

Big Stone, Blue Earth, Brown, Chippewa, Cottonwood, Faribault, Jackson, Lac qui Parle, Le Sueur, Lincoln, Lyon, Martin, Murray, Nicollet, Nobles, Pipestone, Redwood, Rock, Sibley, Swift, Waseca, Watonwan, and Yellow Medicine

2025 REGIONAL PROFILE

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DEMOGRAPHICS **POPULATION CHANGE**

The Southwest Minnesota planning region includes a total of 23 counties, covering three Economic Development Regions (EDRs) and two Workforce Development Boards (WDBs). In sum, Southwest Minnesota was home to 398,163 people in 2024, about 7% of the state's total population. The region saw a 0.1% decrease in population so fat this decade, with losses in Region 6W and Region 8 slightly outpacing the increase in Region 9. In comparison, the state of Minnesota saw a 1.5% gain (Table 1).

According to Census population estimates, only 5 of the 23 counties in the region gained population from 2020 to 2024, with the other 18 seeing declines. The largest counties in the region are Blue Earth and Nicollet County, which make up the Mankato/North Mankato Metropolitan Statistical Area (MSA). With 70,700 people, Blue Earth is the 13th largest county (out of 87) and the 25th fastest growing in the state, and Nicollet has 34,493 people, making it the 33rd largest. Other large counties in the region include Le Sueur with 29,458 people, Brown with 25,710 people, Lyon with 25,577 people, and

Southwest Minnesota 398,441 398,163 -278 Region 6W 43,849 43,041 -808 Big Stone Co. 5,166 5,067 -99 Chippewa Co. 12,598 12,299 -299 Lac qui Parle Co. 6,719 6,636 -83 Swift Co. 9,838 9,666 -172 Yellow Medicine Co. 9,528 9,373 -155 Region 8 117,437 116,232 -1,205 Cottonwood Co. 11,517 11,338 -179 Jackson Co. 9,989 9,861 -128 Lincoln Co. 5,640 5,564 -76 Lyon Co. 25,269 25,577 +308 -3 Murray Co. 8,179 8,044 -135 -135 Nobles Co. 22,290 21,969 -321 -324 Pipestone Co. 9,424 9,100 -324 -34 Redwood Co. 15,425 15,254 -171 -179 Region 9 <	Table 1. Population Change 2020-2024								
Southwest Minnesota 398,441 398,163 -278 Region 6W 43,849 43,041 -808 Big Stone Co. 5,166 5,067 -99 Chippewa Co. 12,598 12,299 -299 Lac qui Parle Co. 6,719 6,636 -83 Swift Co. 9,838 9,666 -172 Yellow Medicine Co. 9,528 9,373 -155 Region 8 117,437 116,232 -1,205 Cottonwood Co. 11,517 11,338 -179 Jackson Co. 9,989 9,861 -128 Lincoln Co. 5,640 5,564 -76 Lyon Co. 25,269 25,577 +308 -308 Murray Co. 8,179 8,044 -135 -135 Nobles Co. 22,290 21,969 -321 -324 Pipestone Co. 9,424 9,100 -324 -324 Redwood Co. 15,425 15,254 -171 -179 Region 9		2020	2024	2020-2024	1 Change				
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Lac qui Parle Co. 6,719 6,636 -83 Swift Co. 9,838 9,666 -172 Yellow Medicine Co. 9,528 9,373 -155 Region 8 117,437 116,232 -1,205 Cottonwood Co. 11,517 11,338 -179 Jackson Co. 9,989 9,861 -128 Lincoln Co. 5,640 5,564 -76 Lyon Co. 25,269 25,577 +308 Murray Co. 8,179 8,044 -135 Nobles Co. 22,290 21,969 -321 Pipestone Co. 9,424 9,100 -324 Redwood Co. 15,425 15,254 -171 Rock Co. 9,704 9,525 -179 Region 9 237,155 238,890 +1,735 Blue Earth Co. 69,112 70,700 +1,588 Brown Co. 25,912 25,710 -202 Faribault Co. 13,921 13,886 -35 Le Sueur Co. 28,674 29,458 +784 Martin Co. 20,025	Big Stone Co.	5,166	5,067	-99	-1.9%				
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Yellow Medicine Co. 9,528 9,373 -155 Region 8 117,437 116,232 -1,205 Cottonwood Co. 11,517 11,338 -179 Jackson Co. 9,989 9,861 -128 Lincoln Co. 5,640 5,564 -76 Lyon Co. 25,269 25,577 +308 Murray Co. 8,179 8,044 -135 Nobles Co. 22,290 21,969 -321 Pipestone Co. 9,424 9,100 -324 Redwood Co. 15,425 15,254 -171 Rock Co. 9,704 9,525 -179 Region 9 237,155 238,890 +1,735 1 Brown Co. 25,912 25,710 -202 1 Faribault Co. 13,921 13,886 -35 -35 Le Sueur Co. 28,674 29,458 +784 - Martin Co. 20,025 19,561 -464 - Nicollet Co. 34,454	Lac qui Parle Co.	6,719	6,636	-83	-1.2%				
Region 8 117,437 116,232 -1,205 Cottonwood Co. 11,517 11,338 -179 Jackson Co. 9,989 9,861 -128 Lincoln Co. 5,640 5,564 -76 Lyon Co. 25,269 25,577 +308 -3 Murray Co. 8,179 8,044 -135 -3 Nobles Co. 22,290 21,969 -321 -324 Pipestone Co. 9,424 9,100 -324 -324 Redwood Co. 15,425 15,254 -171 -179 Rock Co. 9,704 9,525 -179 <td< td=""><td>Swift Co.</td><td>9,838</td><td>9,666</td><td>-172</td><td>-1.7%</td></td<>	Swift Co.	9,838	9,666	-172	-1.7%				
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Jackson Co. 9,989 9,861 -128 Lincoln Co. 5,640 5,564 -76 Lyon Co. 25,269 25,577 +308 Murray Co. 8,179 8,044 -135 Nobles Co. 22,290 21,969 -321 Pipestone Co. 9,424 9,100 -324 Redwood Co. 15,425 15,254 -171 Rock Co. 9,704 9,525 -179 Region 9 237,155 238,890 +1,735 Blue Earth Co. 69,112 70,700 +1,588 Faribault Co. 13,921 13,886 -35 Le Sueur Co. 28,674 29,458 +784 -18 Martin Co. 20,025 19,561 -464 -464 Nicollet Co. 34,454 34,493 +39 -35 Waseca Co. 18,968 18,684 -284 -284	Region 8	117,437	116,232	-1,205	-1.0%				
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Lyon Co. 25,269 25,577 +308 -135 Murray Co. 8,179 8,044 -135 Nobles Co. 22,290 21,969 -321 Pipestone Co. 9,424 9,100 -324 Redwood Co. 15,425 15,254 -171 Rock Co. 9,704 9,525 -179 Region 9 237,155 238,890 +1,735 -179 Blue Earth Co. 69,112 70,700 +1,588 -170 Brown Co. 25,912 25,710 -202 -202 Faribault Co. 13,921 13,886 -35 -35 Le Sueur Co. 28,674 29,458 +784 -1784 Martin Co. 20,025 19,561 -464 -464 Nicollet Co. 34,454 34,493 +39 -35 Sibley Co. 14,836 15,194 +358 -35 Waseca Co. 18,968 18,684 -284 -284	Jackson Co.	9,989	9,861	-128	-1.3%				
Murray Co. 8,179 8,044 -135 Nobles Co. 22,290 21,969 -321 Pipestone Co. 9,424 9,100 -324 Redwood Co. 15,425 15,254 -171 Rock Co. 9,704 9,525 -179 Region 9 237,155 238,890 +1,735 Blue Earth Co. 69,112 70,700 +1,588 Brown Co. 25,912 25,710 -202 Faribault Co. 13,921 13,886 -35 Le Sueur Co. 28,674 29,458 +784 Martin Co. 20,025 19,561 -464 Nicollet Co. 34,454 34,493 +39 Sibley Co. 14,836 15,194 +358 Waseca Co. 18,968 18,684 -284	Lincoln Co.	5,640	5,564	-76	-1.3%				
Nobles Co. 22,290 21,969 -321 Pipestone Co. 9,424 9,100 -324 Redwood Co. 15,425 15,254 -171 Rock Co. 9,704 9,525 -179 Region 9 237,155 238,890 +1,735 Blue Earth Co. 69,112 70,700 +1,588 Brown Co. 25,912 25,710 -202 Faribault Co. 13,921 13,886 -35 Le Sueur Co. 28,674 29,458 +784 Martin Co. 20,025 19,561 -464 Nicollet Co. 34,454 34,493 +39 Sibley Co. 14,836 15,194 +358 Waseca Co. 18,968 18,684 -284	Lyon Co.	25,269	25,577	+308	+1.2%				
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Region 9 237,155 238,890 +1,735 1 Blue Earth Co. 69,112 70,700 +1,588 1 Brown Co. 25,912 25,710 -202 -202 Faribault Co. 13,921 13,886 -35 -35 Le Sueur Co. 28,674 29,458 +784 -784 Martin Co. 20,025 19,561 -464 -464 Nicollet Co. 34,454 34,493 +39 -78 Sibley Co. 14,836 15,194 +358 -78 Waseca Co. 18,968 18,684 -284 -284	Redwood Co.	15,425	15,254	-171	-1.1%				
Blue Earth Co. 69,112 70,700 +1,588 70,700 Faribault Co. 13,921 13,886 -35 Faribault Co. 28,674 29,458 +784 784 784 784 784 784 784 784 784 784	Rock Co.	9,704	9,525	-179	-1.8%				
Brown Co. 25,912 25,710 -202 Faribault Co. 13,921 13,886 -35 Le Sueur Co. 28,674 29,458 +784 Martin Co. 20,025 19,561 -464 Nicollet Co. 34,454 34,493 +39 Sibley Co. 14,836 15,194 +358 Waseca Co. 18,968 18,684 -284	Region 9	237,155	238,890	+1,735	+0.7%				
Faribault Co. 13,921 13,886 -35 Le Sueur Co. 28,674 29,458 +784 Martin Co. 20,025 19,561 -464 Nicollet Co. 34,454 34,493 +39 Sibley Co. 14,836 15,194 +358 Waseca Co. 18,968 18,684 -284	Blue Earth Co.	69,112	70,700	+1,588	+2.3%				
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Martin Co. 20,025 19,561 -464 -464 Nicollet Co. 34,454 34,493 +39 -4358 Sibley Co. 14,836 15,194 +358 -4358 Waseca Co. 18,968 18,684 -284 -284	Faribault Co.	13,921	13,886	-35	-0.3%				
Nicollet Co. 34,454 34,493 +39 -3 Sibley Co. 14,836 15,194 +358 -3 Waseca Co. 18,968 18,684 -284 -3	Le Sueur Co.	28,674	29,458	+784	+2.7%				
Sibley Co. 14,836 15,194 +358 Waseca Co. 18,968 18,684 -284	Martin Co.	20,025	19,561	-464	-2.3%				
Waseca Co. 18,968 18,684 -284	Nicollet Co.	34,454	34,493	+39	+0.1%				
, , ,	Sibley Co.	14,836	15,194	+358	+2.4%				
Watonwan Co 11 252 11 204 40	Waseca Co.	18,968	18,684	-284	-1.5%				
Watonwan Co. 11,233 11,204 -49	Watonwan Co.	11,253	11,204	-49	-0.4%				
State of Minnesota 5,706,494 5,793,151 +86,657	tate of Minnesota	5,706,494	5,793,151	+86,657	+1.5%				

