A Closer Look at the Millennial Workforce

Characteristics of the age 25-34 population vary by metro area

Earlier this year Garner Economics profiled where the Millennial generation is concentrated among the 381 U.S. metropolitan areas. This brief takes a deeper look at three key characteristics of the Millennial workforce: educational attainment, mobility, and labor force participation.

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The Millennial generation, which is generally defined as those born between the years of 1981 and 2000, is now the largest generation among the total U.S. population. With millions of Millennials entering the workforce and millions of Baby Boomers reaching retirement age each year, this generation has emerged as a dominant force in when companies make their location decisions.

Lost among the enormous amount of study of the impact of Millennials on the workforce and the economic development world is the fact that **educational attainment**, **migration patterns**, and **labor force participation** levels vary widely by location. This brief focuses on the characteristics of the Millennial generation across these three factors. The data presented here is for those aged 25-34 as of 2015, as members of this group are largely past their educational lives and are into their working years.

15 US Metro Areas w/Highest Educational Attainment for Millennials

Share of Age 25-34 Population with a Bachelor's Degree as of 2015

Metro Area	25-34 Share of Adult Pop	% of Age 25-34 Pop w/Bachelor's Degree
Ithaca, NY	14.3%	65.1%
Ann Arbor, MI	17.6%	62.3%
Boulder, CO	16.5%	62.3%
Ames, IA	15.1%	61.0%
Corvallis, OR	15.1%	60.3%
Columbia, MO	19.7%	57.7%
Boston-Cambridge-Newton, MA-NH	18.5%	57.6%
San Francisco-Oakland-Hayward, CA	20.0%	54.6%
San Jose-Sunnyvale-Santa Clara, CA	19.7%	54.1%
Lawrence, KS	18.5%	53.1%
Champaign-Urbana, IL	17.3%	53.0%
Washington-Arlington-Alexandria, DC-VA-MD-WV	19.8%	52.1%
Durham-Chapel Hill, NC	18.7%	51.1%
Madison, WI	18.6%	50.7%
Burlington-South Burlington, VT	15.9%	50.5%

Source: American Community Survey, 2015 1-Year Averages; Garner Economics

The entire list of the top 15 metro areas in terms of **educational attainment** levels among Millennials consists either of smaller metros with major universities or major metros with high concentrations of universities and tech jobs (Boston, San Francisco, San Jose, Washington, Raleigh-Durham). Interestingly, the overall shares of age 25-34 residents in these 15 metro areas tend to be lower than average. For

example, in Ithaca, NY, which has the highest share of age 25-34 residents with Bachelor's degrees, just 14.3 percent of its total adult population is in this age bracket, ranking it 338th among 381 metro areas. The implication of this disparity is that "college town" communities only retain a small number of well-educated people after graduation, and typically lose most of their younger adults to larger metro areas.

10 US Metro Areas w/Highest Mobility Rate Among Millennials

Share of Age 25-34 Population moving into the area during the preceding year, 2010-2014 averages

Metro Area	25-34 Share of Adult Pop, 2015	Mobility Rate of Age 25-34 Pop
Watertown-Fort Drum, NY	21.6%	19.1%
Lawton, OK	21.3%	18.7%
Hinesville, GA	24.9%	17.5%
Clarksville, TN-KY	25.8%	16.9%
Jacksonville, NC	25.6%	16.4%
Fairbanks, AK	22.3%	15.7%
Columbus, GA-AL	21.4%	15.2%
Colorado Springs, CO	20.1%	15.0%
Sierra Vista-Douglas, AZ	16.3%	14.0%
Killeen-Temple, TX	24.0%	13.7%

Source: American Community Survey, 2010-2014 5-Year Averages & 2015 1-Year Averages; Garner Economics

Regarding *mobility*, the conventional wisdom about the age 25-34 cohort is that its members are extremely mobile and move frequently among major metro areas. However, the numbers tell a different story. Using 2010-2014 5-year average data from the American Community Survey, the areas with the greatest levels of mobility[1] for Millennials actually tend to be smaller metro areas with major military installations. This finding meshes with the finding from our previous research that found the highest concentrations of Millennials to be in many of these garrison communities. The challenge, of course for these communities, is how to retain them after they exit the military.

