



Montana Economic Outlook

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Montana Economic Overview

Steady Economic Growth

- Real GDP grew by 2.2% in 2025, remaining above national average.
- Broad-based economic growth across industries.
- Economic growth translating to increased income for Montana households

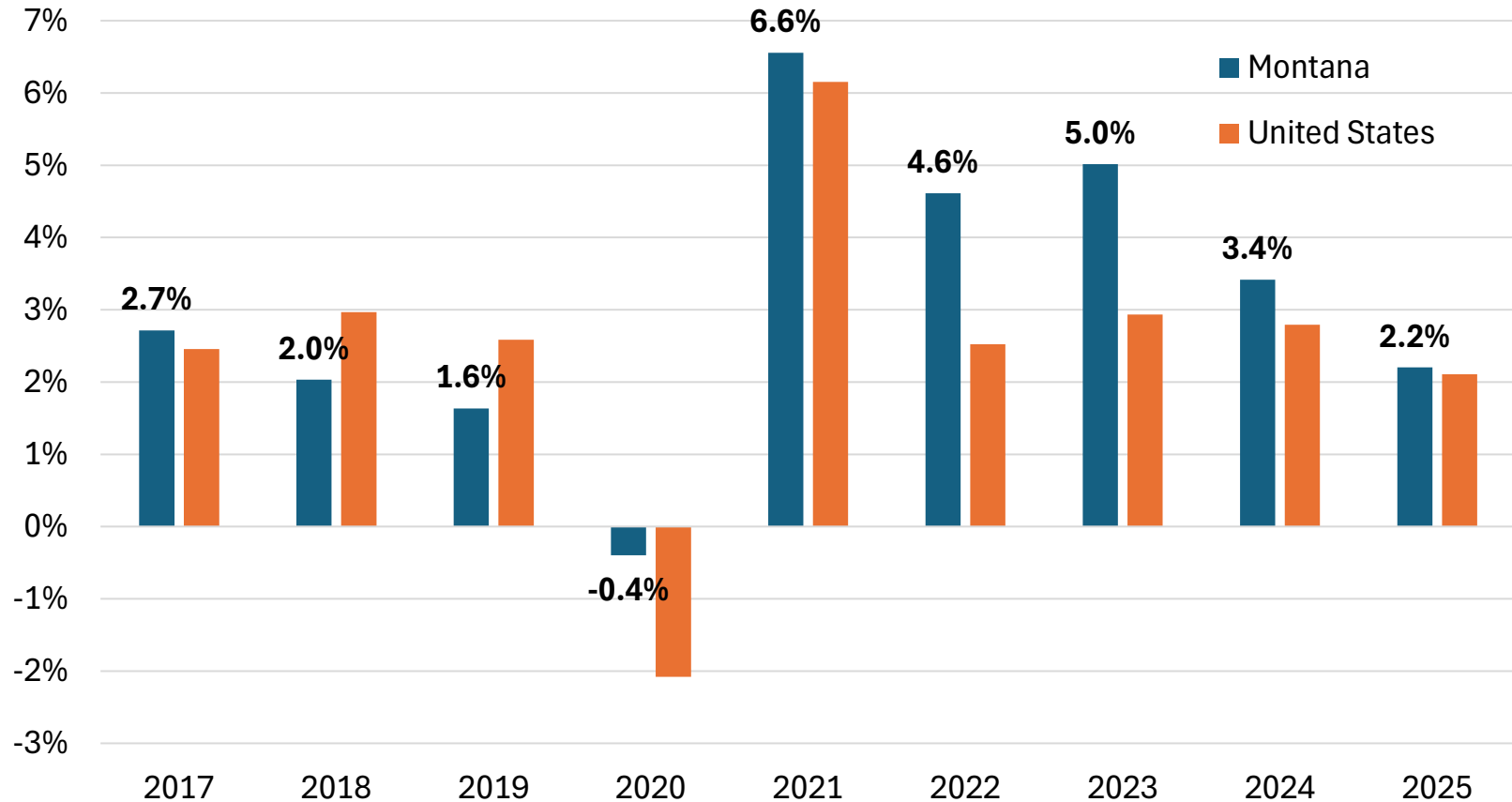
Tight Labor Markets Easing

- Employment remains relatively unchanged in 2025 – declining by 0.3%.
- Historically low unemployment – 3.6% in March 2026
- Labor force participation falls as aging population continues to reshape workforce.



Steady Economic Growth in Montana

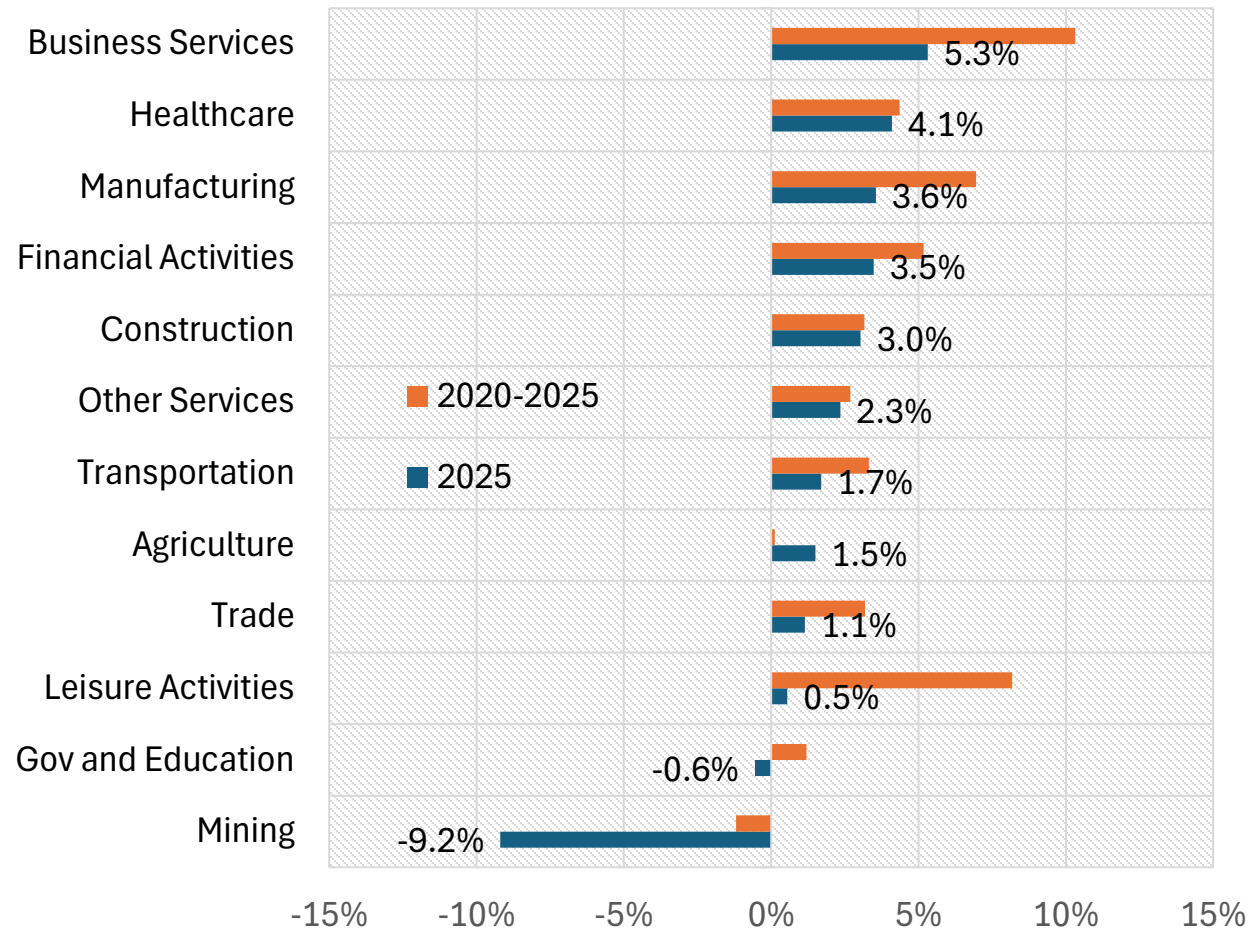
Montana returns to long-run trend following extraordinary post-pandemic growth.



