

**COUNTY PROFILE**

**Nicollet Co.**

Nicollet Co. is a part of Economic Development Region 9, which is located in the Southwest Planning Region.



**POPULATION CHARACTERISTICS**

|                              |                            |             |                   |
|------------------------------|----------------------------|-------------|-------------------|
| 2024 population:             | <b>34,493 people</b>       | Median Age: | <b>37.8 years</b> |
| Population change, 2020-2024 | 39 people<br>0.1% increase | state:      | 38.6 years        |

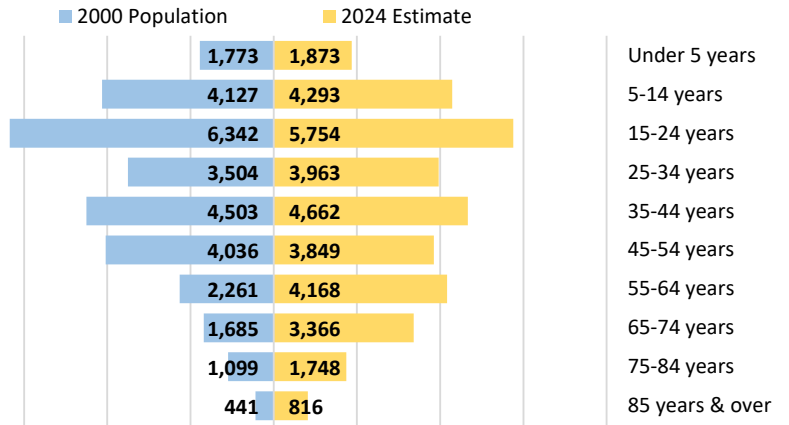
Nicollet Co. is the 33rd largest of the 87 counties in the state. Its population increased so far this decade, ranking as the 49th fastest growing in the state from 2020 to 2024. Nicollet Co.'s population has a younger median age than the state and a larger percentage of people aged 65 years and older. 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           | 1,873         | 5.4%          |
| 5-14 years              | 4,293         | 12.4%         |
| 15-24 years             | 5,754         | 16.7%         |
| 25-34 years             | 3,963         | 11.5%         |
| 35-44 years             | 4,662         | 13.5%         |
| 45-54 years             | 3,849         | 11.2%         |
| 55-64 years             | 4,168         | 12.1%         |
| 65-74 years             | 3,366         | 9.8%          |
| 75-84 years             | 1,748         | 5.1%          |
| 85 years & over         | 816           | 2.4%          |
| <b>Total Population</b> | <b>34,493</b> | <b>100.0%</b> |

Source: Census 2024 Population Estimates, 2019-2023 ACS

**Figure 1. Population Pyramid, 2000-2024**



Nicollet Co. enjoyed a natural increase - more births than deaths from 2020 to 2024, but also experienced net out-migration - meaning more people moved out than moved in. Despite suffering domestic out-migration, Nicollet 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 |
| Nicollet Co.       | 40                      | 107                           | 1,330        | 1,223   | -56           | 370           | -426     |
| 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

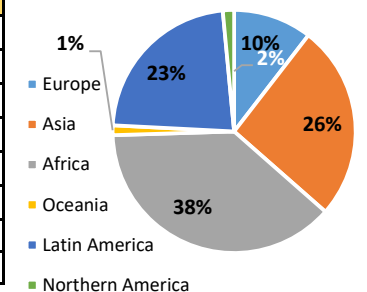
Compared to the state, Nicollet Co. has a smaller percentage of foreign-born residents. From 2013 to 2023, Nicollet Co. saw an increase in the number of foreign-born residents, which was faster than the statewide increase.

**Table 3. Place of Birth for the Foreign Born Population, 2023**

|                                | Nicollet Co. |             | Change 2013-2023 |              | Minnesota   |              |
|--------------------------------|--------------|-------------|------------------|--------------|-------------|--------------|
|                                | Number       | Percent     | Number           | Percent      | Percent     | Change       |
| <b>Foreign-born Population</b> | <b>1,538</b> | <b>4.5%</b> | <b>453</b>       | <b>41.8%</b> | <b>8.6%</b> | <b>24.7%</b> |
| Europe                         | 161          | 10.5%       | -10              | -5.8%        | 8.8%        | -3.4%        |
| Asia                           | 400          | 26.0%       | -103             | -20.5%       | 35.7%       | 18.1%        |
| Africa                         | 585          | 38.0%       | 472              | 417.7%       | 28.3%       | 78.8%        |
| Oceania                        | 20           | 1.3%        | 20               | #DIV/0!      | 0.4%        | 5.4%         |
| Americas:                      | 372          | 24.2%       | 74               | 24.8%        | 26.7%       | 8.7%         |
| Latin America                  | 349          | 22.7%       | 61               | 21.2%        | 24.2%       | 9.7%         |
| Northern America               | 23           | 1.5%        | 13               | 130.0%       | 2.5%        | 0.4%         |

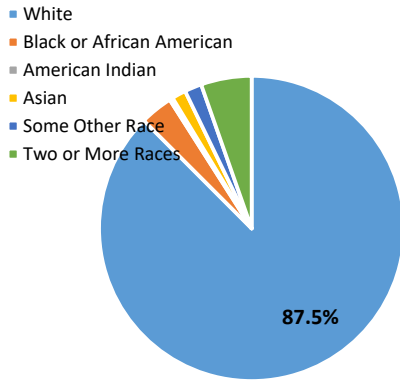
Source: U.S. Census Bureau, 2019-2023 American Community Survey

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



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

Figure 3. Population by Race, 2023



|                                  | Nicollet Co.  |               |                       | Minnesota     |                       |
|----------------------------------|---------------|---------------|-----------------------|---------------|-----------------------|
|                                  | Number        | Percent       | Change from 2013-2023 | Percent       | Change from 2013-2023 |
| <b>Total</b>                     | <b>34,350</b> | <b>100.0%</b> | <b>4.6%</b>           | <b>100.0%</b> | <b>6.8%</b>           |
| White                            | 30,057        | 87.5%         | -2.7%                 | 78.4%         | -2.2%                 |
| Black or African American        | 1,193         | 3.5%          | 48.8%                 | 6.8%          | 38.9%                 |
| American Indian or Alaska Native | 123           | 0.4%          | 17.1%                 | 0.9%          | -11.6%                |
| Asian or Other Pac. Islanders    | 511           | 1.5%          | 41.9%                 | 5.1%          | 29.6%                 |
| Some Other Race                  | 621           | 1.8%          | 105.0%                | 2.7%          | 96.1%                 |
| Two or More Races                | 1,845         | 5.4%          | 357.8%                | 6.2%          | 168.3%                |
| Hispanic or Latino origin        | 1,825         | 5.3%          | 43.0%                 | 6.2%          | 37.5%                 |

