



2 MSAs

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Economy Overview

716,018

Population (2018)

Population **grew by 50,463** over the last 5 years and is projected to **grow by 37,017** over the next 5 years.

337,529

Total Regional Employment

Jobs **grew by 35,389** over the last 5 years and are projected to **grow by 26,525** over the next 5 years.

\$55.0K

Avg. Earnings Per Job (2018)

Regional average earnings per job are **\$11.9K below** the national average earnings of \$66.9K per job.

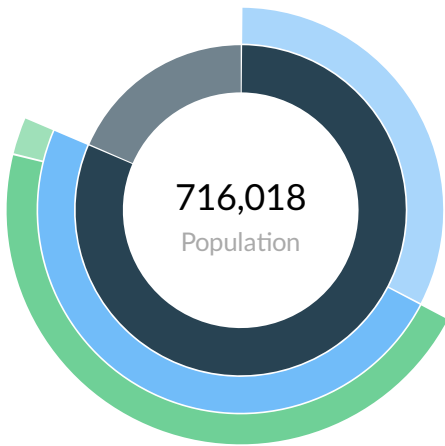
Takeaways

- As of 2018 the region's population **increased by 7.6%** since 2013, growing by 50,463. Population is expected to **increase by 5.2%** between 2018 and 2023, adding 37,017.
- From 2013 to 2018, jobs **increased by 11.7%** in 2 MSAs from 302,140 to 337,529. This change **outpaced the national growth rate of 8.5% by 3.2%**. As the number of jobs increased, the **labor force participation rate increased from 59.1% to 60.0% between 2013 and 2018**.
- Concerning educational attainment, **17.5% of the selected regions' residents possess a Bachelor's Degree** (1.1% below the national average), and **11.6% hold an Associate's Degree** (3.6% above the national average).
- The top three industries in 2018 are Restaurants and Other Eating Places, Education and Hospitals (Local Government), and Local Government, Excluding Education and Hospitals.

	Population (2018)	Labor Force (2018)	Jobs (2018)	Cost of Living	GRP	Imports	Exports
Region	716,018	349,621	337,529	105.0	\$32.52B	\$28.49B	\$29.99B
State	9,232,222	4,694,000	4,654,776	106.4	\$615.11B	\$436.57B	\$587.42B
United States	328,038,851	162,012,815	163,329,158	100.0	\$20.28T	\$0	\$8.59T

Economy Overview - Cont.

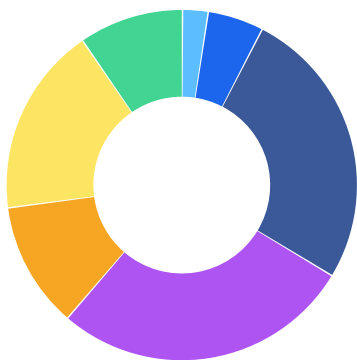
2018 Labor Force Breakdown



	Population
● Total Working Age Population	582,923
● Not in Labor Force (15+)	233,302
● Labor Force	349,621
● Employed	330,754
● Unemployed	18,867
● Under 15	133,095

Educational Attainment

Concerning educational attainment, **17.5% of the selected regions' residents possess a Bachelor's Degree** (1.1% below the national average), and **11.6% hold an Associate's Degree** (3.6% above the national average).

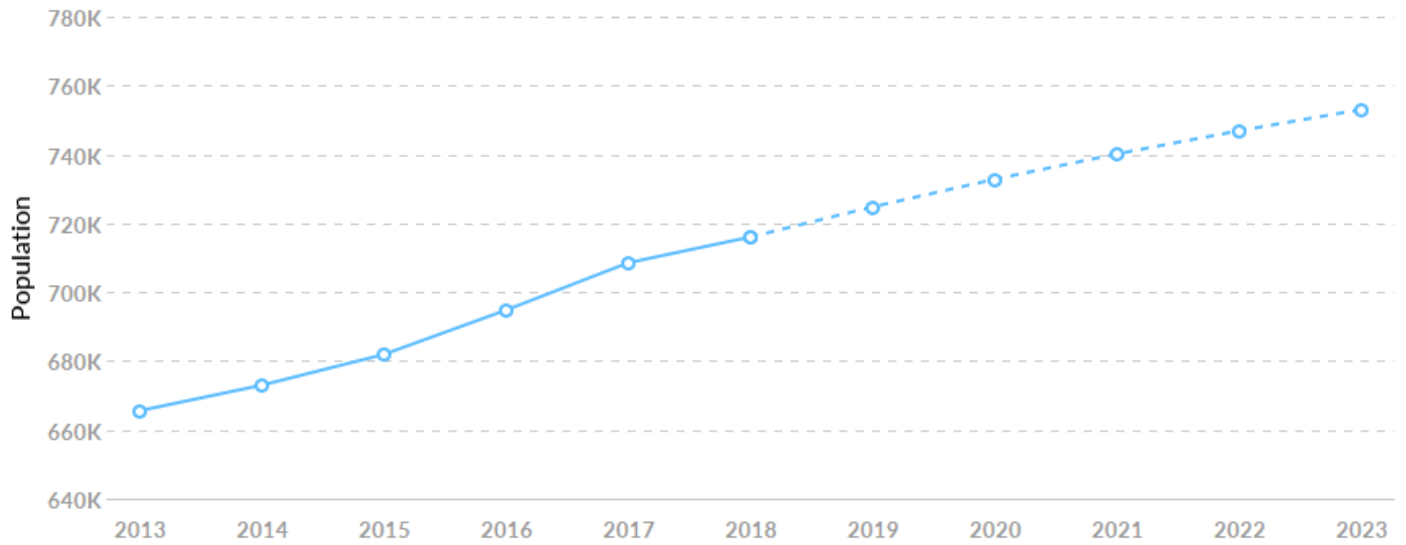


	% of Population	Population
● Less Than 9th Grade	2.4%	11,618
● 9th Grade to 12th Grade	5.2%	25,472
● High School Diploma	26.0%	128,527
● Some College	27.7%	136,465
● Associate's Degree	11.6%	57,348
● Bachelor's Degree	17.5%	86,391
● Graduate Degree and Higher	9.6%	47,587

Historic & Projected Trends

Population Trends

As of 2018 the region's population increased by 7.6% since 2013, growing by 50,463. Population is expected to increase by 5.2% between 2018 and 2023, adding 37,017.