Source: Bureau of Economic Analysis.

Real Annual GDP Growth by Industry

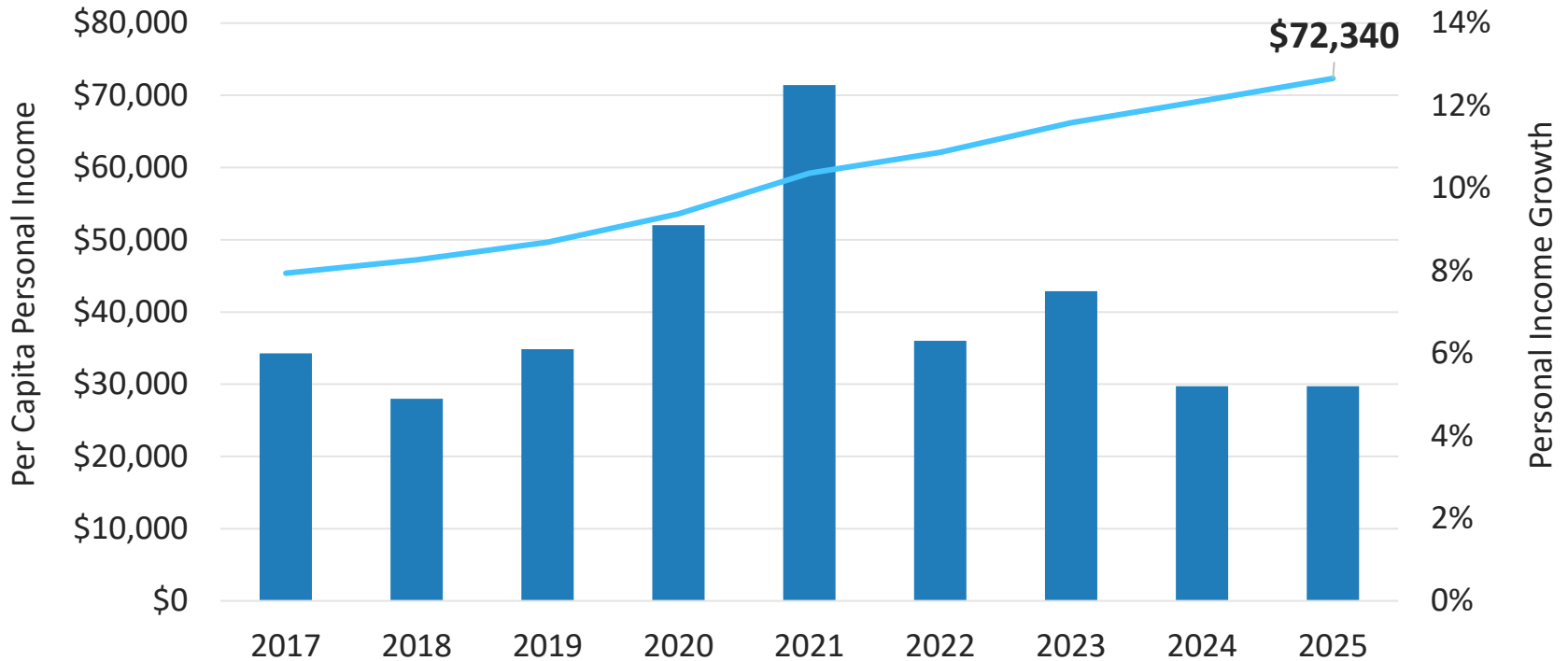
- Fastest growth in professional services in the nation since 2020.
- Mining reports real GDP declines.
 - -1.2% annual growth in real GDP since 2020.
- Tourism-related activities have bolstered leisure activities GDP since 2020.



Source: Bureau of Economic Analysis. Other services include management of companies, information, and utilities.

PER CAPITA PERSONAL INCOME

REACHES RECORD HIGH IN 2025 – RANKING MONTANA 27TH HIGHEST AMONG STATES



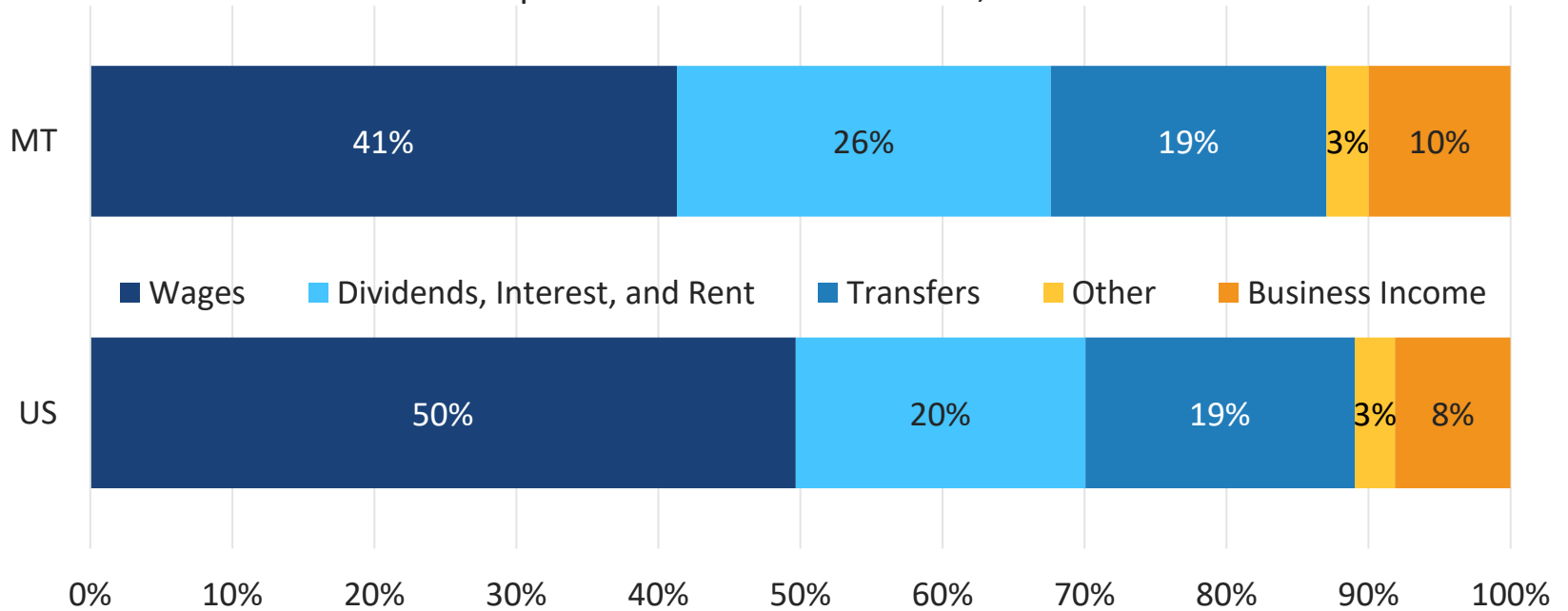
Montanans averaged 7.3% income growth per year since 2020 –

5th fastest growth among states.