Top 10 and Bottom 10 Areas for Age 25-34 Labor Force Participation

Share of Age 25-34 Population in the Labor Force, 2015 1-Year Averages

Metro Area	% of Age 25-34 Pop in Labor Force, 2015	Metro Area	% of Age 25-34 Pop in Labor Force, 2015
TOP 10 METRO AREAS		**BOTTOM 10 METRO AREAS**	
Fargo, ND-MN	93.4%	Jackson, MI	69.8%
Grand Island, NE	92.3%	Hanford-Corcoran, CA	69.4%
Dubuque, IA	91.8%	Mansfield, OH	69.2%
Pittsfield, MA	91.7%	Morgantown, WV	69.2%
Chambersburg-Waynesboro, PA	90.8%	Michigan City-La Porte, IN	68.2%
Madison, WI	90.1%	Cumberland, MD-WV	67.4%
Fond du Lac, WI	89.9%	Vineland-Bridgeton, NJ	66.5%
Barnstable Town, MA	89.8%	Pine Bluff, AR	64.3%
Missoula, MT	89.7%	Madera, CA	59.6%
Bismarck, ND	89.4%	Sierra Vista-Douglas, AZ	58.6%

Source: American Community Survey, 2015 1-Year Averages; Garner Economics

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[1] Mobility is defined as the share of the current year population that moved to the area from out of state or abroad in the preceding year.

There is great disparity in the *labor force participation* rates among the age 25-34 population in US metro areas, with the rate ranging from 58.6 percent in Sierra Vista-Douglas, AZ to 93.4 percent in Fargo, ND-MN. The areas with the highest levels of labor force participation tends to be in smaller metro areas in northern states that have higher rates of mobility. The areas with low participation are more geographically dispersed, but tend to have low population mobility rates. For example, Madera, CA, which has the second lowest participation rate among all metro areas, has the lowest rate of population mobility among all 381 metro areas.

Among the 15 largest U.S. metro areas, the share of age 25-34 residents with a Bachelor's degree varies greatly by region: it is above 50 percent in Boston, San Francisco, and Washington, but below 30 percent in Phoenix and Riverside. Mobility also differs significantly by area: for example, 9.9 percent of Millennials in the Washington area had moved to the area in the preceding year, compared with just 3.1 percent in the Los Angeles area. Labor force participation among the age 25-34 population in large metros tends to be in the middle of the pack, but mostly tracks with educational attainment: the highest rates of labor force participation among this group are in Washington and Boston, while the lowest rates are in Riverside and Phoenix.

Characteristics of Millennials in 15 Largest U.S. Metros

Metro Area	% of Age 25-34 Pop w/Bachelor's Degree	Mobility Rate of Age 25-34 Population	% of Age 25-34 Population in Labor Force
New York-Newark-Jersey City, NY-NJ-PA	47.6%	4.6%	83.5%
Los Angeles-Long Beach-Anaheim, CA	36.3%	3.1%	82.1%
Chicago-Naperville-Elgin, IL-IN-WI	43.1%	4.7%	84.7%
Dallas-Fort Worth-Arlington, TX	34.7%	4.4%	82.7%
Houston-The Woodlands-Sugar Land, TX	32.4%	4.3%	81.1%
Washington-Arlington-Alexandria, DC-VA-MD-WV	52.1%	9.9%	87.6%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	43.1%	5.1%	83.3%
Miami-Fort Lauderdale-West Palm Beach, FL	31.8%	4.7%	83.3%
Atlanta-Sandy Springs-Roswell, GA	38.4%	5.3%	84.1%
San Francisco-Oakland-Hayward, CA	54.6%	5.1%	84.9%
Boston-Cambridge-Newton, MA-NH	57.6%	6.8%	87.3%
Phoenix-Mesa-Scottsdale, AZ	28.0%	6.0%	79.7%
Riverside-San Bernardino-Ontario, CA	17.4%	2.4%	77.6%
Seattle-Tacoma-Bellevue, WA	44.8%	7.8%	83.5%
Detroit-Warren-Dearborn, MI	32.6%	3.1%	82.4%

Source: American Community Survey, 2010-2014 5-Year Averages & 2015 1-Year Averages; Garner Economics

A full listing of the educational attainment, mobility, and labor force participation of the age 25-34 population is presented for all U.S. metro areas beginning on the next page.

