Hardin County, OH

Regional Growth Partnership

RGP NORTHWEST OHIO

Ohio

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Report Parameters

1 County

39065 Hardin County, OH

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen geographical area.

Economy Overview

30,225

Population (2024)

Population **decreased by 1,144** over the last 5 years and is projected to **decrease by 806** over the next 5 years.

9,040

Total Regional Employment

Jobs **decreased by 586** over the last 5 years and are projected to **decrease by 129** over the next 5 years.

$58.0K

Median Household Income (2023)

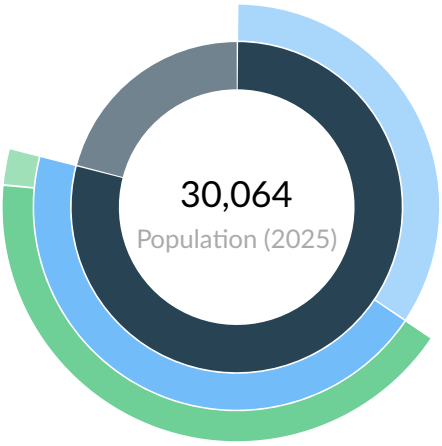
Median household income is **$20.5K below** the national median household income of $78.5K.

Takeaways

- As of 2024 the region's population **declined by 3.6%** since 2019, falling by 1,144. Population is expected to **decrease by 2.7%** between 2024 and 2029, losing 806.
- From 2019 to 2024, jobs **declined by 6.1%** in Hardin County, OH from 9,626 to **9,040**. This change **fell short of the national growth rate of 4.3% by 10.4%**. As the number of jobs declined, the **labor force participation rate decreased from 57.7% to 55.8% between 2019 and 2024**.
- Concerning educational attainment, **13.5% of Hardin County, OH residents possess a Bachelor's Degree** (8.0% below the national average), and **8.6% hold an Associate's Degree** (0.3% below the national average).
- The top three industries in 2024 are Colleges, Universities, and Professional Schools, Education and Hospitals (Local Government), and Restaurants and Other Eating Places.

	Population (2025)	Labor Force (Jun 2025)	Jobs (2024)	Cost of Living	GRP	Imports	Exports
Region	30,064	13,417	9,040	88.9	$1.27B	$2.23B	$1.80B
State	11,825,536	5,997,825	6,086,968	92.8	$904.24B	$700.85B	$866.58B

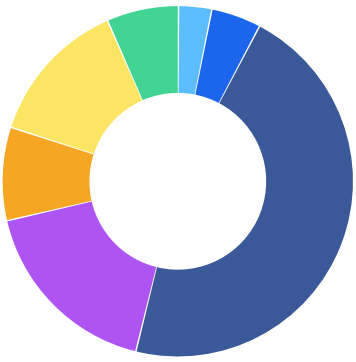
Jun 2025 Labor Force Breakdown



	Population
16+ Civilian Non-Institutionalized Population	23,742
Not in Labor Force (16+)	10,325
Labor Force	13,417
Employed	12,655
Unemployed	762
Under 16, Military, and institutionalized Population	6,322

Educational Attainment

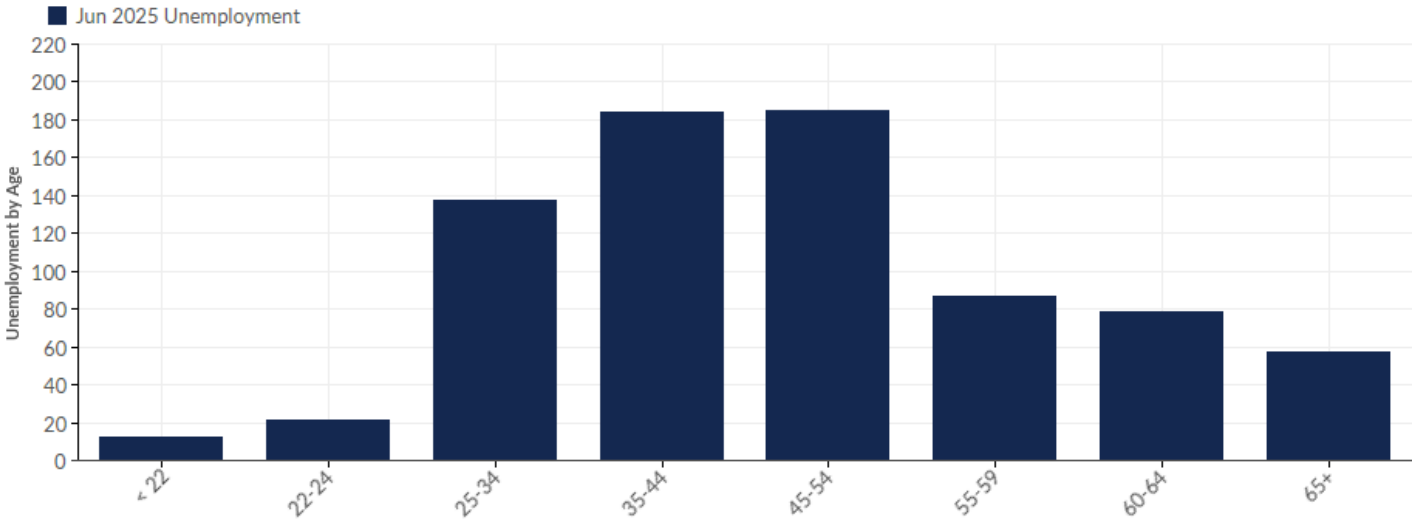
Concerning educational attainment, **13.5% of Hardin County, OH residents possess a Bachelor's Degree** (8.0% below the national average), and **8.6% hold an Associate's Degree** (0.3% below the national average).



	% of Population	Population
Less Than 9th Grade	3.1%	566
9th Grade to 12th Grade	4.6%	853
High School Diploma	46.1%	8,553
Some College	17.5%	3,251
Associate's Degree	8.6%	1,594
Bachelor's Degree	13.5%	2,497
Graduate Degree and Higher	6.6%	1,229

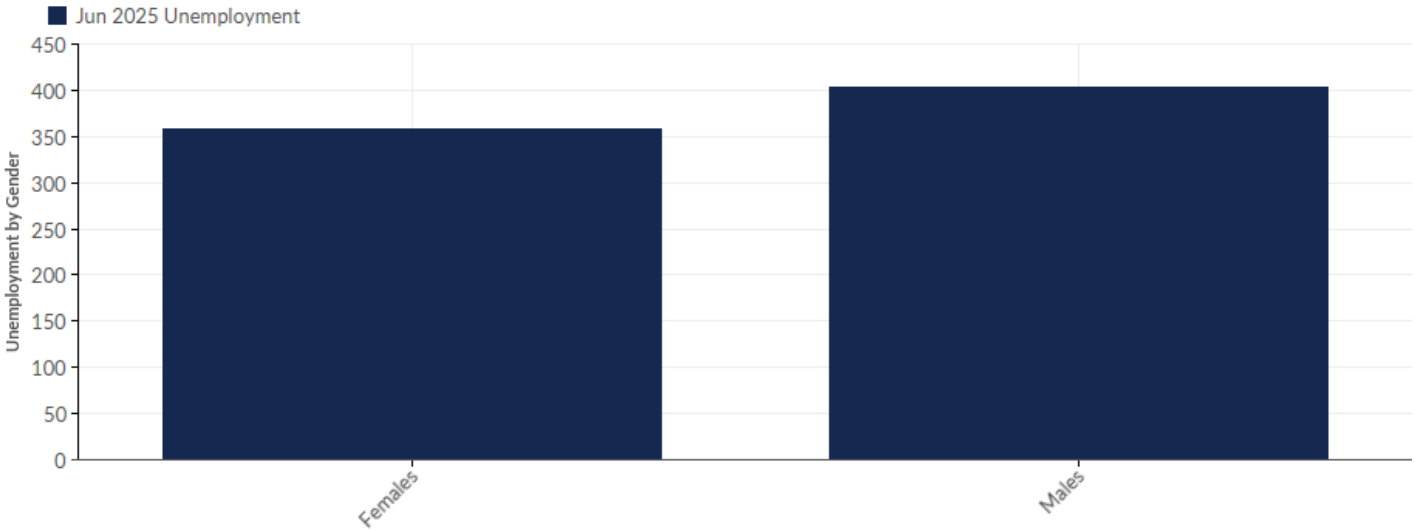
Unemployment by Demographics

Unemployment by Age



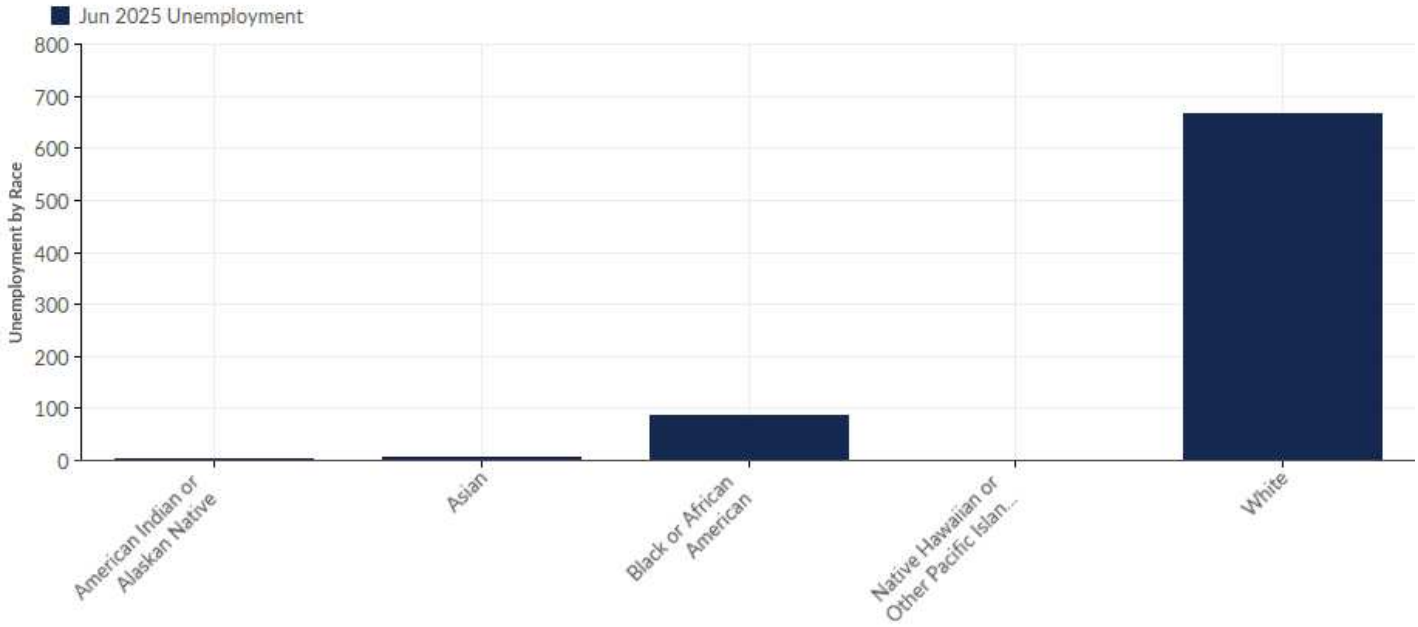
Age	Unemployment (Jun 2025)	% of Unemployed
< 22	13	1.71%
22-24	21	2.76%
25-34	138	18.11%
35-44	184	24.15%
45-54	184	24.15%
55-59	87	11.42%
60-64	79	10.37%
65+	57	7.48%
Total	762	100.00%