Nobles with 21,969 people; while Big Stone, Lincoln, Lac qui Parle and Murray are the smallest counties in the region and among the smallest in the state.

COMPONENTS OF POPULATION CHANGE

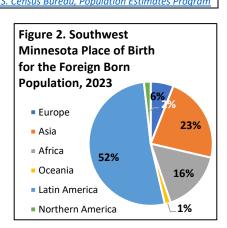
Southwest Minnesota still saw a natural increase more births than deaths of 419 over the last four years, though deaths have been increasing.

Table 2. Co	Table 2. Components of Population Change, 2020-2024									
	Total	Natural	Vital I	Events		Net Migratio	n			
Area	Population Change	Increase	Births Deaths		Total	Inter- national	Domestic			
Southwest	-521	+419	+18,330	-17,911	-986	+4,954	-5,940			
Minnesota	+86,459	+51,570	+268,689	-217,119	+33,161	+81,091	-47,930			
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Additionally, the region

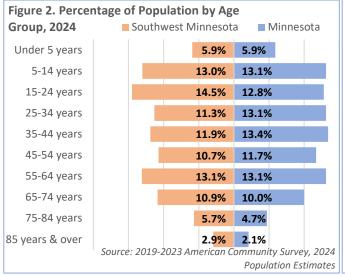
lost population because of out-migration, with about 1,000 more people moving out of the region than moving in. Though there was domestic outmigration of 5,940 people, the region did enjoy positive in-migration of 4,954 additional residents from international sources (Table 2).

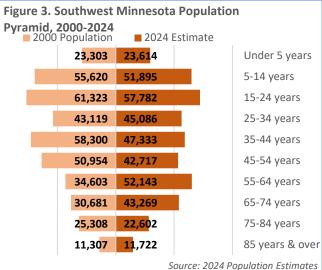
Southwest Minnesota is now home to just under 20,700 foreign born residents, or about 5.2% of the total population. The number of immigrants in the region increased by 32.5% since 2013, outpacing the statewide growth rate of 24.7%. About half of these immigrants (10,741 people) were from Latin America, while the second largest number were from Asia (4,687 people), and then Africa (3,346 people) (Figure 1).



POPULATION BY AGE GROUP

Southwest Minnesota has an older population than the rest of the state, with 32.6% of residents aged 55 years and over, compared to 29.9% statewide. Consequently, Southwest Minnesota had a lower percentage of people in the 25- to 54-year-old age group, typically considered the "prime working years." However, having several postsecondary institutions in the region led to a higher percentage of people aged 15 to 24 (Figure 2).



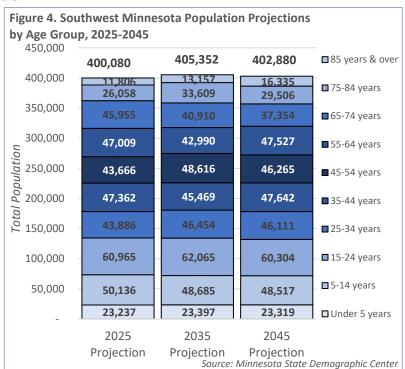


A large portion of the region's population is a part of the Baby Boom generation, people born between 1946 and 1964, which is creating a significant shift in the population over time. While the number of younger and middle-aged residents was declining, the number of residents aged 55 years and over was rapidly increasing. This included a huge jump in the number of people from 55 to 74 years of age, but a slight decline in people aged 75 years and over (Figure 3).

POPULATION PROJECTIONS BY AGE GROUP

Southwest Minnesota is projected to experience both population growth and decline in the next 20 years. According to population projections from the <u>State</u> <u>Demographic Center</u>, the region is expected to add about 3,250 residents from 2025 to 2035, then lose about 2,500 residents from 2035 to 2045 (Figure 4). In comparison, the state of Minnesota is projected to grow 5.5% through 2045.

Southwest Minnesota is expected to add about 8,000 people aged 75 years and over. Gains are also projected for 25 to 64 year olds, as generations shift through the pyramid. In contrast, the region is projected to see declines in 5 to 24 year olds, and in the 65-74 year old age group as the Baby Boom generation ages into the oldest groups.



POPULATION BY RACE

Southwest Minnesota's population is less diverse than the state's but is becoming more diverse over time. In 2023, 87.2% of the region's residents reported white alone as their race, compared to 78.4% of residents statewide. The region had much smaller percentages of Black or African American residents, Asian or Other Pacific Islanders, people of Two or More Races, and American Indian & Alaskan Natives. However, at 8.2%, Southwest Minnesota had a higher share of people reporting Hispanic or Latino origin than the state, and at 3.3%, a slightly higher percentage of people of Some Other Race. The region's white population was declining over the decade, whereas the population of all other race groups was increasing rapidly (Table 3).