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

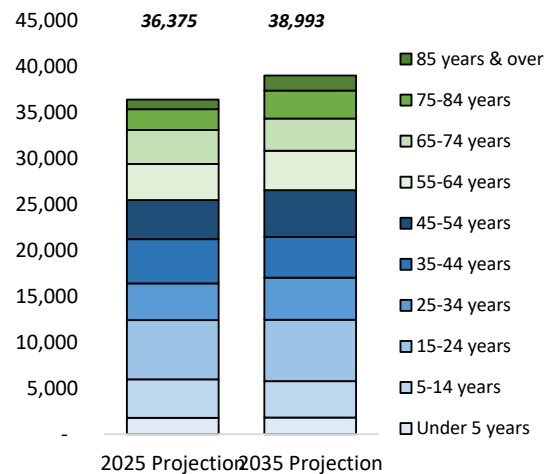
POPULATION PROJECTIONS

According to the Minnesota State Demographic Center, Nicollet 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).

| Nicollet Co.            | 2025 Projection | 2035 Projection | Numeric Change | Percent Change |
|-------------------------|-----------------|-----------------|----------------|----------------|
| Under 5 years           | 1,774           | 1,824           | 50             | 2.8%           |
| 5-14 years              | 4,208           | 3,953           | -255           | -6.1%          |
| 15-24 years             | 6,437           | 6,663           | 226            | 3.5%           |
| 25-34 years             | 3,988           | 4,591           | 603            | 15.1%          |
| 35-44 years             | 4,798           | 4,397           | -401           | -8.4%          |
| 45-54 years             | 4,245           | 5,128           | 883            | 20.8%          |
| 55-64 years             | 3,930           | 4,260           | 330            | 8.4%           |
| 65-74 years             | 3,705           | 3,499           | -206           | -5.6%          |
| 75-84 years             | 2,259           | 3,061           | 802            | 35.5%          |
| 85 years & over         | 1,031           | 1,617           | 586            | 56.8%          |
| <b>Total Population</b> | <b>36,375</b>   | <b>38,993</b>   | <b>2,618</b>   | <b>7.2%</b>    |

Source: Minnesota State Demographic Center

Figure 4. Projections by Age Group, 2025-2035

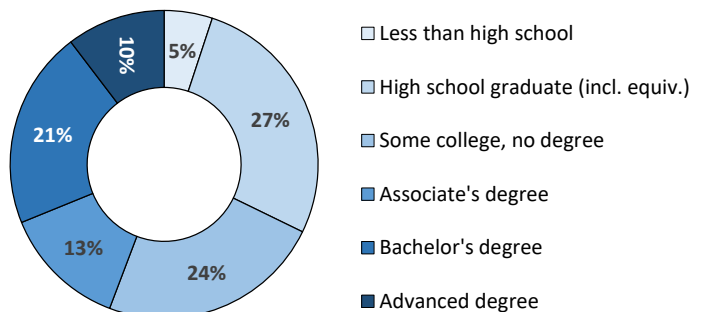


EDUCATIONAL ATTAINMENT

Nicollet 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. Nicollet 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.

|  |              |
|--|--------------|
| <b>Percentage of the adult population (18 years &amp; over) with at least a high school diploma:</b> | <b>94.9%</b> |
| <b>College-educated:</b>   | <b>67.8%</b> |
| state:   | 68.8%        |
| <b>Associate's Degree:</b>   | <b>13.1%</b> |
| <b>Bachelor's Degree:</b>  | <b>20.8%</b> |
| <b>Advanced Degree:</b>  | <b>10.4%</b> |

Figure 5. Educational Attainment, 2023



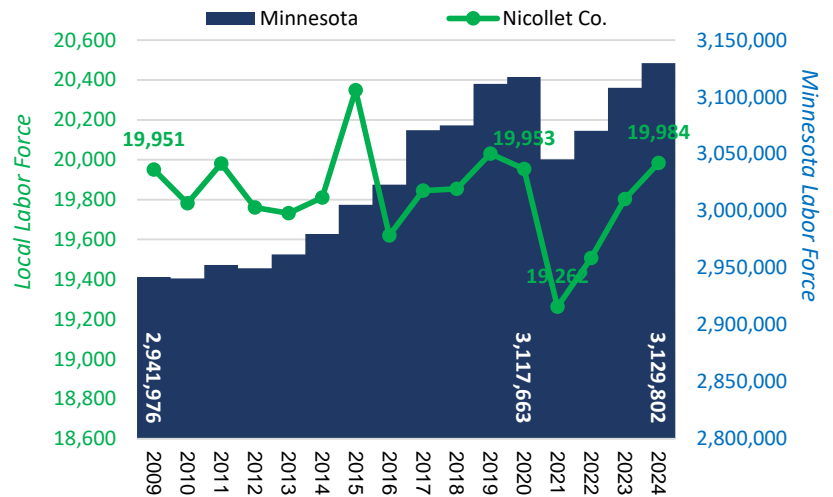
Source: U.S. Census Bureau, 2019-2023 American Community Survey

LABOR FORCE TRENDS

At 2.3%, Nicollet Co. had a lower unemployment rate than the state in 2024. After the pandemic recession Nicollet Co.'s unemployment rate declined compared to the 2.7% pre-pandemic rate posted in 2019. The number of unemployed workers actively seeking work in Nicollet Co. increased over the past year, and is down compared to 2019.

|                               |                             |
|-------------------------------|-----------------------------|
| <b>19,984</b>                 | available workers           |
| Labor Force change, 2009-2024 | 33 workers<br>0.2% increase |
| <b>2.6%</b>                   | unemployment rate           |
| 3.0%                          | state                       |
| <b>520</b>                    | unemployed workers          |