Unemployment by Gender



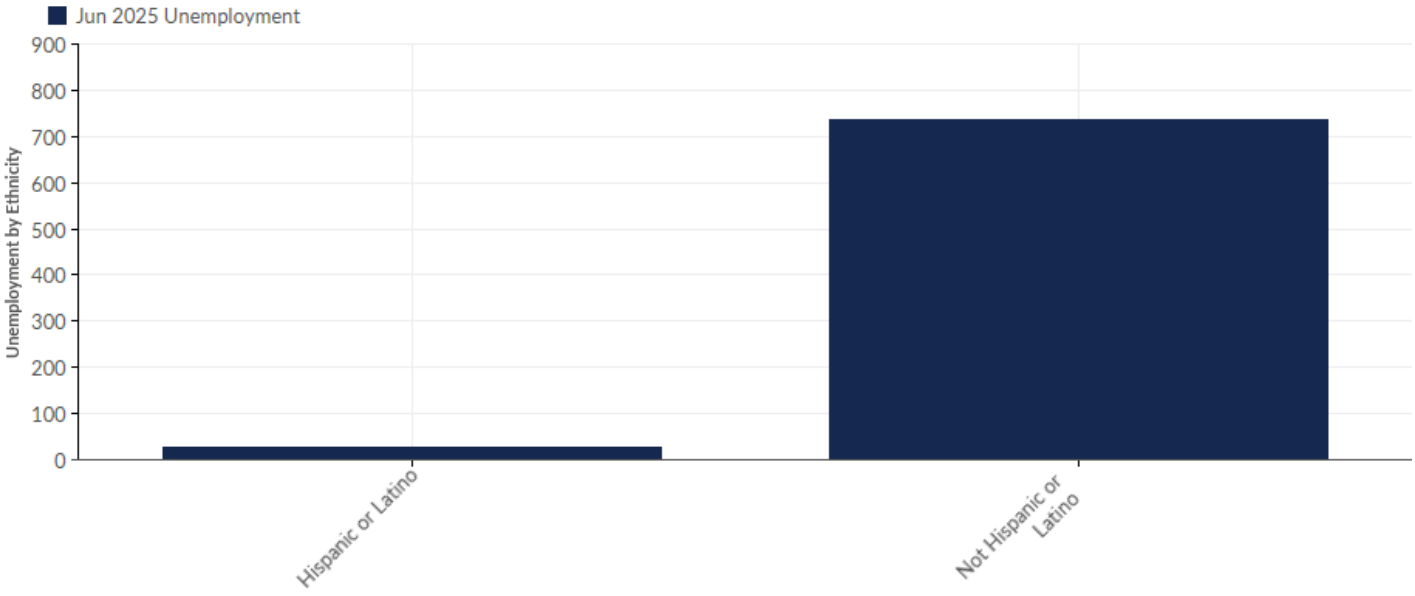
Gender		Unemployment (Jun 2025)	% of Unemployed
Females		359	47.11%
Males		403	52.89%
	Total	762	100.00%

Unemployment by Race



Race	Unemployment (Jun 2025)	% of Unemployed
American Indian or Alaskan Native	2	0.26%
Asian	6	0.79%
Black or African American	87	11.42%
Native Hawaiian or Other Pacific Islander	1	0.13%
White	666	87.40%
Total	762	100.00%

Unemployment by Ethnicity

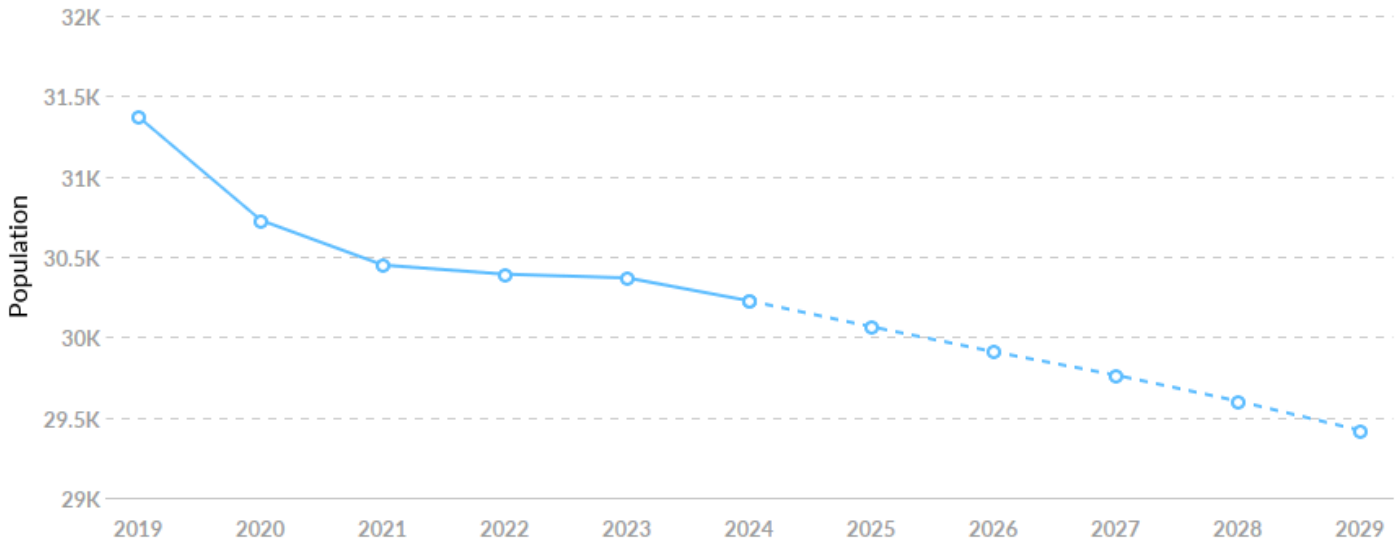


Ethnicity		Unemployment (Jun 2025)	% of Unemployed
Hispanic or Latino		25	3.28%
Not Hispanic or Latino		737	96.72%
	Total	762	100.00%

Historic & Projected Trends

Population Trends

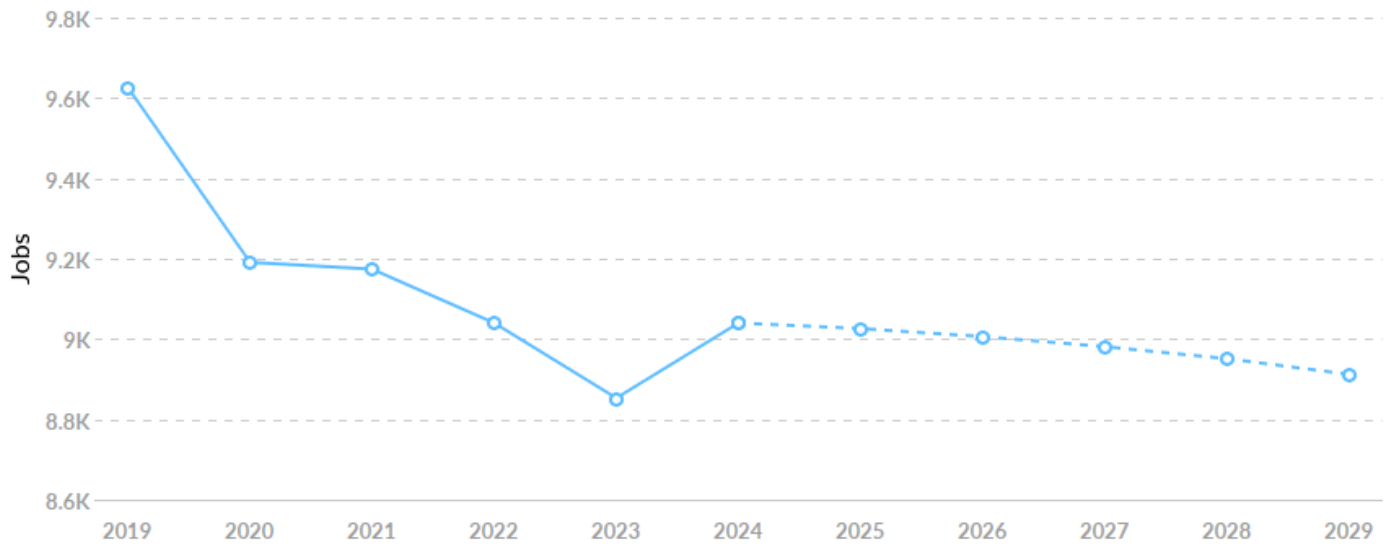
As of 2024 the region's population **declined by 3.6%** since 2019, falling by 1,144. Population is expected to **decrease by 2.7%** between 2024 and 2029, losing 806.