Nobles County had the most diverse populace in the region, including 33% of residents reporting Hispanic origin, which was the highest rate in the state. Watonwan, Lyon, Cottonwood, and Blue Earth were also relatively diverse. In contrast, at least 94% of residents in Rock, Big Stone, Lac qui Parle, Brown, and Lincoln were white alone,

	Sout	hwest Min	Minnesota		
Table 3. Race and Hispanic			Change		Change
Origin, 2023	Number	Percent	from	Percent	from
			2013-2023		2013-2023
Total	397,924	100.0%	+0.9%	100.0%	+6.8%
White	346,816	87.2%	-6.3%	78.4%	-2.2%
Black or African American	8,134	2.0%	+46.0%	6.8%	+38.9%
American Indian & Alaska Native	2,933	0.7%	+30.4%	0.9%	-11.6%
Asian & Other Pac. Islander	7,123	1.8%	+17.3%	5.1%	+29.6%
Some Other Race	13,081	3.3%	+154.5%	2.7%	+96.1%
Two or More Races	19,837	5.0%	+269.4%	6.2%	+168.3%
Hispanic or Latino	32,487	8.2%	+48.4%	6.2%	+37.5%
Source: U	I.S. Census I	Bureau, 20	19-2023 Amer	ican Comm	unity Survey

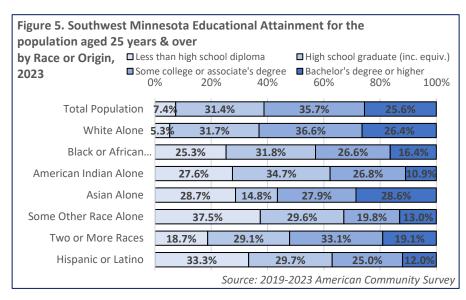
making them among the least racially diverse counties in the state.

EDUCATIONAL ATTAINMENT

With 36.6% of adults aged 18 years and over having a college degree, Southwest Minnesota has lower educational attainment than the state, where 47.3% of adults have an associate, bachelor's, or advanced degree. In contrast, Southwest has a slightly higher percentage of people with some college but no degree, and a higher percentage of people with a high school diploma or less (Table 4).

Table 4. Educational Attainment	Southwest I	Southwest Minnesota			
for the Adult Population, 2023	Number	Percent	Percent		
Total Population, 18 years & over	306,329	100.0%	100.0%		
Less than high school	24,143	7.9%	6.8%		
High school graduate (incl. equiv.)	96,776	31.6%	24.4%		
Some college, no degree	73,405	24.0%	21.4%		
Associate's degree	39,968	13.0%	11.2%		
Bachelor's degree	51,922	16.9%	24.0%		
Advanced degree	20,115	6.6%	12.1%		
Source: U.S. Census Bureau,	2019-2023 An	nerican Com	munity Survey		

Educational attainment varies significantly by race in Southwest Minnesota. Over one-third of Hispanic or Latino residents and adults of Some Other Race had less than a high school diploma, compared to just 5.3% of white residents. Likewise, about one-third of American Indians, Blacks, and people of Some Other Races or Two or More Races have a high school diploma, while over 26% of white and Asian adults had a bachelor's degree or higher (Figure 5).

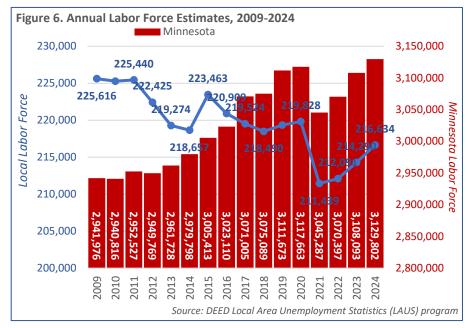


LABOR FORCE

LABOR FORCE CHANGE

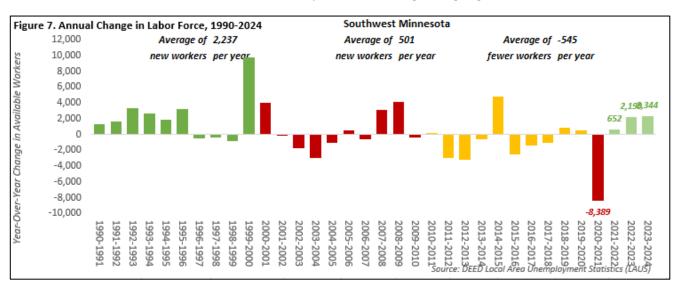
According to data from DEED's Local Area Unemployment
Statistics program, Southwest
Minnesota had an annual average labor force count of just over 216,600 workers in 2024.
The regional labor force has fluctuated up and down since 2009, but has been trending downward over time as the population ages (Figure 6).

After growing to nearly 220,000 workers in 2020, Southwest lost about 8,400 workers from 2020 to 2021 due to the pandemic recession. This was the most



severe labor force decline of the 6 planning regions in the state, and though it has regained over 5,000 workers, Southwest has not seen a full bounceback so far through 2024. There were an average of just 6,580 unemployed workers in 2024, which is the fourth fewest over the past 30 years, showing a tight labor market. These labor force constraints will have a substantial impact on the regional economy.

Averaging a net gain of 2,237 additional labor force participants per year between 1990 and 2000, employers in Southwest Minnesota were able to tap into a large and growing pool of talented workers. With recent declines, the region actually averaged a loss of 545 fewer workers per year between 2010 to 2020, before the precipitous decline of 2021 (Figure 7). Increasingly tight labor markets and a growing scarcity of workers is now recognized as one of the most significant barriers to future economic growth in Southwest Minnesota. In the face of these constraints, it has become evident that a more diverse workforce in terms of age, gender, race, ethnicity, disability status, and immigration has been and will continue to be a vital source of the workers that employers need to succeed. As the white, native-born workforce continues to age, younger workers of different races or from different countries will comprise the fastest growing segment of the labor force.



LABOR FORCE PROJECTIONS

If Southwest Minnesota's population changes at the projected rates shown in Figure 4 above, the region would be expected to see a small increase in the labor force over the next decade. Applying current labor force participation rates to future population projections by age group creates labor force projections for the region, which show a steady 1.1% gain in workforce numbers (Table 5).

In addition to the overall increase, the labor force will see a significant shift over time, with relatively large gains in the number of workers from 20 to 54 years of age against huge declines in the number of workers aged 55 to 74 years. The region is also expected to lose teenaged workers in the next decade. However, the region is expected to see gains in the number of workers over 75 years of age, as the Baby Boom generation stays active. Due to the projected changes, the 25 to 54 year old age group will make up about 57.9% of the total workforce in 2035, up from 56.2% in 2025.

Table 5. Southwest Minnesota Labor Force Projections									
	2025 Labor Force	2035 Labor Force	2025-203	5 Change					
	Projection	Projection	Numeric	Percent					
16 to 19 years	12,787	12,383	-403	-3.2%					
20 to 24 years	26,722	28,408	+1,685	+6.3%					
25 to 44 years	80,051	80,643	+592	+0.7%					
45 to 54 years	37,847	42,138	+4,290	+11.3%					
55 to 64 years	35,327	32,307	-3,020	-8.5%					
65 to 74 years	13,892	12,367	-1,525	-11.0%					
75 years & over	3,000	3,705	+705	+23.5%					
Total Labor Force	209,625	211,950	+2,325	+1.1%					

Source: calculated from MN State Demographic Center projections, and 2019-2023 American Community Survey 5-Year Estimates

Either way, these long-term changes will likely lead to a tight labor market in the future, with employers needing to respond to the changing labor force availability in the region.

EMPLOYMENT CHARACTERISTICS

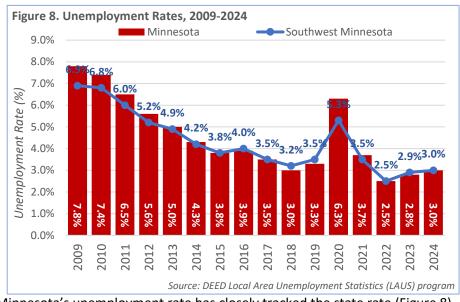
With 66.3% of the working age population aged 16 years and over in the labor force, Southwest Minnesota had slightly lower labor force participation rates than the state's 68.5% rate. However, the region actually had higher labor force participation rates than the state in most age groups, but the overall rate was lower because of the region's smaller labor force in the prime working years and larger labor force in the oldest age groups (Table 6).

In contrast, the region had lower participation rates than the state for most racial groups; but also had unemployment rate disparities for BIPOC workers. The region also had 11,600 workers with disabilities in the labor force, participating at rates similar to the state, but lower than the rate for all workers. Unemployment rates were highest for youth, BIPOC workers, people with less education, and workers with disabilities.