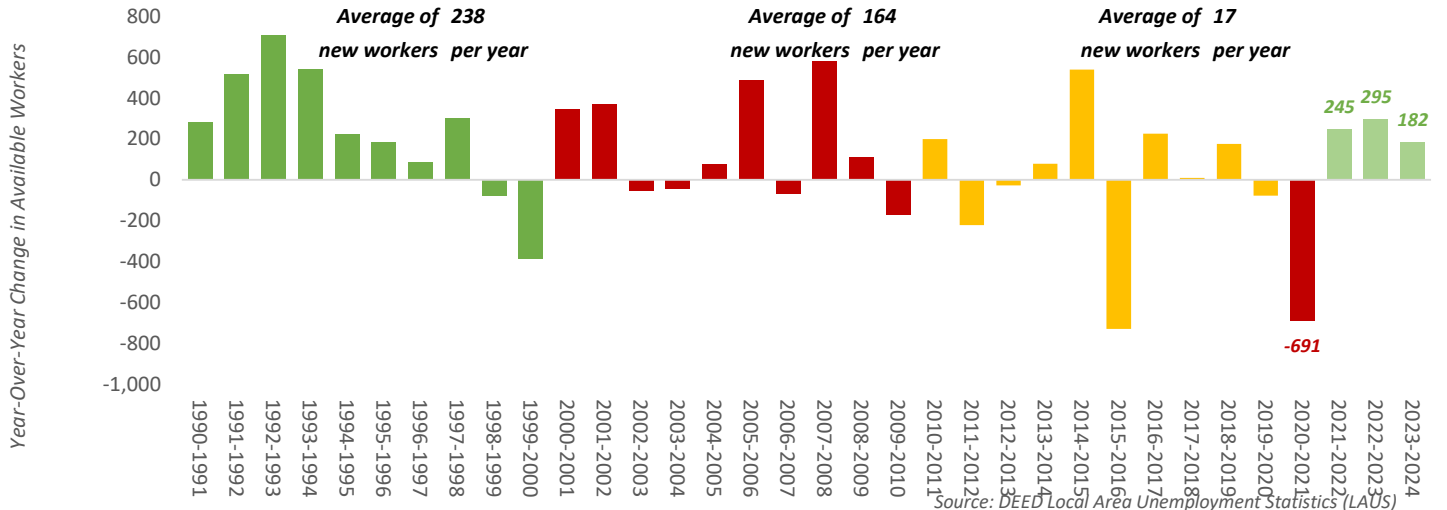
Figure 6. Annual Labor Force Estimates



Source: DEED Local Area Unemployment Statistics

Labor force growth has slowed in recent years. After experiencing a net gain of workers each year from 1990 to 2000, Nicollet Co. averaged an annual gain of new workers from 2000 to 2010, and most recently a gain of new workers since 2010 (see Figure 7). Moving forward, Nicollet Co. is expected to add workers from 2025 to 2035 (see Table 6).

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



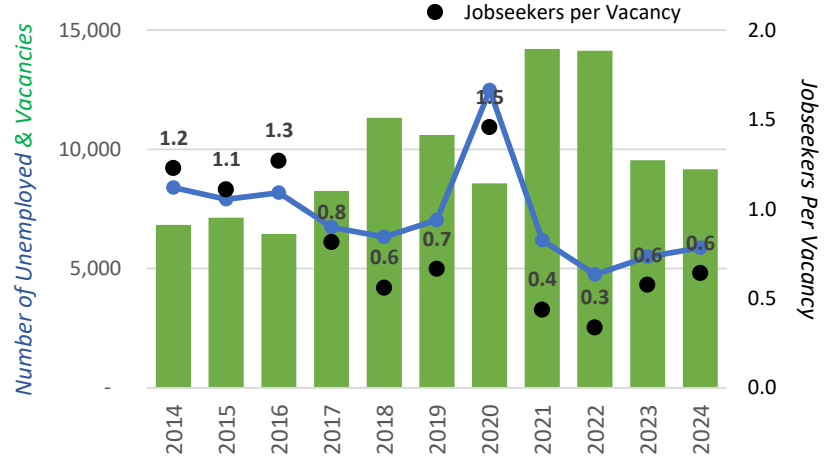
Source: DEED Local Area Unemployment Statistics (LAUS)

| Table 6. Labor Force Projections, 2025-2035 | Labor Force Projection |               |
|---|------------------------|---------------|
|   | 2025                   | 2035          |
| 16 to 24 years                              | 4,600                  | 4,866         |
| 25 to 54 years                              | 11,573                 | 12,528        |
| 55 to 64 years                              | 2,787                  | 3,021         |
| 65 years & over                             | 1,467                  | 1,527         |
| <b>Total Labor Force</b>                    | <b>20,428</b>          | <b>21,941</b> |

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 Southwest 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

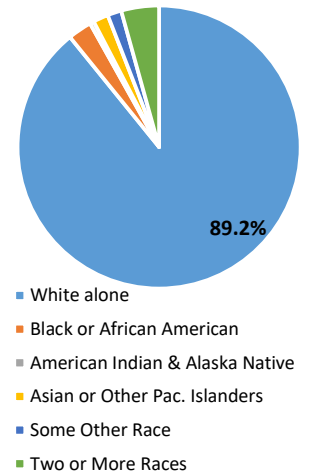
**LABOR FORCE CHARACTERISTICS**

Nicollet Co. had a higher labor force participation rate than the state. The labor force in Nicollet 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**