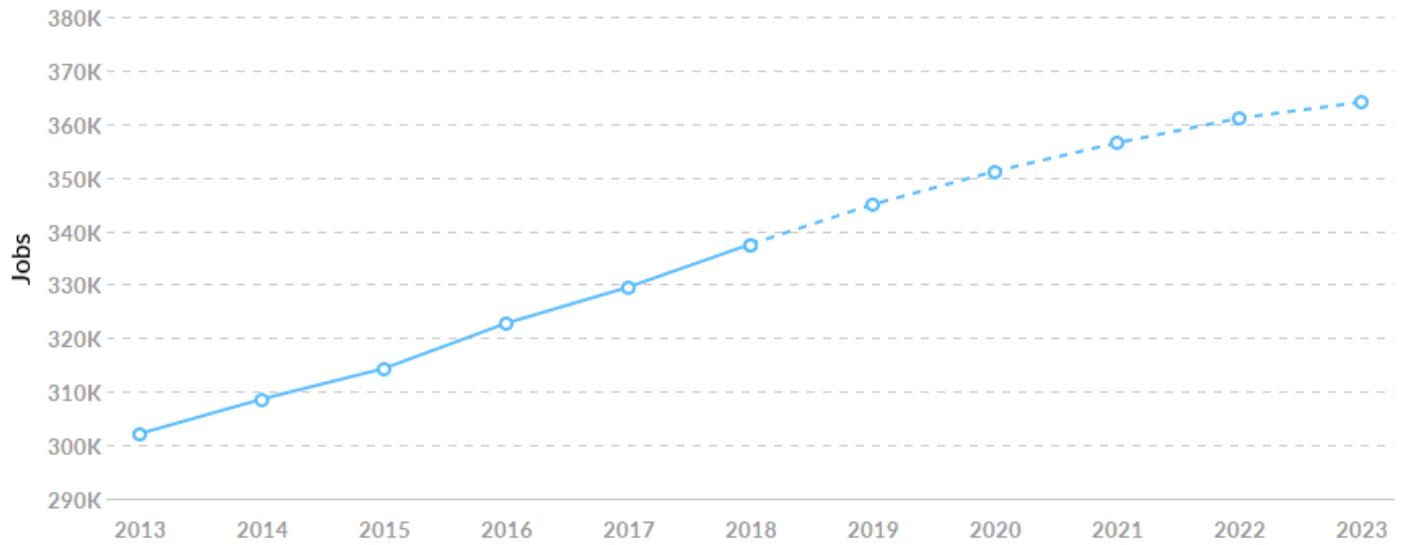


Timeframe	Population
2013	665,555
2014	672,972
2015	681,915
2016	694,802
2017	708,526
2018	716,018
2019	724,760
2020	732,789
2021	740,154
2022	746,888
2023	753,035

Historic & Projected Trends - Cont.

Job Trends

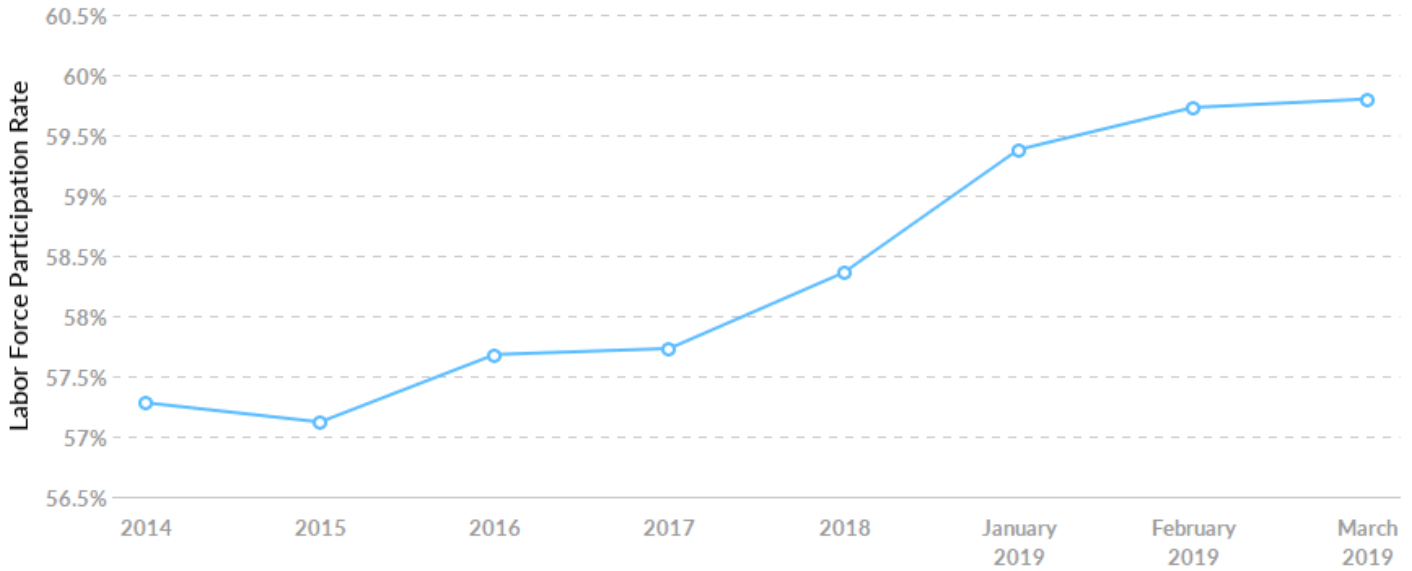
From 2013 to 2018, jobs increased by 11.7% in 2 MSAs from 302,140 to 337,529. This change outpaced the national growth rate of 8.5% by 3.2%.