	Southwest Minnesota Minnesota							
	Labor Labor Force Unemp.							
Age Group	Force	Partic. Rate	Rate	Partic. Rate	Rate			
Total Labor Force	209,900	66.3%	3.4%	68.5%	3.9%			
16 to 19 years	12,863	55.1%	8.9%	52.7%	9.9%			
20 to 24 years	24,054	83.6%	4.7%	83.4%	6.5%			
25 to 44 years	81,030	87.7%	3.0%	88.7%	3.5%			
45 to 54 years	37,002	86.7%	2.5%	87.8%	2.9%			
55 to 64 years	39,162	75.1%	2.9%	72.8%	3.0%			
65 to 74 years	13,072	30.2%	2.5%	27.8%	3.4%			
75 years & over	2,718	7.9%	1.8%	6.6%	3.1%			
Employment Characteristics by (Gender							
Male	111,458	70.1%	4.0%	72.0%	4.3%			
Female	98,447	62.4%	2.7%	64.9%	3.6%			
Employment Characteristics by F	Race & Hisp	oanic Origin						
White alone	185,679	65.8%	3.0%	67.5%	3.4%			
Black or African American	3,760	64.1%	6.7%	71.0%	8.4%			
American Indian & Alaska Native	1,233	57.4%	4.3%	57.7%	11.4%			
Asian or Other Pacific Islanders	3,685	64.5%	5.0%	74.6%	3.5%			
Some Other Race	6,618	72.7%	6.1%	75.9%	5.6%			
Two or More Races	8,946	74.5%	7.2%	74.2%	6.1%			
Hispanic or Latino	15,673	75.1%	7.0%	77.1%	5.9%			
Employment Characteristics by D	isability, 20	0 to 64 years						
With Any Disability	11,578	53.6%	8.6%	55.3%	9.5%			
Employment Characteristics by E	ducational	Attainment						
Population 25 to 64 years	157,199	84.0%	2.9%	84.4%	3.3%			
Less than H.S. Diploma	9,166	68.7%	3.3%	67.1%	4.7%			
H.S. Diploma or Equivalent	38,950	77.8%	2.0%	76.5%	2.6%			
Some College or Assoc. Degree	61,706	86.1%	3.1%	85.0%	3.6%			
Bachelor's Degree or Higher	47,361	90.9%	1.6%	90.5%	2.0%			

UNEMPLOYMENT RATE

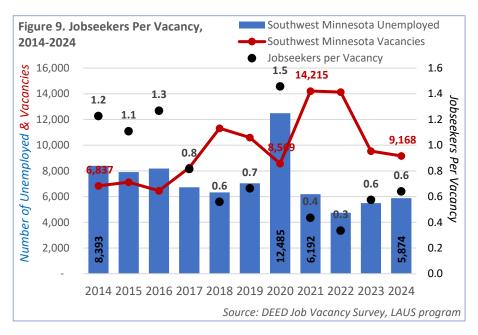
Southwest Minnesota's unemployment rate hit 3.0% in 2024, which is still lower than those seen pre-pandemic. Unemployment rates jumped across the state and in Southwest Minnesota in 2020 due to the pandemic recession, with the highest rates reported in the summer before dropping back down by the end of the year. According to Local Area Unemployment Statistics, even though rates rose, they did not get as high as during the Great



Recession. In general, Southwest Minnesota's unemployment rate has closely tracked the state rate (Figure 8).

JOBSEEKERS PER VACANCY

As the number of available unemployed workers has declined and the economy continues to recover, the region's labor market has tightened. Prior to the pandemic, the region had seen three straight years with less than one jobseeker per vacancy, indicating an extremely tight labor market. The ratio jumped to 1.5 jobseekers per vacancy in 2020, then declined to an alltime low of 0.3 in 2022. By that measure, Southwest Minnesota had one of the tightest labor markets in the state (Figure 9).



COMMUTE SHED AND LABOR SHED

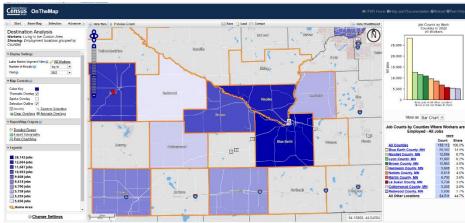
According to commuting data from the <u>U.S. Census</u> <u>Bureau</u>, the vast majority – about 80% – of workers who live in the region also work within the region. However, Southwest is a net exporter of labor, having more workers than available jobs. In sum, 136,548 workers both lived and worked in Southwest in 2022, while another 35,030 workers drove into the region for work, compared to 52,564 workers who lived in the region but drove to

Table 7. Southwest Minnesota	20	22
Inflow/Outflow Job Counts (All Jobs), 2022	Count	Share
Employed in the Selection Area	171,578	100.0%
Employed in the Selection Area but Living Outside	35,030	20.4%
Employed and Living in the Selection Area	136,548	79.6%
Living in the Selection Area	189,112	100.0%
Living in the Selection Area but Employed Outside	52,564	27.8%
Living and Employed in the Selection Area	136,548	72.2%
Source: <u>U.S. Cens</u>	us Bureau, (<u>OnTheMap</u>

surrounding counties for work – that number has been increasing over time (Table 7 and Figure 10).

Home to Mankato, Blue Earth County is the largest regional employment center, and was the biggest draw for workers, followed by Nicollet, Lyon, Brown, Nobles, Martin, and Le Sueur County. Employers in the region both lose and draw workers from the Twin Cities metro area, as well as Minnehaha County in South Dakota, which includes the fast growing city of Sioux Falls. In sum, most workers both live

Figure 10. Southwest Minnesota Labor and Commute Shed, 2022

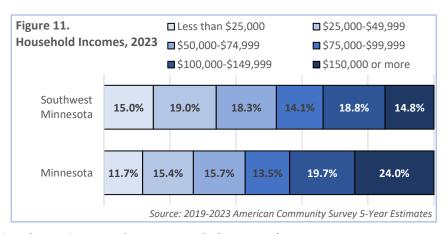


and work in the region, but more workers commute out of the region than commute in (Figure 10).

INCOMES, WAGES AND OCCUPATIONS

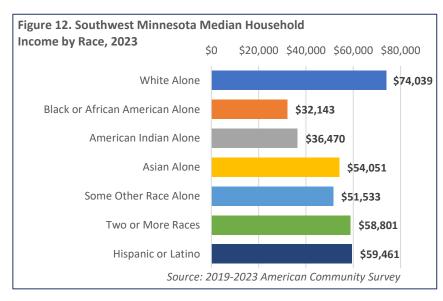
HOUSEHOLD INCOMES

Household incomes were significantly lower in Southwest Minnesota than the rest of the state. The median household income in Southwest was \$72,079 in 2023, compared to \$87,556 in Minnesota. About 34% of the households in the region had incomes below \$50,000 in 2023, compared to just 27% of households statewide. Another 32.4% earned between \$50,000 and \$100,000, and 33.6% earned over



\$100,000 per year, compared to 29.2% and 43.7% statewide, respectively (Figure 11).

Median household incomes varied by race or origin in the region. Black or African American households reported the lowest incomes in Southwest Minnesota, with a median income that was more than \$40,000 lower than for white households, though the sample was small and margins of error were large. Households of every race other than white were at least \$15,000 lower, followed by Hispanic or Latino at \$59,461, Two or More Races at \$58,801, Asian at 54,051, Some Other Race at \$51,533, and American Indian at \$36,470 (Figure 12).



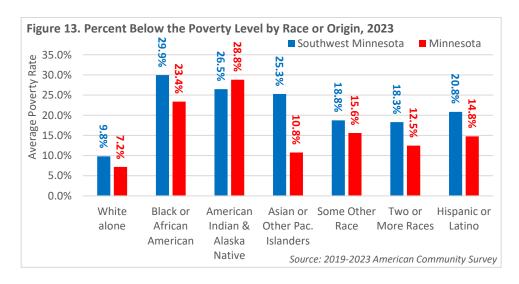
COST OF LIVING

According to DEED's <u>Cost of Living tool</u>, the basic needs budget for an average Minnesota family (which consists of 2 adults and 1 child, with 1 full-time and 1 part-time worker) was \$70,308 in 2024. The cost of living for a similar family in Southwest Minnesota was \$56,712 – which was the lowest of the 6 planning regions in the state. The highest monthly costs were for transportation, food, and housing; though the region's taxes, housing, and child care costs were significantly lower than the rest of the state. In order to meet the basic cost of living for the region, the workers in the family scenario described would need to earn \$18.18 per hour over the course of 60 hours per work week, compared to \$22.53 statewide.