Timeframe	Population
2019	31,369
2020	30,727
2021	30,448
2022	30,391
2023	30,368
2024	30,225
2025	30,064
2026	29,908
2027	29,763
2028	29,601
2029	29,419

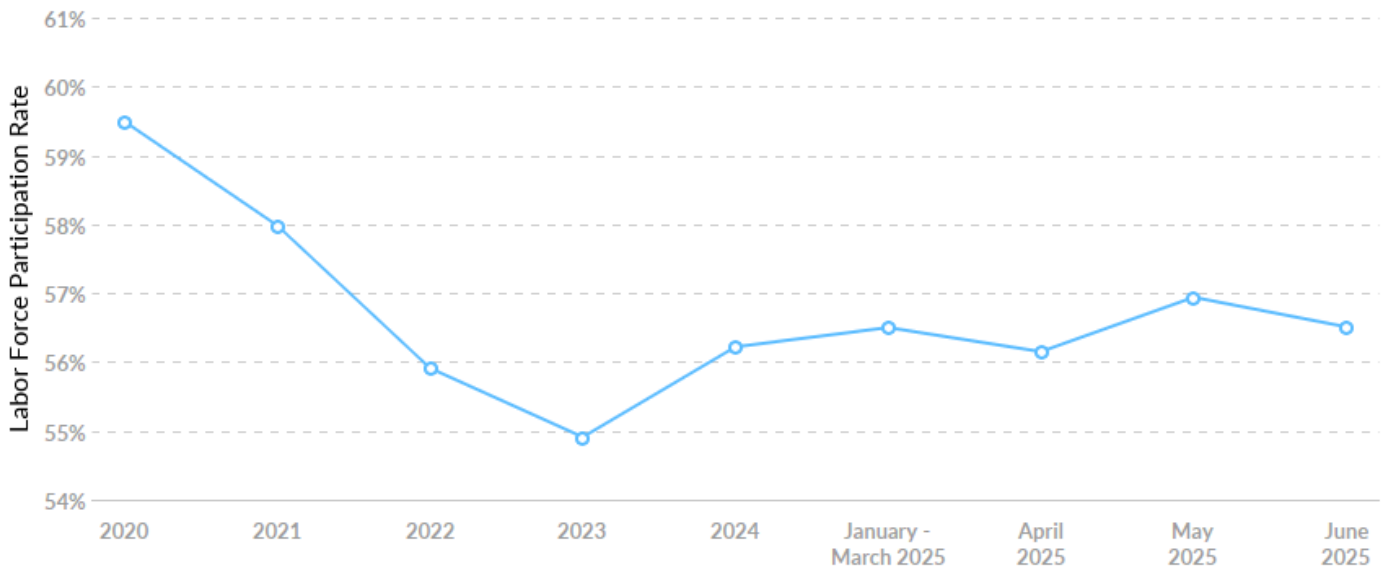
Job Trends

From 2019 to 2024, jobs **declined by 6.1%** in Hardin County, OH from 9,626 to **9,040**. This change **fell short of the national growth rate of 4.3% by 10.4%.**



Timeframe	Jobs
2019	9,626
2020	9,191
2021	9,174
2022	9,040
2023	8,853
2024	9,040
2025	9,026
2026	9,006
2027	8,981
2028	8,951
2029	8,912

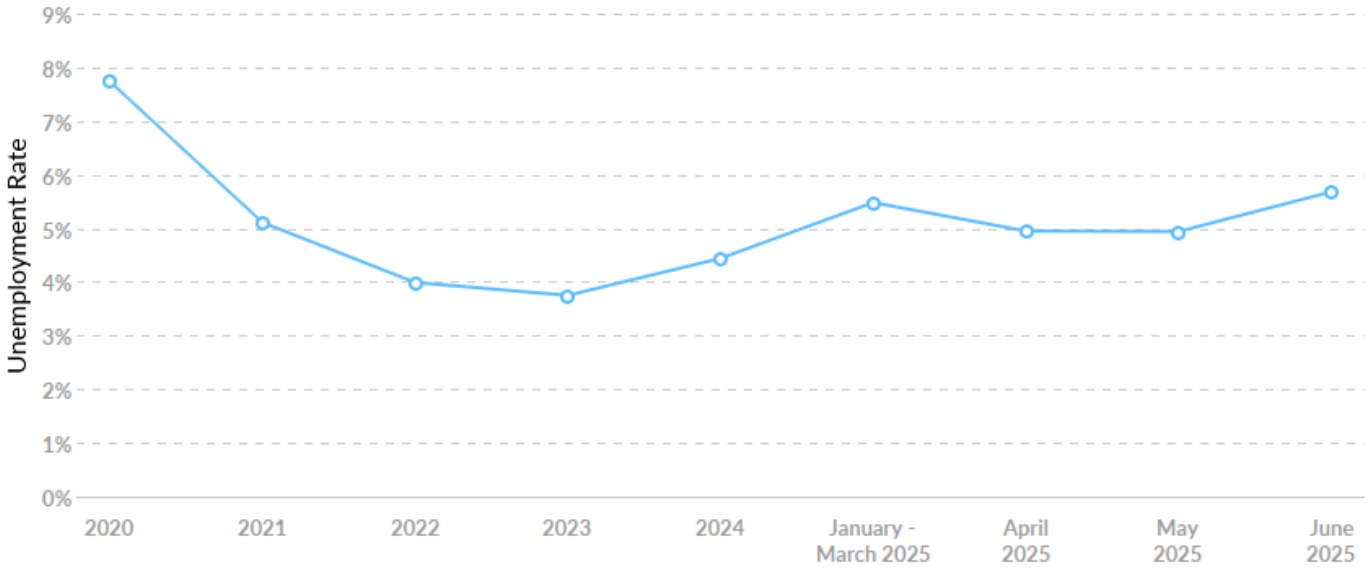
Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2020	59.49%
2021	57.98%
2022	55.91%
2023	54.91%
2024	56.22%
January - March 2025	56.50%
April 2025	56.15%
May 2025	56.94%
June 2025	56.51%

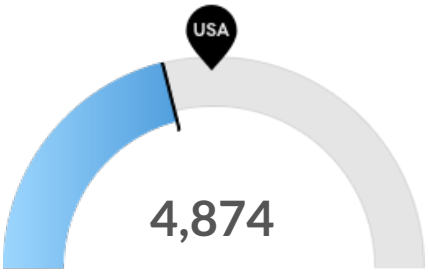
Unemployment Rate Trends

Hardin County, OH had a June 2025 unemployment rate of 5.68%, **decreasing from 7.74%** 5 years before.



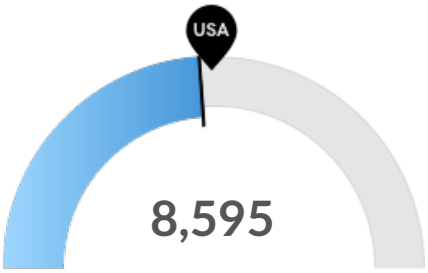
Timeframe	Unemployment Rate
2020	7.74%
2021	5.11%
2022	3.99%
2023	3.75%
2024	4.44%
January - March 2025	5.48%
April 2025	4.95%
May 2025	4.94%
June 2025	5.68%

Population Characteristics



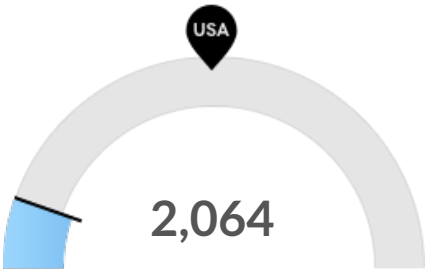
Millennials

Hardin County, OH has 4,874 millennials (ages 25-39). The national average for an area this size is 6,170.



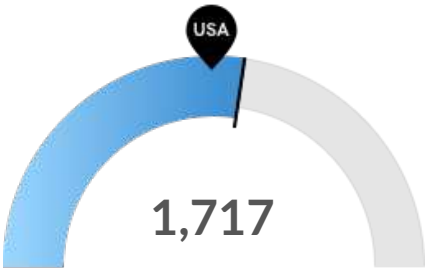
Retiring Soon

Retirement risk is about average in Hardin County, OH. The national average for an area this size is 9,167 people 55 or older, while there are 8,595 here.



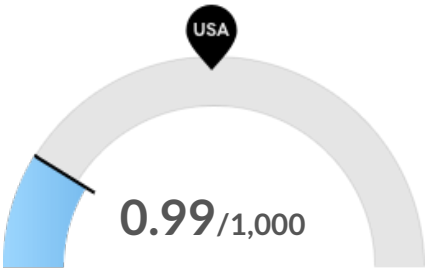
Racial Diversity

Racial diversity is low in Hardin County, OH. The national average for an area this size is 12,647 racially diverse people, while there are 2,064 here.



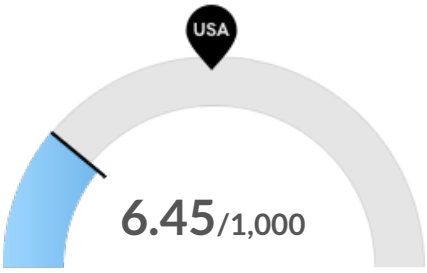
Veterans

Hardin County, OH has 1,717 veterans. The national average for an area this size is 1,502.



Violent Crime

Hardin County, OH has 0.99 violent crimes per 1,000 people. The national rate is 3.54 per 1,000 people.

