

This document is a compilation of data on each of the 50 most populous U.S. Metropolitan Statistical Areas (MSA), referred to as the “peer regions”. East-West Gateway (EWG) research staff compiled this data to provide context for Where We Stand (WWS) analysis.

For each region, demographic and employment data is included as well as a description of three data points for which, among the peer regions, the region ranks among the most favorable (strengths) and three the region ranks among the least favorable (challenges).

Vitality Metrics are the main data points used in this analysis. They were selected based on research and local knowledge about how to measure regional success. They are not a final word but rather part of the process of determining how best to measure success for the St. Louis region.

Favorability Rankings: For each variable, the peer region with the greatest value is ranked as “1.” For most variables the region with the least value is ranked as “50.” The most and least favorable regions are those that rank as the top 10 and bottom 10 of the peer regions. In some cases, data are not available for all 50 regions. In these instances, the favorability labels are still assigned to the top 10 and bottom 10 ranked regions.

Initial Findings: Based on this Review of the Regions, one can see that each region has its own strengths and its own challenges. There is not a definitive relationship between a characteristic, or set of characteristics, that defines “regional success.”

Ongoing Assessment: This report is one piece of an ongoing assessment that EWG is undertaking with the goal of defining regional success for St. Louis and how we will get there. For more on Where We Stand, including case studies of individual regions and more details on the vitality metrics, visit www.ewgateway.org/wws.



Since 1992 East-West Gateway Council of Governments (EWG) has produced Where We Stand (WWS) to ignite discussion and help guide decision making on a range of topics important to the region. The WWS series presents rankings for St. Louis among the 50 most populous metropolitan areas in the United States. The 9th edition (released in November 2024), data, updates, working papers, and past editions are available at www.ewgateway.org/wws.

For updates on WWS and periodic announcements of new reports and data updates on topics important to the St. Louis region, subscribe to the Where We Stand [email list](#).

Table 1. Vitality Metrics: Data Selected for Regional Success Analysis

The vitality metrics are listed along with their definition. Variables that measure the same thing are grouped by category. When selecting metrics for the strengths and challenges graphics and when counting vitality metrics on which the peer regions are among the most or least favorable, only one variable per category was used for each peer region.

Category (n = 26)	Variables (n =42.)	Definition
Air Quality		Average number of days per year the index exceeds 100 (unhealthy for sensitive groups)
Education		
	Bachelor's Degree or Higher	Percent of adults aged 25 and older who have a college degree
	No High School Diploma or Equivalent	Percent of adults aged 25 and older who do not have a high school diploma or equivalent
Change in Employment		
	Change in Employment, 2019 to 2023	Percent change
	Change in Employment, 2010 to 2023	Percent change
Concentrated Poverty		Percent of poor residents living in census tracts with a poverty rate of 40% or more
Daily Flight Departures		Average number of schedule passenger departures from area airports
Diffusion Score		Percent of population not in the three largest racial/ethnic groups
Homeownership		Owner-occupied units as a percent of all occupied housing units
Disparity in Homeownership		
	Racial Disparity in Homeownership - Ratio of Black to white	Ratio of non-Hispanic Black to non-Hispanic white, owner-occupied units as a percent of all occupied units
	Racial Disparity in Homeownership - Percentage point difference, Black & white	Percentage point difference between homeownership rates for Black (not Hispanic or Latino) and white (not Hispanic or Latino) households
	Ethnic Disparity in Homeownership - Percentage point difference, Hispanic & white	Percentage point difference between homeownership rates for Hispanic or Latino and white (not Hispanic or Latino) households
	Racial & Ethnic Disparity in Homeownership - Excess percentage	Excess percentage of households lacking homeownership due to racial & ethnic disparities in rates
Employment-Population Ratio		Ratio of employees aged 18-64 to total population aged 18-64
Gross Domestic Product (GDP)		Dollars per capita
Health Care Coverage		Persons lacking coverage as a percent of total population
Homicide		Number of residents murdered, per 100,000 population, age-adjusted
Motor Vehicle Theft Crime Rate		The theft or attempted theft of a motor vehicle, per 100,000 population
Affordability		
	Housing-Cost Burdened Owners	Owners paying at least 30% of income on housing as a percent of all homeowners
	Housing-Cost Burdened Renters	Renters paying at least 30% of income on housing as a percent of all renters
	Housing Affordability	Median housing costs as a percent of median household income
Income Disparity		
	Income Gap	Ratio of income of those at the 80th percentile on the income distribution to those at the 20th percentile
	Income Inequality	Gini coefficient
Infant mortality rate		Deaths of infants less than one year old per 1,000 live births
Disparity in Infant Mortality Rate		
	Racial Disparity in Infant Mortality - Ratio of Black to white	Ratio of Black to white infant deaths per 1,000 population
	Racial Disparity in Infant Mortality - Rate Difference	Difference between rates of Black (not Hispanic or Latino) and white (Not Hispanic or Latino) infants
	Ethnic Disparity in Infant Mortality - Rate Difference	Difference between rates of Hispanic or Latino and white (not Hispanic or Latino) infants
	Racial & Ethnic Disparity in Infant Mortality - Excess percentage	Percent of infant deaths in excess due to racial and ethnic disparities
Income		
	Per Capita Income	In dollars
	Median Household Income	In dollars
	Purchasing Power	Personal income per capita adjusted for regional price levels, in constant dollars
	Average Wage per Job	In dollars
Peak Hour Excessive Delay		Hours per capita spent on roads with more than normal delay during evening rush hour (3-7 p.m.)
Population		
	Population Change, 2019 to 2023	Percent change
	Population Change, 2010 to 2023	Percent change
	Net Migration, 2020 to 2023	Percent of 2020 population
Change in Largest City Population		Percent change
Poverty Rate		Individuals living in poverty as a percent of total population
Racial Segregation		Black-white segregation scores based on the dissimilarity index. The percent of the population that needs to move to achieve integration
Unemployment Rate		Unemployed individuals who are looking for work as a percent of the labor force
Vacancy Rate		Vacant units as a percent of all housing units
Well-Being Score		CORE Score

Process

Tabulating Favorability Rankings

For each region, the number of vitality metrics that the region is among the most and least favorable on is provided. These tabulations are based on the peer region rankings on 42 metrics that are grouped into 26 categories. The vitality metrics, their definitions, and their groupings are shown on page 3.

Grouped Variables: Variables that measure the same (or very similar) concept were grouped together in one category. This was done to capture the regional rankings on each metric while ensuring that a region's performance in one category does not skew or dominate the results.

Favorability Rankings: When a region was among the most or least favorable regions on more than one metric in a single category, it was only tabulated as "1." However, if a region ranked among the most favorable on one metric in a category and the least favorable on another metric in the category, the region received one tabulation for each a favorable and a non-favorable ranking.

Selecting Strengths and Challenges

For each region, six metrics were selected to display in the graphics: three metrics the region is among the 10 most favorable regions and three that the region is among the 10 least favorable regions. Most of the time, these are the three vitality metrics on which the region ranks the most or least favorable. However, there are the following exceptions:

- If the region is not the most or least favorable on three vitality metrics, the remaining Where We Stand data was consulted. This includes more than 200 data points tracked as part of the series.
- Racial and ethnic disparity metrics were only selected if the race/ethnic group of focus makes up 10% or more of the regional population. On a very few occasions an exception was made to this rule when a region did not rank among the most favorable or unfavorable on other vitality metrics.
- Only one metric in a category (listed on Table 1) was included unless the region was among the most favorable on one metric in a category and the least favorable on another metric in the same category. These were often included in the graphics because this demonstrates the importance of reviewing multiple data points together.

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Atlanta MSA

6th Most Populous U.S. Metro

Population 2023: 6,307,261

Population Change

Atlanta was among the top third of the peer regions for population change from 2010 to 2023 and from 2019 to 2023. Between decennial censuses, growth among the already sizable Black population fueled much of the increase in the region.

Age

Atlanta is among the youngest third of the peer regions based on median age. The region has the 6th smallest proportion of seniors. However, the growing region experienced a relatively large decrease in the percentage of youth from 2012 to 2022, ranking 39th, with a decrease of 2.6 points.

Diversity

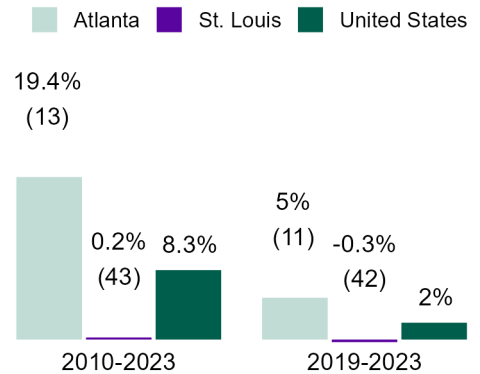
Atlanta is above average on the diffusion score. The region has the 2nd largest proportion of Black residents, is below average on percentage of white population, and is about average among the peer regions for the remainder of the race and ethnic population groups.

Employment

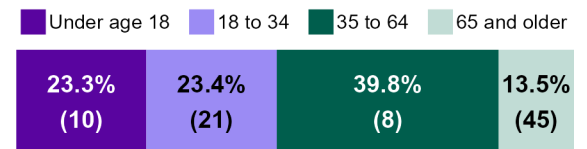
Atlanta has experienced solid job growth in recent years, but is not one of the top peer regions, ranking 15th both for 2010 to 2023 and 2019 to 2023. The professional and business services industry employs 19.2% of Atlanta's workforce. Other industries that employ more than 10% of the workforce include government, health care, and leisure and hospitality. From 2019 to 2023, the biggest employment gains were in the business and professional services industry (+42,400) and the transportation and warehousing industry (+28,300).

Population Change

Percent change (rank)

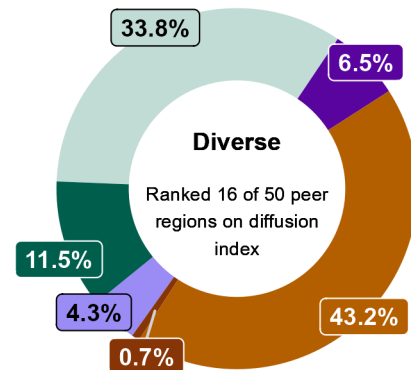


Population by Age Group, (Rank), 2022



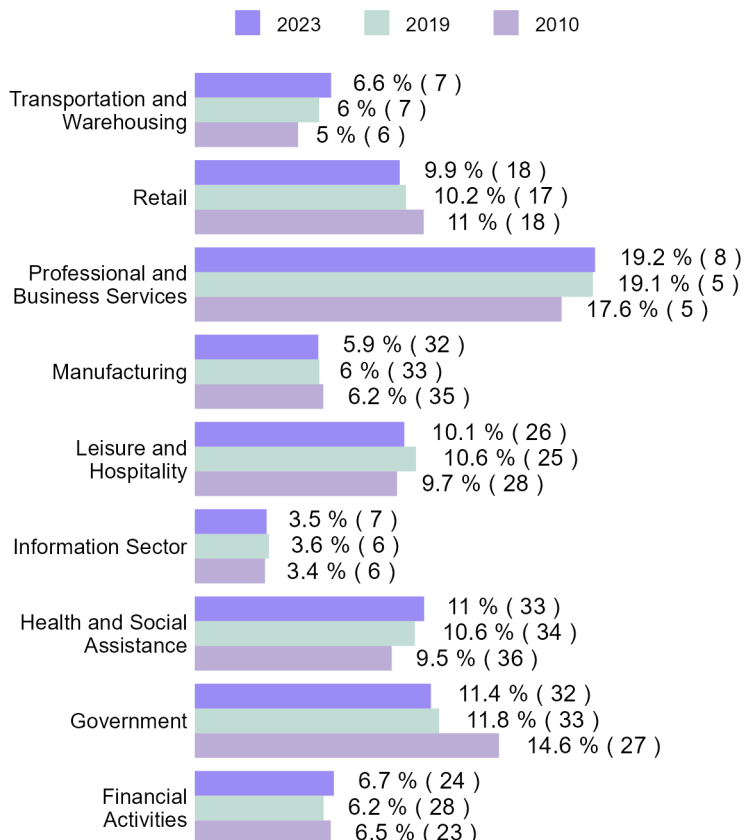
Race and Ethnicity, 2022

Legend: Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



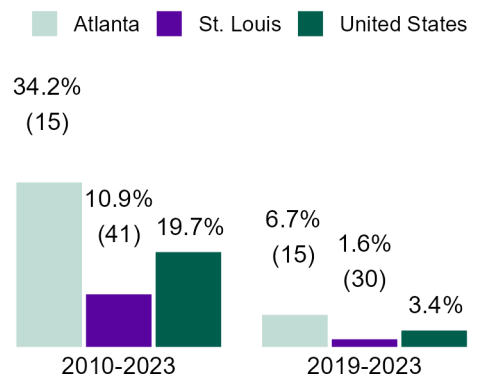
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 5
Non-favorable Vitality Rankings: 5

The region ranks among the most favorable on several measures of racial disparity and one measure of income inequality, but it also ranks unfavorably on some related measures. The region has relatively low rates of disparity in both infant deaths and homeownership based on most methods for both the Black and Hispanic population groups relative to the white population group.

However, when all population groups are considered, the region has the 3rd largest disparity in infant deaths and the 8th highest percentage of households that do not own a home due to disparities in ownership rates. Further, the overall rate of infant mortality is the 9th highest among the peer regions. A related challenge of the region is that there is a relatively large percentage of Atlanta residents that lack health insurance coverage.

Like a majority of the other 10 most populous U.S. regions, Atlanta is home to one of the busiest airports.

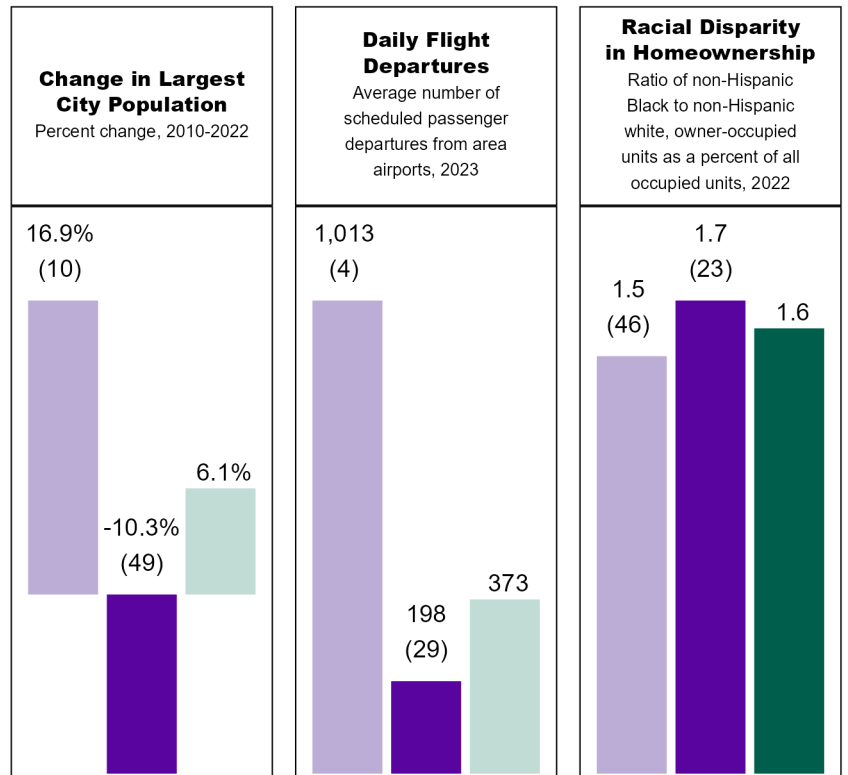
The third metric spotlighted as a strength indicates that the region has had one of the largest population growth rates in the central city, with a 16.9% increase from 2010 to 2022.

Like other growing and populous regions, Atlanta residents spend a lot of time in congestion. The region has the 7th most congested roadways during rush hour.

Strengths

Some metrics the region ranks among the 10 most favorable

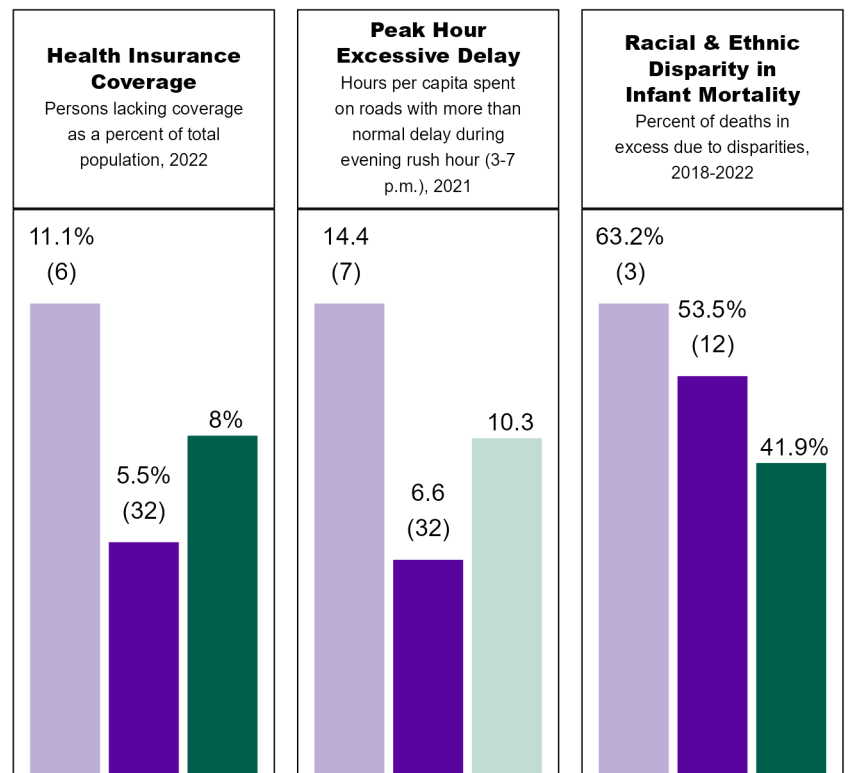
Atlanta St. Louis United States Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

Atlanta St. Louis United States Peer Average



Austin MSA

26th Most Populous U.S. Metro

Population 2023: 2,473,275

Population Change

Both over the last few years and the last decade, Austin experienced the largest increase in population among the peer regions. The region continued to see a natural increase in population in recent years as well as a substantial increase from net migration, with both domestic and international migration contributing.

Age

Among the peer regions, Austin has the 6th youngest median age (35.9), the highest percentage of working-age adults, and the 2nd smallest proportion of seniors. The percentage of children is about in the middle among the peer regions but experienced the 4th largest point decrease over the last decade.

Diversity

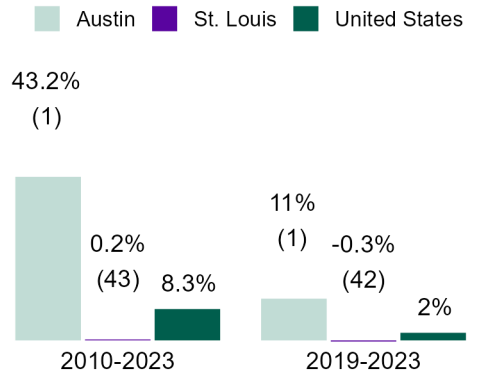
Austin is among the most diverse third of peer regions based on the diffusion score. However, the two largest population groups, white and Hispanic or Latino, make up 81.1% of the population.

Employment

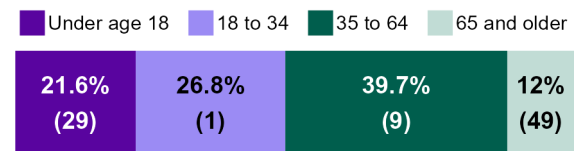
Austin experienced the largest increases in employment among the peer regions for both time periods. From 2019 to 2023, the leading growth industry was professional and business services, which added 78,200 jobs. Other leading industries included health care and social assistance (+20,800), financial activities (+16,700), and information (+14,100). The composite industry group of mining, logging, and construction added an additional 14,900, with construction being the largest contributor.

Population Change

Percent change (rank)

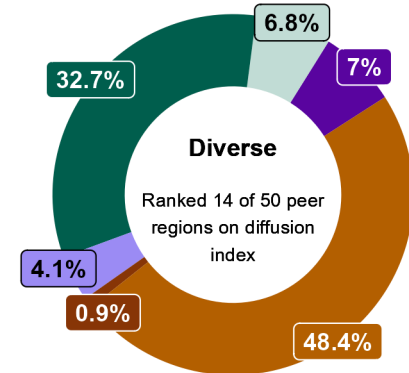


Population by Age Group, (Rank), 2022



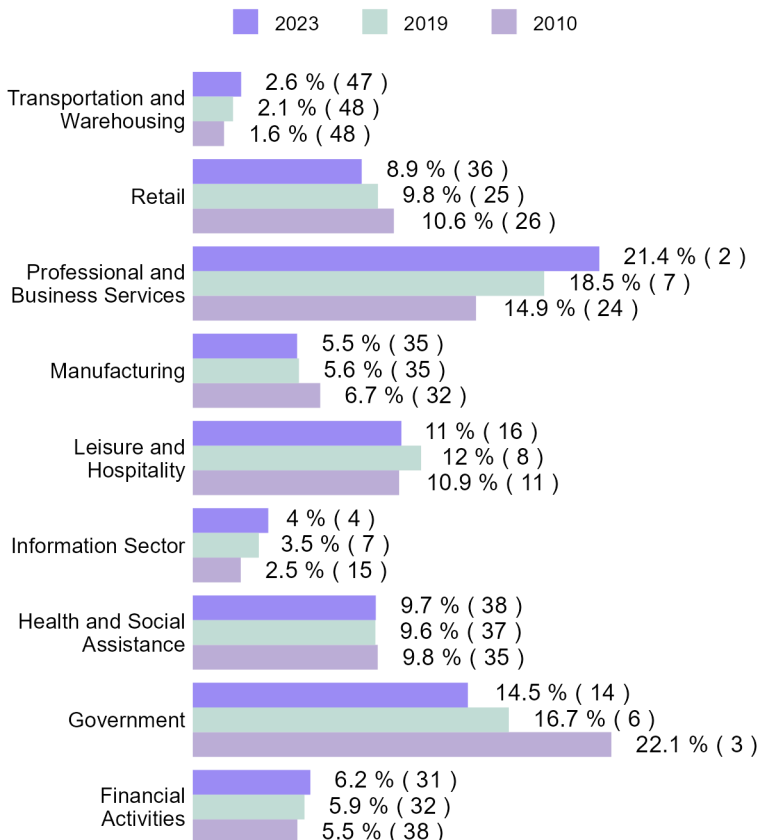
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



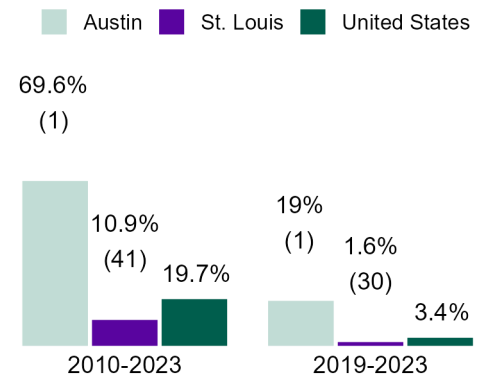
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 15

Non-favorable Vitality Rankings: 2

Austin had the largest growth rates for population and employment in both the short and long time periods. The region also had the largest net migration rate among the peer regions over the last decade. This has resulted in the 2nd lowest housing vacancy rate among the peer regions, but the region also has the 7th lowest homeownership rate.

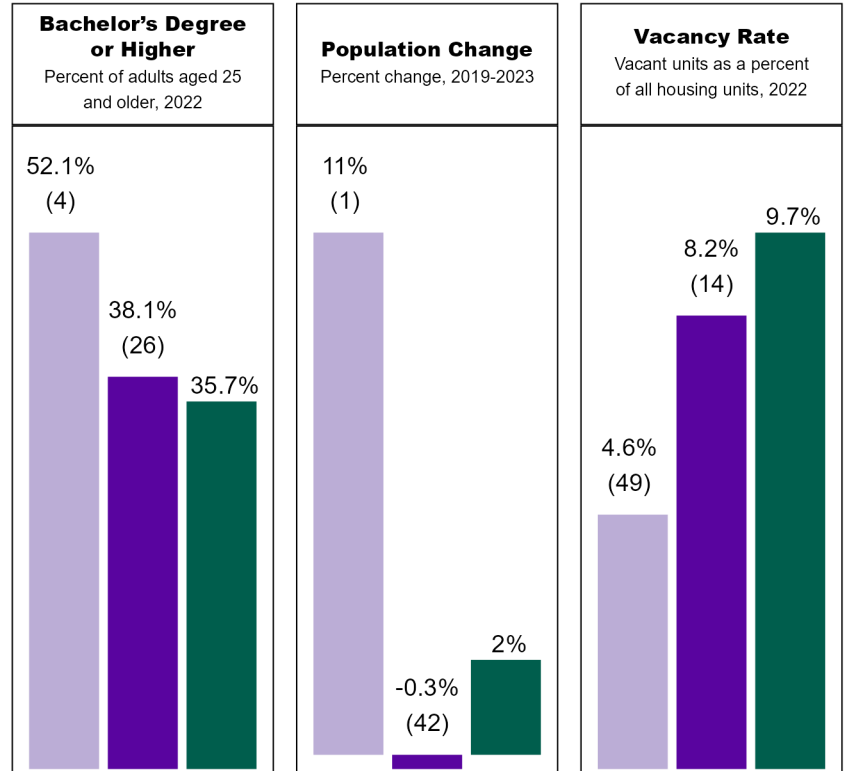
The region has the 8th highest median household income along with one of the smallest income gaps. However, income of the highest earners was still 4.3 times higher than the lowest income earners. The region has the 4th highest percentage of adults with a college degree.

The region ranks among the most unfavorable on only two of the vitality metrics: homeownership rate and percentage of people lacking health insurance. The region ranks near the middle of the pack on peak hour excessive delay, but among the most unfavorable on several other measures of congestion, including 6th lowest interstate travel time reliability.

Strengths

Some metrics the region ranks among the 10 most favorable

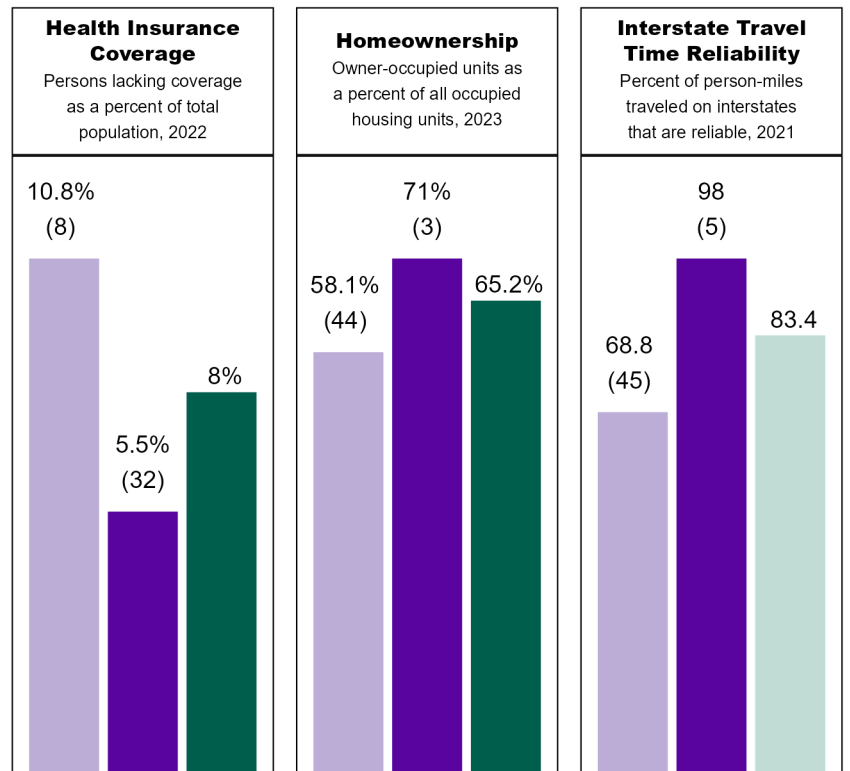
■ Austin ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Austin ■ St. Louis ■ United States ■ Peer Average



Baltimore MSA

20th Most Populous U.S. Metro

Population 2023: 2,834,316

Population Change

Baltimore is among the slower growing peer regions. In 2023, the region had grown 4.4% since 2010 and 1.1% since 2019. For both time periods, the growth rates were about half that of the country as a whole. Since 2020, the growth in population has been primarily due to births, but international migration has also contributed.

Age

Baltimore had the smallest decrease in the proportion of children from 2012 to 2022, landing in the middle among the peer regions with a rank of 28th for percentage of children in 2022. The region is a little older than average among the peer regions ranking 19th on both median age and the share of seniors.

Diversity

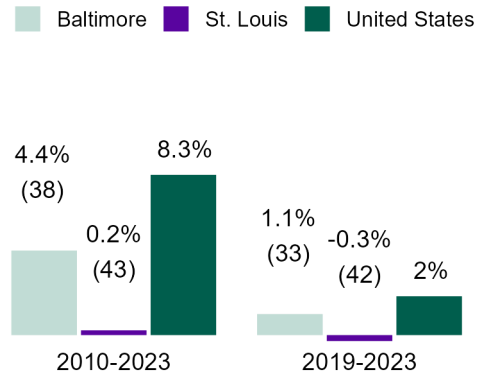
Baltimore is among the most diverse third of the peer region regions based on the diffusion score. White residents make up 52.8% of the population (about average among the peer regions), and Black residents make up 28.8% (6th largest among the peer regions).

Employment

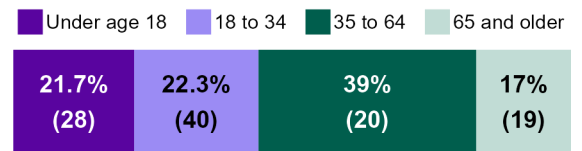
Baltimore experienced one of the smallest increases in employment among the peer regions from 2010 to 2023 and, as of 2023, had yet to recover all jobs from the pandemic, with 1.4% fewer jobs than in 2019. The five largest employers are in health care and/or education, including Johns Hopkins University (27,300), Johns Hopkins Health System (23,470), and University of Maryland Medical System.

Population Change

Percent change (rank)

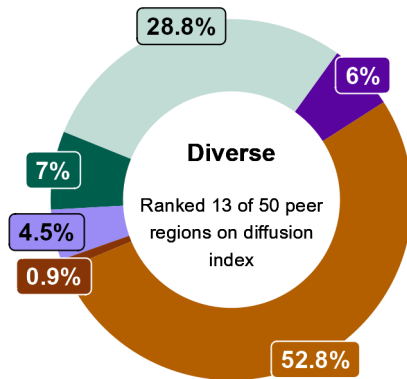


Population by Age Group, (Rank), 2022



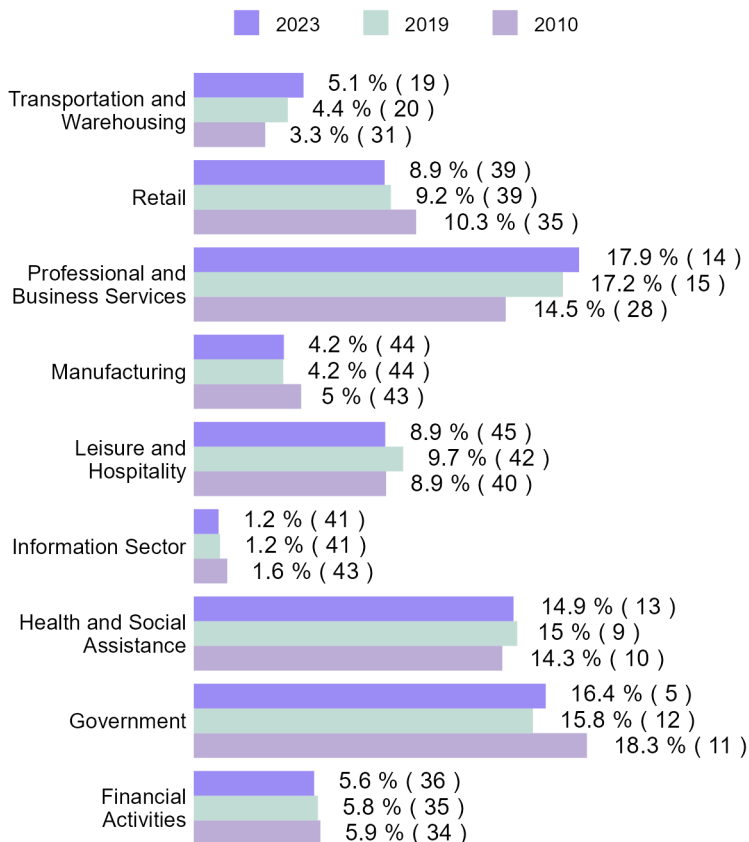
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



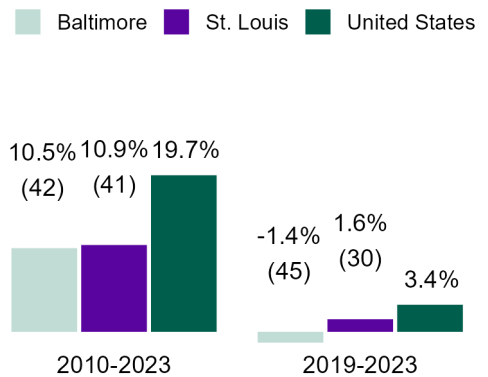
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 3

Non-favorable Vitality Rankings: 6

In 2023, the Baltimore region had the lowest unemployment rate among the peer regions. This is despite the region ranking among the most unfavorable on change in employment from both 2010 to 2023 and from 2019 to 2023. The region has one of the highest proportions of adults with a bachelor's degree or higher, ranking 10th.

On crime, the results for the region are mixed, with a relatively low rate of motor vehicle theft, ranking 31 out of 40, but the region suffers from one of the highest homicide rates, ranking 6th in 2022.

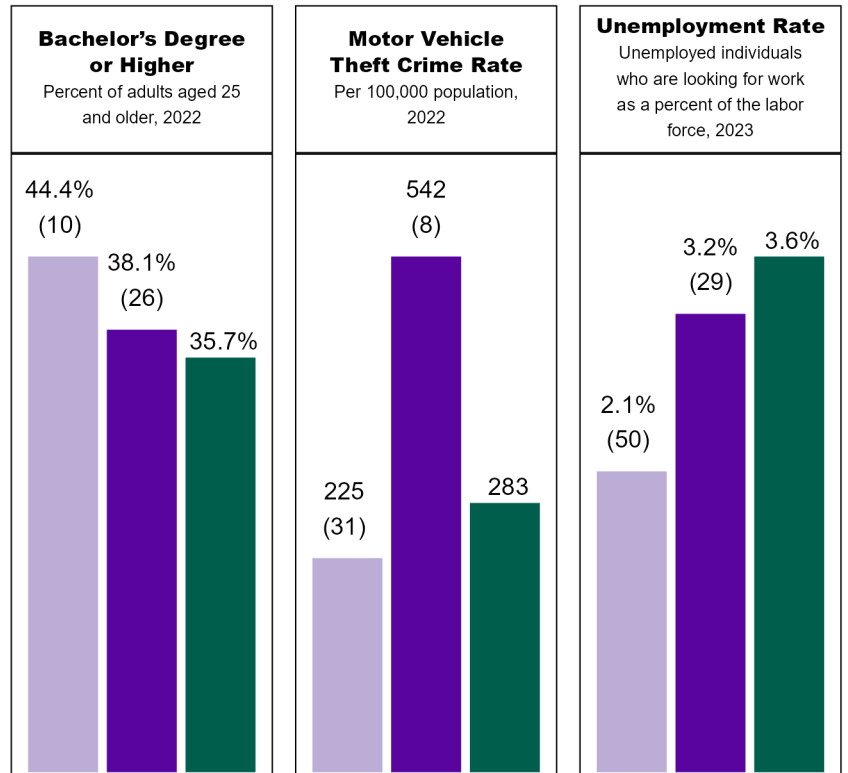
The Baltimore region has experienced a net decrease in population due to migration for both the short and long time periods. Yet, the region experienced population gains for both time periods due to net international migration and a slight natural increase. The change in the central city population ranked 47th among the peer regions, with an 8.2% decrease from 2010 to 2022. Despite low population growth and stagnant employment change, the region has relatively high congestion, ranking 8th on peak hour excessive delay.

When all population groups are considered, the region has the 4th highest racial and ethnic disparity in homeownership. An additional 11.6% of households would own a home if all population groups had the same rate as the population group with the highest rate (the white population).

Strengths

Some metrics the region ranks among the 10 most favorable

■ Baltimore ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Baltimore ■ St. Louis ■ United States ■ Peer Average



47th Most Populous U.S. Metro

Population 2023: 1,184,290

Birmingham MSA

Population Change

Birmingham has experienced a larger increase in population growth than more than half of the peer regions since 2019, but it is among the bottom third for population change since 2010. Since 2020, the region experienced population gains due to migration, with a slightly larger share being from domestic migration than international migration. The region had the smallest increase in population due to international migration.

Age

The region has a slightly higher than average proportion of children, an above average percentage of seniors, and the 4th smallest percentage of working-age adults.

Diversity

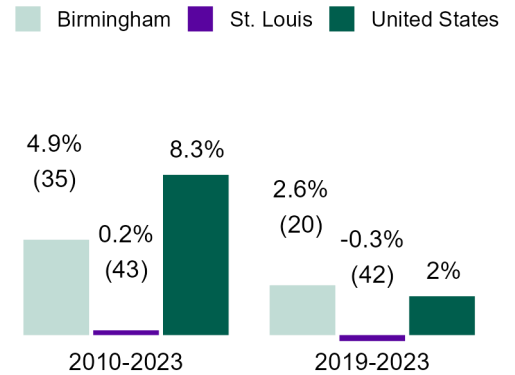
Birmingham is the least diverse of the peer regions based on the diffusion score, with 5.4% of the population not in the three largest population groups. The region has the 6th largest share of Black residents. The region has the smallest proportions of both Asian and multiracial residents.

Employment

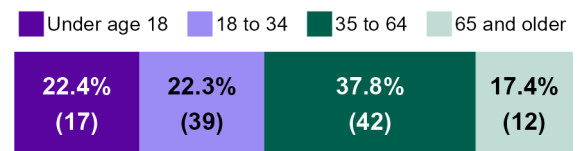
Employment growth has been slower than the country and ranked 37th for 2010 to 2023 and 27th for 2019 to 2023. Since 2019, the region added a net of 16,800 wage and salary jobs. Leading industries for growth were business and professional services (+7,000), government (+2,400), and transportation and warehousing (+2,200). Financial activities was a mixed bag with the insurance sector's growth of 3,000 jobs partially offset by banks losing 2,700. Employment growth in health care was also mixed with an increase of 3,000 jobs in ambulatory health care, but hospitals contracting by 2,800 jobs. The industry with the largest job losses was leisure and hospitality, which shed 2,800 jobs.

Population Change

Percent change (rank)

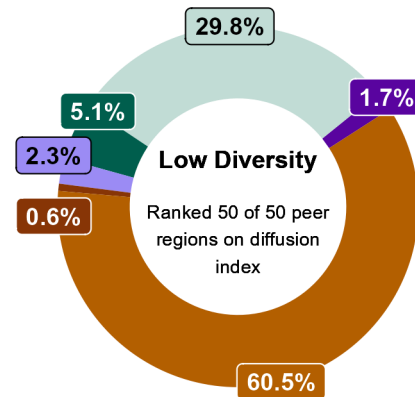


Population by Age Group, (Rank), 2022



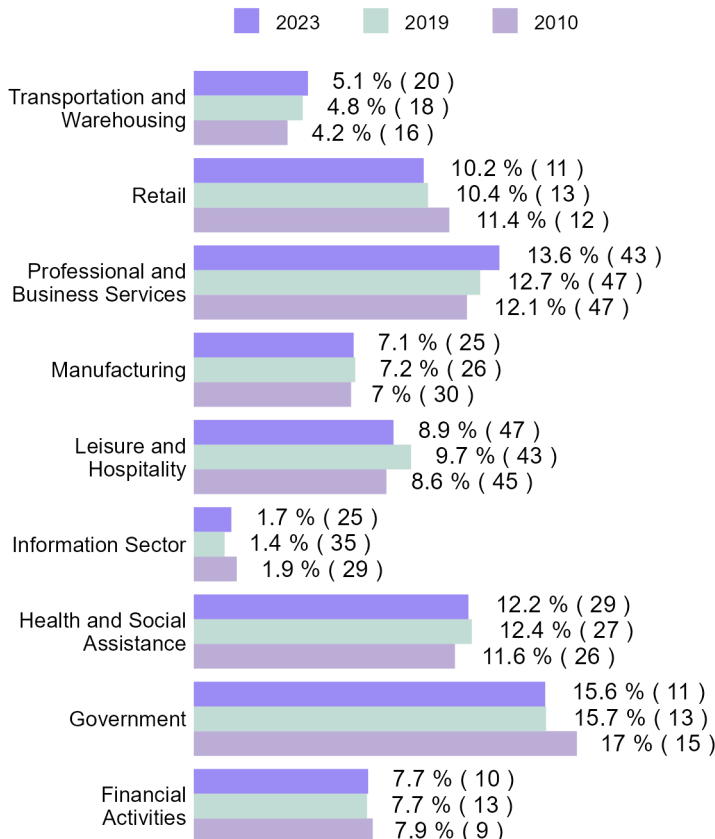
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



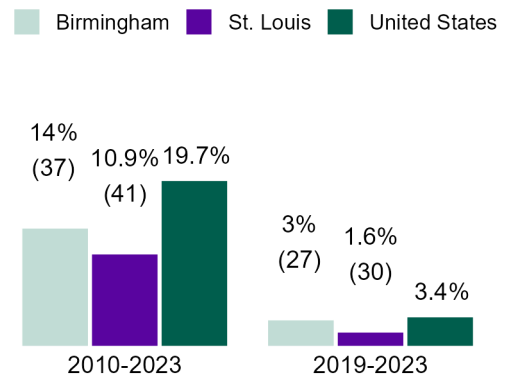
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 5

Non-favorable Vitality Rankings: 12

Birmingham provides opportunity for residents with favorable rankings on several housing-related measures, but the region has one of the highest rates of racial disparity in homeownership.

Birmingham has the 5th highest homeownership rate among the peer regions. The Black-white disparity in homeownership is relatively low among the peer regions, however the gap is still large; the Black rate (51.3%) is 27.9 percentage points lower than the white rate (79.2%). The overall high rate of ownership is in part facilitated by relatively affordable housing. The region has the 6th most affordable housing based on both the ratio of housing costs to income and on the percentage of owners who are cost burdened.

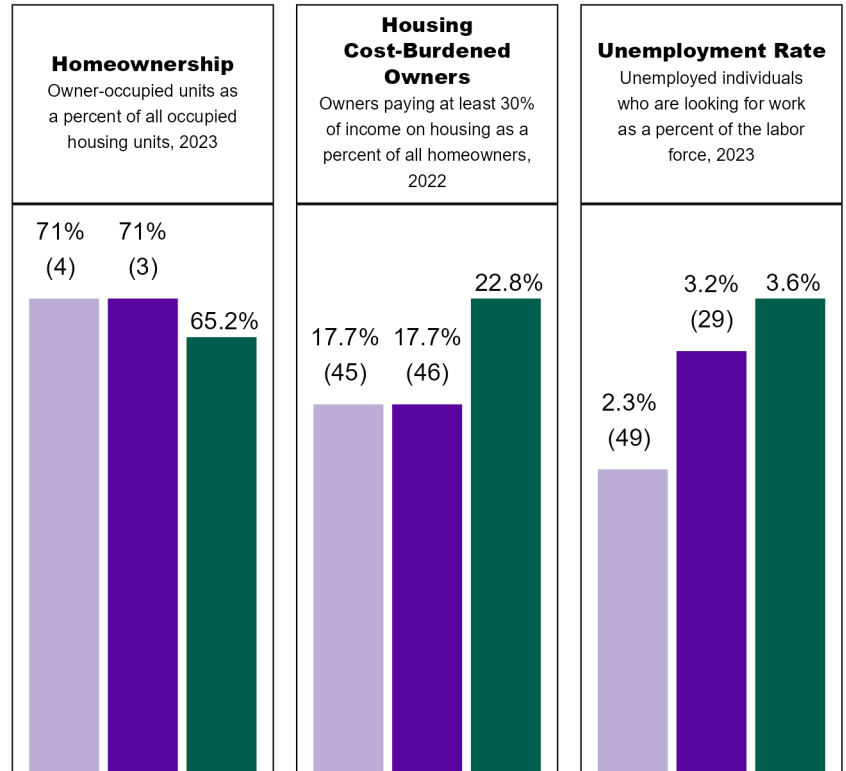
Measures of income disparity indicate that all residents may not view the region as affordable. The income gap is the 8th highest and the Gini index for income inequality is the 7th highest. The poverty rate is also among the highest (ranking 6th) as is the percentage of poor residents who live in areas of concentrated poverty (ranking 9th with 13.9%).

The region also has the 3rd highest rates for both homicides and infant mortality and ranks poorly (41st) on the measure of well-being, the CORE score. While not considered vitality metrics, the region also ranks among the most unfavorable on a number of other metrics, including children enrolled in preschool, college attendance, deaths related to drugs and alcohol, mental health, heart disease, HIV, households without Internet, transit ridership, and prevalence of diabetes, heart disease, obesity, stroke, and smoking.

Strengths

Some metrics the region ranks among the 10 most favorable

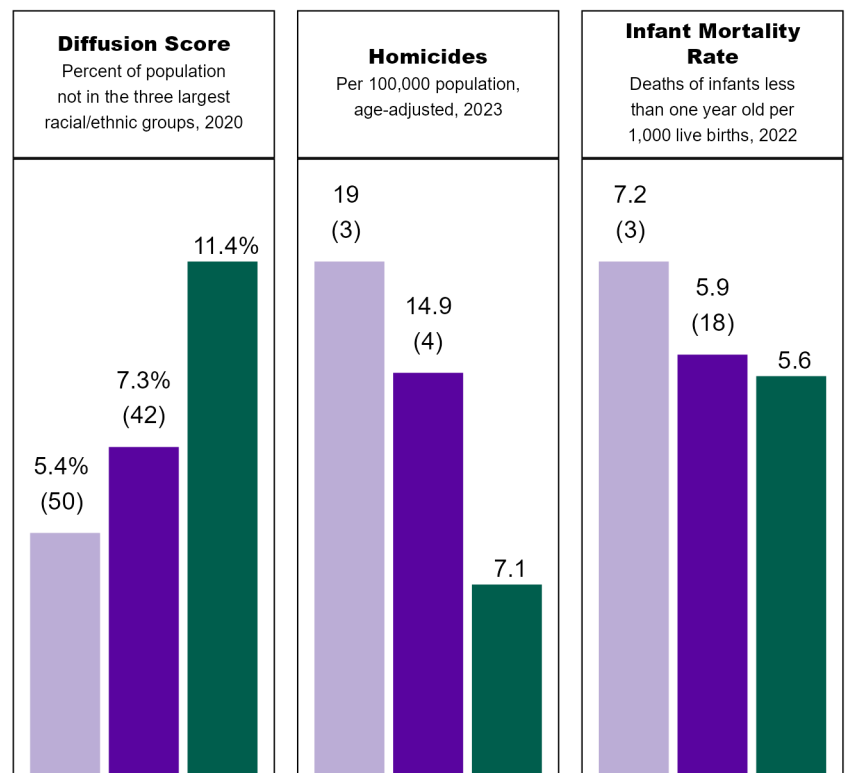
■ Birmingham ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Birmingham ■ St. Louis ■ United States



Boston MSA

11th Most Populous U.S. Metro

Population 2023: 4,919,179

Population Change

Boston has experienced relatively moderate growth from 2010 to 2023 and from 2019 to 2023. In recent years, the region experienced a relatively large population loss due to domestic migration (-2.6%). Despite the region having the 4th largest increase due to international migration, the result was a net loss due to migration.

Age

Boston is a relatively old region. It has the 3rd smallest percentage of children and ranks 13th for median age. However, the region has the 8th largest percentage of working-age adults.

Diversity

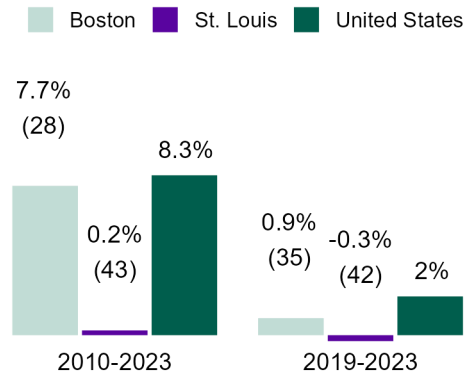
Boston is the 8th most diverse region based on the diffusion score; however, it has the 15th highest proportion of white people. The remainder of the population is diversified among race and ethnic groups. The second largest population is Hispanic, followed by the Asian population. The share of Black residents is relatively small compared to the peer regions.

Employment

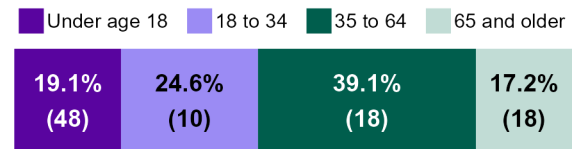
Employment growth in Boston has lagged the rest of the country over the last decade and has yet to recover from the pandemic. The region experienced one of the 10 largest decreases in employment from 2019 to 2020 (-7.9%) and as of 2023 was still down 0.6%. As in most regions, the largest increase in employment was in professional and business services (+14,900 jobs), but the region also saw growth in education and health services (+10,800 jobs) with education accounting for about 60% of this growth. The region lost an estimated 21,800 jobs in the trade, transportation, and utilities industry group, mostly in retail and wholesale.

Population Change

Percent change (rank)

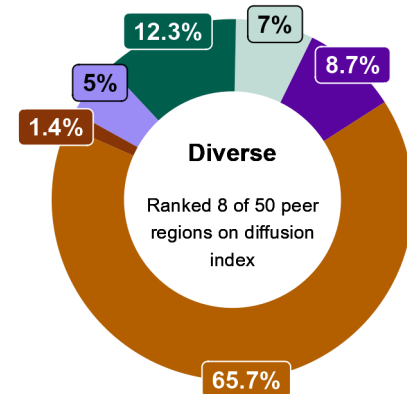


Population by Age Group, (Rank), 2022



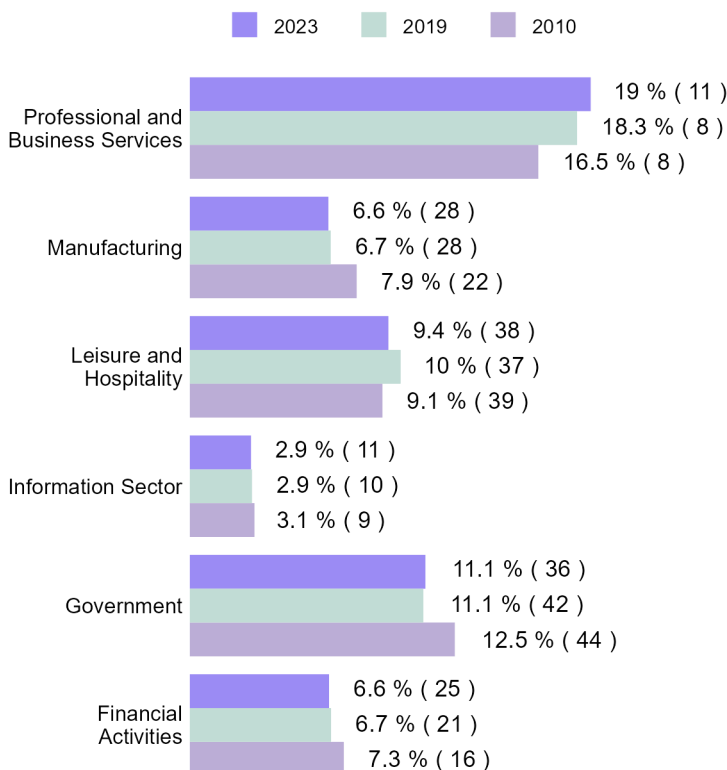
Race and Ethnicity, 2022

Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



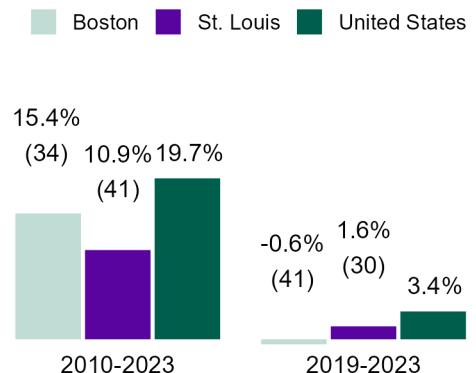
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 13

Non-favorable Vitality Rankings: 5

The region is strong on many aspects that are vital to a successful region, including often cited measures of GDP, income, poverty, and crime. The region had the lowest homicide rate among the peer regions in 2022.

The region also ranks among the most favorable on less frequently cited measures that indicate a high level of well-being. The region had the lowest rate of people lacking health care coverage, the 3rd lowest rate of infant deaths, and a well-being score that ranks 3rd among the peer regions.

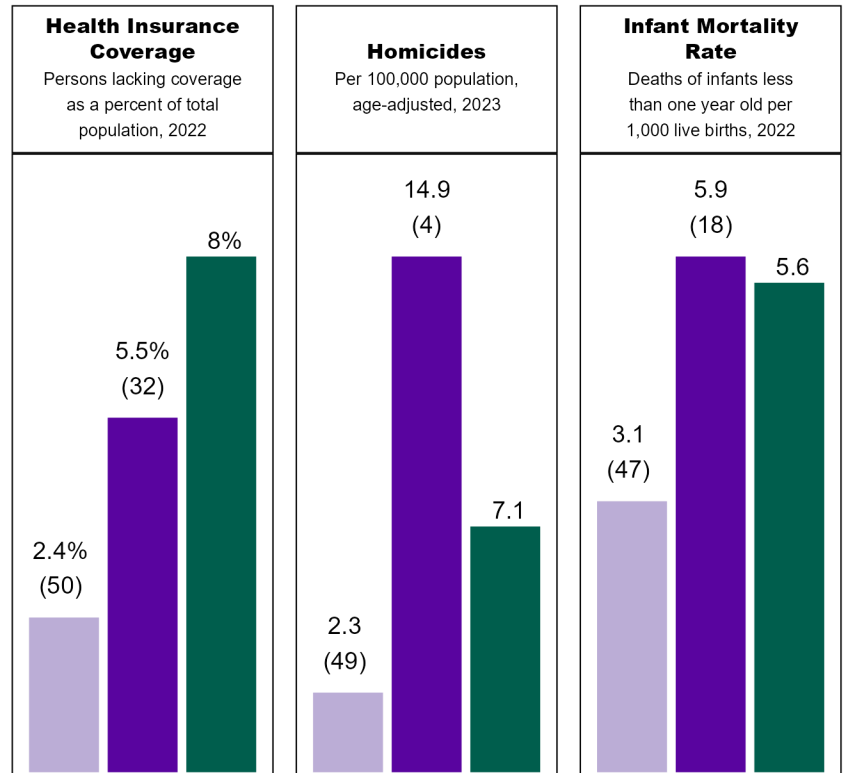
The region ranks unfavorably on a few areas of vitality. Housing is relatively unaffordable, with the median housing cost at 23.1% of median household income. This is still below the 30% of income threshold; however, the percentage of homeowners that pay at least 30% of income on housing is the 8th highest. Further, the homeownership rate for the Hispanic population is 32.5%, compared to 68.9% for white households.

The region also ranks poorly on both measures of income inequality, with the 4th highest income gap and the 5th highest Gini coefficient. The high level of income inequality helps explain why the region has a large percentage of cost-burdened homeowners.

Strengths

Some metrics the region ranks among the 10 most favorable

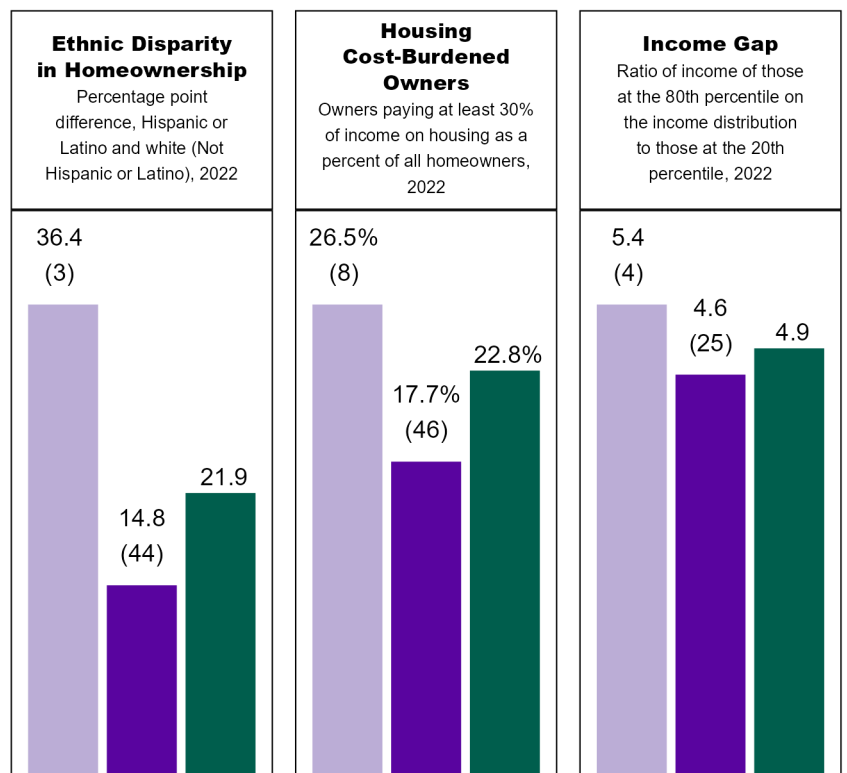
■ Boston ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Boston ■ St. Louis ■ United States



Buffalo MSA

48th Most Populous U.S. Metro

Population 2023: 1,155,604

Population Change

Buffalo is among the slower growing peer regions. From 2019 to 2023, the region ranked in the middle, with a higher growth rate than the country. Since 2020, the region has lost population from domestic migration and is one of handful of peer regions with more deaths than births.

Age

Similar to other Northeastern peer regions, Buffalo has a relatively old population. The region ranks 5th on median age, has the 8th smallest proportion of children, and has the 4th largest percentage of seniors.

Diversity

Buffalo is one of the least diverse regions, with most of the population identifying as white. The second largest group is Black, making up 11.4% of the population.

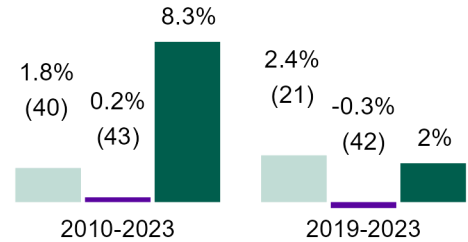
Employment

Buffalo experienced some of the smallest gains in employment among the peer regions in both the short and long time periods. During the height of the pandemic, the region experienced the 3rd largest decline in employment. Buffalo's employment levels in 2023 remained 2.1% lower than in 2019, the 3rd worst recovery among the peer regions. In recent years, the largest losses were in health care and social assistance, leisure and hospitality, and retail. Like most of the peer regions, Buffalo experienced growth in professional and business services; transportation, warehousing, and utilities; and manufacturing.

Population Change

Percent change (rank)

Buffalo St. Louis United States



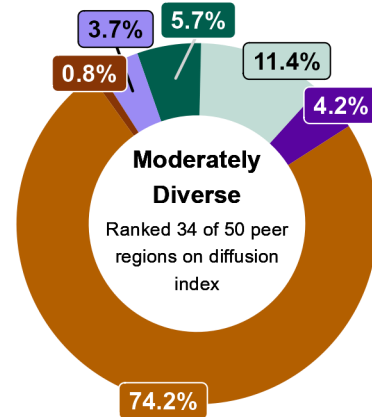
Population by Age Group, (Rank), 2022

Under age 18 18 to 34 35 to 64 65 and older



Race and Ethnicity, 2022

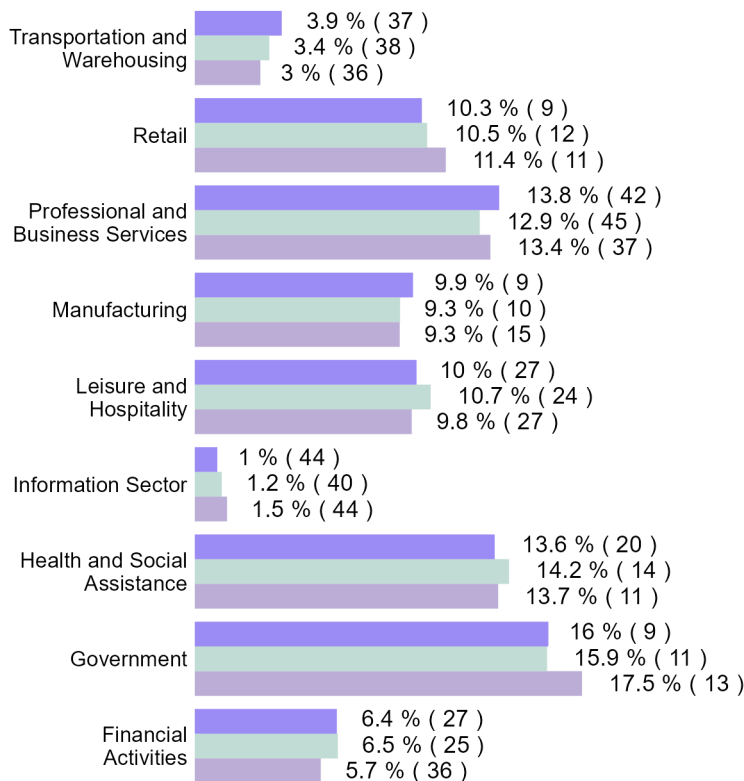
Asian Black Hispanic/Latino Multiracial Other Race White



Largest Industries

Percent of employment (rank)

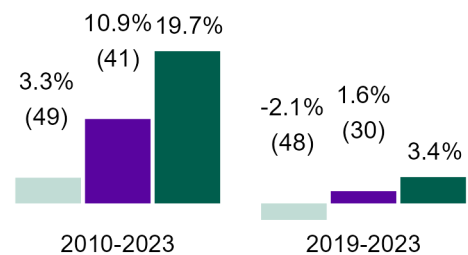
2023 2019 2010



Change in Employment

Percent change (rank)

Buffalo St. Louis United States



Strengths & Challenges

Favorable Vitality Rankings: 6

Non-favorable Vitality Rankings: 11

Rankings for the region on housing metrics are mixed. The region is favorable among the peer regions on two metrics of housing affordability. The ratio of housing costs to income is the 4th lowest among the peer regions, and a relatively low percentage (19.1%) of homeowners pay more than 30% of income on housing. The region also ranks relatively well on the disparity in homeownership rates when considering all races and ethnicities (the excess method). About 5.7% of households do not own their home due to differences in ownership rates among population groups. However, the region has a very small population that is non-white, and housing in the region is segregated by both race and income, ranking 7th on the dissimilarity index and 5th on concentrated poverty.

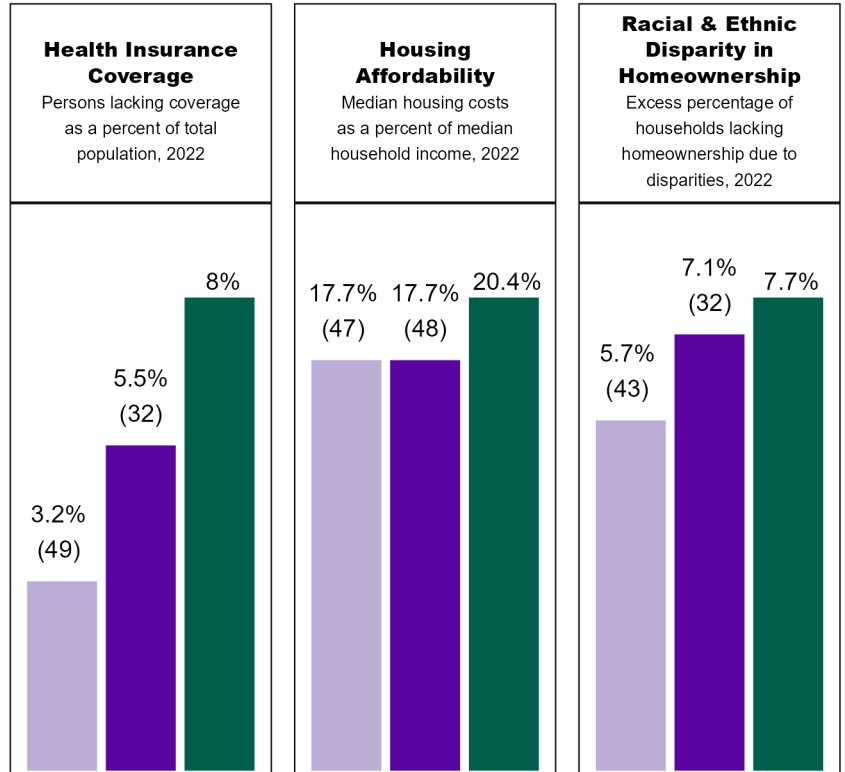
The region is among the most unfavorable on all four-income metrics and has the 10th highest gap in income between those at the 20th and 80th percentiles of the income distribution.

The region ranks among the most favorable in a few additional areas of vitality: the 2nd lowest rate of residents lacking health care coverage, a relatively low percentage (7.4%) of adults having no high school diploma or equivalent, and one of the fewest (4) average annual days of poor air quality.

Strengths

Some metrics the region ranks among the 10 most favorable

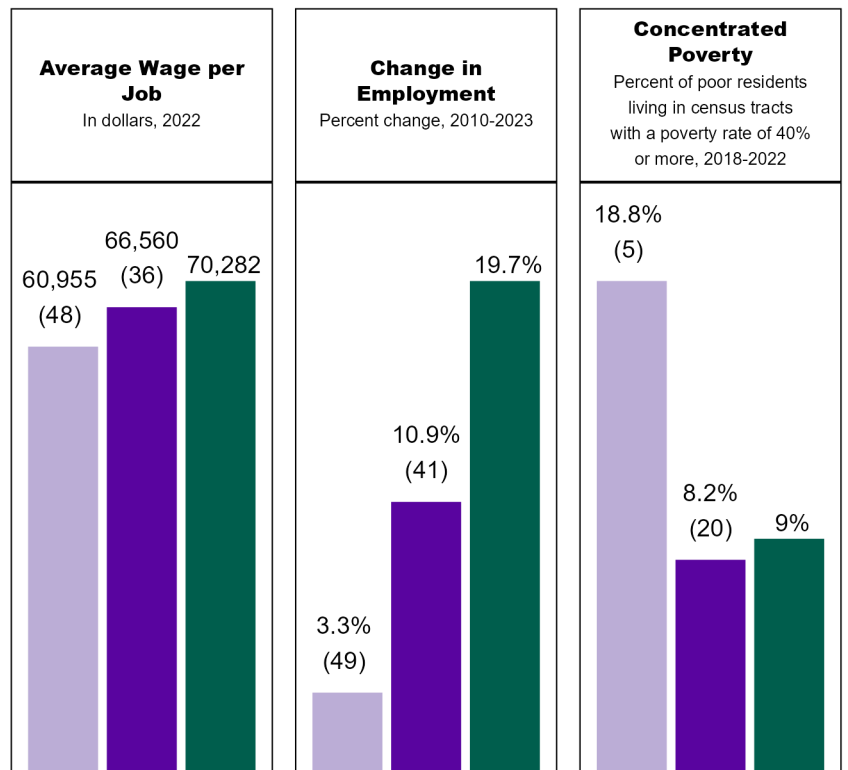
■ Buffalo ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Buffalo ■ St. Louis ■ United States



Charlotte MSA

22nd Most Populous U.S. Metro

Population 2023: 2,805,115

Population Change

Charlotte has experienced substantial population gains in recent years and now ranks just above St. Louis as the 22nd most populous U.S. metro area. The change in Charlotte is primarily due to domestic migration, but also due to small increases in both international migration and natural change.