PERSONAL INCOME

INCOME GREW BY 5.2% IN 2025— RANKING MONTANA 13TH FASTEST AMONG STATES

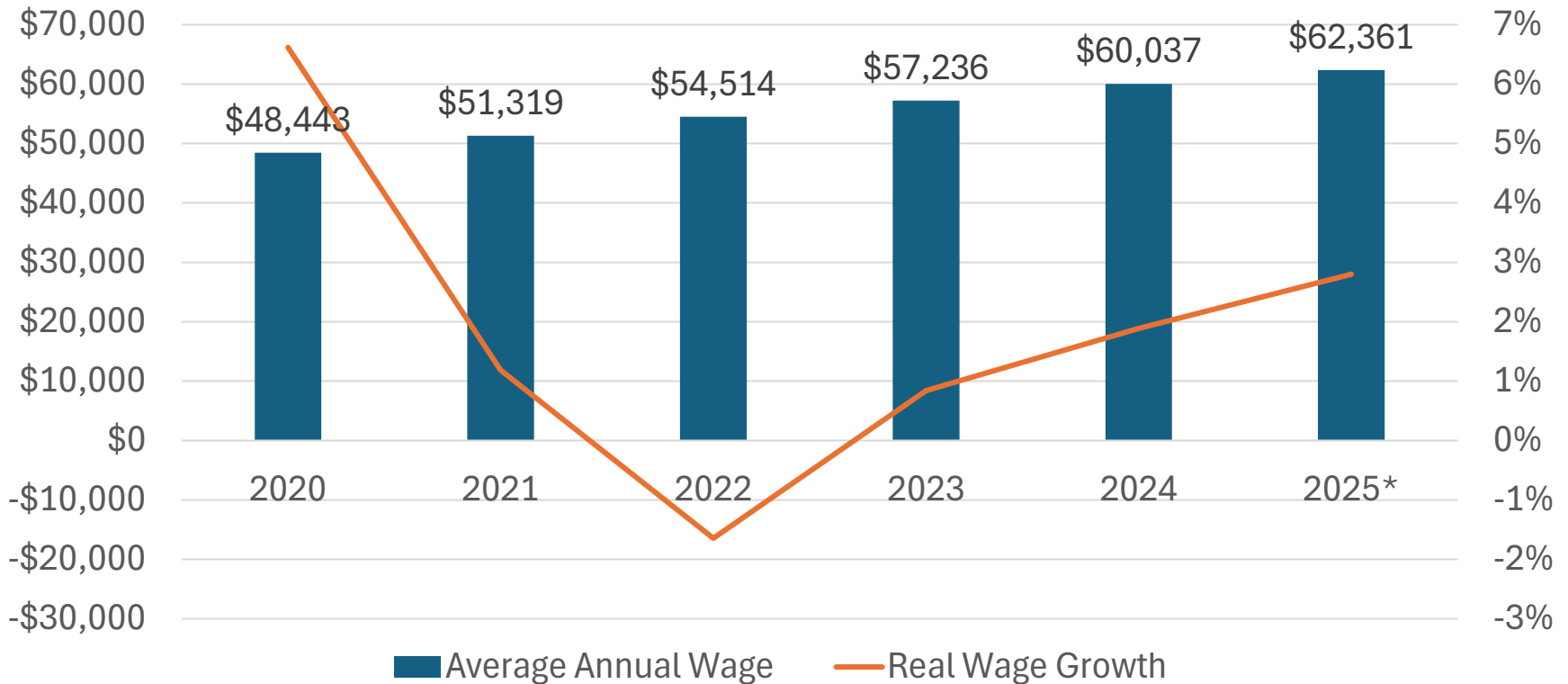
Composition of Personal Income, 2025



Montanans receive a larger share of non-wage income than the national average – such as business, rental, and investment income.

MONTANA AVERAGE ANNUAL WAGE

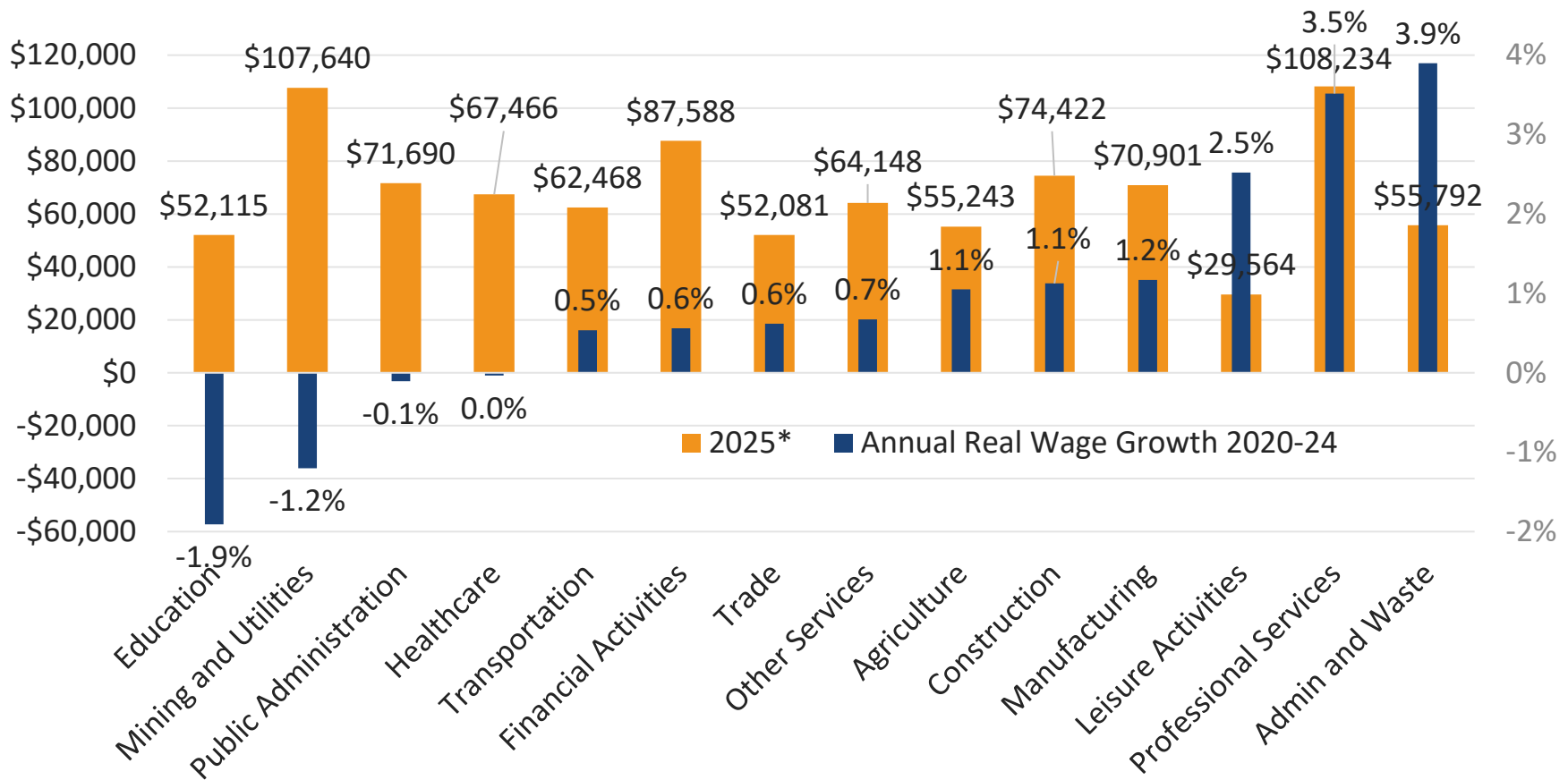
REAL WAGES GREW BY 2.8% OVER THE LAST YEAR – 3RD FASTEST AMONG STATES



Source: US BLS and Montana Department of Labor and Industry, QCEW and CPI-U.
Data for 2025 available through Q3.