Timeframe	Jobs
2013	302,140
2014	308,597
2015	314,315
2016	322,763
2017	329,507
2018	337,529
2019	344,946
2020	351,124
2021	356,436
2022	361,038
2023	364,054

Historic & Projected Trends - Cont.

Labor Force Participation Rate Trends

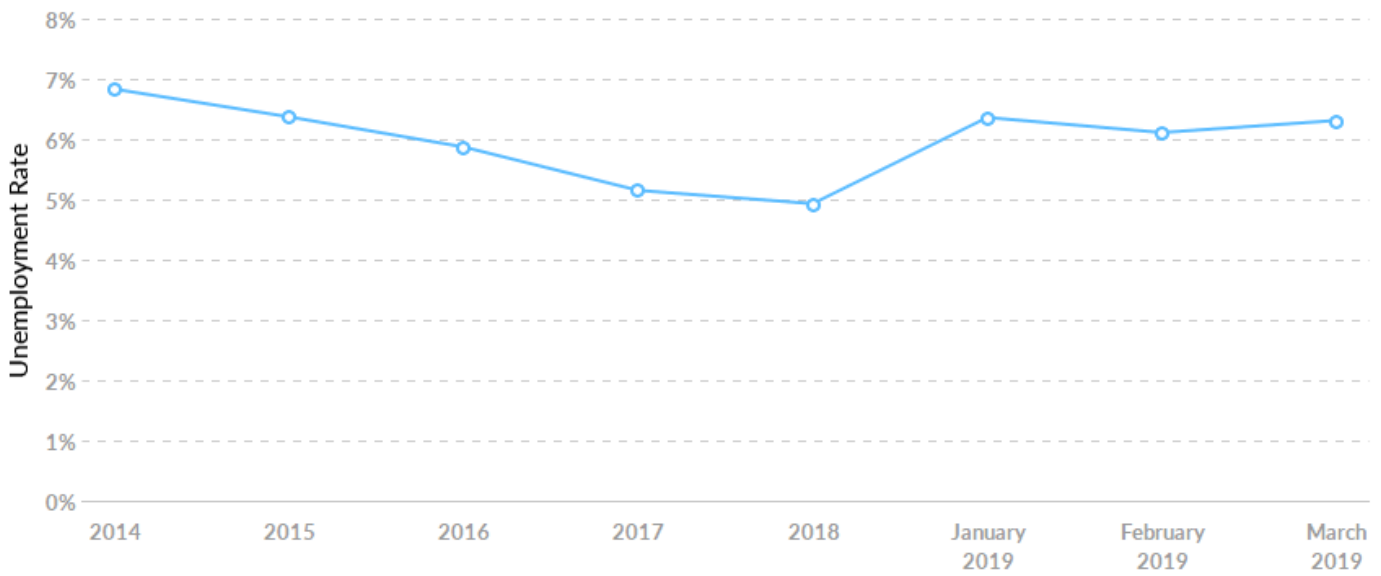


Timeframe	Labor Force Participation Rate
2014	57.28%
2015	57.12%
2016	57.68%
2017	57.73%
2018	58.36%
January 2019	59.38%
February 2019	59.73%
March 2019	59.80%

Historic & Projected Trends - Cont.

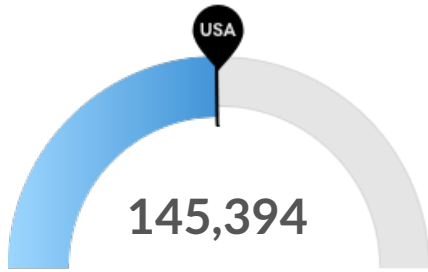
Unemployment Rate Trends

Your areas had a March 2019 unemployment rate of 6.31%, decreasing from 6.83% 5 years before.



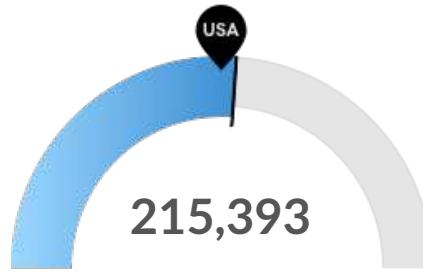
Timeframe	Unemployment Rate
2014	6.83%
2015	6.37%
2016	5.87%
2017	5.15%
2018	4.93%
January 2019	6.36%
February 2019	6.11%
March 2019	6.31%

Population Characteristics



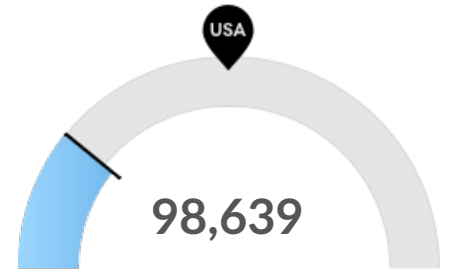
Millennials

Your area has 145,394 millennials (ages 20-34). The national average for an area this size is 146,746.



