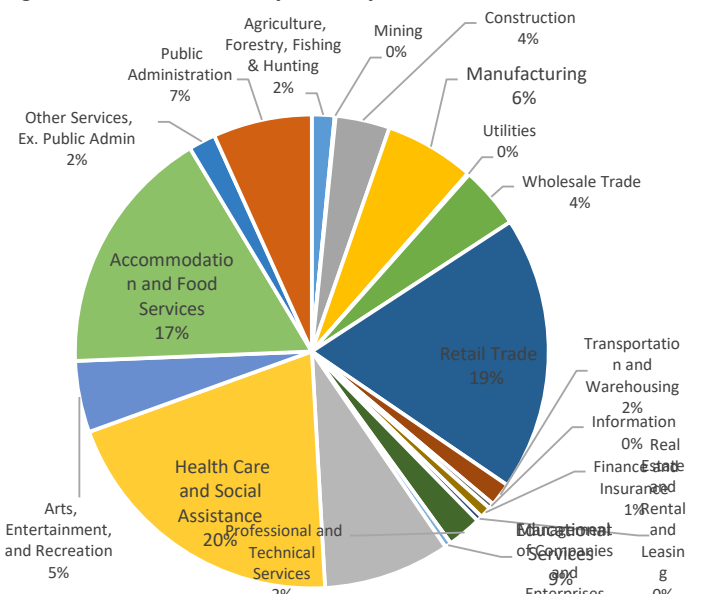
JOB VACANCY SURVEY

Cass Co. is a part of the Northwest planning region. There were 12718 job vacancies posted by employers in 2024, indicating extensive opportunity in the region, with openings across several occupations and industries (see Figure 14).

Table 12. Northwest Job Vacancy Survey Results, 2024

| Occupational Group | Number of Vacancies | Wage Offer |
|--------------------------------------|---------------------|----------------|
| Total, All Occupations | 12,718 | \$18.57 |
| Management | 171 | \$30.60 |
| Business & Financial Operations | 215 | \$21.51 |
| Computer & Mathematical | 63 | \$19.52 |
| Architecture & Engineering | 322 | \$34.28 |
| Life, Physical & Social Sciences | 57 | \$25.42 |
| Community & Social Service | 386 | \$21.69 |
| Education, Training & Library | 638 | \$20.64 |
| Healthcare Practitioners & Technical | 1,009 | \$31.22 |
| Healthcare Support | 1,082 | \$18.32 |
| Protective Service | 188 | \$23.57 |
| Food Preparation & Serving Related | 2,330 | \$15.00 |
| Building, Grounds Cleaning & Maint. | 625 | \$17.65 |
| Personal Care & Service | 327 | \$18.14 |
| Sales & Related | 1,850 | \$15.63 |
| Office & Administrative Support | 525 | \$18.77 |
| Construction & Extraction | 441 | \$23.70 |
| Installation, Maintenance & Repair | 751 | \$20.05 |
| Production | 604 | \$19.93 |
| Transportation & Material Moving | 662 | \$18.81 |

Figure 14. Job Vacancies by Industry, 2024



Source: DEED Job Vacancy Survey, 2024

OCCUPATIONS IN DEMAND

Table 13. Northwest Planning Region Occupations in Demand, 2024

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

Source: DEED Occupations in Demand

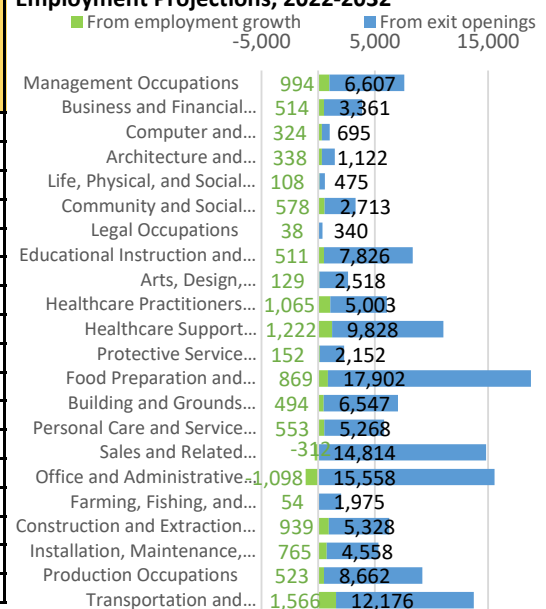
Cass Co. is a part of the Northwest planning region, which is projected to see a 3.9% increase in employment levels over the next decade. In addition to new jobs created, there will be a much larger number of exit openings (see Figure 15).

Table 14. Regional Industry Employment Projections, 2022-2032

| | Estimated Employment 2022 | Projected Employment 2032 | Percent Change 2022-2032 |
|--------------------------------------------|---------------------------|---------------------------|--------------------------|
| Northwest Planning Region | | | |
| Total, All Industries | 265,321 | 275,647 | 3.9% |
| 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, Cass Co. had the 38th largest economy of the 87 counties in the state. Cass Co. was the 66th fastest growing in the past year and the 9th fastest growing since 2019. From 2019 to 2024, employment in Cass Co. has grown since the pandemic recession.