AVERAGE ANNUAL WAGE BY INDUSTRY

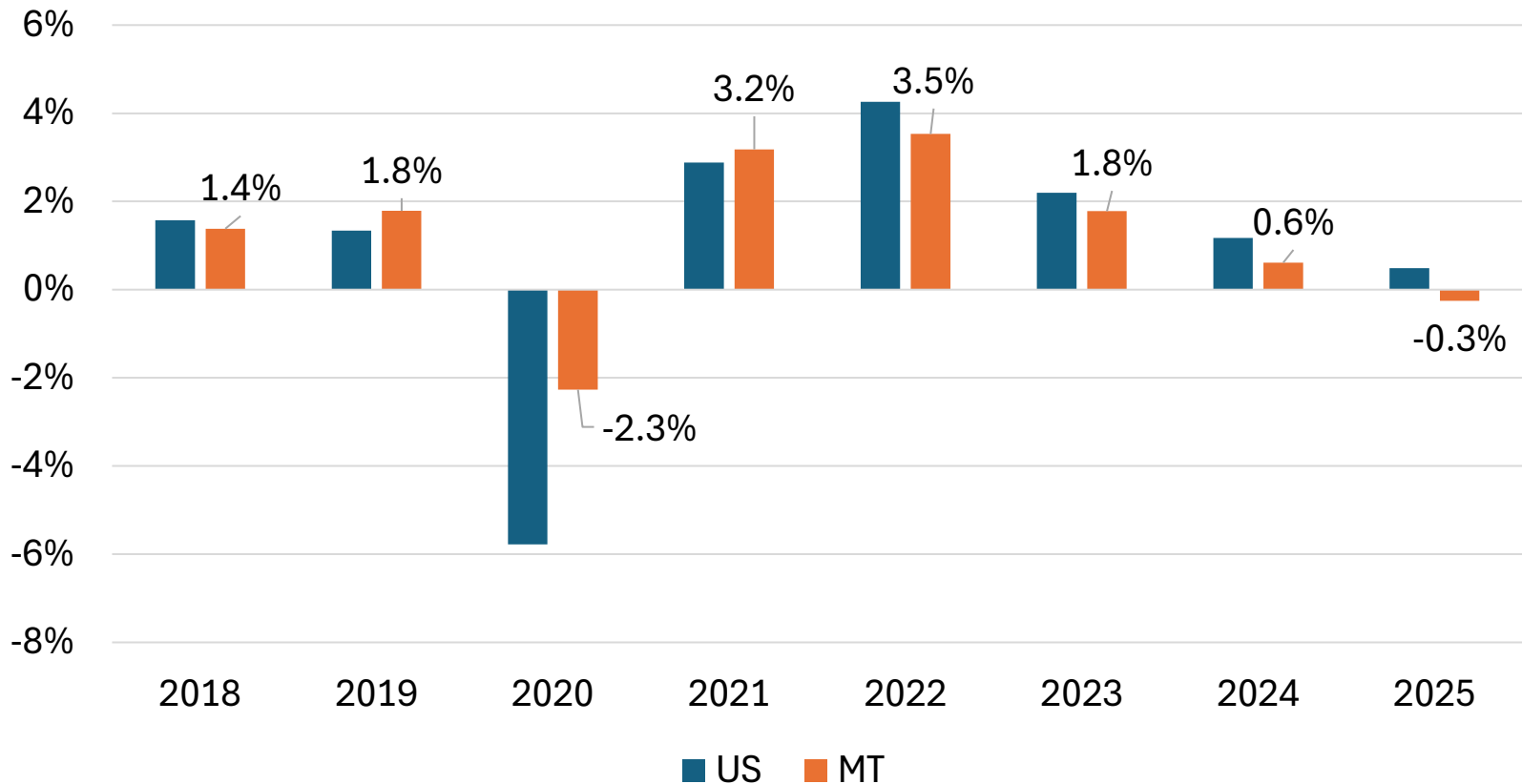
WAGE GROWTH FASTEST AMONG SERVICE PROVIDING INDUSTRIES



Source: U.S. BLS and MTDLI, CPI-U and QCEW. Ition and Other information, management of companies, and other services. Industry employment includes public and private sector. *Data for 2025 available through Q3.

Employment Growth in Montana and US

Modest job declines in 2025, but long-run projections remain positive.

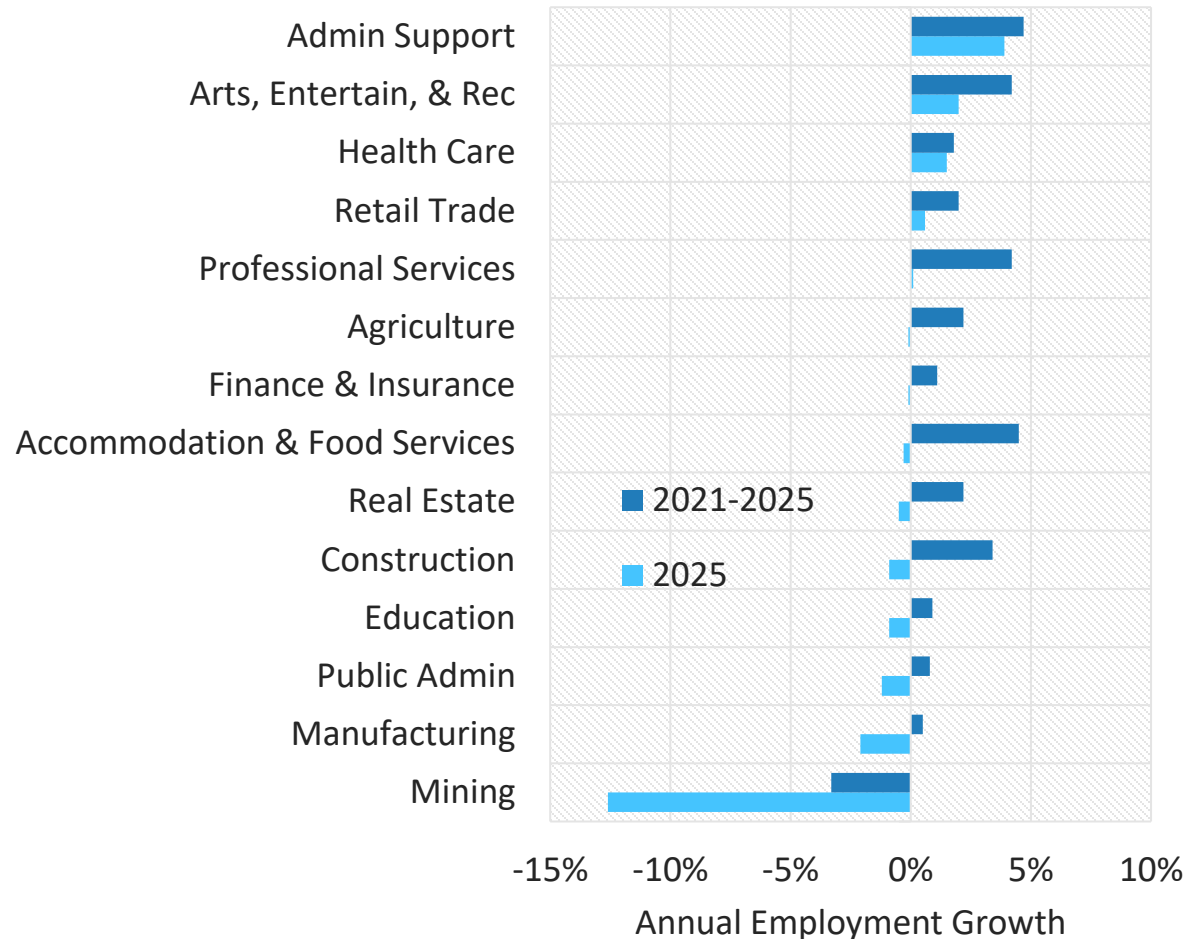


Source: Local Area Unemployment Statistics (LAUS). National Current Employment Statistics (CES)