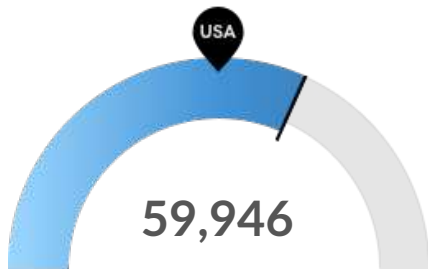
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 201,983 people 55 or older, while there are 215,393 here.



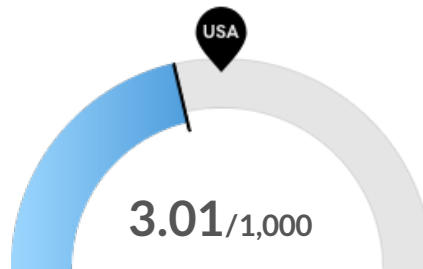
Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 278,251 racially diverse people, while there are 98,639 here.



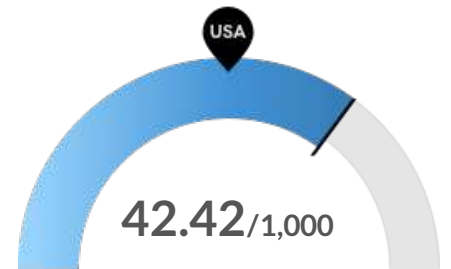
Veterans

Your area has 59,946 veterans. The national average for an area this size is 41,198.



Violent Crime

Your area has 3.01 violent crimes per 1,000 people. The national rate is 3.75 per 1,000 people.



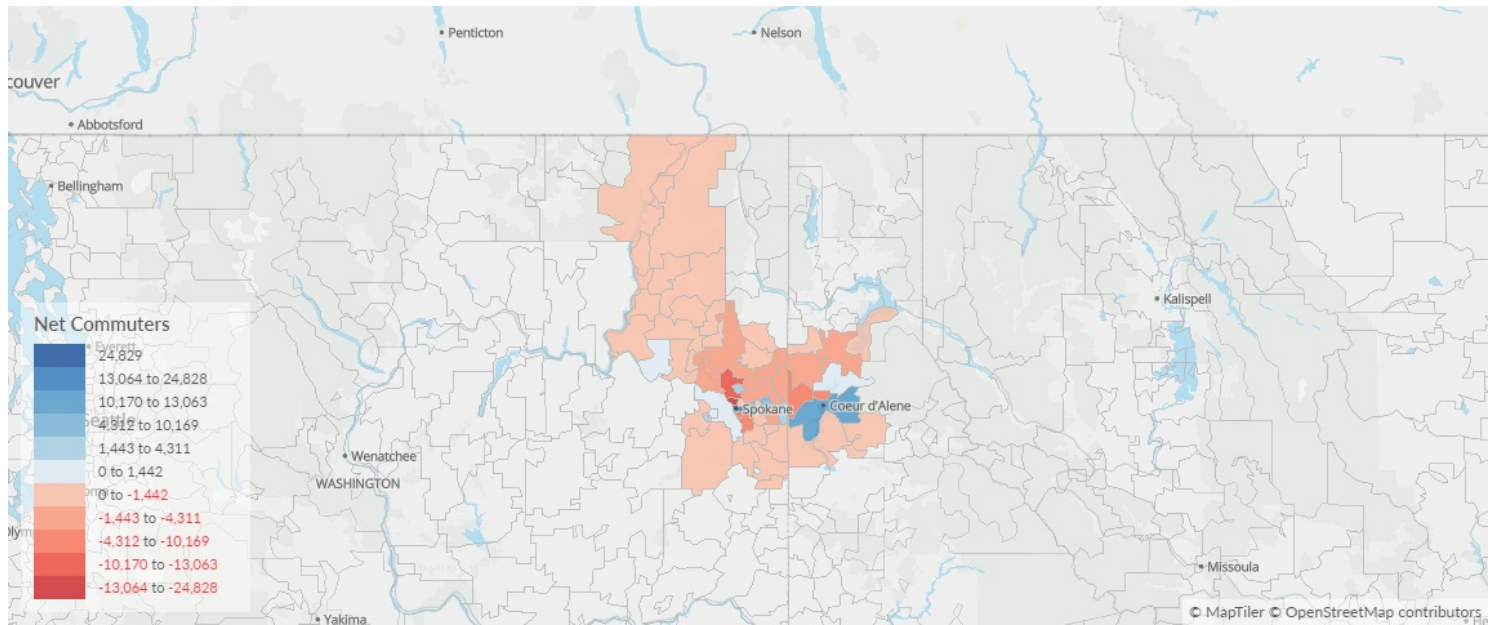
Property Crime

Your area has 42.42 property crimes per 1,000 people. The national rate is 24.21 per 1,000 people.

Population Characteristics - Cont.

Place of Work vs Place of Residence

Understanding where talent in the region currently works compared to where talent lives can help you optimize site decisions. For example, the #1 ranked ZIP for employment ranks #18 for resident workers. The top ZIP for resident workers is 99208.