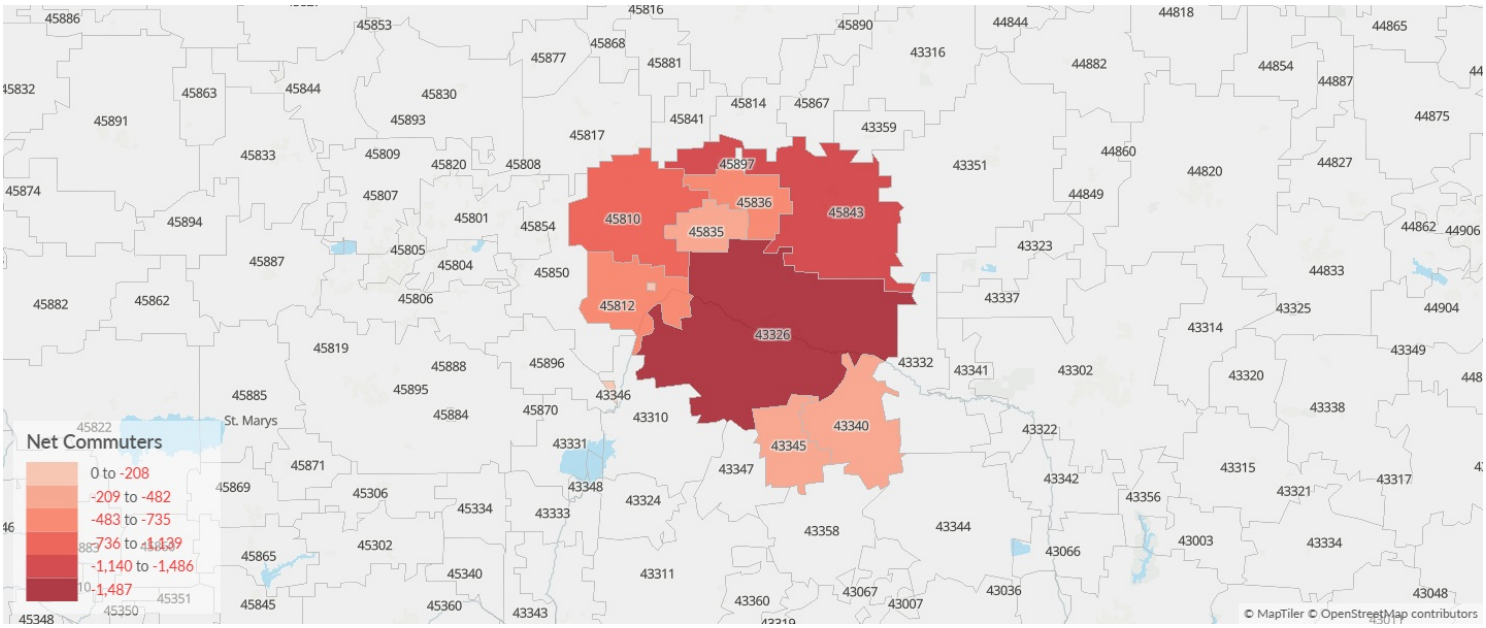


Property Crime

Hardin County, OH has 6.45 property crimes per 1,000 people. The national rate is 18.02 per 1,000 people.

Place of Work vs Place of Residence

Understanding where talent in Hardin County, OH currently works compared to where talent lives can help you optimize site decisions.



Where Talent Works

ZIP	Name	2024 Employment
43326	Kenton, OH (in Hardin c…	4,534
45810	Ada, OH (in Hardin cou…	2,627
45843	Forest, OH (in Hardin co…	582
43340	Mount Victory, OH (in H…	472
45812	Alger, OH (in Hardin co…	317

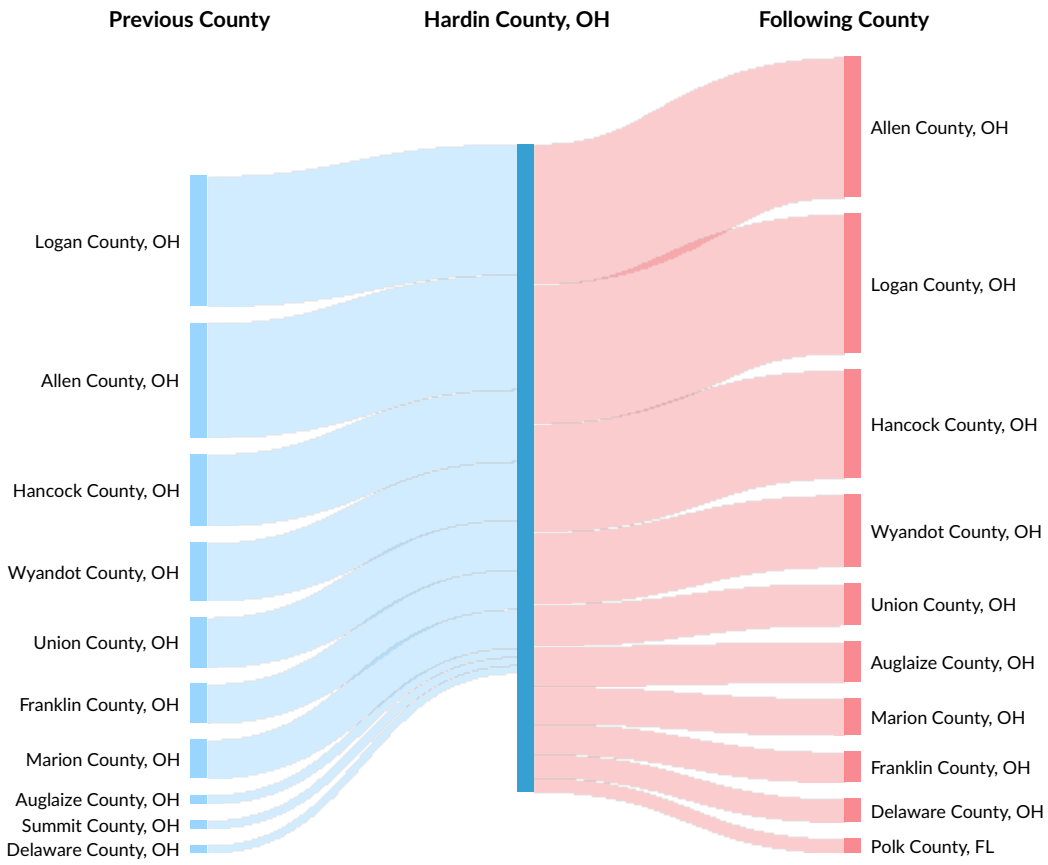
Where Talent Lives

ZIP	Name	2024 Workers
43326	Kenton, OH (in Hardin c…	6,021
45810	Ada, OH (in Hardin cou…	3,363
45843	Forest, OH (in Hardin co…	1,722
45812	Alger, OH (in Hardin co…	883
43340	Mount Victory, OH (in H…	808

Inbound and Outbound Migration

The table below analyzes past and current residents of Hardin County, OH. The left column shows residents of other counties migrating to Hardin County, OH. The right column shows residents migrating from Hardin County, OH to other counties.

As of 2022, 144 people have migrated from Logan County, OH to Hardin County, OH. In the same year, 155 people left Hardin County, OH migrating to Allen County, OH. The total Net Migration for Hardin County, OH in 2022 was -132.



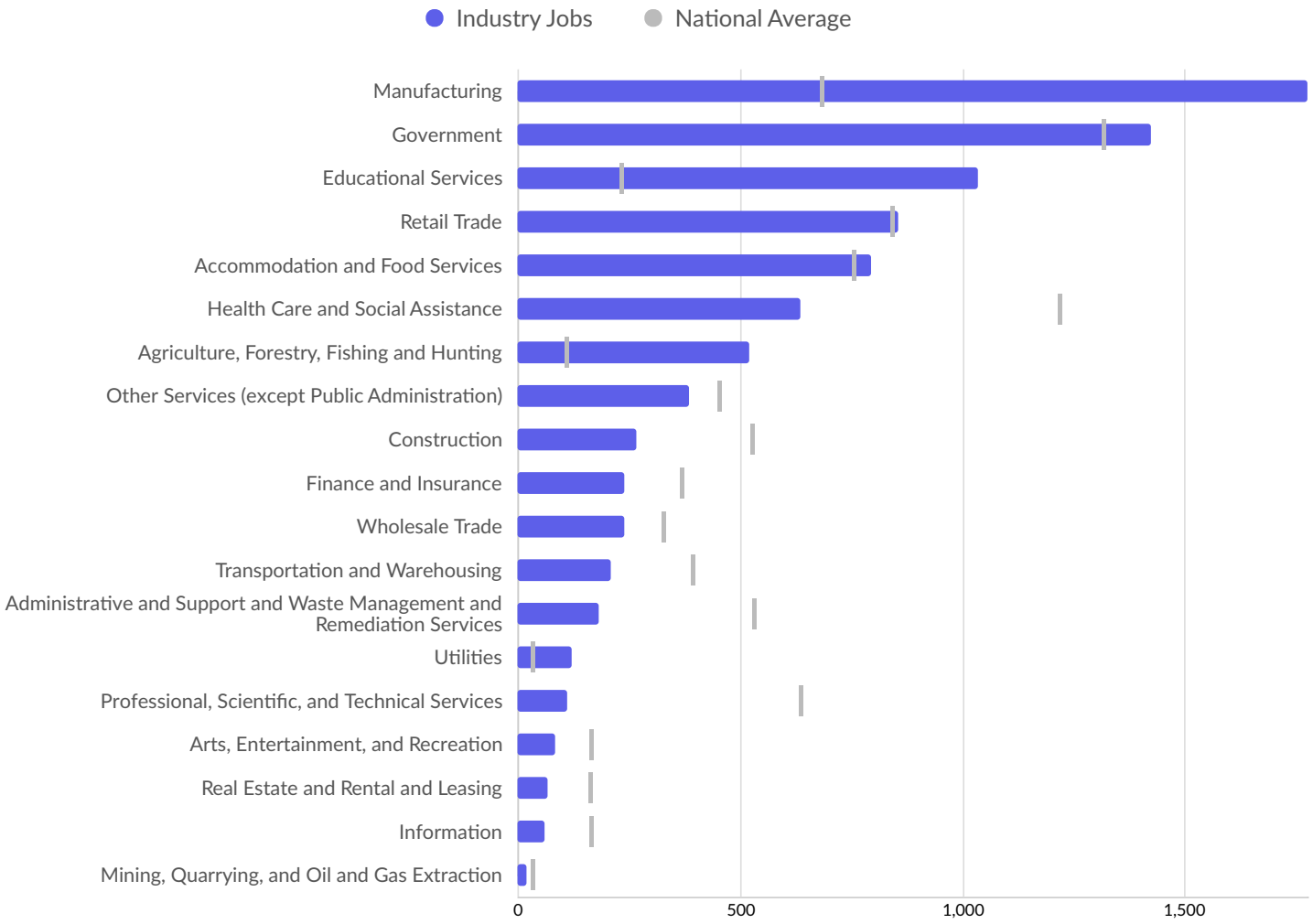
Top Previous Counties	Migrations
Logan County, OH	144
Allen County, OH	127
Hancock County, OH	80
Wyandot County, OH	64
Union County, OH	55
Franklin County, OH	44