Age

Charlotte is about in the middle among the peer regions with a median age of 38. The region ranks 15th on the percentage of population under age 18. However, Charlotte experienced the 10th largest percentage point decrease in children over the last decade, -2.9 points.

Diversity

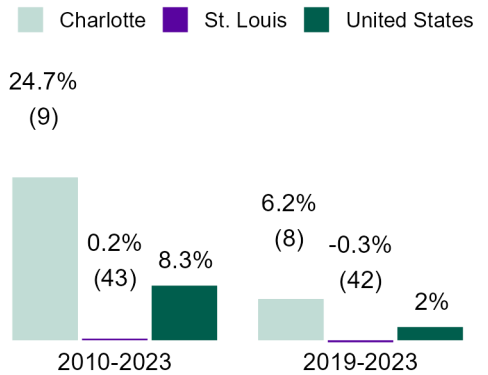
Charlotte is about in the middle on the diffusion score, with 8.9% of the population not in the three largest population groups. The region is similar to the United States, with the white population making up 57.5% of the population. The next largest groups in the region are the Black population (ranking 9th) and the Hispanic population (ranking 28th).

Employment

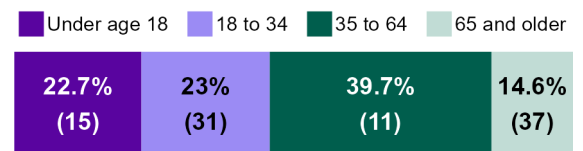
Charlotte ranked among the most favorable for change from both 2019 to 2023 and 2010 to 2023. The region experienced one of the smallest decreases (-3.1%) in employment from 2019 to 2020 and has surpassed the 2019 employment level by 8.4%. The largest increase in employment in recent years was in the professional and business services industry. The region has long been a financial hub with headquarters for banking giants Bank of America and Wells Fargo. The finance industry has continued to grow with a gain of 17,700 jobs. The industry made up 8.9% of employment in 2023, ranking 3rd among the peer regions. The transportation and warehousing industry increased by 16,000 employees since 2019.

Population Change

Percent change (rank)

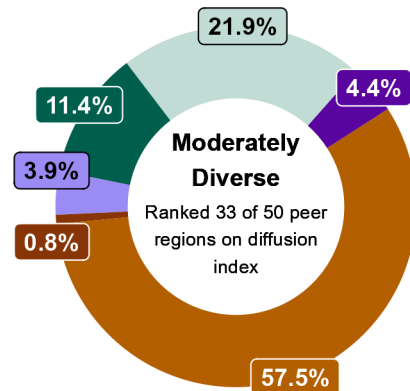


Population by Age Group, (Rank), 2022



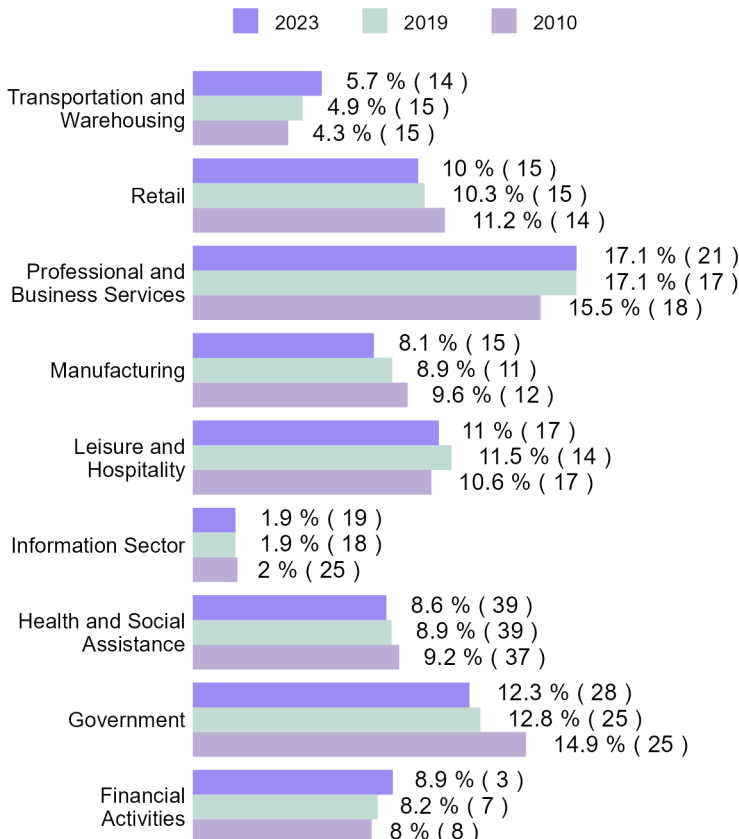
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



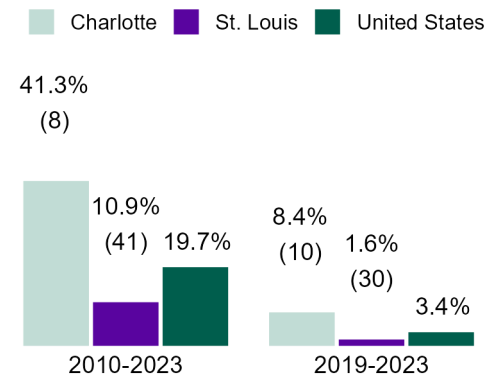
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 6

Non-favorable Vitality Rankings: 0

Charlotte is one of two regions that is not among the least favorable peer regions on any of the vitality metrics. The region ranks among the most favorable on six vitality areas, half of which are related to population and employment growth. The region has been among the 10 regions with largest population and employment increases from both 2010 to 2023 and 2019 to 2023. A substantial amount of the population growth has been in the central city, which experienced a 22% increase from 2010 to 2022, compared to a peer region average of 5.6%. The region has seen one of the largest increases in population due to net migration, ranking 7th and contributing to a 4.2% increase in population from 2020 to 2023. Similar to other high net migration regions, Charlotte saw a large percentage (3.7%, ranking 21st) of the population move out of the region in the 2016-2020 time period. The in-migration in this time period was slightly larger, 4.7%.

Charlotte is not among the 10 most populous regions but does have one of the 10 busiest airports.

The region is among the most favorable on one of the metrics of housing affordability, with one of the lowest proportions of cost-burdened owners. The region is also among the most favorable on one of the measures of disparity in infant mortality with the rate for the white population higher than that of the Hispanic population.

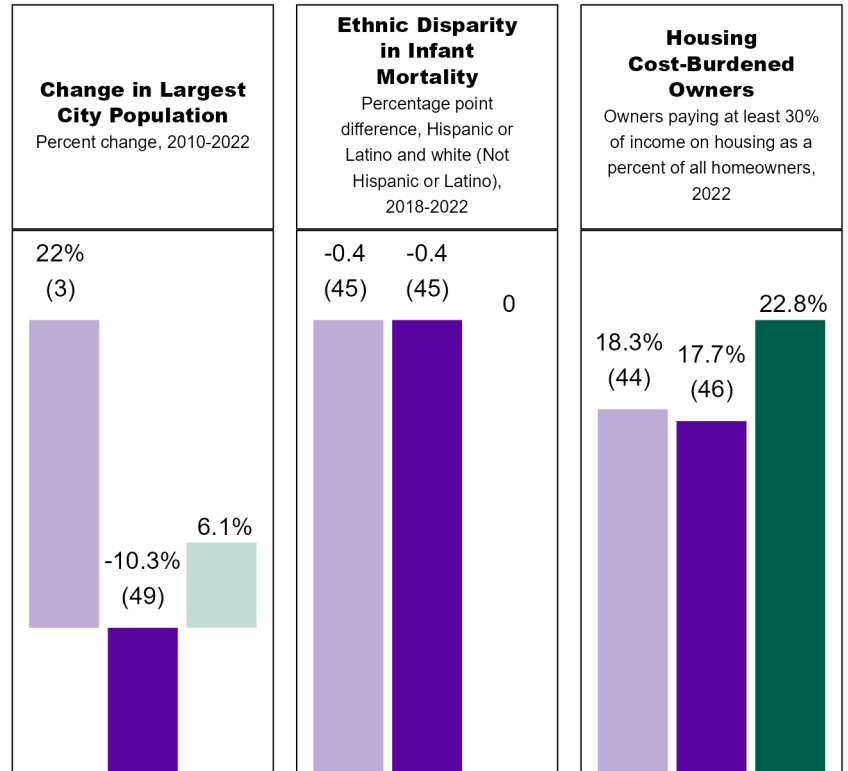
Charlotte is among the most unfavorable on two of measures of racial disparity. While not the vitality metrics, the region has relatively high disparity in poverty rates when all population groups are considered (excess method) and high disparity between Black and white unemployment rates.

Since the region does not rank among the most unfavorable on vitality metrics, the figure for the regional challenges highlights two other variables for this region. The region has the 6th highest prevalence of diabetes, and the region has experienced an increase in traffic congestion. Congestion has risen in recent years according to several measures, including costs, fuel consumed per auto commuter, truck delays, and truck congestions costs.

Strengths

Some metrics the region ranks among the 10 most favorable

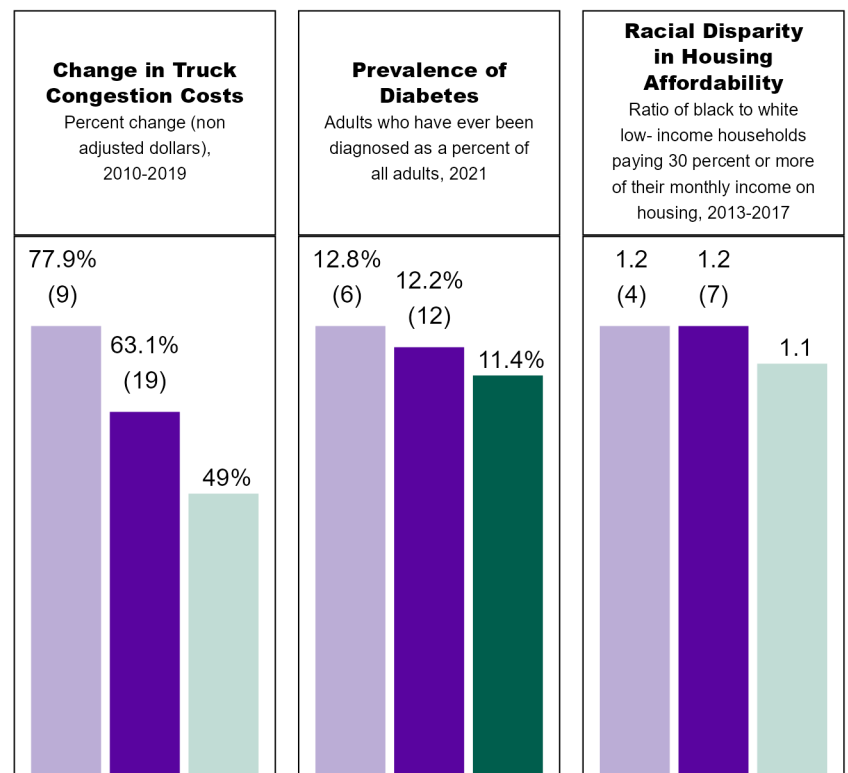
Charlotte St. Louis United States Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

Charlotte St. Louis United States Peer Average



Chicago MSA

3rd Most Populous U.S. Metro

Population 2023: 9,262,825

Population Change

Although a small decrease, the region was one of only four peer regions that experienced a population decline from 2010 to 2023. The region had the 6th largest decrease in population due to net migration from 2020 to 2023. The region had the 2nd lowest in-migration rate (2.4%) for the 2016-2020 time period but also had the 10th lowest rate of out-migration (3%).

Age

The region is average on age with a median age of 38.7, ranking 21st and about the same as for the country. Similarly, the region ranks towards the middle of the peer regions for the percentage of children, young adults, seniors, and working-age population.

Diversity

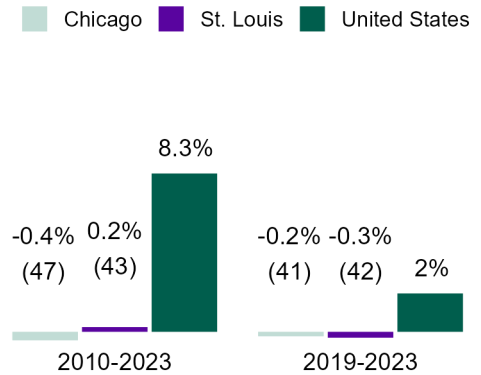
Chicago ranks 20th on diversity with a diffusion score of 10.5. The white population makes up half of the regional population. The next largest group is the Hispanic population, followed by the Black population. The region has relatively low proportions of multiracial residents and those of other races.

Employment

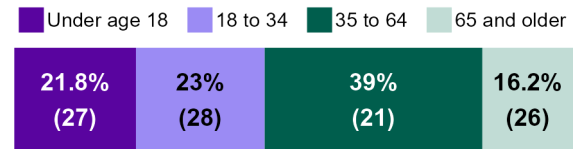
Chicago experienced low employment gains relative to the peer regions, but employment increased 12.8% from 2010 to 2023 and was slightly higher in 2023 than in 2019. From 2019 to 2023, Chicago gained 21,600 wage and salary jobs. The biggest gains were in two industry groups: transportation, warehousing, and utilities (+31,700), and education and health services (+25,000). Professional and business services was a distant third (+6,800). Some industries in Chicago also experienced job losses: leisure and hospitality (-25,300), government (-9,100), retail (-8,600), and manufacturing (-7,000).

Population Change

Percent change (rank)

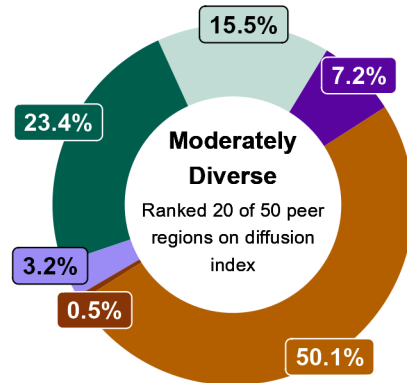


Population by Age Group, (Rank), 2022



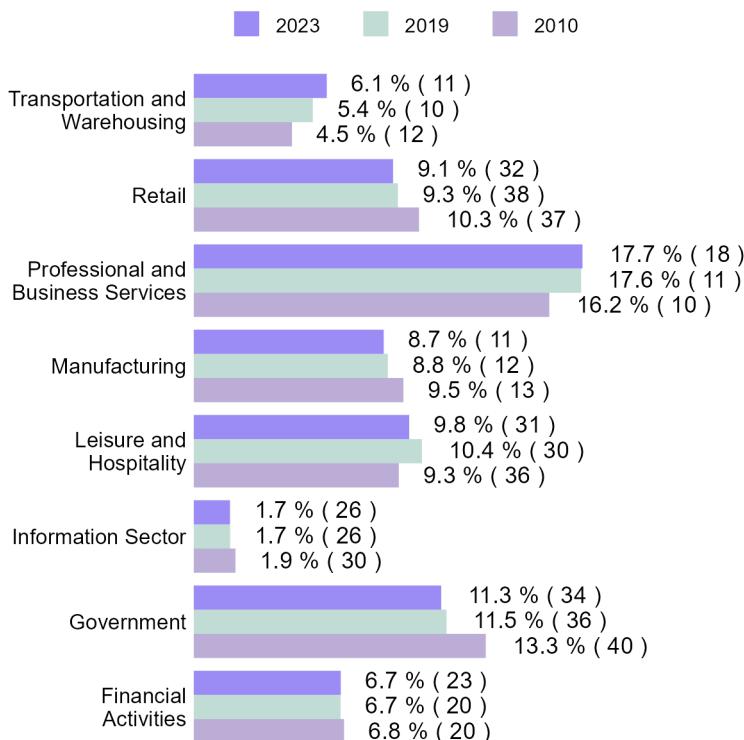
Race and Ethnicity, 2022

Legend: Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



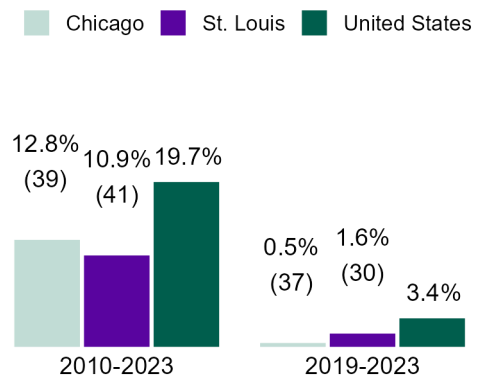
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 3

Non-favorable Vitality Rankings: 6

The region is strong on the daily flight departures, with the 2nd highest number of flights among the peer regions. The region is among the most favorable on two additional vitality metrics. The region has the 10th highest average wage per job and the 9th lowest disparity in homeownership rates between Hispanic and white households. However, the gap is still large with rates of 59.2% and 74.6%, respectively.

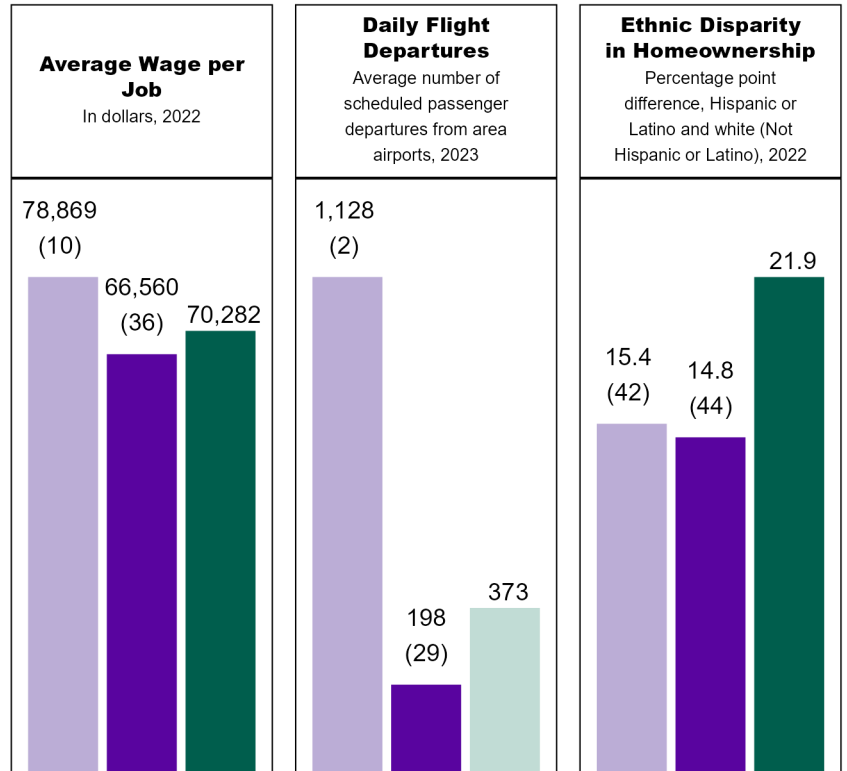
A challenge area for the region is population change. The region is the most unfavorable on all four population-related vitality metrics. The region had the 4th largest decrease in population from 2010 to 2023 and ranked 41st for population change from 2019 to 2023. Chicago also had the 6th largest decrease in population due to net migration and ranked 42nd, with a 1.1% decrease in the central city population from 2010 to 2022. The region experienced positive international migration, but ranked 34th on this measure, below the U.S. average.

The region also faces challenges related to unemployment, segregation, and racial disparity. In 2023, the unemployment rate for the region was the 5th highest. The region is the 3rd most unfavorable for Black-white segregation, as measured by the dissimilarity index, with 74.2% of the population needing to move in order for the region to be integrated. While not part of the vitality metrics group, the region is among the most unfavorable on several measures of Black-white disparity, including 5th on concentrated poverty, 4th on median household income, 2nd on poverty rate, and 3rd on unemployment rate.

Strengths

Some metrics the region ranks among the 10 most favorable

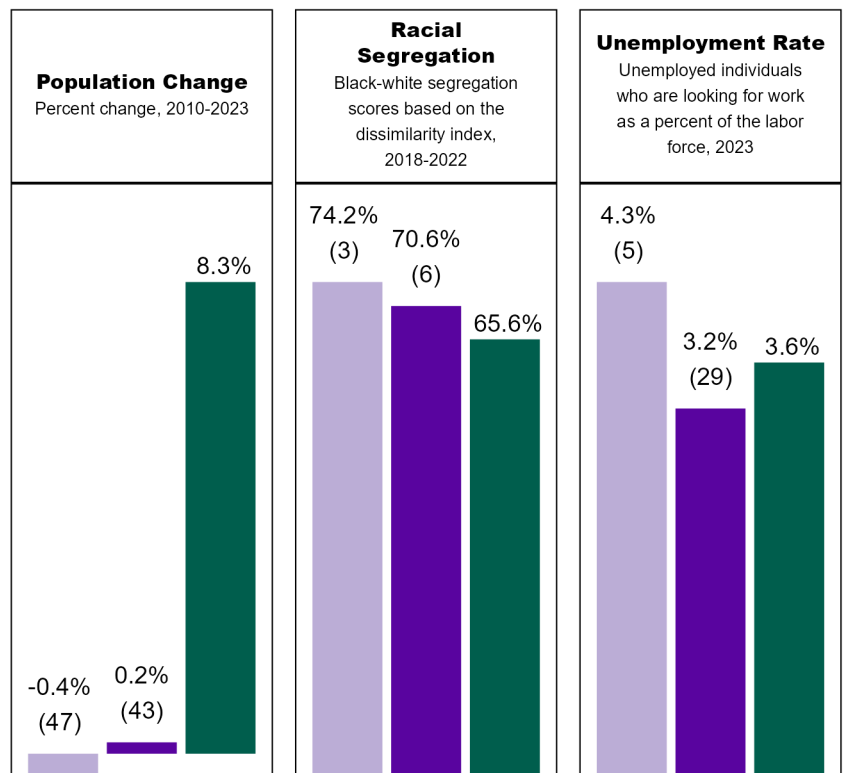
Chicago St. Louis United States Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

Chicago St. Louis United States



Cincinnati MSA

30th Most Populous U.S. Metro

Population 2023: 2,271,479

Population Change

Population growth in the region was slightly lower than U.S. average for 2010 to 2023 and slightly above the U.S. average for 2019 to 2023. Population growth in the region since 2020 was due to natural change and international migration. The region had neutral domestic migration, ranking 21st.

Age

Cincinnati is among the peer regions with the smallest percentage of working-age population, ranking 43rd. The region is relatively average with a median age of 38.3, ranking 26th. This is despite having the 14th largest proportion of children, 22.8%.

Diversity

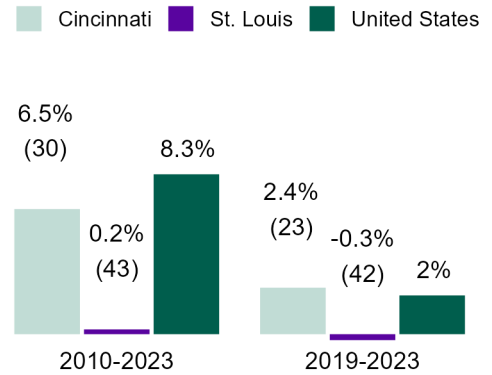
Cincinnati is one of the least diverse regions with a diffusion score of 7.8%, ranking 39th. The region has the 2nd largest proportion of white residents and is in the middle among the peer region for both the proportion of Black (ranking 27th) and multiracial residents (ranking 25th). The region is relatively low on the share of the other population groups, including 48th on Hispanic, 41st on Asian, and 45th on other races.

Employment

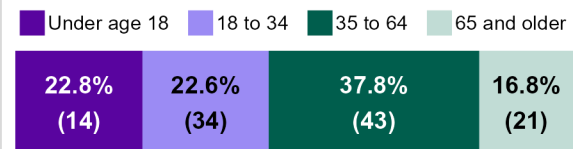
Cincinnati ranks about in the middle of the peer regions with respect to change in wage and salary employment. The region ranked 30th on job growth from 2010 to 2023 and improved to 26th for 2019 to 2023. From 2019 to 2023, the number of jobs in Cincinnati grew by 35,200. The industries with the largest growth were transportation and warehousing (+13,300) and professional and business services (+11,100). Two other industries, financial activities and health care and social assistance, were tied for 3rd place, with increases of 5,600 jobs. Retail lost 5,200 jobs, the largest of any industry.

Population Change

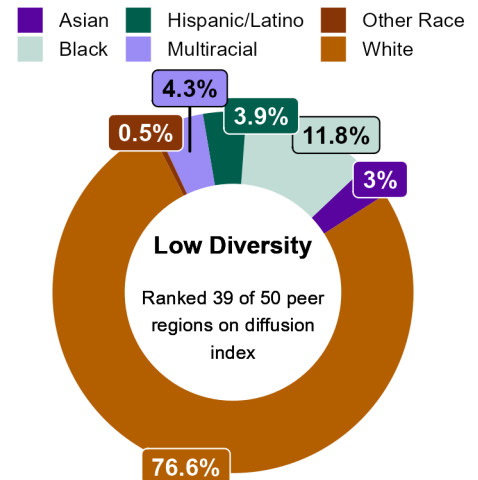
Percent change (rank)



Population by Age Group, (Rank), 2022

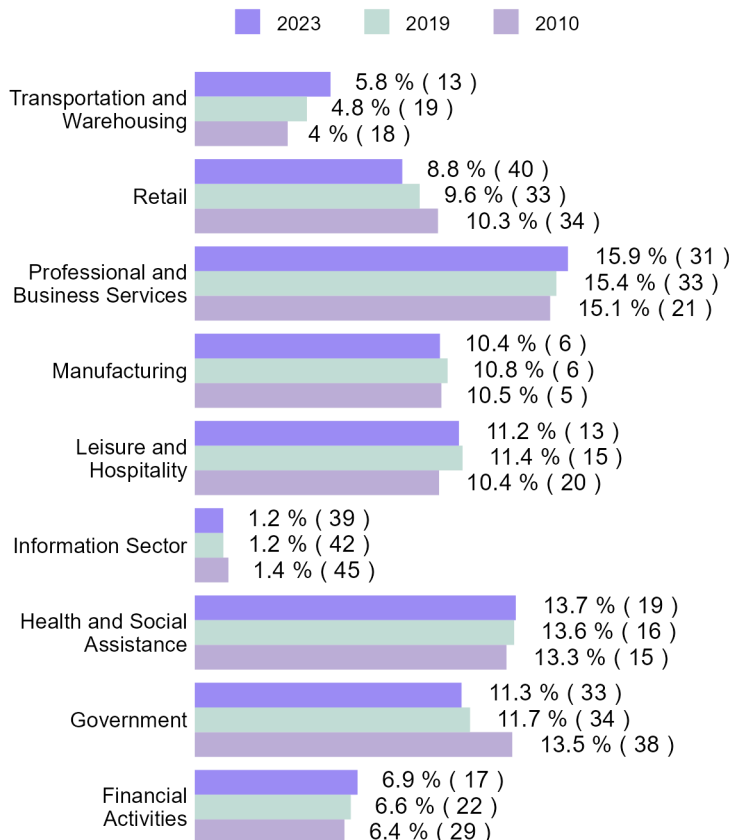


Race and Ethnicity, 2022



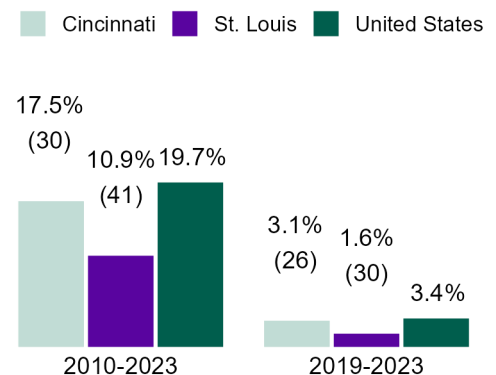
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 3

Non-favorable Vitality Rankings: 5

The rankings on housing metrics are mixed for the Cincinnati region. The region is among the most favorable on all three-affordability metrics and the homeownership rate but is among the least favorable on both measures of Black-white disparity in homeownership rates. The relative affordability of housing in the region likely assists in generating a relatively high homeownership rate. However, white households are two times more likely to own a home than Black households. The region is also among the most unfavorable on both the metric for Black-white segregation (9th on dissimilarity index) and income segregation (6th on concentrated poverty).

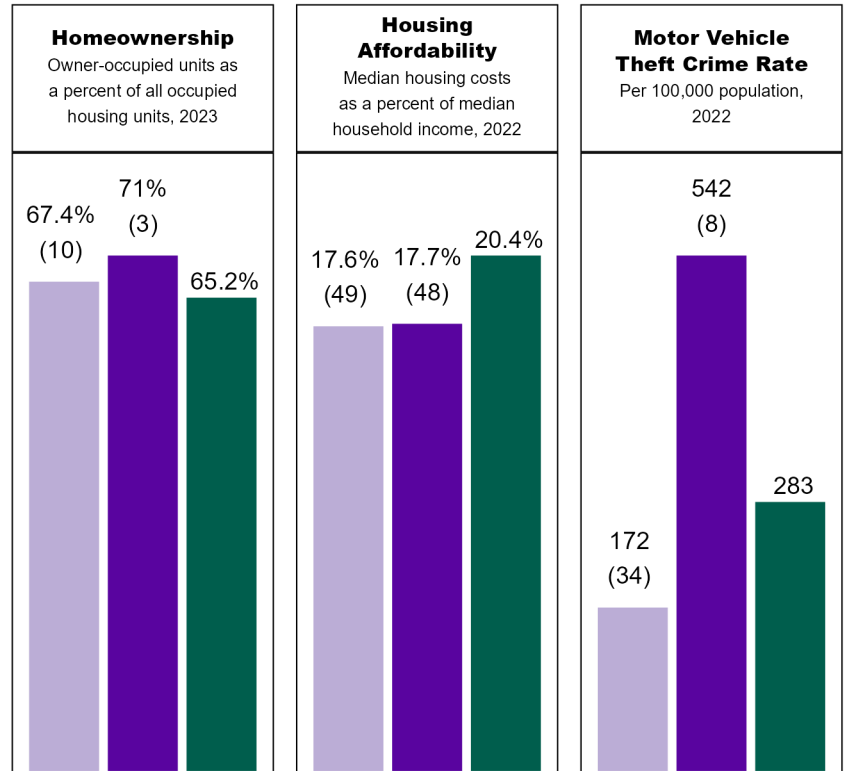
The disparity between the Black and white populations also shows up on the infant mortality rates with the 3rd highest point difference. Further, the overall infant mortality rate ranks 8th among the peer regions.

A strength for the region is that it had one of the lowest rates of motor vehicle theft in 2022, ranking 34th out of 40 regions. Cincinnati was in the middle of the peer regions on homicides in 2022, ranking 31st with a rate of 6.6.

Strengths

Some metrics the region ranks among the 10 most favorable

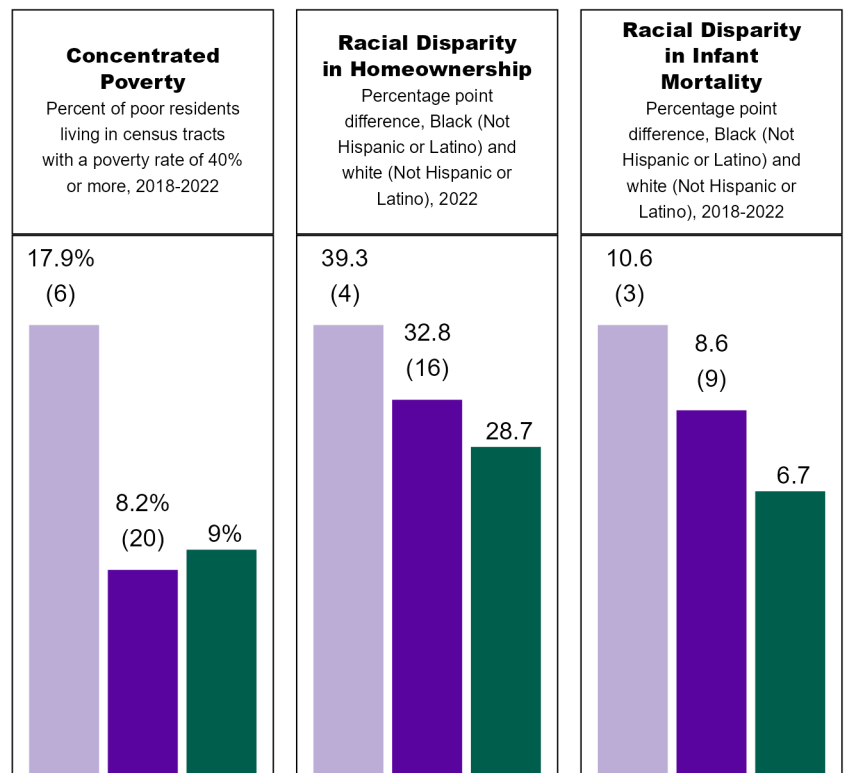
■ Cincinnati ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Cincinnati ■ St. Louis ■ United States



Cleveland MSA

33rd Most Populous U.S. Metro

Population 2023: 2,158,932

Population Change

Cleveland is one of four peer regions to experience a population loss from 2010 to 2023, but from 2019 to 2023, the region experienced a small increase. From 2020 to 2023, the region had the 2nd largest loss of population due to deaths outpacing births. The population declined by 0.5% due to net migration, despite a 0.5% increase due to international migration.

Age

Cleveland holds the rank for the smallest proportion of working-age adults among the peer regions, making up 59.4% of the population. The region is among the oldest with a median age of 41.8, ranking 4th.

Diversity

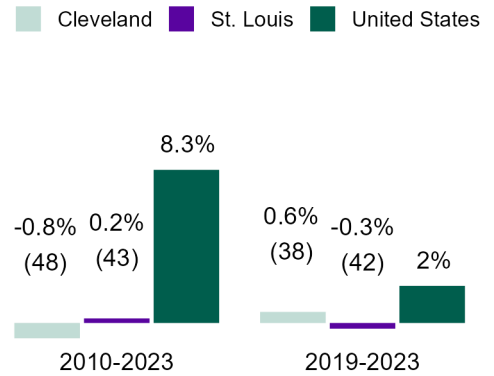
Cleveland is one of the least diverse regions with a diffusion score of 6.9%, ranking 45th. The region has the 14th largest proportion of both white and Black residents and is below average for the proportions of Hispanics, Asians, and multiracial residents. The region has the 2nd smallest percentage of the population in the other races group.

Employment

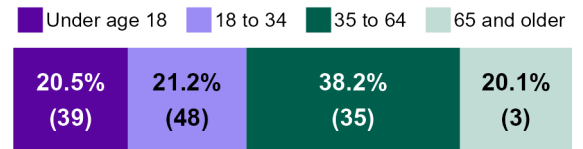
Cleveland lags the nation in job growth, ranking in the bottom six peer regions in both the 2010 to 2023 and the 2019 to 2023 time periods. The region experienced substantial employment decline from 2019 to 2020 and, as of 2023, had 1.7% less employees than in 2019. This was the 4th poorest recovery among the peer regions. From 2019 to 2023, Cleveland lost 18,700 jobs. The largest losses were in professional and business services, leisure and hospitality, and government, each of which lost more than 5,000 jobs. Gains were seen in financial activities (+6,000) and transportation and warehousing (+4,600).

Population Change

Percent change (rank)

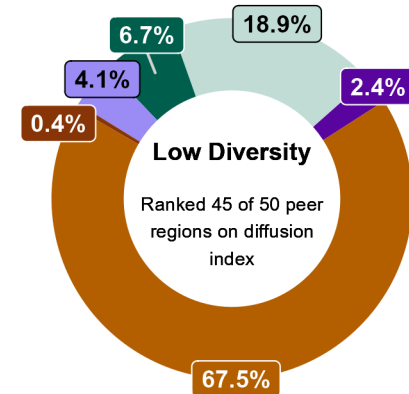


Population by Age Group, (Rank), 2022



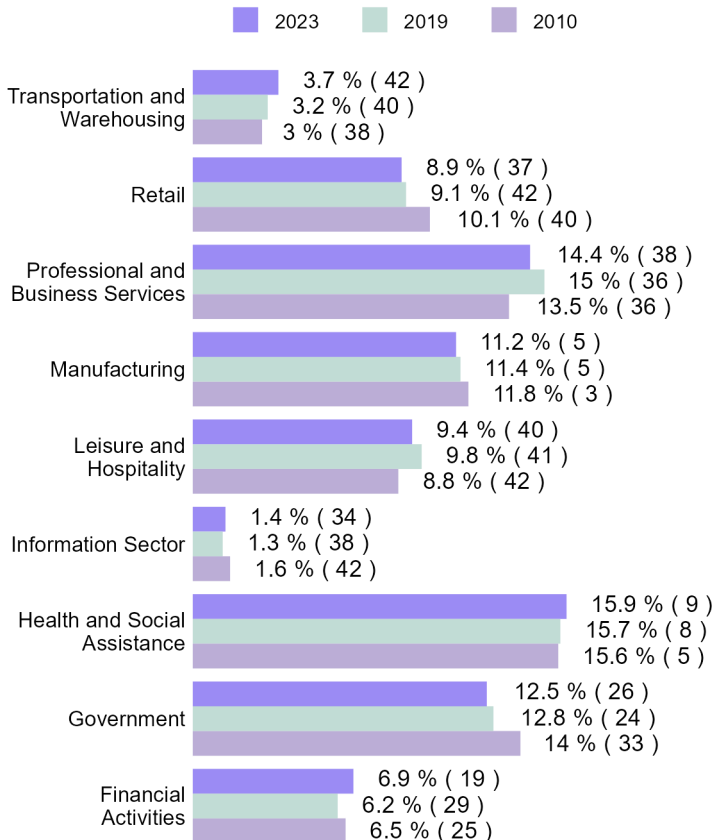
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



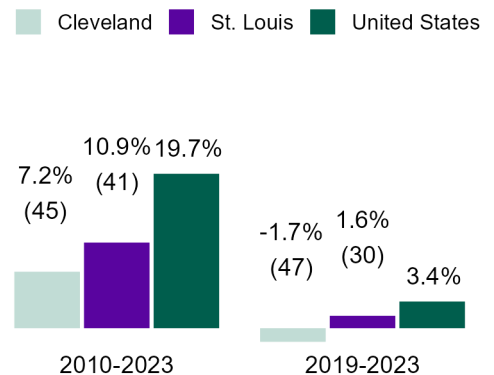
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 2

Non-favorable Vitality Rankings: 12

Similar to other slow growth regions, Cleveland is relatively strong on housing affordability and traffic congestion but ranks unfavorably on measures of population change, homicide, and racial and income disparity. The median housing cost is 19.1% of the median household income, and the average commuter in the region spends five hours on roads with more than normal delay during evening rush hour.

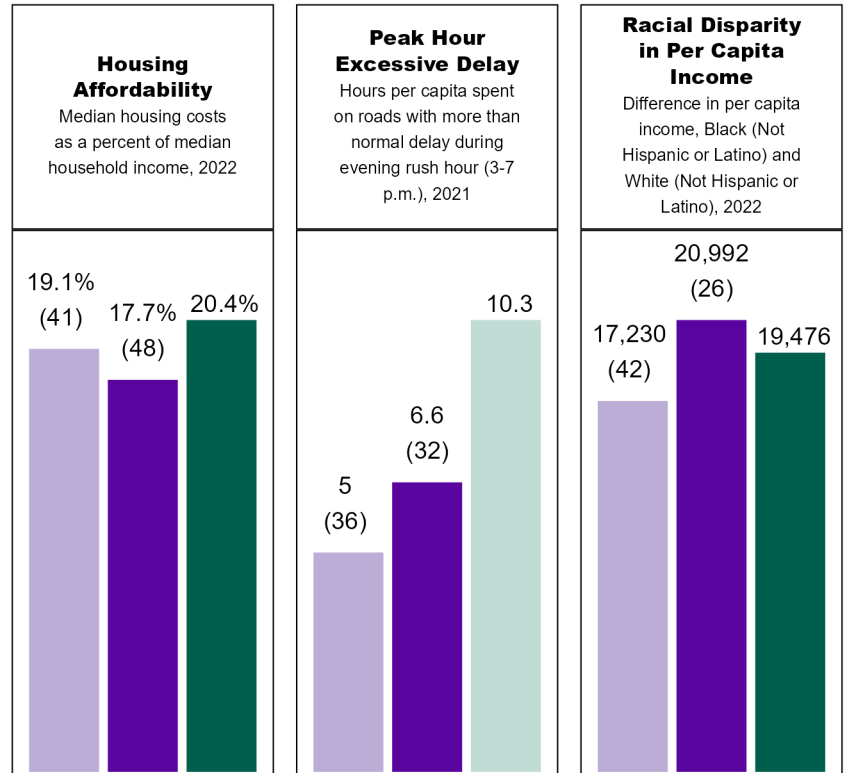
The region is unfavorable among the peer regions on measures of population and employment growth. The central city population decrease of 8.9% was the 3rd largest, a rank the region also held for the 0.8% decrease in regional population from 2010 to 2023. The region experienced a 7.2% increase in employment from 2010 to 2023, the 6th smallest increase among the peer regions. In 2022, the region had the 2nd highest unemployment rate (4.7%).

The third strength included in the graphic for Cleveland indicates the region had the 8th lowest difference in per capita income between Black and white populations. However, the income for the white population was still 1.6 times higher than that of the Black population. Further, Cleveland ranks unfavorably on other measures of income, diversity, and racial disparity. The median household income in the region is the 3rd lowest among the peer regions, the poverty rate is the 8th highest, and the region is the 6th least diverse. The region is the 4th most segregated both by income (concentrated poverty) and for the Black and white populations (dissimilarity index). The gap in income between those at the 80th and 20th percentiles of the income distribution was the 9th highest among the peer regions. The region is among the 10 most unfavorable on Black-white disparity in income, poverty rates, homicide rates, and concentrate poverty rates.

Strengths

Some metrics the region ranks among the 10 most favorable

Legend: Cleveland (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Challenges

Some metrics the region ranks among the 10 least favorable

Legend: Cleveland (light purple), St. Louis (dark purple), United States (dark green)



Columbus MSA

32nd Most Populous U.S. Metro

Population 2023: 2,180,271

Population Change

Columbus is growing faster than average among the peer regions and is among the fastest growing Midwest peer regions. As of 2023, the population grew 14.4% since 2010 and 2.6% since 2019. From 2020 to 2023, the region had increases due to both migration (1%) and natural change (0.8%). The migration increase is entirely due to international migration, increasing the population by 4.5%. This was the largest increase among the Midwest peer regions.

Age

Columbus is among the younger peer regions and is the youngest among the Midwest peer regions. The median age is 36.9, ranking 43rd. The region has a relatively large proportion of children and a relatively small proportion of seniors.

Diversity

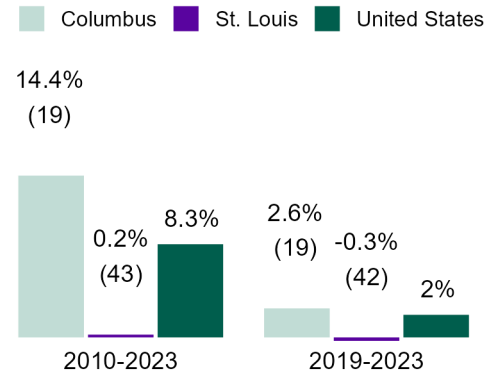
Columbus has a fair amount of diversity, ranking 24th on the diffusion score. The region is predominately white and is about average for the proportions of Black and Asian residents. The multiracial population makes up 5.7% of the population, ranking 6th among the peer regions.

Employment

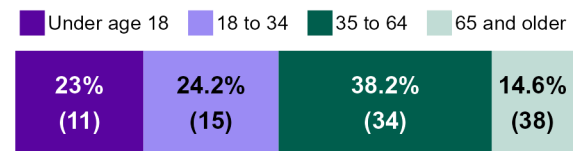
Columbus had employment growth rates just above the national average, for both 2010 to 2023 and 2019 to 2023. In this time period, the number of wage and salary jobs in Columbus rose by 40,000. Leading industries included transportation and warehousing (+10,000), professional and business services (+8,000), and health care and social assistance (+7,000). See the next page for more on employment in the region.

Population Change

Percent change (rank)

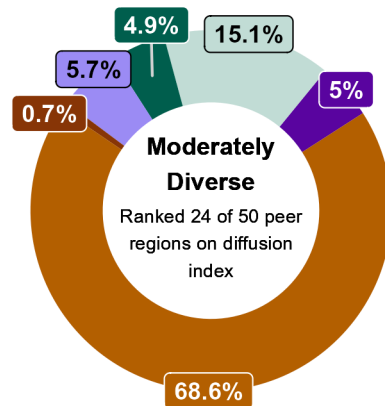


Population by Age Group, (Rank), 2022



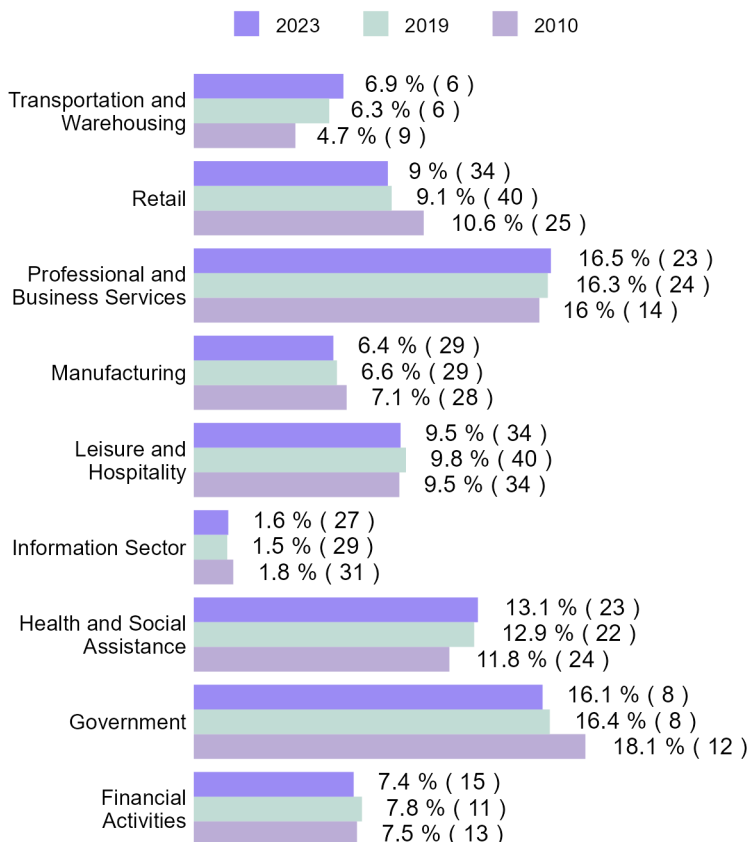
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



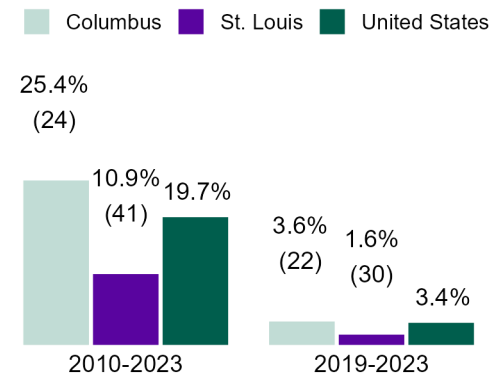
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 2

Non-favorable Vitality Rankings: 4

Columbus, like other Midwest peer regions, is among the most favorable on housing affordability and congestion. The region had the 8th lowest percentage of homeowners (18.4%) and the 6th lowest percentage of renters (47.3%) who pay 30% or more of their income on housing. For congestion, the region ranked 40 out of 43 regions with the average resident spending 3.6 hours per year in rush hour traffic.

Despite the affordability of housing in the region, Columbus has relatively high racial disparity in homeownership. The white homeownership rate is 2.1 times that of Black households, the 5th largest disparity among the peer regions. The gap of 36.1 points ranks 8th among the peer regions. The gap between the Hispanic and white households is also high, ranking 8th.

Also similar to most of the Midwest peer regions, the infant mortality rate in Columbus is high, ranking 4th, with 7.1 deaths per 1,000 live births.

The region ranks among the most unfavorable on per capita income, with an average income of \$61,228. However, the region is in the middle of the peer regions on median household income (ranking 30th) and average wage per job (ranking 32nd).

Another strength for the region is a relatively high increase in the foreign-born population, ranking 5th, with a 14% increase from 2019 to 2022.

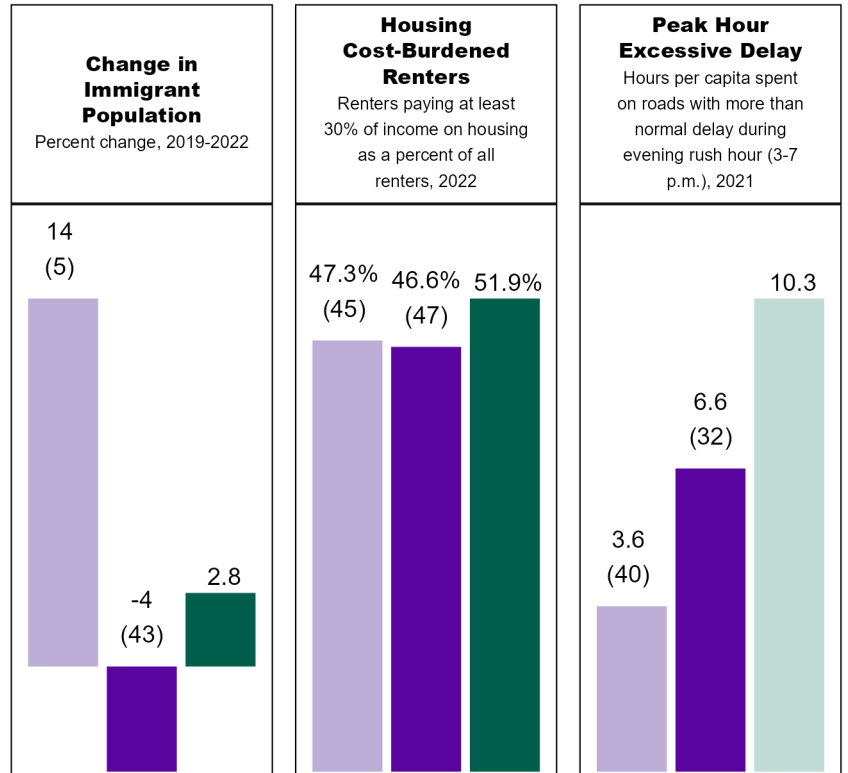
(Employment, continued from previous page.)

Employment in the region grew faster than nation in both the 2019 to 2023 and 2010 to 2023 time periods. One industry that is relatively prominent in Columbus suffered during this time period; insurance carriers experienced a net loss of 8,500 jobs. At its height in 2017, some 2.6% of wage and salary workers were employed in the insurance carriers industry, a level more than double the national average of 1%. Several large national insurance firms are headquartered in Columbus, including Nationwide, Grange, State Auto, and Motorists. More recently, startups, such as Branch and Beam Dental, set up shop in the region. From 2017 to 2023, the number of jobs in this industry declined from 28,700 to just 18,600.

Strengths

Some metrics the region ranks among the 10 most favorable

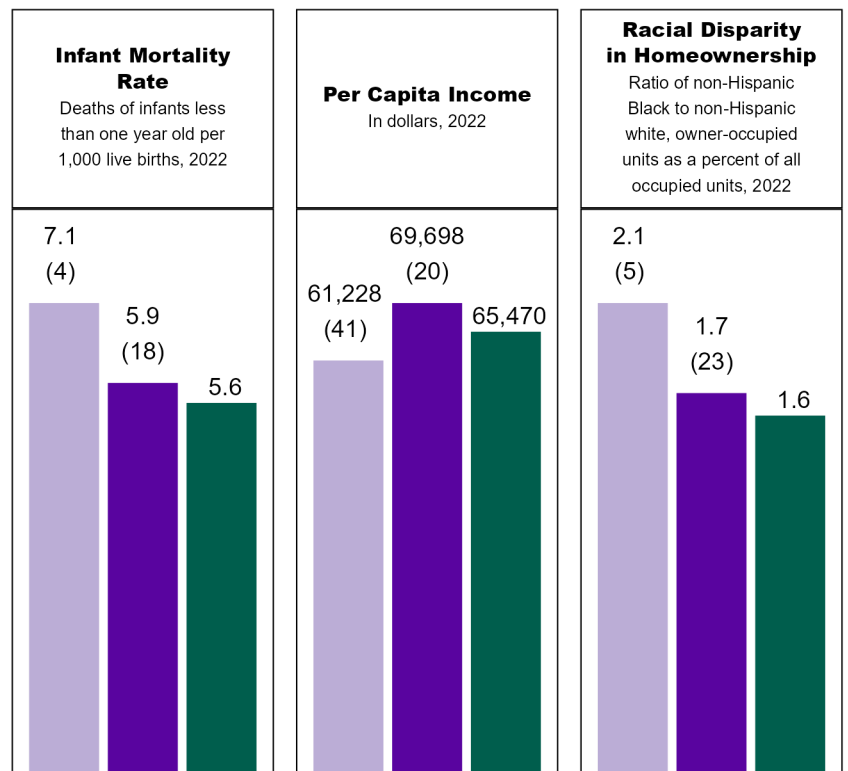
■ Columbus ■ St. Louis ■ United States ■ Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

■ Columbus ■ St. Louis ■ United States



Dallas MSA

4th Most Populous U.S. Metro

Population 2023: 8,100,037

Population Change

Dallas is the 4th most populous U.S. region and has experienced some of the largest gains among the peer regions, ranking 6th for change from both 2010 to 2023 and 2019 to 2023. Since 2020, migration was the leading factor for the growth, increasing the population by 4%, but the natural increase was also relatively large, 1.7% and ranking 4th.

Age

Dallas is among the youngest regions with a median age of 35.5, ranking 48th. The region has the 3rd largest proportion of children, while seniors make up just 12% of the population, ranking 48th.

Diversity

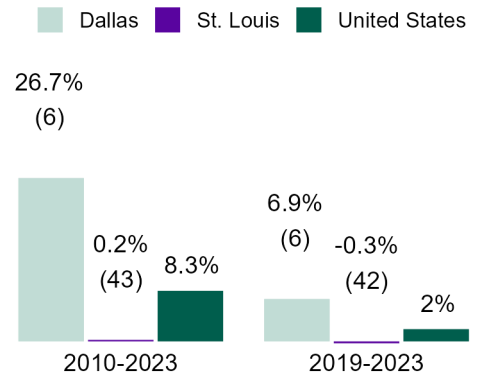
The region has a diverse population with 42.1% white, 29.7% Hispanic and Latino, 16% Black, and 12.3% of the population not in these three largest population groups (ranking 9th on the diffusion score).

Employment

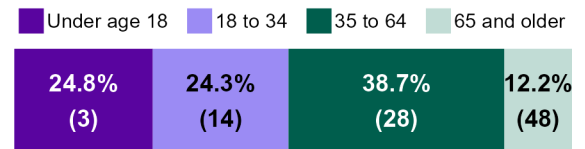
Dallas experienced some of the most robust growth among the peer regions over the last several decades, almost consistently experiencing more growth than the nation on an annual basis. From 2019 to 2023, the number of wage and salary jobs increased by 439,500, an 11.6% increase. The dominant industry for job growth was professional and business services with a net gain of 142,500. Tied for second were the financial activities industry and the transportation, warehousing, and utilities industry, each with a gain of 48,100. Other industries with a gain of more than 20,000 jobs included wholesale, retail, health care and social assistance, leisure and hospitality, and government.

Population Change

Percent change (rank)

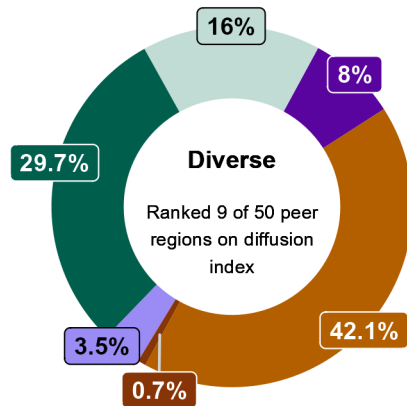


Population by Age Group, (Rank), 2022



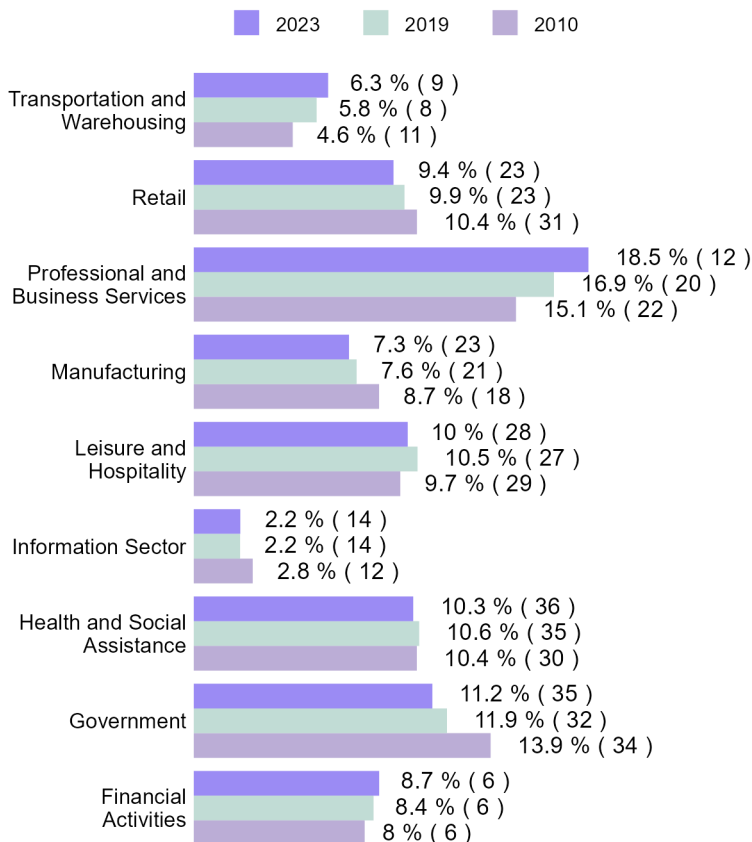
Race and Ethnicity, 2022

Legend: Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



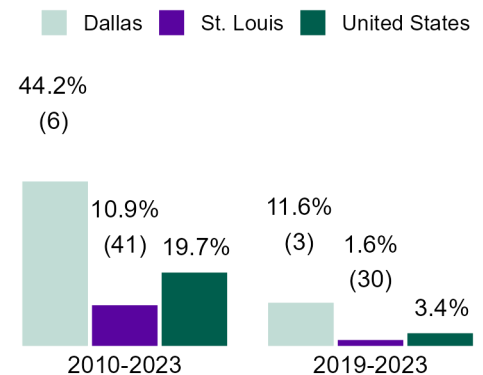
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 6

Non-favorable Vitality Rankings: 4

Dallas receives attention for being successful due to some of the largest increases in population and employment. The region is among the most favorable on six of the vitality metrics, however it is also among the most unfavorable on four.

The regional growth is evident in three of the four measures of population change and change in employment. The region had the 6th largest increase in population for both the short and long time periods. The net migration from 2020 to 2023 was 9th highest among the peer regions. While not among the most favorable on change in largest city population, the region saw an 8.5% increase from 2010 to 2022, ranking 25th. The region was also a leader in employment growth, with the 3rd largest increase for 2019 to 2023 and the 6th largest for 2010 to 2023.

Similar to most of the other most populous regions, Dallas ranks among the most favorable for the number of daily flight departures, ranking 3rd. Further, the region experienced the 9th largest growth in daily flight departures from 2018 to 2023.

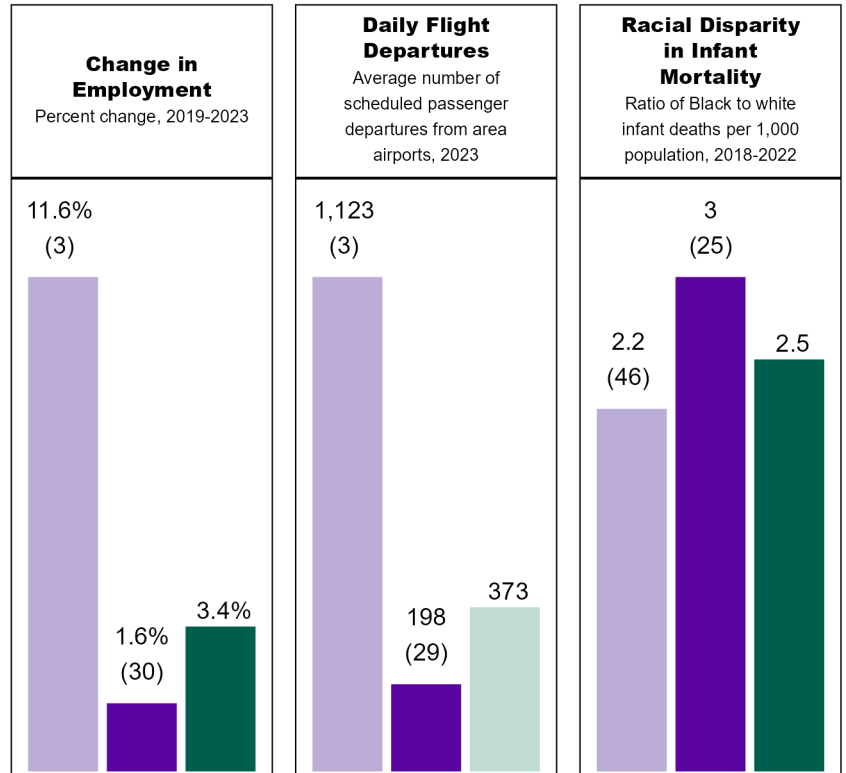
The region is the 9th most diverse with 12.3% of the population not in the three largest racial and ethnic population groups. The regional performance on the disparity metrics is mixed. The region ranks among the most favorable on three measures of disparity in infant mortality and unfavorable on one. As is the case in other regions, even though the ranks are favorable, the gaps are still large. Further when considering all population groups, which is important for a diverse region, Dallas has the 5th largest disparity.

Dallas also ranks among the most unfavorable on two health-related variables. The region has the 2nd largest percentage of residents lacking health insurance (15.8%) and the 2nd highest number of average days per year of poor air quality.

Strengths

Some metrics the region ranks among the 10 most favorable

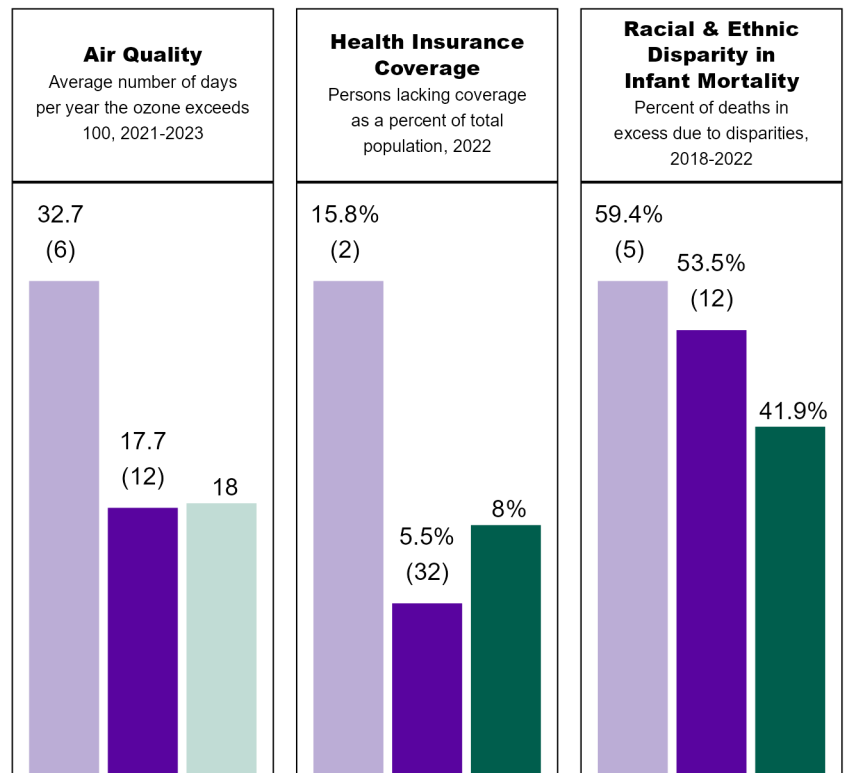
Legend: Dallas (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Challenges

Some metrics the region ranks among the 10 least favorable

Legend: Dallas (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Denver MSA

19th Most Populous U.S. Metro

Population 2023: **3,005,131**

Population Change

Denver was among the faster growing regions since 2010, ranking 14th, but the population growth has not been as robust in recent years ranking 32nd for 2019 to 2023. Denver is one of just a few peer regions to experience a larger increase in population due to natural change (+1.1% of 2020 population) than due to net migration (+0.1% of 2020 population).

Age

Denver is a relatively young region, with a median age that ranks 36th, and the 2nd largest proportion of working-age adults. The region is also among the 10 peer regions with the smallest proportion of seniors.

Diversity

Denver is moderately diverse, ranking 25th on the diffusion index. The largest race and ethnicity populations are white and Hispanic or Latino. The white population continues to grow at a relatively fast rate compared to the peer regions, growing 8.4% from 2010 to 2020, ranking 4th among the peer regions.

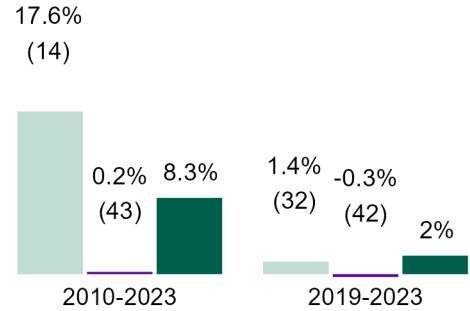
Employment

Denver has experienced solid job growth in recent years, ranking 13th for the change from 2010 to 2023, but slipped in the ranks to 18th for the change from 2019 to 2023. In this time period, the number of wage and salary jobs grew by 88,800. The industry with the greatest employment growth was business and professional services, which added 37,600 jobs. This was followed by job growth in the transportation and warehousing industry (+12,500) and the health care and social assistance industry (+9,400).