Where Talent Works

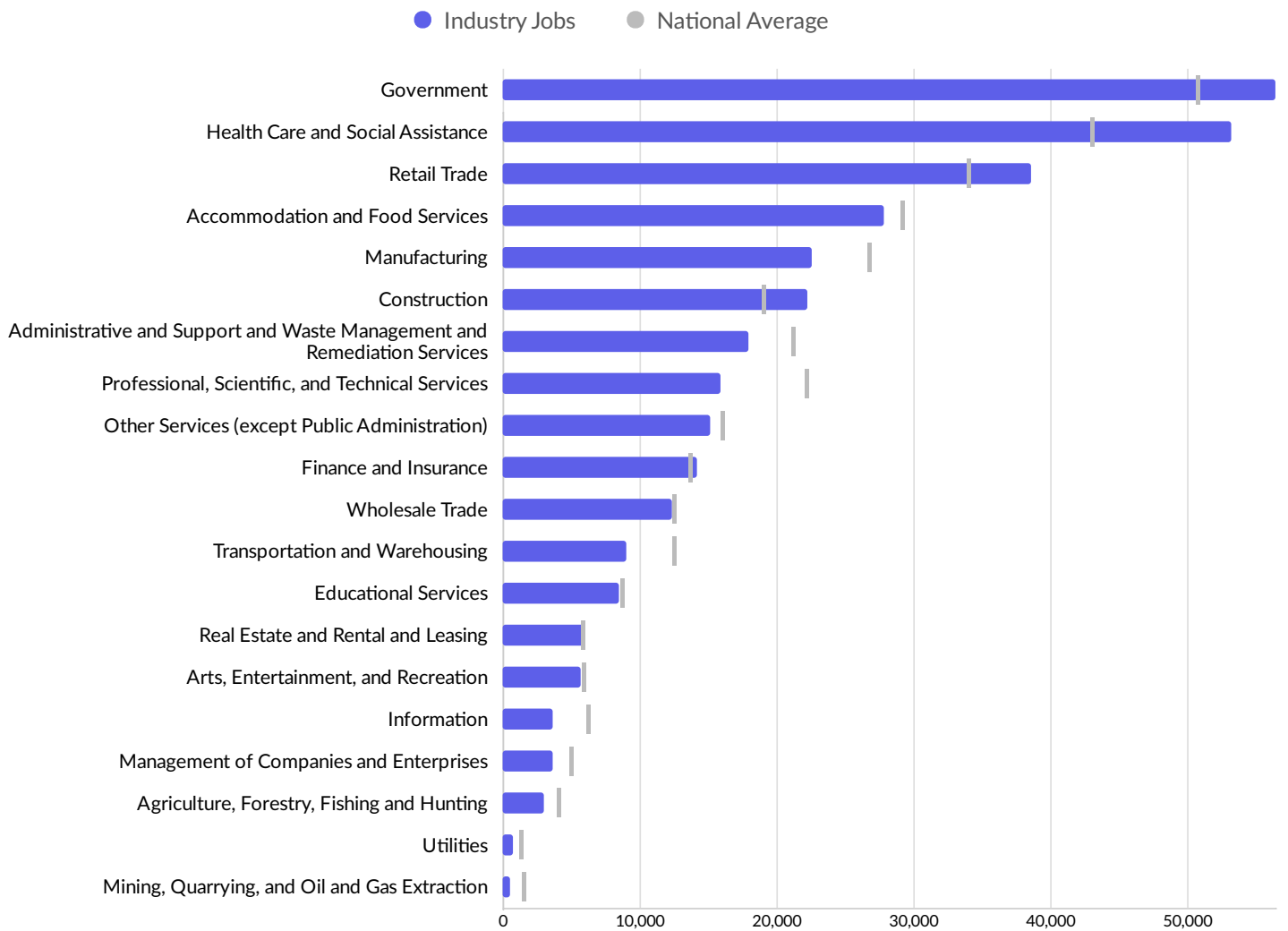
Where Talent Lives

ZIP	Name	2018 Employment
99201	Spokane, WA (in Spokan...	32,329
83814	Coeur D Alene, ID (in K...	24,888
99202	Spokane, WA (in Spokan...	23,508
99216	Spokane, WA (in Spokan...	19,948
99206	Spokane, WA (in Spokan...	17,267

ZIP	Name	2018 Workers
99208	Spokane, WA (in Spokan...	24,102
99205	Spokane, WA (in Spokan...	23,583
83854	Post Falls, ID (in Kooten...	19,757
99206	Spokane, WA (in Spokan...	18,172
83815	Coeur D Alene, ID (in K...	16,599