U.S. Metro Areas: Characteristics of the Millennial Workforce

Metro Area	Share of Age 25-34 Pop with Bachelor's Degree, 2015	Annual Mobility Rate: Age 25-34 Pop, 2010-2014	Share of Age 25-34 Pop in Labor Force, 2015
Abilene, TX	20.1%	4.8%	76.5%
Akron, OH	36.8%	3.3%	84.9%
Albany, GA	17.2%	2.9%	70.5%
Albany, OR	15.9%	4.2%	79.8%
Albany-Schenectady-Troy, NY	40.6%	4.1%	86.8%
Albuquerque, NM	25.6%	5.3%	79.1%
Alexandria, LA	10.7%	3.0%	74.9%
Allentown-Bethlehem-Easton, PA-NJ	32.0%	4.7%	85.2%
Altoona, PA	29.7%	1.7%	80.9%
Amarillo, TX	22.2%	3.8%	80.9%
Ames, IA	61.0%	6.3%	85.2%
Anchorage, AK	29.8%	9.2%	84.4%
Ann Arbor, MI	62.3%	10.0%	82.6%
Anniston-Oxford-Jacksonville, AL	13.5%	4.4%	78.2%
Appleton, WI	31.5%	2.8%	88.9%
Asheville, NC	33.4%	5.3%	77.8%
Athens-Clarke County, GA	42.4%	4.5%	77.7%
Atlanta-Sandy Springs-Roswell, GA	38.4%	5.3%	84.1%
Atlantic City-Hammonton, NJ	27.9%	3.8%	84.9%
Auburn-Opelika, AL	35.9%	9.2%	80.5%
Augusta-Richmond County, GA-SC	25.9%	7.2%	77.6%
Austin-Round Rock, TX	45.2%	6.7%	85.1%
Bakersfield, CA	13.8%	2.5%	74.8%
Baltimore-Columbia-Towson, MD	42.2%	5.1%	84.9%
Bangor, ME	29.1%	4.3%	78.0%
Barnstable Town, MA	29.3%	4.3%	89.8%
Baton Rouge, LA	33.2%	3.3%	80.5%
Battle Creek, MI	18.5%	4.2%	78.9%
Bay City, MI	20.4%	2.3%	86.3%
Beaumont-Port Arthur, TX	19.6%	3.4%	74.3%
Beckley, WV	23.5%	3.5%	69.9%
Bellingham, WA	30.5%	4.1%	81.1%
Bend-Redmond, OR	36.0%	6.7%	85.4%
Billings, MT	29.7%	5.7%	86.3%
Binghamton, NY	37.2%	4.6%	84.1%
Birmingham-Hoover, AL	34.2%	3.3%	81.8%
Bismarck, ND	44.9%	6.1%	89.4%
Blacksburg-Christiansburg-Radford, VA	50.2%	7.3%	82.3%
Bloomington, IL	49.2%	7.2%	87.4%
Bloomington, IN	47.3%	9.2%	84.6%
Bloomsburg-Berwick, PA	34.7%	2.7%	79.4%
Boise City, ID	27.3%	5.9%	81.4%
Boston-Cambridge-Newton, MA-NH	57.6%	6.8%	87.3%
Boulder, CO	62.3%	9.6%	86.2%
Bowling Green, KY	29.1%	4.6%	79.2%
Bremerton-Silverdale, WA	24.7%	11.6%	80.4%

Metro Area	Share of Age 25-34 Pop with Bachelor's Degree, 2015	Annual Mobility Rate: Age 25-34 Pop, 2010-2014	Share of Age 25-34 Pop in Labor Force, 2015
Bridgeport-Stamford-Norwalk, CT	46.4%	7.6%	85.7%
Brownsville-Harlingen, TX	16.1%	2.0%	75.7%
Brunswick, GA	15.9%	4.7%	76.3%
Buffalo-Cheektowaga-Niagara Falls, NY	37.8%	3.1%	83.1%
Burlington, NC	24.0%	3.8%	82.0%
Burlington-South Burlington, VT	50.5%	6.5%	86.9%
California-Lexington Park, MD	38.4%	9.5%	87.1%
Canton-Massillon, OH	22.8%	2.4%	85.6%
Cape Coral-Fort Myers, FL	20.9%	5.4%	75.9%
Cape Girardeau, MO-IL	29.6%	2.7%	80.1%
Carbondale-Marion, IL	30.5%	4.8%	77.4%
Carson City, NV	17.9%	9.3%	na
Casper, WY	21.2%	8.1%	82.8%
Cedar Rapids, IA	36.8%	3.5%	86.9%
Chambersburg-Waynesboro, PA	22.7%	5.4%	90.8%
Champaign-Urbana, IL	53.0%	9.3%	83.7%
Charleston, WV	31.9%	3.2%	75.9%
Charleston-North Charleston, SC	39.1%	6.9%	82.8%
Charlotte-Concord-Gastonia, NC-SC	38.0%	5.9%	85.6%
Charlottesville, VA	45.4%	7.4%	83.3%
Chattanooga, TN-GA	27.8%	5.9%	81.1%
Cheyenne, WY	32.8%	9.4%	82.6%
Chicago-Naperville-Elgin, IL-IN-WI	43.1%	4.7%	84.7%
Chico, CA	26.6%	2.8%	79.5%
Cincinnati, OH-KY-IN	35.2%	5.2%	85.8%
Clarksville, TN-KY	23.4%	16.9%	81.1%
Cleveland, TN	31.0%	5.7%	72.5%
Cleveland-Elyria, OH	36.1%	3.5%	84.7%
Coeur d'Alene, ID	20.5%	5.9%	78.4%
College Station-Bryan, TX	42.9%	6.0%	80.1%
Colorado Springs, CO	29.2%	15.0%	82.5%
Columbia, MO	57.7%	5.9%	85.8%
Columbia, SC	36.3%	6.8%	85.2%
Columbus, GA-AL	28.1%	15.2%	81.8%
Columbus, IN	42.1%	6.8%	na
Columbus, OH	40.7%	4.4%	85.1%
Corpus Christi, TX	18.9%	4.4%	81.1%
Corvallis, OR	60.3%	10.2%	83.4%
Crestview-Fort Walton Beach-Destin, FL	28.4%	8.6%	81.0%
Cumberland, MD-WV	16.8%	2.8%	67.4%
Dallas-Fort Worth-Arlington, TX	34.7%	4.4%	82.7%
Dalton, GA	12.8%	2.8%	81.8%
Danville, IL	12.6%	2.1%	72.3%
Daphne-Fairhope-Foley, AL	24.9%	6.0%	72.4%
Davenport-Moline-Rock Island, IA-IL	31.5%	4.8%	84.1%
Dayton, OH	32.6%	4.5%	83.3%
Decatur, AL	18.7%	2.0%	73.2%