EMPLOYMENT GROWTH RATE BY SELECT INDUSTRY

SERVICE-PROVIDING INDUSTRIES ADDED THE MOST JOBS IN 2025

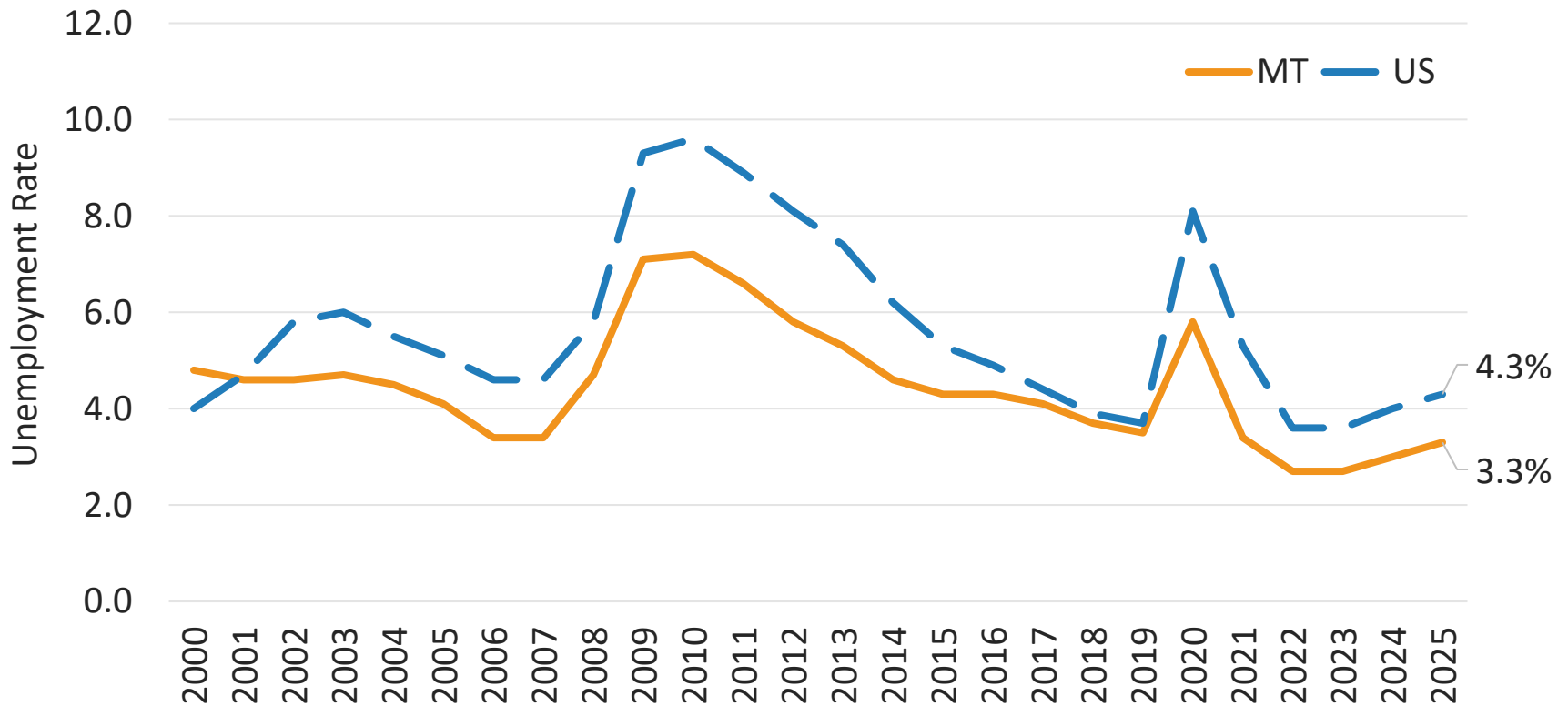
- Healthcare added the most jobs in 2025.
- Finance and insurance employment unchanged in 2025.
 - Declines in banking and real estate.
- Mining declines most significantly due to Stillwater closure.



Source: Quarterly Census of Employment and Wages. Preliminary 2025 Q4 data.

MONTANA'S UNEMPLOYMENT RATE

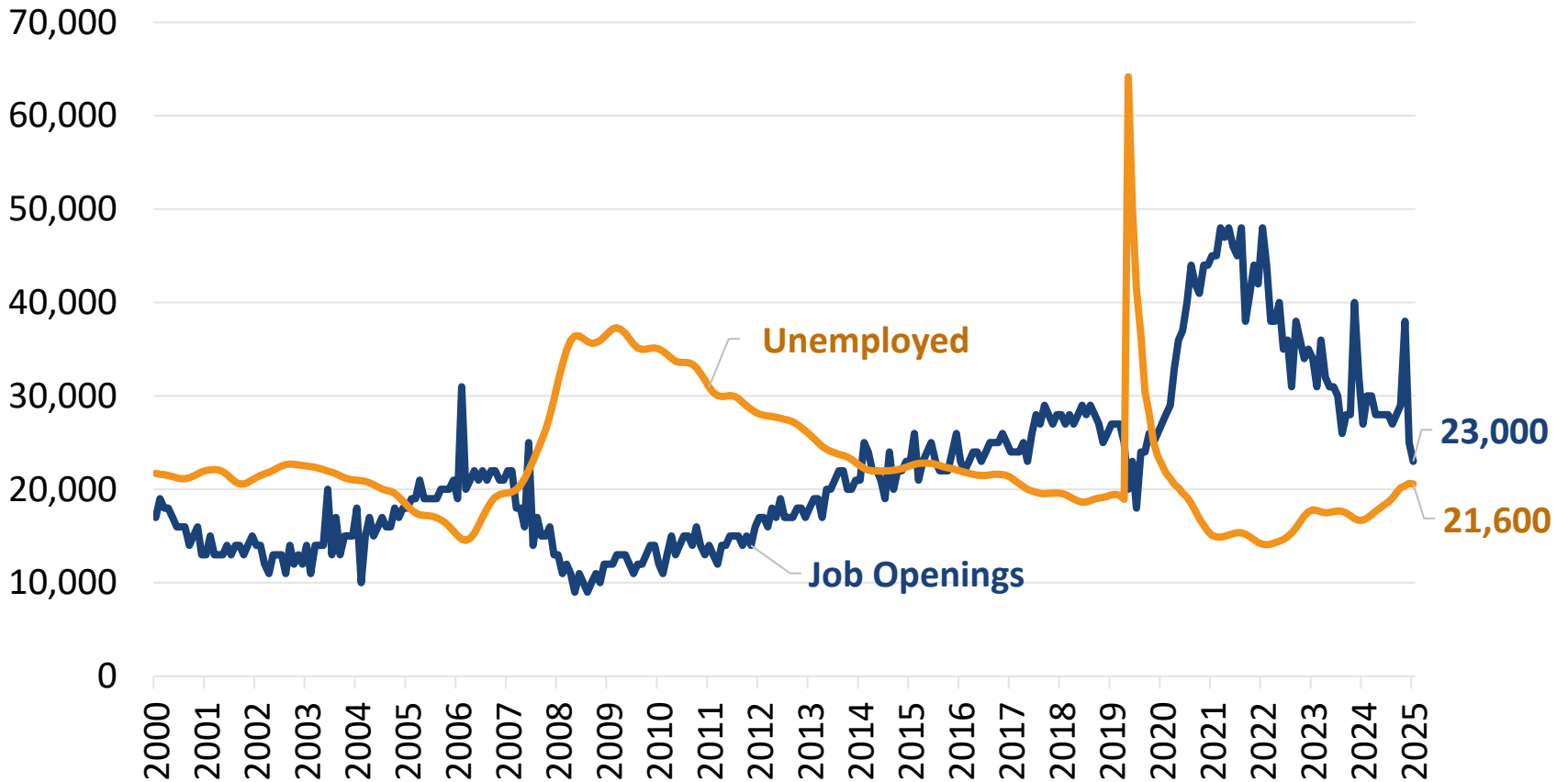
SIGNALS TIGHTER LABOR MARKET THAN NATIONAL AVERAGE



Source: Local Area Unemployment Statistics, MT unemployment rate annual average. Current Population Survey, US unemployment rate annual average.