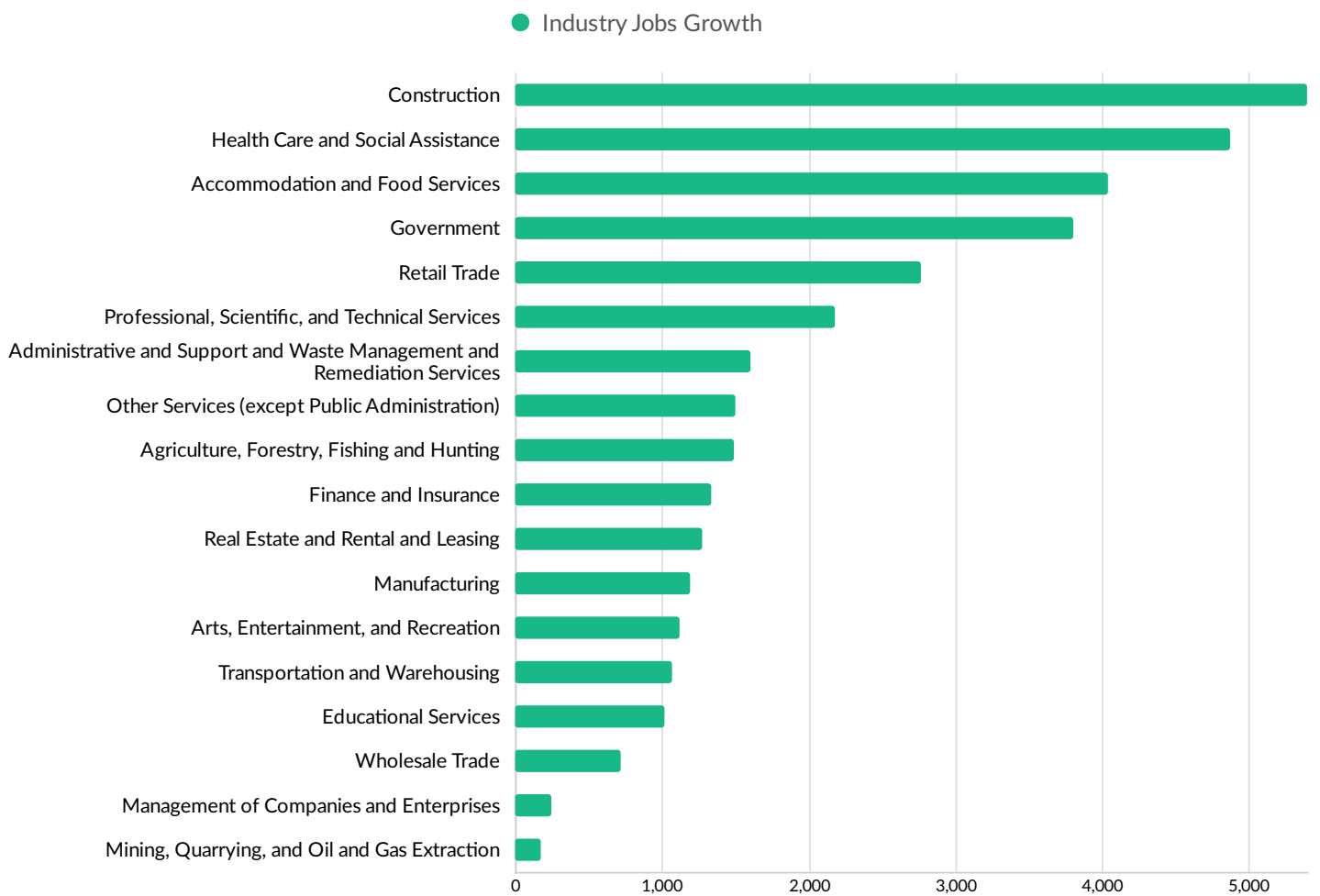
Industry Characteristics

Largest Industries



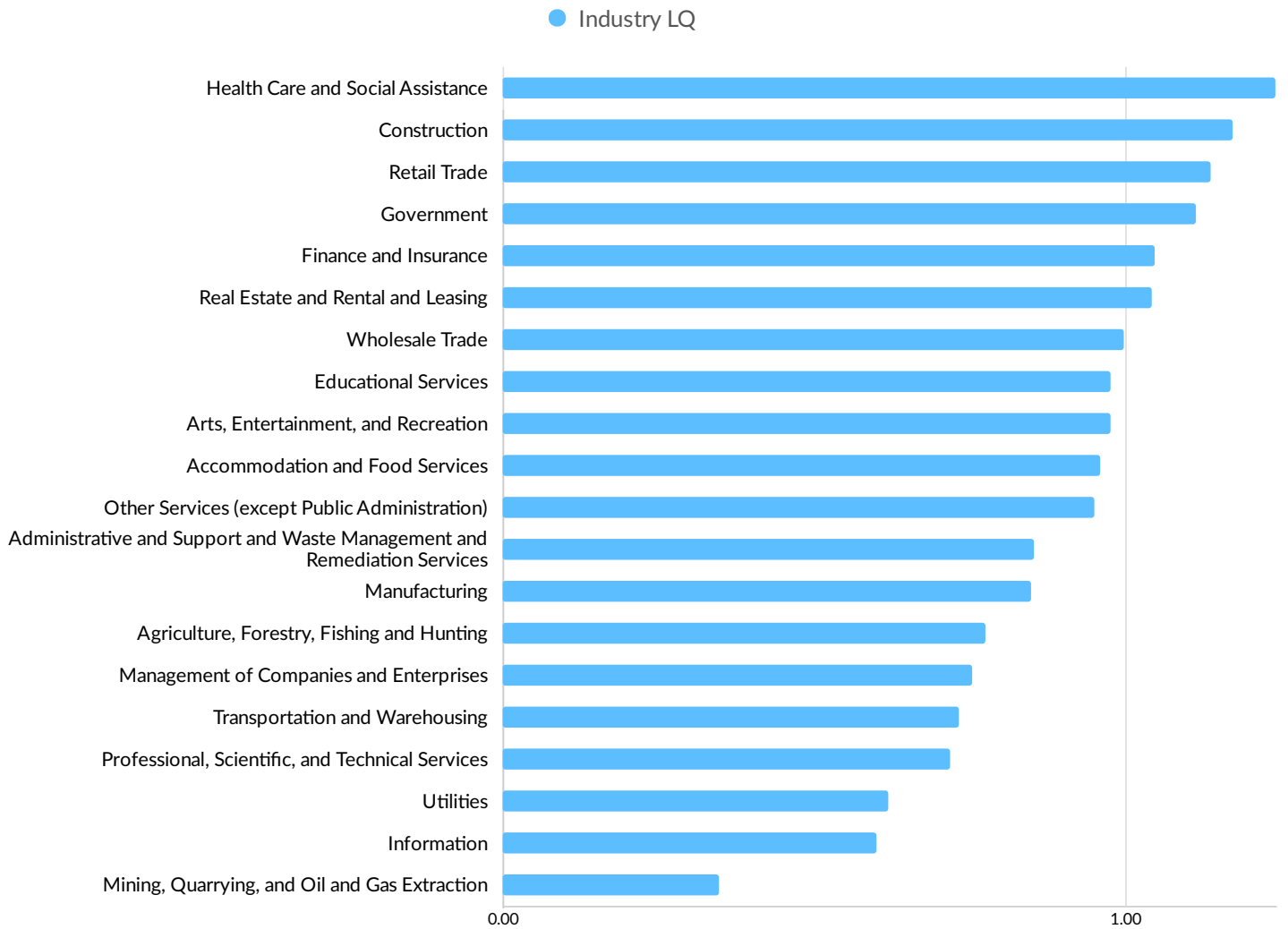
Industry Characteristics - Cont.