DEED's Cost of Living tool provides different estimates for household compositions including single people, partnered couples, and up to 4 children. For a single person living alone and working full-time, the estimated yearly cost in Southwest would be \$29,808, which would require an hourly wage of \$14.33 to meet the basic needs standard of living (Table 8). That was also the lowest cost of living in the state.

Table 8. Southwest Minnesota Cost of Living, 2024											
	Number	Yearly	Hourly		Monthly Costs						
Family Composition	of Workers	Cost of Living	Wage Required	Child Care	Food	Health Care	Housing	Trans- portation	Other	Taxes	
	Southwest Minnesota										
Single, 0 children	1 FT	\$29,808	\$14.33	\$0	\$418	\$150	\$793	\$550	\$280	\$293	
Single, 1 child	1 FT	\$47,856	\$23.01	\$649	\$613	\$475	\$1,012	\$554	\$376	\$309	
2 parents, 1 child	1 FT, 1 PT	\$56,712	\$18.18	\$325	\$950	\$530	\$1,012	\$972	\$454	\$483	
2 parents, 2 children	2 FT	\$76,548	\$18.40	\$919	\$1,235	\$541	\$1,373	\$1,011	\$603	\$697	
	State of Minnesota										
Single, 0 children	1 FT	\$36,768	\$17.68	\$0	\$424	\$156	\$1,154	\$573	\$365	\$392	
2 parents, 1 child	1 FT, 1 PT	\$70,308	\$22.53	\$545	\$964	\$556	\$1,446	\$1,028	\$557	\$763	
	Source: DEED Cost of Living tool										

Overall, Southwest Minnesota's poverty rate was 11.3%, which was higher than the statewide rate of 9.2%. Like incomes, poverty levels varied widely by race and origin. It was estimated that just under 30% of the region's Black or African American population was below the poverty level in 2023, compared to just 9.8% of the white population. Likewise, poverty levels hovered around 26.5% for American Indians and about 25% Asians, which was more than double the rate for Asians in the state as a whole. People of every race other than white counted at least 18% of residents below the poverty threshold. And in every case except for American Indians, the region's poverty rate was higher than the state's poverty rate, a reflection of the lower household incomes as noted above (Figure 13).



WAGES AND OCCUPATIONS

According to DEED's <u>Occupational Employment & Wage Statistics</u> program, the median hourly wage for all occupations in Southwest Minnesota was \$23.24 in the first quarter of 2025, which was the second lowest wage level of the six planning regions in the state. Southwest's median wage was about \$3.00 below the state's median hourly wage, equaling 89% of the statewide wage rate, and \$5.24 below the median hourly wage in the Twin Cities metro area — which would equate to more than \$10,000 over a full-time schedule. At \$22.79, EDR 8 had the lowest median wage in the region, just below EDR 6W at \$23.10, and below EDR 9 at \$23.50 (Table 9).

Table 9. Occupational	Median	Estimated				
Employment Statistics by	Hourly	Regional				
Region, 1 st Qtr. 2025	Wage	Employment				
Central Minnesota	\$23.85	280,040				
Twin Cities Metro Area	\$28.48	1,762,280				
Northeast Minnesota	\$23.47	139,940				
Northwest Minnesota	\$22.98	223,320				
Southeast Minnesota	\$24.82	244,290				
Southwest Minnesota	\$23.24	169,900				
EDR 6W - Upper MN Valley	\$23.10	16,330				
EDR 8 - Southwest	\$22.79	51,430				
EDR 9 - South Central	\$23.50	102,130				
State of Minnesota	\$26.22	2,920,470				
Source: DEED Occupational Employment & Wage Statistics						

Based on location quotient, Southwest Minnesota stands out for having higher concentrations of Farming, Production; Installation, Maintenance, & Repair; Education, Training & Library; and Transportation & Material Moving workers than the state. The largest occupations in the region include Office & Administrative Support, Production, Transportation & Material Moving, Food Prep & Serving, and Sales & Related positions. Not surprisingly, the lowest-paying jobs are concentrated in Food Prep & Serving, Personal Care & Service, Sales & Related, Healthcare Support, and Building, Grounds Cleaning & Maintenance, which tend to have lower educational and training requirements. For the most part, the gap in pay between Southwest Minnesota and the state is also much lower in these jobs (Table 10).

Table 10. Southwest Minnesota Occupational Employment & Wage Statistics, 1st Qtr. 2025								
		Southwest	Minnesota		9	State of Minnes	sota	
	Median	Estimated	Share of	Location	Median	Estimated	Share of	
	Hourly	Regional	Total	Quotient	Hourly	Statewide	Total	
	Wage	Employment	Employment	Quotient	Wage	Employment	Employment	
Total, All Occupations	\$23.24	169,900	100.0%	1.0	\$26.22	2,920,470	100.0%	
Management	\$48.18	9,350	5.5%	0.8	\$59.38	200,060	6.9%	
Business & Financial Operations	\$35.63	6,860	4.0%	0.6	\$39.95	208,210	7.1%	
Computer & Mathematical	\$38.08	1,710	1.0%	0.3	\$50.02	97,460	3.3%	
Architecture & Engineering	\$39.41	2,530	1.5%	0.8	\$45.03	57,950	2.0%	
Life, Physical & Social Science	\$32.02	1,490	0.9%	0.8	\$38.33	32,150	1.1%	
Community & Social Service	\$29.90	3,490	2.1%	1.0	\$29.82	59,290	2.0%	
Legal	\$36.59	560	0.3%	0.5	\$49.52	20,750	0.7%	
Education, Training & Library	\$25.85	11,880	7.0%	1.2	\$27.84	170,270	5.8%	
Arts, Design, Entertainment & Media	\$22.82	1,580	0.9%	0.8	\$28.84	36,030	1.2%	
Healthcare Practitioners & Technical	\$40.07	9,810	5.8%	0.9	\$46.51	187,480	6.4%	
Healthcare Support	\$18.64	10,910	6.4%	1.1	\$18.67	176,750	6.1%	
Protective Service	\$29.45	2,370	1.4%	0.9	\$29.37	46,960	1.6%	
Food Preparation & Serving Related	\$14.84	15,190	8.9%	1.1	\$16.05	240,830	8.2%	
Building, Grounds Cleaning & Maint.	\$18.40	5,090	3.0%	1.1	\$19.16	81,700	2.8%	
Personal Care & Service	\$16.90	3,340	2.0%	0.9	\$17.54	63,300	2.2%	
Sales & Related	\$17.23	14,760	8.7%	1.0	\$18.66	244,780	8.4%	
Office & Administrative Support	\$23.06	18,650	11.0%	0.9	\$24.07	340,040	11.6%	
Farming, Fishing & Forestry	\$23.44	560	0.3%	2.9	\$23.48	3,300	0.1%	
Construction & Extraction	\$29.80	7,480	4.4%	1.1	\$34.20	114,050	3.9%	
Installation, Maintenance & Repair	\$28.81	7,910	4.7%	1.3	\$30.40	105,650	3.6%	
Production	\$22.77	17,900	10.5%	1.5	\$23.56	205,220	7.0%	
Transportation & Material Moving	\$22.56	16,500	9.7%	1.2	\$22.85	228,260	7.8%	
			Source: DEEL	Occupatio	nal Employ	ment Statistics	s, Qtr. 1 2025	

In contrast, the highest paying jobs are found in Management, Healthcare Practitioners, Computer & Mathematical, Architecture & Engineering, Legal, Business & Financial Operations, and Life, Physical, & Social Science occupations, which all need higher levels of education and experience, including many that require postsecondary training. The pay gaps between the region and state are much bigger in these occupations.

JOB VACANCY SURVEY

Employers in Southwest Minnesota reported 9,168 job vacancies in 2024, which was down by about 400 vacancies compared to the past year, though that was the sixth highest number ever reported (going back to 2001). Instead, the 9,168 vacancies in 2024 was in line with pre-pandemic levels, down slightly from the average in 2018 and 2019, but up compared to 2016 and 2017. The median hourly wage offer held at \$19.48 across all occupations, but ranged from a low of around \$14.95 per hour for Healthcare Support occupations, to \$37 per hour or more for Management and Life, Physical & Social Sciences occupations. The median wage offer increased by over \$3 compared to 2022, reflecting high demand for workers.

The largest number of vacancies were in Food Preparation & Serving Related, Transportation & Material Moving, and Sales & Related occupations, with each having over 1,000 vacancies. There were also a lot of openings for Healthcare Support, Healthcare Practitioners; Installation, Maintenance & Repair; Education, Training & Library; Production, and Community & Social Service occupations (Table 11).