|   | Nicollet Co.                       |                          |             | Minnesota                |             | Labor Force by Gender |              |
|---|------------------------------------|--------------------------|-------------|--------------------------|-------------|-----------------------|--------------|
|   | In Labor Force (available workers) | Labor Force Partic. Rate | Unemp. Rate | Labor Force Partic. Rate | Unemp. Rate | Male                  | Female       |
| <b>Total Labor Force</b>  | <b>19,261</b>                      | <b>69.6%</b>             | <b>1.6%</b> | <b>68.5%</b>             | <b>3.9%</b> | <b>9,906</b>          | <b>9,358</b> |
| 16 to 19 years  | 1,620                              | 62.1%                    | 3.1%        | 52.7%                    | 9.9%        | 697                   | 923          |
| 20 to 24 years  | 2,377                              | 91.9%                    | 2.2%        | 83.4%                    | 6.5%        | 1,043                 | 1,333        |
| 25 to 44 years  | 7,680                              | 89.4%                    | 1.4%        | 88.7%                    | 3.5%        | 4,076                 | 3,602        |
| 45 to 54 years  | 3,358                              | 87.6%                    | 0.1%        | 87.8%                    | 2.9%        | 1,848                 | 1,510        |
| 55 to 64 years  | 2,944                              | 70.9%                    | 3.1%        | 72.8%                    | 3.0%        | 1,532                 | 1,412        |
| 65 to 74 years  | 1,059                              | 31.6%                    | 0.6%        | 27.8%                    | 3.4%        | 624                   | 434          |
| 75 years & over   | 230                                | 9.0%                     | 0.0%        | 6.6%                     | 3.1%        | 86                    | 144          |
| <b>Employment Characteristics by Race &amp; Hispanic Origin</b>             |                                    |                          |             |                          |             |                       |              |
| White alone   | 17,187                             | 69.3%                    | 1.6%        | 67.5%                    | 3.4%        |                       |              |
| Black or African American   | 526                                | 62.4%                    | 1.0%        | 71.0%                    | 8.4%        |                       |              |
| American Indian & Alaska Native   | 90                                 | 77.6%                    | 0.0%        | 57.7%                    | 11.4%       |                       |              |
| Asian or Other Pac. Islanders   | 334                                | 71.4%                    | 0.0%        | 74.6%                    | 3.5%        |                       |              |
| Some Other Race   | 307                                | 68.7%                    | 0.0%        | 75.9%                    | 5.6%        |                       |              |
| Two or More Races   | 832                                | 83.3%                    | 3.5%        | 74.2%                    | 6.1%        |                       |              |
| Hispanic or Latino  | 1,004                              | 80.5%                    | 0.8%        | 77.1%                    | 5.9%        |                       |              |
| <b>Employment Characteristics by Disability, 20 to 64 years</b>             |                                    |                          |             |                          |             |                       |              |
| With Any Disability, 20 to 64 years   | 953                                | 48.5%                    | 2.4%        | 55.3%                    | 9.5%        |                       |              |
| <b>Employment Characteristics by Educational Attainment, 25 to 64 years</b> |                                    |                          |             |                          |             |                       |              |
| Population, 25 to 64 years  | 13,972                             | 84.3%                    | 1.4%        | 84.4%                    | 3.3%        |                       |              |
| Less than H.S. Diploma  | 447                                | 56.9%                    | 1.7%        | 67.1%                    | 4.7%        |                       |              |
| H.S. Diploma or Equivalent  | 2,761                              | 71.7%                    | 1.1%        | 76.5%                    | 2.6%        |                       |              |
| Some College or Assoc. Degree   | 5,087                              | 88.5%                    | 2.0%        | 85.0%                    | 3.6%        |                       |              |
| Bachelor's Degree or Higher   | 5,682                              | 91.8%                    | 0.9%        | 90.5%                    | 2.0%        |                       |              |

**Figure 9. Labor Force by Race, 2023**



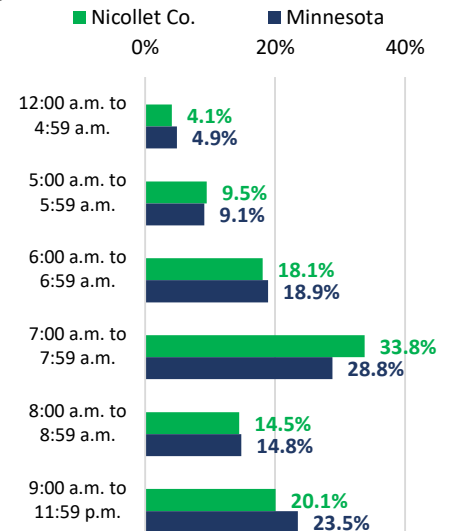
Source: 2019-2023 American Community Survey, 5-Year Estimates

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

**Table 8. Commuting Characteristics, 2022**

|   | Nicollet Co.        |         | Minnesota           |         |
|---|---------------------|---------|---------------------|---------|
|   | Number              | Percent | Number              | Percent |
| Worked in state of residence              | 18,414              | 99.6%   | 2,870,678           | 97.8%   |
| Worked in county of residence             | 9,632               | 52.1%   | 1,984,232           | 67.6%   |
| Worked out of county of residence         | 8,763               | 47.4%   | 886,447             | 30.2%   |
| Worked outside state of residence         | 74                  | 0.4%    | 64,576              | 2.2%    |
| <b>MEANS OF TRANSPORTATION TO WORK</b>    |                     |         |                     |         |
| Car, truck, or van                        | 14,254              | 77.1%   | 2,286,563           | 77.9%   |
| Public transportation (excl. taxicab)     | 55                  | 0.3%    | 61,640              | 2.1%    |
| Other method (walk, bike, taxi, etc.)     | 1,608               | 8.7%    | 120,345             | 4.1%    |
| Worked at home                            | 2,588               | 14.0%   | 463,770             | 15.8%   |
| <b>TRAVEL TIME TO WORK</b>                |                     |         |                     |         |
| Less than 10 minutes                      | 5,362               | 29.0%   | 478,446             | 16.3%   |
| 10 to 19 minutes                          | 7,488               | 40.5%   | 924,605             | 31.5%   |
| 20 to 29 minutes                          | 3,161               | 17.1%   | 651,626             | 22.2%   |
| 30 to 44 minutes                          | 1,350               | 7.3%    | 551,828             | 18.8%   |
| 45 to 59 minutes                          | 499                 | 2.7%    | 176,115             | 6.0%    |
| 60 or more minutes                        | 610                 | 3.3%    | 149,698             | 5.1%    |
| <b>Mean travel time to work (minutes)</b> | <b>16.5 minutes</b> |         | <b>23.1 minutes</b> |         |