Top Growing Industries



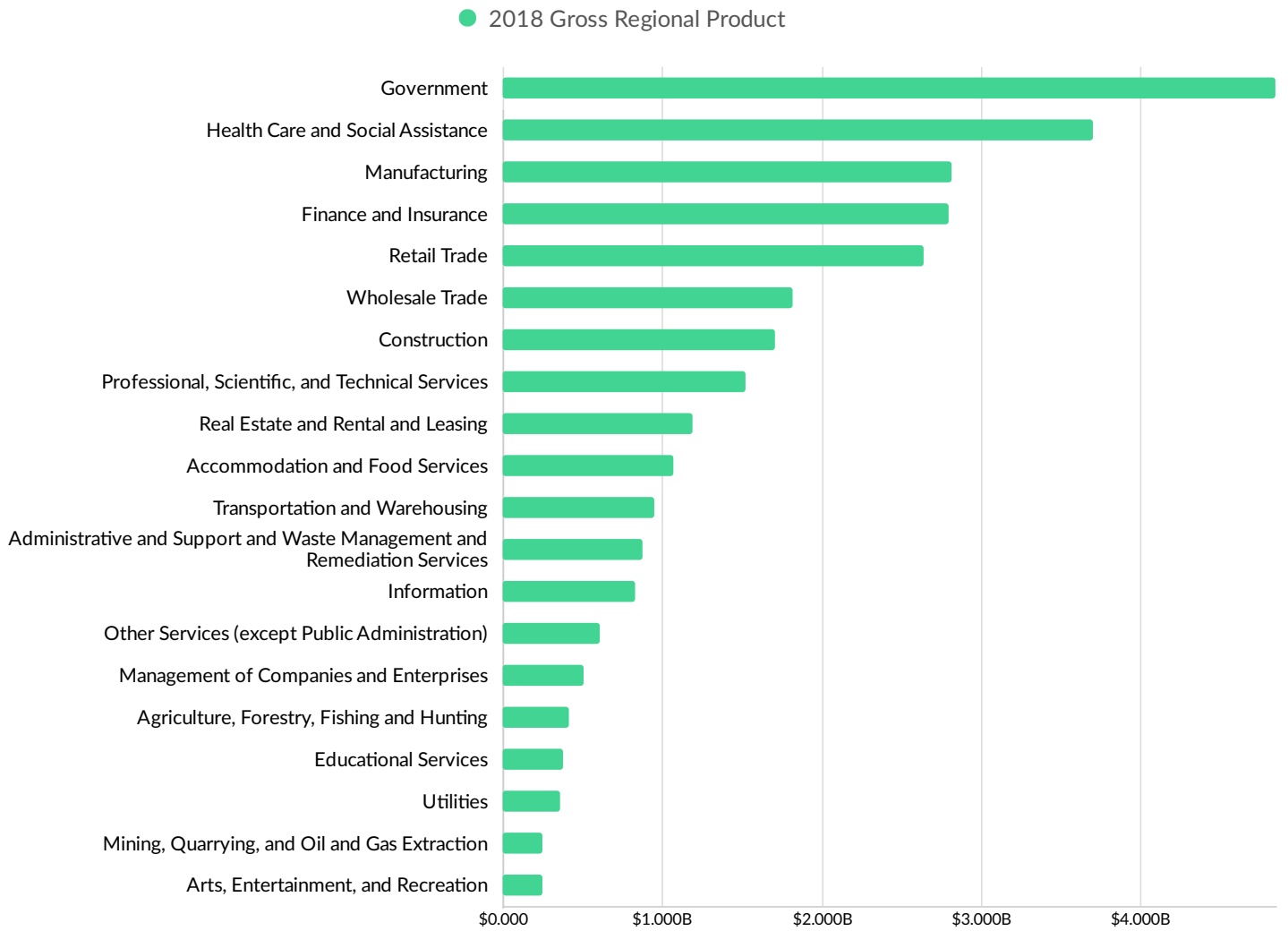
Industry Characteristics - Cont.