Metro Area	Share of Age 25-34 Pop with Bachelor's Degree, 2015	Annual Mobility Rate: Age 25-34 Pop, 2010-2014	Share of Age 25-34 Pop in Labor Force, 2015
Decatur, IL	29.2%	3.4%	82.0%
Deltona-Daytona Beach-Ormond Beach, FL	24.9%	4.8%	79.1%
Denver-Aurora-Lakewood, CO	45.0%	7.4%	87.5%
Des Moines-West Des Moines, IA	42.9%	5.4%	88.8%
Detroit-Warren-Dearborn, MI	32.6%	3.1%	82.4%
Dothan, AL	18.5%	4.6%	77.7%
Dover, DE	21.8%	6.6%	85.8%
Dubuque, IA	43.4%	6.5%	91.8%
Duluth, MN-WI	28.7%	3.9%	85.6%
Durham-Chapel Hill, NC	51.1%	9.5%	82.5%
East Stroudsburg, PA	35.8%	5.8%	86.6%
Eau Claire, WI	33.4%	2.9%	86.8%
El Centro, CA	19.1%	3.0%	70.9%
Elizabethtown-Fort Knox, KY	22.1%	11.6%	82.6%
Elkhart-Goshen, IN	17.4%	2.4%	75.9%
Elmira, NY	24.8%	3.1%	74.5%
El Paso, TX	24.3%	7.8%	79.7%
Erie, PA	30.0%	4.5%	82.5%
Eugene, OR	32.6%	6.7%	83.2%
Evansville, IN-KY	31.4%	4.2%	86.4%
Fairbanks, AK	37.6%	15.7%	86.4%
Fargo, ND-MN	38.3%	9.1%	93.4%
Farmington, NM	13.5%	3.6%	75.9%
Fayetteville, NC	25.8%	13.5%	80.3%
Fayetteville-Springdale-Rogers, AR-MO	33.0%	7.0%	78.8%
Flagstaff, AZ	31.0%	6.1%	83.0%
Flint, MI	23.0%	1.7%	76.7%
Florence, SC	17.9%	2.9%	81.4%
Florence-Muscle Shoals, AL	19.9%	3.9%	75.0%
Fond du Lac, WI	28.2%	1.8%	89.9%
Fort Collins, CO	43.3%	8.8%	86.4%
Fort Smith, AR-OK	19.2%	5.6%	76.0%
Fort Wayne, IN	29.7%	3.1%	85.0%
Fresno, CA	19.1%	1.4%	76.8%
Gadsden, AL	19.8%	1.1%	77.4%
Gainesville, FL	45.0%	7.4%	77.8%
Gainesville, GA	17.0%	3.7%	72.3%
Gettysburg, PA	24.1%	4.9%	89.1%
Glens Falls, NY	32.0%	2.7%	81.1%
Goldsboro, NC	22.5%	4.0%	75.5%
Grand Forks, ND-MN	36.9%	9.4%	87.5%
Grand Island, NE	26.9%	3.4%	92.3%
Grand Junction, CO	23.6%	4.5%	82.6%
Grand Rapids-Wyoming, MI	35.9%	3.4%	85.8%
Grants Pass, OR	14.2%	5.7%	76.5%
Great Falls, MT	24.6%	10.2%	80.3%
Greeley, CO	21.3%	5.4%	79.2%