MORE JOB OPENINGS THAN JOB SEEKERS

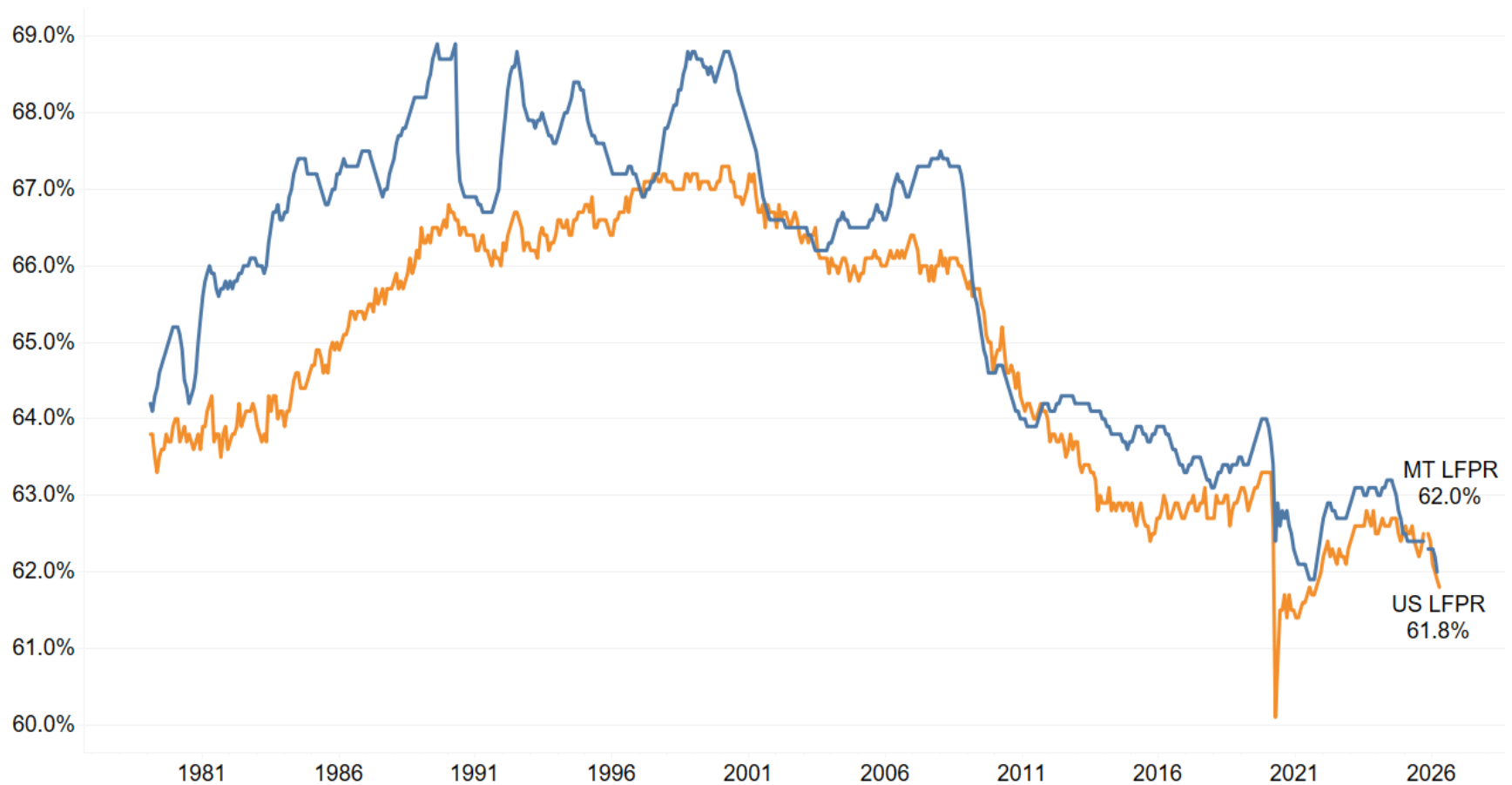
TIGHT LABOR MARKETS HAVE EASED SIGNIFICANTLY SINCE 2022



Source: JOLTS and LAUS, January 2000 to December 2025. Unemployment level is rounded to the nearest hundred. Oct 2025 unemployment missing due to lapse in federal appropriations.

Labor Force Participation Rate Declines

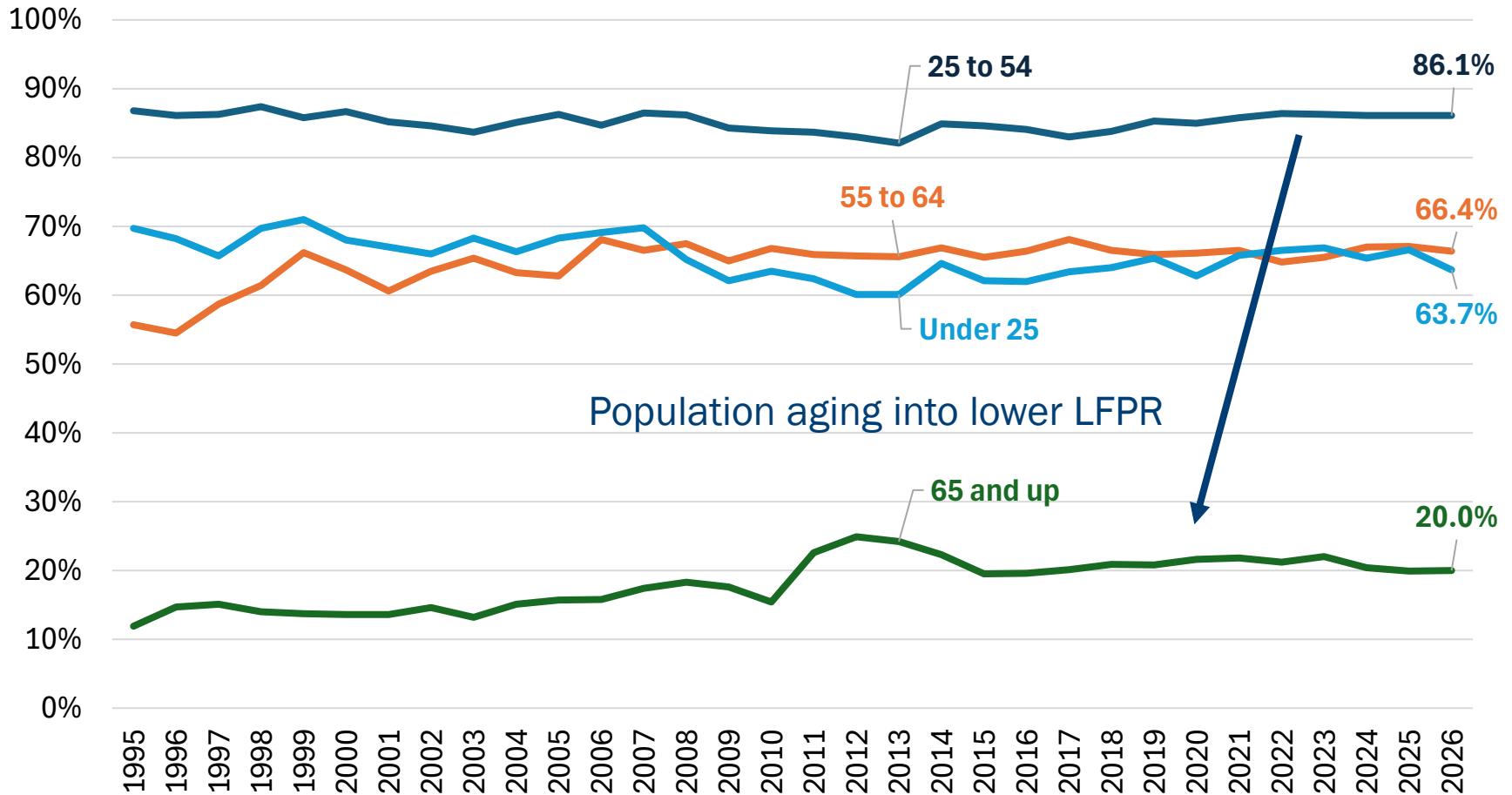
About 62% of Percent of Population Working or Actively Seeking Work



U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics (LAUS).