Overall, about one-quarter of openings were part-time and only 8% were temporary or seasonal. Just under one-third required postsecondary education, and nearly the same amount required a year or more of experience. In sum, educational requirements in the region had been stable or declining over the past 5 years, while work experience requirements were rising. Educational requirements vary widely by occupation though, with 93% of Healthcare Practitioners requiring a degree compared to 0% of both Food Prep & Serving Related and Building, Grounds Cleaning & Maintenance occupations, which can be learned on the job.

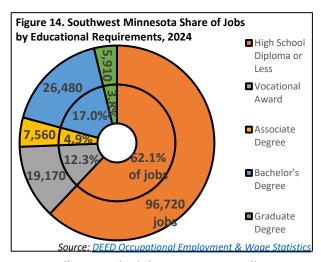
Table 11. Southwest Minnesota Job Vacancy Survey Results, 2024								
	Number of Total Vacancies	Median Hourly Wage Offer	Percent Part-Time	Percent Temporary or Seasonal	Requiring Postsecondary Education	Requiring 1 or More Years of Work Exp.	Requiring Certificate or License	
Total, All Occupations	9,168	\$19.48	26%	8%	32%	31%	54%	
Management	176	\$37.03	0%	1%	75%	89%	42%	
Business & Financial Operations	189	\$27.48	26%	0%	49%	80%	51%	
Computer & Mathematical	40	\$36.13	2%	0%	67%	86%	39%	
Architecture & Engineering	115	\$27.92	0%	0%	70%	72%	59%	
Life, Physical & Social Sciences	88	\$38.63	1%	18%	27%	94%	68%	
Community & Social Service	409	\$24.68	18%	1%	88%	80%	62%	
Education, Training & Library	548	\$21.55	40%	34%	70%	13%	89%	
Arts, Design, Entertainment & Media	70	\$18.79	81%	56%	60%	19%	68%	
Healthcare Practitioners & Technical	738	\$30.27	30%	0%	93%	26%	95%	
Healthcare Support	984	\$14.95	46%	1%	19%	6%	88%	
Protective Service	222	\$28.05	50%	13%	67%	31%	96%	
Food Preparation & Serving Related	1,188	\$15.62	31%	2%	0%	20%	10%	
Building, Grounds Cleaning & Maint.	395	\$15.71	26%	12%	0%	7%	62%	
Personal Care & Service	114	\$15.42	70%	9%	25%	15%	53%	
Sales & Related	1,026	\$15.96	22%	4%	9%	26%	1%	
Office & Administrative Support	388	\$20.28	25%	1%	25%	67%	41%	
Construction & Extraction	132	\$23.65	0%	24%	21%	70%	49%	
Installation, Maintenance & Repair	645	\$23.30	6%	2%	53%	47%	62%	
Production	457	\$18.67	18%	14%	14%	37%	15%	
Transportation & Material Moving	1,033	\$21.37	36%	3%	0%	23%	80%	
					Source: DEED J	ob Vacancy S	urvey, 2024	

DEED Labor Market Information Office | Regional Analysis & Outreach | mn.gov/deed/data/

EDUCATIONAL REQUIREMENTS

Similar to Job Vacancy Survey results, data from DEED's Occupational Employment Statistics program shows that only about 38% of jobs in the region require postsecondary education for entry. The other 62% can be started with a high school diploma or less and some amount of on-the-job training (Figure 14).

Certain careers – such as dentists, lawyers, and teachers – require a college education, while other jobs – including cost estimators, sales representatives, and correctional officers – do not. College is an excellent way to move up career ladders and open windows of opportunity to fields that would otherwise be closed, such as nursing or engineering. Many of these occupations offer high wages

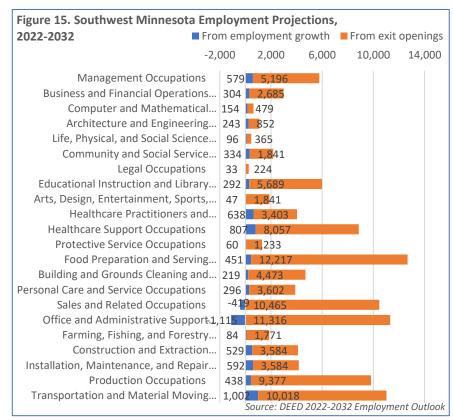


and are in high demand in the marketplace. While education is typically a worthwhile investment, college can be expensive – with average annual expenses ranging between \$20,500 and more than \$53,000 per year in Minnesota. For those who go to college, choice of major matters – different programs lead to different jobs that earn different amounts of money.

EMPLOYMENT PROJECTIONS

Overall, the 23-county Southwest Minnesota planning area is projected to grow 2.8% from 2022 to 2032, a gain of 5,664 new jobs. That is the slowest of the 6 planning regions in the state. In addition, the region is also expected to need 102,272 replacement openings to fill jobs left vacant by retirements or other people who have dropped out of the labor force or changed careers.

Transportation & Material Moving, Healthcare Support, Healthcare Practitioners, Installation, Maintenance & Repair, Management, and Construction & Extraction occupations are expected to see the most new growth, while Architecture & Engineering, Healthcare Support, and Computer & Mathematical



occupations are projected to be the fastest growing. But every occupational group will show some future demand either through new jobs or replacement openings, with the most openings shown for Food Preparation & Serving, Office & Administrative, Sales & Related, and Transportation (Figure 15).

OCCUPATIONS IN DEMAND

According to DEED's <u>Occupations in Demand</u> tool, there are well over 200 occupations showing relatively high demand in the region, with training and education requirements ranging from short-term on-the-job training to postsecondary education to advanced degrees. These occupations are spread across different sectors but are also concentrated in the region's major industries. For example, Home Health & Personal Care Aides, Teachers, Mechanics and Repair workers, Truck Drivers, and Retail Trade workers are among the top occupations in demand based on the consistent need for workers in these fields. Many of the jobs are concentrated in Healthcare, Transportation, Education, and other related industries (Table 12).

High School or Less	Vocational Training	Associate Degree	Bachelor's Degree or Higher
ű	Heavy and Tractor-Trailer Truck	5	General and Operations
Cashiers	Drivers	Registered Nurses	Managers
\$29,957/yr	\$56,626/yr	\$87,199/yr	\$83,095/yr
Home Health and Personal Care	. , .,	Police and Sheriff's Patrol	Elementary School Teachers,
Aides	Nursing Assistants	Officers	Except Special Education
\$37,313/yr	\$42,326/yr	\$77,653/yr	\$62,582/yr
	Licensed Practical and Licensed		Secondary School Teachers, exc.
Fast Food and Counter Workers	Vocational Nurses	Dental Hygienists	Special & Career/Tech. Ed.
\$30,720/yr	\$60,328/yr	\$96,312/yr	\$63,481/yr
	Bus and Truck Mechanics and	Industrial Engineering	
Retail Salespersons	Diesel Engine Specialists	Technologists & Technicians	Accountants and Auditors
\$34,590/yr	\$60,377/yr	\$60,463/yr	\$75,070/yr
Janitors and Cleaners, exc.	Bookkeeping, Accounting, and	Occupational Therapy	
Maids & Housekeeping Cleaners	Auditing Clerks	Assistants	Substitute Teachers, Short-Term
\$37,684/yr	\$49,699/yr	\$61,484/yr	\$42,191/yr
	Substance abuse, behavioral		Sales Representatives,
	disorder, & mental health	Detectives and Criminal	Wholesale and Manufacturing,
Stockers and Order Fillers	counselors	Investigators	Technical and Scientific Products
\$37,463/yr	\$62,197/yr	\$83,721/yr	\$106,848/yr
First-Line Supervisors of Food	Farm Equipment Mechanics and	Radiologic Technologists and	
Preparation & Serving Workers	Service Technicians	Technicians	Financial Managers
\$44,165/yr	\$62,029/yr	\$79,581/yr	\$129,957/yr
Teaching Assistants, Except	Automotive Service Technicians		Special Education Teachers,
Postsecondary	and Mechanics	Mechanical Drafters	Secondary School
\$36,766/yr	\$50,172/yr	\$67,942/yr	\$63,516/yr
Laborers and Freight, Stock, and			Middle School Teachers, exc.
Material Movers, Hand	Emergency Medical Technicians	Agricultural Technicians	Special & Career/Tech. Ed.
\$45,638/yr	\$41,569/yr	\$63,397/yr	\$63,878/yr
Food Preparation Workers	Industrial Machinery Mechanics	Physical Therapist Assistants	Physical Therapists
\$32,590/yr	\$61,914/yr	\$63,751/yr	\$99,992/yr