Population Change

Percent change (rank)

Denver St. Louis United States



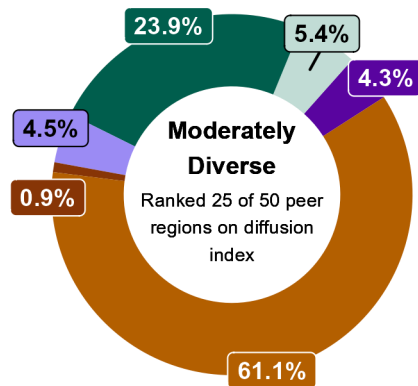
Population by Age Group, (Rank), 2022

Under age 18 18 to 34 35 to 64 65 and older



Race and Ethnicity, 2022

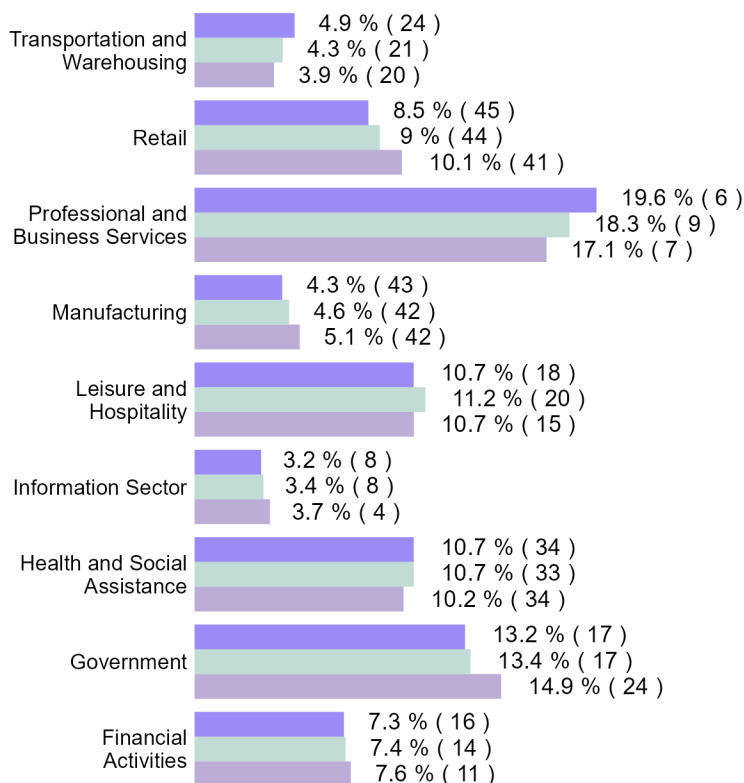
Asian Black Hispanic/Latino Multiracial Other Race White



Largest Industries

Percent of employment (rank)

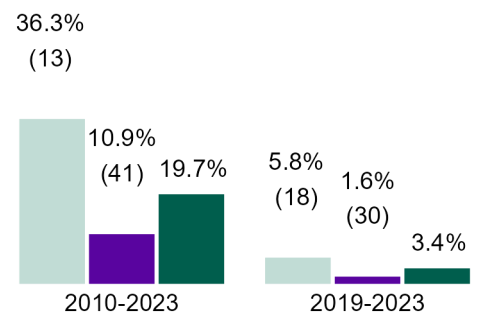
2023 2019 2010



Change in Employment

Percent change (rank)

Denver St. Louis United States



Strengths & Challenges

Favorable Vitality Rankings: 12

Non-favorable Vitality Rankings: 3

The region is among the most favorable in 12 of the vitality metric areas. It is not among the most favorable on employment or population growth but is among the most favorable in areas that indicate the economy is strong and that there is a positive quality of life for residents. Denver is one of two peer regions that are among the 10 regions with the busiest airports (ranking 5th) but is not among the 10 most populous U.S. regions. The GDP per capita is the 8th highest, and the region ranks among the most favorable on all four measures of income. Further, the income inequality in the region is relatively low compared to the peer regions on both the income gap metric (ranking 41st) and the Gini index (ranking 45th). However, there are substantial racial and ethnic disparities in income with the 9th highest Hispanic-white and the 5th highest Black-white differences in income.

The other vitality metrics the region is among the most favorable on are concentrated poverty (2nd lowest), poverty rate (5th lowest), housing vacancy rate (5th lowest), percentage of adults with a college degree (7th largest), and the CORE score of well-being (9th highest).

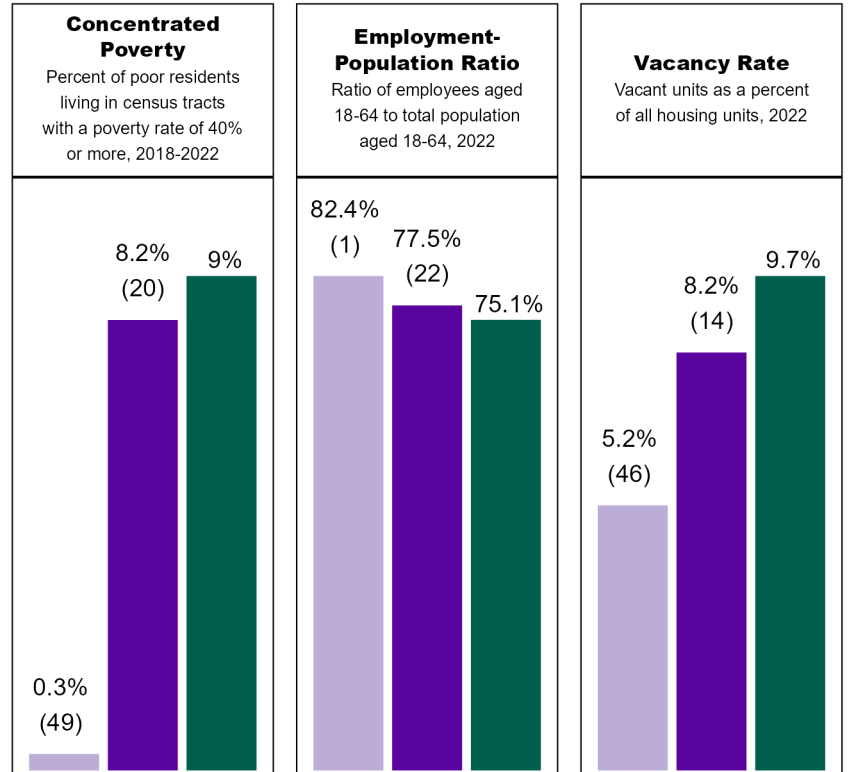
Outcomes for the relatively large Hispanic population (14th largest among the peer regions) are mixed. The region is one of the most favorable on the disparity in homeownership, but the white rate is still 15.9 percentage points higher than the Hispanic rate. The region has the 6th largest disparity in infant mortality rates with the Hispanic rate 2.2 times that of whites in the region.

The two other vitality metrics the region ranks among the most unfavorable on are air quality and motor vehicle theft. The region had the 4th worst air quality and the highest rate of motor vehicle theft crime in 2022, as well as the 2nd highest total crime rate.

Strengths

Some metrics the region ranks among the 10 most favorable

■ Denver ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Denver ■ St. Louis ■ United States ■ Peer Average



Detroit MSA

14th Most Populous U.S. Metro

Population 2023: 4,342,304

Population Change

Detroit is a slow growth region, experiencing modest population gains from 2010 to 2023 and from 2019 to 2023. However, the population in the last three years declined due both to net migration (-0.9%) and to natural change (-1.6%).

Age

Detroit is among the older of the peer regions. In 2022, the median age was 40.4, ranking 8th. The region has the 10th largest proportion of seniors, is about average on the proportion of children, and has the 7th smallest proportion of young adults (aged 18 to 34).

Diversity

Detroit is a moderately diverse region but is predominately white (66.8%) and Black (21.2%). The region ranked 28th on the diffusion index with 9.6% of the population outside of the three largest racial groups.

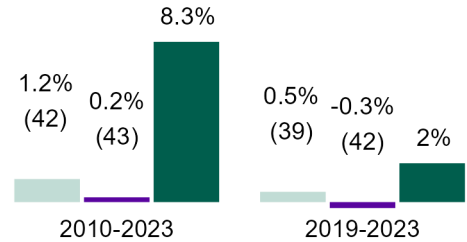
Employment

Since 2010, job growth in Detroit has lagged the United States. The region ranked 32nd for the period 2010 to 2023 and 40th for 2019 to 2023. From 2019 to 2023, the region experienced a net loss of 5,000 wage and salary jobs. The hardest-hit industries were leisure and hospitality (-14,400) and retail (-9,700). A bright spot was the transportation and warehousing industry, which increased employment by 15,100.

Population Change

Percent change (rank)

Legend: Detroit (light blue), St. Louis (purple), United States (dark green)



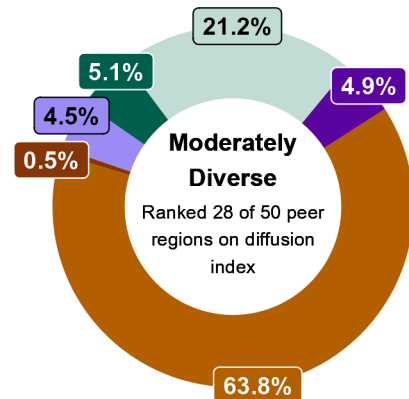
Population by Age Group, (Rank), 2022

Legend: Under age 18 (purple), 18 to 34 (light blue), 35 to 64 (dark green), 65 and older (light green)



Race and Ethnicity, 2022

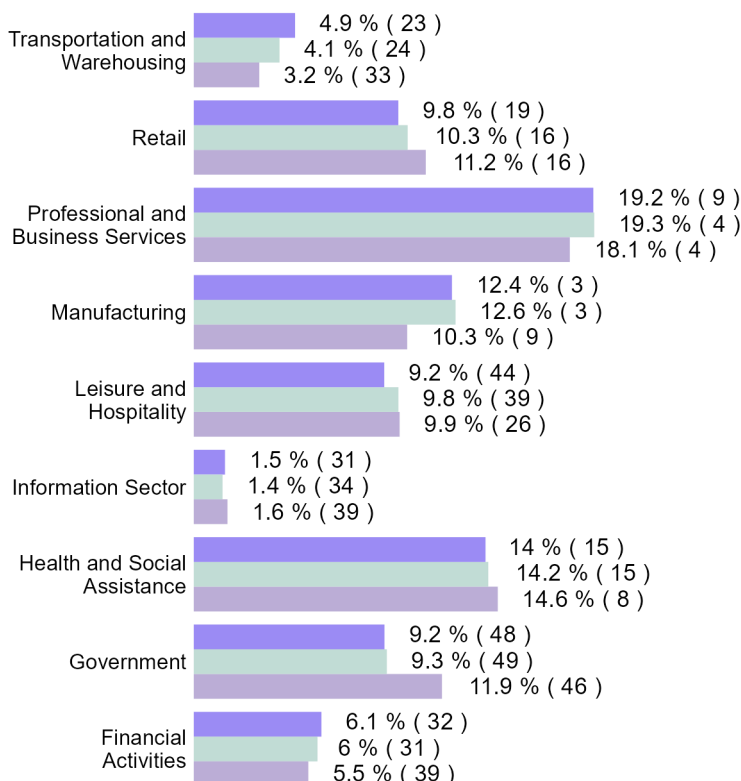
Legend: Asian (purple), Black (light blue), Hispanic/Latino (dark green), Multiracial (light green), Other Race (brown), White (orange)



Largest Industries

Percent of employment (rank)

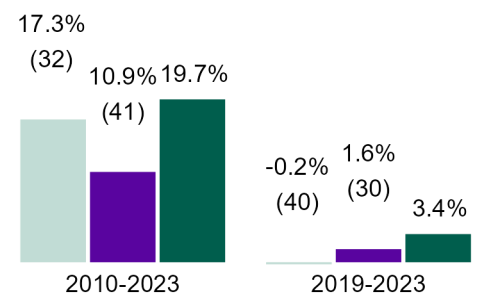
Legend: 2023 (purple), 2019 (light blue), 2010 (light green)



Change in Employment

Percent change (rank)

Legend: Detroit (light blue), St. Louis (purple), United States (dark green)



Strengths & Challenges

Favorable Vitality Rankings: 3

Non-favorable Vitality Rankings: 10

Similar to other slow growth regions, Detroit has a high homeownership rate, ranking 1st with 71.5% of units being owner-occupied. This is likely in part due to the affordability of housing in the region, ranking as the 9th most affordable with the median housing cost at 18.9% of the median household income. However, the region ranks among the most unfavorable on both measures of housing segregation with the 3rd highest rate of concentrated poverty and the 5th highest rate of Black-white segregation.

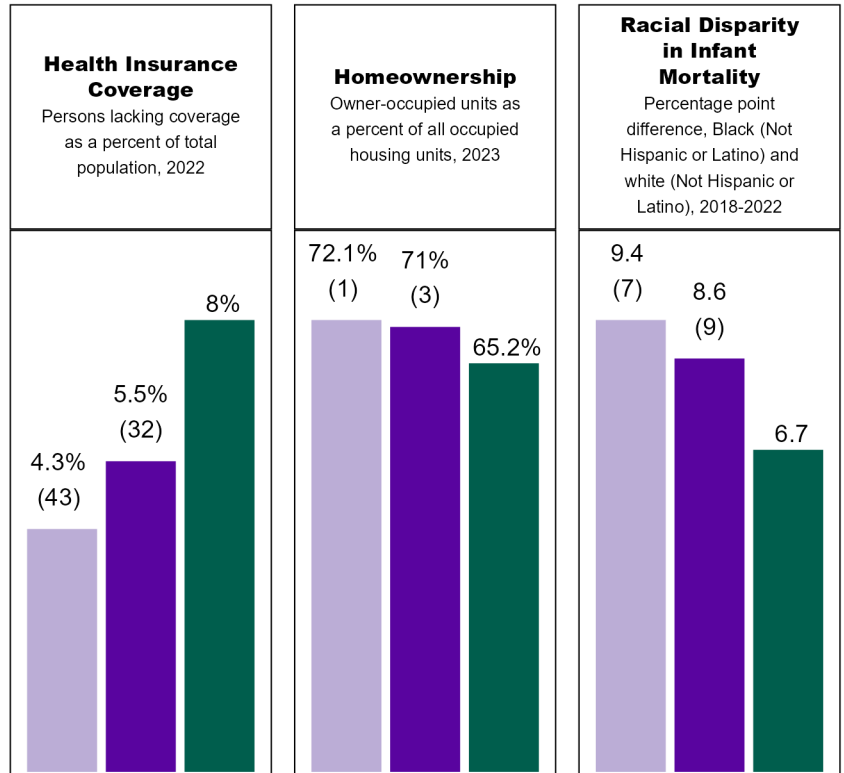
The region is among the least favorable on two measures of disparity in infant mortality with higher rates among the Black and Hispanic populations than the white population. When all population groups are considered, the region is closer to the average among the peer regions, ranking 17th. The region is among the most unfavorable (ranking 5th) on the total infant mortality rate with 7 infant deaths per 1,000 live births in 2022. These results are despite the region having one of the highest rates of health insured, ranking 43rd, with a relatively small 4.3% of the population lacking coverage.

The region has the largest decrease in the population of the largest city from 2010 to 2022, one of 10 of the peer regions that experienced a decrease.

Strengths

Some metrics the region ranks among the 10 most favorable

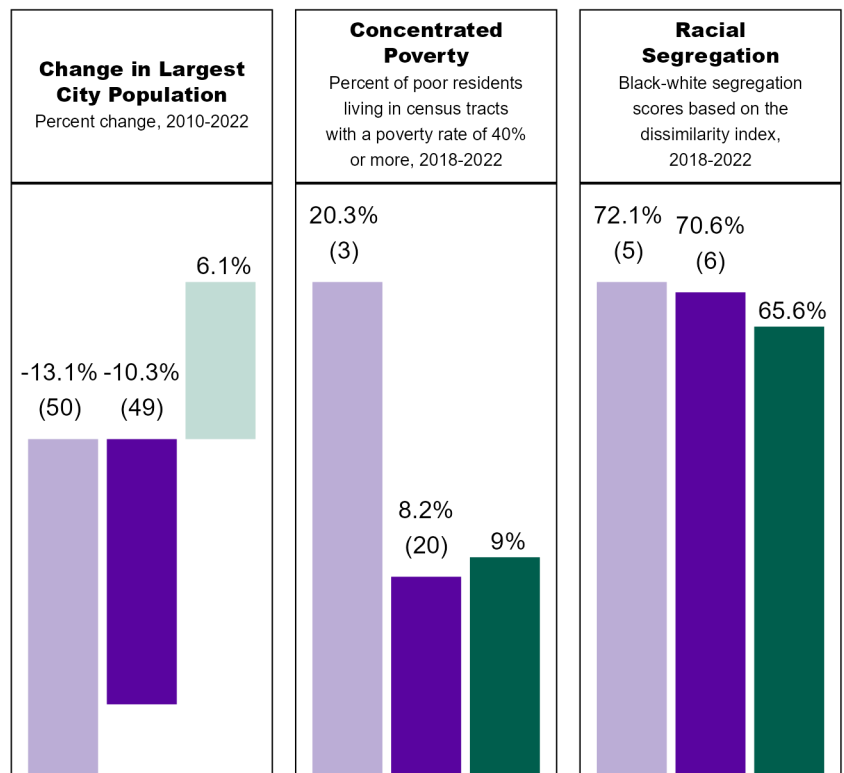
■ Detroit ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Detroit ■ St. Louis ■ United States ■ Peer Average



Hartford MSA

49th Most Populous U.S. Metro

Population 2023: 1,151,543

Population Change

In July 2023, the Hartford MSA changed from being made up of “counties” to “planning regions,” resulting in a change in the MSA from three counties to two planning regions. For reference, there are nine planning areas in the state of Connecticut. Comparable trend data for the region is not yet available. From 2022 to 2023, the region ranked 28th with a 0.3% increase in population.

Age

Hartford has the 8th highest median age among the peer region, 40.4. The region has the 7th largest proportion of seniors, a larger than average share of working-age adults, and a below average proportion of children (ranking 34th).

Diversity

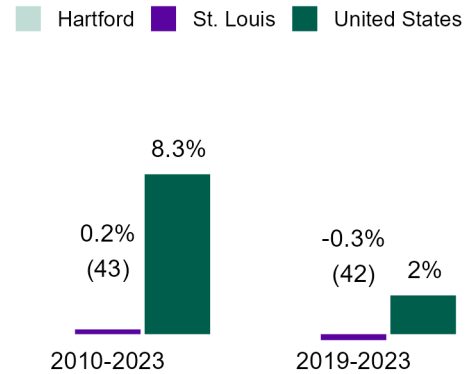
The region is about average for diversity, based on the diffusion score, with 9.8% of the population not in the three largest population groups, which are white, Hispanic, and Black.

Employment

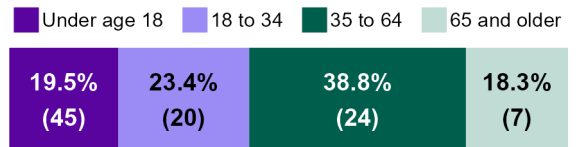
Hartford was in the bottom seven regions with respect to job growth in both the 2010 to 2023 and 2019 to 2023 time periods. In the latter period, wage and salary employment decreased by 6,900 jobs. Hardest-hit industries included financial activities (-5,300) and manufacturing (-4,800). Portions of these declines were offset by the transportation and warehousing industry, which increased employment by 5,700.

Population Change

Percent change (rank)

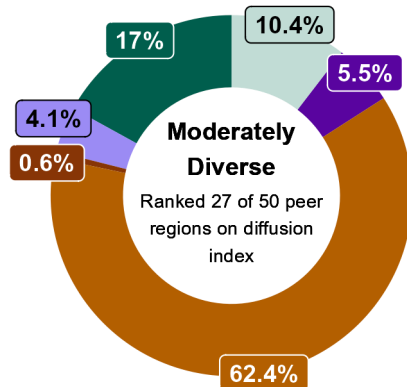


Population by Age Group, (Rank), 2022



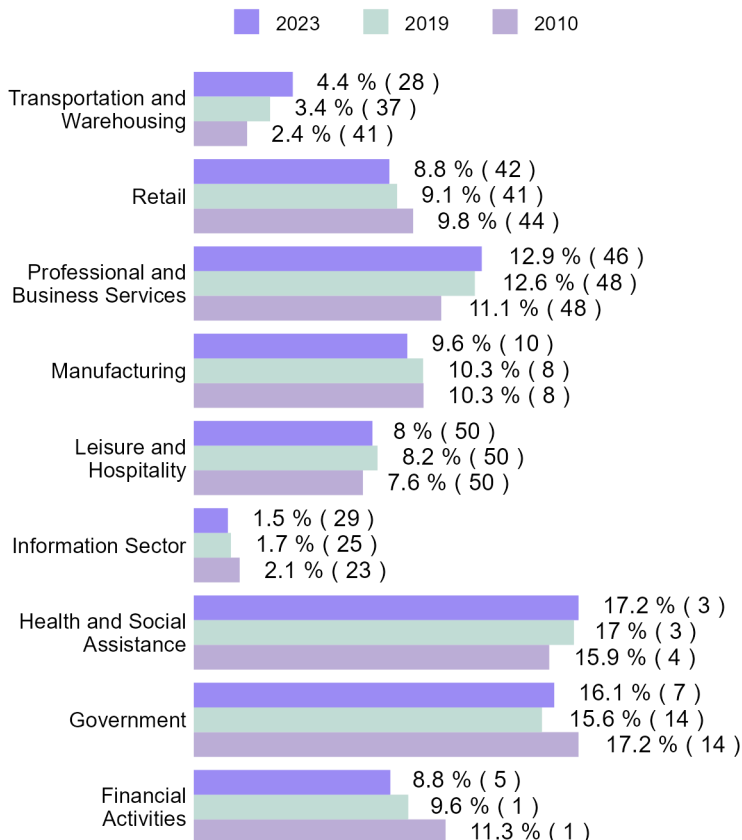
Race and Ethnicity, 2022

Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



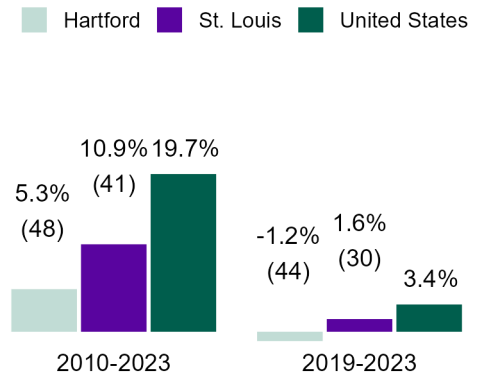
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 5

Non-favorable Vitality Rankings: 5

Note: The Hartford region is not included in some of the Where We Stand tables and rankings due to the recent change in the MSA composition, which has led to the region being excluded from some datasets.

The Hartford region was among the most unfavorable on change in employment in the past decade, ranking 48th, but still had an increase of 5.3% from 2010 to 2023. In the shorter time period, the regional rank was a little higher, 44th, but it was one of handful of regions that had yet to fully recover from losses during the pandemic; the region had 1.2% less employment in 2023 than in 2019.

The region has the 6th lowest rate of infant deaths with 3.6 deaths per 1,000 live births and the 9th lowest rate of population lacking health care coverage (4.3%).

The region is among the most favorable on congestion with the average resident spending 5.7 hours a year in congestion during PM rush hours.

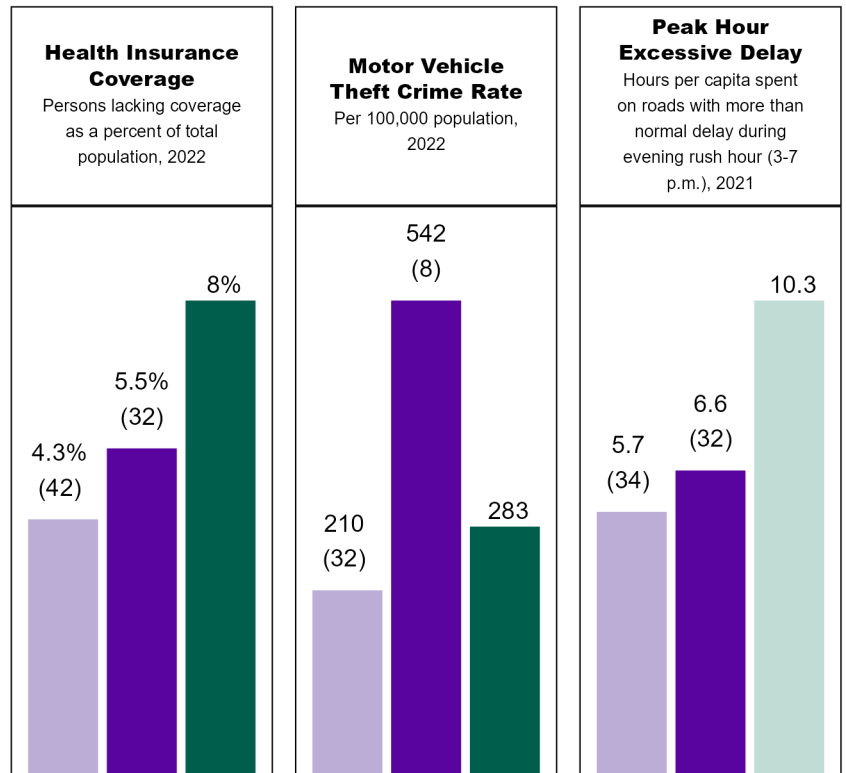
The gap in homeownership between the Hispanic and white population groups is the 2nd largest among the peer regions with rates of 39.1% and 76.3%, respectively. Review of non-vitality metrics data indicate that the regional Hispanic and Black population groups also both face wide disparities in other areas.

The region ranks 44th with the 7th fewest daily flight departures among the peer regions. The region is in close proximity to other regions with larger airports, including New York, which has the most daily flights per day among the peer regions. However, the Hartford region experienced the 10th largest decrease (-19.9%) in departures from 2018 to 2023.

Strengths

Some metrics the region ranks among the 10 most favorable

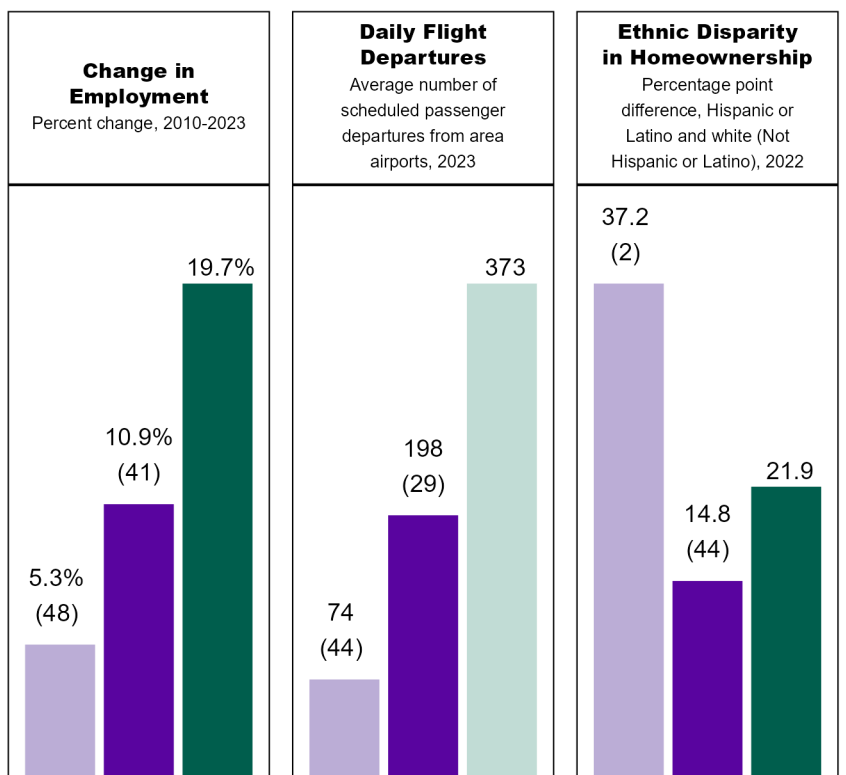
Legend: Hartford (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Challenges

Some metrics the region ranks among the 10 least favorable

Legend: Hartford (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Houston MSA

5th Most Populous U.S. Metro

Population 2023: 7,510,253

Population Change

Houston is one of the fastest growing populations, ranking 7th for growth in both the 2010 to 2023 and 2019 to 2023 time periods. Since 2020, population change due to net migration (3.1%) for the region was the 11th largest among the peer regions and natural change (1.7%) was the 3rd largest.

Age

Houston is the 2nd youngest peer region based on a median age of 35.4. The region has the largest proportion of children and the 4th smallest proportion of seniors.

Diversity

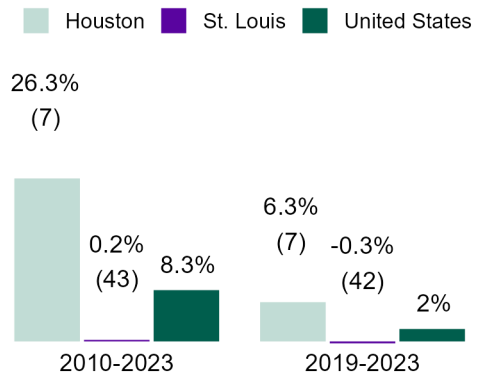
The region ranks 11th on the diffusion score with the three largest population groups making up 88.2% of the population. The population is more evenly split among the three largest population groups than is seen in many of the peer regions with the Hispanic population being the largest, followed by the white population, and then the Black population.

Employment

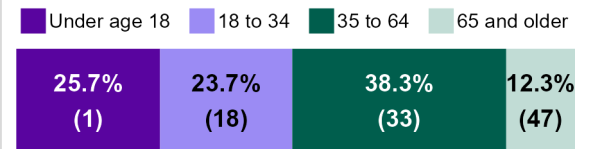
Houston has had above average growth in wage and salary employment. From 2010 to 2023, the region ranked 18th for change in employment. From 2019 to 2023, the region ranked 14th when the number of jobs increased by 215,400. Leading industries were professional and business services (+48,500), health care and social assistance (+36,300), and transportation and warehousing (+31,400). Other industries that gained more than 20,000 jobs were financial activities, leisure and hospitality, and government. Not all industries increased employment in the region. Employment in oil and gas extraction was 5,800 below pre-pandemic employment in 2023. Job losses were also seen in the construction and manufacturing industries.

Population Change

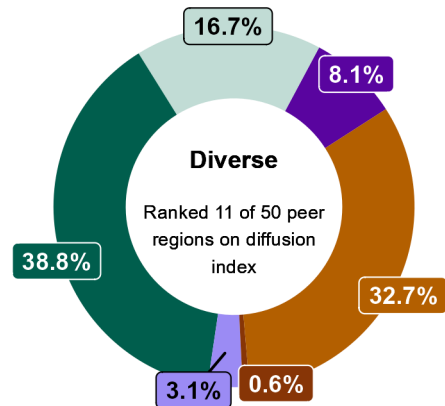
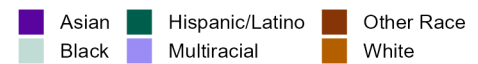
Percent change (rank)



Population by Age Group, (Rank), 2022

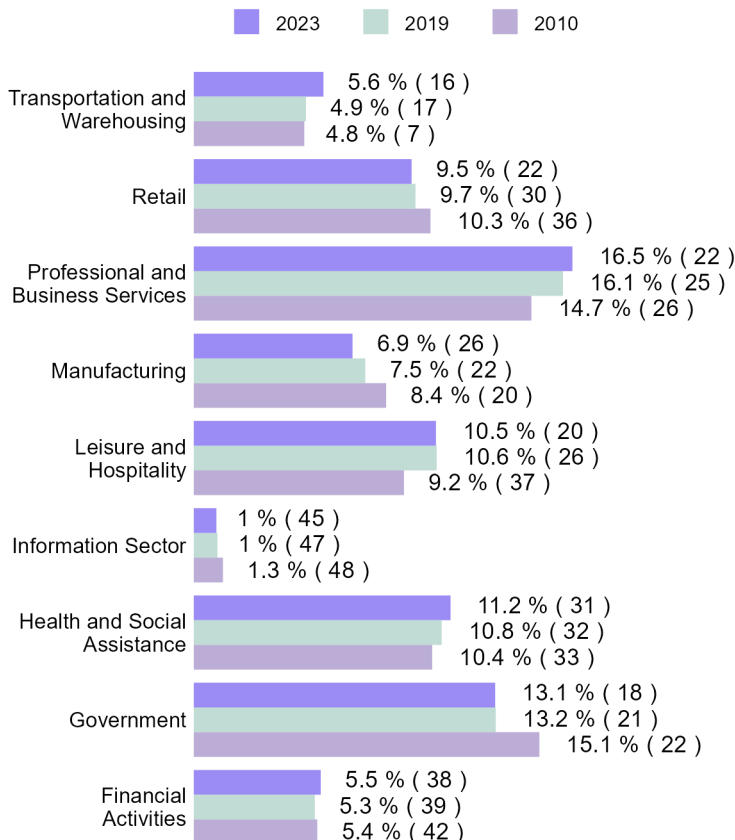


Race and Ethnicity, 2022



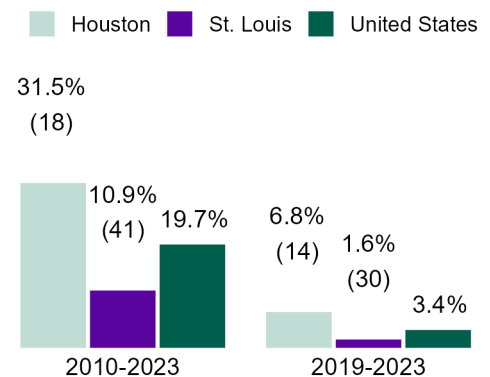
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 3

Non-favorable Vitality Rankings: 9

The Houston region does not stand out as among the most favorable on many of the vitality metrics, although the region is among the most favorable on many other Where We Stand metrics.

The three vitality metric areas the region is favorable on are population change, daily flights, and racial disparity in infant mortality. The region has had the 7th largest growth in population for both the 2010 to 2023 and 2019 to 2023 time periods. Like the other most populous regions, Houston is among the regions with the largest number of daily flight departures, ranking 8th.

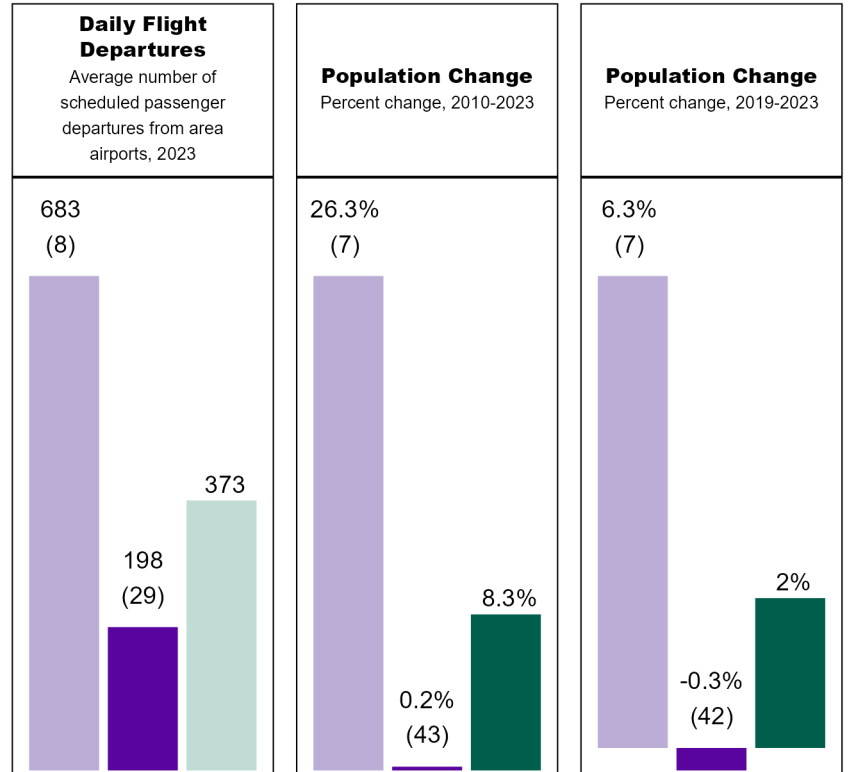
The region is among the most favorable on two measures of disparity in infant mortality but ranks the worst on one measure. The region has the 7th lowest level of disparity for both the ratio of the Black to white rate and for the difference in the Hispanic and white rates. However, when all races and ethnicities are considered, the region ranks 1st with 68% of deaths in excess of what would be if all groups shared the rate of the best-off group.

The region ranks unfavorable on nine vitality metrics, including 1st with the highest rate of people lacking health insurance. The region also has a large poverty population, ranking 4th with 14.3% of the population living below the poverty level. The region ranks 3rd with 14.9% of the population not having a high school diploma or equivalent and has the 5th lowest score of well-being.

Strengths

Some metrics the region ranks among the 10 most favorable

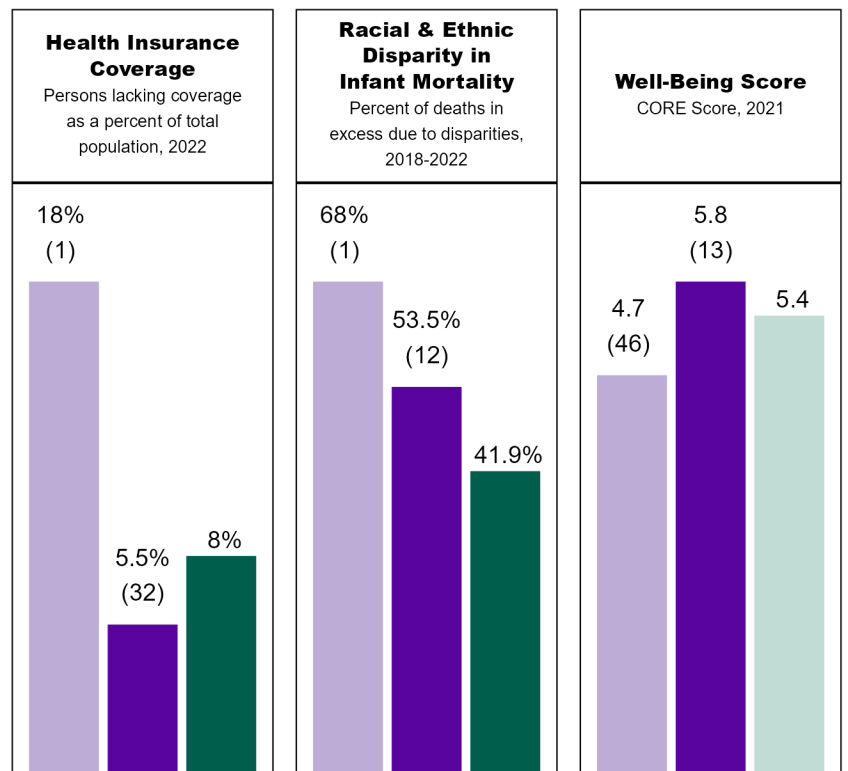
Legend: Houston (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Challenges

Some metrics the region ranks among the 10 least favorable

Legend: Houston (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Indianapolis MSA

34th Most Populous U.S. Metro

Population 2023: 2,138,468

Population Change

Indianapolis had the largest increase in population among the Midwest peer regions from 2010 to 2023 and was 10th among all of the peer regions for the growth from 2019 to 2023. The region was also the leader among the Midwest peer regions on net migration from 2020 to 2023 with this component increasing population by 1.4%.

Age

The region is one of the youngest, ranking 41st with a median age of 37. The region has the 7th largest percentage of children and a relatively low percentage of seniors.

Diversity

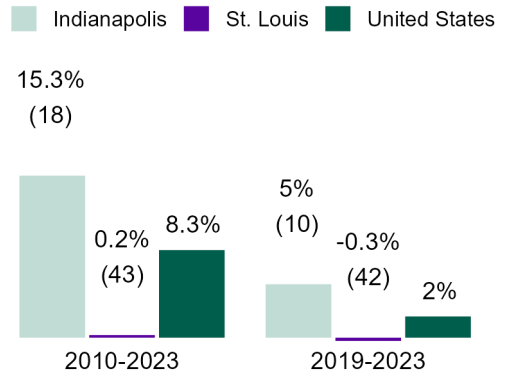
The region is relatively not diverse, ranking 36th on the diffusion score. The white population makes up 68.5% of the population followed by the Black population, accounting for 15.1% of the population. The other groups each make up less than 8% of the regional population.

Employment

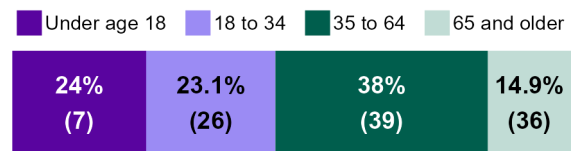
Indianapolis has been the highest-performing Midwest peer region with respect to job growth. From 2010 to 2023, the region ranked 22nd among the 50 peer regions on change in wage and salary employment. From 2019 to 2023, the region ranked 17th, gaining 68,100 jobs. The leading industry for job growth was transportation and warehousing, which added 16,100 jobs. Other growth industries included health care and social assistance (+15,300), professional and business services (+14,000), and construction (+8,100). Employment in manufacturing also grew (+3,700), with chemical manufacturing a significant contributor.

Population Change

Percent change (rank)

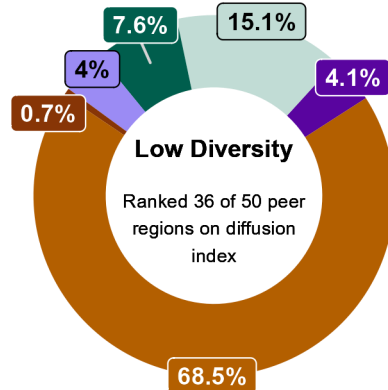


Population by Age Group, (Rank), 2022



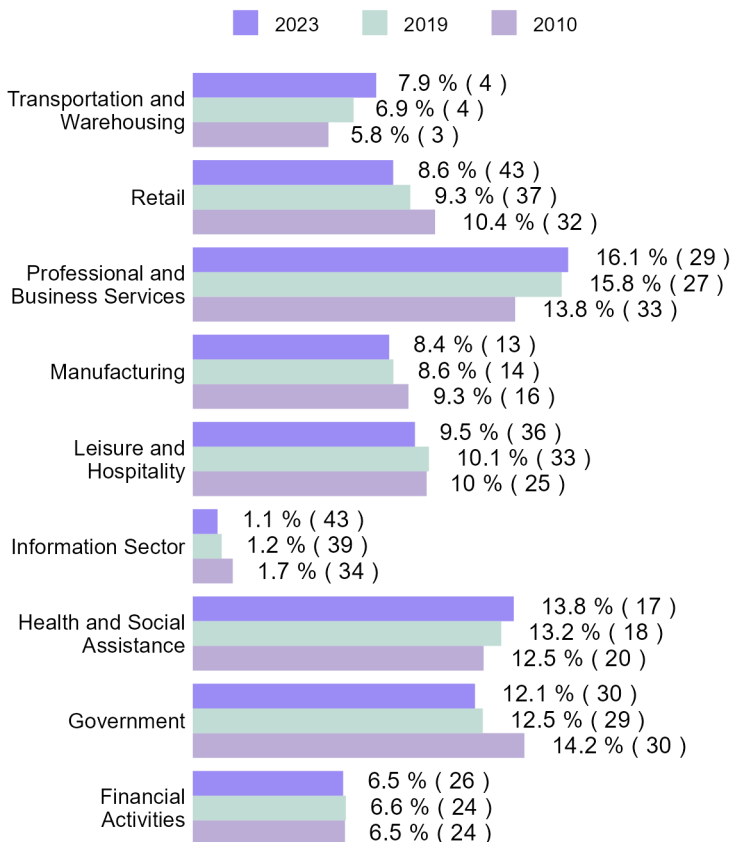
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



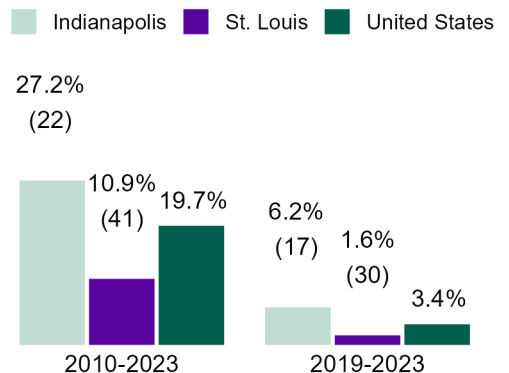
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 6

Non-favorable Vitality Rankings: 1

Indianapolis ranks among the most favorable in six vitality metric areas. In line with other Midwest regions, these include affordable housing, low congestion, and, when considering price difference (purchasing power), relatively high income. The region ranks among the most favorable on two measures of housing affordability. The median housing price is 18% of the regional median income (ranking 46th), and a relatively low percentage of homeowners in the region pay 30% or more of their income on housing (ranking 47th). However, the region has the 3rd highest disparity on this metric, with Black homeowners 1.7 times more likely to be cost-burdened than white homeowners. Congestion in the region is the 8th lowest, with residents spending an average of 3 hours in traffic. The region has the 10th highest income when adjusted for regional price levels, compared to ranking 22nd on per capita income.

The region experienced the 10th largest population growth from 2019 to 2023.

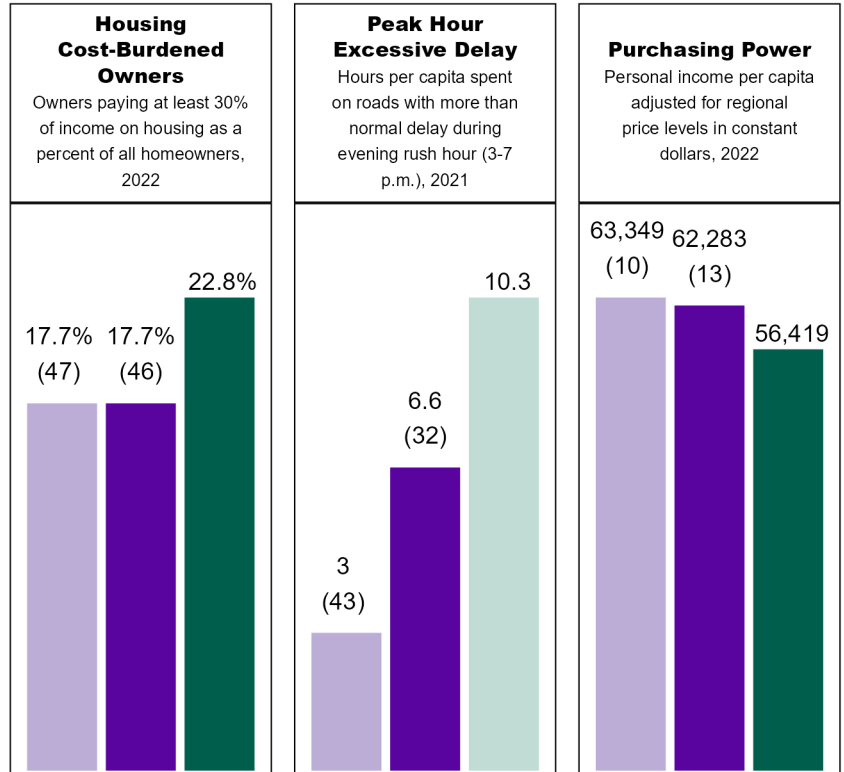
The region is among the most favorable (ranking 9th) on the ratio of Black to white infant mortality rates. However, the one vitality metric the region ranks among the most unfavorable on is the infant mortality rate, with the 2nd highest rate. Further, despite being a relatively small ratio among the peer regions, the Black rate is still 2.4 times higher than the white rate.

The third challenge highlighted here is, the region has the 4th highest cancer mortality rate. It is not among the most unfavorable on the prevalence of other serious illnesses or their related death rates, but the region does have the 9th largest percentage of adults who smoke tobacco products (15.6%).

Strengths

Some metrics the region ranks among the 10 most favorable

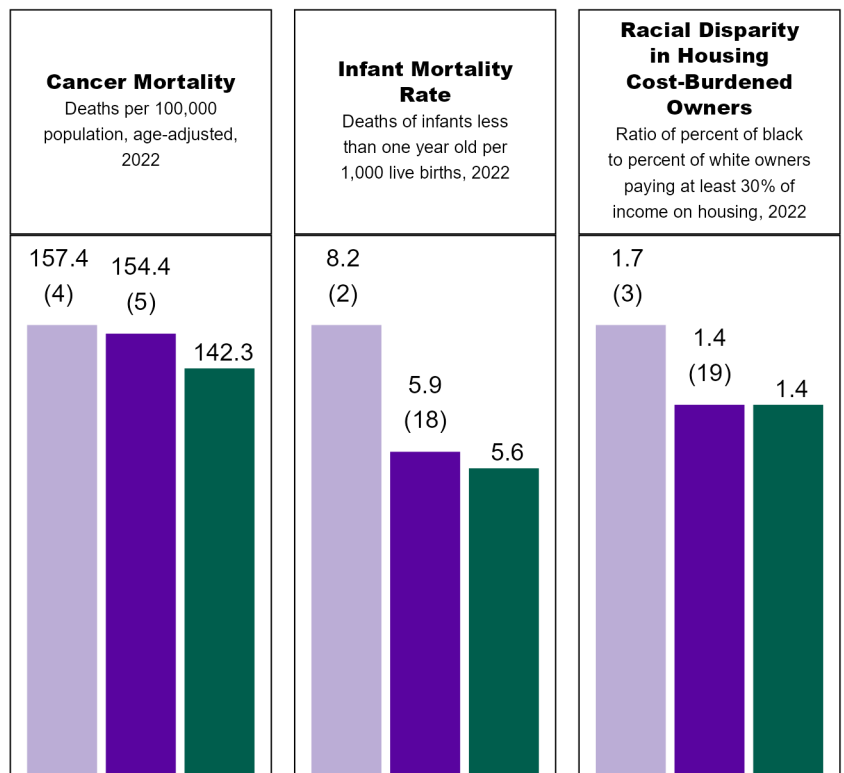
Indianapolis St. Louis United States Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

Indianapolis St. Louis United States



Jacksonville MSA

38th Most Populous U.S. Metro

Population 2023: 1,713,240

Population Change

Jacksonville is among the fastest growing regions, particularly since the COVID-19 pandemic. Domestic migration was the primary contributor to the regional population gains from 2020 to 2023, increasing the population by 5.6%, which was the largest rate among the peer regions.

Age

Jacksonville ranks 16th, with a median age of 39.3. The region is about average for the percentage of children, has a relatively large proportion of seniors (ranking 15th), and is just below the U.S. average on share of working-age population.

Diversity

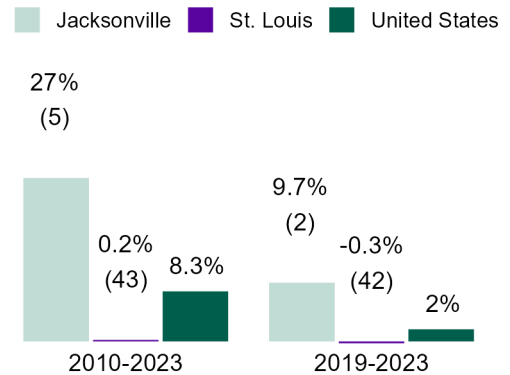
Jacksonville is majority white, has a relatively large share of Black residents (ranking 11th), and is about average for share of Hispanic residents.

Employment

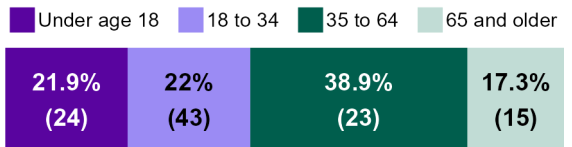
Among the peer regions, Jacksonville has high rates of job growth, ranking 12th from 2010 to 2023 and 8th from 2019 to 2023. In this shorter time period, the region gained 66,700 jobs. The private education and health services supersector accounted for 15,600 of these jobs, while professional and business services contributed a gain of 12,200. Financial activities added 9,200 jobs while transportation, warehousing, and utilities gained 5,800.

Population Change

Percent change (rank)

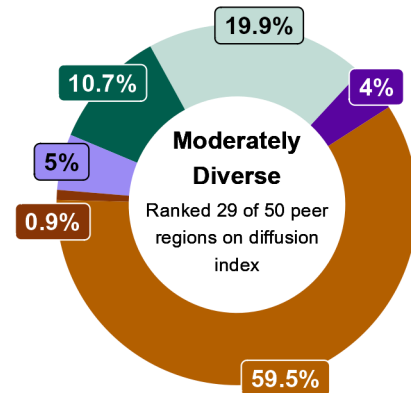


Population by Age Group, (Rank), 2022



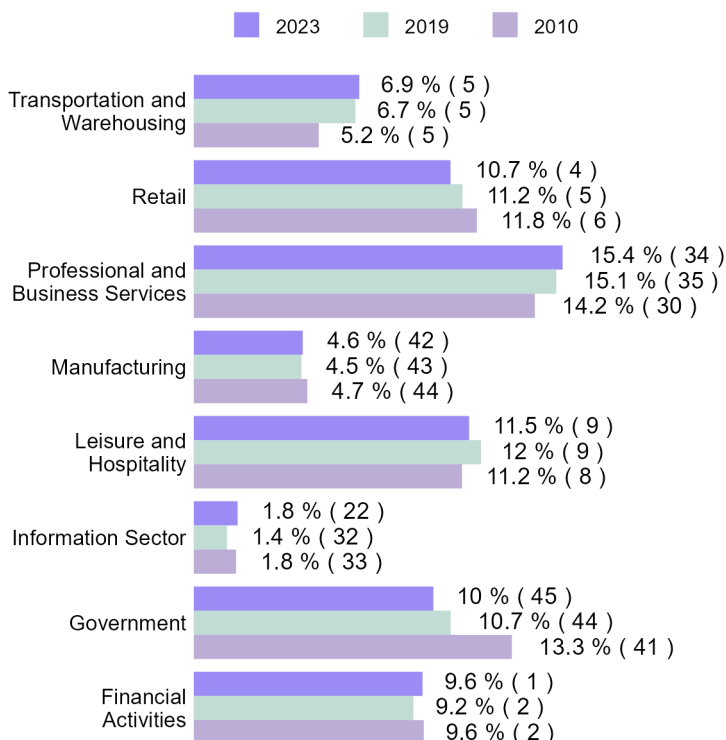
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



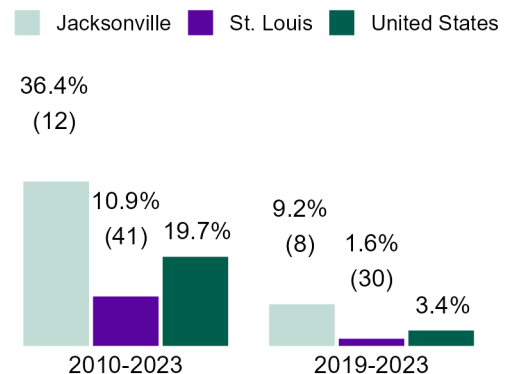
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 8

Non-favorable Vitality Rankings: 3

The region is among the most favorable on metrics that are often cited as measures of success, including growth in employment and population. The region is also favorable on income inequality, crime, and congestion. As is seen with many of the peer regions, the regional performance on racial disparity is mixed.

The most robust area of strength, at least based on the peer region rankings, in Jacksonville is the growth in population. The region had the 2nd largest increase in population from 2019 to 2023 and the 5th largest from 2010 to 2023. Net migration heavily contributed to the growth in the region, increasing the population by 5.9% from 2020 to 2023. This was the largest increase from migration among the peer regions. The region also had the 8th largest increase in population of the largest city with an 18.2% growth from 2010 to 2022. The employment growth of 9.2% from 2019 to 2023 also ranked 8th highest among the peer regions.

Compared to other fast-growing regions, Jacksonville has unusually low levels of traffic congestion. In 2021, the region ranked 38th out of 43 regions, with an average resident spending 4.7 hours per year in traffic due to afternoon peak hour delays. The low congestion may contribute to the region's favorable ranking on air quality: From 2021 to 2023, Jacksonville had no days on which the air quality index indicated poor quality for sensitive groups or worse, the most favorable among the peer regions.

The region has one of the lowest levels of income inequality, based on both methods of measuring this concept. The gap between the richest and poorest residents is 46th among the peer regions and the score on the Gini index ranks 43rd.

The region is among the most unfavorable on GDP per capita, which is highly correlated with income.

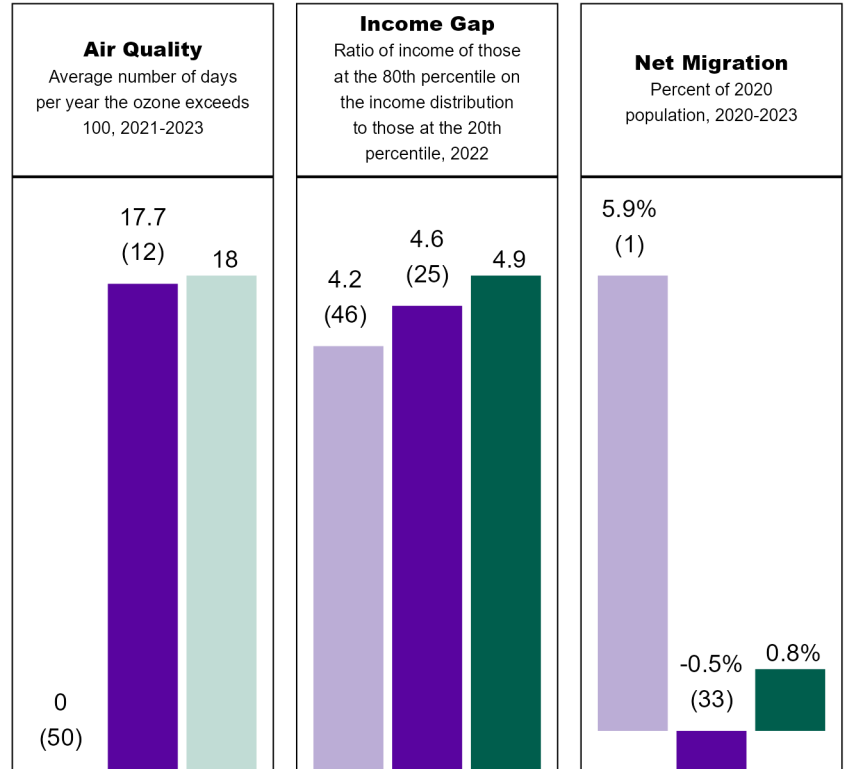
The region also ranks among the most unfavorable on several measures of racial and ethnic disparities in infant mortality. The difference in rates for the Hispanic and white populations is the 4th highest and the difference between the Black and white populations is the 8th highest. In addition, when all races and ethnicities are considered, the region has the 8th highest rate of disparity.

The third area the region is among the most unfavorable on is daily flight departures, ranking 42nd.

Strengths

Some metrics the region ranks among the 10 most favorable

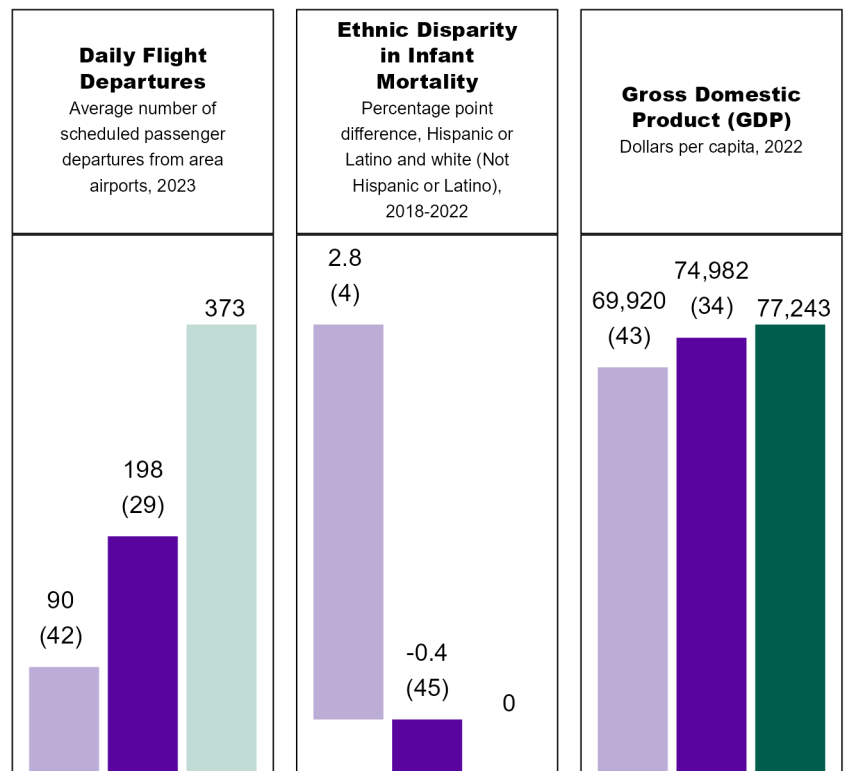
Legend: Jacksonville (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Challenges

Some metrics the region ranks among the 10 least favorable

Legend: Jacksonville (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Kansas City MSA

31st Most Populous U.S. Metro

Population 2023: 2,221,343

Population Change

The Kansas City MSA has experienced about average population growth since 2010 and was the 2nd fastest growing Midwest region since 2019. Since 2020, the region added population about equally from natural change and migration with each increasing the population by 0.6%.

Age

The region is about in the middle of the peer regions ranking 28th with a median age of 38.2. The percentage of children is the 9th highest, and the percentage of working-age adults is one of the lowest (ranking 41st).

Diversity

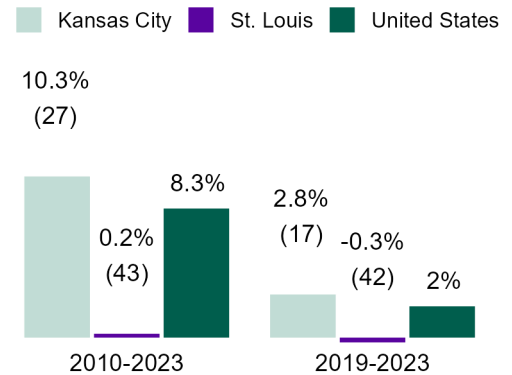
Kansas City has the 8th largest share of white residents. The region is closer to the average for the share of all other population groups. The second and third largest groups make up similar shares of the population, with Black residents accounting for 11.5% of the population and Hispanic residents accounting for 10%.

Employment

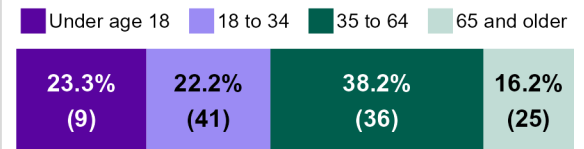
Kansas City generally performs near the national average on wage and salary job growth. From 2010 to 2023, the region ranked 31st among the peer regions, just below the national average. From 2019 to 2023, it ranked 23rd, adding 36,800 jobs. Leading growth industries included the transportation, warehousing, and utilities industry (+9,400) and the health care and social assistance industry (+7,700). Notably, manufacturing also gained over 7,000 jobs. Within manufacturing, the computer and electronic product sector accounted for the greatest number of job gains. Chemicals and transportation equipment also contributed to increases in manufacturing employment.

Population Change

Percent change (rank)

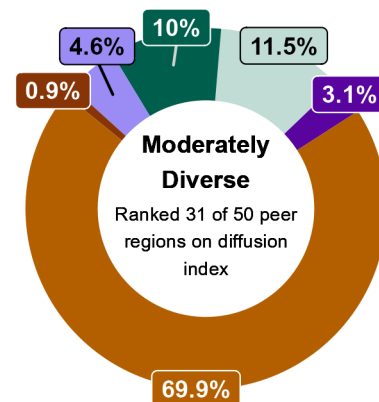


Population by Age Group, (Rank), 2022



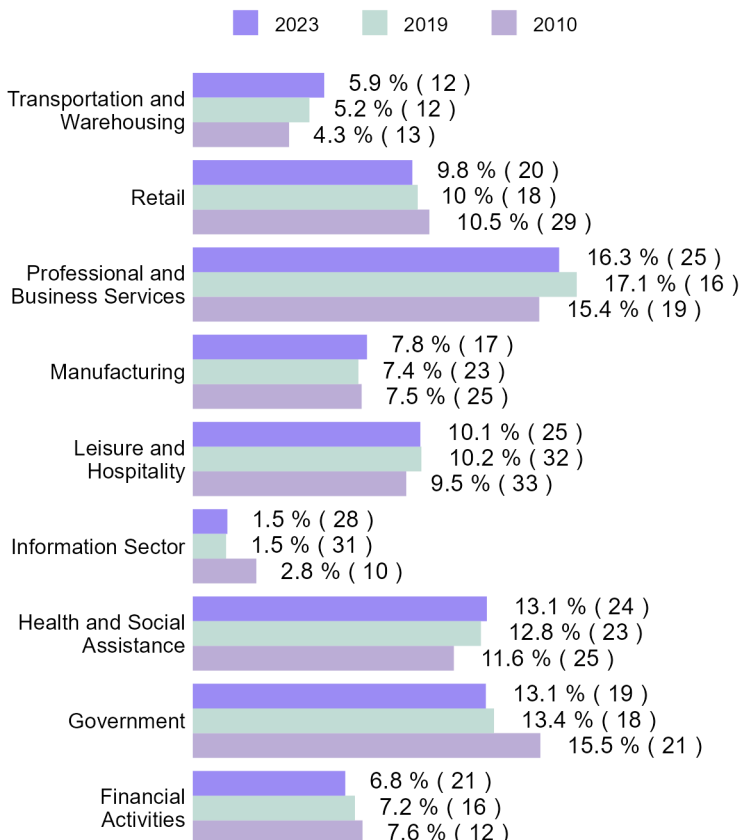
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



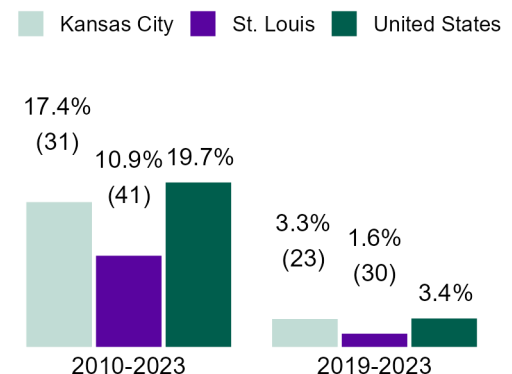
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 6

Non-favorable Vitality Rankings: 2

The region ranks among the most favorable on six vitality metrics in a variety of areas. Similar to other Midwest regions, Kansas City has relatively low congestion and relatively affordable housing. The region ranks 41st, with residents spending an average of 3.5 hours a year in afternoon rush hour congestion. The region has the 5th lowest percentage of renters paying 30% or more of their income housing, but still nearly half are cost burdened. Also, like other Midwest peer regions, Kansas City has had relatively low change in population due to international migration, ranking 45th.

The region is among the most favorable on unemployment, with the 8th lowest rate.

A relatively small proportion of the adult population does not have a high school diploma, ranking 47th, and the employment-population ratio in the region is the 8th highest with 79.4% of the working-age population employed.