Top Previous Counties	Migrations
Marion County, OH	43
Auglaize County, OH	10
Summit County, OH	9
Delaware County, OH	9
Cuyahoga County, OH	8
Licking County, OH	7
Ashland County, OH	7
Montgomery County, OH	6
Putnam County, OH	6

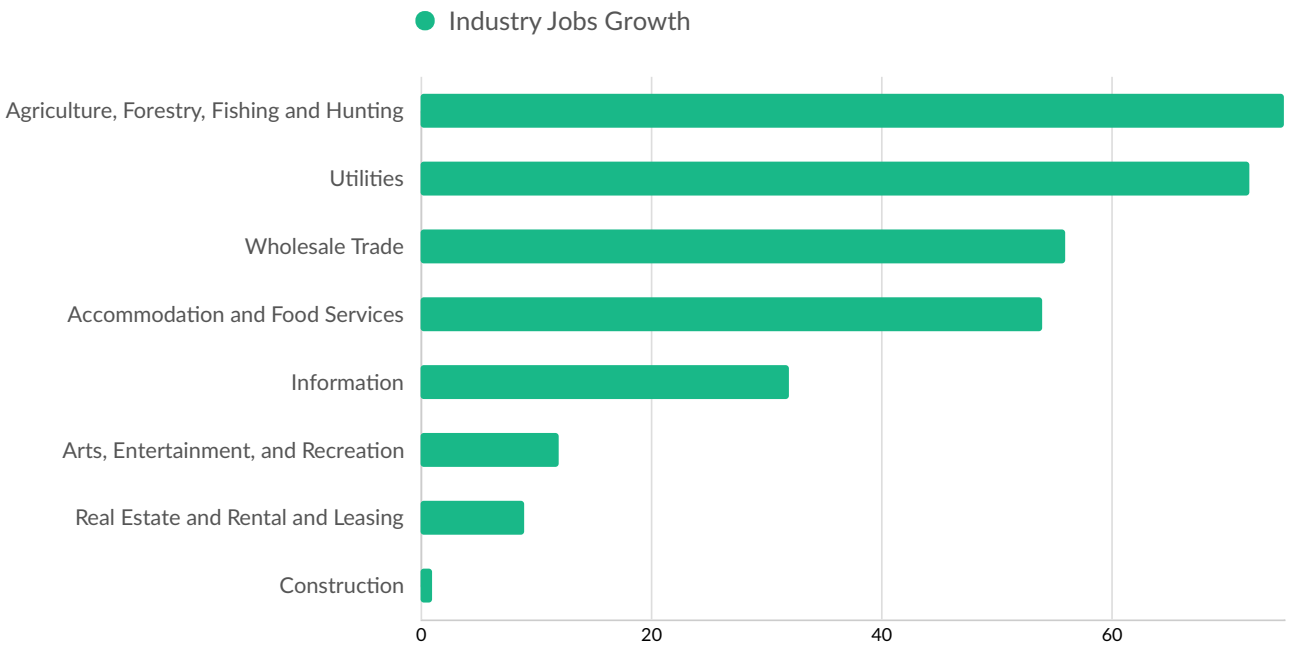
Top Following Counties	Migrations
Allen County, OH	155
Logan County, OH	154
Hancock County, OH	120
Wyandot County, OH	80
Union County, OH	46
Auglaize County, OH	45
Marion County, OH	41
Franklin County, OH	34
Delaware County, OH	26
Polk County, FL	16
Allen County, IN	15
Fairfield County, OH	13
Cuyahoga County, OH	13
Macomb County, MI	11
Hamilton County, OH	11