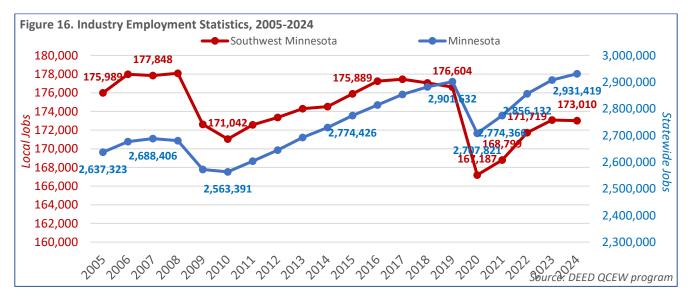
ECONOMY

INDUSTRY EMPLOYMENT

According to DEED's Quarterly Census of Employment & Wages (QCEW) program, Southwest was home to 13,018 business establishments providing an average of 173,010 covered jobs through 2024, with a total payroll of just under \$9.4 billion. That was about 6% of total employment in the state. Average annual wages were \$54,178 in the region, which was \$20,000 lower than the state's average annual wage (Table 13). With 104,402 jobs at 7,154 business establishments, EDR 9 accounts for about 60% of total employment in the Southwest Minnesota planning region. In contrast, EDR 6W had the smallest number of firms and jobs, with 16,513 jobs at 1,646 firms. EDR 8 had 4,196 firms providing 52,094 jobs in 2024, after suffering a decline of more than 525 jobs over the past year, and seeing the slowest recovery from 2020 to 2024 (Table 13).

Table 13. Southwest Industry Employment Statistics, 2024			Average	Average 2023-2024		2020-2024		
Geography	Number	Number		Annual	Change	Percent	Change in	Percent
	of Firms	of Jobs	Total Payroll	Wage	in Jobs	Change	Jobs	Change
Southwest Minnesota	13,018	173,010	\$9,373,352,870	\$54,178	-73	0.0%	+5,823	+3.5%
Region 6W	1,646	16,513	\$863,166,093	\$52,272	-62	-0.4%	+355	+2.2%
Region 8	4,196	52,094	\$2,730,334,389	\$52,412	-526	-1.0%	+685	+1.3%
Region 9	7,176	104,402	\$5,779,852,388	\$55,362	+514	+0.5%	+4,783	+4.8%
Minnesota	212,756	2,931,419	\$217,596,492,078	\$74,229	+23,696	+0.8%	+223,598	+8.3%
		•	•	Source: DEED	Quarterly Ce	nsus of Emplo	oyment & Waq	es (QCEW)

The pandemic recession caused significant job loss in the region, dropping to lower employment levels than suffered during the Great Recession in 2009 and 2010. Unlike in past recessions, Southwest Minnesota was more impacted than the state as a whole, and since then, showed a smaller recovery from 2020 to 2024 than the state as a whole. The region regained about 3.5% of employment, compared to an 8.3% increase statewide. This included a small job decline in 2024, while the state continued to show job growth (Figure 16).



After several years of growth, the Health Care & Social Assistance industry became the largest employing industry in the region, now offering 31,456 jobs at 1,765 firms after regaining 1,511 jobs over the past year. Due to the region's older population, the largest sector was Nursing & Residential Care Facilities, followed by Hospitals, Ambulatory Health Care Services, and Social Assistance.

With 29,842 jobs at 612 firms, Manufacturing is still the second largest employing industry, accounting for 17.2% of total jobs in the region. Despite losing almost 1,500 jobs over the year, that is the highest concentration of Manufacturing employment of any of the 6 planning regions in the state. At \$66,657 in 2024, average annual wages were nearly \$12,500 higher in Manufacturing than the total of all industries. The region has strong concentrations of employment in Food Manufacturing, Machinery Manufacturing, Printing, Fabricated Metal Product Manufacturing, and Electrical Equipment Manufacturing.

Retail Trade is the third largest industry, with 19,309 jobs at 1,468 establishments, while Educational Services was the fourth largest, providing 15,678 jobs at 239 establishments. Combined, these four largest industries accounted for 55.7% of the region's employment. Other important industries in the region include Accommodation & Food Services, Public Administration, Construction, and Wholesale Trade. Eleven of 20 industries in the region regained jobs from 2020 to 2024. However, 12 industries added jobs back over the past year, with the largest gains occurring in Health Care & Social Assistance, followed by Accommodation & Food Services, Retail Trade, and Construction (Table 14).

Table 14. Southwest Minnesota Industry Employment Statistics, 2024								
	2024 Annual Data			Avg. 2023-		-2024	2020-2024	
	Number	Number	Total Payroll	Annual	Change	Percent	Change	Percent
NAICS Industry Title	of Firms	of Jobs	(\$1,000s)	Wage	in Jobs	Change	in Jobs	Change
Total, All Industries	13,018	173,010	\$9,373,353	\$54,178	-73	0.0%	+5,823	+3.5%
Agriculture, Forestry, Fish & Hunting	739	5,170	\$280,301	\$54,217	-18	-0.3%	-380	-6.8%
Mining	24	221	\$17,698	\$80,082	+3	+1.4%	-31	-12.3%
Construction	1,586	8,281	\$580,011	\$70,041	+120	+1.5%	+360	+4.5%
Manufacturing	612	29,842	\$1,989,190	\$66,657	-1,463	-4.7%	-223	-0.7%
Utilities	75	913	\$98,084	\$107,430	-11	-1.2%	-22	-2.4%
Wholesale Trade	653	7,730	\$605,185	\$78,290	+45	+0.6%	+195	+2.6%
Retail Trade	1,468	19,309	\$627,541	\$32,500	+148	+0.8%	+863	+4.7%
Transportation & Warehousing	781	6,982	\$359,580	\$51,501	+36	+0.5%	-140	-2.0%
Information	194	2,002	\$130,154	\$65,012	-46	-2.2%	-197	-9.0%
Finance & Insurance	708	5,821	\$474,989	\$81,599	-88	-1.5%	-386	-6.2%
Real Estate & Rental & Leasing	274	1,458	\$56,904	\$39,029	+48	+3.4%	+140	+10.6%
Professional & Technical Services	630	3,895	\$294,125	\$75,514	-15	-0.4%	+331	+9.3%
Management of Companies	60	1,399	\$129,367	\$92,471	-2	-0.1%	-69	-4.7%
Admin. Support & Waste Mgmt. Svcs.	406	3,088	\$141,223	\$45,733	-792	-20.4%	-445	-12.6%
Educational Services	239	15,678	\$826,546	\$52,720	+67	+0.4%	+728	+4.9%
Health Care & Social Assistance	1,765	31,456	\$1,727,262	\$54,910	+1,511	+5.0%	+1,411	+4.7%
Arts, Entertainment, & Recreation	238	2,073	\$47,735	\$23,027	+75	+3.8%	+363	+21.2%
Accommodation & Food Services	884	12,328	\$228,217	\$18,512	+239	+2.0%	+2,230	+22.1%
Other Services	1,122	5,098	\$191,096	\$37,485	+69	+1.4%	+637	+14.3%
Public Administration	561	10,262	\$568,144	\$55,364	+3	0.0%	+457	+4.7%
Source: DEED Quarterly Census of Employment & Wages (QCEW) program								

WORKFORCE DEMOGRAPHICS

According to DEED's Quarterly Employment Demographics (QED) program, the workforce in the region was aging over the past 10 years. About one-quarter (24.3%) of workers in the region were 55 years or older, compared to 22.6% statewide and just 23.2% in the region one decade earlier. The percentage of younger workers was falling, though wages and the number of hours worked was rising as high demand attracted the youngest workers into the workforce (Table 15).

As noted above, wages were climbing across the board for all workers due to rising demand and a tight labor market. While wages were still lowest for the youngest and oldest workers who tend to fill lower-skilled, less-than-full time jobs in industries like Retail Trade and Accommodation & Food Services, people aged 20 to 24 years old enjoyed the fastest percentage increase in wages from 2012 to 2022. Wages were highest for 45 to 64 year old workers, and men earned higher wages than women, though the gap was narrowing.