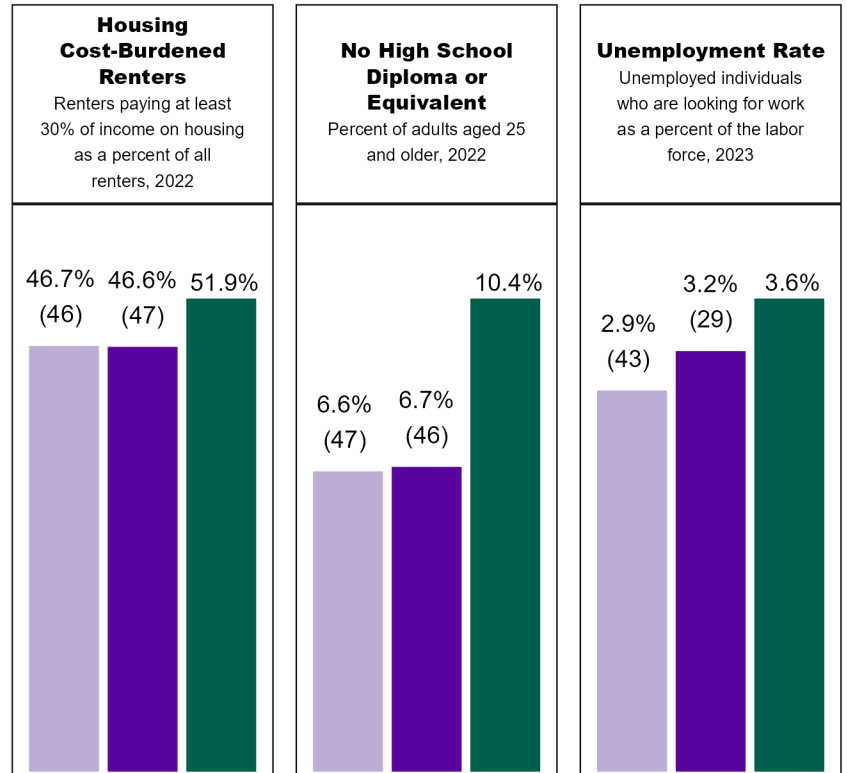
Kansas City is challenged by a high homicide rate, ranking 8th, with a rate of 12.6 in 2023.

The region is also among the most unfavorable on the racial and ethnic disparity in infant mortality rates, ranking 7th on the excess method. The region is about average or below average on the disparity metrics that only consider one population group, but if all population groups had the same rate as the best-off group (the Asian population), 57% of the infant deaths in the region would be prevented.

Strengths

Some metrics the region ranks among the 10 most favorable

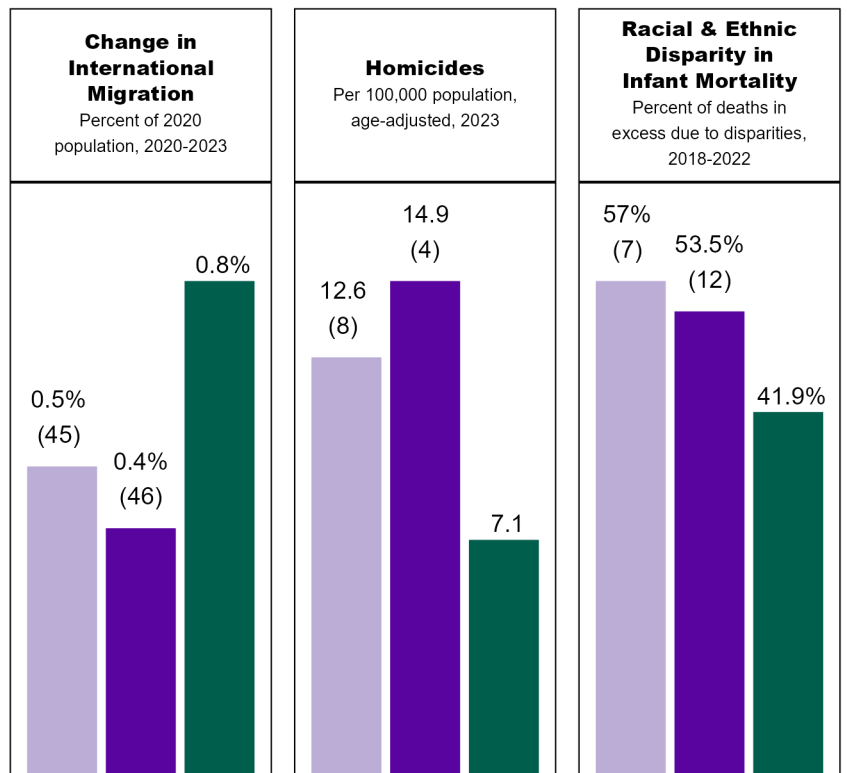
■ Kansas City ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Kansas City ■ St. Louis ■ United States



Las Vegas MSA

29th Most Populous U.S. Metro

Population 2023: 2,336,573

Population Change

Las Vegas has been among the faster growing regions since 2010. From 2010 to 2023, the region grew by 19.7%, ranking 12th among the peer regions. From 2019 to 2023, the population growth ranked lower, at 18th. The regional growth from 2020 to 2023 was primarily due to domestic migration, increasing the population by 1.6%.

Age

Las Vegas is in the middle of the peer regions, ranking 25th, with a median age of 38.3. The region is also in the mid-range among the peer regions for the share of each age group.

Diversity

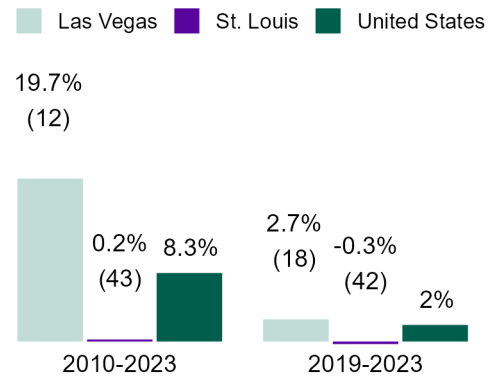
The region is the most diverse of the peer regions based on the diffusion score. The three largest population groups (white, Hispanic, and Black) make up 82.5% of the population. The remaining 17.5% of the population is Asian (10.7%), multiracial (5.9%), and other races (1.5%).

Employment

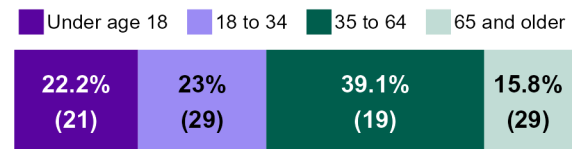
Among the peer regions, Las Vegas ranked 9th on employment growth from 2010 to 2023, slipping slightly to 11th for 2019 to 2023. The region gained 85,700 wage and salary jobs, from 2019 to 2023. Transportation and warehousing was the dominant growth industry, adding 21,900 jobs. Health care and social assistance added 15,700, while professional and business services added about 11,000. By 2023, the leisure and hospitality industry had not regained its pre-pandemic employment levels, showing a loss of 4,200 for the four-year period.

Population Change

Percent change (rank)

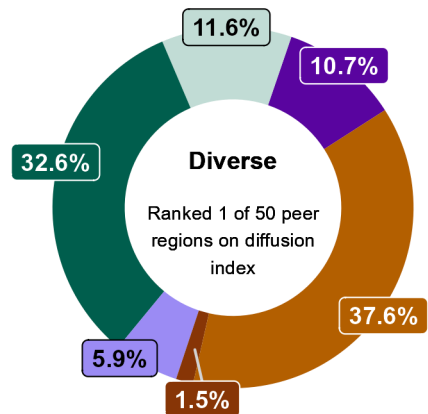


Population by Age Group, (Rank), 2022



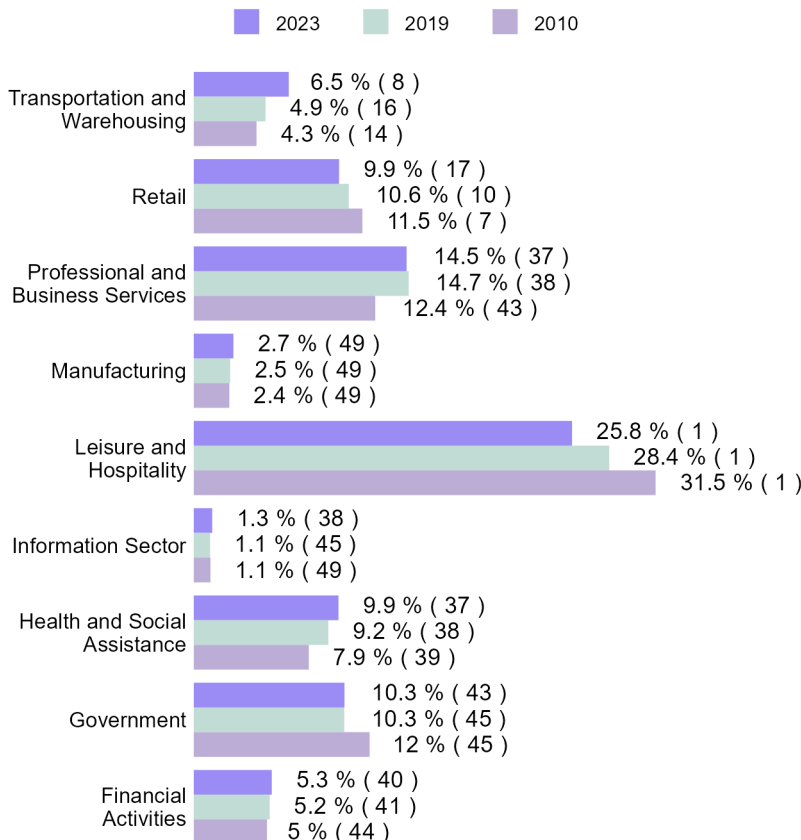
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



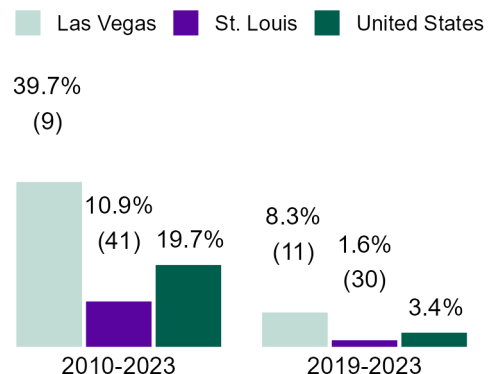
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 4

Non-favorable Vitality Rankings: 13

The region is among the most favorable on long-term change in employment, diversity, and racial segregation as well as on some measures of racial disparity. However, the region is unfavorable on other disparity metrics. Employment in the region grew by the 9th largest rate from 2010 to 2023, but in 2023, the region also had the highest unemployment rate at 5.4%. The region is among the most unfavorable on several measures that indicate that these are not quality jobs, including 44th on average wage per job and 42nd on purchasing power.

The region is the most diverse based on the diffusion score with 17.5% of the population not in the three largest racial and ethnic groups. The white and Hispanic populations each make up about one-third of the region, the Black and Asian populations are each about 10% of the population, and the region has relatively large proportions of people of multiple races as well as of all other races. The region has the lowest rate of Black-white segregation, but a measure of segregation that considers other race and ethnic groups would be of interest for Las Vegas.

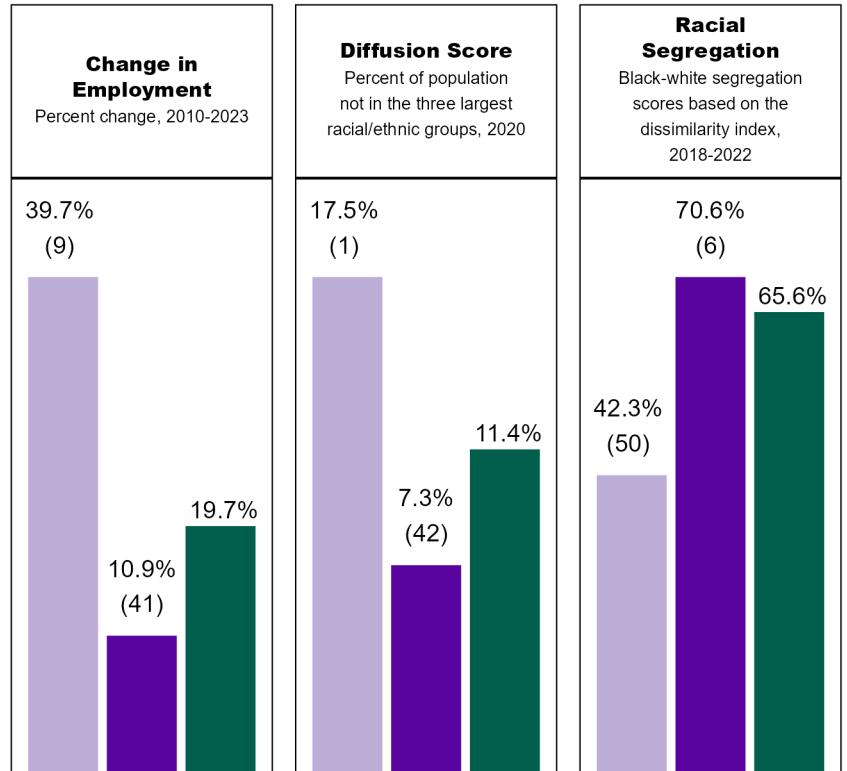
The last vitality metric the region is among the most favorable on indicates that the Hispanic population faces less disparity in homeownership than is seen in other regions, ranking 40th. The gap is still large, with 50.7% of the Hispanic households owning their home, compared to 66.6% of white households. Overall, the homeownership rate is relatively low, ranking 45th, and the region has relatively high Black-white disparity, ranking 8th on the ratio method and 9th on the percentage point gap.

The region had the 2nd lowest percentage of adults with a bachelor's degree or higher and the 4th highest percentage of adults without a high school diploma or equivalent (13.2%). Overall, the well-being in the region scores low, ranking 49th among the peer regions.

Strengths

Some metrics the region ranks among the 10 most favorable

Las Vegas St. Louis United States



Challenges

Some metrics the region ranks among the 10 least favorable

Las Vegas St. Louis United States Peer Average



Los Angeles MSA

2nd Most Populous U.S. Metro

Population 2023: 12,799,100

Population Change

Los Angeles is among the handful of peer regions that lost population in both time periods. From 2010 to 2023, the region was one of four regions to lose population. From 2019 to 2023, it was one of nine regions and had the third largest loss. From 2020 to 2023, the regional population loss was attributable to domestic migration.

Age

The region has the 5th largest share of working-age population and one of the smallest shares of children.

Diversity

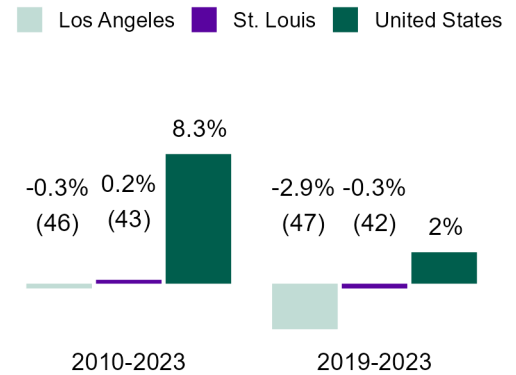
The region has the 4th largest share of Hispanic residents. The second largest group is the white population, which is the 3rd smallest proportion among the peer regions. The third largest group is the Asian population; at 16.6%, it is the 3rd largest percentage among the peer regions.

Employment

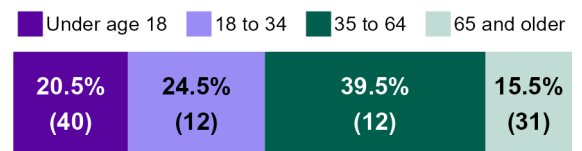
Los Angeles has lagged the rest of the country on wage and salary employment growth. For 2010 to 2023, the region ranked 29th among and below the national average. By 2023, the region had not regained its pandemic job losses, as employment remained 0.2% lower (-12,400 jobs) than in 2019. The hardest hit industries were manufacturing, information, and financial activities, each with a loss of more than 25,000 jobs. Wholesale and retail together lost more than 30,000 jobs, with another 11,000 lost in leisure and hospitality. The biggest gain was in health care and social assistance (+92,000). Professional and business services lost 2,900 jobs, but this small net change masks volatility within the industry. While professional, scientific, and technical services gained 21,500, employment services lost 19,200.

Population Change

Percent change (rank)

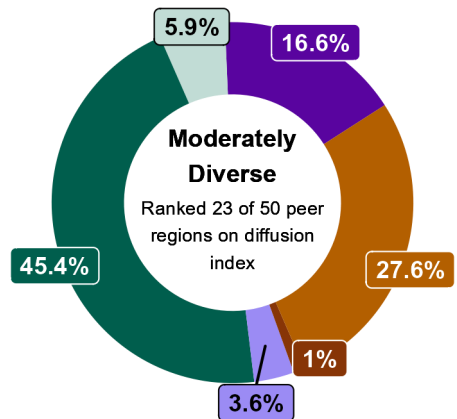


Population by Age Group, (Rank), 2022



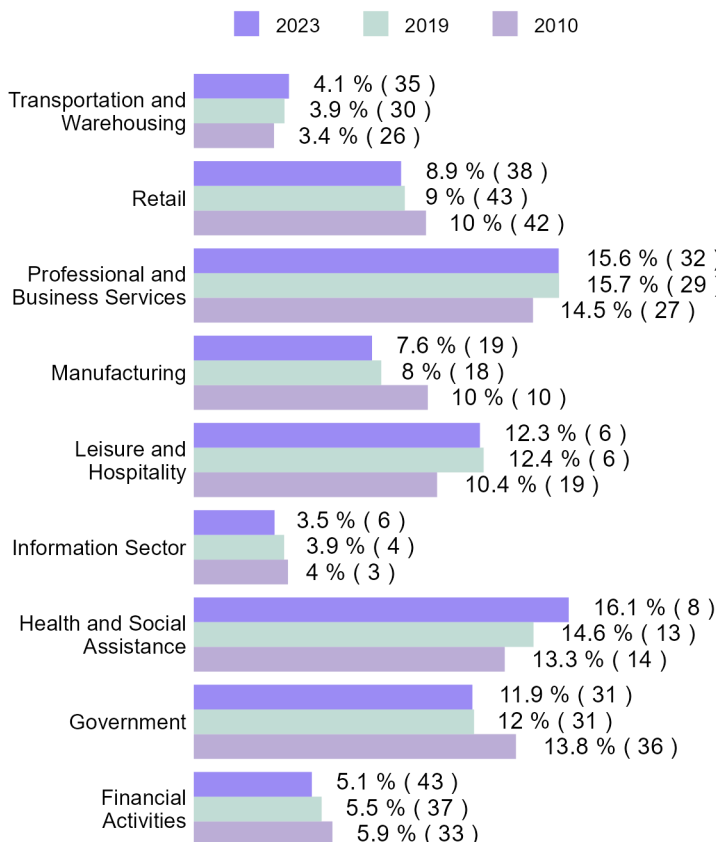
Race and Ethnicity, 2022

Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



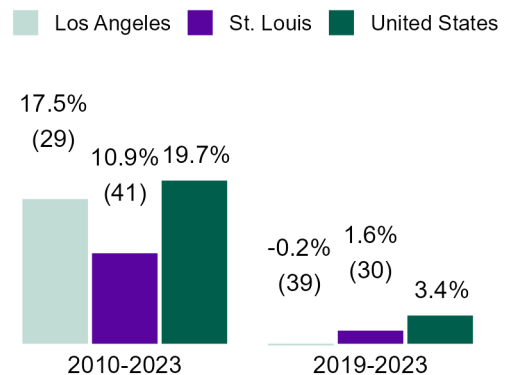
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 6

Non-favorable Vitality Rankings: 11

Los Angeles performs favorably on metrics of income and economic activity. The region ranks 9th on GDP per capita, average wage per job, and per capita income. However, the region also has the 3rd highest income inequality on both the income gap metric and the Gini index.

The region performs unfavorably on three housing affordability metrics, with the 2nd largest percentage of homeowners who are cost burdened (33.6%) and the 7th highest proportion of renters who pay 30% or more of their income on housing (58.2%). The median housing cost is 27.2% of the median household income, the 2nd highest among the peer regions. The region has the lowest rate of homeownership with less than half (47.9%) of housing units being owner-occupied.

The region is the most unfavorable on percentage of adults without a high school diploma or equivalent, ranking 1st.

The region has seen some of the biggest declines in population, ranking 47th on population change from 2019 to 2023 and ranking 46th, with a 0.3% decrease, from 2010 to 2023. The net migration from the region contributed to a 3.3% loss in population from 2020 to 2023.

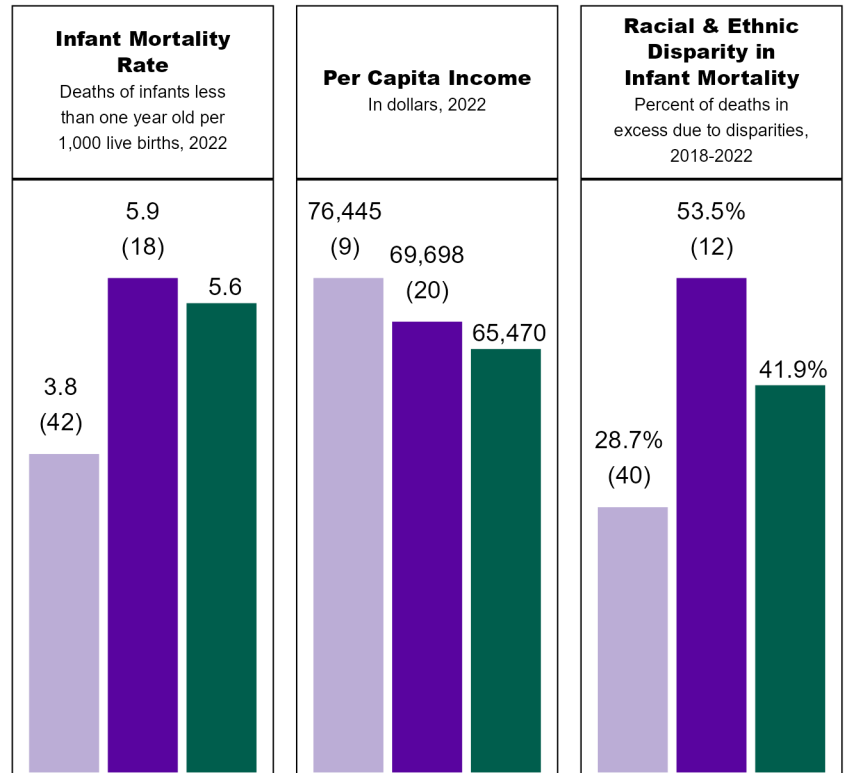
Like the other most populous metropolitan regions, Los Angeles has one of the busiest airports with the 6th highest number of daily flight departures.

Los Angeles has a relatively low infant mortality rate, ranking 42nd. The region also ranks relatively well on the measures of disparity for this metric, including being among the most favorable when all races and ethnicities are considered, ranking 40th on the excess disparity metric.

Strengths

Some metrics the region ranks among the 10 most favorable

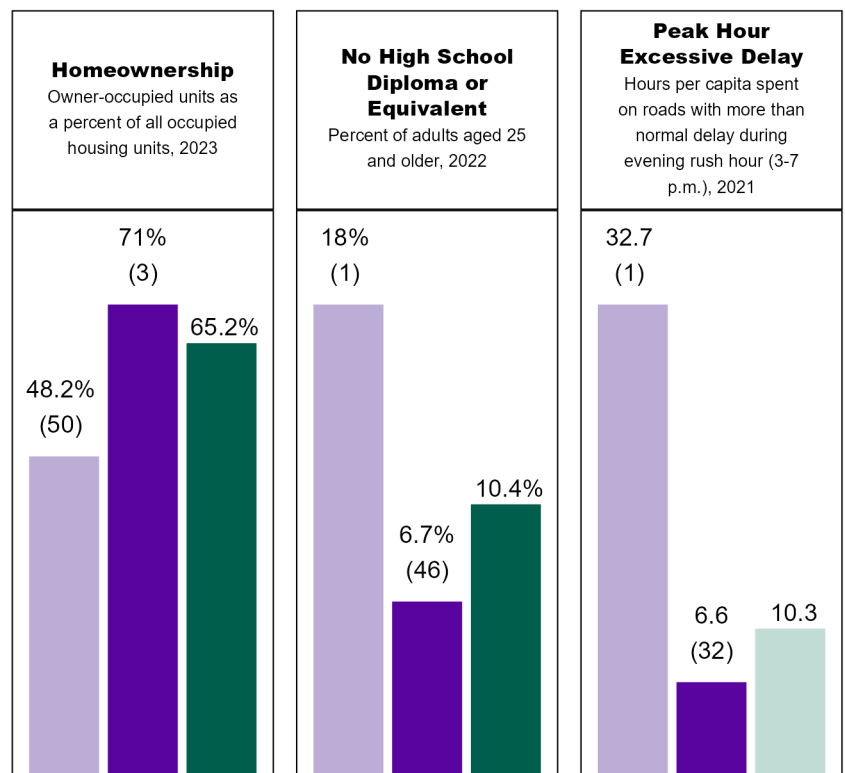
Los Angeles St. Louis United States



Challenges

Some metrics the region ranks among the 10 least favorable

Los Angeles St. Louis United States Peer Average



Louisville MSA

43rd Most Populous U.S. Metro

Population 2023: 1,365,557

Population Change

Louisville is growing at a near average rate among the peer regions, ranking 29th in growth for both 2010 to 2023 and 2019 to 2023. However, the aging region is experiencing higher than average deaths, placing it among the 10 peer regions with a natural decline in population from 2020 to 2023.

Age

The median age for Louisville is 39.6, the 12th highest among the peer regions. The region also has one of the highest proportions of seniors, accounting for 17.4% of the population.

Diversity

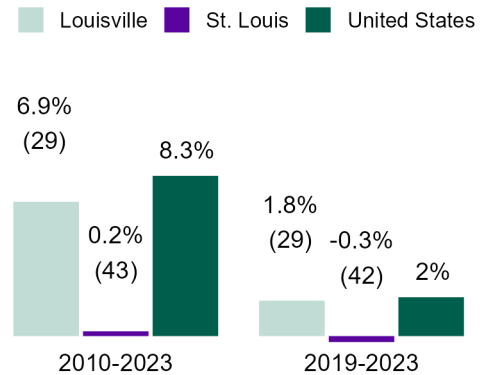
The region is the 10th least diverse among the peer regions with a diffusion score of just 7.5%. The two largest groups, white and Black, make up 87.1% of the regional population. The third largest group is the Hispanic population, only making up 6% of the population, which is the 8th smallest share among the peer regions.

Employment

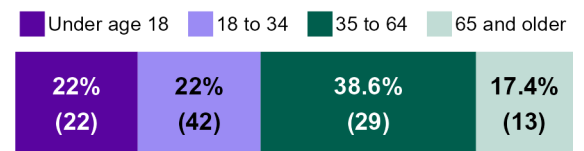
Louisville has consistently remained around the middle of the pack in terms of wage and salary employment growth. The region ranked 28th, for change in both the long and short time periods. From 2019 to 2023, Louisville gained 20,000 wage and salary jobs. Most of the gains were concentrated in two groups: the transportation, warehousing, and utilities industry (+8,600) and the private education and health services industry (+7,800).

Population Change

Percent change (rank)

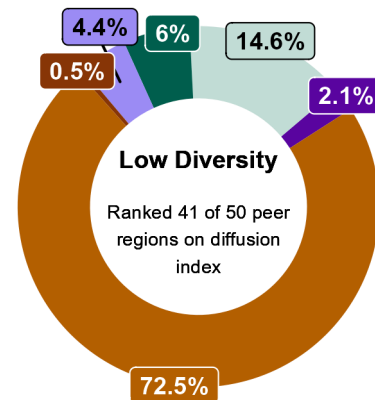


Population by Age Group, (Rank), 2022



Race and Ethnicity, 2022

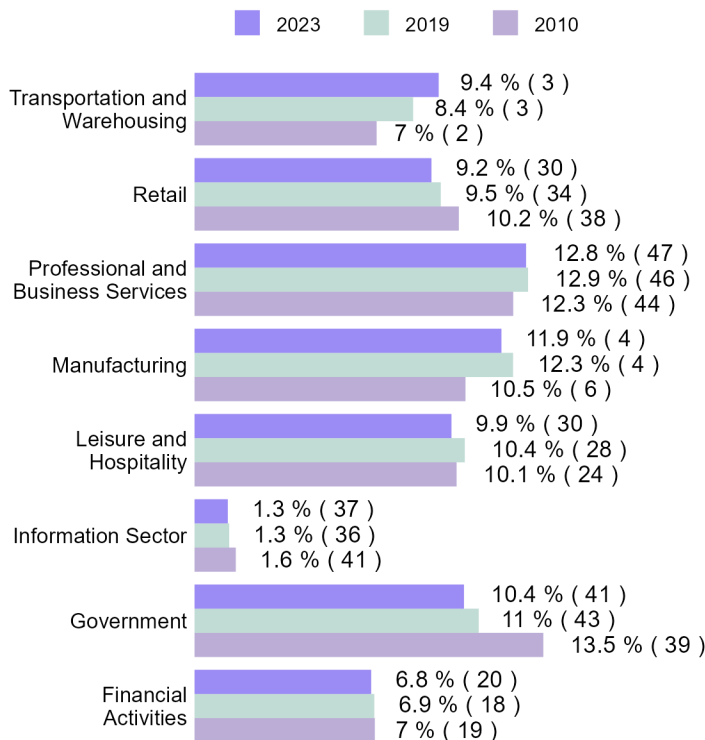
Legend: Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



Low Diversity
Ranked 41 of 50 peer regions on diffusion index

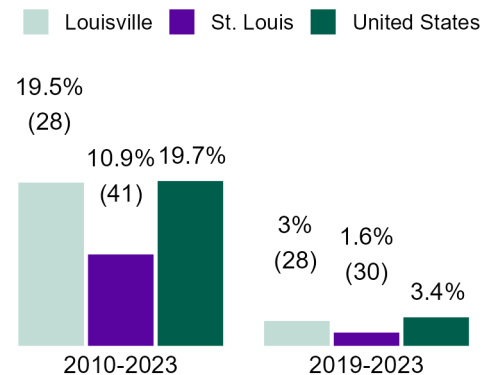
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 3

Non-favorable Vitality Rankings: 5

Louisville is among the most favorable on three vitality metrics. The region has relatively affordable housing, ranking 44th, with the median housing cost at 18.5% of the median household income, and ranking 42nd with 18.8% of homeowners cost burdened. The region has the 6th highest homeownership rate, 69.2%, but the 37.8 percentage point difference in rates between white and Black households is the 7th largest gap among the peer regions.

The disparity in infant mortality in the region is more favorable among the peer regions, with Louisville having the 10th lowest disparity between the two largest population groups (Blacks and whites). The rate for the Hispanic population is lower than the rate of the white population.

Income segregation is more pronounced than in most of the peer regions, with 13.5% of the poverty population living in areas of concentrated poverty, the 10th highest rate among the peer regions.

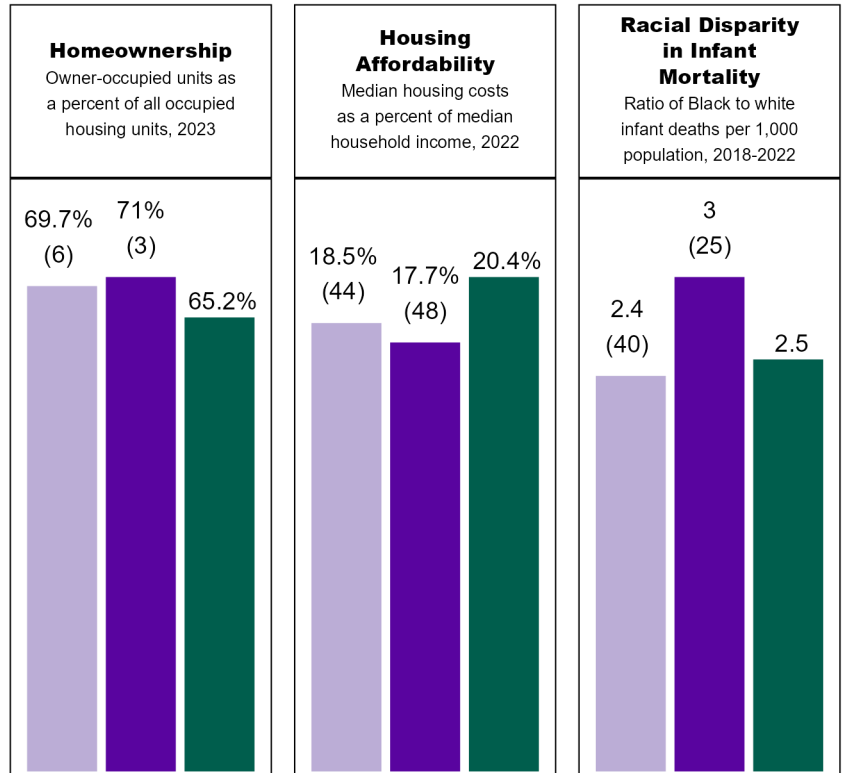
The homicide rate is another challenge for the region, the 7th highest rate in 2023. The region has experienced relatively large increases in the homicide rate. The percentage point change in the rate from 1999 to 2023 (7.1 points) and from 2019 to 2023 (4.2 points) were both the 4th largest increases among the peer regions.

The average wage per job of \$61,935 is lower than in most of the peer regions, ranking 45th. The median household income in the region is also relatively low, ranking 43rd.

Strengths

Some metrics the region ranks among the 10 most favorable

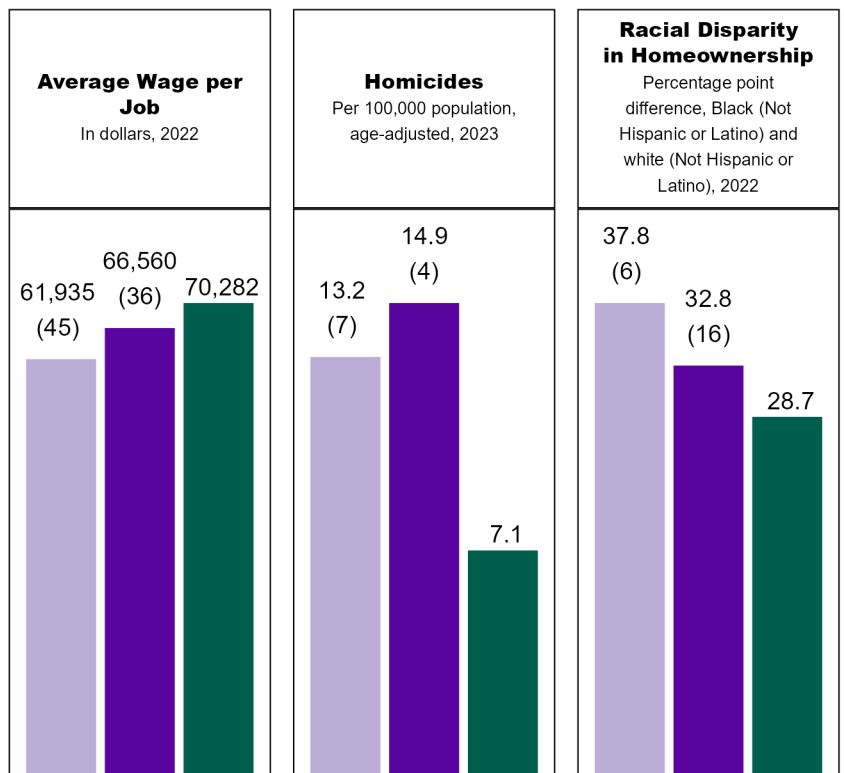
■ Louisville ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Louisville ■ St. Louis ■ United States



Memphis MSA

45th Most Populous U.S. Metro

Population 2023: 1,335,674

Population Change

Memphis is among the least populous of the peer regions, had minimal population growth since 2010, and experienced a 0.8% decrease from 2019 to 2023. From 2020 to 2023, the region had a decrease in population due to net migration, despite a small increase due to international migration (0.3%).

Age

The percentage of children in Memphis is the 5th highest among the peer regions, accounting for 24.5% of the population. The median age is on the lower end, ranking 42nd. The percentage of working-age adults is also relatively small, ranking 48th, and the share of seniors is closer to the middle, ranking 33rd.

Diversity

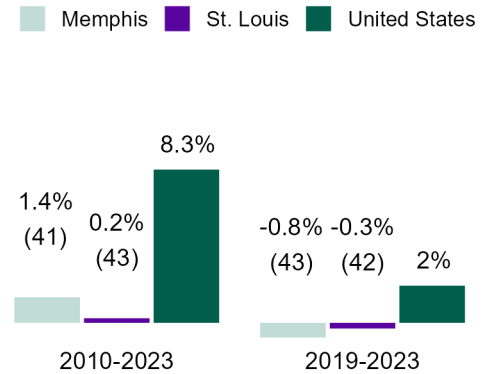
Based on the diffusion score, Memphis is one of the least diverse, ranking 48th. The largest two population groups (Black and white) make up 88.1% of the population. Memphis is home to the largest percentage of Black residents among the peer regions.

Employment

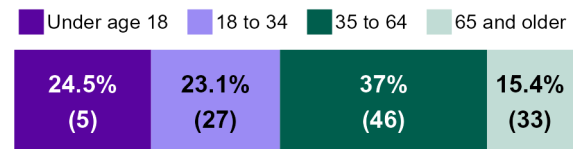
Memphis has experienced below average job growth in recent years. The region ranked 40th on wage and salary job growth from 2010 to 2023. More recently, from 2019 to 2023, the ranking rose slightly, to 36th. From 2019 to 2023, employment in Memphis increased by 3%, or 3,700 jobs. The biggest changes were in transportation, warehousing, and utilities (+10,700 jobs) and in leisure and hospitality (-5,700).

Population Change

Percent change (rank)

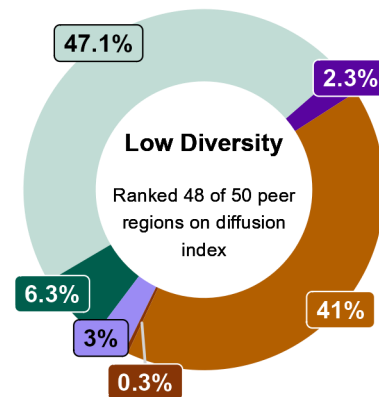


Population by Age Group, (Rank), 2022



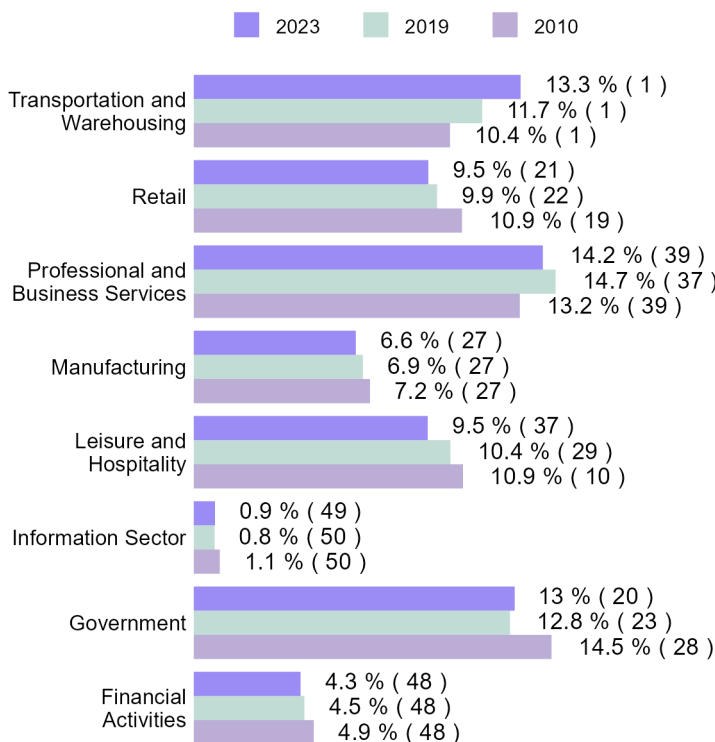
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



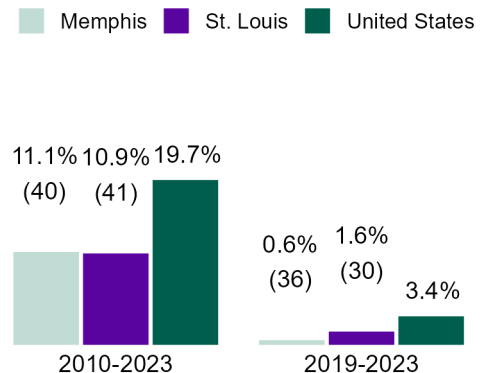
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 0

Non-favorable Vitality Rankings: 16

Memphis is the only peer region that does not rank among the 10 most favorable on any of the vitality metrics. While not part of the selected vitality metrics, the region ranks among the most favorable on a few other areas tracked by Where We Stand.

One area is congestion. The region is 2nd on interstate travel time reliability, 6th on non-interstate reliability, and the 7th lowest average commute time (23.9 minutes in 2022).

The region has shown some growth in a couple of areas. The immigrant population increased by 12.4% from 2019 to 2022, the 7th largest increase. All regions experienced a decrease in the proportion of adults without a high school education, but Memphis had the 6th largest decrease from 2012 to 2022, landing with a rate below that of the United States and ranking 17th.

The region ranks poorly on 16 vitality metrics, which is a tie with New Orleans for the most unfavorable rankings. The list includes measures that indicate the region is relatively poor, has high racial disparities, has relatively low education levels, and has high crime rates. In addition, the region has experienced some of the largest decreases in population in the short and long term. The overall well-being score of the region is also relatively low.

The region has the highest overall rate of infant mortality and the 3rd highest disparity based on the excess method. The high rate of disparity based on the excess method is primarily due to the high infant mortality rate among the large Black population. The Black infant mortality rate was 2.4 times the white rate, 12.1 and 5 deaths per 1,000 infants for 2018-2022, respectively.

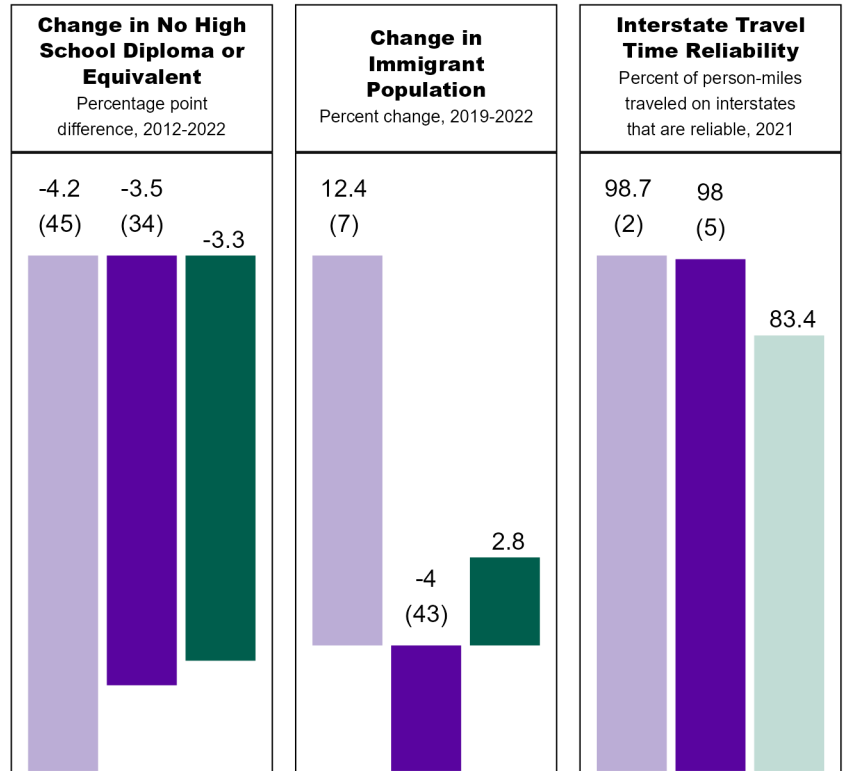
The region also had the highest rate of concentrated poverty, along with the 2nd highest percentage of people living below the poverty line, 15.7%.

A third area the region ranks the worst on is the racial and ethnic disparity in homeownership (excess disparity method). White households are 1.7 time more likely to own their home than Black and Hispanic households, with rates of 77.2%, 46%, and 46.8%, respectively. If all groups had the same rate as white households, an additional 16.7% of households would own their home. The disparity in rates between the Black and white populations is mid-range for the peer regions but, due to the large share of Black residents in the region, the excess method reveals that the disparity in the region effects a relatively large proportion of the population compared to the peer regions.

Strengths

Some metrics the region ranks among the 10 most favorable

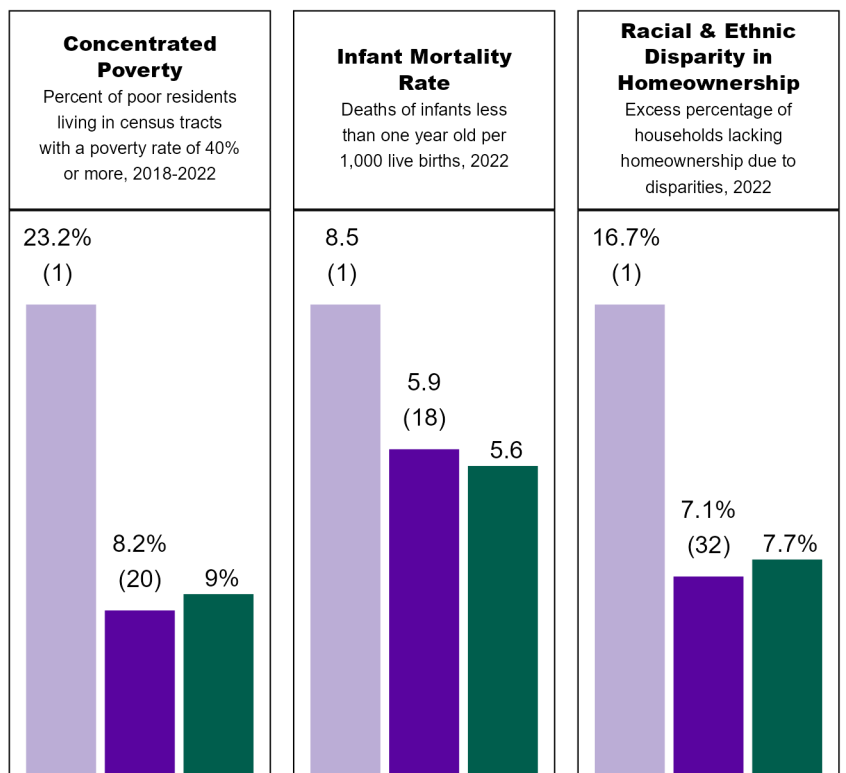
Legend: Memphis (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Challenges

Some metrics the region ranks among the 10 least favorable

Legend: Memphis (light purple), St. Louis (dark purple), United States (dark green)



Miami MSA

9th Most Populous U.S. Metro

Population 2023: **6,183,199**

Population Change

Miami experienced slow population growth from 2019 to 2023, but from 2010 to 2023, the region was about average. From 2020 to 2023, the region experienced one of the largest decreases due to domestic migration (-2.4%), ranking 41st. Yet, the region had the largest influx of international migration, increasing the population by 3%.

Age

Miami has the 2nd oldest median age (42.1) among the peer regions, the 5th largest proportion of seniors, and the 7th smallest proportion of children.

Diversity

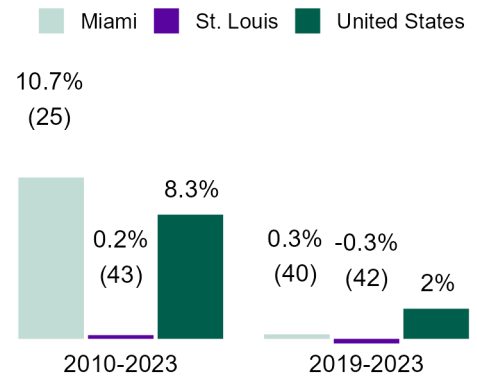
The region ranks low on the diffusion score, indicating that is not as diverse as many of the peer regions. However, the three largest population groups each make up a sizable percentage of the population, indicating it is relatively diverse. The Hispanic population is the largest group, followed by the white and Black populations.

Employment

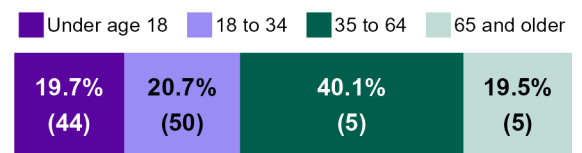
Miami has consistently enjoyed solid job growth over the last decade. The region ranked 16th with respect to change in wage and salary employment for both the 2010 to 2023 and the 2019 to 2023 time periods. From 2019 to 2023, employment levels in Miami increased 6.5%, or 177,700 jobs. The professional and business services supersector increased employment by 67,000, led by jobs in management consulting, computer systems design, and employment services. The financial activities supersector added 26,900 jobs, led by services related to securities and commodities, insurance, and real estate. Transportation, warehousing, and utilities gained 22,000 jobs, and ambulatory health care and hospitals together increased employment by 27,100.

Population Change

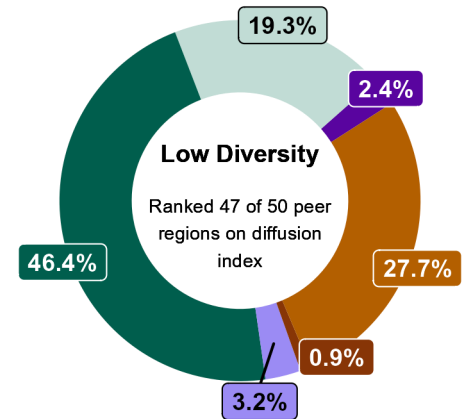
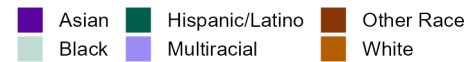
Percent change (rank)



Population by Age Group, (Rank), 2022

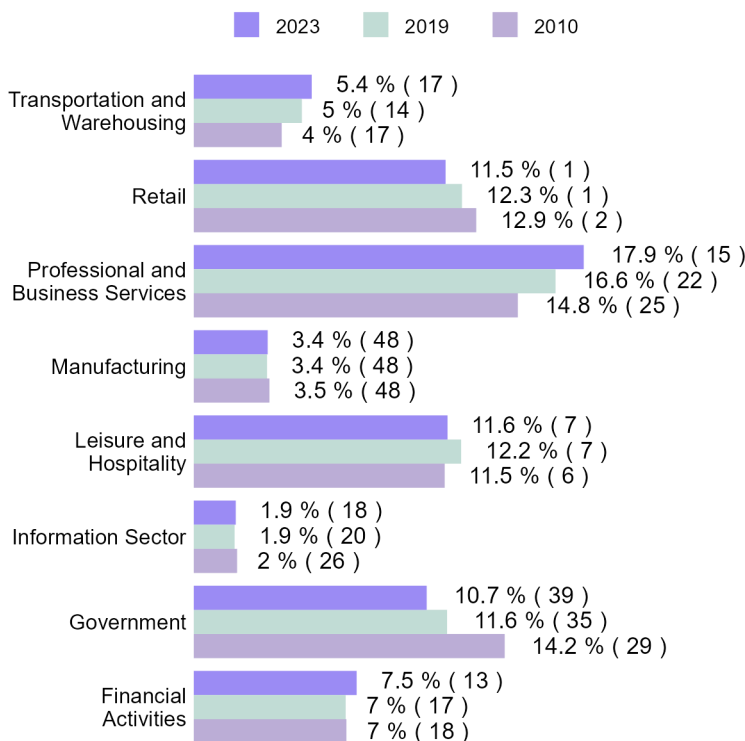


Race and Ethnicity, 2022



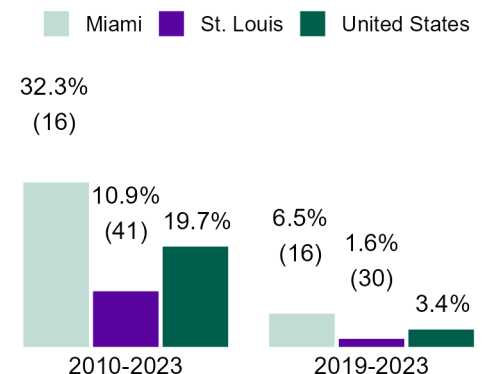
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 4

Non-favorable Vitality Rankings: 12

Similar to a majority of the other most populous 10 regions, Miami has one of the busiest airports, ranking 7th for number of daily flight departures. This does not appear to translate into an economic boom for the region since it does not rank among the top regions on economic output per capita. However, the region is among the most favorable on a couple of economic related vitality metrics. In 2023, the region had the 3rd lowest rate of unemployment and, in 2022, the income per capita was the 8th highest. The region is also among the most unfavorable on both measures of income inequality, the 2nd highest score on the Gini index and the 7th highest gap between the richest and poorest residents. Further, the region has the 10th highest poverty rate, 13.2%.

Miami is among the most favorable on air quality, ranking 45th, with an average of 2.3 days per year for 2021-2023 that the air was unhealthy for sensitive groups or worse.

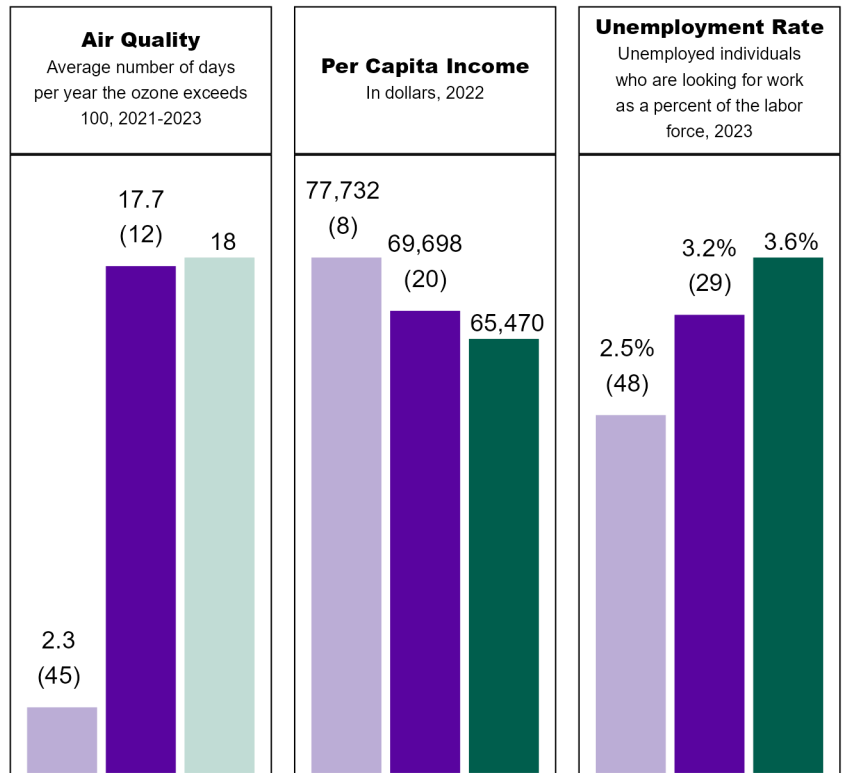
One area that stands out as a challenge for the region is housing affordability. The region has the most unaffordable housing among the peer regions based on all three of the metrics in this area. The median housing cost is 27.3% of the median household income, and the proportions of renters and owners who are cost burdened was 64.6% and 33.7%, respectively. This challenge likely contributes to the low homeownership rate in the region, ranking 42nd with only 59.9% of housing units being owner occupied. Further, the region has relatively high percentage (ranking 3rd) of residents who do not own due to racial and ethnic disparities in the ownership rates.

The region is also among the most unfavorable on the excess disparity in infant deaths metric. The region has the 2nd highest rate with 65.3% of infant deaths in excess of what would be if all racial groups had the same rate as the white population. The largest disparity is for the Black population. If the white rate was true for the Black population, 567 fewer infants would have died in the 2018-2022 time period.

Strengths

Some metrics the region ranks among the 10 most favorable

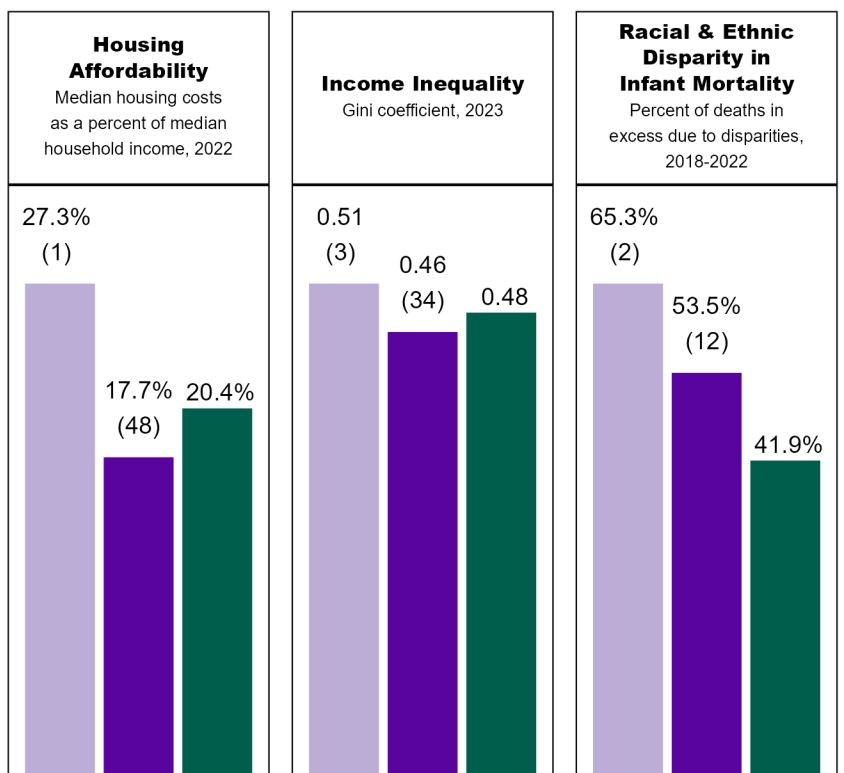
Legend: Miami (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Challenges

Some metrics the region ranks among the 10 least favorable

Legend: Miami (light purple), St. Louis (dark purple), United States (dark green)



Milwaukee MSA

40th Most Populous U.S. Metro

Population 2023: **1,560,424**

Population Change

Milwaukee has been a slow growing region and more recently experienced a population decline. From 2010 to 2023, the region grew by just 1.1% and from 2019 to 2023, the population decreased by 0.8%. From 2020 to 2023, the population decreased by 1.7% due to domestic migration and increased slightly (0.6%) due to international migration.

Age

The median age of 38.8 for the region ranks 20th among the peer regions and the senior population is the 16th largest. The share of children is also above average while the share of working-age population is on the low end, ranking 42nd.

Diversity

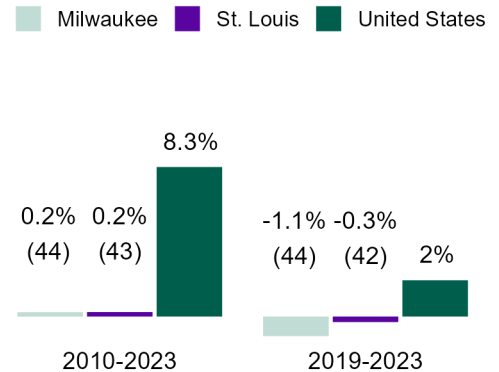
Milwaukee has the 16th largest percentage of white residents, making up a majority of the population. The next two largest groups are the Black and Hispanic populations, both of which are about average size among the peer regions. These three groups make up 91.3% of the population, landing the region a rank of 38th on the diffusion score.

Employment

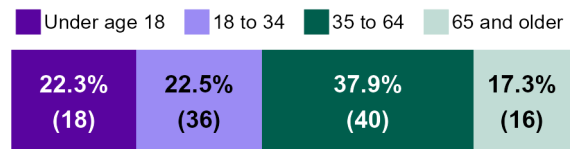
Milwaukee experienced sluggish job growth since 2010. The region ranks 46th on job growth from 2010 to 2023 as well as for 2019 to 2023. From 2019 to 2023, employment in the region declined by 1.6%, or 14,100 jobs. The strongest growth was in the construction industry and in the transportation, warehousing, and utilities industry, each of which increased employment levels by more than 3,000 jobs. Losses were seen in manufacturing (-5,400) and professional and business services (-3,600).

Population Change

Percent change (rank)

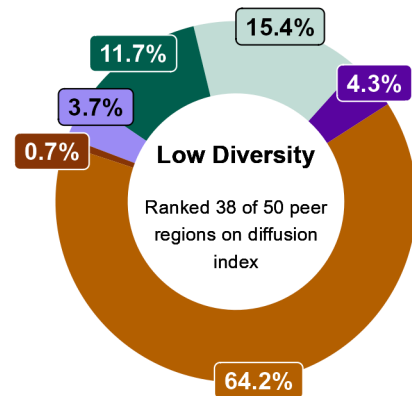


Population by Age Group, (Rank), 2022



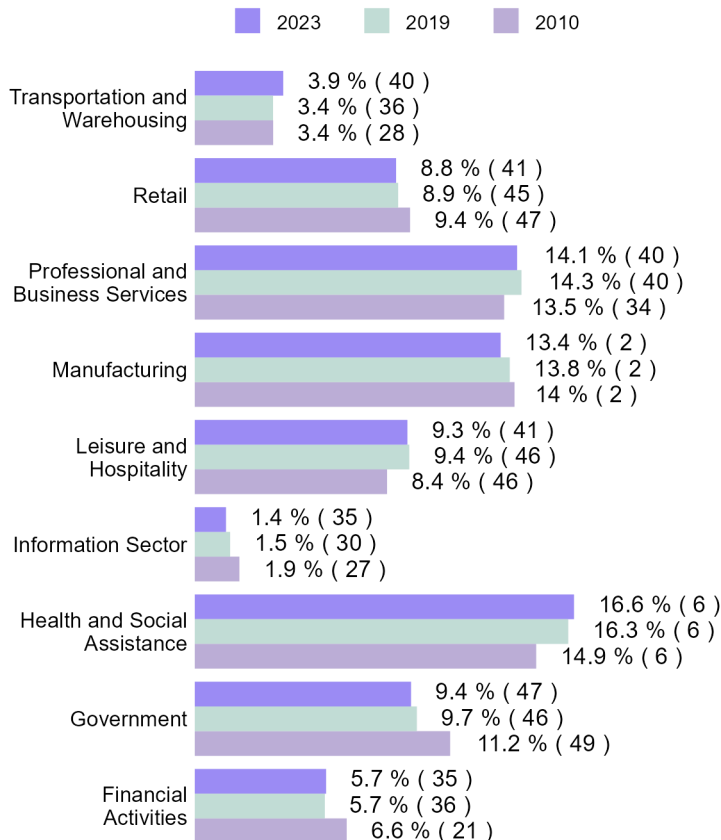
Race and Ethnicity, 2022

Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



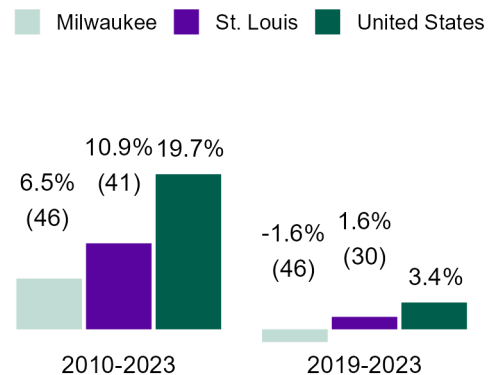
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 2

Non-favorable Vitality Rankings: 12

The region only ranks among the most favorable on two vitality metrics. One is the well-being score, which takes into account many factors in the region. Milwaukee had the 8th highest CORE score in 2021, with particularly strong scores in the areas of health and economic security. The second area is an education metric, with a relatively low percentage of adults lacking a high school diploma or equivalent, ranking 45th. While not a vitality metric, the region is also among the most favorable on measures of congestion, including the 2nd lowest average commute time.

The region ranks among the most unfavorable on several measures of racial disparity, including the most unfavorable of the peer regions on the disparity between the Black and white populations on both homeownership rates and infant mortality rates. The Black infant mortality rate is the highest among the peer regions and is 4.1 times higher than the white rate. The region has the worst disparity based on both the ratio and the percentage point difference methods. In addition, the overall infant mortality rate for the region is the 7th highest.

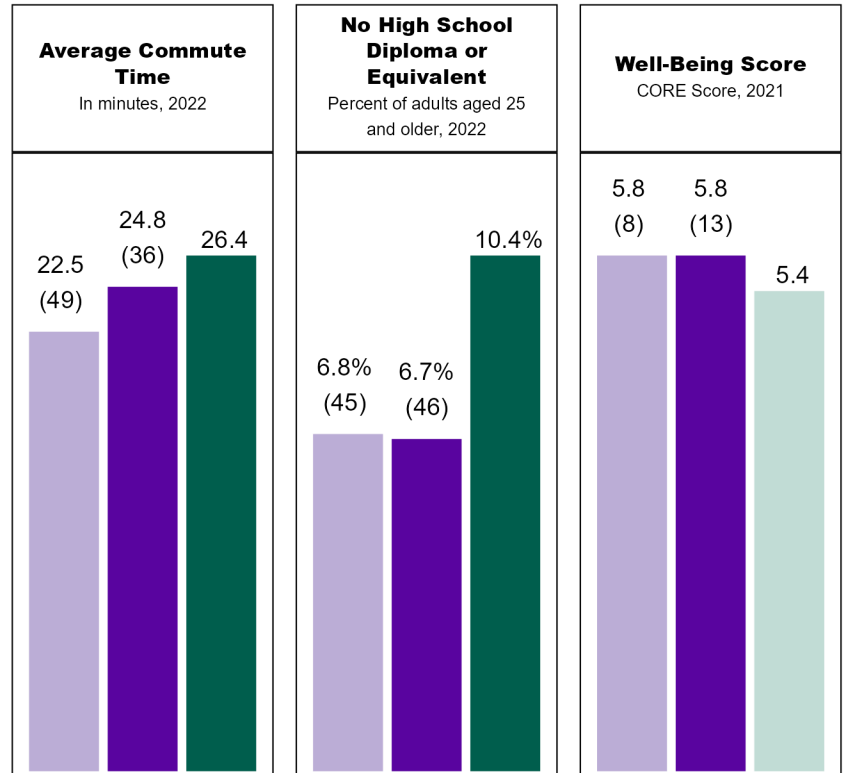
For homeownership, white households are 2.7 times more likely than Black households to own their home. The point difference (43.8) between the rates is the 2nd highest among the peer regions. The region has a modest ownership rate (69.7%) for the white population, the 16th lowest among the peer regions, and the region has the lowest rate for Black homeowners (25.9%).

Milwaukee is also both racially and economically segregated with the highest score on the Black-white segregation based on the dissimilarity index and the 2nd highest rate of concentrated poverty.