Industry Characteristics

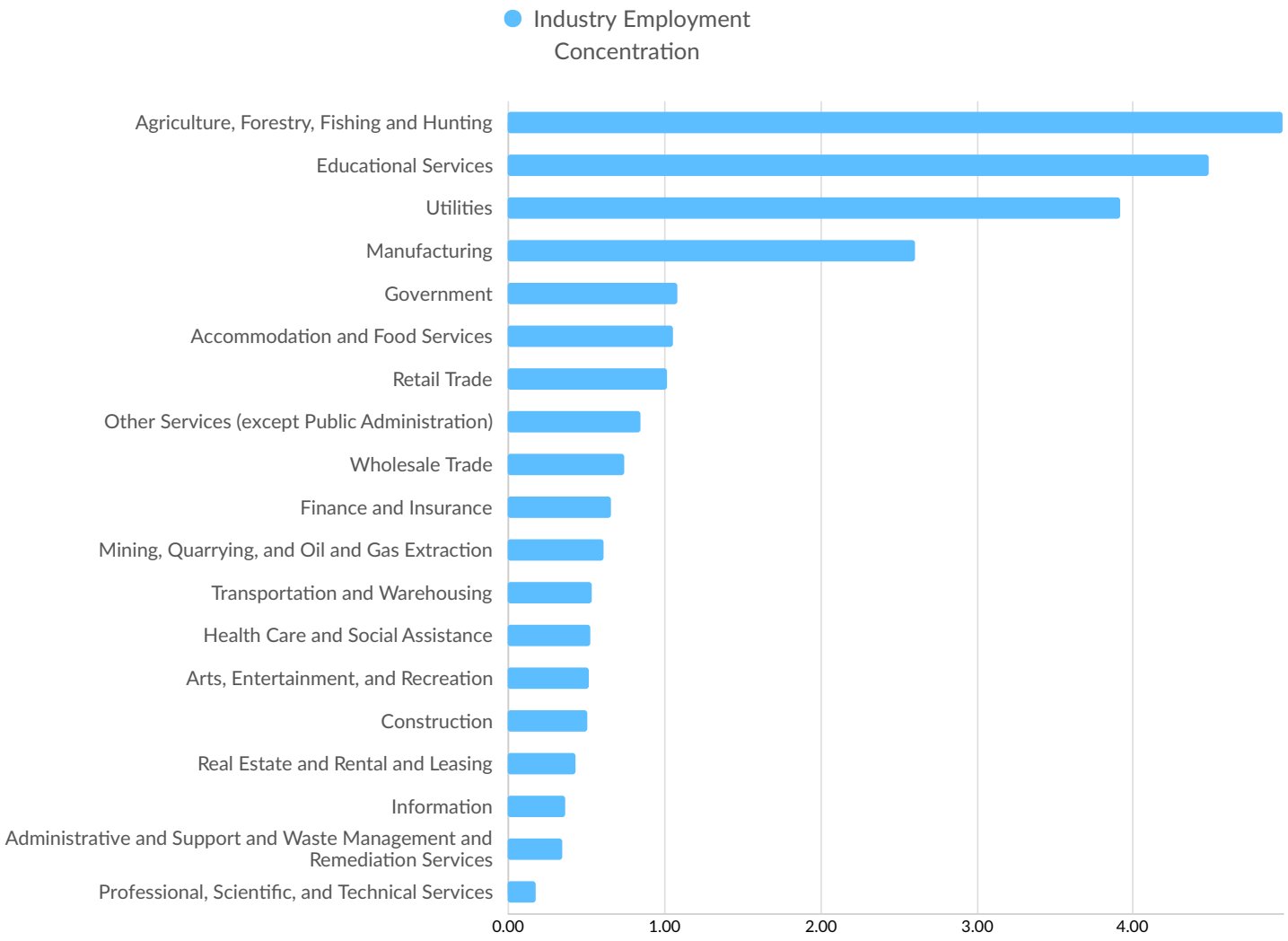
Largest Industries



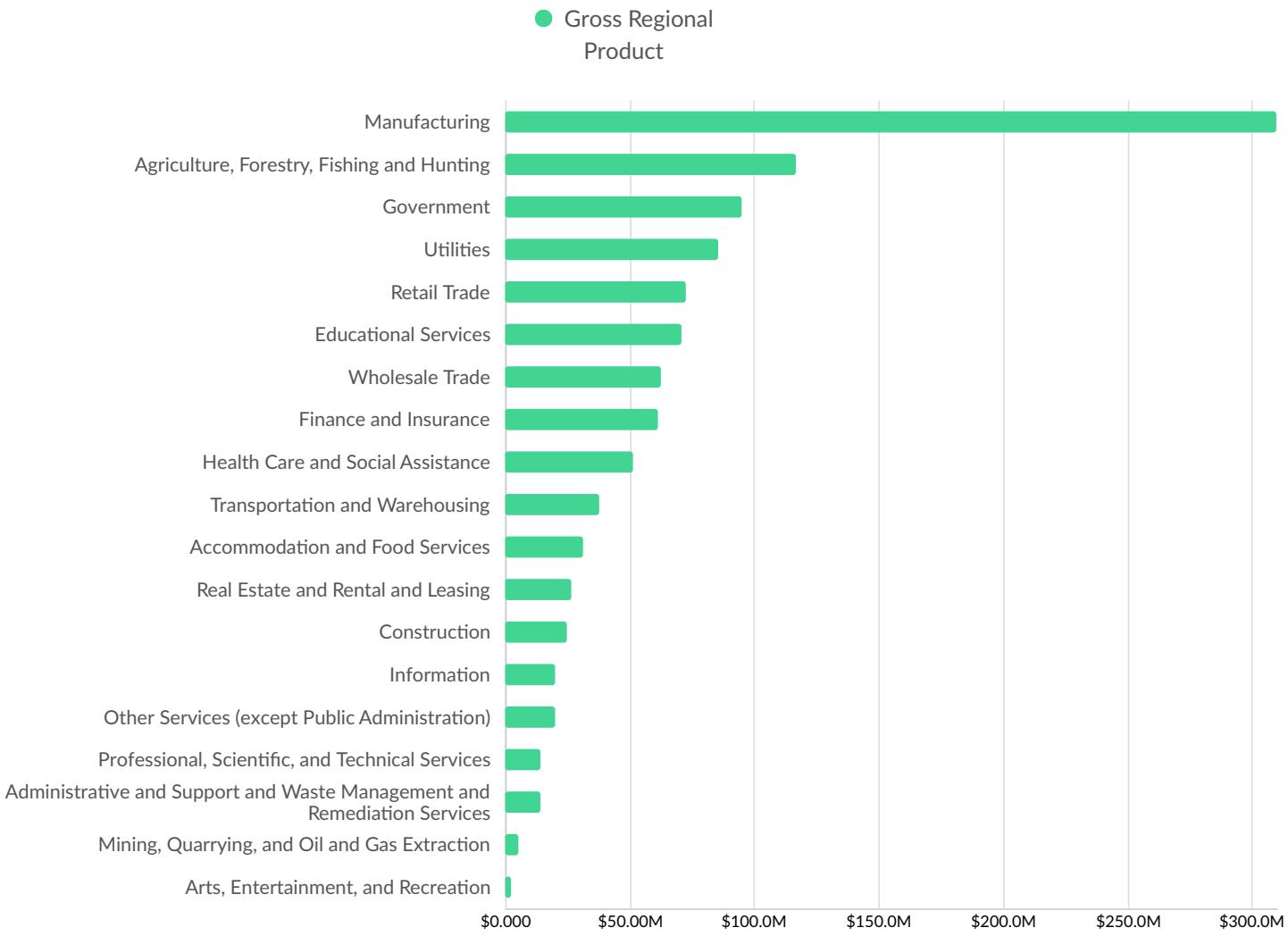
Top Growing Industries



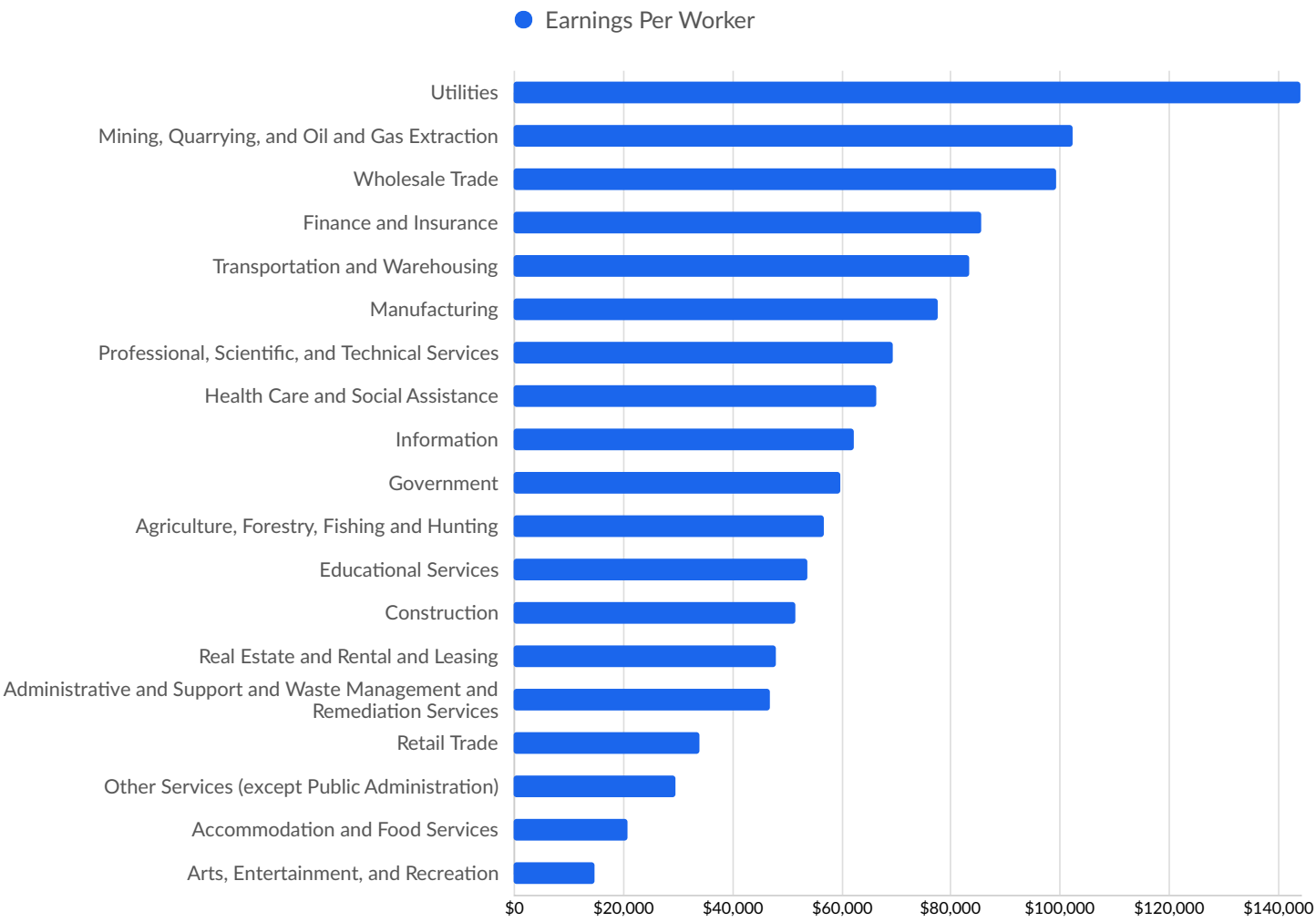
Top Industry Employment Concentration



Top Industry GRP



Top Industry Earnings



Business Characteristics

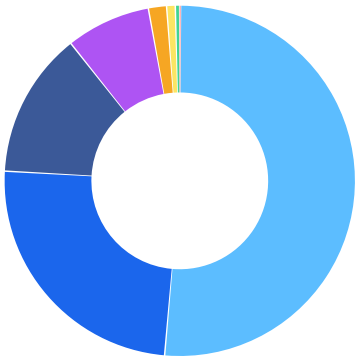
1,936 Companies Employ Your Workers

Online profiles for your workers mention 1,936 companies as employers, with the top 10 appearing below. In the last 12 months, 285 companies in Hardin County, OH posted job postings, with the top 10 appearing below.

Top Companies	Profiles
Ohio Northern University	502
Honda	123
Graphic Packaging International	63
Blanchard Valley Health System	56
Walmart	50
International Paper	49
Kenton City Schools Maintenan...	46
OhioHealth	32
Lima Memorial Health System	31
McDonald's	28

Top Companies Posting	Unique Postings
Ohio Northern University	295
Kohl's	84
Walmart	55
Vancrest Health Care Centers	51
Huntington Ingalls Industries	44
Sodexo	44
The USA Exchange	39
Triumph Group	34
OhioHealth	32
GPAC	31

Business Size

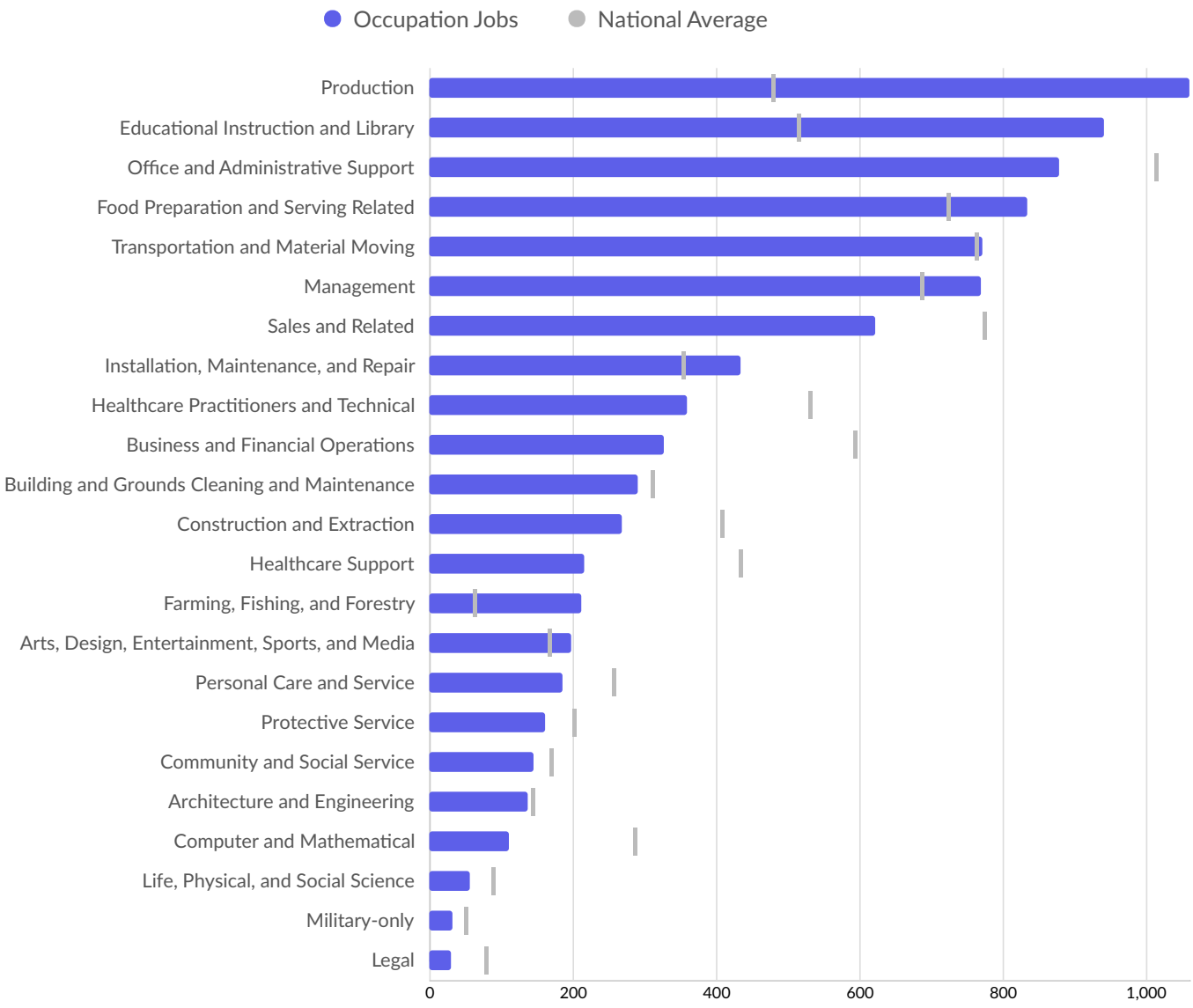


	Percentage	Business Count
1 to 4 employees	51.3%	645
5 to 9 employees	24.5%	308
10 to 19 employees	13.4%	169
20 to 49 employees	7.8%	98
50 to 99 employees	1.7%	21
100 to 249 employees	0.8%	10
250 to 499 employees	0.4%	5
500+ employees	0.1%	1