Metro Area	Share of Age 25-34 Pop with Bachelor's Degree, 2015	Annual Mobility Rate: Age 25-34 Pop, 2010-2014	Share of Age 25-34 Pop in Labor Force, 2015
Green Bay, WI	27.3%	2.6%	88.0%
Greensboro-High Point, NC	29.1%	3.8%	81.9%
Greenville, NC	34.5%	3.4%	80.4%
Greenville-Anderson-Mauldin, SC	28.7%	5.0%	81.8%
Gulfport-Biloxi-Pascagoula, MS	21.8%	8.5%	81.0%
Hagerstown-Martinsburg, MD-WV	20.3%	7.3%	75.8%
Hammond, LA	19.3%	2.8%	80.1%
Hanford-Corcoran, CA	13.6%	4.7%	69.4%
Harrisburg-Carlisle, PA	34.9%	4.1%	84.0%
Harrisonburg, VA	39.5%	3.4%	84.0%
Hartford-West Hartford-East Hartford, CT	49.0%	4.9%	85.3%
Hattiesburg, MS	28.9%	5.2%	83.0%
Hickory-Lenoir-Morganton, NC	18.2%	2.4%	78.4%
Hilton Head Island-Bluffton-Beaufort, SC	31.4%	12.5%	86.6%
Hinesville, GA	17.6%	17.5%	74.1%
Homosassa Springs, FL	8.6%	2.3%	78.4%
Hot Springs, AR	12.5%	4.7%	72.2%
Houma-Thibodaux, LA	18.3%	2.2%	75.8%
Houston-The Woodlands-Sugar Land, TX	32.4%	4.3%	81.1%
Huntington-Ashland, WV-KY-OH	24.0%	4.6%	75.2%
Huntsville, AL	35.5%	4.6%	81.6%
Idaho Falls, ID	28.6%	4.5%	78.6%
Indianapolis-Carmel-Anderson, IN	37.5%	3.8%	84.0%
Iowa City, IA	47.1%	8.1%	88.9%
Ithaca, NY	65.1%	13.0%	74.7%
Jackson, MI	20.6%	2.5%	69.8%
Jackson, MS	31.2%	2.6%	81.7%
Jackson, TN	26.6%	2.4%	81.4%
Jacksonville, FL	30.3%	6.0%	83.2%
Jacksonville, NC	21.3%	16.4%	77.0%
Janesville-Beloit, WI	23.7%	3.5%	85.7%
Jefferson City, MO	29.3%	2.8%	78.3%
Johnson City, TN	31.5%	4.6%	75.9%
Johnstown, PA	26.1%	3.2%	81.7%
Jonesboro, AR	27.8%	2.7%	78.9%
Joplin, MO	21.3%	4.2%	81.4%
Kahului-Wailuku-Lahaina, HI	23.1%	5.6%	89.2%
Kalamazoo-Portage, MI	43.3%	3.3%	87.4%
Kankakee, IL	26.9%	2.2%	83.6%
Kansas City, MO-KS	40.4%	6.9%	85.5%
Kennewick-Richland, WA	21.9%	4.9%	79.0%
Killeen-Temple, TX	21.8%	13.7%	77.5%
Kingsport-Bristol-Bristol, TN-VA	22.8%	5.8%	76.9%
Kingston, NY	28.7%	3.8%	80.8%
Knoxville, TN	29.9%	4.4%	82.6%
Kokomo, IN	21.3%	3.4%	80.5%
La Crosse-Onalaska, WI-MN	33.1%	5.8%	88.9%