Strengths

Some metrics the region ranks among the 10 most favorable

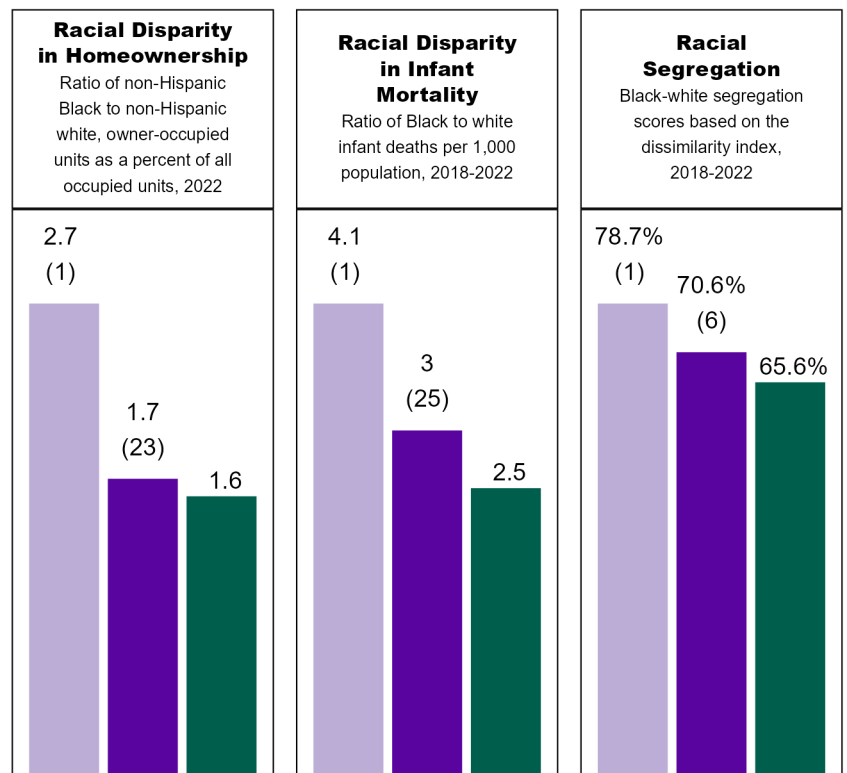
■ Milwaukee ■ St. Louis ■ United States ■ Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

■ Milwaukee ■ St. Louis ■ United States



Minneapolis MSA

16th Most Populous U.S. Metro

Population 2023: 3,712,020

Population Change

Minneapolis experienced about average population growth from 2010 to 2023 and 2019 to 2023. Among the Midwest peer regions, Minneapolis had the largest increase in population due to natural change (1.1%) from 2020 to 2023.

Age

The region is just below the U.S. average for median age. It is in the mid-range among the peer regions for the shares of seniors and working-age population, but on the high-end (12th) for the percentage of children.

Diversity

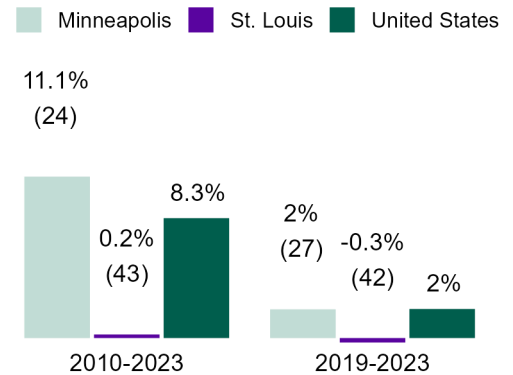
The region is considered the 10th most diverse based on the diffusion score, although the majority of the population is white. Another group does not dominate the remaining proportion of the population. The next largest group is the Black population (9%), followed by Asians (6.9%), Hispanics (6.3%), and people of multiple races (5%).

Employment

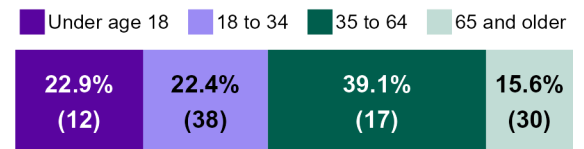
Minneapolis had below average employment growth among the peer regions. From 2010 to 2023, the region ranked 35th on growth in wage and salary employment. More recently, however, the region ranked 42nd for 2019 to 2023, when the region had a net loss of 13,900 jobs. Industries with rising employment levels in this time included health care and social assistance (+11,700), transportation and warehousing (+4,800), manufacturing (+3,700), and construction (+4,600). Like much of the rest of the country, Minneapolis saw net losses in leisure and hospitality (-9,500) and retail (-8,300). Unlike much of the country, Minneapolis also saw losses in professional and business services (-8,000) and financial activities (-8,800).

Population Change

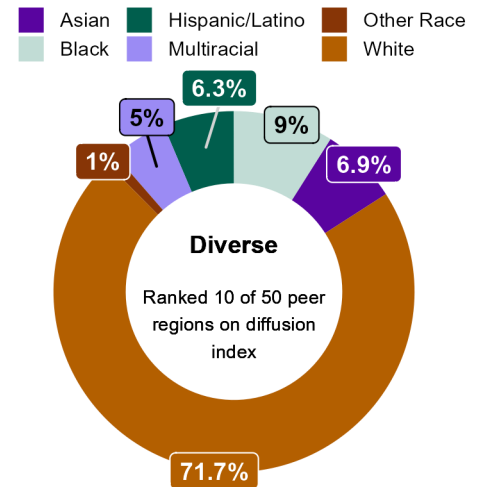
Percent change (rank)



Population by Age Group, (Rank), 2022

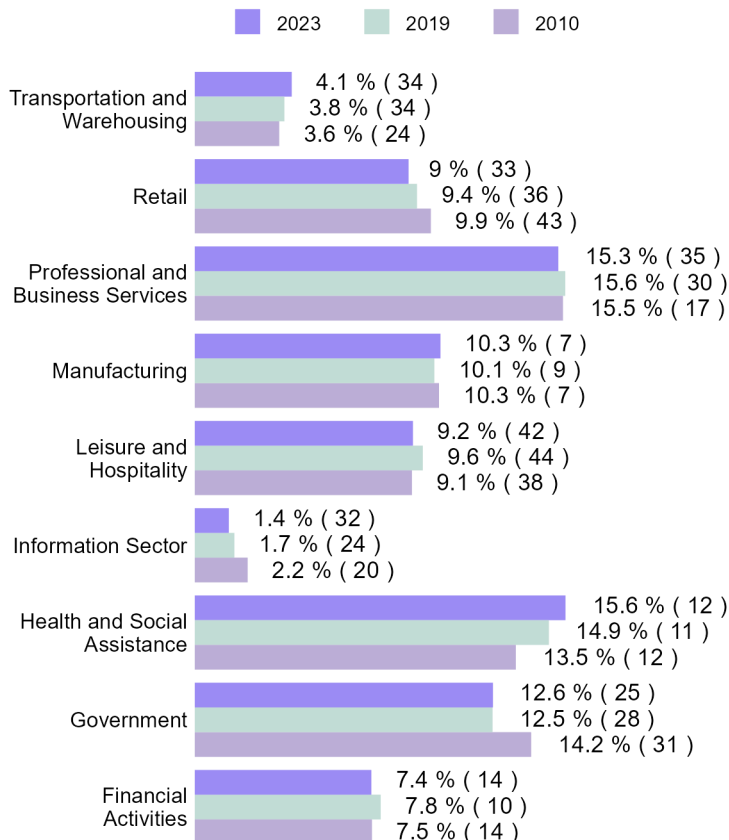


Race and Ethnicity, 2022



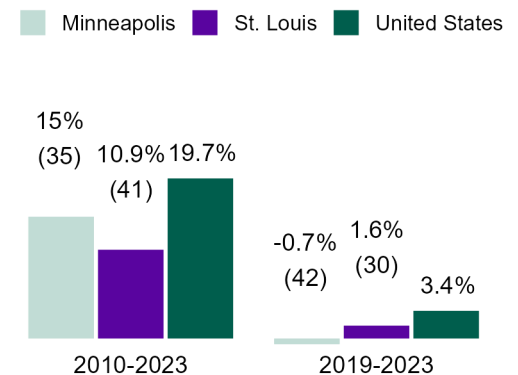
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 14

Non-favorable Vitality Rankings: 3

Minneapolis is not among the most favorable on population or employment growth but is among the most favorable 10 peer regions on 14 vitality metric areas. The region holds the rank of 1st for the highest well-being score and is among the most favorable on a number of vitality metrics that contribute to its high level of well-being. This includes the 2nd lowest percentage of adults that do not have a high school diploma or equivalent, 2nd highest homeownership rate, 4th lowest income gap between the richest and poorest, lowest vacancy rate, 7th lowest poverty rate, 7th lowest unemployment rate, and the 9th lowest level of congestion.

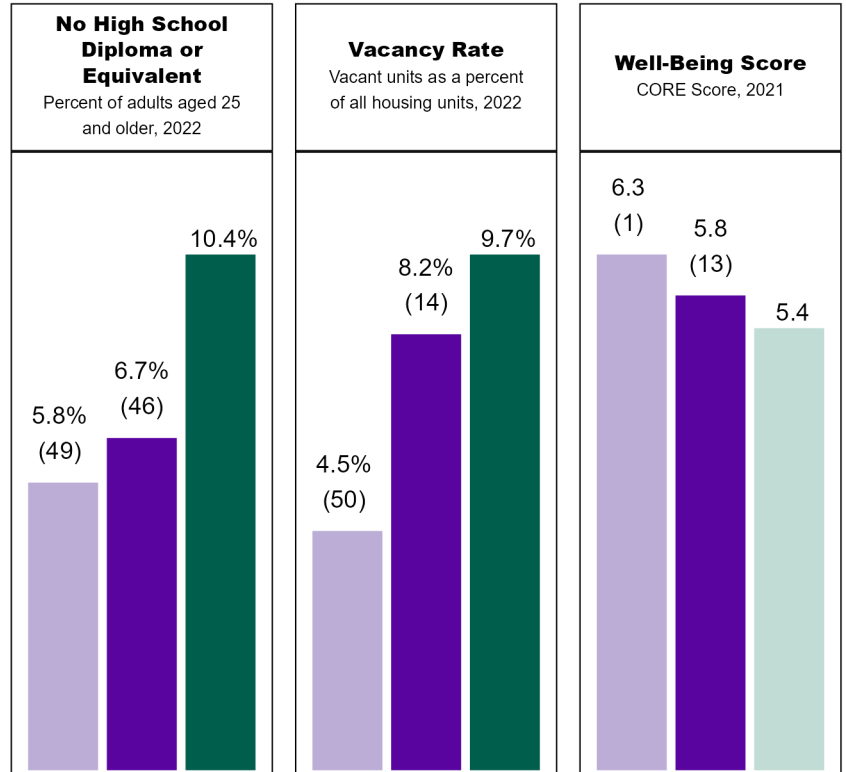
The region is one of 12 that had not fully recovered employment lost during the pandemic with 0.7% less employment in 2023 than in 2019. Over the longer time period (2010 to 2023), the region experienced a 15% increase in employment, ranking 35th and less growth than for the country as a whole (19.7%).

Relative to the peer regions, Minneapolis does not have a large Black population, with the group making up 9% of the population, ranking 33rd. However, there are substantial disparities between the Black and white populations. The Black population is four times more likely to live in poverty than white residents, Black infants are 3.8 times more likely to die, and Black workers are three times as likely to be unemployed. The white population is 2.5 times as likely to own a home, 2.6 times more likely to have health insurance, and 1.3 times more likely to attend college.

Strengths

Some metrics the region ranks among the 10 most favorable

■ Minneapolis ■ St. Louis ■ United States ■ Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

■ Minneapolis ■ St. Louis ■ United States



Nashville MSA

35th Most Populous U.S. Metro

Population 2023: 2,102,573

Population Change

Nashville is among the fastest growing peer regions, ranking 3rd for change from 2019 to 2023 and 4th for change from 2010 to 2023. The recent growth in the region has been from both natural change and migration with the 10th largest percentage growth due to net migration from 2020 to 2023.

Age

The region is the 11th youngest based on a median age of 37.1. Nashville also has the 10th highest percentage of working-age adults and a relatively small proportion of seniors. The percentage of children is in the mid-range, ranking 20th.

Diversity

The region is one of the least diverse based on the diffusion score, ranking 40th. The white and Black populations make up a vast majority of the region (84%). The percentage of white residents is the 9th largest among the peer regions.

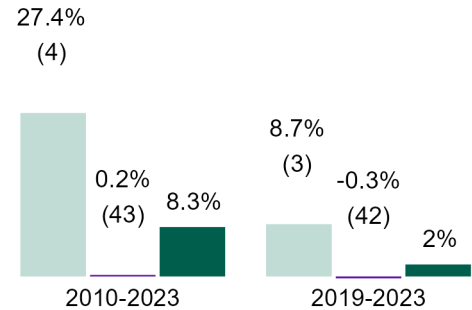
Employment

Among the peer regions, Nashville has been in the top five on job growth, both from 2010 to 2023 and from 2019 to 2023. From 2019 to 2023, wage and salary employment in the region grew by 111,400 jobs. Professional and business services accounted for 20% of the job gains. Within this industry, the professional, scientific, and technical services industry accounted for most of the growth. Other leading industries included health care and social assistance and transportation and warehousing, each of which accounted for 13% of employment gains. The mining, logging, and construction industry group contributed 11%, with construction by far the largest industry within this group, and leisure and hospitality accounted for 8% of employment growth.

Population Change

Percent change (rank)

Nashville St. Louis United States



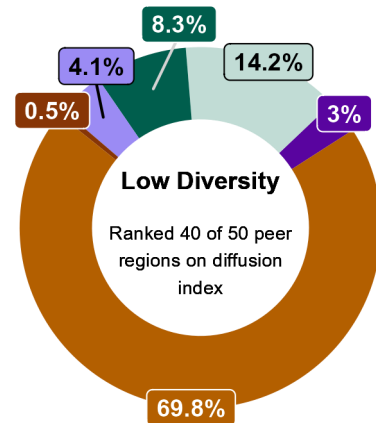
Population by Age Group, (Rank), 2022

Under age 18 18 to 34 35 to 64 65 and older



Race and Ethnicity, 2022

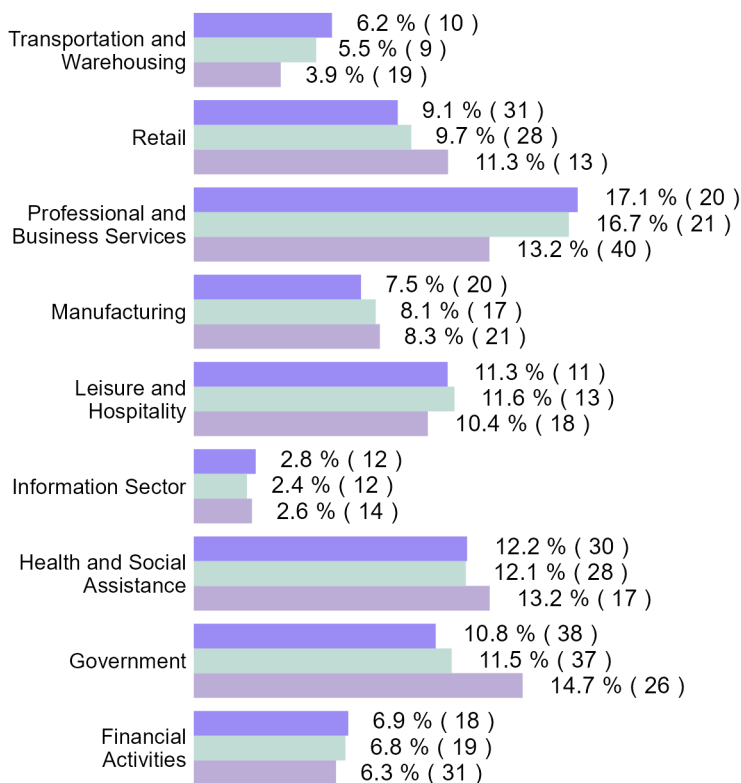
Asian Hispanic/Latino Other Race Black Multiracial White



Largest Industries

Percent of employment (rank)

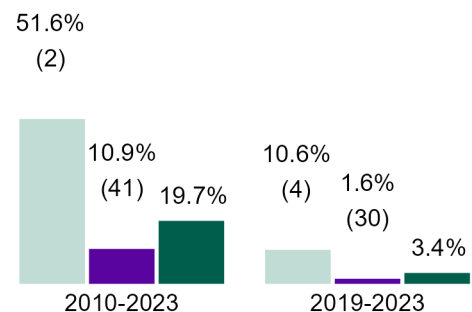
2023 2019 2010



Change in Employment

Percent change (rank)

Nashville St. Louis United States



Strengths & Challenges

Favorable Vitality Rankings: 6

Non-favorable Vitality Rankings: 3

Nashville is among the top performers on the oft-cited measures of success, population and employment, but is not among the most or least favorable regions on many of the vitality areas. The region experienced the 2nd largest employment growth from 2010 to 2023 and the 4th largest from 2019 to 2023. Regarding population growth, the region ranked 3rd for the change in the shorter time period and 4th for the longer time period. The net migration for the region from 2020 to 2023 was the 10th largest, increasing the population by 3.2%. The region had one of the lowest unemployment rates in 2023, ranking 46th, with a rate of 2.6%.

The region ranks among the most favorable on both measures of income inequality with the 2nd smallest gap between the richest and poorest residents and a rank of 41st for its score on the Gini index.

The region is relatively affordable among the peer regions, with income ranking as the 6th highest when regional price differences are considered, compared to a rank of 13th on per capita income.

Nashville is the 6th most unfavorable region on the disparity between the Hispanic and white populations for both measures of ethnic disparity included in the vitality metrics. The Hispanic infant mortality rate is 6.2 deaths per 1,000 infants compared to a rate of 4.3 for the white population. The difference in homeownership rates is 31.6 points, 39.9% for Hispanic households compared to 71.5% for white households.

A third challenge area for the region is congestion, with residents spending an average of 21 hours per year on congested roadways during rush hours, the 2nd highest among the peer regions.

Strengths

Some metrics the region ranks among the 10 most favorable

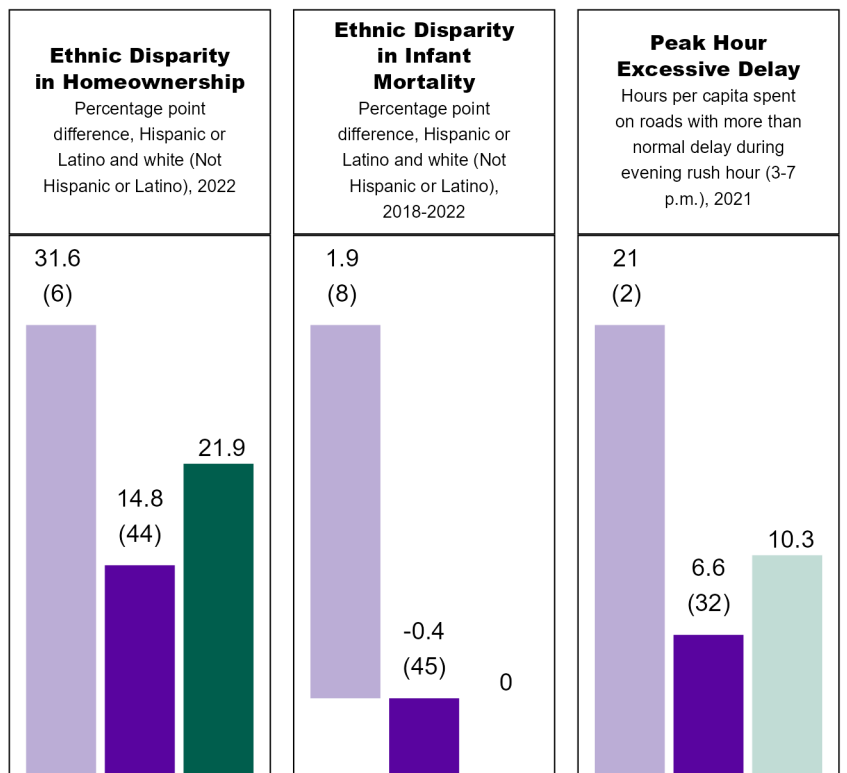
■ Nashville ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Nashville ■ St. Louis ■ United States ■ Peer Average



New Orleans MSA

50th Most Populous U.S. Metro

Population 2023: **962,165**

Population Change

New Orleans has had stagnant population growth and recently lost population. From 2010 to 2023, the region experienced a very small increase in population and, from 2019 to 2023, experienced the largest decrease among the peer regions. From 2020 to 2023, the region saw small increases due to natural change (0.4%) and international migration (0.8%), but a large decrease due to domestic migration (-5.5%).

Age

New Orleans has the 5th smallest proportion of working-age adults and the 9th largest proportion of seniors. The region is one of the oldest, ranking 13th with a median age of 39.5.

Diversity

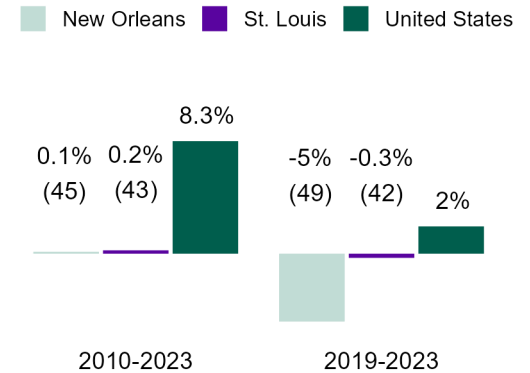
The region is not very diverse relative to the peer regions but has the 3rd largest share of Black residents. The diffusion score ranks 43rd with only 7.2% of the population not in the three largest groups.

Employment

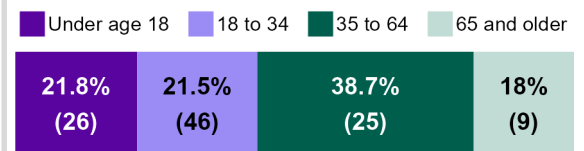
New Orleans experienced the 4th smallest employment growth among the peer regions from 2010 to 2023. The region had the 11th largest decline from 2019 to 2020 and, as of 2023, employment was still 3.4% lower than in 2019; the worst recovery among the peer regions. Employment in the region peaked in 2004 at 625,000 wage and salary jobs. In the wake of Hurricane Katrina, the region lost 20% of these jobs and has never recovered. Of the 19,800 jobs lost from 2019 to 2023, most (10,900) were in leisure and hospitality. Unlike most regions, New Orleans experienced losses in both transportation and warehousing and the professional and business services. The brightest spot for the region was health care and social assistance (+4,100).

Population Change

Percent change (rank)

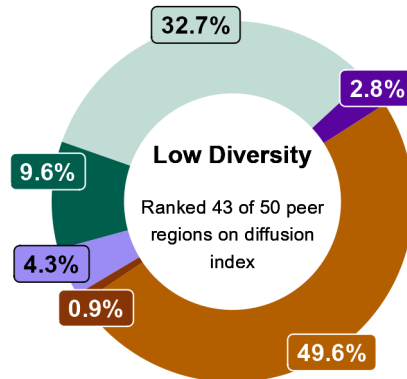


Population by Age Group, (Rank), 2022



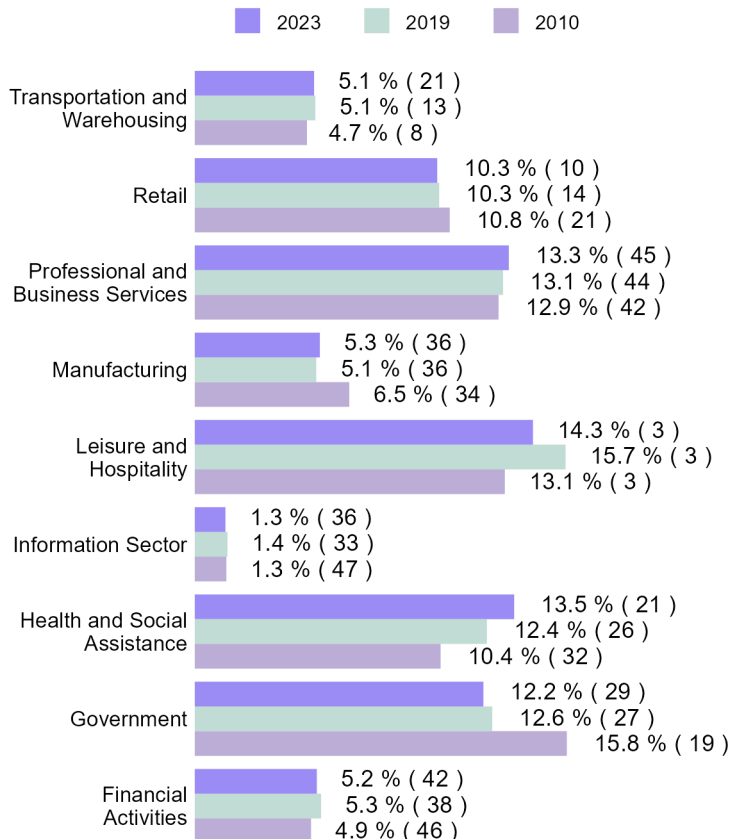
Race and Ethnicity, 2022

Legend: Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



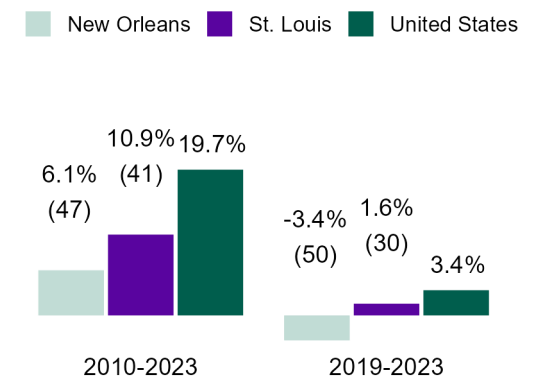
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 2

Non-favorable Vitality Rankings: 15

New Orleans ranks among the most unfavorable on 15 vitality metric areas and is only positive on two. The region is the worst off among the peer regions on the following five vitality metrics: housing vacancy rate, poverty rate, population net migration, median household income, and change in employment (2019 to 2023) and had the 2nd highest homicide rate in 2023.

The region faces additional challenges in income, income and racial disparities, and lack of affordable housing. New Orleans had the lowest median household income and ranks 43rd for average wage per job. The region also ranks poorly on both measures of income disparity with the 2nd highest gap between the richest and poorest residents and the 6th highest score on the Gini index. The poverty population is one of the most segregated with the 7th highest rate of concentrated poverty.

The regional performance on the vitality metrics on racial disparity is mixed. The region has the third largest proportion of Black residents, making up 32.7% of the population. New Orleans is one of the most favorable on the four measures of Black-white disparity vitality metrics, but as with other regions, the disparities are still large.

For infant mortality rates, the Black rate is 1.8 times higher than white rate, the 2nd lowest ratio among the peer regions. The difference between the rates, 4.3, is the 4th lowest. Yet, these disparities are still high. New Orleans is one of seven regions where the rate for the Hispanic population is lower than that of the white population.

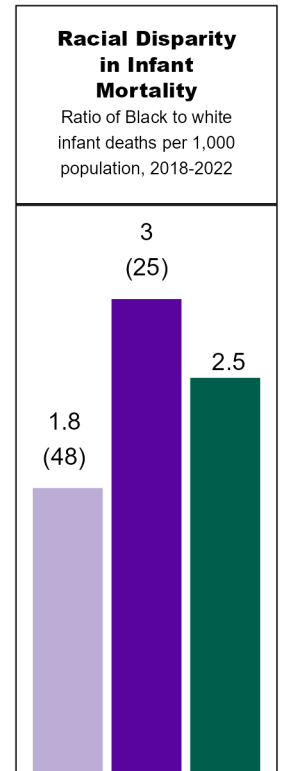
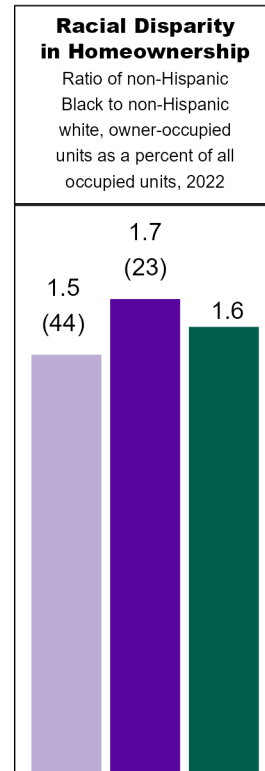
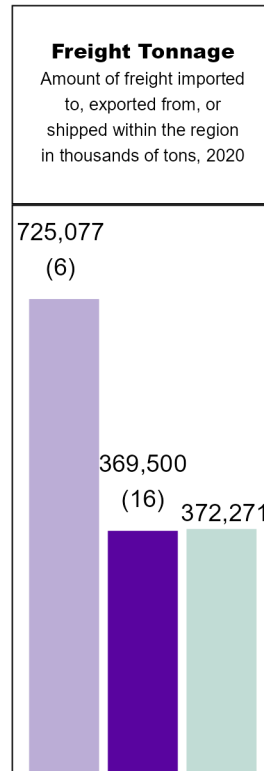
The region is also among the most favorable on the Black and white point difference in homeownership rates (ranking 40th) and for the ratio (ranking 44th). White households are 1.5 times more likely to own their home than Blacks households, with rates of 76.5% and 50.3% respectively. However, when all population groups are considered (excess metric), the lack of homeownership in the region is the 10th highest among the peer regions.

While not considered vitality metrics for WWS, the region also ranks 7th on both the amount of freight tonnage imported to, exported from, or shipped within the region and on the value of foreign exports.

Strengths

Some metrics the region ranks among the 10 most favorable

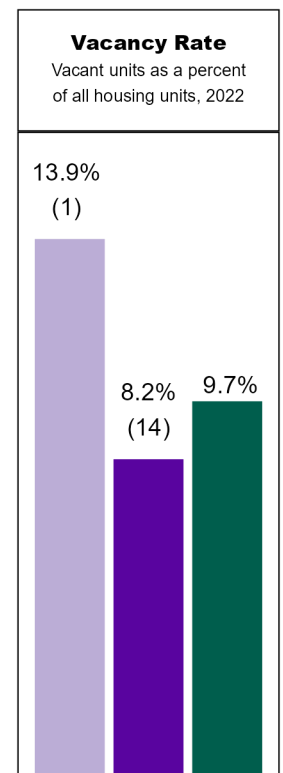
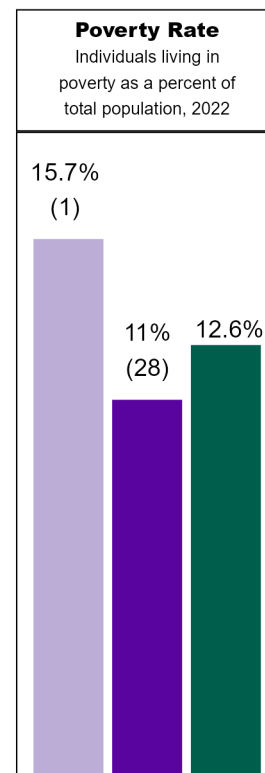
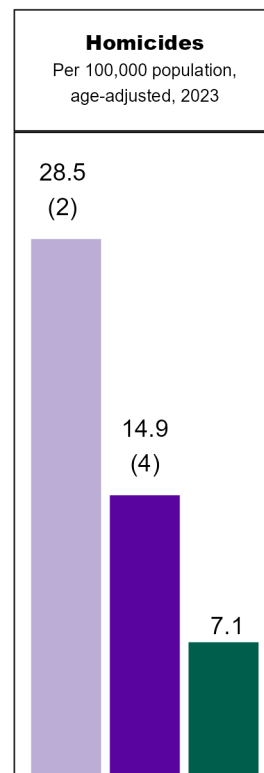
■ New Orleans ■ St. Louis ■ United States ■ Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

■ New Orleans ■ St. Louis ■ United States



New York MSA

1st Most Populous U.S. Metro

Population 2023: 19,498,249

Population Change

New York, the most populous peer region, has been growing at a slower rate than the country as a whole. In 2023, the region had grown 3.4% since 2010 and 1.7% since 2019. From 2020 to 2023, the region experienced substantial domestic out-migration but had the 10th largest net international migration. This resulted in a 3.3% decrease in population due to net migration.

Age

New York has the 11th highest median age at 39.7. The region skews older with the percentage of children on the low end and the percentage of seniors on the high end.

Diversity

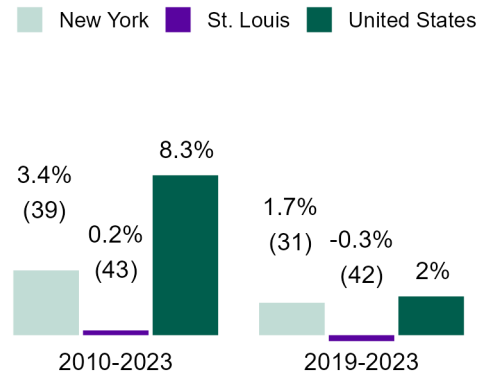
The region is the 2nd most diverse based on the diffusion score with 16.7% of the population not in the three largest groups (white, Hispanic, and Black). Making up 11.9% of the population, the Asian population is the 7th highest proportion among the peer regions.

Employment

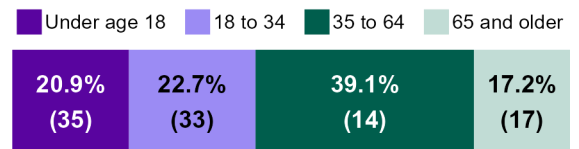
New York ranked 33rd on job growth, both from 2010 to 2023 and from 2019 to 2023. In this four-year period, wage and salary employment increased by 90,000, or 0.9%. The retail industry and the leisure and hospitality industry have still not returned to pre-pandemic levels. Employment in the two industries declined by a total of 100,000 from 2019 to 2023. These losses were offset by gains in other industries. The biggest gain was health care and social assistance (+154,000 jobs). Employment in professional and business services increased by 64,000 jobs, while employment in financial activities and transportation, warehousing, and utilities each increased by more than 25,000.

Population Change

Percent change (rank)

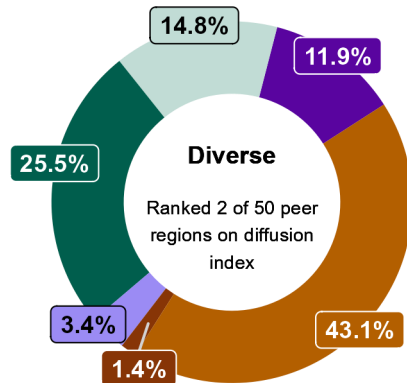


Population by Age Group, (Rank), 2022



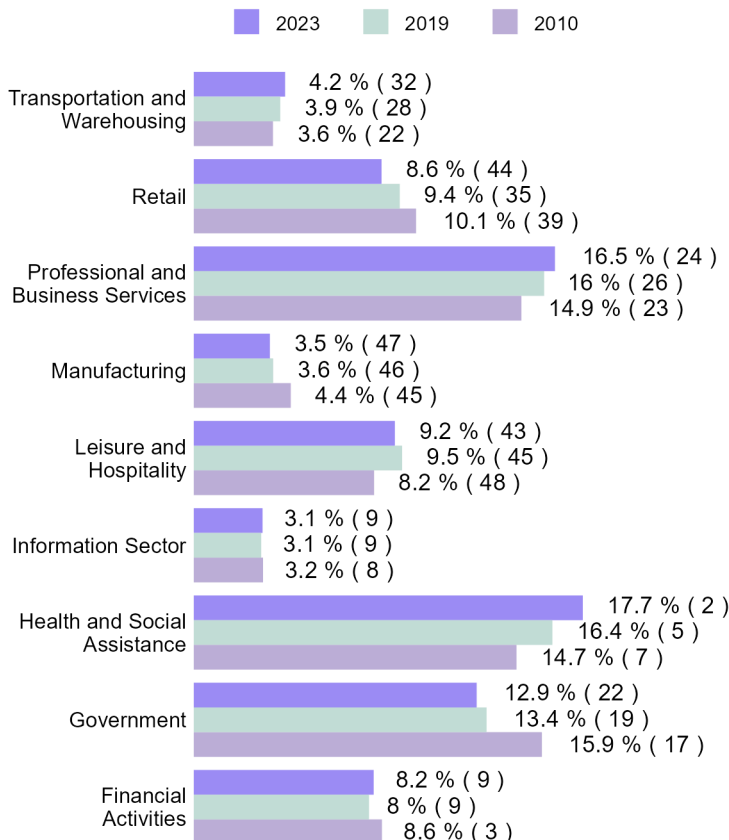
Race and Ethnicity, 2022

Legend: Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



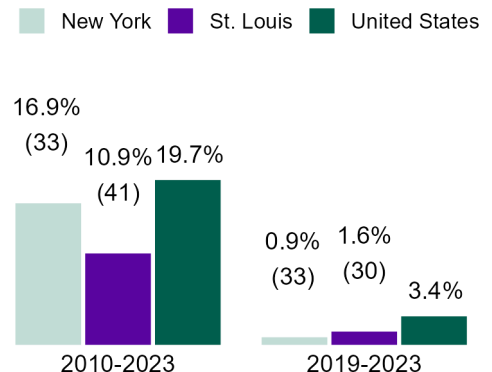
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 8

Non-favorable Vitality Rankings: 10

The largest U.S. metro region ranks among both the most favorable and the most unfavorable regions on a relatively large number of vitality metrics compared to the other peer regions. The strengths of the region are related to the economy and relatively low crime in the region while the challenges are mostly around racial and income disparity, housing, and congestion.

The region has the most daily flight departures of any region, the 5th highest GDP per capita, 5th highest average wage per job, the 6th highest per capita income, and the 9th highest purchasing power. However, the region ranks 1st on both the gap between the income of the richest and poorest residents and for its score on the Gini index.

Despite the relatively high incomes, the region has the 5th largest percentage of homeowners who are cost burdened and the 7th highest median housing cost as a percentage of median household income. This is likely a contributing factor to the region having the 2nd lowest homeownership rate.

The region is the 2nd most diverse based on the diffusion score, but the region also ranks 2nd for a high rate of segregation among the Black and white populations. The Hispanic population is larger than the Black population; future analysis of segregation would benefit inclusion of additional population groups.

Racial and ethnic disparities are high. The difference in the homeownership rates of the two largest population groups is the 4th highest with the white rate (66.4%) more than twice that of Hispanic households (30.1%). The lack of ownership when all population groups are considered is the 2nd highest. For infant mortality, the 3.7-point difference between the Black (6.2) and the white rate (2.6) is the 3rd highest among the peer regions. However, the region does have the 4th lowest overall infant mortality.

The region has the 6th lowest homicide rate and the 2nd lowest motor vehicle theft crime rate.

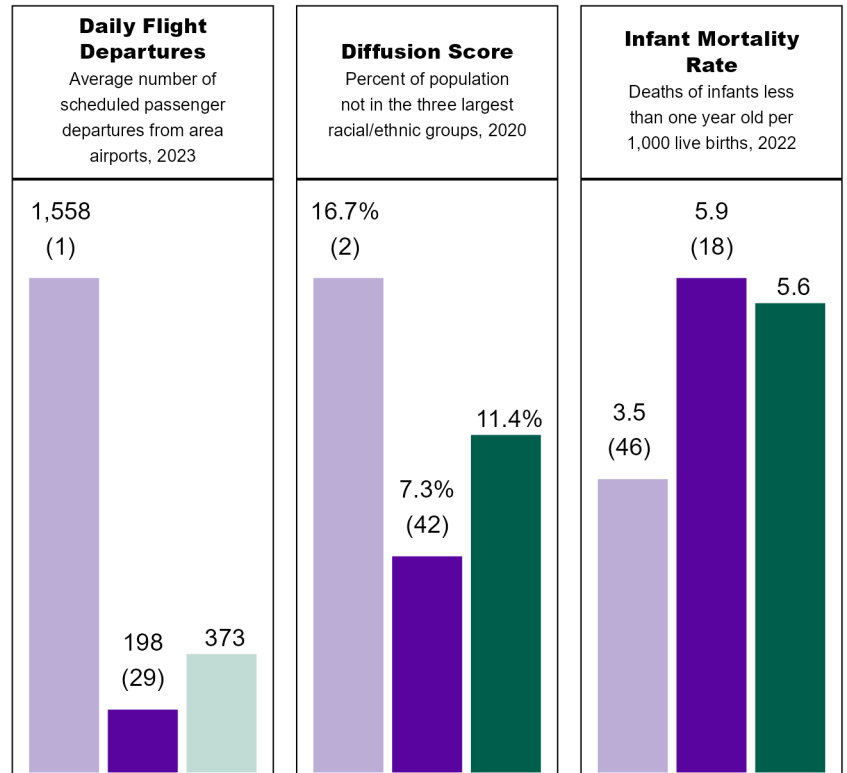
The region is well known for its high congestion. It ranks 3rd, with the average resident spending 20.6 hours per year on congested roads during PM rush hours.

Lastly, a relatively new potential challenge for the region is a lack of population migration. From 2020 to 2023, the region lost 3.3% of its population due to more people moving out than into the region.

Strengths

Some metrics the region ranks among the 10 most favorable

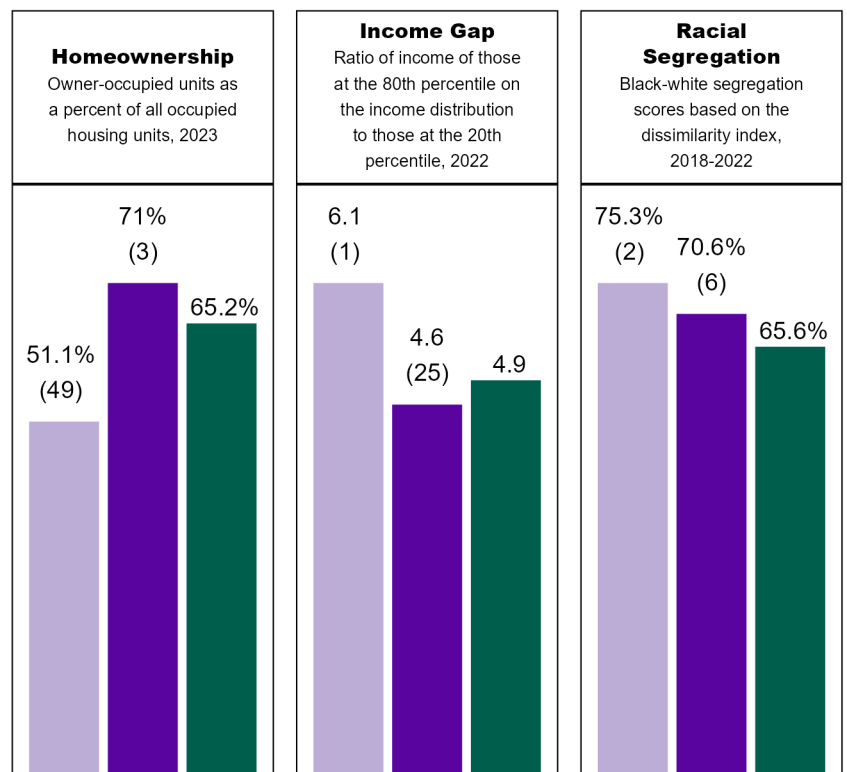
■ New York ■ St. Louis ■ United States ■ Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

■ New York ■ St. Louis ■ United States



Oklahoma City MSA

42nd Most Populous U.S. Metro

Population 2023: 1,477,926

Population Change

The Oklahoma City MSA was among the top third of regions for population growth over the long and the short time periods. The region experienced recent small increases in population due to natural change and international migration with a more prominent increase due to domestic migration, the 11th largest increase among the peer regions.

Age

The region is the 7th youngest based on a median age of 36. It has the 8th largest proportion of children and is in the middle third of peer regions for the percentages of seniors and of working-age adults.

Diversity

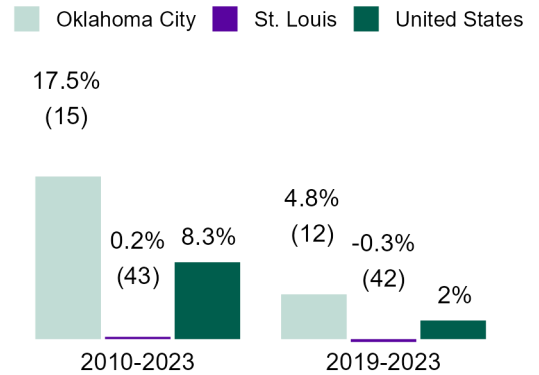
The MSA is the 4th most diverse based on the diffusion score. Among the peer regions, Oklahoma City has the largest shares of two population groups: multiracial and other races.

Employment

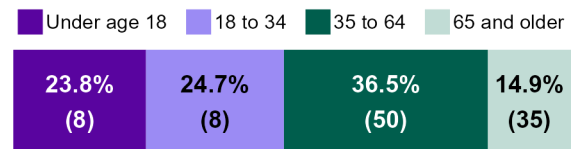
Since 2010, Oklahoma City has had rates of job growth just above the national average. From 2010 to 2023, the region ranked 26th among the peer regions, and from 2019 to 2023, it ranked 19th. From 2019 to 2023, wage and salary employment in Oklahoma City increased by 126,500. Business and professional services was the largest contributing industry with an increase of 48,700 jobs. Within this industry, employment services accounted for nearly 40% of the growth, with an increase of 18,200 jobs. Three other industries experienced employment increases of between 10,000 and 15,000 jobs: transportation, warehousing, and utilities; financial activities; and ambulatory health care. Hospitals accounted for another 7,900 gains.

Population Change

Percent change (rank)

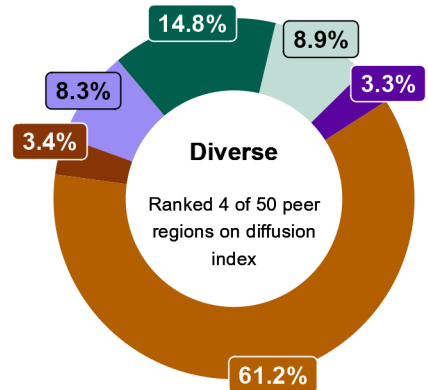


Population by Age Group, (Rank), 2022



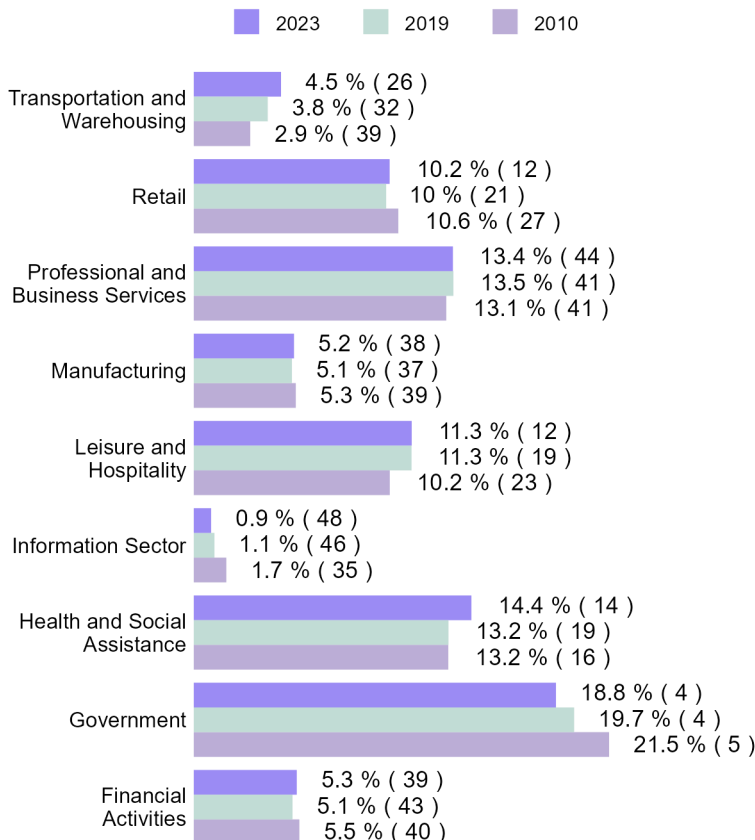
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



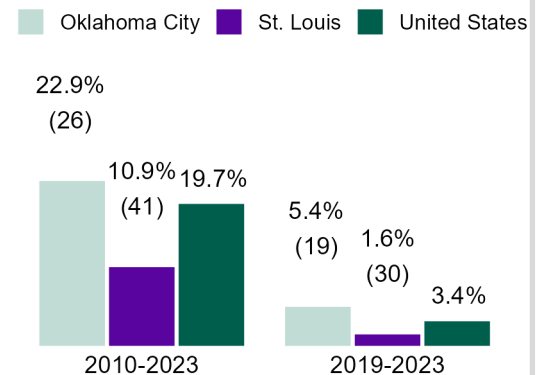
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 4

Non-favorable Vitality Rankings: 7

The region is not among the fastest growing 10 regions for population but has seen relatively high increases in population. From 2010 to 2023, the region ranked 15th, and from 2019 to 2023 the region ranked 12th with a 4.8% increase. Further, from 2010 to 2022, the region had the 5th largest increase in central city population.

Based on the diffusion score, the region is one of the most diverse regions, ranking 4th. The white population is the majority, followed by the Hispanic population. The region has the largest shares of both multiracial residents and people of other races. The multiracial population is about the same size as the Black population in the region.

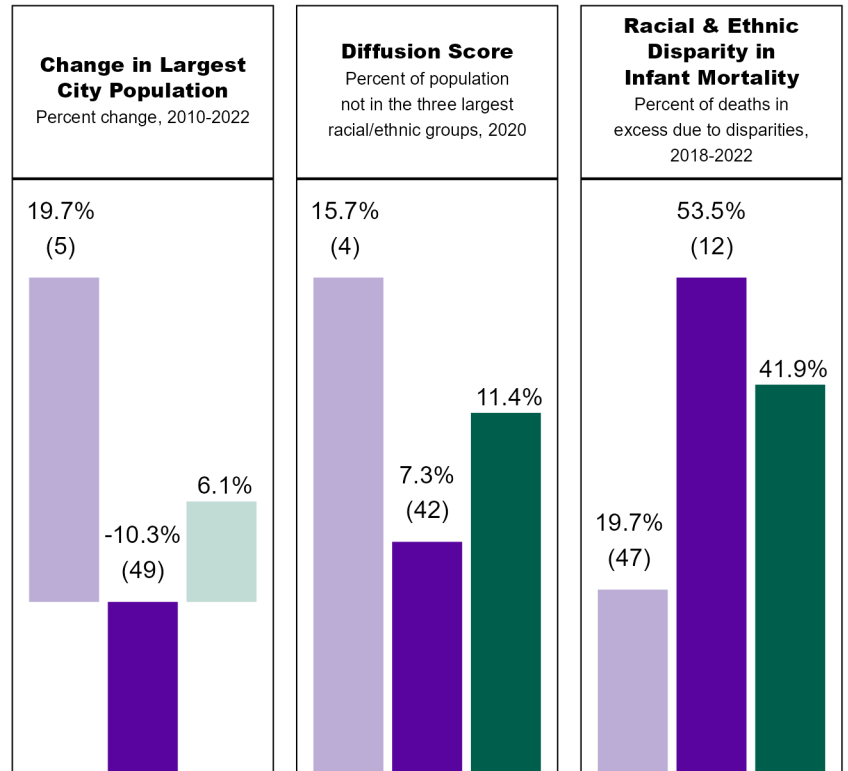
The region performs poorly on economic measures. The region is one of the lowest on GDP per capita, ranking 46th. For personal income, the region is among the least favorable on three measures of income: ranking 50th on average wage per job (\$58,532), 47th on median household income (\$66,301), and 42nd on per capita income (\$60,687). The region also has the 3rd highest poverty rate.

In 2023, the region had the 2nd lowest number of daily flights, less than seven peer regions that have smaller populations. This was after a 6.8% decrease in flights from 2018 to 2023, which was a period when only 12 of the peer regions experienced an increase in flights.

Strengths

Some metrics the region ranks among the 10 most favorable

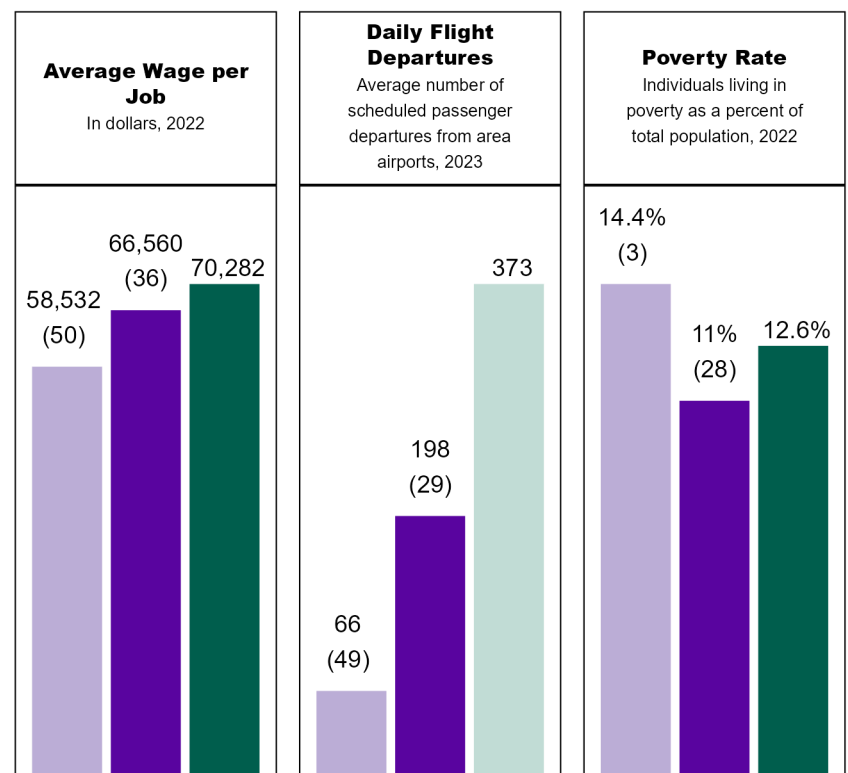
Legend: Oklahoma City (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Challenges

Some metrics the region ranks among the 10 least favorable

Legend: Oklahoma City (light purple), St. Louis (dark purple), United States (dark green), Peer Average (light green)



Orlando MSA

21st Most Populous U.S. Metro

Population 2023: 2,817,933

Population Change

Orlando is a leader in population growth with the 3rd largest increase from 2010 to 2023 and the 5th largest from 2019 to 2023. The region was strong on both domestic (ranking 10th) and international (ranking 3rd) migration, resulting in the 5th largest increase due to net migration.

Age

Orlando is in the mid-range for median age, ranking 23rd. The percentage of working-age population is in the top third, ranking 13th while the shares of children and seniors are below the U.S. average.

Diversity

The region is in the middle, ranking 26th with a diffusion score of 10. The Hispanic or Latino population is the second largest group in the region and the 7th largest share among the peer regions. The share of white residents is relatively small, ranking 39th.

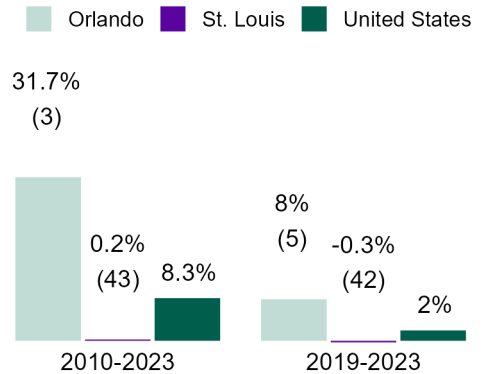
Employment

Orlando has consistently shown strong employment growth. From 2010 to 2023, the region ranked 3rd, with a 47.2% increase. From 2019 to 2023, the ranking slipped to 7th, with a 9.5% increase. The dominant industries in Orlando are professional and business services, each of which employed just over 280,000 in 2023. In the last 4 years, employment grew by 126,500. The professional and business services industry was the largest contributor, adding 48,700. Within this category, administrative support accounted for an increase of 18,200 jobs, while employment services added 19,200.

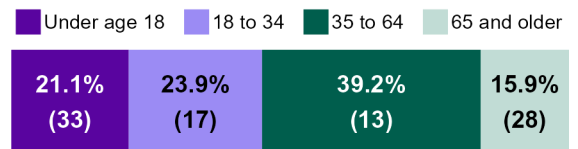
Ambulatory care and hospitals together had an increase of 18,100, while transportation and utilities added 13,300. Leisure and hospitality, which lost over 70,000 jobs during the pandemic, did not recover its pre-pandemic employment levels until 2023.

Population Change

Percent change (rank)

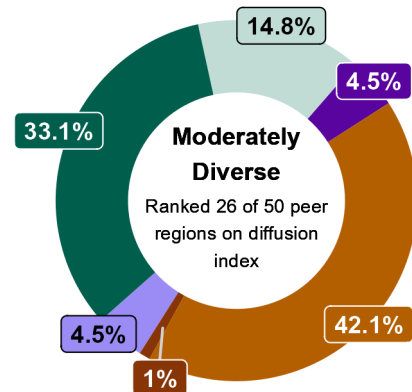


Population by Age Group, (Rank), 2022



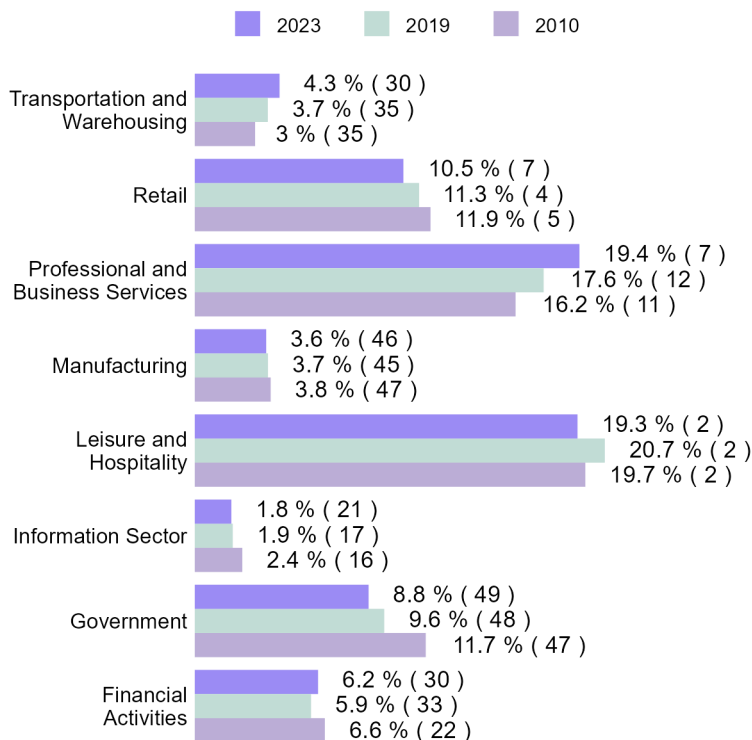
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



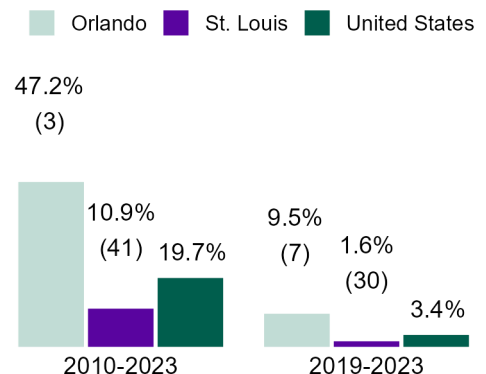
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 7

Non-favorable Vitality Rankings: 5

The region ranks among the most favorable on the often-cited measures of success, employment and population. From 2010 to 2023, the region experienced the 3rd largest percentage growth in employment (47.2%), and in the short time period, the increase of 9.5% was the 7th largest. For population growth, the region ranked 3rd with a 31.7% increase over the longer time period and 5th with an 8% increase from 2019 to 2023. Net migration increased the population by 4.5% from 2020 to 2023, ranking 5th. The region also had the highest growth rate (32.4%) for the city of Orlando itself from 2010 to 2022.

Orlando joins the other Florida peer regions among the six most favorable for air quality. Orlando ranks 49th with pollution at levels unhealthy for sensitive groups or worse an average of 0.7 days per year for 2021-2023. Jacksonville was the only region that ranked more favorably with zero days that met the threshold.

The region is also among the most favorable on the measure of concentrated poverty, ranking 41st with 3.2% of poor residents living in census tracts with a poverty rate of 40% or more.

The high employment growth does not appear to be in high paying jobs. Orlando ranks among the least favorable on three methods of measuring income, including 41st on average wage per job and 49th on income per capita (\$53,958). When income is adjusted for regional price differences (purchasing power), the region retains the rank of 49th.

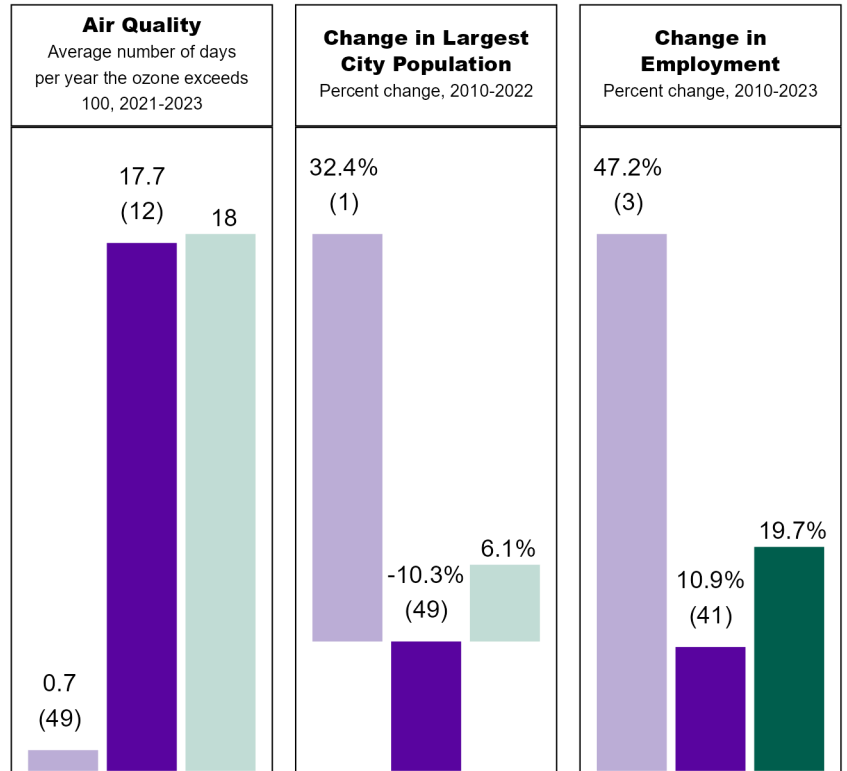
The region is also among the least favorable on all three measures of housing affordability. The region has the 2nd largest percentage of renters who pay 30% or more of income on housing, accounting for 60.6% of renters. The percentage for owners is not as high (26.4%) but still ranks 9th. The region ranks 5th with the median housing cost at 24.7% of the median household income.

Similar to many other regions with relatively low incomes, Orlando ranks unfavorably on the well-being score, ranking 45th.

Strengths

Some metrics the region ranks among the 10 most favorable

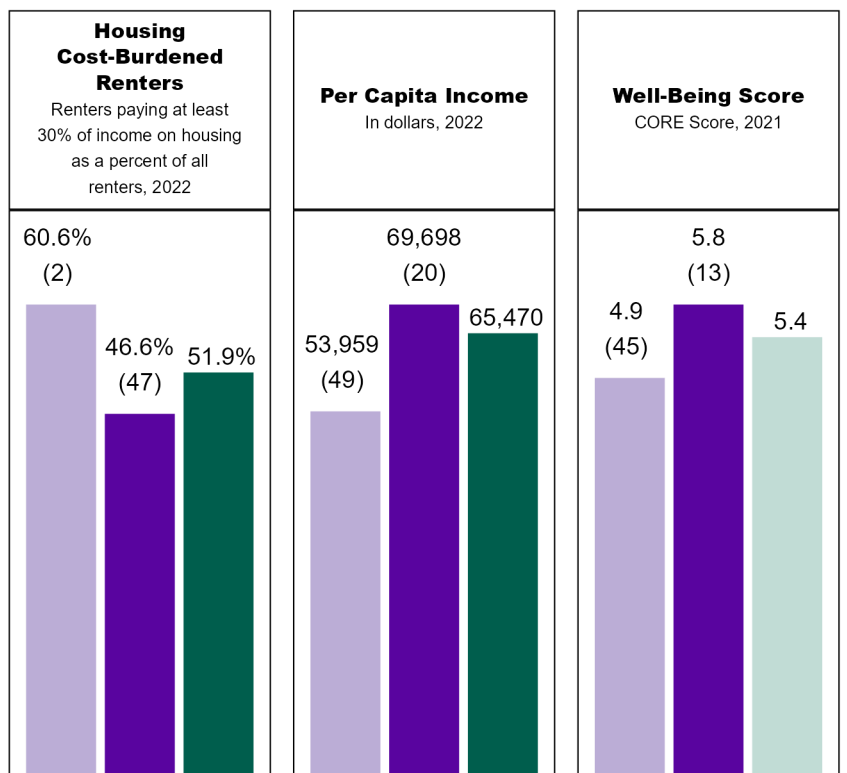
Orlando St. Louis United States Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

Orlando St. Louis United States Peer Average



Philadelphia MSA

8th Most Populous U.S. Metro

Population 2023: 6,246,160

Population Change

The region ranked 37th for population change from 2010 to 2023 but higher in the ranks (25th) for the change from 2019 to 2023. In recent years, the small increases due to international migration and natural change were enough to offset a small net domestic out migration.

Age

The region is among the eldest third of peer regions, ranking 16th with a median age of 39.3 and 14th on the percentage of seniors. The proportion of working-age adults is about the same as the country as a whole.

Diversity

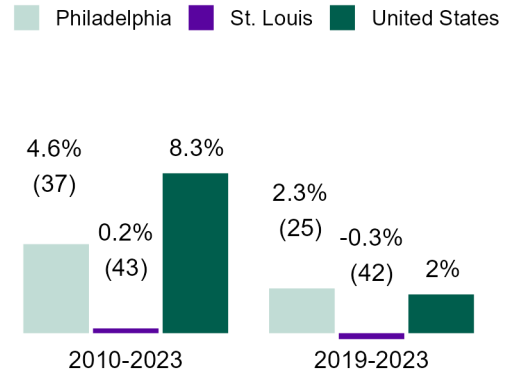
The region is in the mid-range for the share of most of the population groups but has the 12th largest Black population. The diffusion score is also in the middle, ranking 18th.