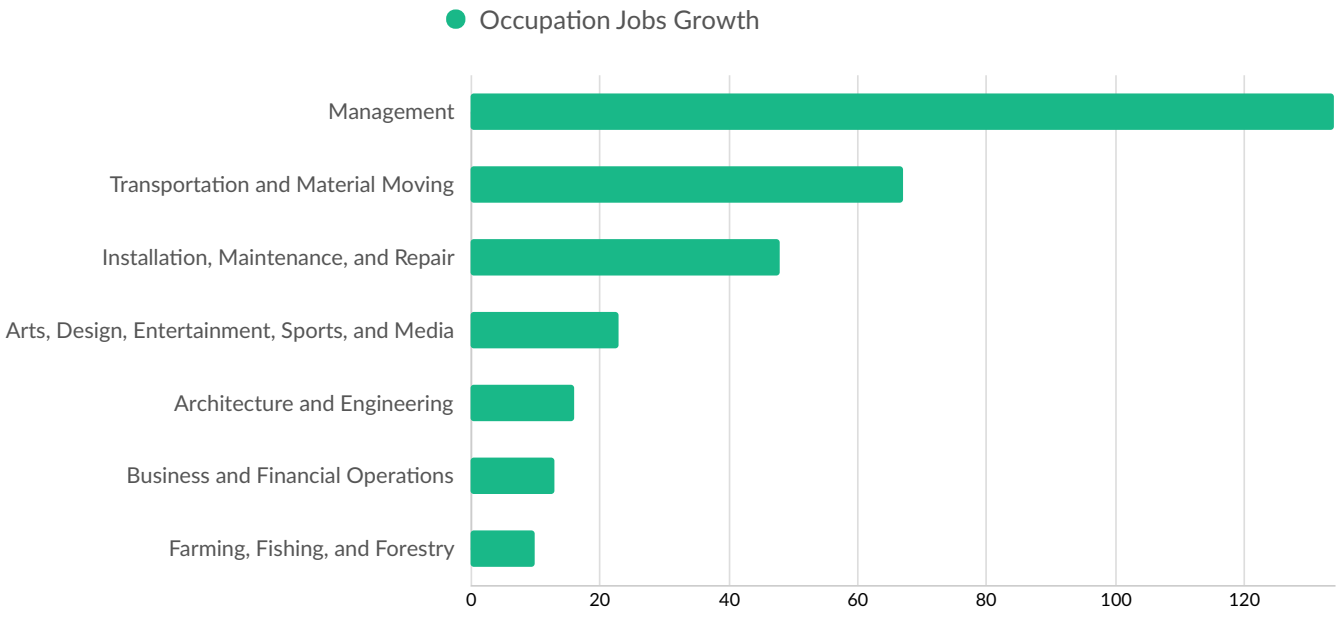
**Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