Metro Area	Share of Age 25-34 Pop with Bachelor's Degree, 2015	Annual Mobility Rate: Age 25-34 Pop, 2010-2014	Share of Age 25-34 Pop in Labor Force, 2015
Lafayette, LA	27.8%	3.8%	81.5%
Lafayette-West Lafayette, IN	43.1%	6.9%	84.9%
Lake Charles, LA	24.8%	4.7%	81.8%
Lake Havasu City-Kingman, AZ	13.3%	7.9%	77.6%
Lakeland-Winter Haven, FL	17.8%	3.3%	75.7%
Lancaster, PA	27.7%	2.7%	84.1%
Lansing-East Lansing, MI	41.1%	5.2%	86.0%
Laredo, TX	20.3%	4.2%	70.7%
Las Cruces, NM	21.7%	6.1%	78.7%
Las Vegas-Henderson-Paradise, NV	21.0%	7.1%	81.7%
Lawrence, KS	53.1%	6.0%	86.6%
Lawton, OK	18.7%	18.7%	80.2%
Lebanon, PA	21.7%	2.6%	85.0%
Lewiston, ID-WA	23.9%	8.0%	na
Lewiston-Auburn, ME	24.1%	2.9%	79.7%
Lexington-Fayette, KY	40.5%	6.7%	86.5%
Lima, OH	28.7%	2.3%	89.3%
Lincoln, NE	38.8%	4.6%	87.4%
Little Rock-North Little Rock-Conway, AR	32.3%	4.2%	81.2%
Logan, UT-ID	32.8%	5.1%	79.7%
Longview, TX	18.8%	2.8%	76.6%
Longview, WA	16.9%	4.3%	78.6%
Los Angeles-Long Beach-Anaheim, CA	36.3%	3.1%	82.1%
Louisville/Jefferson County, KY-IN	34.3%	4.7%	84.5%
Lubbock, TX	27.8%	3.5%	83.8%
Lynchburg, VA	32.6%	3.2%	81.1%
Macon, GA	26.3%	1.5%	78.5%
Madera, CA	13.1%	1.0%	59.6%
Madison, WI	50.7%	6.2%	90.1%
Manchester-Nashua, NH	39.4%	6.7%	88.9%
Manhattan, KS	39.1%	11.0%	80.5%
Mankato-North Mankato, MN	31.0%	2.3%	88.4%
Mansfield, OH	14.8%	1.2%	69.2%
McAllen-Edinburg-Mission, TX	19.1%	2.4%	75.1%
Medford, OR	18.5%	7.6%	75.7%
Memphis, TN-MS-AR	28.4%	5.3%	81.1%
Merced, CA	14.8%	1.4%	72.0%
Miami-Fort Lauderdale-West Palm Beach, FL	31.8%	4.7%	83.3%
Michigan City-La Porte, IN	15.5%	2.8%	68.2%
Midland, MI	33.0%	7.1%	87.8%
Midland, TX	22.3%	4.7%	80.5%
Milwaukee-Waukesha-West Allis, WI	40.6%	3.7%	86.3%
Minneapolis-St. Paul-Bloomington, MN-WI	46.6%	5.1%	89.0%
Missoula, MT	40.1%	7.8%	89.7%
Mobile, AL	28.0%	3.9%	78.7%
Modesto, CA	16.9%	1.6%	77.0%
Monroe, LA	26.9%	1.6%	75.1%

Metro Area	Share of Age 25-34 Pop with Bachelor's Degree, 2015	Annual Mobility Rate: Age 25-34 Pop, 2010-2014	Share of Age 25-34 Pop in Labor Force, 2015
Monroe, MI	22.6%	3.7%	81.9%
Montgomery, AL	25.7%	5.2%	77.1%
Morgantown, WV	46.7%	6.2%	69.2%
Morristown, TN	10.0%	5.6%	73.7%
Mount Vernon-Anacortes, WA	15.3%	4.7%	84.3%
Muncie, IN	26.1%	3.1%	82.0%
Muskegon, MI	16.7%	2.3%	73.4%
Myrtle Beach-Conway-North Myrtle Beach, SC-NC	24.6%	6.9%	84.1%
Napa, CA	33.2%	1.9%	87.0%
Naples-Immokalee-Marco Island, FL	27.4%	5.0%	82.2%
Nashville-Davidson--Murfreesboro--Franklin, TN	42.3%	6.0%	85.0%
New Bern, NC	20.2%	10.0%	77.8%
New Haven-Milford, CT	40.8%	4.9%	83.2%
New Orleans-Metairie, LA	33.1%	5.1%	82.4%
New York-Newark-Jersey City, NY-NJ-PA	47.6%	4.6%	83.5%
Niles-Benton Harbor, MI	26.6%	6.8%	81.3%
North Port-Sarasota-Bradenton, FL	24.1%	5.4%	81.1%
Norwich-New London, CT	33.6%	7.7%	82.4%
Ocala, FL	15.9%	4.2%	72.9%
Ocean City, NJ	39.1%	2.7%	83.7%
Odessa, TX	15.1%	4.5%	80.4%
Ogden-Clearfield, UT	26.2%	3.7%	80.3%
Oklahoma City, OK	30.2%	5.1%	81.7%
Olympia-Tumwater, WA	29.1%	8.0%	79.7%
Omaha-Council Bluffs, NE-IA	38.8%	5.3%	85.1%
Orlando-Kissimmee-Sanford, FL	32.9%	5.5%	84.2%
Oshkosh-Neenah, WI	26.3%	2.4%	85.1%
Owensboro, KY	23.8%	2.0%	82.3%
Oxnard-Thousand Oaks-Ventura, CA	29.6%	3.3%	82.9%
Palm Bay-Melbourne-Titusville, FL	31.1%	5.0%	82.5%
Panama City, FL	21.0%	6.8%	81.9%
Parkersburg-Vienna, WV	22.0%	4.0%	82.3%
Pensacola-Ferry Pass-Brent, FL	27.8%	8.6%	82.7%
Peoria, IL	33.6%	3.4%	83.7%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	43.1%	5.1%	83.3%
Phoenix-Mesa-Scottsdale, AZ	28.0%	6.0%	79.7%
Pine Bluff, AR	11.6%	2.2%	64.3%
Pittsburgh, PA	45.5%	4.5%	84.7%
Pittsfield, MA	29.3%	4.9%	91.7%
Pocatello, ID	21.9%	5.4%	77.6%
Portland-South Portland, ME	44.8%	7.5%	85.9%
Portland-Vancouver-Hillsboro, OR-WA	40.8%	8.0%	83.5%
Port St. Lucie, FL	19.1%	4.2%	80.6%
Prescott, AZ	24.2%	8.4%	79.3%
Providence-Warwick, RI-MA	34.3%	5.7%	84.0%
Provo-Orem, UT	37.8%	5.4%	75.5%
Pueblo, CO	15.4%	4.2%	77.5%