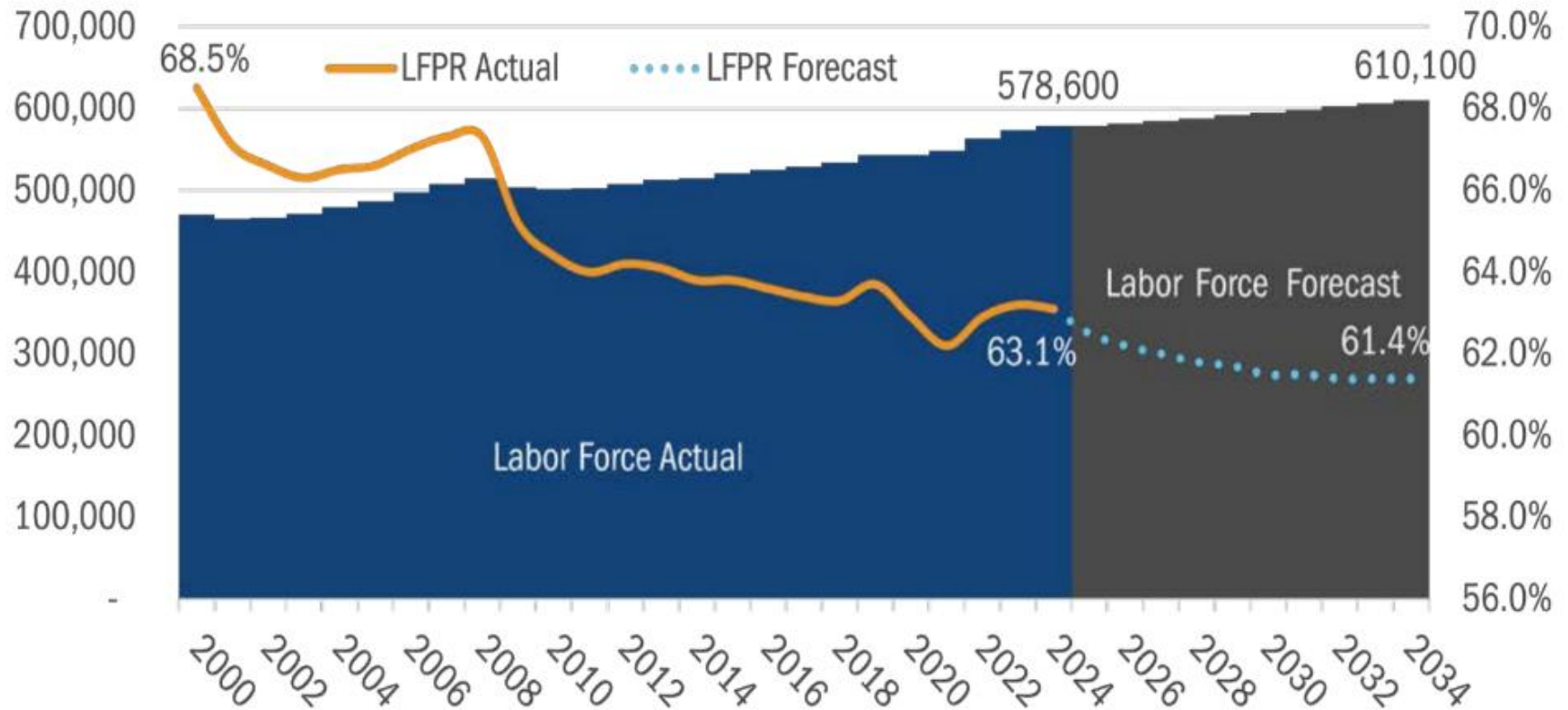
Labor Force Participation by Age

Stable participation within age groups over time.



Source: IPUMS Current Population Survey, Jan 1995- March 2026. Twelve-month moving averages, rounded to the nearest thousand.

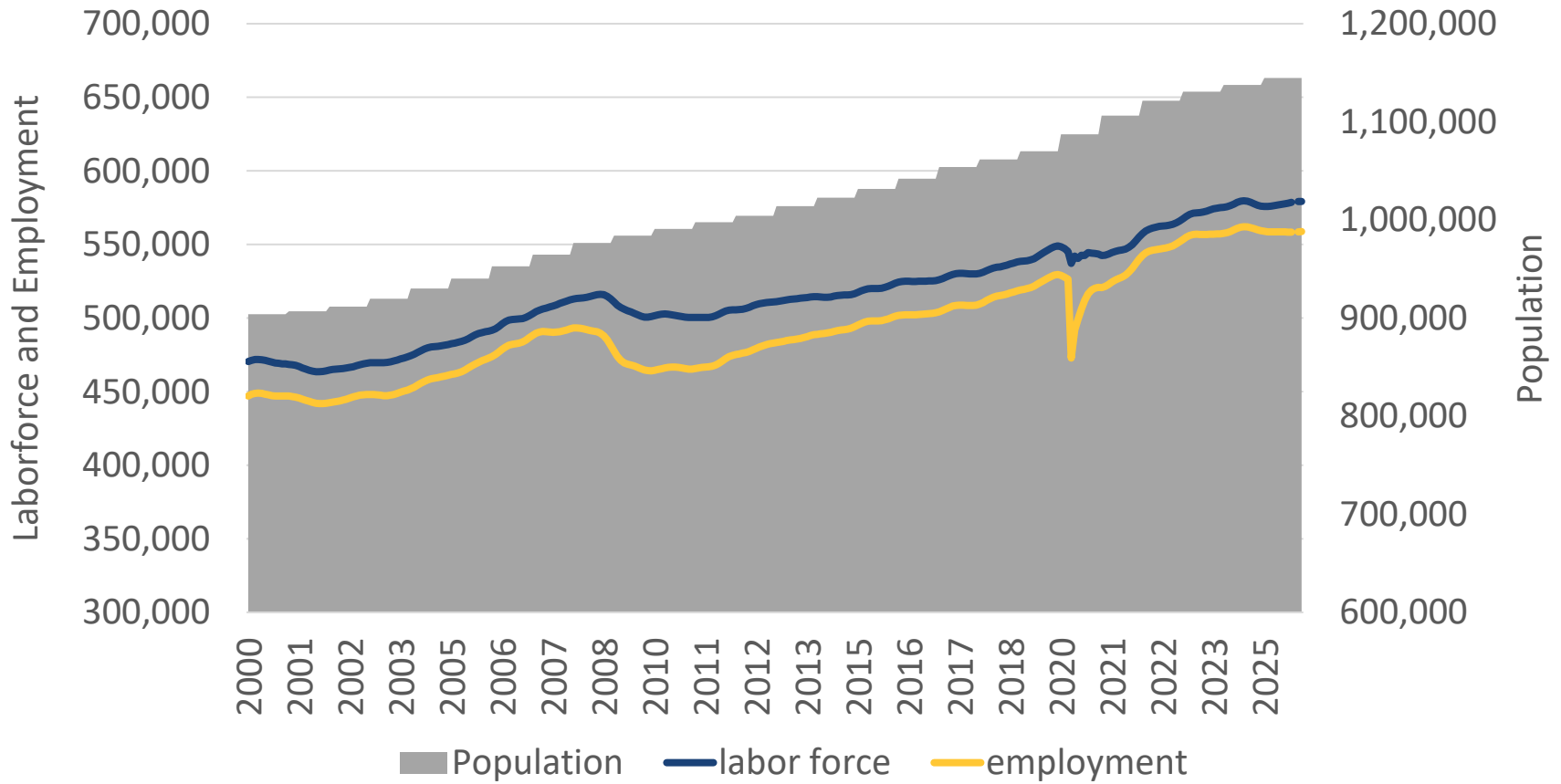
LABOR FORCE PARTICIPATION FORECASTED TO CONTINUE DECLINING OVER NEXT DECADE



Source: Local Area Unemployment Statistics, BLS MTDLI 2000-2022. Labor force and Population Projections 2024-2034, MTDLI.