Employment

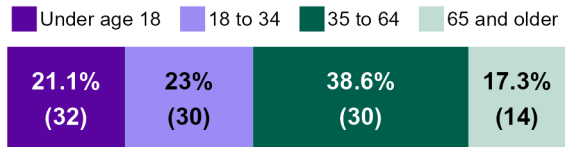
Philadelphia has lagged the country with respect to job growth in recent years. From 2010 to 2023, the region ranked 36th. From 2019 to 2023, the rank was higher, 25th, when wage and salary employment increased by 95,000 jobs. Health care and social assistance was the leading industry with an increase of 31,700 jobs. Employment in professional and business services increased by 27,500 while transportation, warehousing, and utilities grew by 19,900 jobs. Financial activities accounted for an additional gain of 11,600 jobs

Population Change

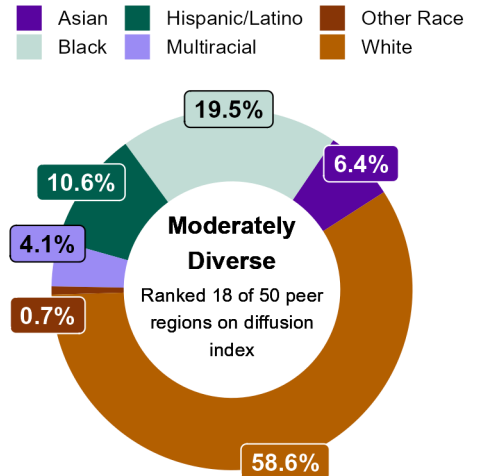
Percent change (rank)



Population by Age Group, (Rank), 2022

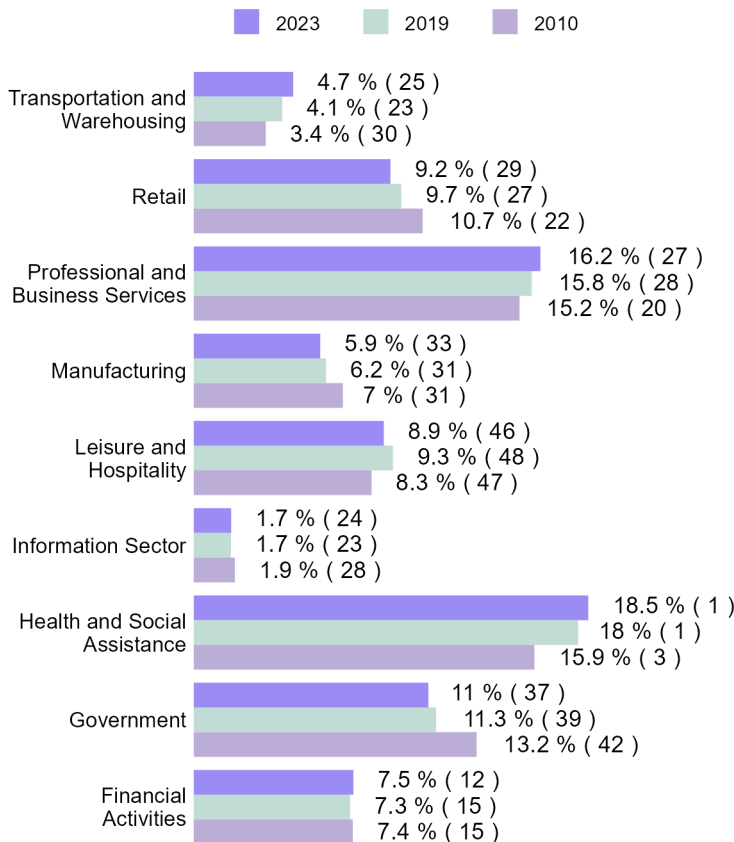


Race and Ethnicity, 2022



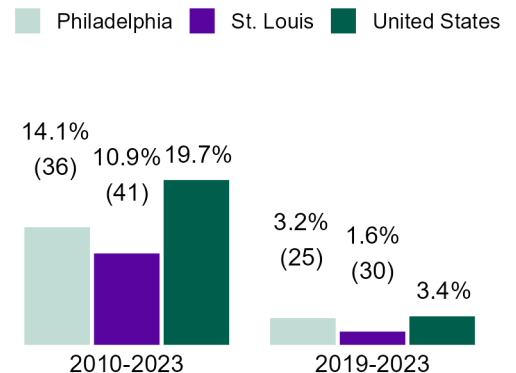
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 2

Non-favorable Vitality Rankings: 4

Compared to other peer regions, Philadelphia does not rank among the most or least favorable on many vitality metrics. The region is among the most favorable on the residential vacancy rate, ranking 43rd, and on the ratio of Black to white homeownership rates, ranking 39th. As is seen across the metro regions, the disparity is still large with the white ownership rate (75.2%) 1.6 times larger than the Black rate (48.3%), a difference of 26.9 points. The region does have the 15th highest overall homeownership rate, 66.9%.

A third variable spotlighted here as a strength is the voter participation rate. In the 2020 presidential election, the region had a turnout of 73.5%, the 9th highest rate.

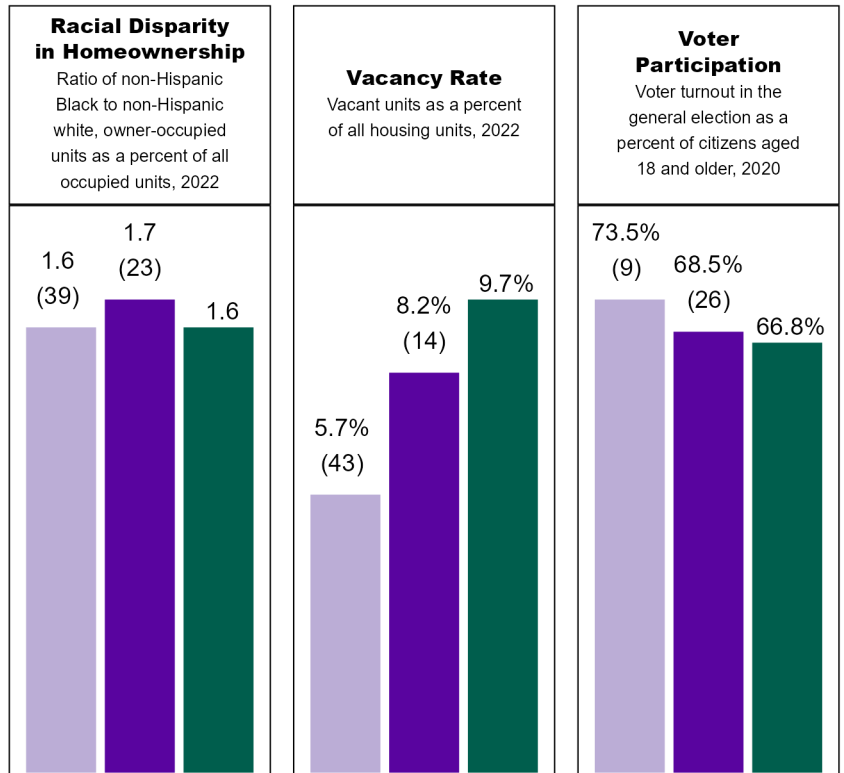
The unfavorable rankings on the vitality metrics are all regarding disparity and segregation. The region has the 5th highest income gap, with the richest residents having income 5.3 times the income of the poorest residents. The poverty population is more likely to be segregated than is seen in many other regions; the region has the 8th highest rate of concentrated poverty. Lastly, the region has the 8th highest disparity in infant mortality rates with the rate of Black population being 3.4 times that of the white population.

Philadelphia is one of two of the 10 most populous U.S. regions that is not among the 10 regions with the largest airports; the region ranks 8th for population and 19th for flights

Strengths

Some metrics the region ranks among the 10 most favorable

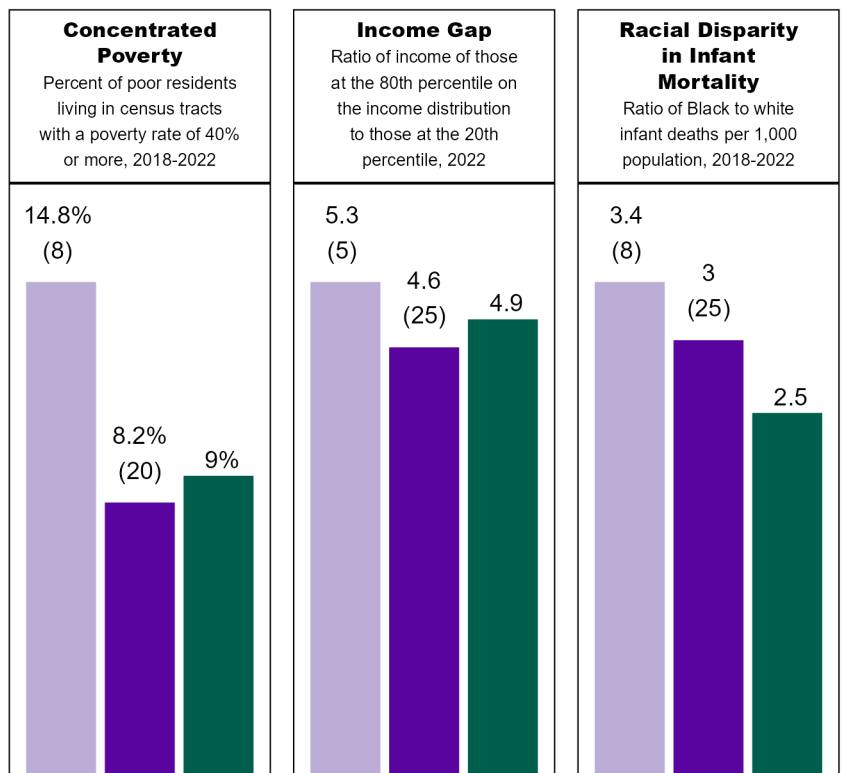
Philadelphia St. Louis United States



Challenges

Some metrics the region ranks among the 10 least favorable

Philadelphia St. Louis United States



Phoenix MSA

10th Most Populous U.S. Metro

Population 2023: **5,070,110**

Population Change

Phoenix had the 10th largest increase in population from 2010 to 2023. While not as robust, the region still ranked in the middle for change from 2019 to 2023. The region was a leader in domestic migration, ranking 8th. The region also experienced small increases from natural change and international migration.

Age

The median age for Phoenix ranks 34th with the shares of children and seniors in the mid-range and the share of working-age adults smaller than in 34 of the peer regions.

Diversity

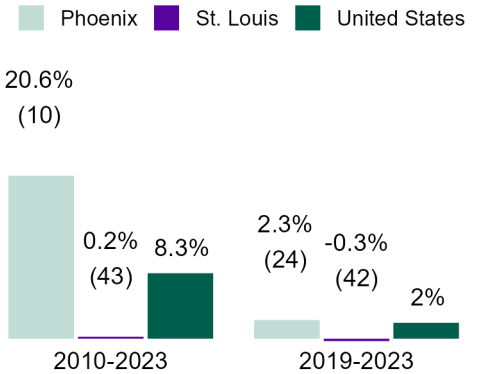
The region is about average on the diffusion score, ranking 21st and is the mid-range for the proportions of white, Asian, and multiracial residents. The region has the 3rd largest share of people of other races and 10th largest share of Hispanic or Latino residents.

Employment

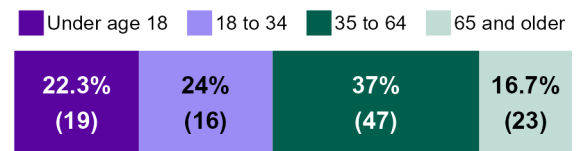
Phoenix has been one of the nation's fastest-growing regions in recent decades. Among the peer regions, it ranked 7th on employment growth for 2010 to 2023 and 6th for 2019 to 2023. In this four-year period, the region added 224,400 wage and salary jobs. Health care and social assistance was the leading industry with a net gain of 47,200 jobs. Construction was the second largest with a gain of 35,800 jobs.

Population Change

Percent change (rank)

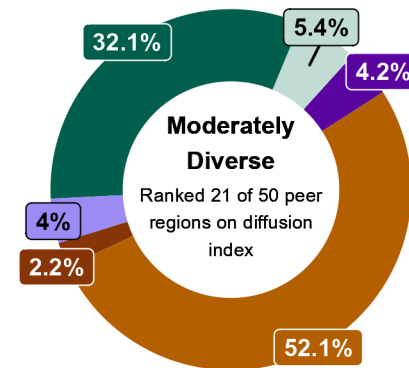


Population by Age Group, (Rank), 2022



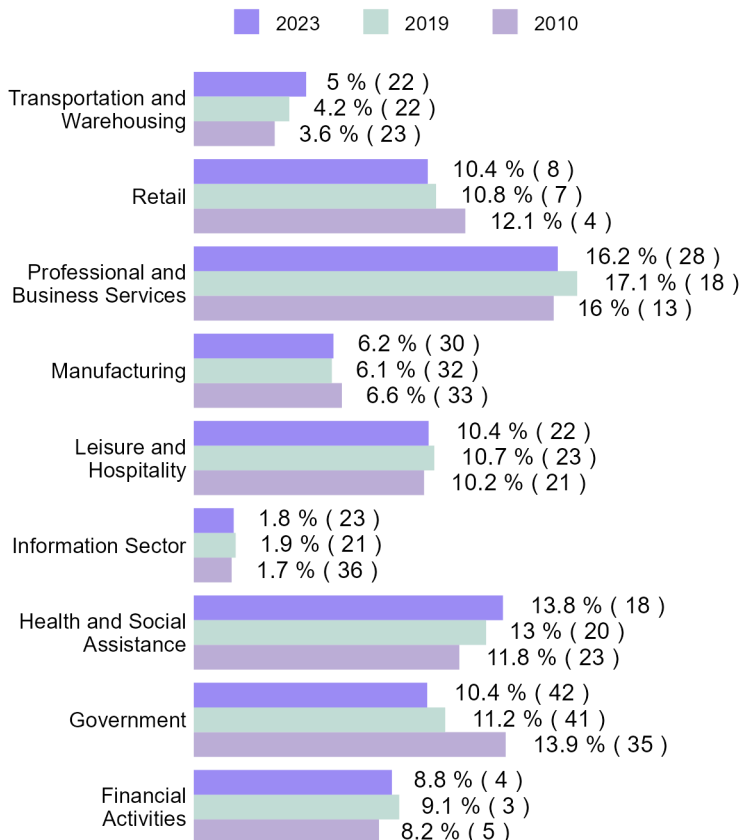
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



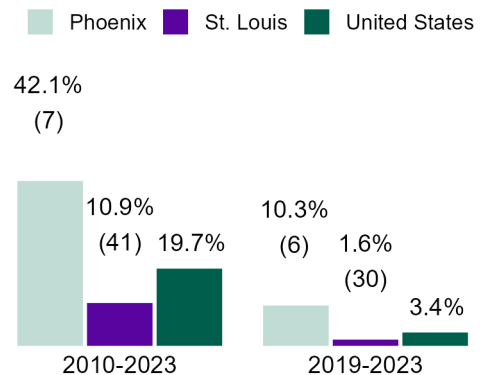
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 4

Non-favorable Vitality Rankings: 6

The region is among the most favorable on some measures that are traditionally associated with success, including growth in employment and population. Phoenix experienced the 6th largest employment gain over the short time period and 7th for the longer time period. The region is also among the most favorable on population growth, including having the 9th largest increase due to net migration for 2020 to 2023.

For a large region, Phoenix has relatively low congestion, ranking 39 out of 43 regions. On average, residents spend 4.2 hours a year on roads with more than normal delay during evening rush hour, compared to a peer average of 10.3 hours.

The remaining vitality metrics the region is among the most favorable on are related to disparity, income, and segregation. The region has the 3rd smallest gap in income between those at the 80th percentile on the income distribution and those at the 20th percentile. The region also ranks favorably (42nd) on the other measure of income inequality, the Gini index. The segregation between the Black and white populations is the 8th lowest among the peer regions with about 50.3% of the population needing to move to be fully integrated.

For the 2021-2023 time period, Phoenix had the worst air quality among the peer regions with an average of 134 days a year of poor air quality. This was likely in part due to wildfires that affected the region.

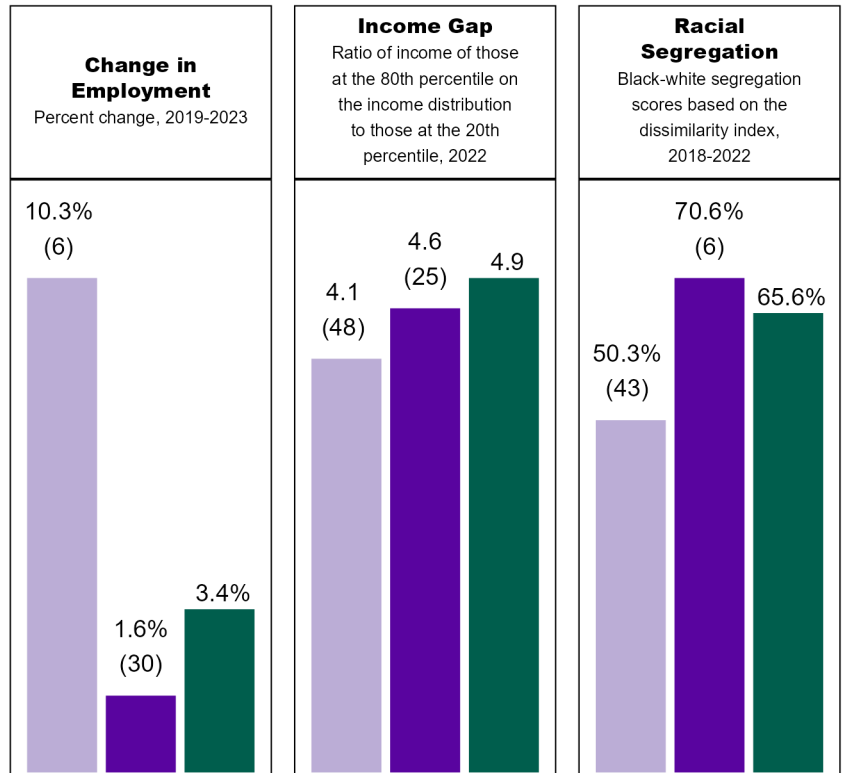
The region has the 5th lowest purchasing power, ranking 46th, compared to a rank of 37th on per capita income. The region also ranks among the least favorable on the percentage of adults with a bachelor's degree or higher and the percentage of residents lacking health insurance (10th, 10.6%).

Phoenix is one of two of the 10 most populous U.S. regions that is not among the 10 busiest airports. The region ranks 10th for population and 13th for flights.

Strengths

Some metrics the region ranks among the 10 most favorable

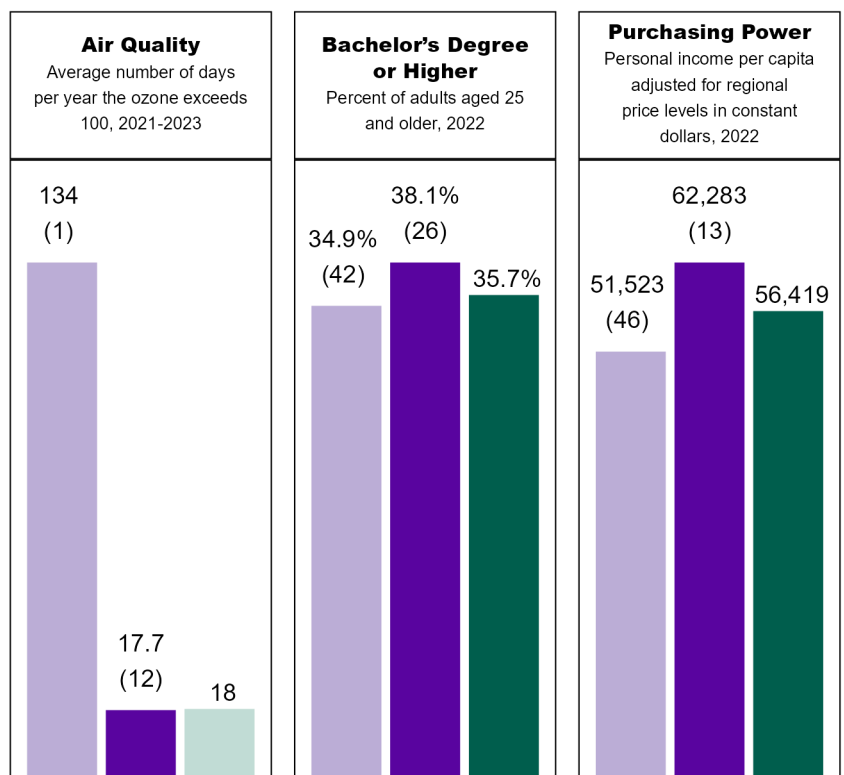
■ Phoenix ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Phoenix ■ St. Louis ■ United States ■ Peer Average



Pittsburgh MSA

27th Most Populous U.S. Metro

Population 2023: 2,422,725

Population Change

Pittsburgh is one of the slowest growing regions, with a loss from 2010 to 2023, but a small increase from 2019 to 2023. The region had the largest population loss due to deaths and the smallest increase due to births, resulting in the largest net natural decrease. The region's loss of population due to domestic migration was not as large as many of the regions from 2020 to 2023 but it was coupled with one of the smallest international migrations.

Age

Pittsburgh has the oldest median age among the peer regions, the largest proportion of seniors, and the smallest proportion of children, leaving about 60% of the population in the working-age group.

Diversity

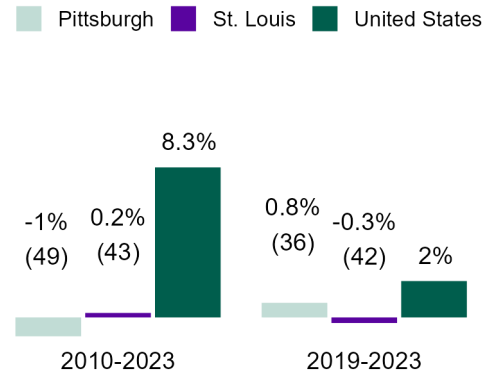
The diffusion score is the 2nd lowest, with only 5.6% of the population not in the largest three groups. The region has the largest percentage of white residents and the smallest share of Hispanic or Latino residents. The second largest group is the Black population, making up 7.3% of the population.

Employment

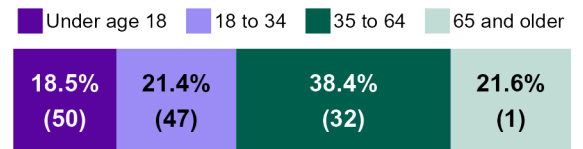
Pittsburgh experienced the smallest employment growth from 2010 to 2023. From 2019 to 2023, the region experienced the 6th largest decline, and it has yet to gain back 3.4% of the employment, the worst recovery among the peer regions. The largest contributors to the 29,600 jobs lost were health care and social assistance (-10,600) and construction (-6,400). Within the health care industry, the greatest losses were in hospitals (-6,700) and nursing and residential care facilities (-4,500). These losses were partially offset by gains in physicians' offices (+3,400). Some gains were seen in professional and business services (+4,800) and information (+2,600).

Population Change

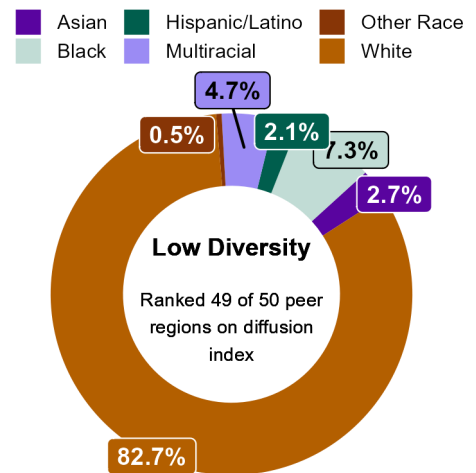
Percent change (rank)



Population by Age Group, (Rank), 2022

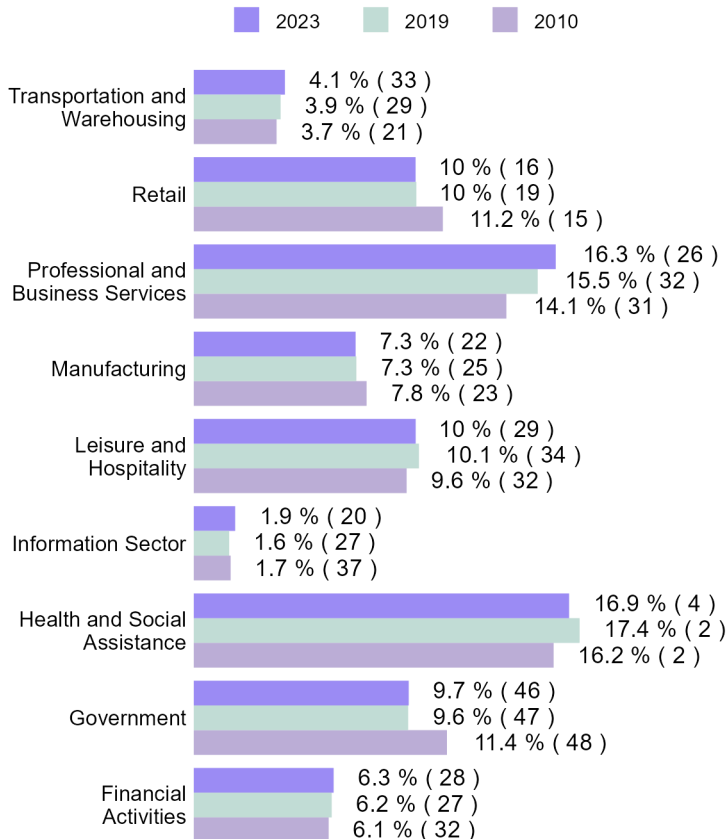


Race and Ethnicity, 2022



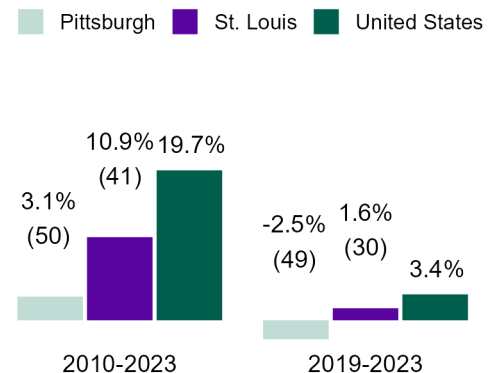
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 7

Non-favorable Vitality Rankings: 8

The region ranks among the most unfavorable on traditional measures of success, including the least growth in employment from 2010 to 2023, and the 2nd largest decrease from 2019 to 2023. For change in population, the region ranked 49th with a 1% decrease over the long time period. The region was more favorable in the short time period with a slight increase from 2019 to 2023, ranking 36th. The region is also among the least favorable (ranking 41st) on change in largest city population with a 0.8% decrease from 2010 to 2022.

This stagnant growth is coupled with favorable rankings on measures of housing affordability and homeownership, which is often the case among the peer regions. Pittsburgh has the most affordable housing based on two measures and is the 2nd most affordable on the third. A relatively low 43.2% of renters are cost-burdened, the median housing cost is 16.5% of the median household income, and 17.2% of owners pay 30% or more of income on housing.

A majority of residents own their homes. However, the region ranks among the most unfavorable on disparity in homeownership. The white rate is 2.2 times higher than the Black rate, a ratio that is the 4th highest among the peer regions and a 40.1-point difference, which is the 3rd highest difference.

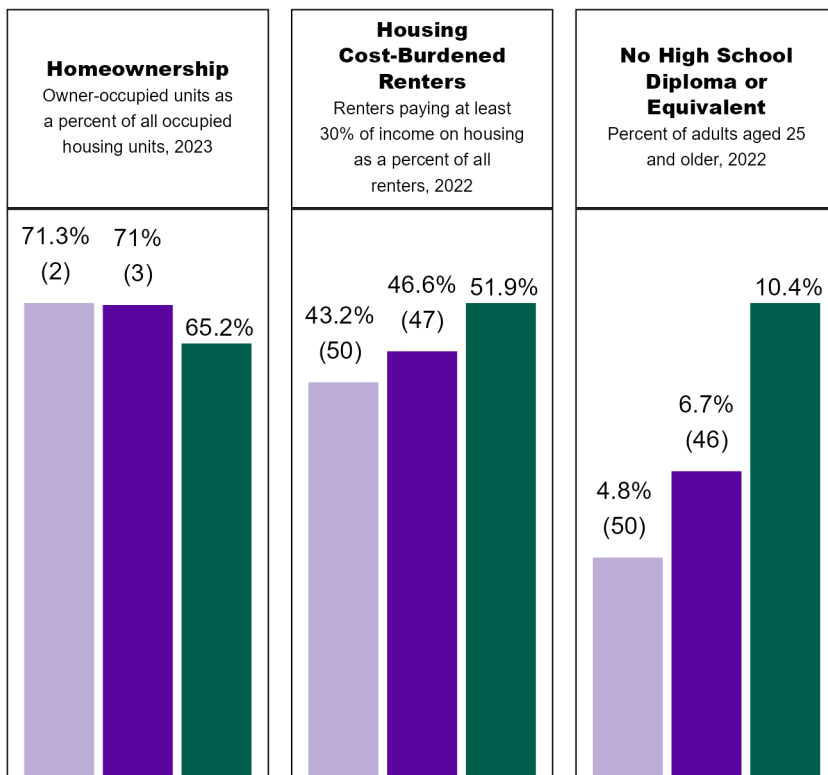
Pittsburgh has the 2nd lowest diffusion score. A vast majority of the population is white (82.7%). The second largest group is the Black population (7.3%) and all of the other population groups each make up less than 5% of the population. The Hispanic population is the smallest share of any of the peer regions, 2.1%.

The region is also favorable on well-being and two additional measures that indicate a good quality of life in the region, health care coverage and education. The region has the 10th highest CORE score (5.8), the 4th lowest percentage of population lacking health insurance (3.7%), and the lowest percentage of the adults lacking a high school diploma or equivalent.

Strengths

Some metrics the region ranks among the 10 most favorable

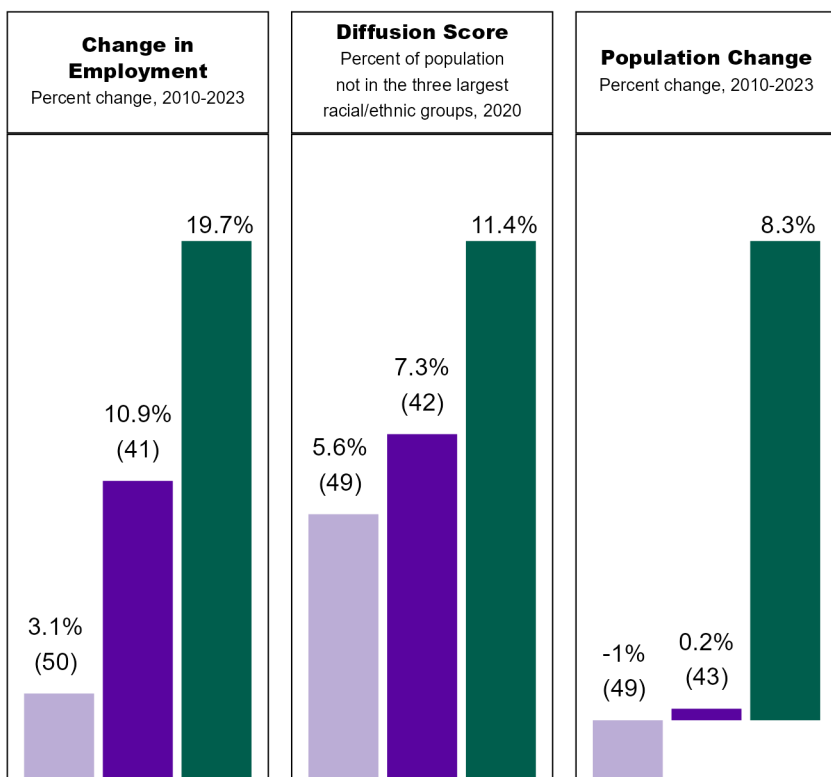
■ Pittsburgh ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Pittsburgh ■ St. Louis ■ United States



Portland MSA

25th Most Populous U.S. Metro

Population 2023: 2,508,050

Population Change

The region was in the middle of the peer regions on population change over the past decade, but in recent years, experienced slower growth than about two-thirds of the peer regions. From 2022 to 2023, the region saw a small population decrease. The region is not strong in international migration, ranking 40th, increasing the population by 0.5% from 2020 to 2023.

Age

Portland has the 11th largest share of working-age adults and a relatively small share of children, while the median age is relatively high, ranking 15th.

Diversity

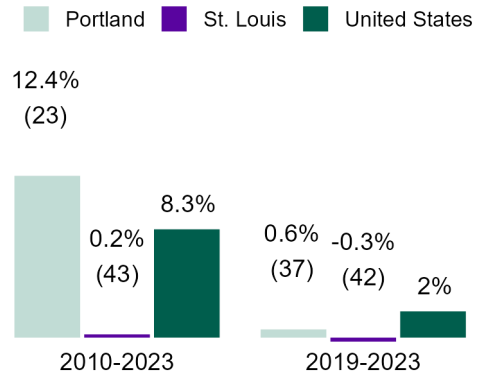
The region is about in the middle on the diffusion score, ranking 17th, but has the 4th largest share of multiracial residents and the 8th largest share of people of other races. The white population is also relatively large, the 10th largest share, while the Black population is the 3rd smallest.

Employment

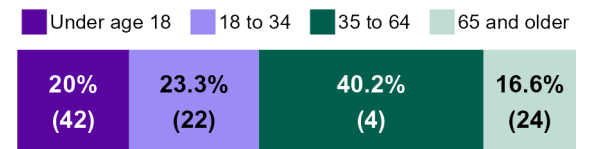
Employment growth in the region was above the national average from 2010 to 2023, ranking 23rd, and slipped to 32nd for 2019 to 2023. Two industries went from seeing significant gains in the decade before the pandemic to showing losses in the last four years. Manufacturing increased employment levels by 22,000 from 2010 to 2019 but lost 4,000 from 2019 to 2023. Leisure and hospitality gained 31,900 from 2010 to 2019 but lost 7,300 in the following four years. Several other industries continued to see gains, albeit at a slower pace. Professional and business services increased employment levels at an average rate of 6,000 per year from 2010 to 2019, dropping to 2,000 per year from 2019 to 2023. Average annual gains in health care and social assistance dropped from 4,500 to 1,400. Construction grew at a pace of 3,400 per year from 2010 to 2019, dropping to 1,500 per year since 2019.

Population Change

Percent change (rank)

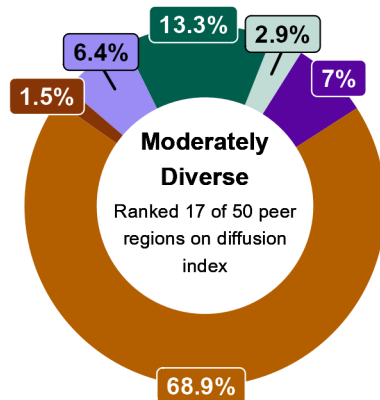


Population by Age Group, (Rank), 2022



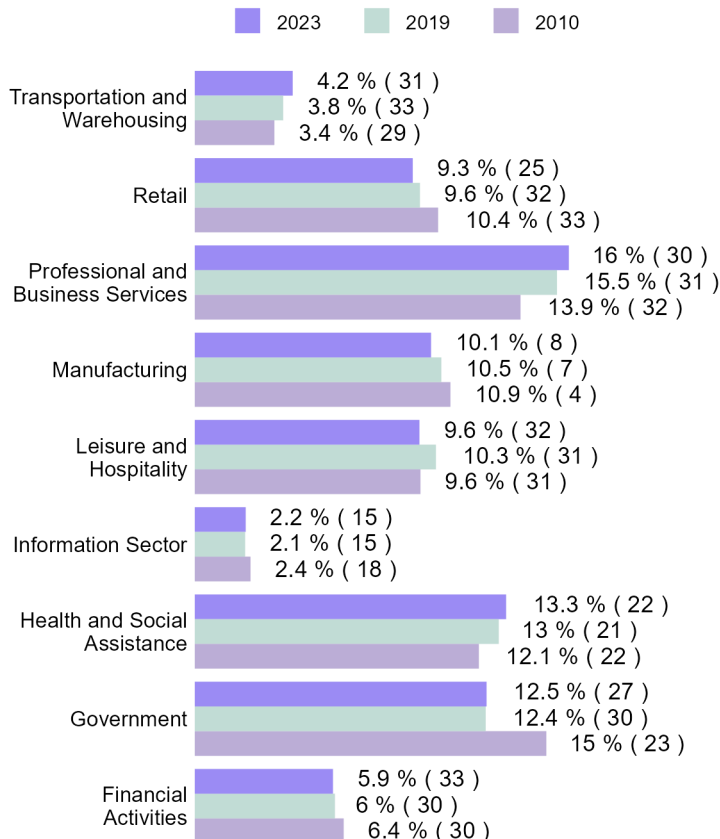
Race and Ethnicity, 2022

Legend: Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



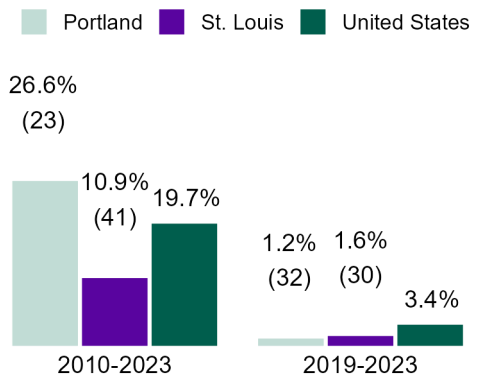
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 8

Non-favorable Vitality Rankings: 2

The Portland region is positive on eight vitality metrics but is not among the most favorable on the change in population and employment variables. Over the past decade, the region was about in the middle of the peer regions on both population and employment change but has seen relatively less growth in more recent years.

The region is among the most favorable peer regions on the measures of racial and income segregation. The Black population is relatively well integrated with the white population, ranking 42nd on the dissimilarity index. The rate of concentrated poverty ranks 46th with 1.2% of poor people living in high poverty areas. The region is also among the most favorable on vacancy with the 4th lowest rate.

The region is fairly diverse, elevating the importance of considering all population groups when examining racial and ethnic disparity. The region is among the most favorable on both excess metrics, ranking 48th for disparity in homeownership and ranking 47th for disparity in infant mortality. The Black population makes up a small percentage of the population. Therefore, it is not prominent in the excess disparity totals. However, the region is among the least favorable on both measure of Black-white disparity. The homeownership rate for Black households is 28%, less than half the rate of the White population (65.9%).

The second vitality metric on which the region is among the least favorable is motor vehicle theft, ranking 4th.

The third challenge highlighted here is that the region has the 3rd highest heat- and cold-related death rate, with 1.5 deaths per 100,000 people (age adjusted) for 2018-2022.

The region is among the most favorable on three variables that can be considered quality of life measures. The region ranks 43rd with a relatively low infant mortality rate (3.7), 43rd with an average of three days of poor air quality a year, and 42nd with 7.3% of adults lacking a high school diploma. Despite good marks on these, the region is in the middle among the peer regions on the CORE score, ranking 23rd, with a score of 5.6.

Strengths

Some metrics the region ranks among the 10 most favorable

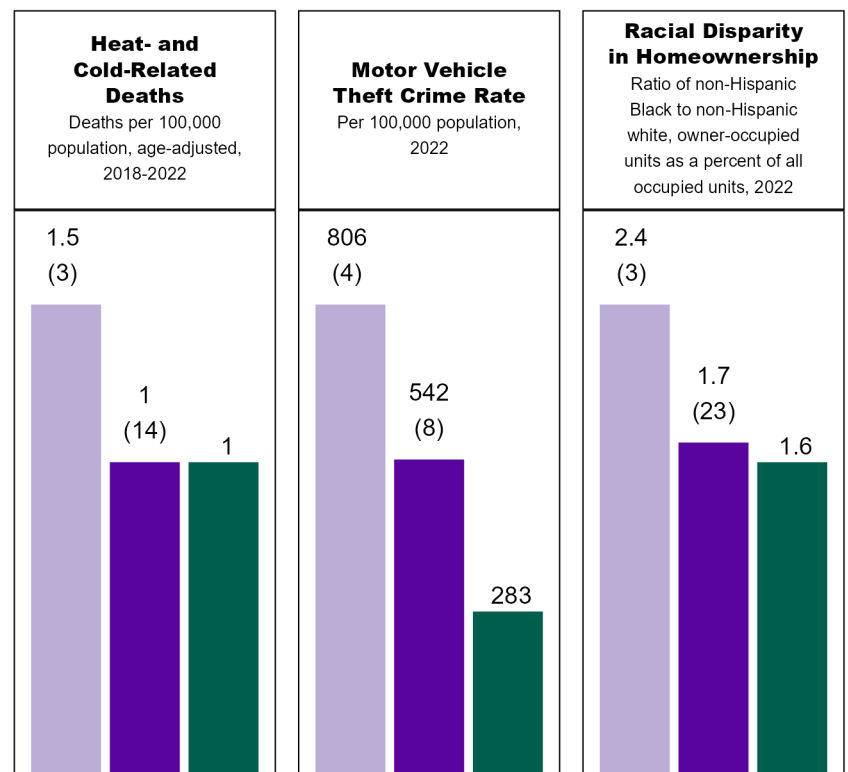
Portland St. Louis United States



Challenges

Some metrics the region ranks among the 10 least favorable

Portland St. Louis United States



Providence MSA

39th Most Populous U.S. Metro

Population 2023: 1,677,803

Population Change

Providence was among the top third for population change from 2019 to 2023 but 36th for change from 2010 to 2023. The region is in the middle on the migration variables and is one of the 10 regions that saw a decrease due to natural change from 2020 to 2023.

Age

Providence is one of the oldest of the peer regions, ranking 6th for both the percentage of seniors and the median age of 40.8. The region also has the 4th smallest share of children.

Diversity

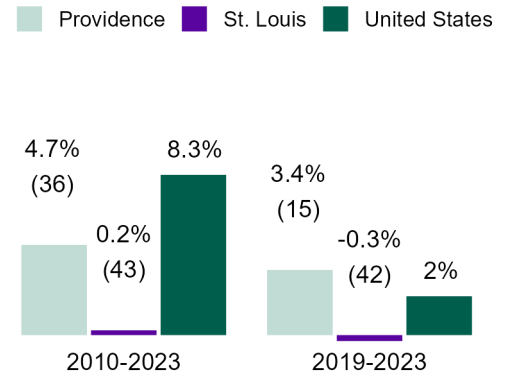
The region is predominantly white, making up 70.9% of the population, the 7th largest share among the peer regions. The Hispanic population is the next largest group with the remaining population groups each making up 5% or less of the population.

Employment

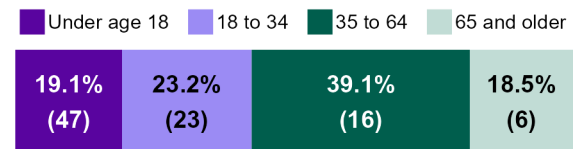
Providence has seen below average employment growth in recent years, ranking 43rd from 2010 to 2023, and rising to 38th for growth from 2019 to 2023. There were no dramatic changes in employment levels from 2019 to 2023. Overall, employment in the region grew by 200 wage and salary jobs. Leading industries included construction (+2,100), transportation and warehousing (+1,300), and professional and business services (+1,200). Declines were seen in health care and social assistance (-1,800), leisure and hospitality (-1,700), and other services (-1,300).

Population Change

Percent change (rank)

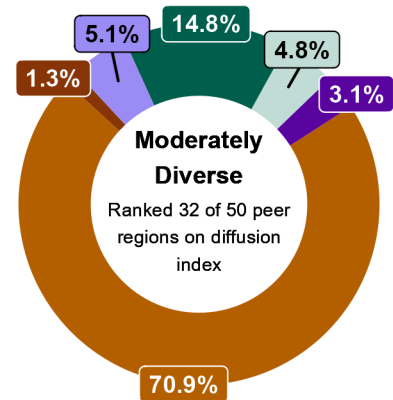


Population by Age Group, (Rank), 2022



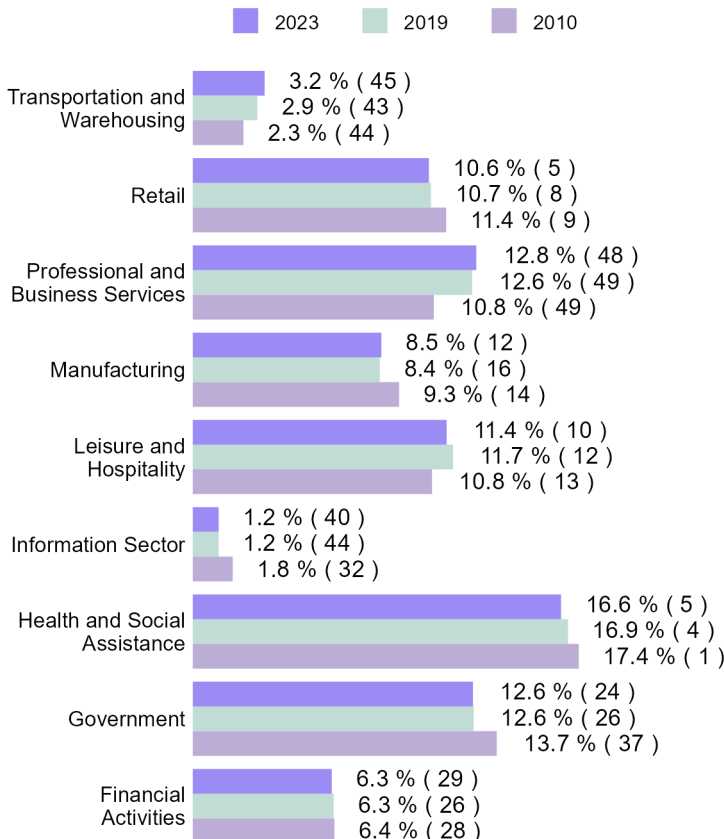
Race and Ethnicity, 2022

Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



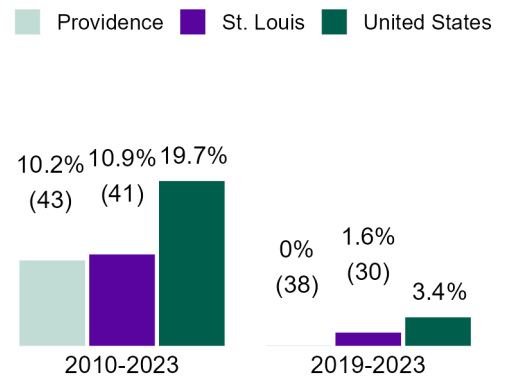
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 8

Non-favorable Vitality Rankings: 5

The Providence region is not booming but has retained steady population and employment growth. The region landed as one of the least favorable on change in employment from 2010 to 2023 but still had a growth rate of 10.2%. Like other small regions, Providence has relatively few daily flights, with a rank of 47th on this metric. The region is also among the most unfavorable for the GDP per capita, ranking 48th.

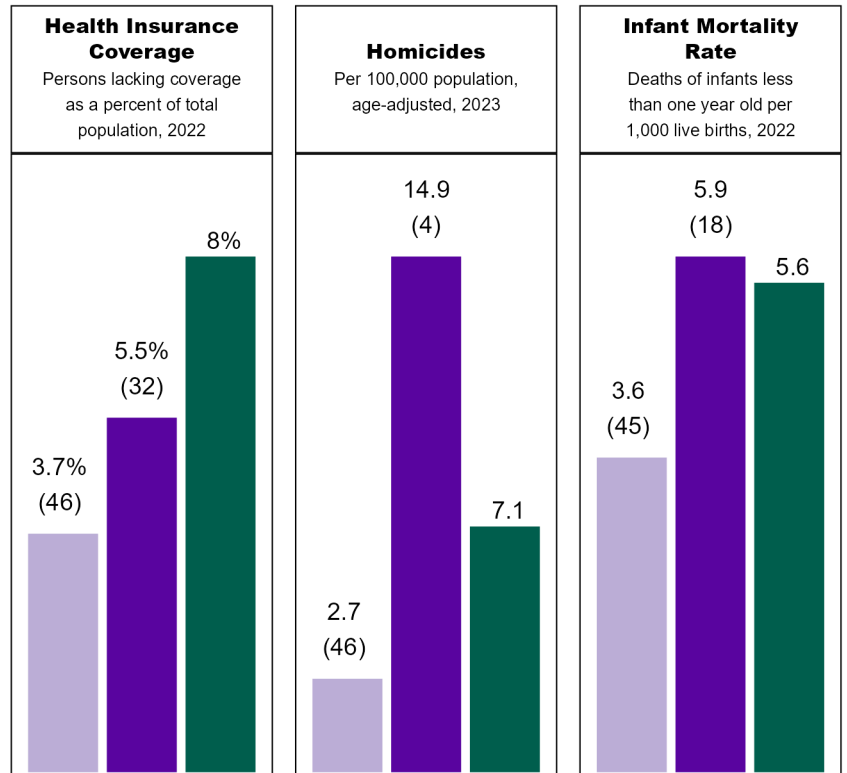
The region is among the most favorable on a couple of quality-of-life areas. Providence has the 5th lowest percentage of population lacking health insurance and the 5th lowest infant mortality rate. The region has the 6th lowest racial and ethnic disparity rate for infant mortality with 26.9% of infant deaths in excess due to disparities. However, the region is among the least favorable for ethnic disparity in homeownership rates. The relatively large Hispanic population has a homeownership rate of 35%, compared to the white rate of 68.8%.

Providence is among the most favorable regions on both crime metrics tracked here, with the 4th lowest homicide rate in 2022 and ranking 38th (out of 40) on motor vehicle theft rate.

Strengths

Some metrics the region ranks among the 10 most favorable

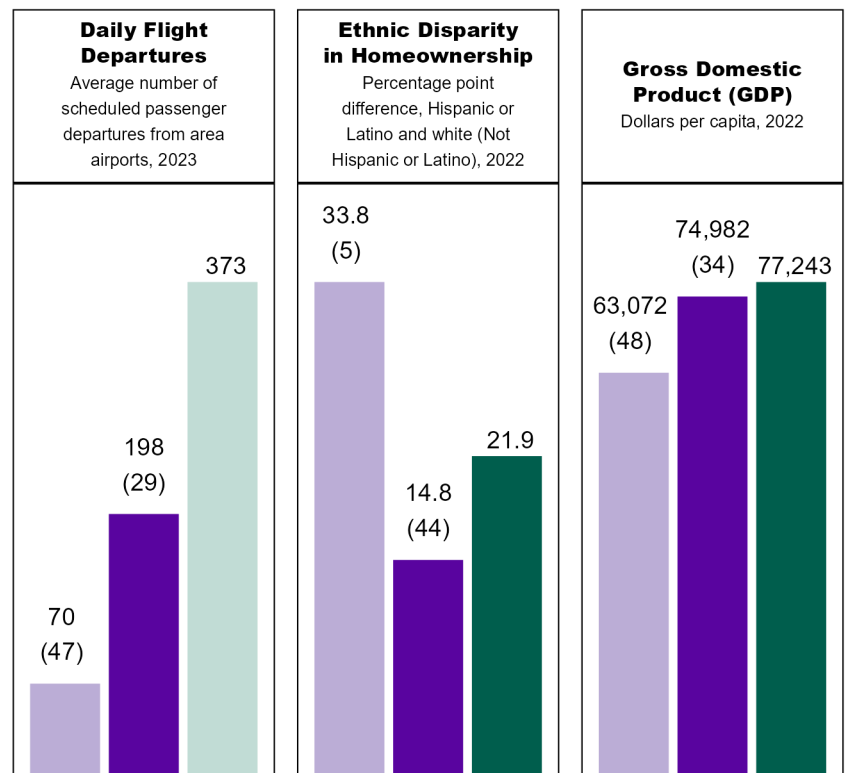
■ Providence ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Providence ■ St. Louis ■ United States ■ Peer Average



Raleigh MSA

41st Most Populous U.S. Metro

Population 2023: 1,509,231

Population Change

Raleigh has been a leader in population change, ranking 2nd from 2010 to 2023 and 4th from 2019 to 2023. From 2020 to 2023, the region had both robust natural change, ranking 6th, and robust domestic migration, ranking 4th. The region is not as strong on international migration, but still ranked 17th.

Age

The median age for the region ranks 35th at 37.5, while the share of working-age adults is relatively high, ranking 7th. The percentage of children is also on the high end, coming in at 13th among the peer regions.

Diversity

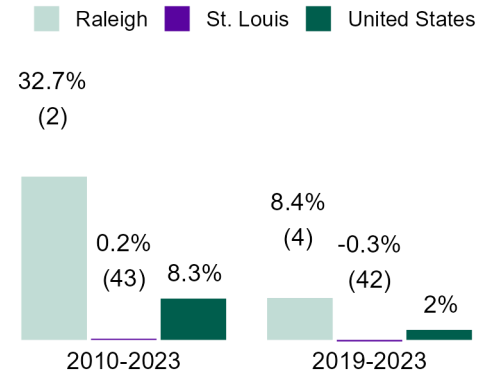
Raleigh is about in the middle of the peer regions for the percentage of population that is white and has sizable shares of both Black and Hispanic residents. The region ranks relatively high on the diffusion score with 11.8% of the population not in these three groups.

Employment

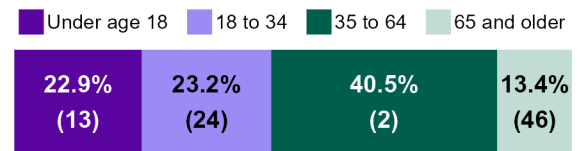
Raleigh has been one of the fastest growing regions in recent years. The region ranked 4th on employment growth from 2010 to 2023 and 2nd for growth from 2019 to 2023. In this four-year period, wage and salary employment increased by 83,000. As in many growth regions, professional and business services was the leading industry, accounting for a net increase of 21,100 jobs. Health care and social assistance was next (+11,100). Industries with gains between 5,000 and 10,000 included mining, logging, and construction; transportation, warehousing, and utilities; financial activities; and other services.

Population Change

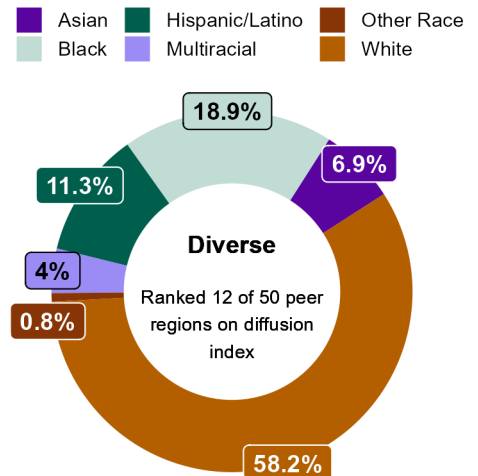
Percent change (rank)



Population by Age Group, (Rank), 2022

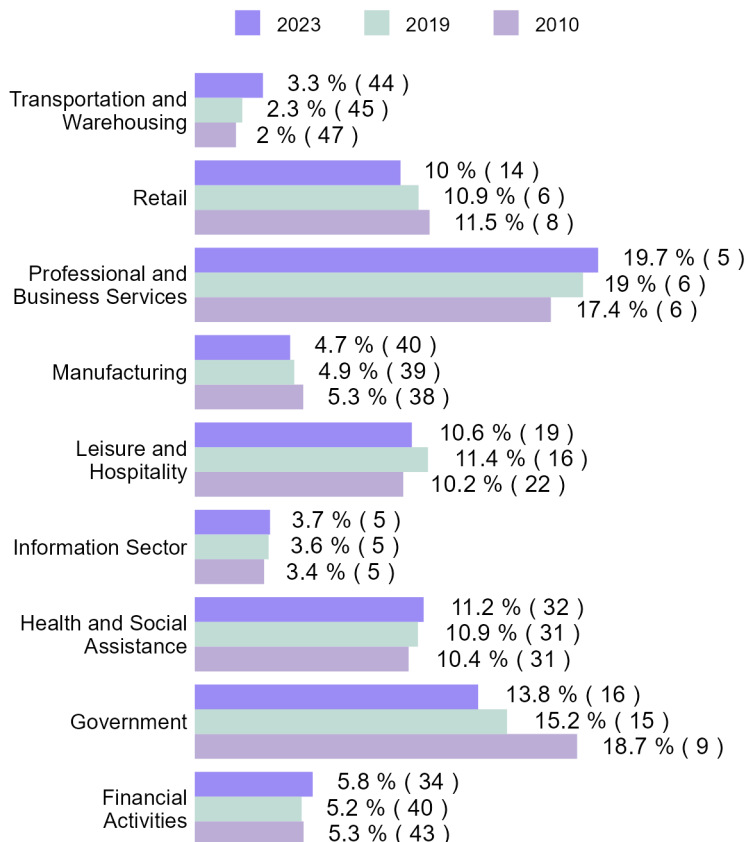


Race and Ethnicity, 2022



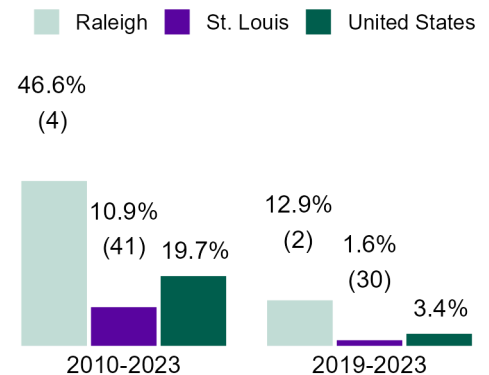
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 18

Non-favorable Vitality Rankings: 2

Among the peer regions, Raleigh ranks among the most favorable on the largest number of vitality metrics. The region is among the least favorable of the peer regions on only two vitality metrics, but the region is not without challenges.

Raleigh has experienced some of the largest population and employment gains, ranking among the top four on both for both time periods. The region also had the 4th largest increase in population due to net migration, although the region also experienced one of the largest out-migrations for the 2016-2020 time period (4.4%, ranking 8th).

Thus far, the region has remained relatively affordable, with the lowest percentage of homeowners being cost-burdened among the peer regions. While not quite as favorable for renters, the region still has the 7th lowest rate of cost-burdened renters. The region had the 9th highest vacancy rate in 2022, 9.3%. The largest share of vacancies (56.4%) were "houses for rent but not occupied." Nationally, this category accounted for a much smaller proportion, 17.6% of vacancies.

The region ranks favorably on the well-being score (6th) as well as on many areas that measure quality of life topics. The region had the 6th largest percentage of adults with a college education, 8th largest rate of homeownership, 9th highest median household income, 3rd lowest poverty rate, and the 7th lowest homicide rate.

The Black and white populations are relatively well integrated; the region ranks 49th, with a score of 42.9 on the dissimilarity index. However, the region ranks among the least favorable on a handful of metrics of racial disparity. The infant mortality rate for the Black population is 3.4 times higher than that of the white population, the 9th largest ratio. The region is also among the most unfavorable of the peer regions for disparity between Black and White residents on metrics for both cost-burdened renters and owners and for the disparity in health insurance coverage.

Notably, the region is also among the least segregated by income, with only 2.8% of the poverty population living in concentrated areas of poverty.

Strengths

Some metrics the region ranks among the 10 most favorable

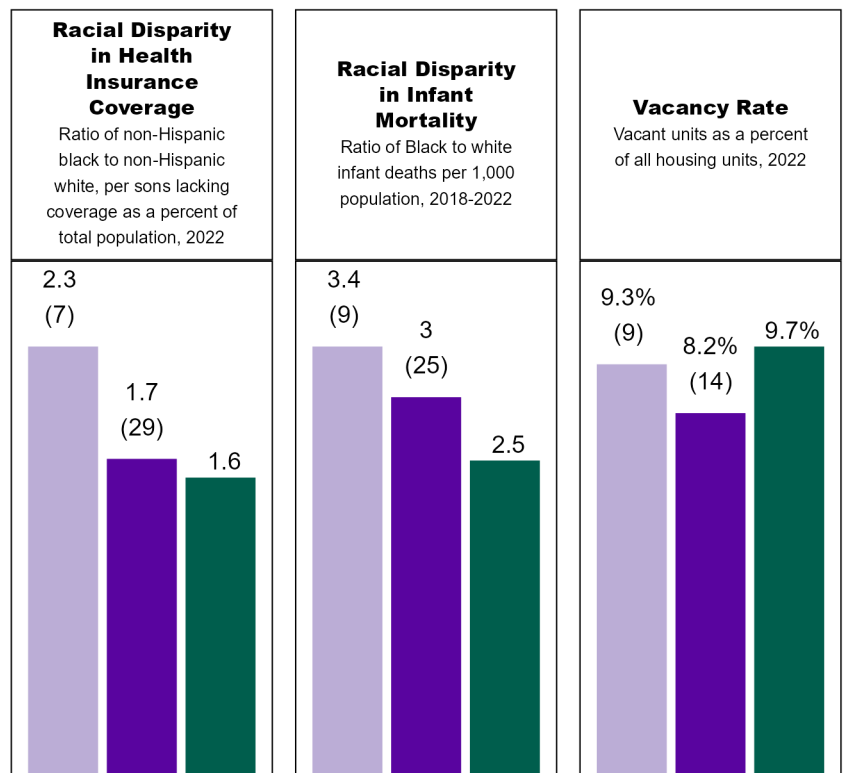
■ Raleigh ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Raleigh ■ St. Louis ■ United States



Richmond MSA

44th Most Populous U.S. Metro

Population 2023: 1,349,732

Population Change

Richmond was among the top third of regions for population change from 2019 to 2023 and ranked 20th for change from 2010 to 2023. In recent years, the region had the 12th largest increase due to domestic migration, was close to the national average for international migration, and was relatively low on natural change (raking 39th).

Age

Richmond is about in the middle of the peer regions on all of the age variables, including 21st on median age and on percentage of working-age adults.

Diversity

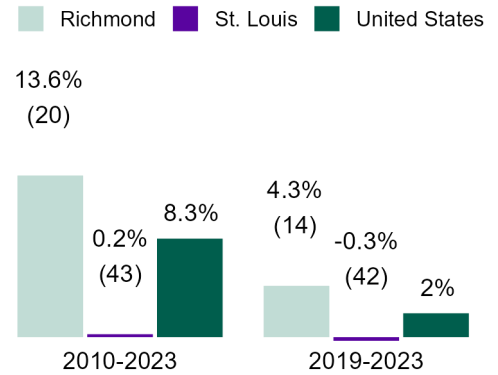
Just over half of the population of Richmond is white. The Black population is relatively large, the 7th largest share among the peer regions. The third largest group is relatively small, but the Hispanic population accounts for 7.1% of the population.

Employment

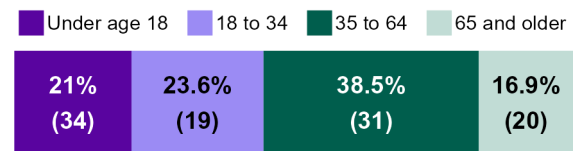
Employment growth in Richmond has been close to the national average, ranking 27th for change from 2010 to 2023, rising to 21st for growth from 2019 to 2023. In these recent years, wage and salary employment increased by 25,600 jobs. Leading industries were transportation, warehousing, and utilities (+8,500); financial activities (+6,400); and professional and business services (+4,400). As a state capital, Richmond lost 2,200 jobs in state government. Increases in federal and local government employment largely offset this loss.

Population Change

Percent change (rank)

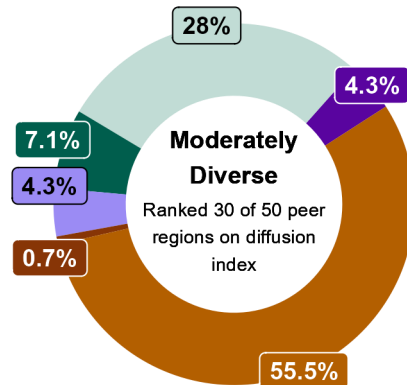


Population by Age Group, (Rank), 2022



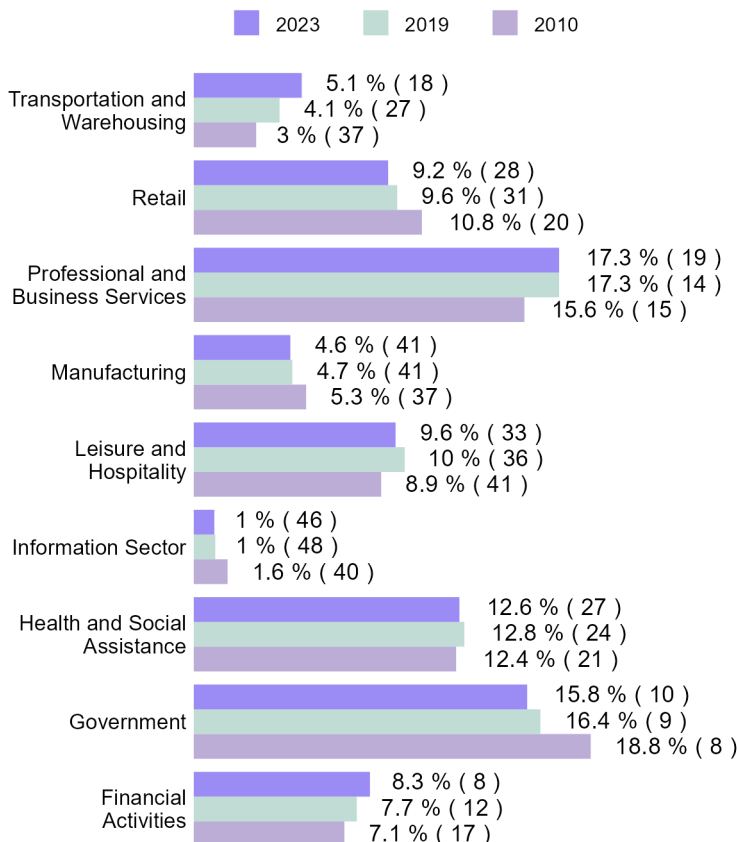
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



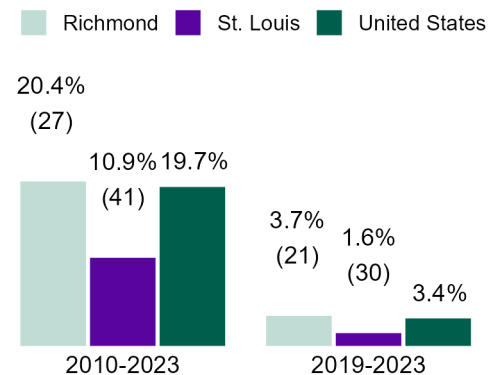
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 6

Non-favorable Vitality Rankings: 4

Richmond is among the most favorable on homeownership, with the 10th highest rate among the peer regions. The disparity between the white and Black homeownership rates is relatively low among the peer regions, ranking as the 3rd lowest on both the ratio and point gap metrics. However, the Black ownership rate is 54.2%, compared to 75.9% for white households. The rate is even lower, 46.9%, for the Hispanic population, resulting in the 9th highest percentage point gap compared to white households.

The region also ranks poorly on the disparity in infant mortality rates for the Hispanic population. Overall, the region has the 6th highest infant mortality rate and the largest difference in rates between the white and Hispanic populations. The Hispanic rate is about twice that of white rate, 8.3 and 4.1 deaths per 1,000 population, respectively. The rate for the Black population, 11, is even larger than that of the Hispanic population, but the difference from the white rate is about average among the peer regions.

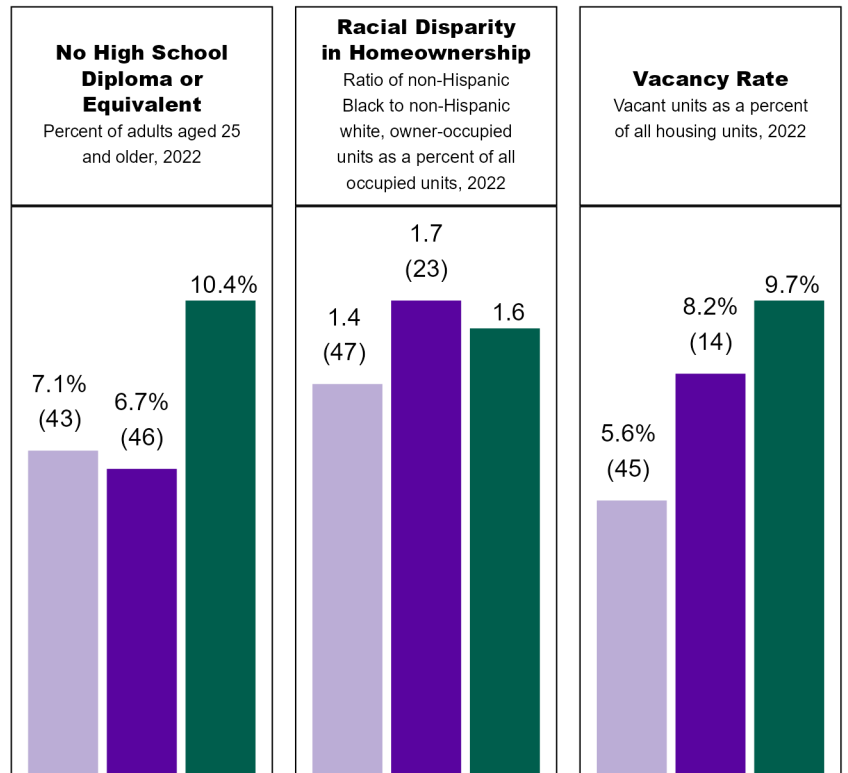
The region has one of the lowest rates of residential vacancy (5.6%) and the 8th lowest percentage of population lacking a high school education.