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



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

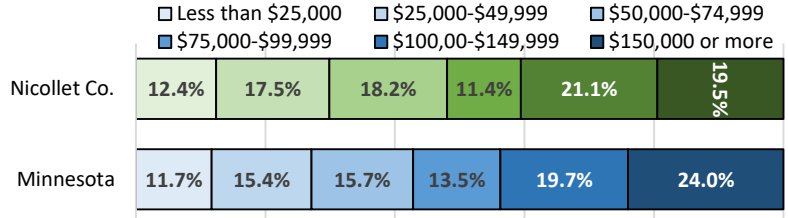
**INCOMES, COST OF LIVING, & HOUSING**

Nicollet Co. had a lower median household income than the state, and a higher percentage of households with incomes below \$50,000. Overall, Nicollet Co. had the 18th highest median household income of the 87 counties in the state.

|                                |                  |
|--------------------------------|------------------|
| <b>Median Household Income</b> | <b>\$80,362</b>  |
| state                          | \$87,556         |
| <b>Median Family Income</b>    | <b>\$107,917</b> |
| state                          | \$111,492        |
| <b>Per Capita Income</b>       | <b>\$43,268</b>  |
| 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. Nicollet Co. had a lower cost of living than the state, with a required hourly wage of \$14.96 for a single person living alone to meet a basic needs cost of living, and an hourly wage requirement of \$18.2 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 |
| Nicollet Co.   | \$31,122                     | \$14.96              | \$0           | \$413 | \$150       | \$928   | \$489          | \$310 | \$304 |
| 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 |
| Nicollet Co.   | \$56,796                     | \$18.20              | \$352         | \$941 | \$530       | \$1,133 | \$818          | \$480 | \$479 |
| State of Minnesota   | \$70,308                     | \$22.53              | \$545         | \$964 | \$556       | \$1,446 | \$1,028        | \$557 | \$763 |

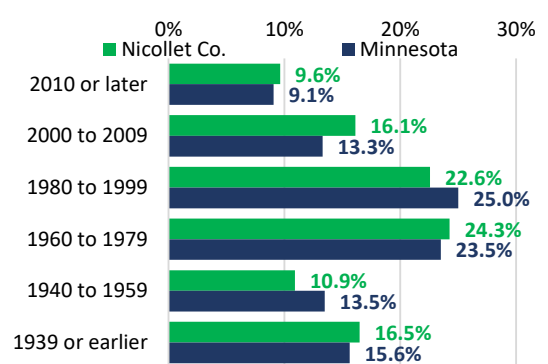
Source: DEED Cost of Living tool

Nicollet Co. had a lower median house value than the state, having the 22nd highest value of the 87 counties in 2022. Nicollet 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 | Nicollet Co.     |               | Minnesota        |
|---|------------------|---------------|------------------|
|   | Total            | Percent       | Percent          |
| <b>Total</b>  | <b>9,381</b>     | <b>100.0%</b> | <b>100.0%</b>    |
| Less than \$50,000  | 500              | 5.3%          | 4.0%             |
| \$50,000 to \$99,999  | 342              | 3.6%          | 4.0%             |
| \$100,000 to \$149,999  | 639              | 6.8%          | 6.2%             |
| \$150,000 to \$199,999  | 1,168            | 12.5%         | 8.9%             |
| \$200,000 to \$299,999  | 3,386            | 36.1%         | 25.7%            |
| \$300,000 to \$499,999  | 2,386            | 25.4%         | 33.6%            |
| \$500,000 or more   | 960              | 10.2%         | 17.5%            |
| <b>Median (dollars)</b>   | <b>\$258,500</b> |               | <b>\$305,500</b> |

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

Figure 12. Year Structure Built, 2023



|   |                |
|---|----------------|
| <b>Median monthly owner costs, owner-occupied units with a mortgage</b> | <b>\$1,701</b> |
| state   | \$1,890        |

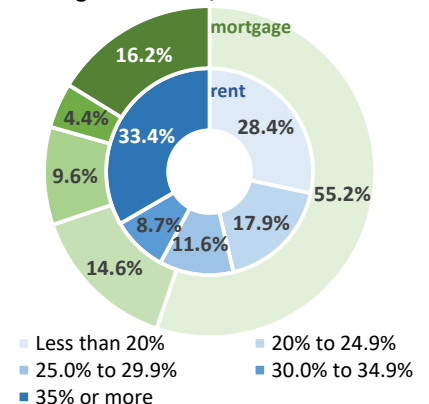
|   |              |
|---|--------------|
| <b>Percentage of households with a mortgage spending 30% or more of their income on housing costs</b> | <b>20.6%</b> |
| state   | 22.5%        |

|                                  |              |
|----------------------------------|--------------|
| <b>Median monthly rent costs</b> | <b>\$931</b> |
| state                            | \$1,235      |

|   |              |
|---|--------------|
| <b>Percentage of renters spending 30% or more of their household income on rent</b> | <b>42.1%</b> |
| state   | 47.2%        |

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

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



OCCUPATIONS

At \$23.5 in 2024, wages were lower in Region 9 than the state. Overall, Region 9 had the 6th highest median hourly wage level of the 13 economic development regions in the state. Wages were highest for management occupations (\$48.78) and lowest for food preparation and serving related jobs (\$15.01) (see Table 11).