965 business establishments

\$43,913 annual average wage

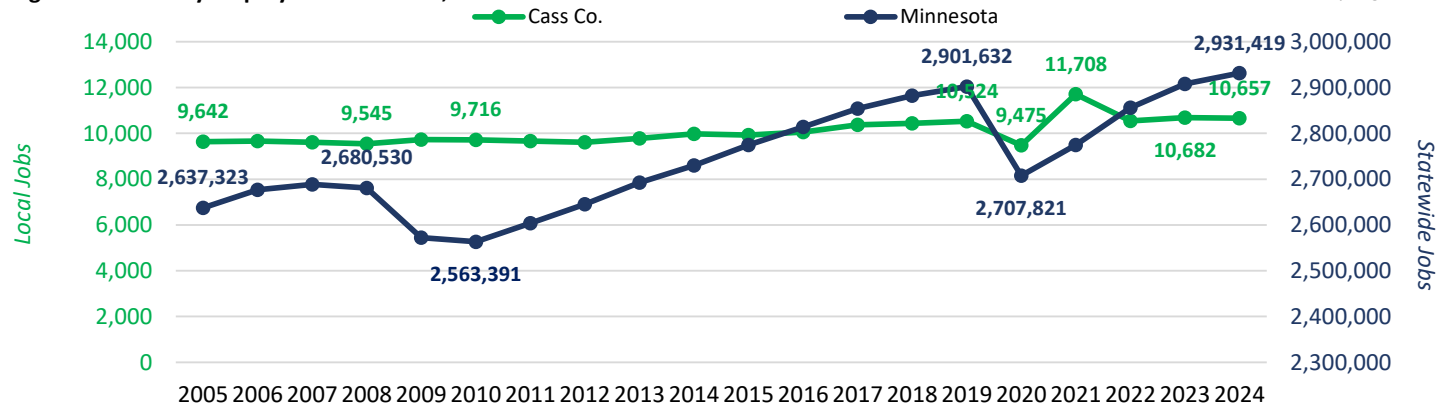
10,657 jobs

\$467,976,145 total industry payroll

Job change,
2019-2024
1,182 jobs
12.5% increase

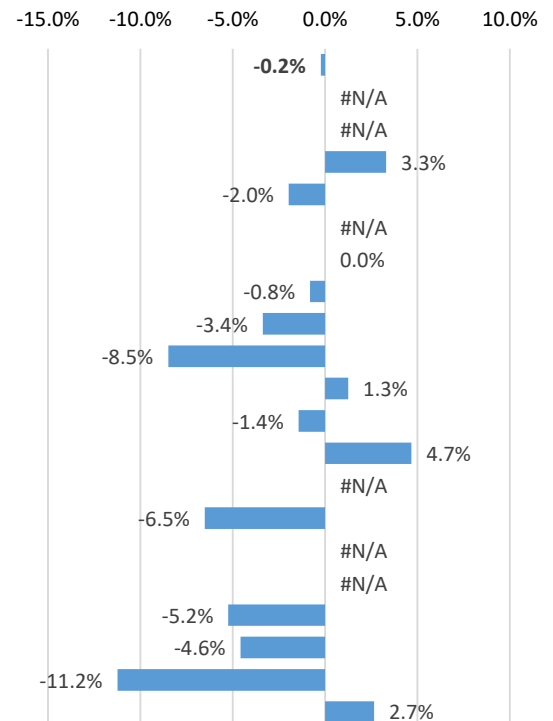
Figure 16. Industry Employment Statistics, 2005-2024

Source: DEED QCEW program



| Table 15. Cass Co. Industry Employment Statistics, 2024 | Number of Jobs | Percent of Total Jobs | Average Annual Wage |
|---------------------------------------------------------|----------------|-----------------------|---------------------|
| Total, All Industries | 10,657 | 100.0% | \$43,913 |
| Agriculture, Forestry, Fish & Hunt | 52 | 0.5% | \$42,129 |
| Mining | #N/A | #N/A | #N/A |
| Construction | 500 | 4.7% | \$60,487 |
| Manufacturing | 649 | 6.1% | \$51,076 |
| Utilities | #N/A | #N/A | #N/A |
| Wholesale Trade | 95 | 0.9% | \$49,191 |
| Retail Trade | 1,216 | 11.4% | \$33,116 |
| Transportation & Warehousing | 143 | 1.3% | \$20,888 |
| Information | 97 | 0.9% | \$29,233 |
| Finance & Insurance | 162 | 1.5% | \$72,935 |
| Real Estate & Rental & Leasing | 276 | 2.6% | \$40,404 |
| Professional & Technical Services | 224 | 2.1% | \$60,874 |
| Management of Companies | #N/A | #N/A | #N/A |
| Admin. Support & Waste Mgmt. Svcs. | 201 | 1.9% | \$51,767 |
| Educational Services | #N/A | #N/A | #N/A |
| Health Care & Social Assistance | #N/A | #N/A | #N/A |
| Arts, Entertainment, & Recreation | 543 | 5.1% | \$32,917 |
| Accommodation & Food Services | 2,273 | 21.3% | \$29,467 |
| Other Services | 245 | 2.3% | \$25,696 |
| Public Administration | 1,703 | 16.0% | \$54,056 |

Figure 17. Change in Jobs, 2023-2024



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

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

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Data updated: May 23, 2025