As one of the least populous of the peer regions, it is not surprising that the region has relatively few daily flight departures, ranking 45th.

Strengths

Some metrics the region ranks among the 10 most favorable

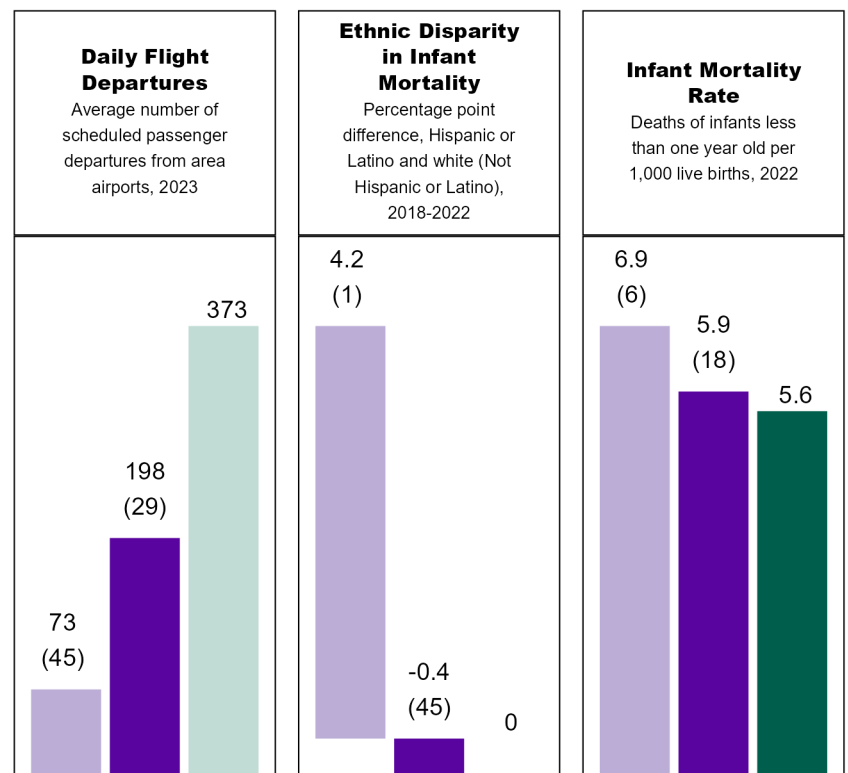
Richmond St. Louis United States



Challenges

Some metrics the region ranks among the 10 least favorable

Richmond St. Louis United States Peer Average



Riverside MSA

12th Most Populous U.S. Metro

Population 2023: 4,688,053

Population Change

Riverside has experienced population gain but has not been among the most robust, ranking 26th for population change from 2010 to 2023 and 34th from 2019 to 2023. The region was in the middle among the peer regions for gains from natural change and domestic migration but had the 2nd lowest gain due to international migration from 2020 to 2023.

Age

Riverside has a relatively young population, with the 4th largest share of children and the 4th lowest median age. The percentage of seniors is also relatively low, ranking 43rd.

Diversity

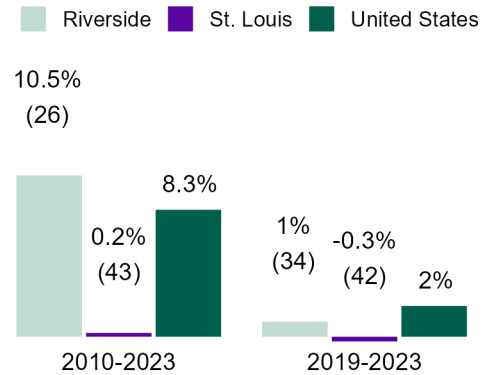
The largest population group in the region is the Hispanic and Latino population, accounting for 54% of residents; this is the 2nd largest percentage among the peer regions. The second largest group in the region is the white population, which is the smallest share among the peer regions.

Employment

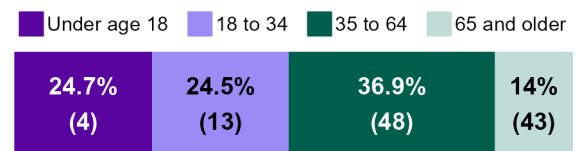
In recent decades, Riverside has become the nation's leading region in warehousing and logistics. With over a billion square feet of warehouse space, the region handles much of the freight that enters the country through the port of Los Angeles. Some 12% of Riverside's workforce is employed in transportation and warehousing, three times the national rate of 4%. The pandemic revolutionized the way consumers acquire goods, causing dramatic increases in employment levels in the transportation and warehousing industry nationwide. See the next page for more on employment in the region.

Population Change

Percent change (rank)

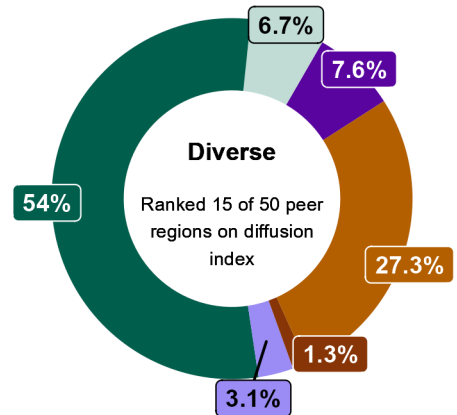


Population by Age Group, (Rank), 2022



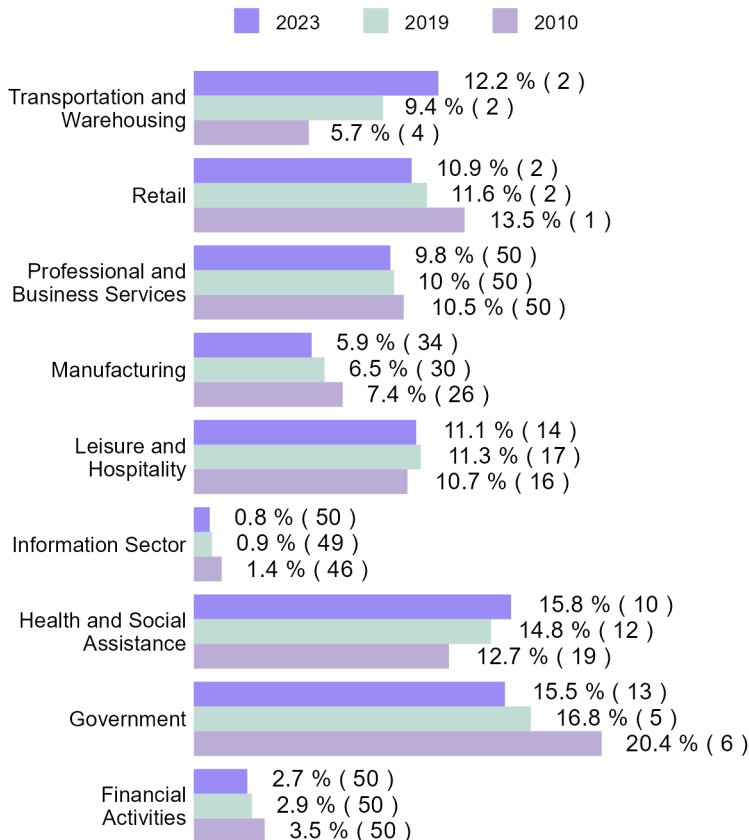
Race and Ethnicity, 2022

Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



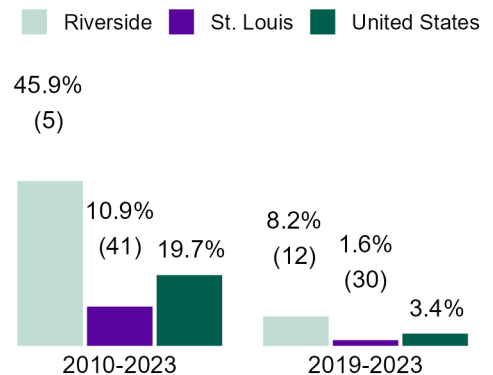
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 5

Non-favorable Vitality Rankings: 10

Riverside is one of the leading regions for employment change but is among the least favorable regions in a large number of vitality areas. From 2010 to 2023, the region had the 5th largest increase in employment. The region was also in the top third for employment growth from 2019 to 2023. Population growth for the region has not been as robust, ranking about average for the long time period and below average for the short time period.

The employment gains have not led to robust economic gains or high quality of life for residents. The GDP per capita in the region is the lowest among the peer regions, a metric that is highly correlated with per capita income. The region also ranks 50th for its well-being score on the CORE index. The region has the worst air quality among the peer regions, relatively low levels of education, high unemployment, and low housing affordability.

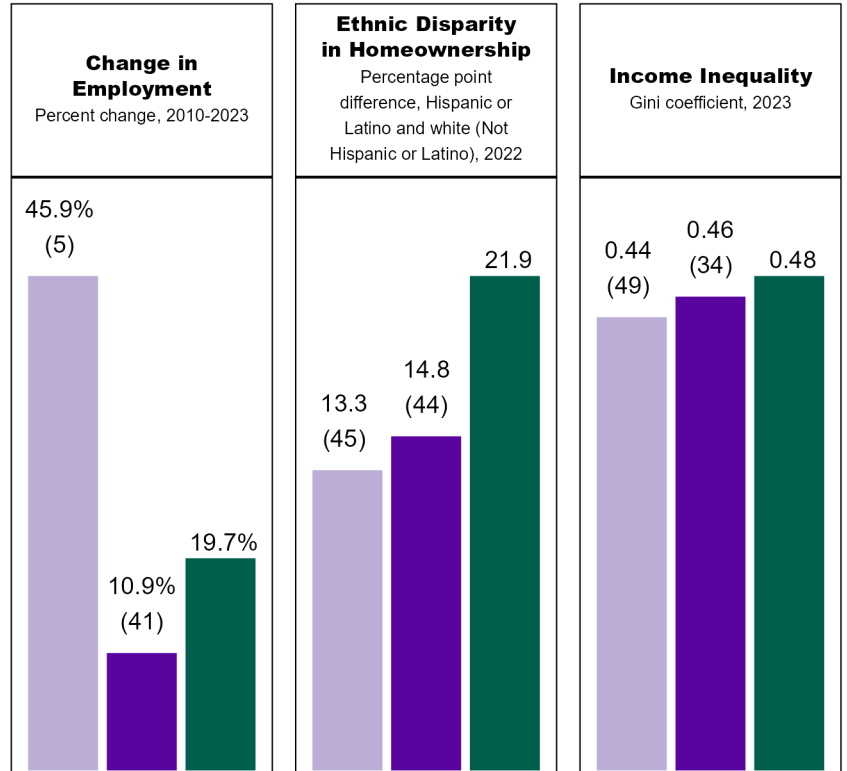
The region is relatively favorable on some measures of racial and ethnic disparity and income inequality, but these rankings are likely in part due to poor conditions for much of the population. The difference in homeownership rates between the Hispanic and white populations is the 4th lowest, with rates of 61.3% and 74.6%, respectively. Among the peer regions, this is the 3rd highest homeownership rate for a Hispanic population. The region has the 2nd lowest score on the Gini index, indicating relatively low levels of income inequality.

(Employment, continued from previous page.) From 2019 to 2023, employment in Riverside rose by 127,000 wage and salary jobs. Transportation and warehousing accounted for nearly half of this growth, with an increase of 57,700 jobs. Only two other industries grew by more than 10,000 jobs in this period: health care and social assistance (+35,600) and leisure and hospitality (+10,600). Although the increase in employment is generally viewed as a positive, the warehousing industry has been criticized for creating low-wage jobs and for causing significant degradations in air quality.

Strengths

Some metrics the region ranks among the 10 most favorable

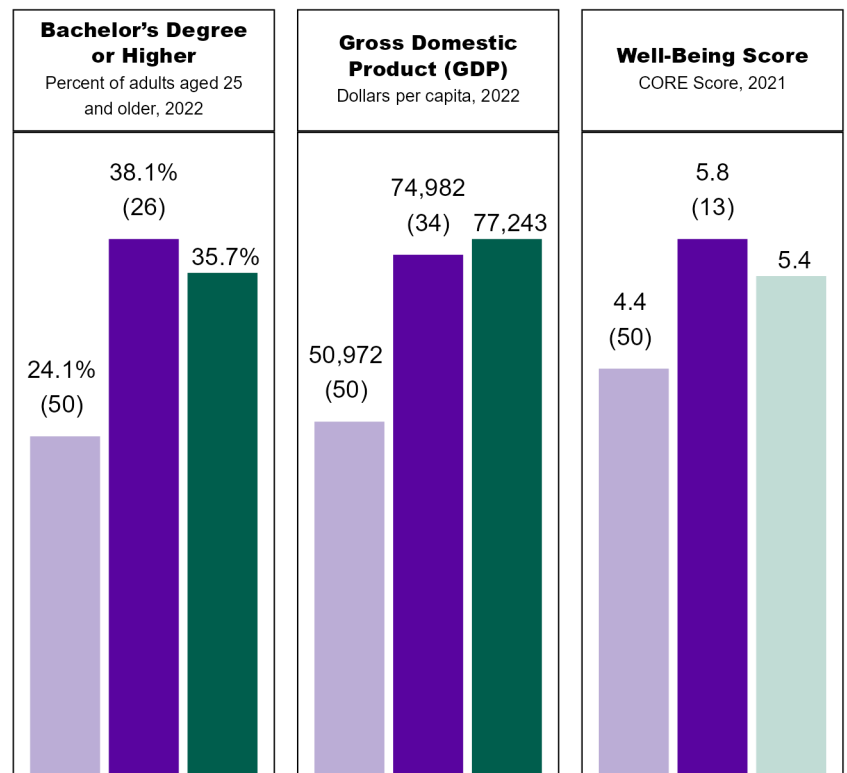
■ Riverside ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Riverside ■ St. Louis ■ United States ■ Peer Average



Sacramento MSA

28th Most Populous U.S. Metro

Population 2023: 2,420,608

Population Change

Sacramento was in middle of the peer regions for change both for 2019 to 2023 and for 2010 to 2023, as well as for population change due to domestic migration (ranking 27th) and due to natural change (ranking 25th). The region was a little stronger (ranking 16th) on international migration, but it still only accounted for 0.9% increase in population from 2020 to 2023.

Age

The region is also in the middle among the peer regions on all of the age variables, including ranking 25th, with a median age of 38.3 and ranking 31st, with 61.3% of the population of working-age.

Diversity

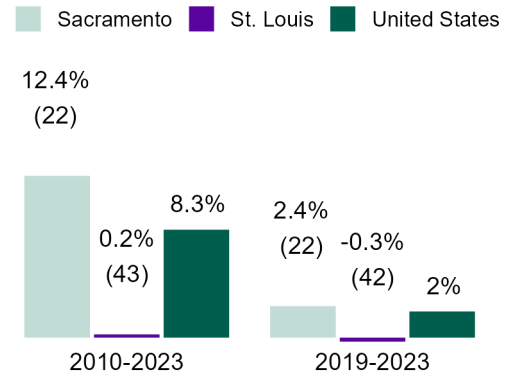
The region is relatively diverse, ranking 6th on the diffusion score, with relatively large shares of multiracial residents (ranking 3rd), Asian residents (ranking 5th), and people in the all-other races group (ranking 5th).

Employment

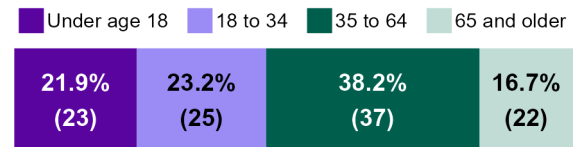
Generally, Sacramento has had employment growth above the national average. Among the peer regions, Sacramento ranked 19th on job growth from 2010 to 2023 and 20th from 2019 to 2023. In this four-year period, employment in the region increased by 51,400. As the capital of California, Sacramento benefitted from an increase in state employment with government (excluding education) growing by 14,500 jobs in the region. Other leading industries included health care and social assistance (+19,500) and transportation, warehousing, and utilities (+9,400).

Population Change

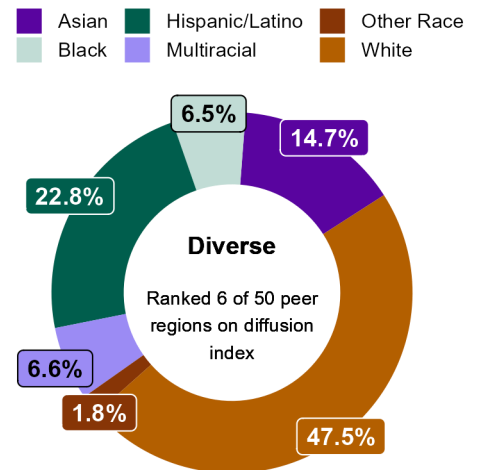
Percent change (rank)



Population by Age Group, (Rank), 2022

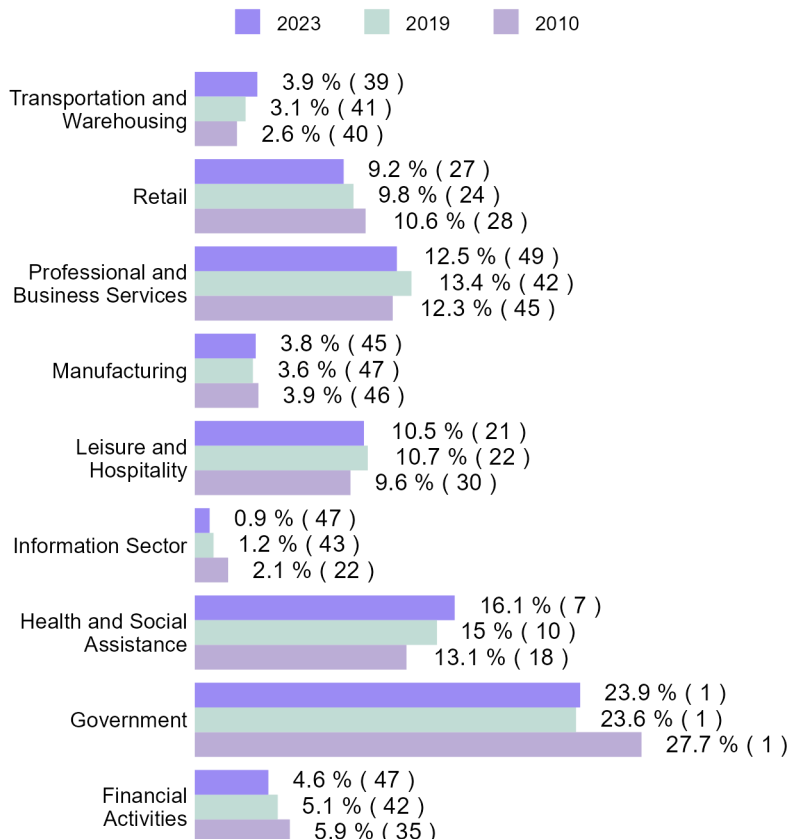


Race and Ethnicity, 2022



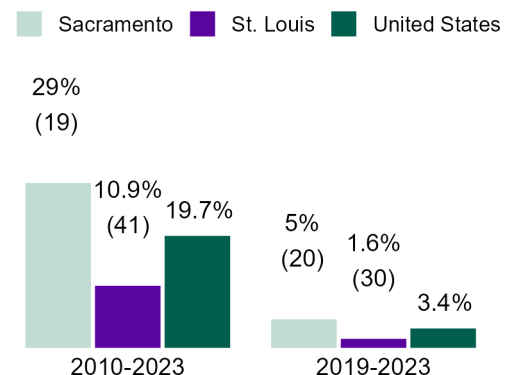
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 4

Non-favorable Vitality Rankings: 5

Sacramento is the 6th most diverse region based on the diffusion score, with 14.9% of the population not in the three largest groups. The white population is the largest group but makes up less than half of the population (47.5%). The second largest is the Hispanic population (22.8%), followed by the Asian population (14.7%). The Black and multiracial populations each make up about 6.5% of the population.

For such a diverse population, the excess measures of disparity are important, since they consider people of all races and ethnicities. The region is among the most favorable on the excess in infant deaths measure, ranking 45th, with 26.4% of the infant deaths in excess of what would have been if all groups had the rate of the best-off group (Asian population).

Another strength for the region is a relatively low proportion of residents lacking health insurance, 4.1%, ranking 44th.

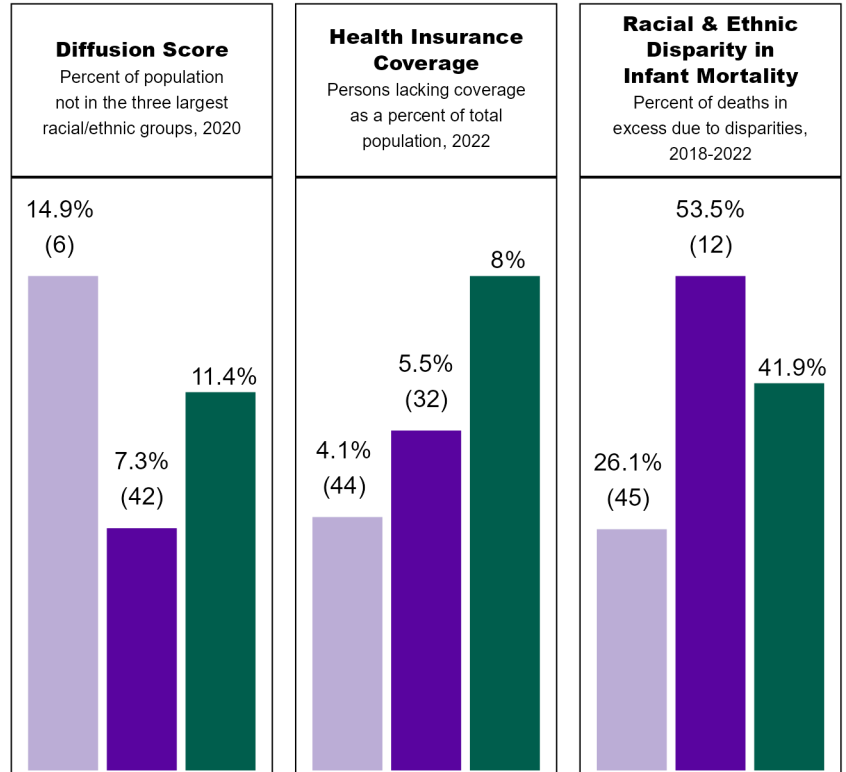
The region ranks among the least favorable on all three measures of housing affordability. More than half of renters are cost-burdened, the 4th highest rate. The rate for owners, 27.7%, is lower but is still ranks 7th among the peer regions. The median housing cost is 23.6% of the median household income, the 8th highest percentage among the peer regions.

A third area of potential challenge for the region is the unemployment rate, which was the 6th highest in 2023, 4.3%.

Strengths

Some metrics the region ranks among the 10 most favorable

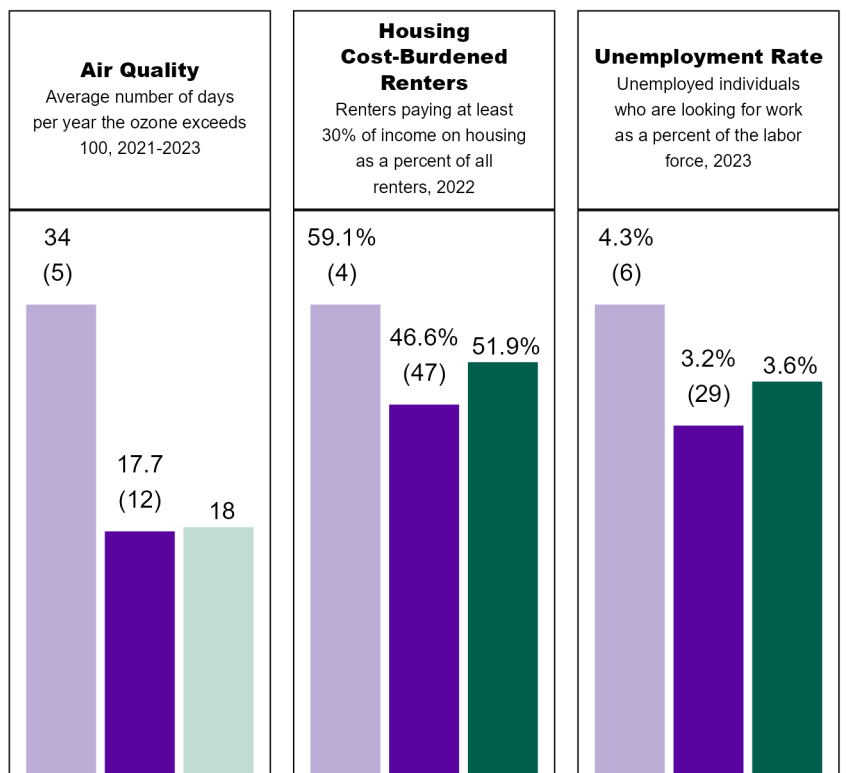
■ Sacramento ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Sacramento ■ St. Louis ■ United States ■ Peer Average



St. Louis MSA

23rd Most Populous U.S. Metro

Population 2023: 2,796,999

Population Change

St. Louis was a slow growth region from 2010 to 2023 and the region experienced a small decrease in population from 2019 to 2023. In recent years, the region lost population both due to natural change and domestic out-migration. The region did experience an increase due to international migration, but it was relatively low (ranking 46th) among the peer regions and only increased the population by 0.4%.

Age

St. Louis is the 10th oldest peer region based on median age and has the 8th largest proportion of seniors. The region is more in the middle of the peer regions on the proportion of children, as well as the percentage point change in children over the last decade.

Diversity

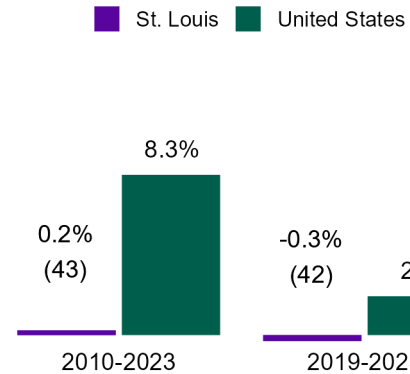
The diffusion score is the 9th lowest among the peer regions. Combined, the white and Black populations account for 87.6% of the population. The region has the 6th largest share of white residents, 2nd smallest share of Hispanic residents, and the 9th largest share of multiracial residents.

Employment

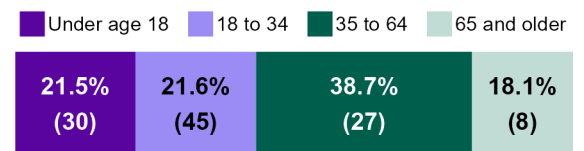
St. Louis has generally been a slow growth region since the 1970s, however, employment gains since the pandemic have been near the national average. From 2010 to 2023, the region ranked 41st with a growth of 10.9%. From 2019 to 2023, however, the region's rank rose to 30th as employment increased 1.6% (+22,300 jobs). Leading growth industries were mining, logging, and construction (+7,600); transportation, warehousing, and utilities (+6,800); and professional and business services (+6,600). See the next page for more on employment in the region.

Population Change

Percent change (rank)

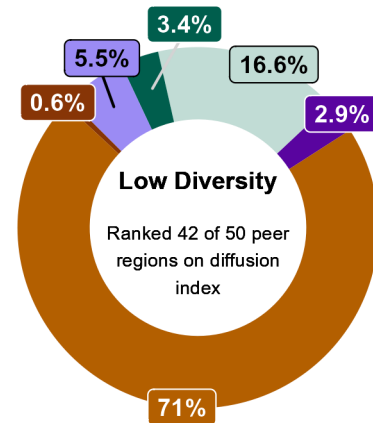


Population by Age Group, (Rank), 2022



Race and Ethnicity, 2022

Asian, Black, Hispanic/Latino, Multiracial, Other Race, White

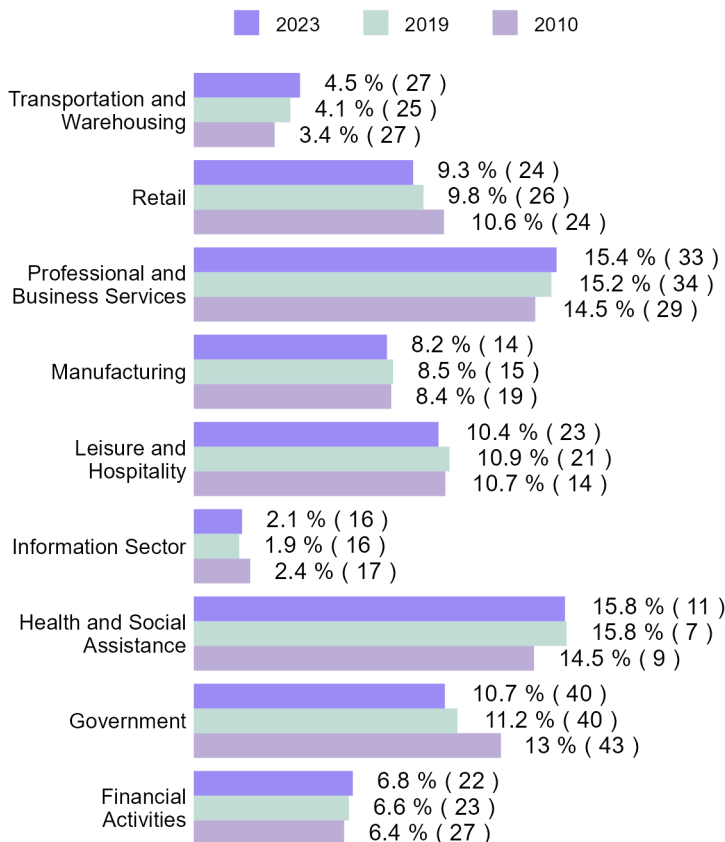


Low Diversity

Ranked 42 of 50 peer regions on diffusion index

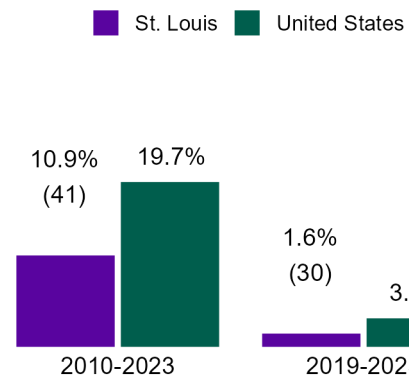
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 5

Non-favorable Vitality Rankings: 8

The St. Louis region is among the least favorable regions on population change for both time periods and for employment from 2010 to 2023. However, the region still saw a 10.9% increase in employment over this long time period and ranked toward the middle of the peer regions for change in population from 2019 to 2023. The region also experienced the 2nd largest decrease in the central city population from 2010 to 2022.

An area of strength for the region is in housing affordability and homeownership. The region is among the most favorable on all three affordability metrics. The median housing cost is 17.7% of the median household income. The region has the 4th lowest percentage of renters that are cost burdened (46.6%) and the 5th lowest percentage of owners that pay more than 30% of their income on housing. Stemming from this, the region has the 4th highest rate of homeownership. Racial and ethnic disparities in ownership rates are present, but for the most part, they are relatively average among the peer regions.

The region's other challenges are well-known and are areas of focus for leading civic organizations. The region had the 4th highest homicide rate in 2022 and the 8th highest motor vehicle theft rate. The Black-white segregation, based on the dissimilarity index, ranked 6th among the peer regions, and the Black-white difference in infant mortality rates is the 9th largest disparity. While not among the top 10, the region is 12th on the excess metric with 53.5% of infant deaths in excess of what they would have been if all groups had the rate of the best-off group.

Another area of strength for the region is a relatively small share, 6.7%, of the adult population lacking high school education, ranking 46th. The region is in the mid-range for percentage of adults with a college degree, but higher than the U.S. average.

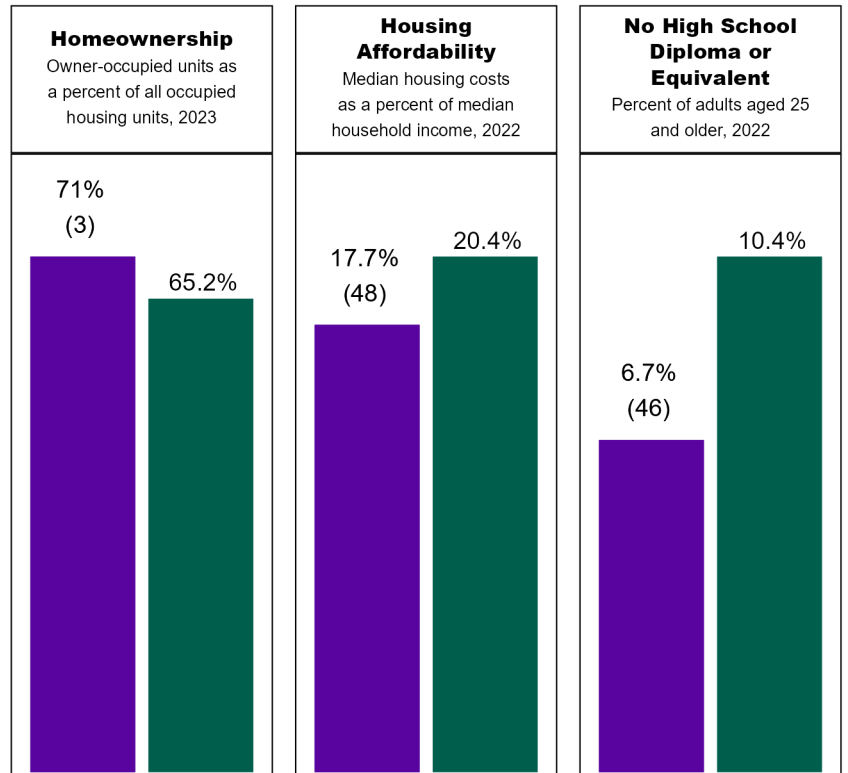
(Employment, continued from previous page.)

Health care, long a dominant industry in the region, declined over the four-year period. The number of jobs in hospitals declined by 3,100, and employment in nursing and residential care facilities decreased by 3,600. Also declining were jobs in leisure and hospitality (-4,200) and government (-5,100).

Strengths

Some metrics the region ranks among the 10 most favorable

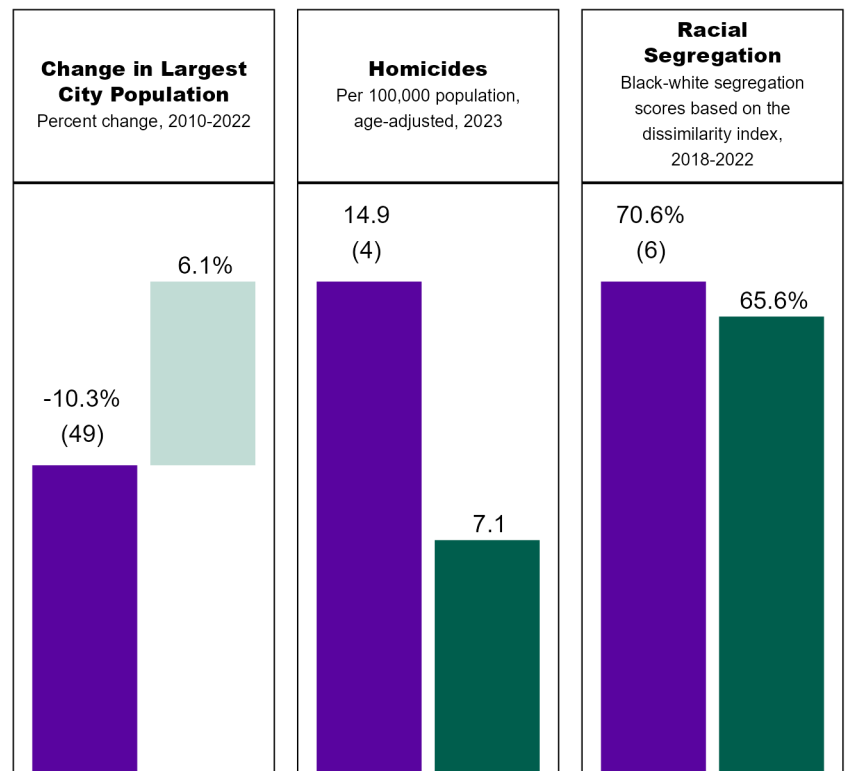
■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ St. Louis ■ United States ■ Peer Average



Salt Lake City MSA

46th Most Populous U.S. Metro

Population 2023: 1,267,864

Population Change

Salt Lake City was just barely in the top third of regions for population change from 2019 to 2023 and came in at 17th from change from 2010 to 2023. Natural change is a strong area for the region, accounting for the 2nd largest increase from 2020 to 2023. The small increase due to international migration was not enough to offset the net out domestic migration, resulting in a 1.2% decrease in population due to net migration from 2020 to 2023.

Age

Salt Lake City is the youngest peer region with a median age of 34. However, this relatively young region experienced the largest decrease in the share of children (-3.7 points) from 2012 to 2022.

Diversity

The region is one of the least diverse with 8.5% of the population not in the three largest groups. The white population is the largest group, followed by the Hispanic population. The remainder of the groups each make up less than 5% of the population. The region has the smallest share of Black residents among the peer regions and the 2nd largest share of people of other races, which includes the American Indian population.

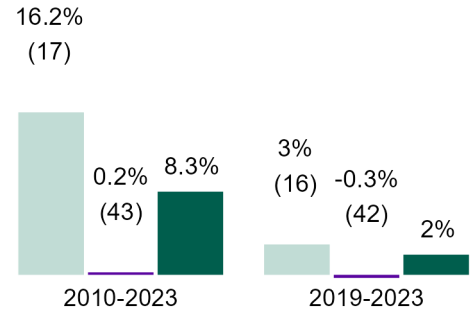
Employment

Among the peer regions, Salt Lake City ranked in the top 10 for employment growth both from 2010 to 2023 and from 2019 to 2023. From 2019 to 2023, employment in Salt Lake City increased by 66,400. Professional and business services was the biggest contributor, with a gain of 14,500. Within that industry, the largest increases were seen in computer systems design; management consulting, architectural, and engineering services; and scientific research and development. Health care was another leading industry, with ambulatory health care and hospitals together accounting for a net growth of 7,300 jobs. The mining, logging, and construction Industry group gained 11,800 jobs, with most gains in the construction sector.

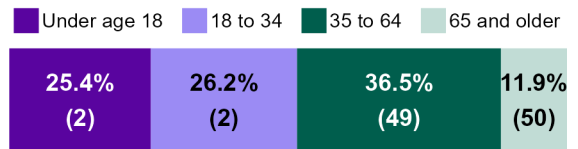
Population Change

Percent change (rank)

Legend: Salt Lake City (light blue), St. Louis (purple), United States (dark green)

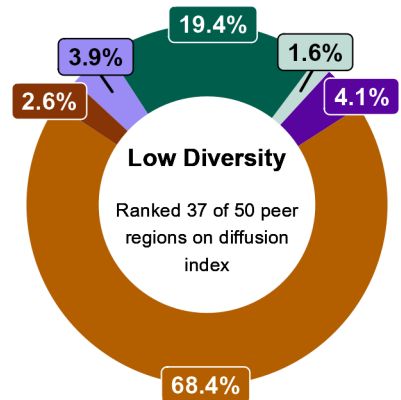


Population by Age Group, (Rank), 2022



Race and Ethnicity, 2022

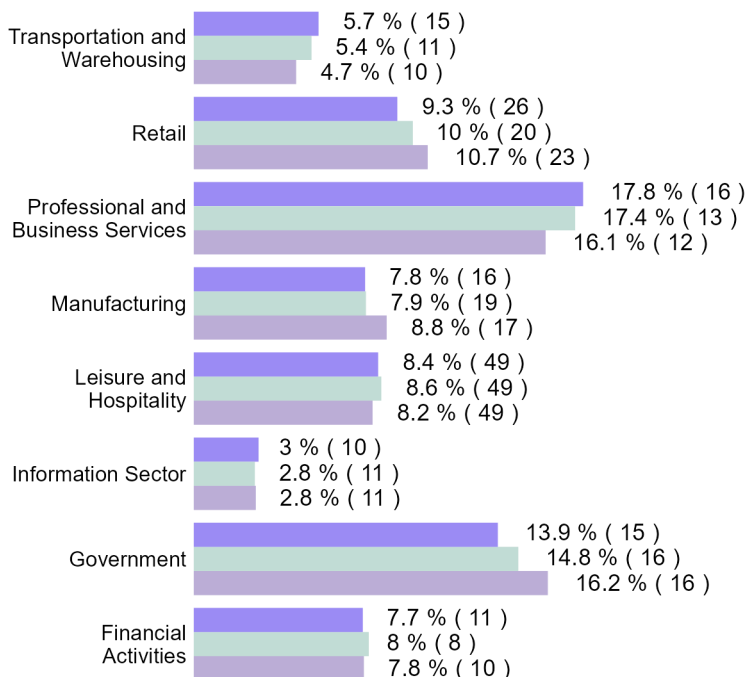
Legend: Asian (purple), Black (light blue), Hispanic/Latino (dark green), Multiracial (medium blue), Other Race (brown), White (orange)



Largest Industries

Percent of employment (rank)

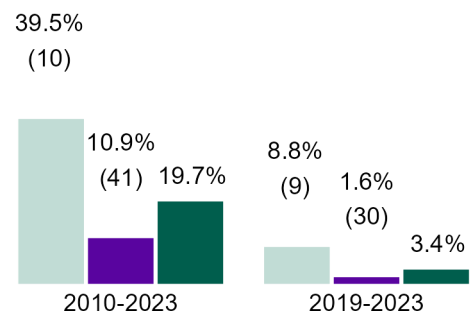
Legend: 2023 (purple), 2019 (light blue), 2010 (medium blue)



Change in Employment

Percent change (rank)

Legend: Salt Lake City (light blue), St. Louis (purple), United States (dark green)



Strengths & Challenges

Favorable Vitality Rankings: 12

Non-favorable Vitality Rankings: 2

Salt Lake City ranks among the most favorable regions on a relatively large number of vitality areas and among the least favorable in only two areas.

The region has seen some of the most robust employment growth, ranking 10th for change from 2010 to 2023 and 9th for change from 2019 to 2023. Population growth was not as high relative to the peer regions but still ranked 17th and 16th for the two time periods, respectively. The region was among the least favorable for net migration from 2020 to 2023, ranking 43rd, and accounting for a 1.2% decrease in population.

An area of strength for the region is the poverty population. Overall, the rate is the 2nd lowest, 7.4% in 2022. Further, that population is relatively well integrated, with only 0.2% of the poverty population living in areas concentrated poverty, the lowest rate among the peer regions. The region also has the lowest rate of income inequality based on the Gini index.

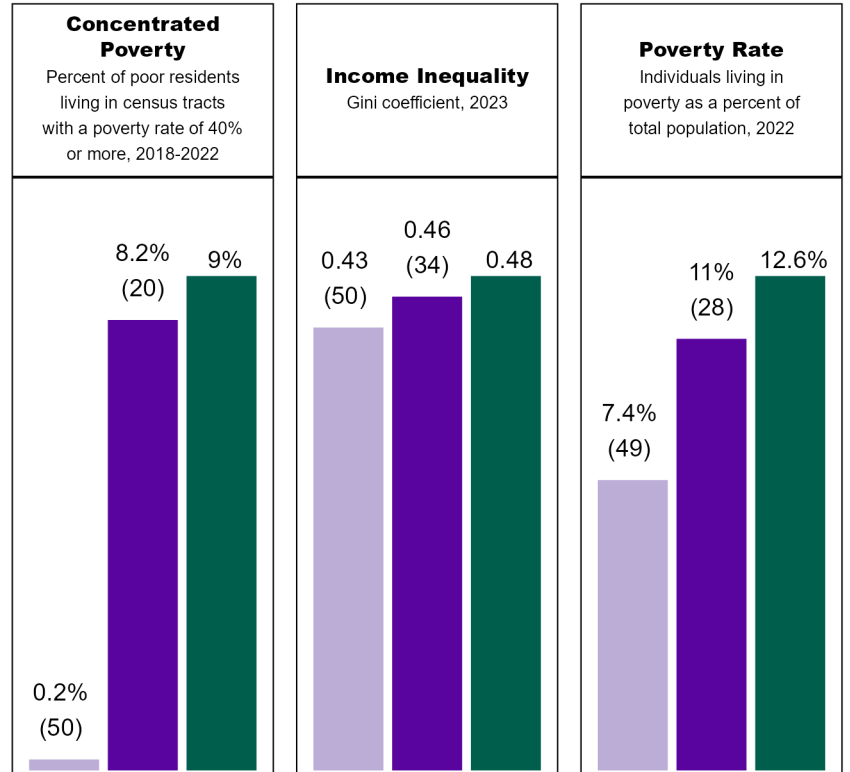
A challenge area for the region is air quality; the region ranked 8th, with an annual average of 28.7 days of poor air quality for the 2021-2023 time period.

The region had a relatively low homicides rate, ranking 46th in 2022. However, crime rates in the region were relatively high, with the total crime rate and the property crime rate in 2022 each ranking as the 6th highest, and the rate of rapes ranking as the highest among the peer regions.

Strengths

Some metrics the region ranks among the 10 most favorable

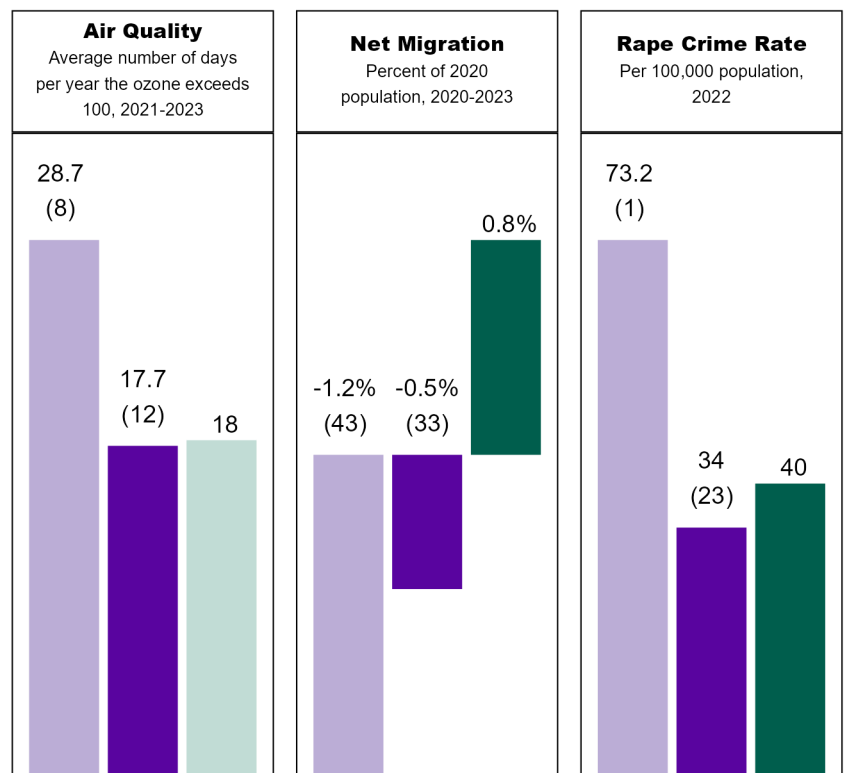
■ Salt Lake City ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ Salt Lake City ■ St. Louis ■ United States ■ Peer Average



San Antonio MSA

24th Most Populous U.S. Metro

Population 2023: 2,703,999

Population Change

The Texas region experienced the 8th largest increase in population from 2010 to 2023 and the 9th from 2019 to 2023. Domestic migration is the largest contributor, increasing the population by 3.7% (ranking 5th) from 2020 to 2023. The region also ranked high (13th) for natural change, but this only increased the population by 1%.

Age

The region is relatively young with the 6th largest percentage of children, 6th smallest percentage of seniors, and the 5th lowest median age. The share of working-age population is about in the middle of peer regions though, ranking 23rd.

Diversity

San Antonio has the largest share of Hispanic and Latino residents, but the region is not diverse compared to the peer regions, with a rank of 46th on the diffusion score. The 2nd largest group is the white population. Each of the other groups make up 6.3% or less of the population.

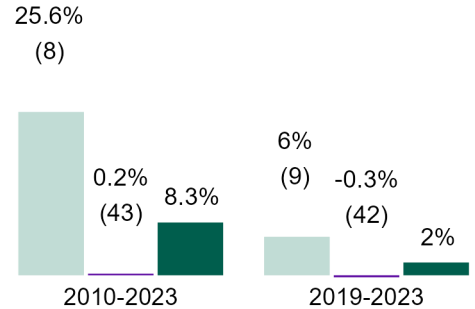
Employment

San Antonio ranked 14th among the peer regions on job growth from 2010 to 2023 and 13th for 2019 to 2023. The region gained 84,800 jobs from 2019 to 2023. The leading industry for job growth was professional and business services (+19,000 jobs). Within this broad industry group, leading sectors included computer systems design, accounting and bookkeeping, engineering and architectural services, and management consulting. See the next page for more on employment in the region.

Population Change

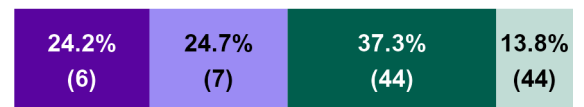
Percent change (rank)

San Antonio St. Louis United States



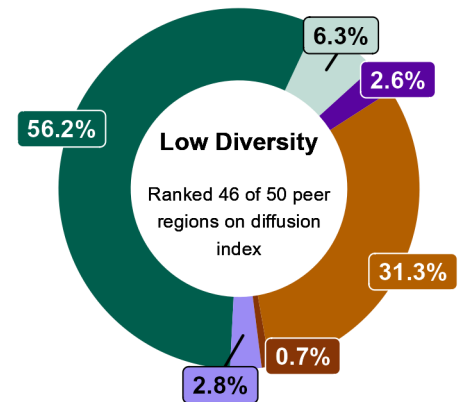
Population by Age Group, (Rank), 2022

Under age 18 18 to 34 35 to 64 65 and older



Race and Ethnicity, 2022

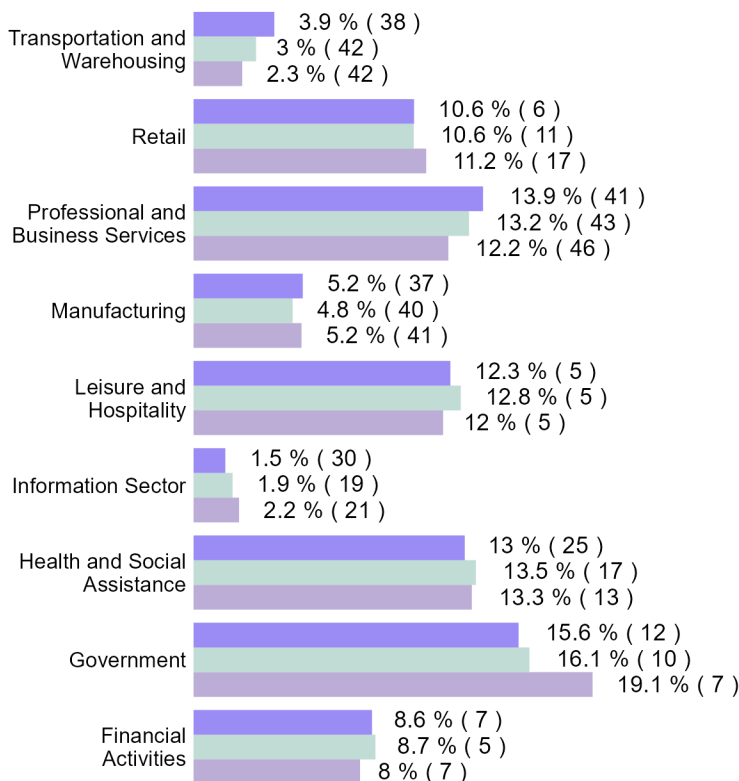
Asian Hispanic/Latino Other Race Black Multiracial White



Largest Industries

Percent of employment (rank)

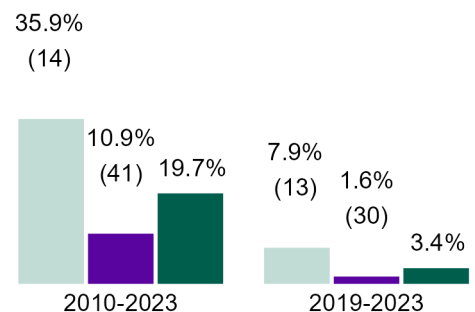
2023 2019 2010



Change in Employment

Percent change (rank)

San Antonio St. Louis United States



Strengths & Challenges

Favorable Vitality Rankings: 4

Non-favorable Vitality Rankings: 10

San Antonio has been a leader in population growth with the 8th largest growth rate from 2010 to 2023 and the 9th largest from 2019 to 2023. The net migration for the region was the 6th largest from 2020 to 2023, increasing the regional population by 4.2%. Employment growth has not ranked quite as high but still landed as the 14th and 13th highest for the long and short time periods, respectively.

These gains have not led to robust incomes or high quality of life for residents. Per capita income is the 3rd lowest among the peer regions, a ranking that does not change when regional price differences are considered (purchasing power). The region also has the 4th least favorable score on the well-being index. The region is among the least favorable on a number of related vitality areas, including 3rd largest percentage of people lacking health insurance, 5th highest rate of poverty, 7th highest motor vehicle theft rate, and the 8th largest share of adults without a high school education.

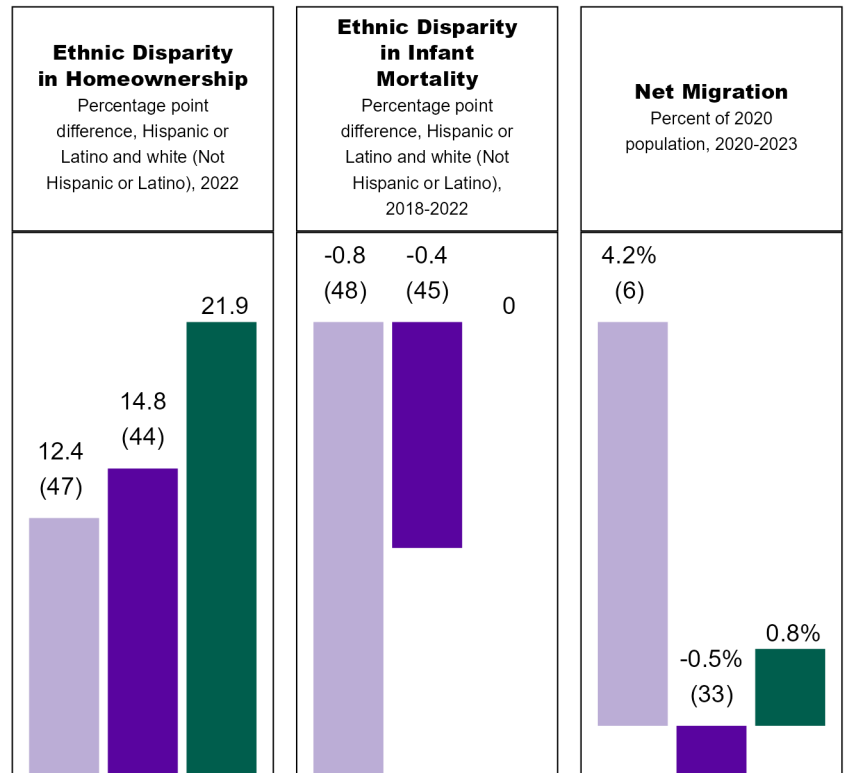
The region ranks among the most favorable on both measures of ethnic disparity that are part of the vitality metrics. This is important in the region where the Hispanic population is the majority. The region has the lowest ethnic disparity in infant mortality rates, with a rate for the Hispanic population that is lower than that of the white population, 5.4 and 6.2 deaths per 1,000 infants, respectively. The homeownership rate for the Hispanic population (59.8%) is lower than that of the white population (72.2%), but the difference of 12.4 percentage points is the 2nd lowest among the peer regions.

(Employment, continued from previous page.) Transportation and warehousing was also a growth industry (+12,700 jobs). The construction and manufacturing industries both added over 9,000 jobs. Growth in manufacturing was led by transportation equipment manufacturing. Major firms in this industry that are located in San Antonio include Caterpillar (Seguin), which makes engines, and Navistar, which manufactures commercial trucks, diesel engines, and buses.

Strengths

Some metrics the region ranks among the 10 most favorable

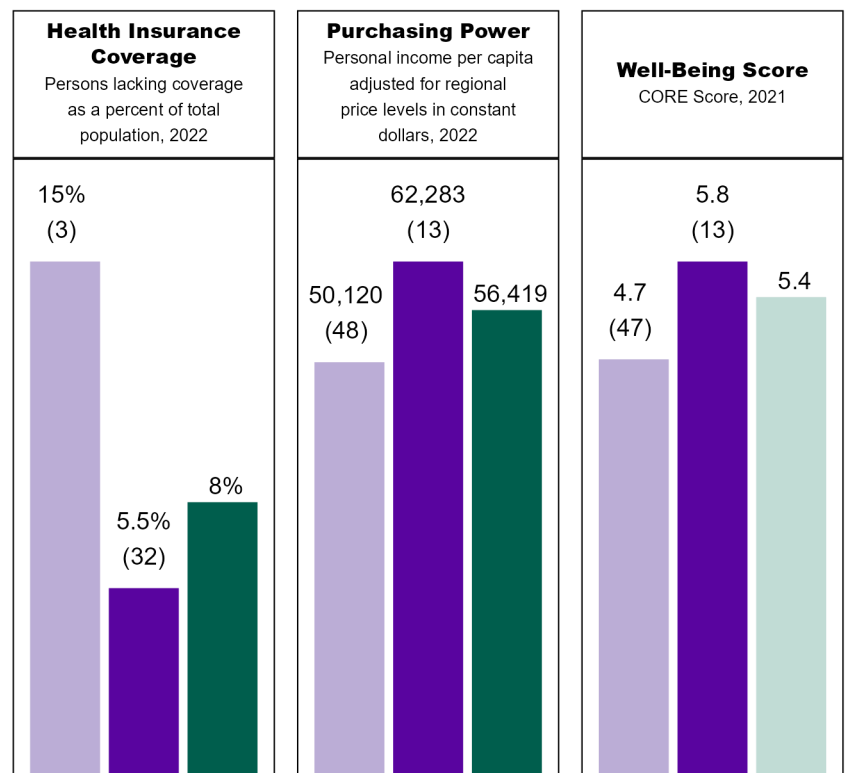
San Antonio St. Louis United States



Challenges

Some metrics the region ranks among the 10 least favorable

San Antonio St. Louis United States Peer Average



San Diego MSA

18th Most Populous U.S. Metro

Population 2023: 3,269,973

Population Change

San Diego experienced a small population increase from 2010 to 2023 but had the 5th largest decrease from 2019 to 2023. From 2020 to 2023, the region had the 10th largest increase in population due to natural change but ranked 30th for international migration and had the 9th largest decline due to domestic migration.

Age

San Diego has the 6th largest share of working-age adults, while having relatively low shares of children and seniors, ranking 37th and 32nd, respectively. The median age (37.3) is among the lowest third of the peer regions.

Diversity

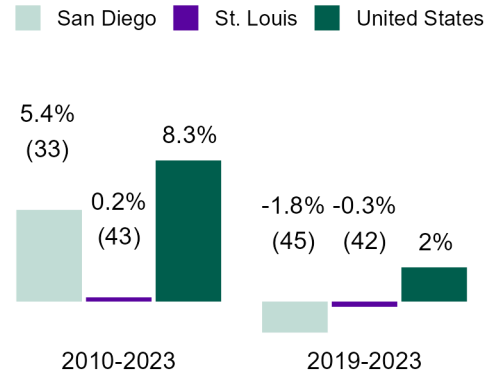
The region ranks 19th on diversity based on the diffusion score, with the two largest groups making up 77.2% of the population. The largest group is the white population, closely followed by the Hispanic population. The Asian population also makes up a relatively large share of the population.

Employment

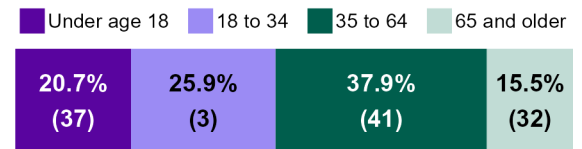
San Diego ranked just above the national average on job growth from 2010 to 2023. However, it dipped just below the U.S. average for growth from 2019 to 2023, when the region added 49,000 wage and salary jobs. Two industries accounted for most of the growth. Health care and social assistance added 27,800 jobs, while professional and business services added 20,200. San Diego has long been a leading biotech hub; within business and professional services industry, the research and development in the biotechnology sector has contributed significantly to employment growth.

Population Change

Percent change (rank)

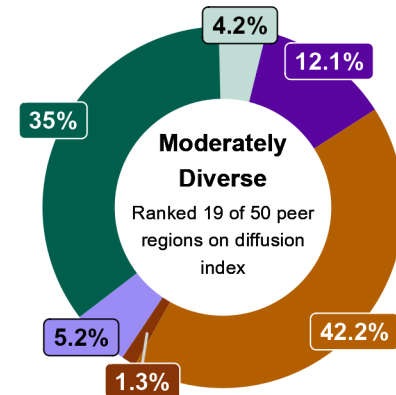


Population by Age Group, (Rank), 2022



Race and Ethnicity, 2022

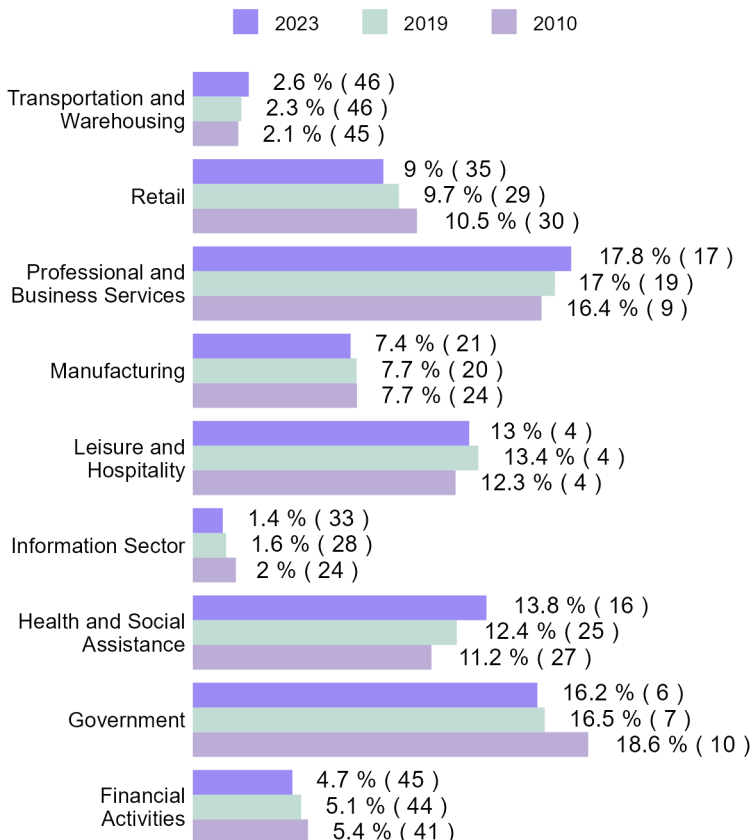
Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



Moderately Diverse
Ranked 19 of 50 peer regions on diffusion index

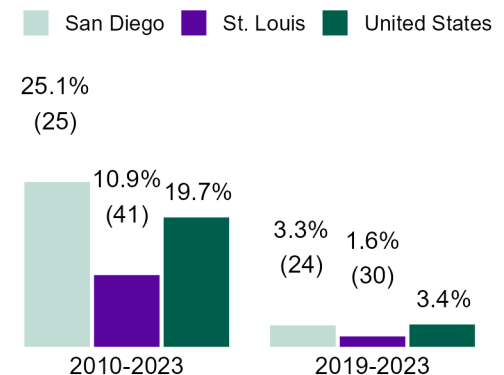
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 3

Non-favorable Vitality Rankings: 6

San Diego was below average for population change from 2010 to 2023, ranking 33rd, with a 5.4% increase. The region is one of nine peer regions that lost population from 2019 to 2023. The region had a 1.8% decrease in population due to net migration from 2020 to 2023. Regarding employment, the region was about average for both time periods and just below the United States for the change of 3.3% from 2019 to 2023.

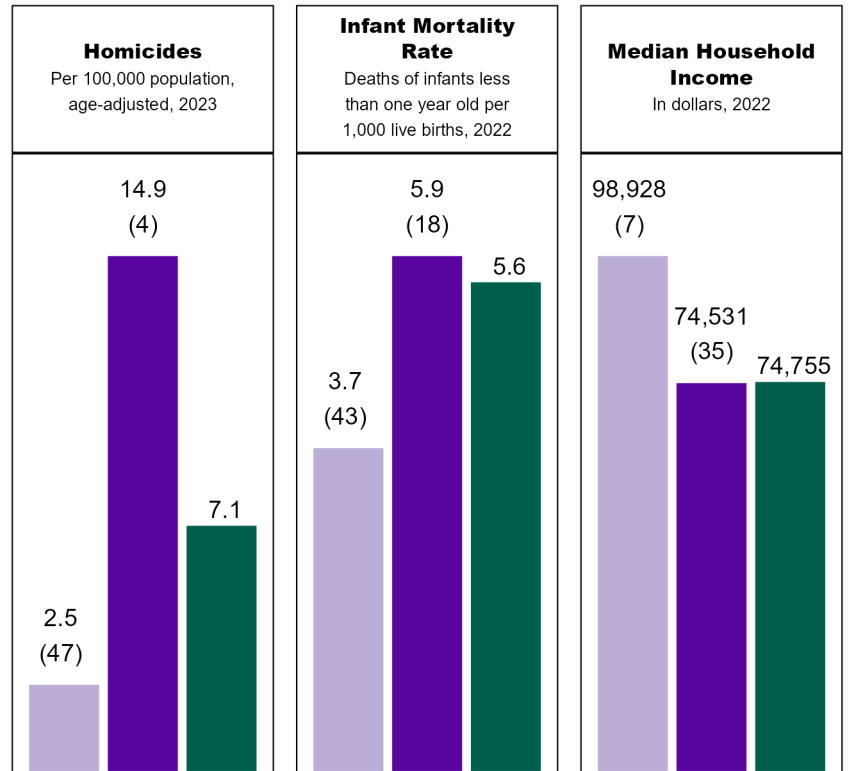
The region is among the most favorable on three distinct vitality areas. The region had the 5th lowest homicide rate in 2022, the 7th highest median household income, and the 6th lowest rate of infant mortality.

A challenging area for the region is housing. Among the peer regions, San Diego has the 3rd lowest homeownership rate, with 54.5% of households owning a home. This is likely in part due to the relatively unaffordable housing in the region. The region has the 3rd highest ratio of median housing cost to income, the 4th largest percentage of cost-burdened owners, and the 6th largest share of cost-burdened renters.