Table 11. Occupational Employment & Wage Statistics, 2025

| Occupational Group                   | Region 9           |                         |                     |                            | State of Minnesota |                          |                     |
|--------------------------------------|--------------------|-------------------------|---------------------|----------------------------|--------------------|--------------------------|---------------------|
|                                      | Median Hourly Wage | Estimated Regional Jobs | Share of Total Jobs | Regional Location Quotient | Median Hourly Wage | Estimated Statewide Jobs | Share of Total Jobs |
| <b>Total, All Occupations</b>        | <b>\$23.50</b>     | <b>102,130</b>          | <b>100.0%</b>       | <b>1.0</b>                 | <b>\$26.22</b>     | <b>2,920,470</b>         | <b>100.0%</b>       |
| Management                           | \$48.78            | 5,790                   | 5.7%                | 0.8                        | \$59.38            | 200,060                  | 6.9%                |
| Business & Financial Operations      | \$35.84            | 4,270                   | 4.2%                | 0.6                        | \$39.95            | 208,210                  | 7.1%                |
| Computer & Mathematical              | \$38.02            | 1,150                   | 1.1%                | 0.3                        | \$50.02            | 97,460                   | 3.3%                |
| Architecture & Engineering           | \$38.56            | 1,790                   | 1.8%                | 0.9                        | \$45.03            | 57,950                   | 2.0%                |
| Life, Physical & Social Science      | \$33.52            | 860                     | 0.8%                | 0.8                        | \$38.33            | 32,150                   | 1.1%                |
| Community & Social Service           | \$29.90            | 2,240                   | 2.2%                | 1.1                        | \$29.82            | 59,290                   | 2.0%                |
| Legal                                | \$36.69            | 390                     | 0.4%                | 0.5                        | \$49.52            | 20,750                   | 0.7%                |
| Education, Training & Library        | \$28.30            | 6,550                   | 6.4%                | 1.1                        | \$27.84            | 170,270                  | 5.8%                |
| Arts, Design, Entertainment & Media  | \$23.18            | 1,060                   | 1.0%                | 0.8                        | \$28.84            | 36,030                   | 1.2%                |
| Healthcare Practitioners & Technical | \$41.33            | 5,960                   | 5.8%                | 0.9                        | \$46.51            | 187,480                  | 6.4%                |
| Healthcare Support                   | \$18.67            | 6,720                   | 6.6%                | 1.1                        | \$18.67            | 176,750                  | 6.1%                |
| Protective Service                   | \$29.66            | 1,340                   | 1.3%                | 0.8                        | \$29.37            | 46,960                   | 1.6%                |
| Food Preparation & Serving Related   | \$15.01            | 9,860                   | 9.7%                | 1.2                        | \$16.05            | 240,830                  | 8.2%                |
| Building, Grounds Cleaning & Maint.  | \$18.53            | 2,970                   | 2.9%                | 1.0                        | \$19.16            | 81,700                   | 2.8%                |
| Personal Care & Service              | \$16.90            | 2,240                   | 2.2%                | 1.0                        | \$17.54            | 63,300                   | 2.2%                |
| Sales & Related                      | \$17.32            | 8,810                   | 8.6%                | 1.0                        | \$18.66            | 244,780                  | 8.4%                |
| Office & Administrative Support      | \$23.22            | 11,360                  | 11.1%               | 1.0                        | \$24.07            | 340,040                  | 11.6%               |
| Farming, Fishing & Forestry          | \$23.44            | 260                     | 0.3%                | 2.3                        | \$23.48            | 3,300                    | 0.1%                |
| Construction & Extraction            | \$30.81            | 4,190                   | 4.1%                | 1.1                        | \$34.20            | 114,050                  | 3.9%                |
| Installation, Maintenance & Repair   | \$29.17            | 4,650                   | 4.6%                | 1.3                        | \$30.40            | 105,650                  | 3.6%                |
| Production                           | \$23.49            | 10,360                  | 10.1%               | 1.4                        | \$23.56            | 205,220                  | 7.0%                |
| Transportation & Material Moving     | \$22.63            | 9,340                   | 9.1%                | 1.2                        | \$19.80            | 228,260                  | 7.8%                |

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

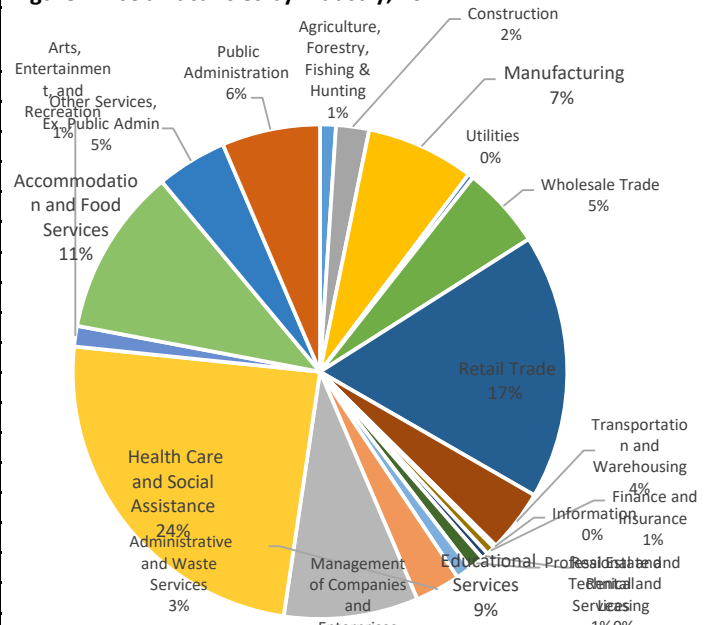
JOB VACANCY SURVEY

Nicollet Co. is a part of the Southwest planning region. There were 9168 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. Southwest Job Vacancy Survey Results, 2024

| Occupational Group                   | Number of Vacancies | Wage Offer     |
|--------------------------------------|---------------------|----------------|
| <b>Total, All Occupations</b>        | <b>9,168</b>        | <b>\$19.48</b> |
| Management                           | 176                 | \$37.03        |
| Business & Financial Operations      | 189                 | \$27.48        |
| Computer & Mathematical              | 40                  | \$36.13        |
| Architecture & Engineering           | 115                 | \$27.92        |
| Life, Physical & Social Sciences     | 88                  | \$38.63        |
| Community & Social Service           | 409                 | \$24.68        |
| Education, Training & Library        | 548                 | \$21.55        |
| Healthcare Practitioners & Technical | 738                 | \$30.27        |
| Healthcare Support                   | 984                 | \$14.95        |
| Protective Service                   | 222                 | \$28.05        |
| Food Preparation & Serving Related   | 1,188               | \$15.62        |
| Building, Grounds Cleaning & Maint.  | 395                 | \$15.71        |
| Personal Care & Service              | 114                 | \$15.42        |
| Sales & Related                      | 1,026               | \$15.96        |
| Office & Administrative Support      | 388                 | \$20.28        |
| Construction & Extraction            | 132                 | \$23.65        |
| Installation, Maintenance & Repair   | 645                 | \$23.30        |
| Production                           | 457                 | \$18.67        |
| Transportation & Material Moving     | 1,033               | \$21.37        |