Metro Area	Share of Age 25-34 Pop with Bachelor's Degree, 2015	Annual Mobility Rate: Age 25-34 Pop, 2010-2014	Share of Age 25-34 Pop in Labor Force, 2015
Punta Gorda, FL	12.4%	5.3%	84.0%
Racine, WI	25.1%	2.4%	84.6%
Raleigh, NC	47.4%	5.6%	85.1%
Rapid City, SD	29.8%	9.2%	84.9%
Reading, PA	23.7%	3.1%	86.1%
Redding, CA	22.8%	4.4%	80.9%
Reno, NV	27.8%	7.1%	85.2%
Richmond, VA	37.0%	4.9%	84.0%
Riverside-San Bernardino-Ontario, CA	17.4%	2.4%	77.6%
Roanoke, VA	30.6%	4.6%	81.4%
Rochester, MN	44.4%	4.7%	87.6%
Rochester, NY	37.2%	3.6%	84.0%
Rockford, IL	26.8%	3.5%	87.2%
Rocky Mount, NC	12.7%	1.9%	83.1%
Rome, GA	19.3%	2.0%	78.6%
Sacramento--Roseville--Arden-Arcade, CA	31.1%	3.1%	81.3%
Saginaw, MI	23.5%	2.9%	80.6%
St. Cloud, MN	29.0%	3.6%	88.9%
St. George, UT	18.8%	5.0%	80.6%
St. Joseph, MO-KS	18.5%	6.3%	75.0%
St. Louis, MO-IL	37.5%	4.6%	85.9%
Salem, OR	18.0%	4.0%	83.1%
Salinas, CA	19.5%	5.4%	74.1%
Salisbury, MD-DE	23.8%	4.9%	78.3%
Salt Lake City, UT	34.0%	4.9%	83.8%
San Angelo, TX	23.1%	10.7%	81.5%
San Antonio-New Braunfels, TX	25.1%	4.7%	80.1%
San Diego-Carlsbad, CA	38.2%	5.5%	82.9%
San Francisco-Oakland-Hayward, CA	54.6%	5.1%	84.9%
San Jose-Sunnyvale-Santa Clara, CA	54.1%	6.6%	82.6%
San Luis Obispo-Paso Robles-Arroyo Grande, CA	32.1%	2.5%	83.5%
Santa Cruz-Watsonville, CA	33.6%	2.8%	79.3%
Santa Fe, NM	33.0%	7.7%	78.8%
Santa Maria-Santa Barbara, CA	31.4%	4.8%	84.9%
Santa Rosa, CA	26.7%	2.7%	83.4%
Savannah, GA	26.4%	8.3%	84.6%
Scranton--Wilkes-Barre--Hazleton, PA	30.3%	3.7%	84.0%
Seattle-Tacoma-Bellevue, WA	44.8%	7.8%	83.5%
Sebastian-Vero Beach, FL	10.7%	5.6%	83.1%
Sebring, FL	10.2%	6.1%	na
Sheboygan, WI	21.3%	3.4%	84.4%
Sherman-Denison, TX	18.6%	3.4%	85.7%
Shreveport-Bossier City, LA	20.3%	5.1%	78.7%
Sierra Vista-Douglas, AZ	20.0%	14.0%	58.6%
Sioux City, IA-NE-SD	25.1%	4.5%	84.2%
Sioux Falls, SD	37.0%	4.7%	87.7%
South Bend-Mishawaka, IN-MI	30.0%	5.9%	80.7%