Strengths

Some metrics the region ranks among the 10 most favorable

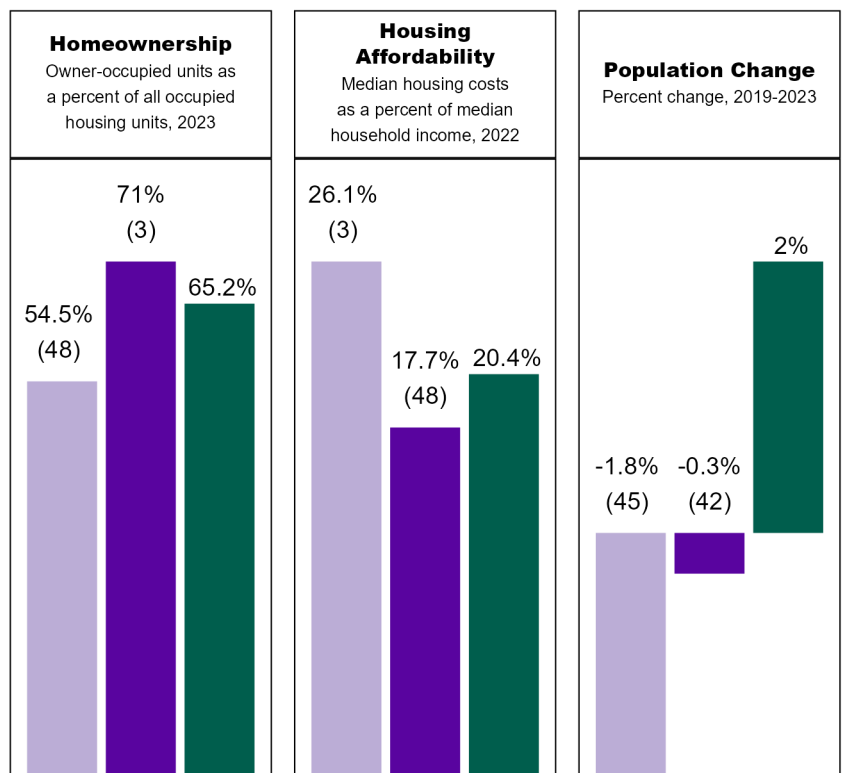
■ San Diego ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ San Diego ■ St. Louis ■ United States



San Francisco MSA

13th Most Populous U.S. Metro

Population 2023: 4,566,961

Population Change

San Francisco was among the slower growing regions from 2010 to 2023, ranking 34th, and experienced the 2nd largest decrease from 2019 to 2023. In recent years, the region was a leader in growth due to international migration (ranking 8th) but had the 2nd largest decrease due to domestic migration and a minimal increase due to natural change.

Age

San Francisco has the 2nd smallest share of children and is among the top third of peer regions for the shares of seniors (ranking 11th) and working-age adults (ranking 9th). The region has the 7th highest median age (40.6).

Diversity

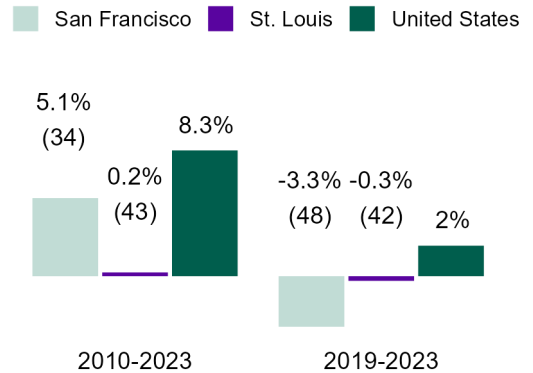
San Francisco is the 7th most diverse region based on the diffusion score, with 13.7% of the population not in the three largest groups, which are white, Asian, and Hispanic. The region has the 2nd largest share of Asian residents, among the peer regions.

Employment

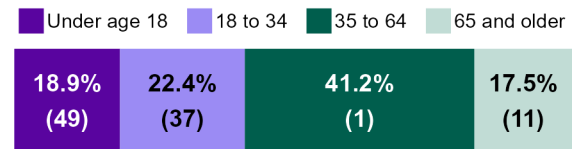
San Francisco had fairly strong job growth in the 2010s, but the region was hard hit by the pandemic and has yet to regain its pre-pandemic employment levels. For the period 2010 to 2023, San Francisco ranked 20th on employment growth, with a 28% increase. For 2019 to 2023, however, the rank fell to 43rd, with a decrease of 1%. In that four-year period, San Francisco lost 24,200 jobs. Hardest hit industries included leisure and hospitality (-30,800) and retail (-22,200). Industries that continued to grow included the private education and health services industry group, which added 29,100 jobs. Long a technology hub, gains were also seen in information (+14,900), and manufacturing (+5,300).

Population Change

Percent change (rank)

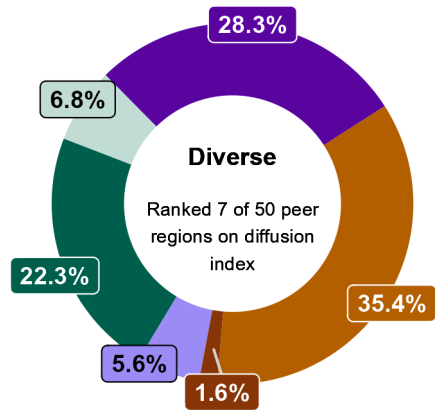


Population by Age Group, (Rank), 2022



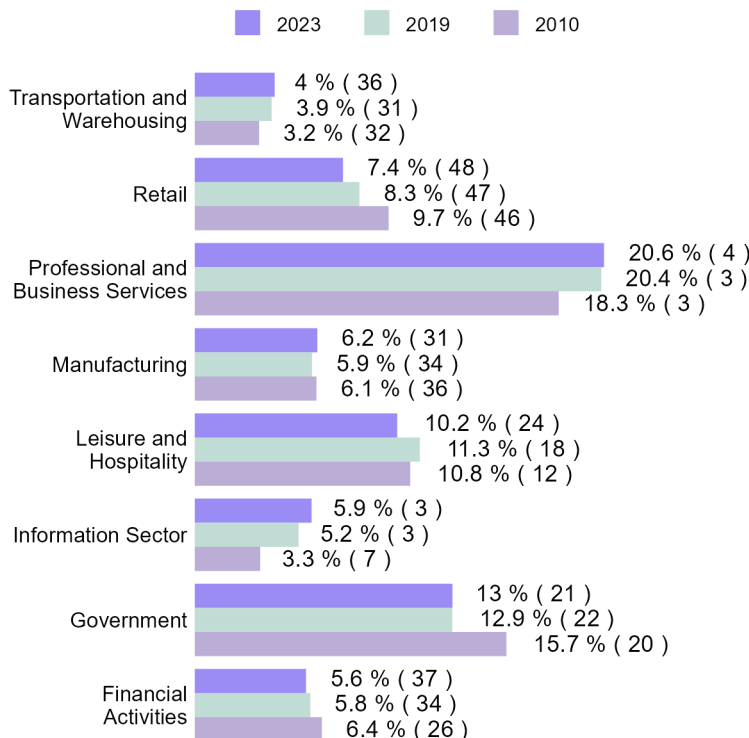
Race and Ethnicity, 2022

Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



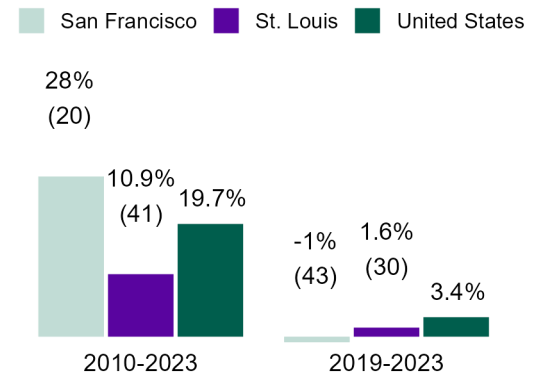
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 9

Non-favorable Vitality Rankings: 7

San Francisco is often cited as a successful region. It is one of the highest income regions, but that wealth is not spread among the population. In recent years, the region has experienced decreases in population and employment.

The region ranks 2nd on all four ways of measuring income: median household income, average wage per job, per capita income, and purchasing power. However, the region also has the 4th highest score for income inequality on the Gini index and the 6th highest gap between the richest and poorest households. Further, the region is among the least favorable on racial and ethnic disparities in income, ranking 1st for the gap in income between the Black and white households and 2nd for the gap between the Hispanic and white households.

The region had a 5.1% increase in population from 2010 to 2023, less than the U.S. growth of 8.3%. From 2019 to 2023, San Francisco experienced a 3.3% decrease in population. This was in part due to net migration decreasing the population by 4.3% from 2020 to 2023. The region did see a 1.4% increase in population due to international migration during this time and a small increase (0.7%) due to natural change.

Another area in which the region is among the most favorable is infant mortality. The region has the lowest rate among the peer regions, and this low rate is somewhat shared among population groups. The region has the 9th lowest percentage of excess deaths due to racial and ethnic disparities. Most of the population groups have mortality rates under 3 deaths per 1,000 infants. The two exceptions are the Black and native Hawaiian population groups, which are relatively small shares of the regional population.

Another area of challenge for the region is housing affordability and homeownership. The region has the 5th lowest rate of ownership and the 9th highest ratio of housing cost to income.

Strengths

Some metrics the region ranks among the 10 most favorable

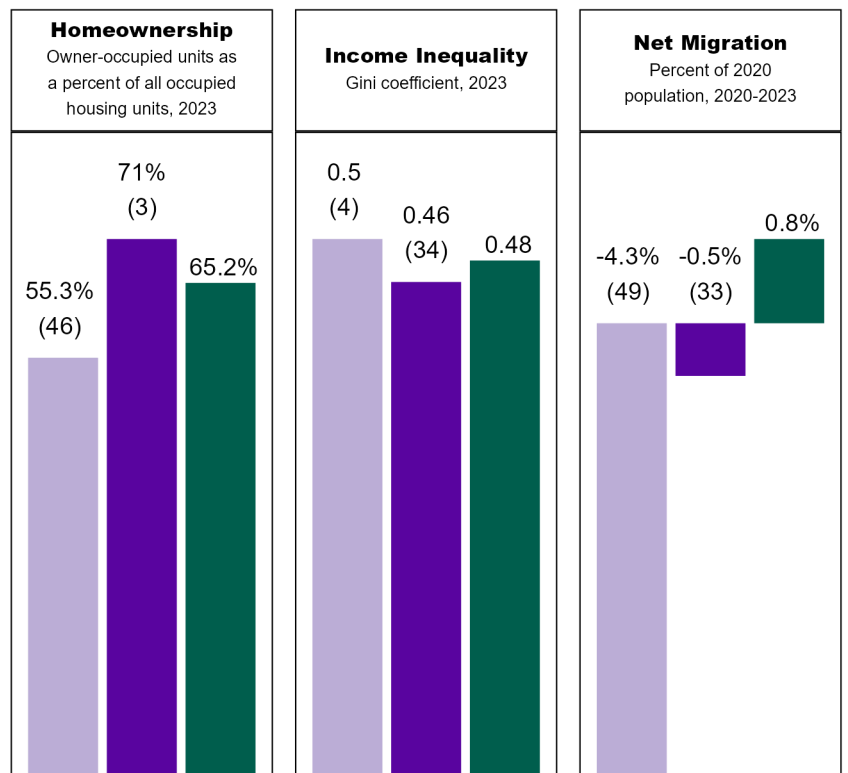
■ San Francisco ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ San Francisco ■ St. Louis ■ United States



San Jose MSA

36th Most Populous U.S. Metro

Population 2023: 1,945,767

Population Change

San Jose was in the middle of the peer regions on population change from 2010 to 2023 and had the 4th largest decrease from 2019 to 2023. The region experienced the 2nd largest increase in population due to international migration from 2020 to 2023 and the 7th largest increase due to natural change but had the largest decrease due to domestic migration.

Age

San Jose has the 4th largest share of working-age adults and is the middle of the peer regions with a median age at 38.2. The percentage of children is relatively small, ranking 41st.

Diversity

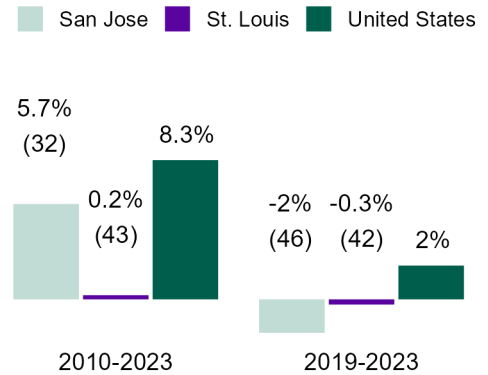
The region has a low score on the diffusion index, but the Asian, white, and Hispanic populations are each a sizable share of the regional population. The region has the largest share of Asian residents among the peer regions.

Employment

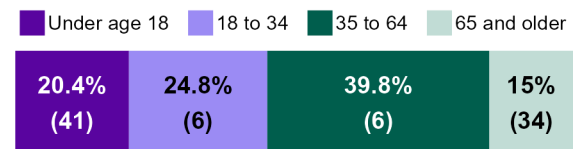
San Jose had fairly strong job growth in the 2010s, but the pace has slowed since the pandemic. From 2010 to 2023, the number of wage and salary jobs increased by 32%, ranking 17th among the peer regions. From 2019 to 2023, however, the ranking dropped to 34th, with a 0.8% increase (+9,700 jobs). Health care and social assistance was the leading industry in this time frame, adding 16,000 jobs. San Jose includes Silicon Valley, and the region remains a leader in fields related to information technology. From 2019 to 2023, employment in computer and electronic product manufacturing increased by 9,800. Some industries reduced employment levels in this time period, including the retail industry (-9,200) and the leisure and hospitality industry (-6,100).

Population Change

Percent change (rank)

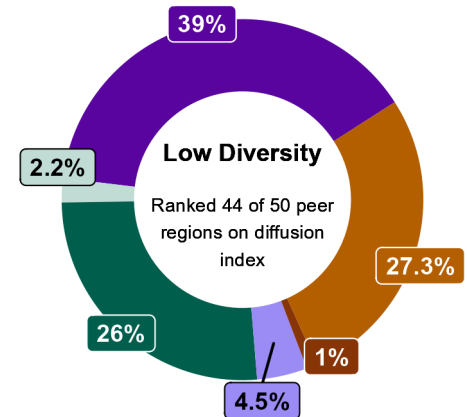


Population by Age Group, (Rank), 2022



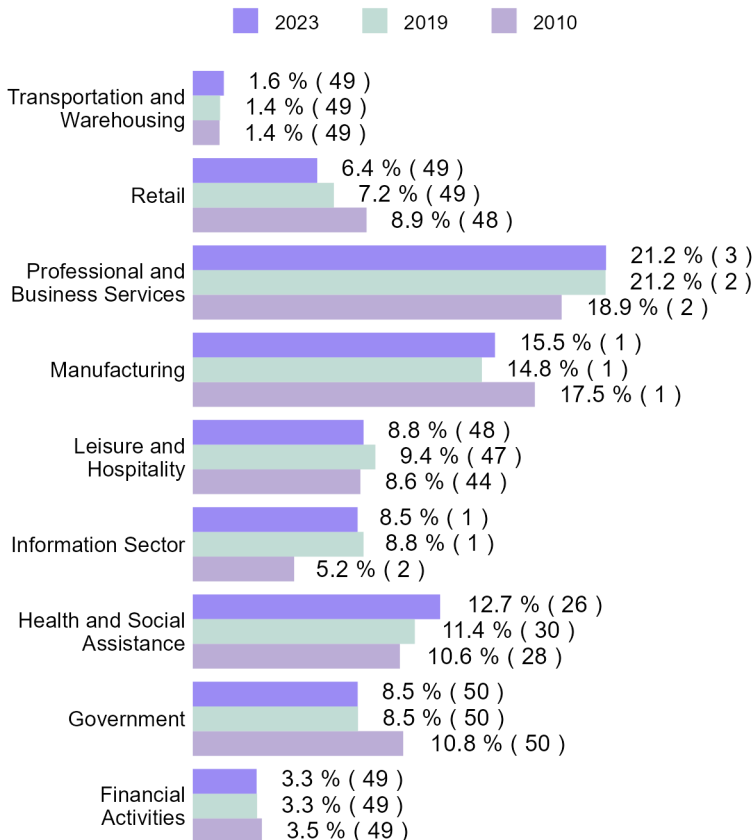
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



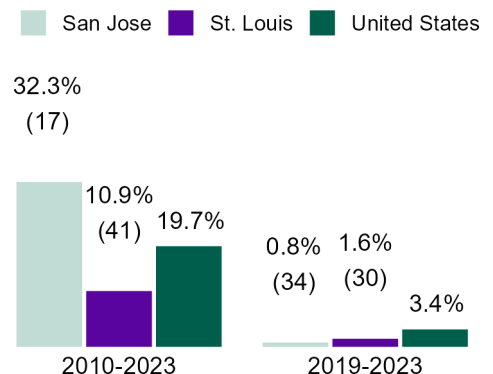
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 14

Non-favorable Vitality Rankings: 8

San Jose is well known for the success of Silicon Valley. The region is one of the peer regions that ranks among the most favorable on the largest number of vitality metrics, but it is also among the most unfavorable on eight of the vitality metrics. San Jose is a case in which rankings sometimes appear to contradict each other, and interpretation is not always intuitive. This shows the need to examine multiple metrics in order to assess the success of the region.

The region ranks 1st on all four income metrics, including income adjusted for cost of living (purchasing power). The region is also among the most favorable on the income gap metric but among the least favorable on the Gini index. The favorable ranking on the income gap metric is in part because the calculation does not include those at the top of income distribution, such as the top 10% or top 1%. These disparities have been shown to account for rising levels of inequality in the United States in recent years.²

The region is mixed on affordability, with a relatively low percentage of renters being cost burdened (45.7%, ranking 49th) but is among the least favorable for owners who are cost burdened. Further, the homeownership rate is one of the lowest, ranking 47th.

The region is not very diverse based on the diffusion score, with 7.1% of the population not in the three largest population groups. However, those three groups are each fairly large, which is diverse relative to many of the peer regions.

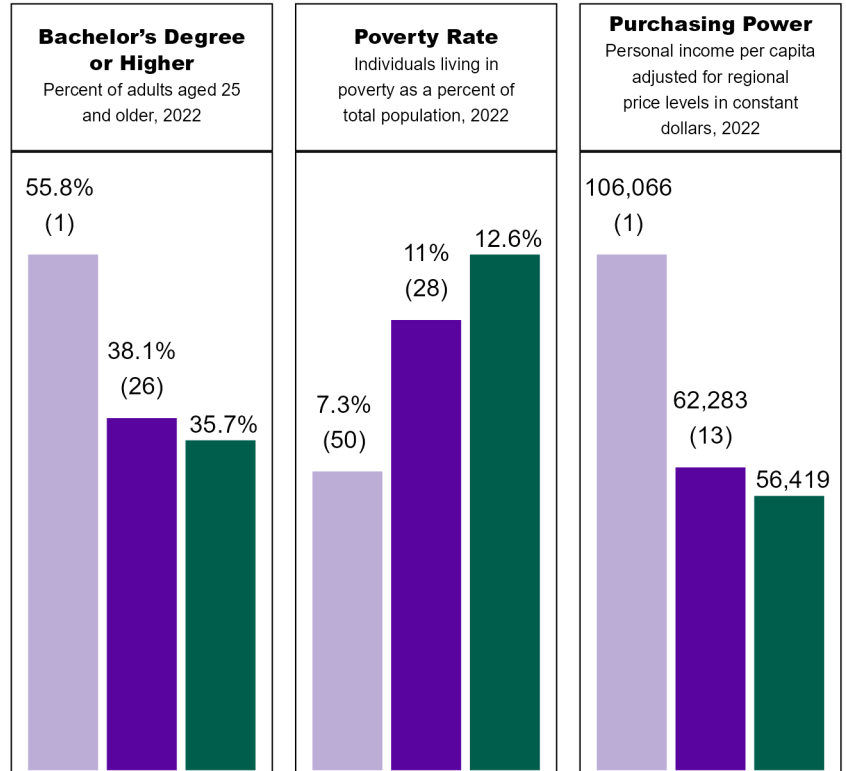
San Jose is among the most favorable on the CORE score as well as other variables that indicate a high quality of life for residents, including relatively low rates of poverty, Black-white segregation, vacancy, and infant mortality. However, due to the high cost of living in the region, the poverty rate may not capture all residents who do not have enough income to meet basic needs. Also, due to the high diversity, a measure of segregation that includes other racial and ethnic groups could be more useful. The region also has the highest percentage of adults with a college education but also has the 9th highest percentage of adults lacking a high school diploma.

² Alvarado, F., Atkinson, A. B., Piketty, T., & Saez, E. (2013). The top 1 percent in international and historical perspective. *Journal of Economic perspectives*, 27(3), 3-20.

Strengths

Some metrics the region ranks among the 10 most favorable

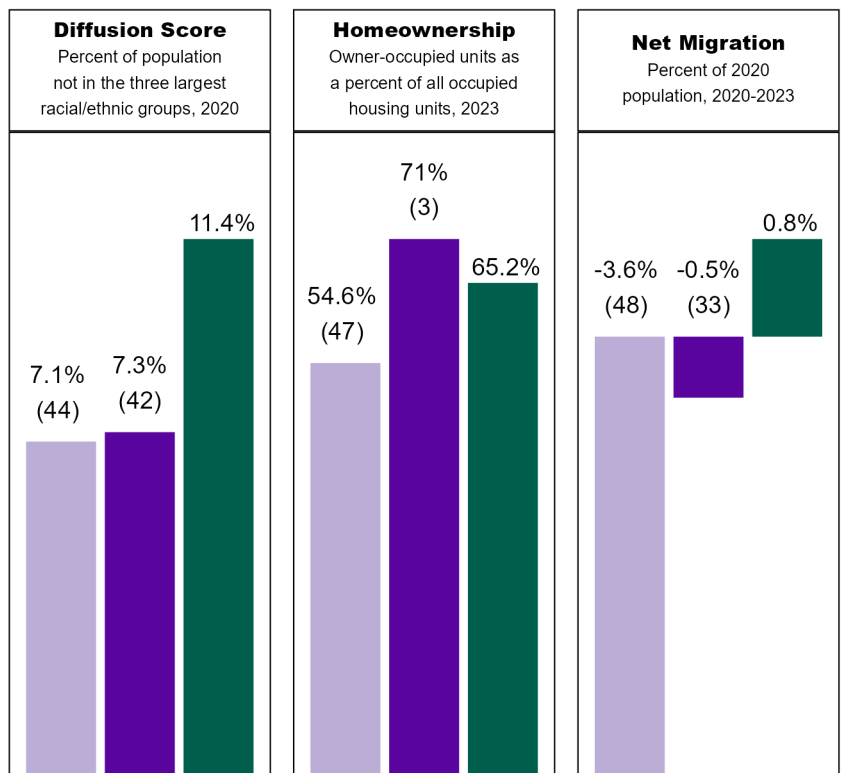
■ San Jose ■ St. Louis ■ United States



Challenges

Some metrics the region ranks among the 10 least favorable

■ San Jose ■ St. Louis ■ United States



Seattle MSA

15th Most Populous U.S. Metro

Population 2023: 4,044,837

Population Change

Seattle ranked 16th for population change from 2010 to 2023 and 30th for 2019 to 2023. In recent years, the region experienced the 7th largest increase in population due to international migration but the 11th largest decrease due to domestic migration. The region was among the top (11th) for population growth due to natural change, but this factor still only increased the population by 1% from 2020 to 2023.

Age

Seattle has the 3rd largest share of people that are of working age and ranks 33rd on median age. The region is among the third of regions with the smallest shares of children and seniors.

Diversity

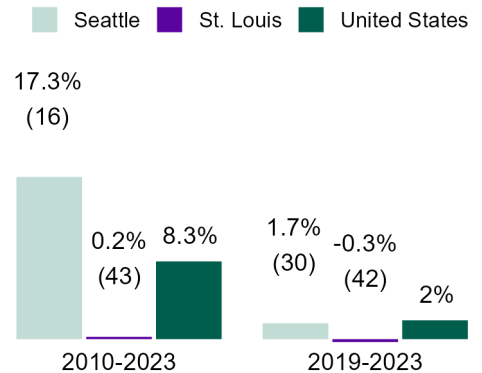
Based on the diffusion score, Seattle is the 5th most diverse of the peer regions. The region has relatively large shares of Asian residents (ranking 4th), residents of other races (ranking 4th), and multiracial residents (ranking 2nd). The Black population is relatively small, ranking 42nd

Employment

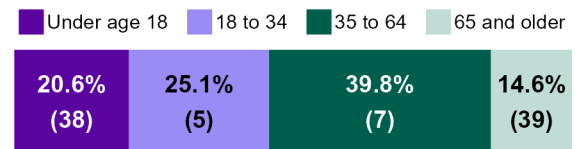
The region is about in the middle on job growth, ranking 27th for change from 2010 to 2023 and ranking 29th for change from 2019 to 2023. In this four-year period, the region added a net of 37,500 wage and salary jobs. Manufacturing took a hit in these years, shedding 20,000 jobs; many of these losses were in the aerospace industry. Employment in the information industry increased by 13,000, as did employment in the private education and health care and social assistance supersector. Employment in transportation and warehousing increased by 8,800. The professional and business services supersector posted impressive gains, but some of these increases may be attributed to a reclassification of firms from online retail to holding companies.

Population Change

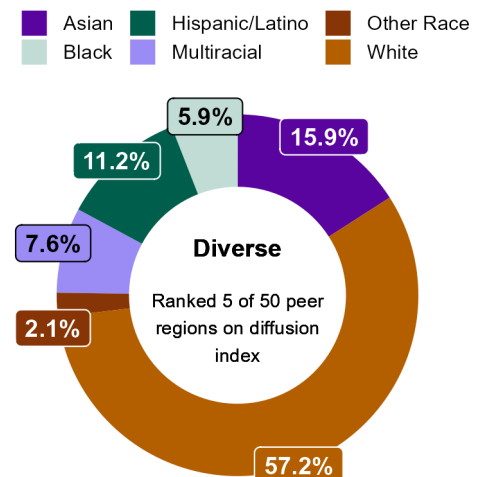
Percent change (rank)



Population by Age Group, (Rank), 2022

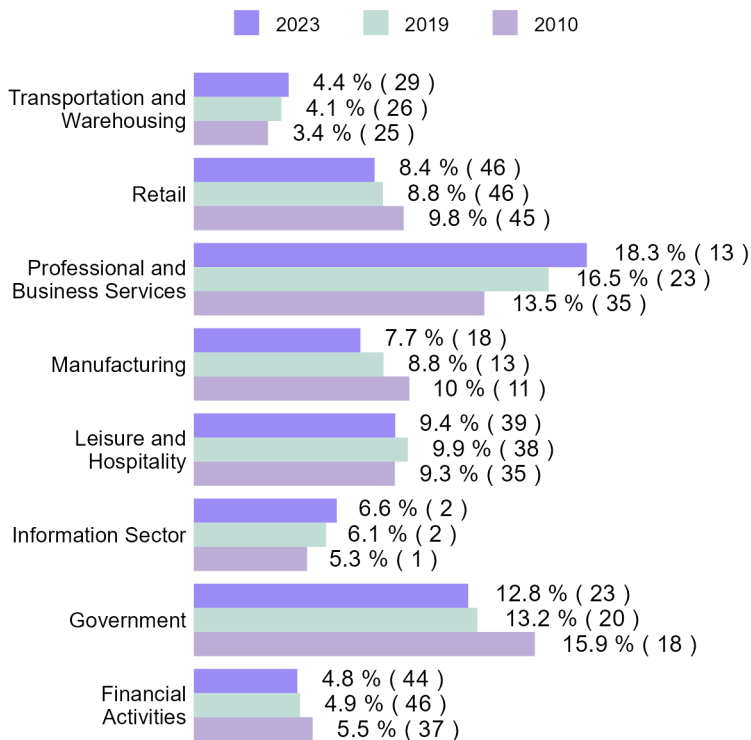


Race and Ethnicity, 2022



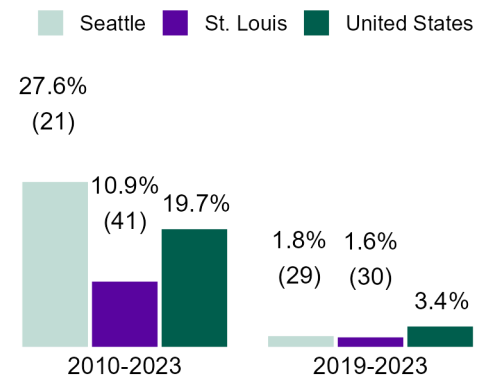
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 12

Non-favorable Vitality Rankings: 4

Seattle is among the most favorable on a large number of vitality metrics but has not been one of the leaders in population and employment growth. The region did rank 16th for population change from 2010 to 2023 and was just below the national average at 30th for change from 2019 to 2023. Also, the region was among the most favorable on a couple of population metrics. The region ranked 2nd on change in the largest city population from 2010 to 2022 and 7th on the increase in population due to international migration from 2020 to 2023.

The region is among the most favorable, ranking 7th, on the CORE score of well-being as well as in several other areas that indicate a high quality of life for residents.

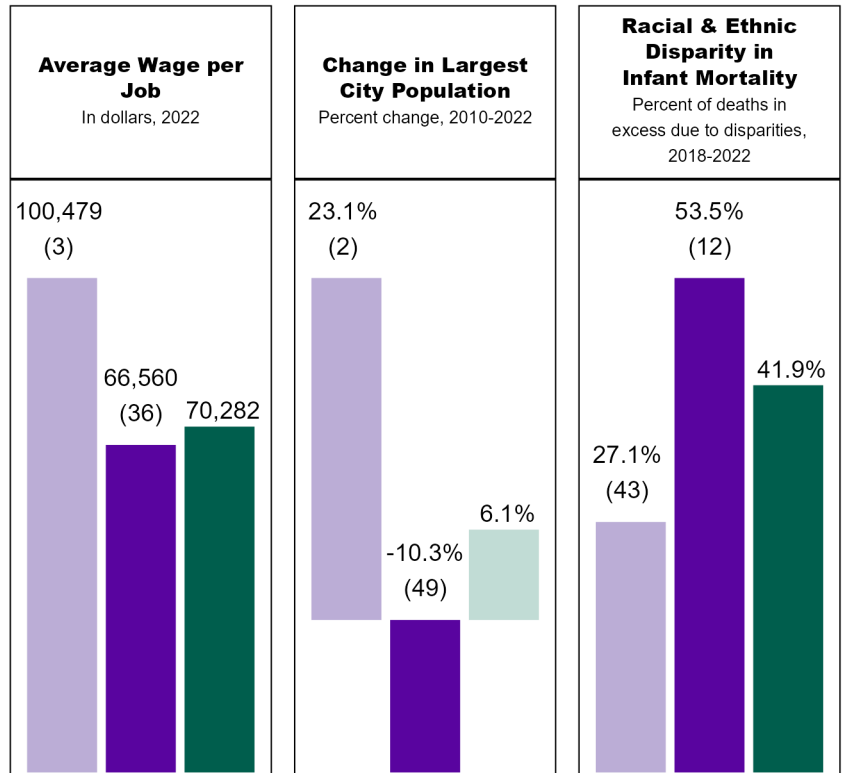
The region is among the most favorable on all four of the income measures, including 3rd highest average wage per job and 4th on median household income, per capita income, and purchasing power. In addition, the poverty rate is the 6th lowest among the peer regions, and this population is less segregated than is seen in 44 of the peer regions. The region also has a relatively low infant mortality rate, a low percentage of adults lacking a high school education, and a diverse population.

The region is not without challenges. In 2022, it had the 3rd highest rate of motor vehicle theft. The level of congestion is the 4th highest among the peer regions, and a relatively small percentage of households own their home.

Strengths

Some metrics the region ranks among the 10 most favorable

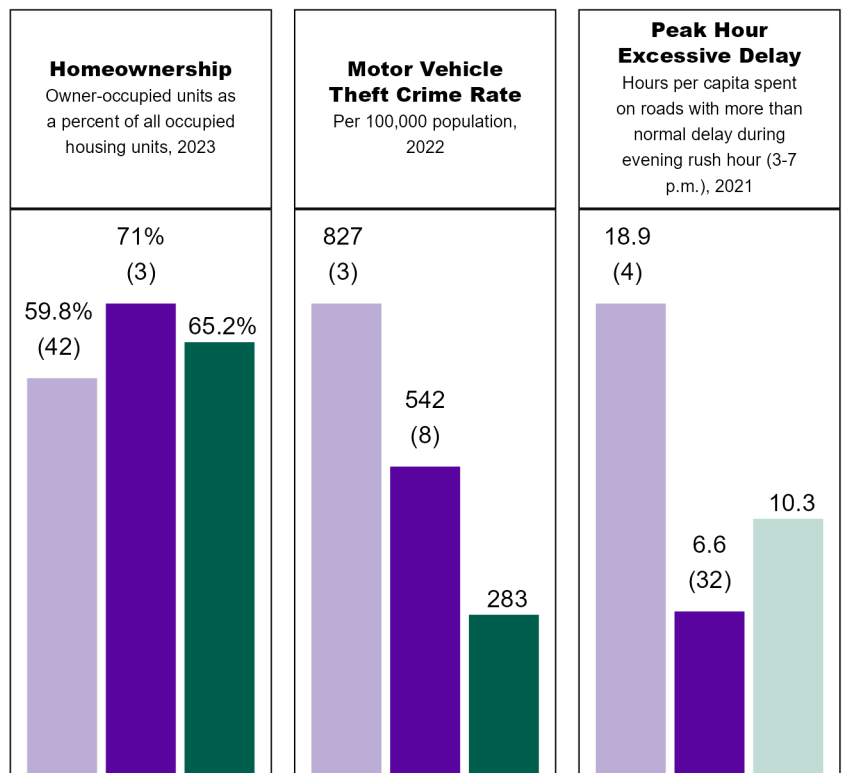
Seattle St. Louis United States Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

Seattle St. Louis United States Peer Average



Tampa MSA

17th Most Populous U.S. Metro

Population 2023: **3,342,963**

Population Change

Tampa has had fairly strong population growth, ranking 11th for change from 2010 to 2023 and 13th for change from 2019 to 2023. The region had the 3rd largest increase in population due to domestic migration and the 11th largest due to international migration, resulting in the 3rd largest increase due to net migration from 2020 to 2023. The region had the 3rd largest decrease due to natural change, but this was still much lower than the gains from migration.

Age

This Florida region is one of the oldest based on median age and percentage of seniors, ranking 2nd on both. The shares of children and working-age population are relatively small, ranking 46th and 45th, respectively.

Diversity

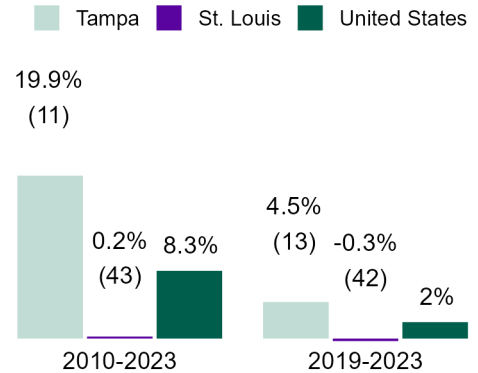
The region is in the mid-range on the diffusion score and towards the middle of the peer regions for the share of each of the racial and ethnic population groups.

Employment

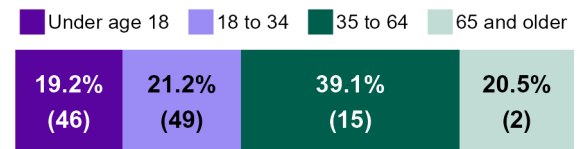
Tampa had robust employment growth in recent years. The region ranked 11th on job growth from 2010 to 2023 and jumped up to 5th for growth from 2019 to 2023. In this four-year time period, Tampa gained 145,800 jobs. The professional and business services supersector saw a net gain of 46,700. Within this industry group, employment services accounted for a quarter of the increase. Other leading industries included health care (24,000) and financial activities (20,000). Transportation, warehousing, and utilities gained 12,800 jobs, while construction added 10,900.

Population Change

Percent change (rank)

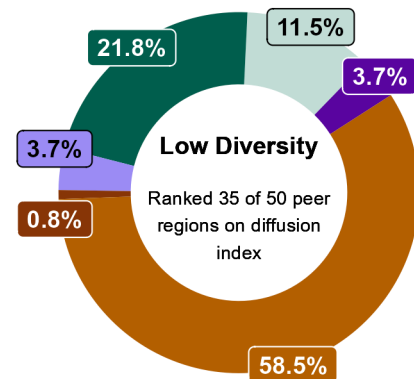


Population by Age Group, (Rank), 2022



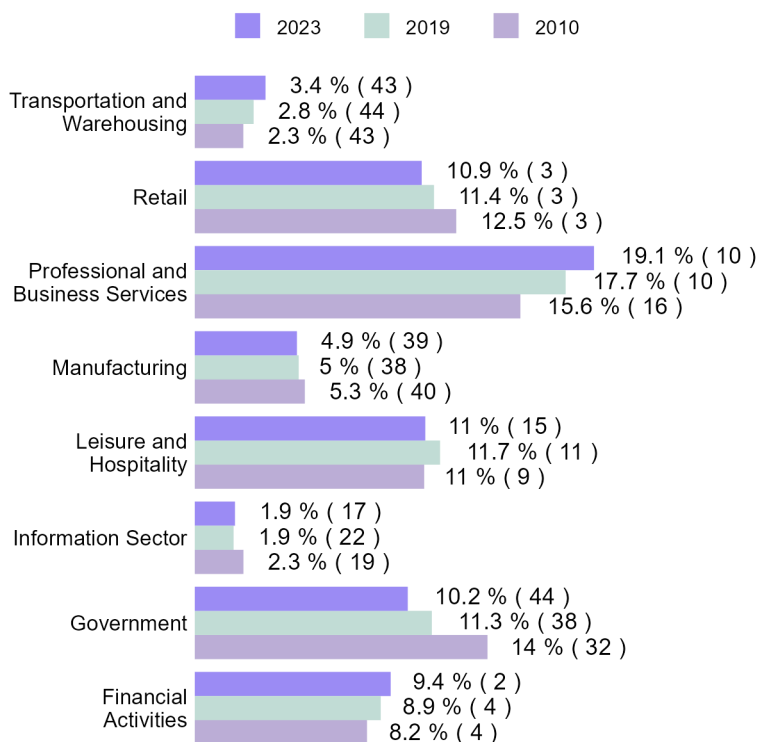
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



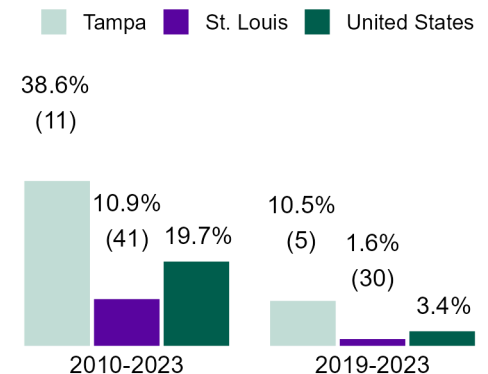
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 6

Non-favorable Vitality Rankings: 8

While not among the most favorable 10 regions on population, Tampa did have the 11th largest increase from 2010 to 2023 and the 13th from 2019 to 2023. The region also had the 3rd highest net migration from 2020 to 2023 and the 7th largest increase in the central city population. Similarly, the region ranked 11th for employment change from 2010 to 2023 and was among the most favorable (5th) for the change from 2019 to 2023.

The relatively high growth was not associated with high-income jobs as the region is among the least favorable on three measures of income. On the fourth measure, average wage per job, the region ranks 30th and below the national average. Further, the region is among the least favorable on the Gini index measure of income inequality.

An area of potential challenge for the region is a relatively high residential vacancy rate (ranking 3rd). The region has a relatively high percentage of vacant homes that are seasonal homes, making up 43.9% of vacant properties, compared to 32.7% for the nation.

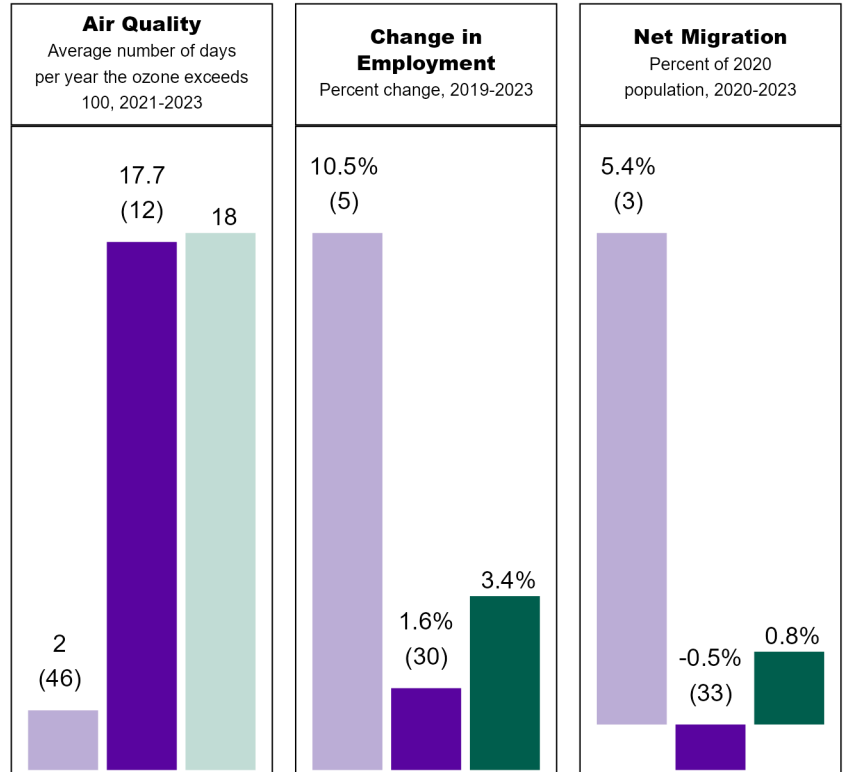
Another challenge area for the region is the disparity in infant mortality rates. The region is close to the U.S. rate for the entire population, ranking 18th with 5.9 deaths per 1,000 live births. However, the disparity in rates for both the Black and Hispanic populations are among the least favorable. Compared to the white rate, the Black rate is 3.4 times larger and the Hispanic rate is 2.2 times larger.

An area of strength for the region is the relatively good air quality. Tampa joins the other Florida regions with relatively few days of poor air quality in the 2010-2023 time period.

Strengths

Some metrics the region ranks among the 10 most favorable

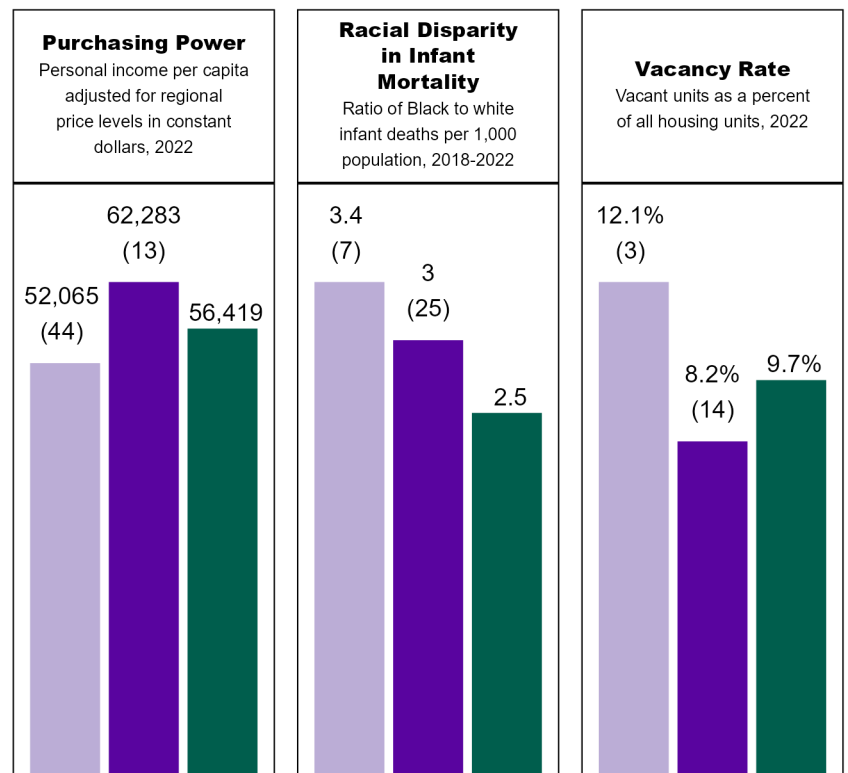
■ Tampa ■ St. Louis ■ United States ■ Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

■ Tampa ■ St. Louis ■ United States



Virginia Beach MSA

37th Most Populous U.S. Metro

Population 2023: 1,787,169

Population Change

Among the peer regions, Virginia Beach was about average for population change from 2019 to 2023 and below average for change from 2010 to 2023. In recent years, the region experienced small increases due to natural change and international migration but a decrease due to domestic migration. Data on in- and out-migration for 2016-2020 shows that the region actually had the 4th largest rate of in-migration but also the 2nd largest rate of out-migration.

Age

Virginia Beach is among the youngest third of regions based on median age and in the middle of the peer regions for the share of each age group. The region had the 4th smallest decrease in the share of children (-1.1 points) from 2012 to 2022.

Diversity

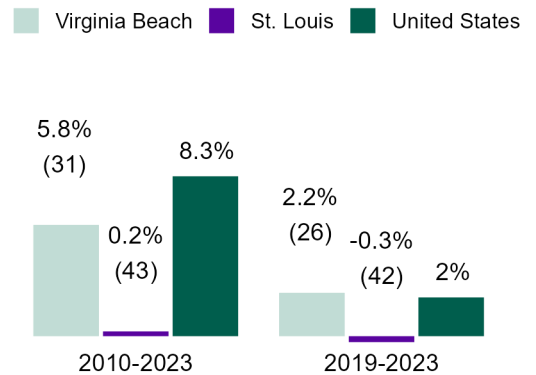
The region is about average on diffusion score (ranking 20th), with 10.5% of the population not in the three largest groups. The white population makes up just over half of the residents and the proportion of Black residents is the 5th highest among the peer regions.

Employment

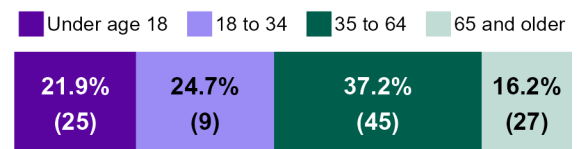
Virginia Beach has been a slow growth region, although job gains picked up in recent years. For the period 2010 to 2023, the region ranked 44th, and for the 2019 to 2023 period, its rank improved to 31st. From 2019 to 2023, the region gained 9,800 jobs. Professional and business services had the largest increase, adding 6,000 jobs. The transportation and warehousing industry and financial activities industry each added 3,000 jobs. The biggest decline was seen in retail, which lost 4,000 jobs.

Population Change

Percent change (rank)

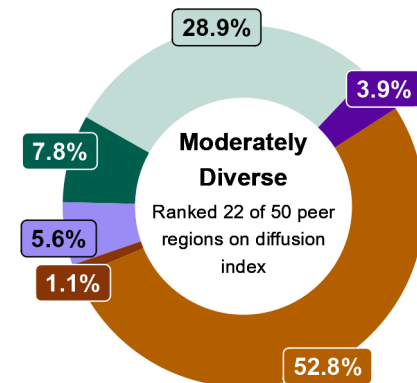


Population by Age Group, (Rank), 2022



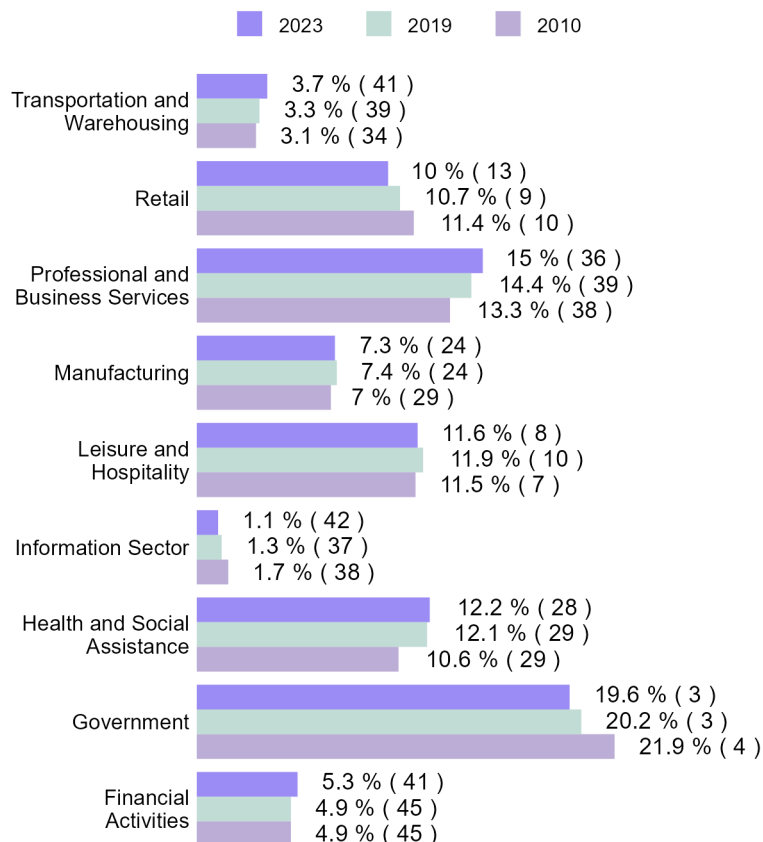
Race and Ethnicity, 2022

Asian, Hispanic/Latino, Other Race, Black, Multiracial, White



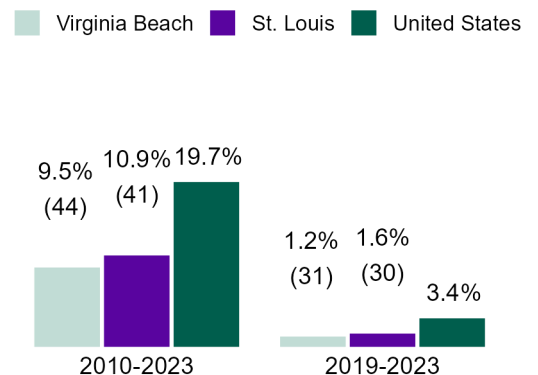
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 4

Non-favorable Vitality Rankings: 11

Virginia Beach is among the least favorable peer regions on a relatively large number of vitality metrics and only among the most favorable on four.

While not a booming region, from 2010 to 2023, Virginia Beach had a 5.8% increase in population and a 9.5% increase in employment. For the 2016-2020 time period, the region experienced the 4th highest rate of in-migration (6.2%) but also experienced the 2nd highest rate of out-migration (5%), resulting in a small increase in population due to net migration.

The region is among the least favorable on three measures of income, ranking 47th on average wage per job and purchasing power and 45th on income per capita. However, the region has relatively low inequality in income, ranking among the most favorable on the Gini index.

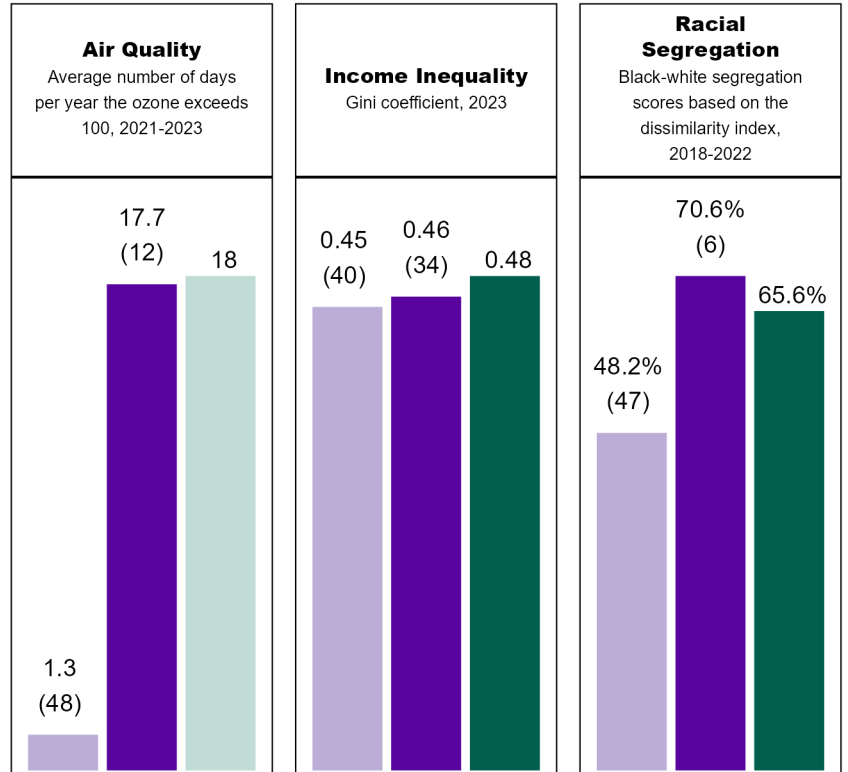
The overall homeownership rate for the region is about average, with 64.2% of households owning their home. However, there are wide disparities among the population groups. The region had the 10th highest gap in ownership rates of Black and white households, and when all population groups are considered, the region had the 7th highest rate of disparity.

Areas of strength for the region are: one of the lowest levels of Black-white segregation, ranking 47th based on the dissimilarity index, and relatively good air quality, ranking 48th in 2021-2023. Lastly, the region is among the most favorable for congestion with an average of 5.2 hours per resident per year spent in rush hour traffic.

Strengths

Some metrics the region ranks among the 10 most favorable

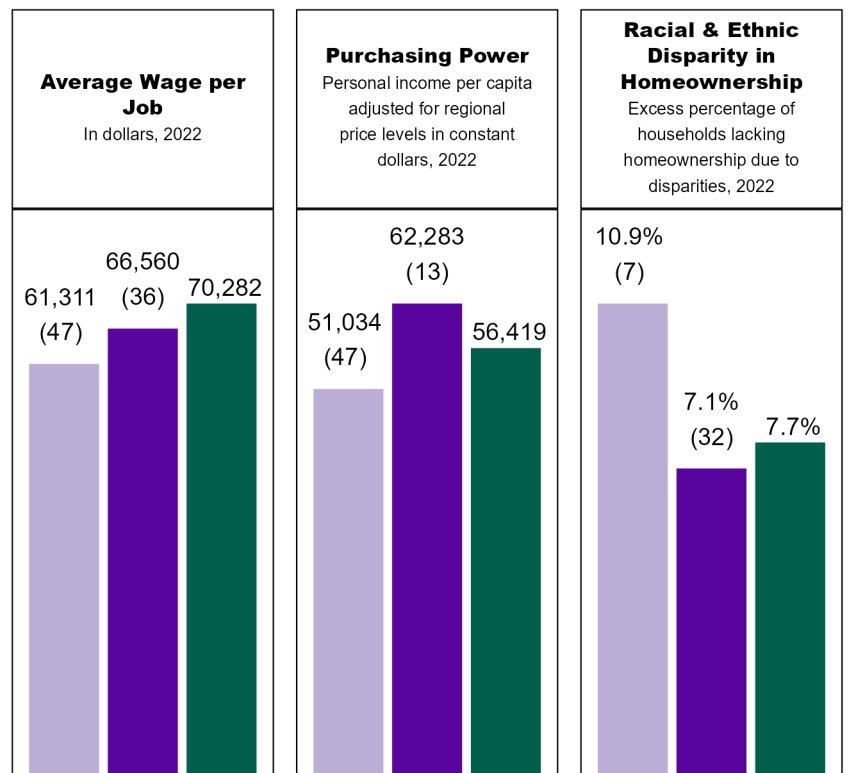
■ Virginia Beach ■ St. Louis ■ United States ■ Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

■ Virginia Beach ■ St. Louis ■ United States



Washington, D.C. MSA

7th Most Populous U.S. Metro

Population 2023: 6,304,975

Population Change

Washington, D.C. is in the middle among the peer regions for change in population from 2010 to 2023 and from 2019 to 2023. The region ranks 5th on international migration, which increased the population by 1.7% from 2020 to 2023. However, the region had the 8th largest decrease due to domestic migration, resulting in net out migration. Natural change increased the population by 1.5%, the 5th largest increase.

Age

The region has a relatively large share of working-age adults, ranking 14th. Close behind is the ranking on share of children, 16th. The percentage of seniors is on the smaller end, ranking 40th.

Diversity

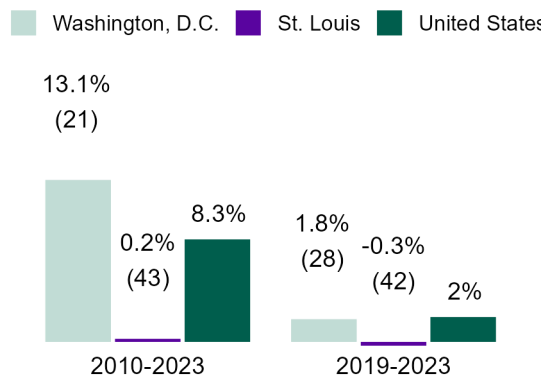
The region is the 3rd most diverse based on the diffusion score, with a relatively small share of white residents (ranking 41st) and the 8th largest proportions of Asian and Black residents.

Employment

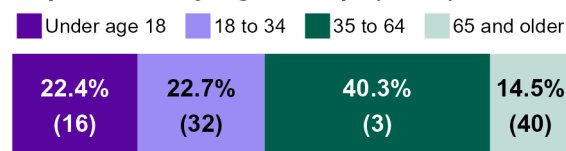
Washington, D.C. ranked 38th on job growth from 2010 to 2023. More recently, its rank jumped to 35th for growth from 2019 to 2023. In that time period, employment in the region grew by 19,000. The professional and business services supersector contributed the biggest increase, adding 36,800 jobs. With a large employment base in government, the region benefitted from an increase of 15,000 public sector jobs. Health care and social assistance added 14,000. Several industries saw large declines, including the other services industry (-16,000), leisure and hospitality (-15,000), retail (-11,000), and financial activities (-8,000).

Population Change

Percent change (rank)

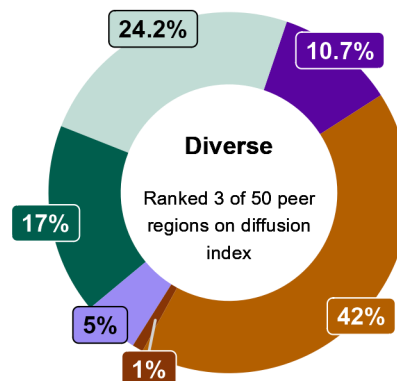


Population by Age Group, (Rank), 2022



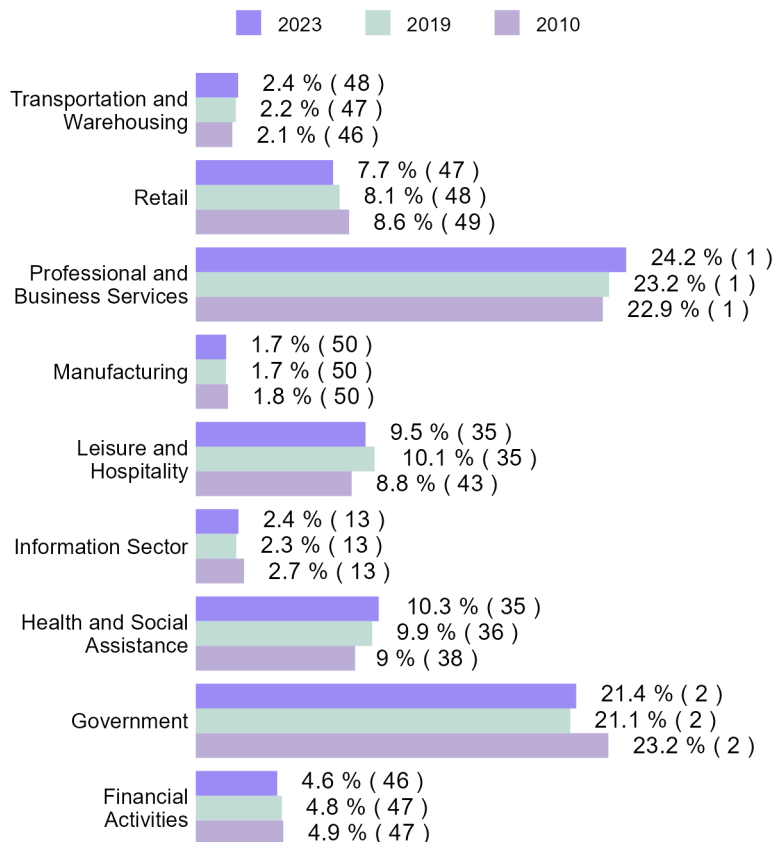
Race and Ethnicity, 2022

Legend: Asian, Black, Hispanic/Latino, Multiracial, Other Race, White



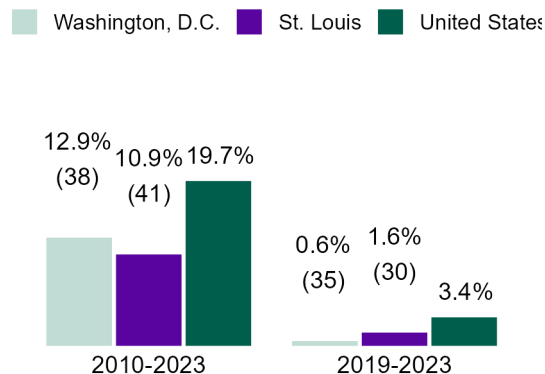
Largest Industries

Percent of employment (rank)



Change in Employment

Percent change (rank)



Strengths & Challenges

Favorable Vitality Rankings: 15

Non-favorable Vitality Rankings: 0

Washington, D.C. is one of two regions that does not rank among the least favorable on any of the vitality metrics, and it is one of the regions that ranks among the most favorable on a relatively large number of metrics.

A strong area for the region is well-being. The region has the 2nd highest score on the CORE index and is among the most favorable on a number of other related metrics, including college educated adults, diversity, income (all four metrics), flight departures, motor vehicle theft, housing affordability for renters, income inequality, poverty, unemployment, vacancy, and Black-white disparity in homeownership.

The favorability on income does not extend to all residents. The region has the 4th highest disparity in per capita income between the white and Hispanic populations.

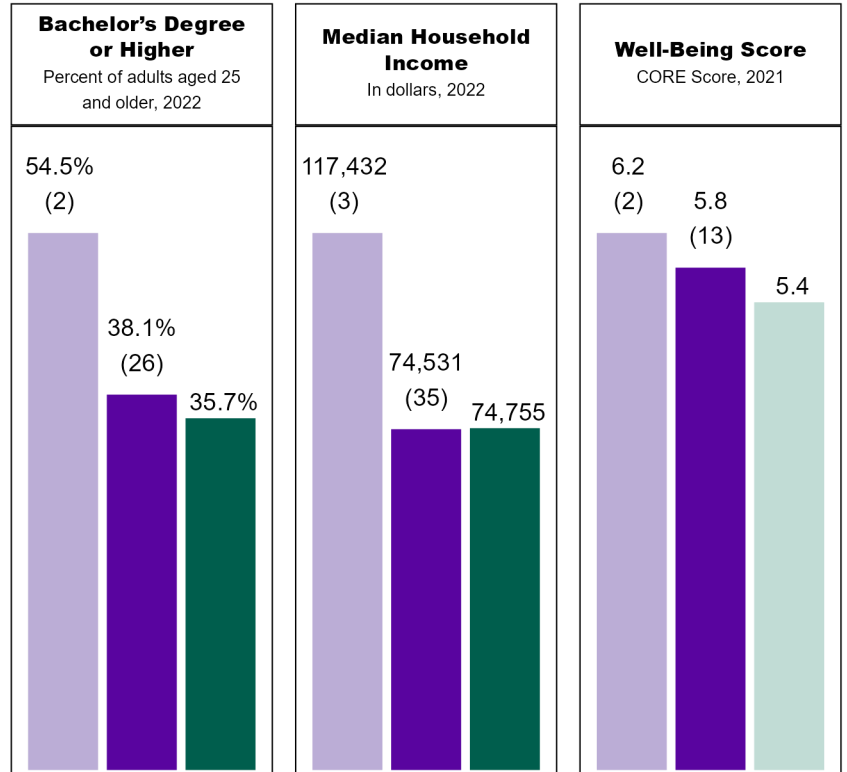
The region is somewhat average on both population and employment change for both the short and long time periods, holding steady but not a leader. The region was among the most favorable peer regions for international migration from 2020 to 2023, increasing the population by 1.7%. An area of potential challenge for the region is out-migration, with the 9th highest rate for the 2016-2022 time period. The region experienced about the same rate of in-migration, resulting in net migration adding 0.4% to the regional population.

The region has the 3rd highest average commute time with the average worker spending 32.3 minutes per day commuting to work.

Strengths

Some metrics the region ranks among the 10 most favorable

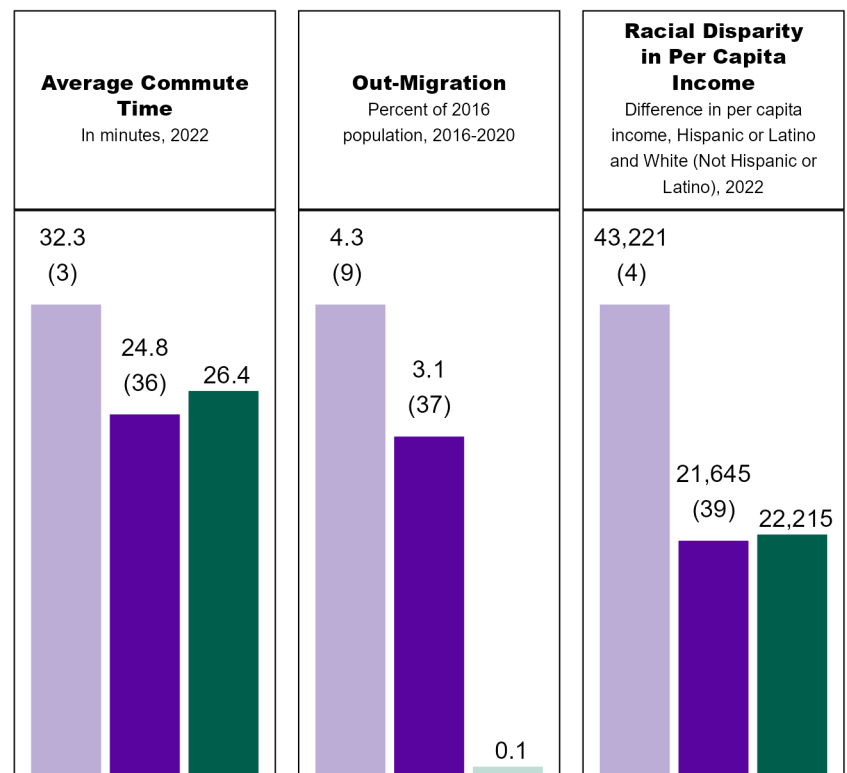
Washington, D.C. St. Louis United States Peer Average



Challenges

Some metrics the region ranks among the 10 least favorable

Washington, D.C. St. Louis United States Peer Average



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EAST-WEST GATEWAY
Council of Governments

Creating Solutions Across Jurisdictional Boundaries

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