Figure 14. Job Vacancies by Industry, 2024



Source: DEED Job Vacancy Survey, 2024

OCCUPATIONS IN DEMAND

Table 13. Southwest Planning Region Occupations in Demand, 2025

| Less than High School   | High School or Equivalent   | Some College or Assoc. Deg.   | Bachelor's Degree or Higher   |
|---|---|---|---|
| Cashiers<br>\$29,957/yr   | Heavy and Tractor-Trailer Truck Drivers<br>\$56,626/yr                            | Registered Nurses<br>\$87,199/yr                                    | General and Operations Managers<br>\$83,095/yr                                    |
| Home Health and Personal Care Aides<br>\$37,313/yr                    | Nursing Assistants<br>\$42,326/yr   | Police and Sheriff's Patrol Officers<br>\$77,653/yr                 | Elementary School Teachers, Except Special Education<br>\$62,582/yr               |
| Fast Food and Counter Workers<br>\$30,720/yr                          | Licensed Practical and Licensed Vocational Nurses<br>\$60,328/yr                  | Dental Hygienists<br>\$96,312/yr                                    | Secondary School Teachers, Except Special and Career/Technical<br>\$63,481/yr     |
| Retail Salespersons<br>\$34,590/yr                                    | Bus and Truck Mechanics and Diesel Engine Specialists<br>\$60,377/yr              | Industrial Engineering Technologists and Technicians<br>\$60,463/yr | Accountants and Auditors<br>\$75,070/yr   |
| Janitors and Cleaners, Except Maids and<br>\$37,684/yr                | Bookkeeping, Accounting, and Auditing Clerks<br>\$49,699/yr                       | Occupational Therapy Assistants<br>\$61,484/yr                      | Substitute Teachers, Short-Term<br>\$42,191/yr                                    |
| Stockers and Order Fillers<br>\$37,463/yr                             | Substance abuse, behavioral disorder, and mental health counselors<br>\$62,197/yr | Detectives and Criminal Investigators<br>\$83,721/yr                | Sales Representatives, Wholesale and Manufacturing, Technical and<br>\$106,848/yr |
| First-Line Supervisors of Food Preparation and<br>\$44,165/yr         | Farm Equipment Mechanics and Service Technicians<br>\$62,029/yr                   | Radiologic Technologists and Technicians<br>\$79,581/yr             | Financial Managers<br>\$129,957/yr  |
| Teaching Assistants, Except Postsecondary<br>\$36,766/yr              | Automotive Service Technicians and Mechanics<br>\$50,172/yr                       | Mechanical Drafters<br>\$67,942/yr                                  | Special Education Teachers, Secondary School<br>\$63,516/yr                       |
| Laborers and Freight, Stock, and Material Movers, Hand<br>\$45,638/yr | Emergency Medical Technicians<br>\$41,569/yr                                      | Agricultural Technicians<br>\$63,397/yr                             | Middle School Teachers, Except Special and Career/Technical<br>\$63,878/yr        |
| Food Preparation Workers<br>\$32,590/yr                               | Industrial Machinery Mechanics<br>\$61,914/yr                                     | Physical Therapist Assistants<br>\$63,751/yr                        | Physical Therapists<br>\$99,992/yr  |

Source: DEED Occupations in Demand

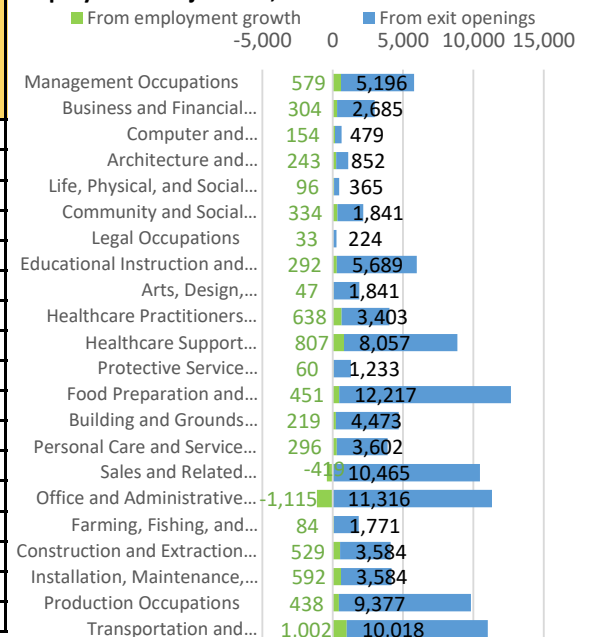
Nicollet Co. is a part of the Southwest planning region, which is projected to see a 2.8% increase in employment levels over the next decade. In addition to new jobs created, there will be a much larger number of exit openings (see Figure 15).

Table 14. Regional Industry Employment Projections, 2022-2032

| Southwest Planning Region                  | Estimated Employment 2022 | Projected Employment 2032 | Percent Change 2022-2032 |
|--|---------------------------|---------------------------|--------------------------|
| <b>Total, All Industries</b>               | <b>202,214</b>            | <b>207,878</b>            | <b>2.8%</b>              |
| Natural Resources & Mining                 | 5,523                     | 5,777                     | 4.6%                     |
| Utilities                                  | 690                       | 690                       | 0.0%                     |
| Construction                               | 7,679                     | 8,252                     | 7.5%                     |
| Manufacturing                              | 32,192                    | 33,537                    | 4.2%                     |
| Wholesale Trade                            | 8,001                     | 8,116                     | 1.4%                     |
| Retail Trade                               | 19,409                    | 19,084                    | -1.7%                    |
| Transportation & Warehousing               | 6,297                     | 6,810                     | 8.1%                     |
| Information                                | 2,093                     | 2,046                     | -2.2%                    |
| Finance & Insurance, Real Estate           | 8,227                     | 8,375                     | 1.8%                     |
| Professional Services & Mgmt. of Companies | 5,544                     | 5,985                     | 8.0%                     |
| Admin. Support & Waste Mgmt.               | 4,127                     | 4,331                     | 4.9%                     |
| Educational Services                       | 16,065                    | 16,116                    | 0.3%                     |
| Health Care & Social Assistance            | 28,786                    | 30,498                    | 5.9%                     |
| Leisure & Hospitality                      | 13,625                    | 14,377                    | 5.5%                     |
| Other Services                             | 7,097                     | 7,281                     | 2.6%                     |
| Public Administration                      | 14,117                    | 14,370                    | 1.8%                     |

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, Nicollet Co. had the 30th largest economy of the 87 counties in the state. Nicollet Co. was the 83rd fastest growing in the past year and the 73rd fastest growing since 2020. From 2020 to 2024, employment in Nicollet Co. has grown since the pandemic recession.