Metro Area	Share of Age 25-34 Pop with Bachelor's Degree, 2015	Annual Mobility Rate: Age 25-34 Pop, 2010-2014	Share of Age 25-34 Pop in Labor Force, 2015
Spartanburg, SC	21.5%	4.3%	80.3%
Spokane-Spokane Valley, WA	23.4%	5.6%	73.9%
Springfield, IL	36.1%	4.7%	86.4%
Springfield, MA	34.9%	4.8%	80.0%
Springfield, MO	29.3%	4.0%	80.8%
Springfield, OH	19.3%	3.6%	81.7%
State College, PA	50.5%	7.7%	76.6%
Staunton-Waynesboro, VA	19.6%	2.7%	77.7%
Stockton-Lodi, CA	16.8%	1.8%	76.9%
Sumter, SC	18.1%	6.6%	78.3%
Syracuse, NY	35.5%	3.5%	81.3%
Tallahassee, FL	36.6%	5.1%	76.6%
Tampa-St. Petersburg-Clearwater, FL	31.0%	5.0%	82.6%
Terre Haute, IN	20.6%	3.1%	73.2%
Texarkana, TX-AR	10.8%	7.6%	71.6%
The Villages, FL	8.7%	5.4%	na
Toledo, OH	29.2%	3.7%	85.9%
Topeka, KS	30.9%	3.7%	86.1%
Trenton, NJ	37.0%	5.3%	80.0%
Tucson, AZ	27.8%	6.1%	80.5%
Tulsa, OK	28.1%	4.0%	82.8%
Tuscaloosa, AL	28.0%	2.7%	74.3%
Tyler, TX	23.6%	3.6%	75.9%
Urban Honolulu, HI	33.3%	11.6%	83.1%
Utica-Rome, NY	26.4%	2.2%	78.6%
Valdosta, GA	22.1%	7.8%	77.6%
Vallejo-Fairfield, CA	23.5%	3.2%	81.9%
Victoria, TX	23.9%	2.6%	80.7%
Vineland-Bridgeton, NJ	14.2%	3.0%	66.5%
Virginia Beach-Norfolk-Newport News, VA-NC	28.9%	8.4%	82.8%
Visalia-Porterville, CA	15.0%	2.2%	75.9%
Waco, TX	22.3%	3.1%	76.3%
Walla Walla, WA	26.1%	5.5%	79.4%
Warner Robins, GA	21.3%	3.0%	85.3%
Washington-Arlington-Alexandria, DC-VA-MD-WV	52.1%	9.9%	87.6%
Waterloo-Cedar Falls, IA	33.8%	2.6%	87.6%
Watertown-Fort Drum, NY	22.7%	19.1%	76.5%
Wausau, WI	30.0%	2.7%	85.5%
Weirton-Steubenville, WV-OH	17.8%	5.2%	79.0%
Wenatchee, WA	15.8%	2.0%	83.2%
Wheeling, WV-OH	22.6%	4.6%	74.1%
Wichita, KS	30.8%	3.9%	82.3%
Wichita Falls, TX	20.7%	7.1%	70.4%
Williamsport, PA	30.1%	3.3%	73.8%
Wilmington, NC	36.1%	5.0%	83.8%
Winchester, VA-WV	31.6%	2.8%	87.2%
Winston-Salem, NC	30.4%	3.0%	81.6%

Metro Area	Share of Age 25-34 Pop with Bachelor's Degree, 2015	Annual Mobility Rate: Age 25-34 Pop, 2010-2014	Share of Age 25-34 Pop in Labor Force, 2015
Worcester, MA-CT	36.0%	3.5%	84.4%
Yakima, WA	13.4%	2.8%	77.3%
York-Hanover, PA	27.7%	4.7%	84.9%
Youngstown-Warren-Boardman, OH-PA	26.7%	3.6%	83.0%
Yuba City, CA	11.0%	4.1%	75.0%
Yuma, AZ	18.2%	8.0%	77.8%

Source: American Community Survey, 2010-2014 5-Year and 2015 1-Year Averages; Garner Economics

na = not available

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