CONSISTENT LABOR MARKET GROWTH

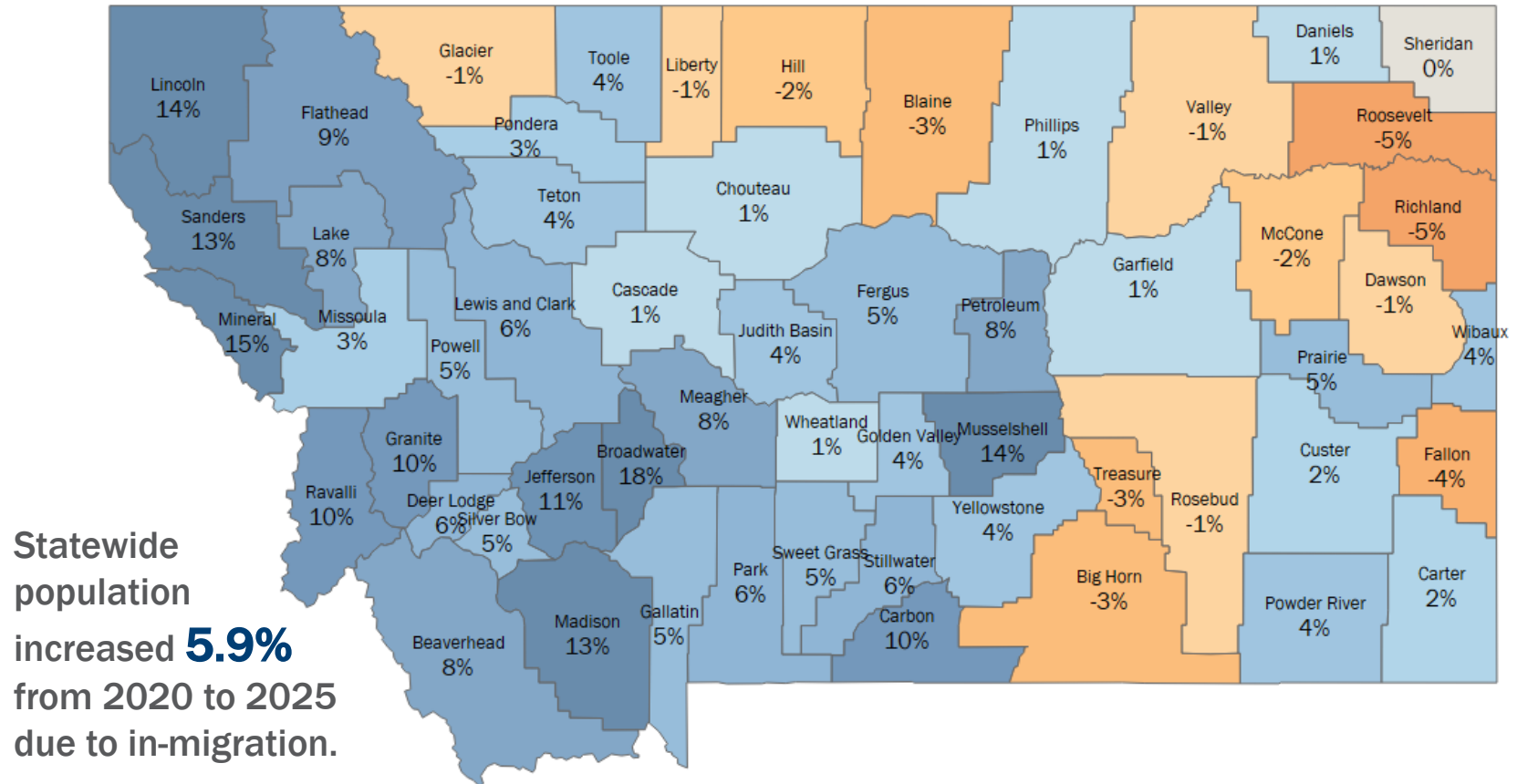
MONTANA POPULATION, LABOR FORCE, AND EMPLOYMENT GROWTH SINCE 2000



Source: Local Area Unemployment Statistics, BLS seasonally adjusted. U.S. Census Bureau, Resident Population in Montana [MTPOP], retrieved from FRED, Federal Reserve Bank of St. Louis; <https://fred.stlouisfed.org/series/MTPOP>, April 28, 2026.

In-Migration Drives Labor Force Growth Post-Pandemic

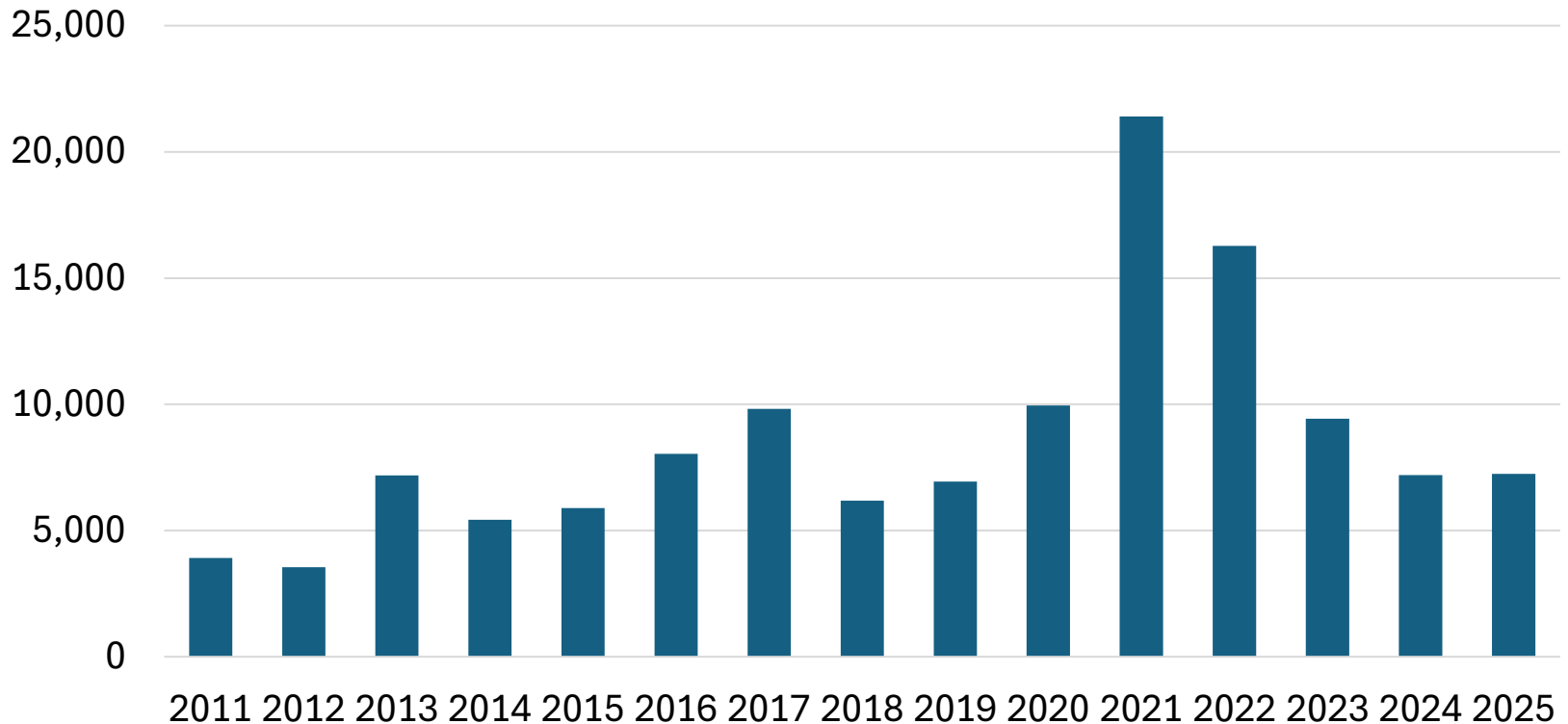
Montana ranks 8th in the nation for highest rate of in-migration since 2020



Source: US Census Bureau, Annual Resident Population Estimates, Estimated Components of Resident Population Change, and Rates of the Components of Resident Population Changes for Counties: April 1, 2020 to July 1, 2024.

MONTANA NET IN-MIGRATION

NET IN-MIGRATION HAS SLOWED AFTER POST-PANDEMIC BOOM



Source: US Census Bureau, Annual Resident Population Estimates, Estimated Components of Resident Population Change, and Rates of the Components of Resident Population Changes for State. Vintage 2020 and 2025.

How Artificial Intelligence Could Reshape Work in Montana



Approximately **21% of the state's workforce** is employed in occupations highly-exposed to AI.



Occupations most highly exposed: office and administrative support, business and finance, legal, architecture, and engineering.



Montana ranks **36th in the nation** for workforce exposure to AI.

Looking forward to the rest of 2026...

Labor Market Outlook

- Employment growth continues to slow but remain positive
- Labor force participation rate faces downward pressure due to aging population
- Unemployment rate remains low but might exit “tight labor market”

Continued Economic Growth through

- Productivity enhancements
- Continued population growth
- Addressing barriers to employment



Full Reports Available at:

lmi.mt.gov/publications



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