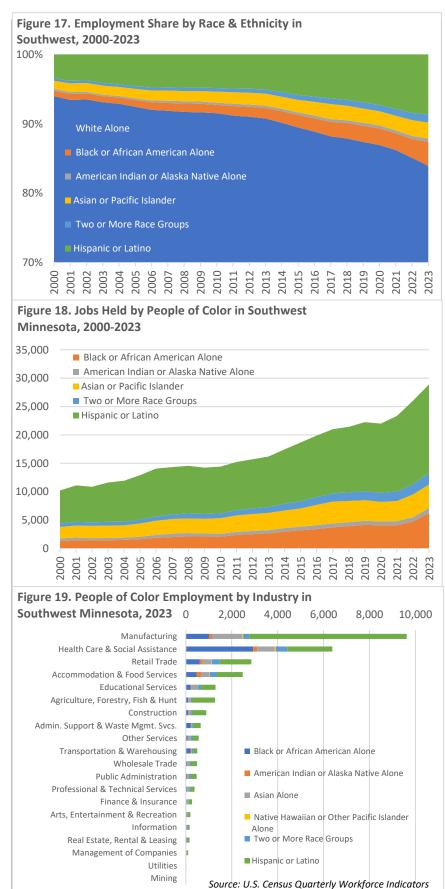
	<u>, , , , , , , , , , , , , , , , , , , </u>	• .	d Gender, Total of All Indu					
Southwest Minnesota	Percentage of Workers		Percent of Workers, Minnesota		Median Hourly Wage		Median Hours Worked (Per Qtr.)	
	Total, all ages	100.0%	100.0%	100.0%	100.0%	\$22.61	\$14.22	402
19 years & under	7.9%	8.1%	6.0%	6.4%	\$15.24	\$8.39	117	111
20 to 24 years	10.4%	12.3%	9.0%	11.1%	\$19.33	\$10.79	286	250
25 to 44 years	40.1%	38.1%	43.6%	42.4%	\$25.96	\$15.96	459	461
45 to 54 years	17.2%	19.3%	18.7%	20.8%	\$28.59	\$17.51	478	480
55 to 64 years	16.3%	16.8%	16.5%	15.4%	\$26.31	\$17.16	472	478
65 years & over	8.0%	5.4%	6.1%	3.9%	\$19.92	\$12.93	219	202
Male	48.0%	47.6%	48.9%	49.3%	\$25.74	\$16.35	469	472
Female	52.0%	52.4%	51.1%	50.7%	\$21.96	\$12.98	367	354

EMPLOYMENT DIVERSITY

According to data from the Quarterly Workforce Indicators program, just under 84% of jobs in the region were held by workers who were white and not Hispanic or Latino, compared to about 16% of jobs that were held by workers of other races or Hispanic or Latino origin. That was a significant increase over the past 23 years non-Hispanic whites accounted for 94% of jobs back in 2000. In 2023, 150,999 jobs were held by non-Hispanic whites, compared to 28,893 jobs held by BIPOC workers, which was an 182.9% increase from 2000 (see Figure 17).

Southwest Minnesota has a high concentration of Hispanic or Latino workers, holding 15,584 jobs in 2023, up from 5,798 jobs in 2000, a 168.8% increase. The next largest number of jobs held by a BIPOC group was Black or African Americans, holding 6,242 jobs in 2023, a 382.8% increase since 2000. The region also had 4,119 jobs held by Asian or Pacific Islanders, up 103.5% since 2000; and 2,058 jobs for people of Some Other Race, up 230.3%. American Indians held 890 jobs in the region, up 87.8% since 2000 (Figure 18).

The Manufacturing, Agriculture, Accommodation & Food Services, Administrative Support & Waste Management Services, and Health Care & Social Assistance sectors have the highest share of non-White employment at 30%, 24.3%, 20.5%, 20.3%, and 19% respectively. The largest numbers of non-White workers are employed by Manufacturing (9,620 jobs), Health Care & Social Assistance (6,378 jobs), Retail Trade (2,857 jobs), and Accommodation & Food Services (both 2,479 jobs) (Figure 19).



INDUSTRY PROJECTIONS

As noted above, Southwest is projected to grow 2.8% from 2022 to 2032, a gain of 5,664 new jobs. Management of Companies, Arts, Entertainment & Recreation, Transportation & Warehousing and Construction are expected to grow the fastest as the pandemic employment recovery continues.

Health Care & Social Assistance is projected to add the most new jobs over the next decade, followed closely by Manufacturing. Those two industries are projected to account for over half (54%) of the region's job growth. Accommodation & Food Services, Construction, and Transportation & Warehousing will also see strong gains. Mining, Information, and Retail Trade are the only industries projected to lose jobs (Table 16).

Table 16. Southwest Minnesota Industry Projections, 2022-2032								
	Estimated	Projected	Percent	Numeric				
Industry	Employment	Employment	Change	Change				
	2022	2032	2022-2032	2022-2032				
Total, All Industries	202,214	207,878	+2.8%	+5,664				
Agriculture, Forestry, Fish & hunt	5,309	5,566	+4.8%	+257				
Mining	214	211	-1.4%	-3				
Utilities	690	690	0.0%	0				
Construction	7,679	8,252	+7.5%	+573				
Manufacturing	32,192	33,537	+4.2%	+1,345				
Wholesale Trade	8,001	8,116	+1.4%	+115				
Retail Trade	19,409	19,084	-1.7%	-325				
Transportation & Warehousing	6,297	6,810	+8.1%	+513				
Information	2,093	2,046	-2.2%	-47				
Finance & Insurance	6,830	6,930	+1.5%	+100				
Real Estate & Rental & Leasing	1,397	1,445	+3.4%	+48				
Professional & Technical Services	4,066	4,371	+7.5%	+305				
Management of Companies	1,478	1,614	+9.2%	+136				
Admin. Support & Waste Mgmt.	4,127	4,331	+4.9%	+204				
Educational Services	16,065	16,116	+0.3%	+51				
Health Care & Social Assistance	28,786	30,498	+5.9%	+1,712				
Arts, Entertainment & Recreation	1,889	2,059	+9.0%	+170				
Accommodation & Food Services	11,736	12,318	+5.0%	+582				
Other Services	7,097	7,281	+2.6%	+184				
Public Administration	14,117	14,370	+1.8%	+253				
Source: DEED 2022-2032 Employment Outlook								

NONEMPLOYER ESTABLISHMENTS

Southwest Minnesota was home to 28,076 selfemployed businesses or "nonemployers" in 2023, which are defined by the U.S. Census Bureau as "businesses without paid employees that are subject to federal income tax, originating from tax return information of the Internal Revenue Service (IRS)." Southwest Minnesota saw a small increase in nonemployers over the past decade. In sum, the region added almost 800 nonemployers

Table 17. Nonemployer Statistics, 2023							
		2023	2013-	-2023			
	Number	Receipts	Change	Percent			
	of Firms	(\$1,000s)	in Firms	Change			
Southwest Minnesota	28,076	\$1,584,599	+793	+2.9%			
Region 6W	3,307	\$189,988	-79	-2.3%			
Region 8	8,653	\$487,932	+335	+4.0%			
Region 9	16,116	\$906,679	+537	+3.4%			
Minnesota	453,181	\$25,619,689	+64,281	+16.5%			
Source: <u>U.S. Census, Nonemployer Statistics program</u>							

from 2013 to 2023, a 2.9% gain. In sum, these nonemployers generated sales receipts of \$1.6 billion (Table 17).

CENSUS OF AGRICULTURE

Like other parts of Greater Minnesota, agriculture is also a key industry in Southwest Minnesota, including 17,589 farms producing just over \$12 billion in the market value of products sold in 2022 according to the U.S. Department of Agriculture. Several of the highest ranked agriculture counties in the state are in Southwest Minnesota, including Martin (#2), Blue Earth (#3), Redwood (#5), Nobles (#7), and Rock (#10). Like the state, the number of farms in the region declined over the past 5 years, but Southwest Minnesota still accounts for 26.8% of the farms in the state (Table 18).

Table 18. Census of Agriculture, 2022					
			State		
	Number	Market Value of	Rank		
	of Farms	Products Sold	(of 13)		
Southwest Minnesota	17,589	\$12,018,450,000	1		
Region 6W	3,245	\$1,911,756,000	7		
Region 8	7,206	\$5,134,210,000	1		
Region 9	7,138	\$4,972,484,000	2		
Minnesota	65,531	\$28,482,097,000			
Source: 2022 Census of Agricultu					

Upon request, this information can be made available in alternate formats by contacting Luke Greiner at 320-223-6992 or at luke.greiner@state.mn.us or Amanda Blaschko at 320-441-6571 or at amanda.blaschko@state.mn.us