Workforce Characteristics

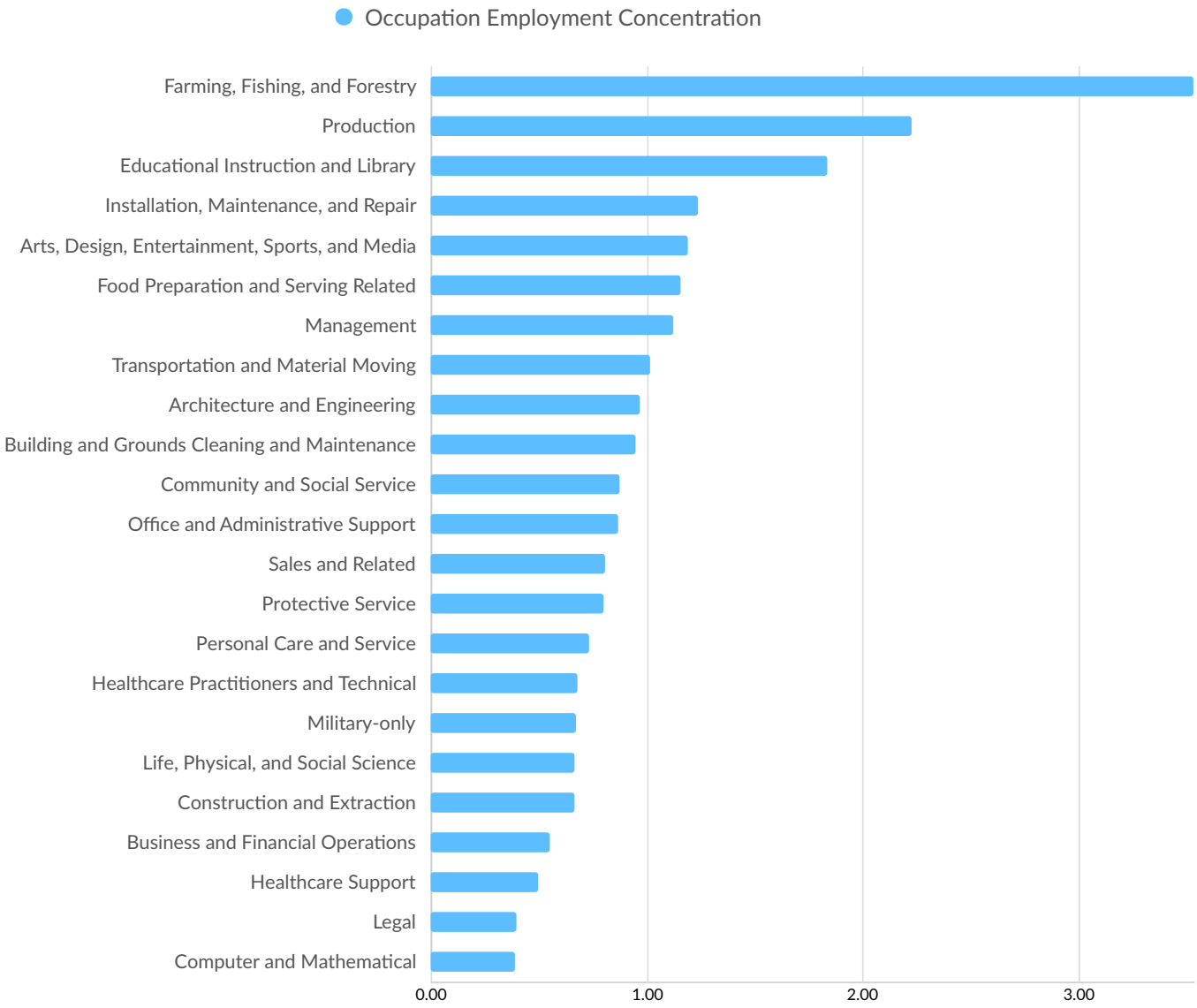
Largest Occupations



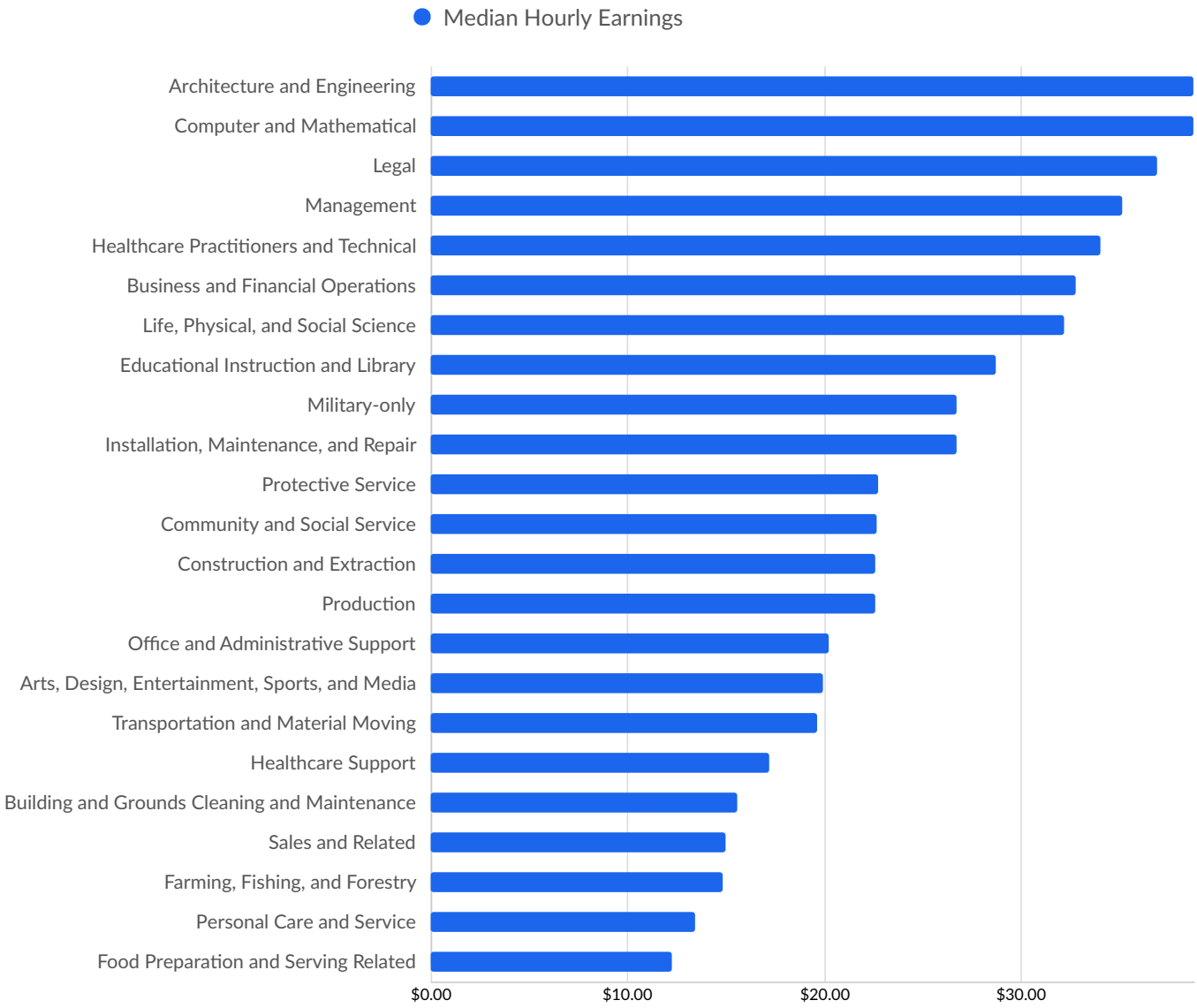
Top Growing Occupations



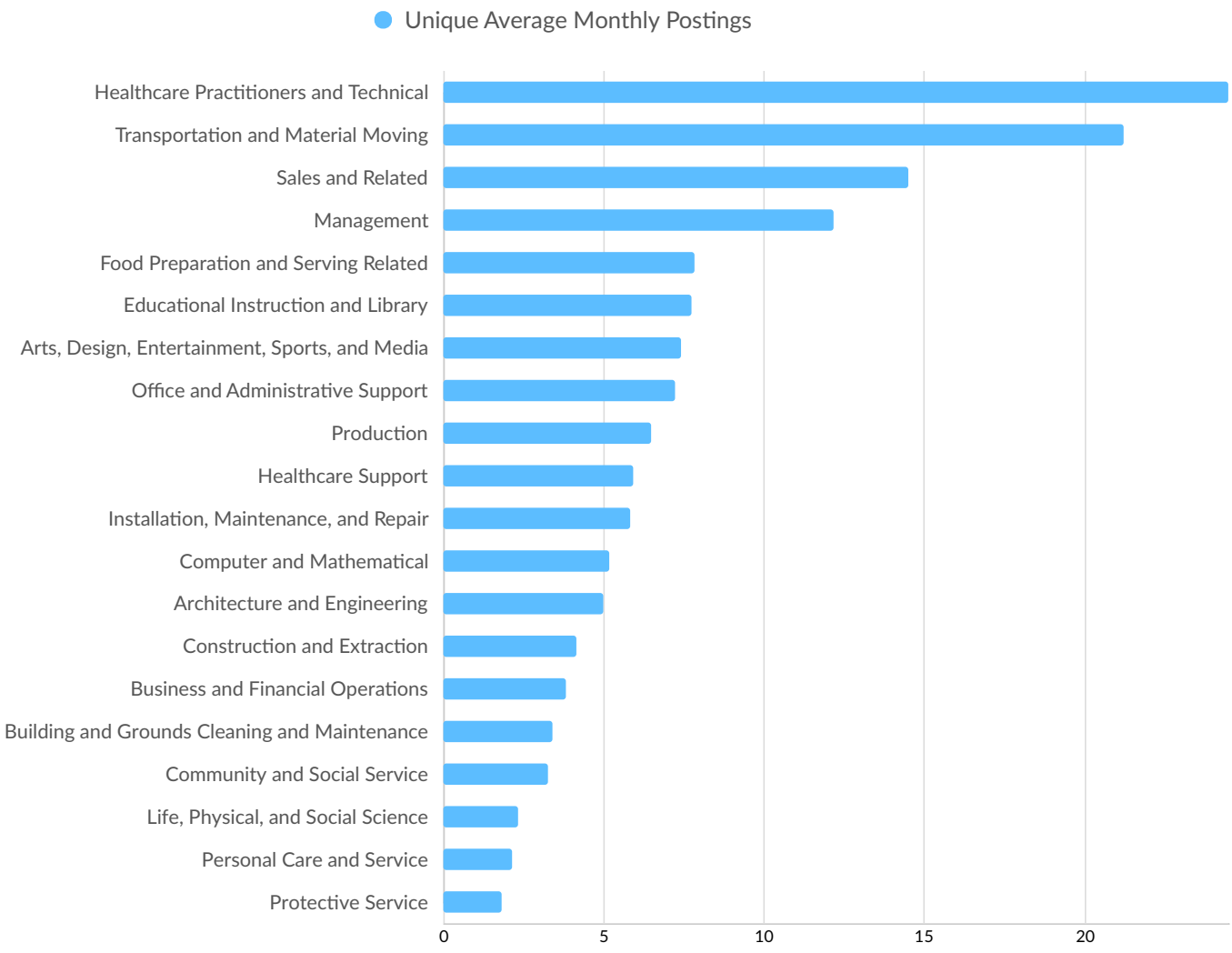
Top Occupation Employment Concentration



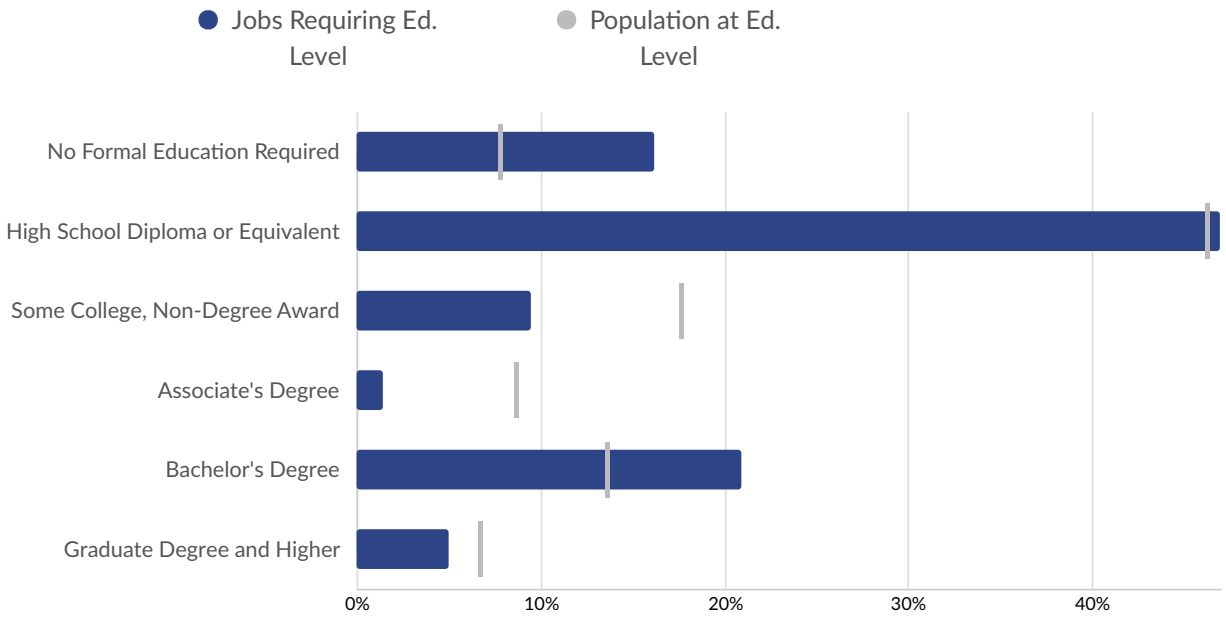
Top Occupation Earnings



Top Posted Occupations

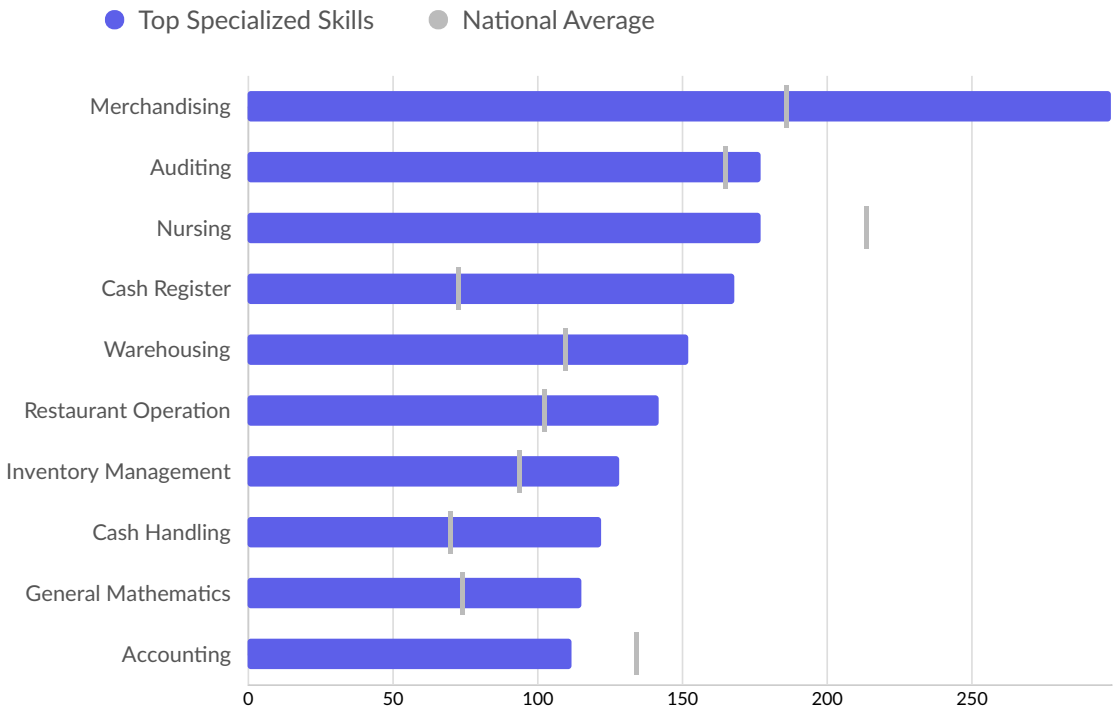


Underemployment



Educational Pipeline

In 2023, there were 711 graduates in Hardin County, OH. This pipeline has grown by 12% over the last 5 years. The highest share of these graduates come from "Pharmacy" (Master's or Higher), "Mechanical Engineering" (Bachelor's), and "Law" (Master's or Higher).

School	Total Graduates (2023)		Graduate Trend (2019 - 2023)
Ohio Northern University	711		

In-Demand Skills