849 business establishments

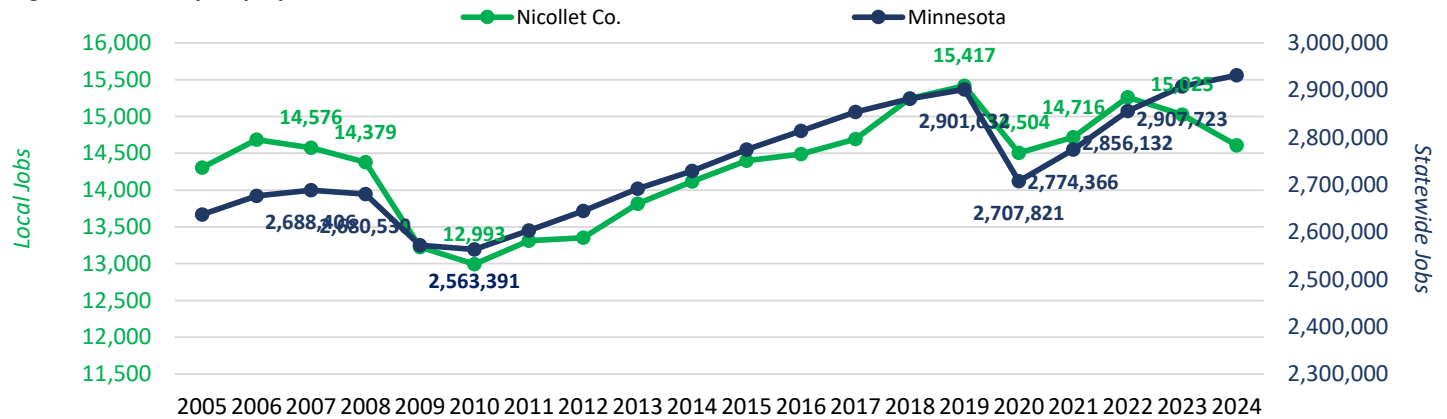
\$56,242 annual average wage

14,609 jobs

\$821,639,634 total industry payroll

Job change, 2020-2024: 105 jobs, 0.7% increase

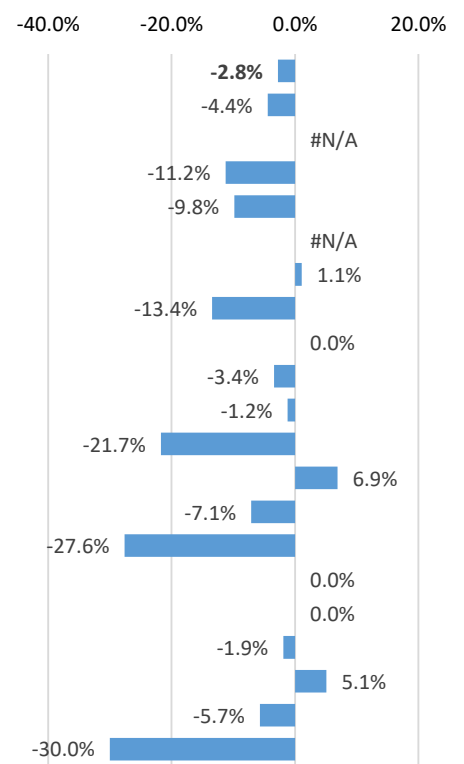
Figure 16. Industry Employment Statistics, 2005-2024



Source: DEED QCEW program

| Table 15. Nicollet Co. Industry Employment Statistics, 2024 | Number of Establishments | Number of Jobs | Percent of Total Jobs | Average Annual Wage |
|---|--------------------------|----------------|-----------------------|---------------------|
| <b>Total, All Industries</b>                                | <b>849</b>               | <b>14,609</b>  | <b>100.0%</b>         | <b>\$56,242</b>     |
| Agriculture, Forestry, Fish & Hunt                          | 36                       | 238            | 1.6%                  | \$49,553            |
| Mining  | #N/A                     | #N/A           | #N/A                  | #N/A                |
| Construction  | 88                       | 379            | 2.6%                  | \$64,712            |
| Manufacturing   | 58                       | 3,227          | 22.1%                 | \$59,358            |
| Utilities   | #N/A                     | #N/A           | #N/A                  | #N/A                |
| Wholesale Trade   | 43                       | 707            | 4.8%                  | \$54,136            |
| Retail Trade  | 74                       | 1,232          | 8.4%                  | \$36,183            |
| Transportation & Warehousing                                | 48                       | 767            | 5.3%                  | \$10,589            |
| Information   | 13                       | 340            | 2.3%                  | \$94,329            |
| Finance & Insurance   | 39                       | 247            | 1.7%                  | \$77,747            |
| Real Estate & Rental & Leasing                              | 23                       | 18             | 0.1%                  | \$49,432            |
| Professional & Technical Services                           | 45                       | 217            | 1.5%                  | \$69,197            |
| Management of Companies                                     | 7                        | 144            | 1.0%                  | \$162,565           |
| Admin. Support & Waste Mgmt. Svcs.                          | 36                       | 283            | 1.9%                  | \$50,487            |
| Educational Services  | 0                        | 0              | 0.0%                  | #DIV/0!             |
| Health Care & Social Assistance                             | 0                        | 0              | 0.0%                  | #DIV/0!             |
| Arts, Entertainment, & Recreation                           | 13                       | 104            | 0.7%                  | \$27,099            |
| Accommodation & Food Services                               | 59                       | 908            | 6.2%                  | \$18,427            |
| Other Services  | 67                       | 397            | 2.7%                  | \$46,376            |
| Public Administration                                       | 24                       | 698            | 4.8%                  | \$60,188            |

Figure 17. Change in Jobs, 2023-2024



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

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

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Data updated: May 23, 2025