Top Industry LQ



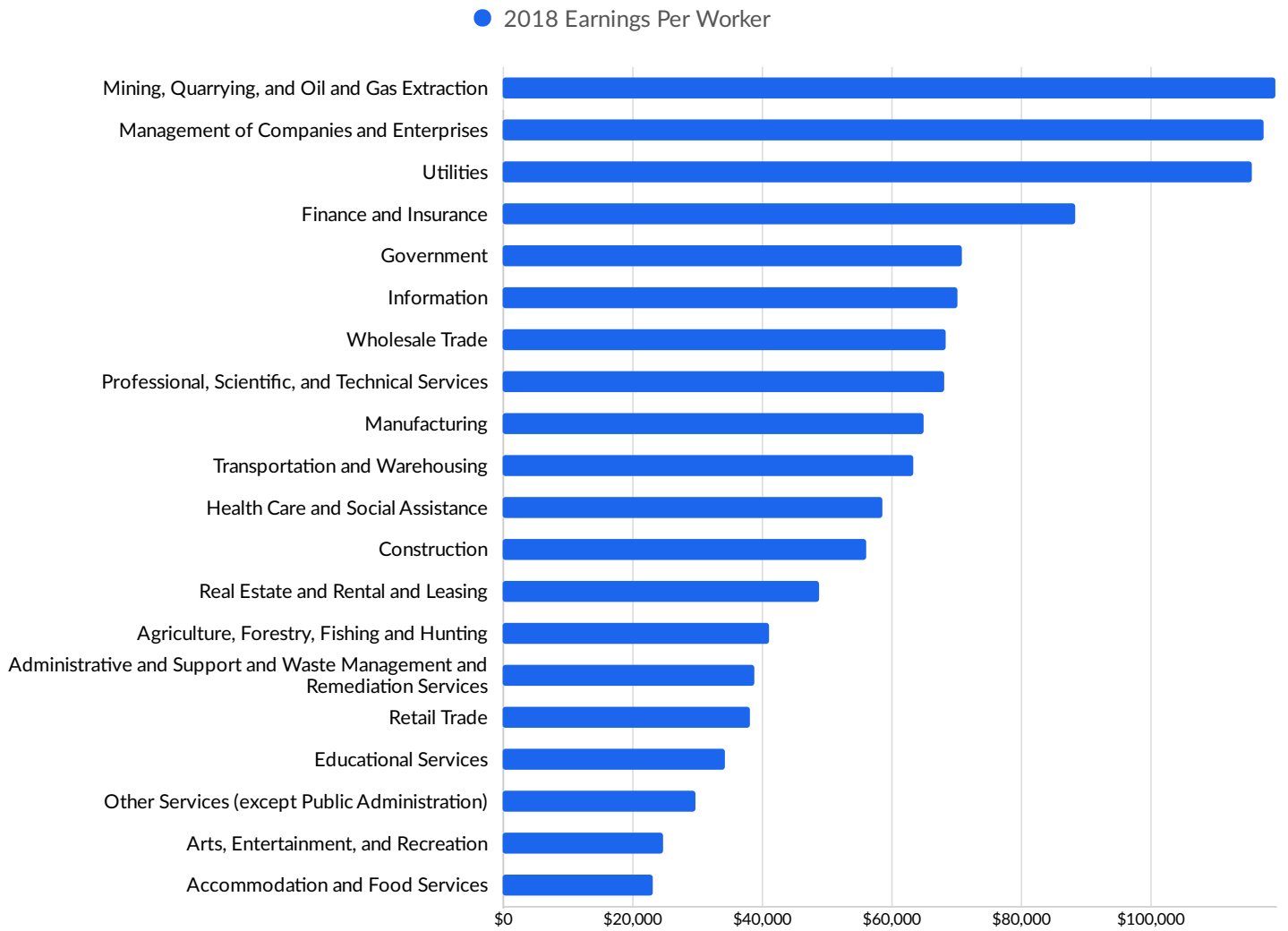
Industry Characteristics - Cont.

Top Industry GRP



Industry Characteristics - Cont.

Top Industry Earnings























Industry Characteristics - Cont.

Industry	2013 Jobs	2018 Jobs	Change in Jobs	% Change in Jobs	2018 LQ	2018 Earnings Per Worker	2018 GRP
Government	52,673	56,482	3,809	+7%	1.11	\$70,943	\$4.85B
Health Care and Social Assistance	48,394	53,270	4,876	+10%	1.24	\$58,755	\$3.70B
Retail Trade	35,816	38,583	2,767	+8%	1.14	\$38,318	\$2.64B
Accommodation and Food Services	23,839	27,877	4,038	+17%	0.96	\$23,128	\$1.07B
Manufacturing	21,413	22,605	1,192	+6%	0.85	\$65,107	\$2.81B
Construction	16,883	22,281	5,398	+32%	1.17	\$56,234	\$1.71B
Administrative and Support and Waste Management and Remediation Services	16,411	18,013	1,602	+10%	0.86	\$38,798	\$875.47M
Professional, Scientific, and Technical Services	13,732	15,910	2,178	+16%	0.72	\$68,310	\$1.53B
Other Services (except Public Administration)	13,691	15,197	1,506	+11%	0.95	\$29,869	\$608.72M
Finance and Insurance	12,851	14,188	1,337	+10%	1.05	\$88,602	\$2.79B
Wholesale Trade	11,633	12,354	721	+6%	1.00	\$68,459	\$1.82B
Transportation and Warehousing	7,964	9,033	1,069	+13%	0.73	\$63,393	\$949.57M
Educational Services	7,438	8,453	1,015	+14%	0.98	\$34,400	\$375.89M
Real Estate and Rental and Leasing	4,667	5,937	1,270	+27%	1.04	\$48,815	\$1.19B
Arts, Entertainment, and Recreation	4,591	5,714	1,123	+24%	0.98	\$24,687	\$248.71M
Information	3,863	3,705	-158	-4%	0.60	\$70,341	\$829.09M
Management of Companies and Enterprises	3,417	3,660	243	+7%	0.75	\$117,722	\$507.47M
Agriculture, Forestry, Fishing and Hunting	1,566	3,059	1,493	+95%	0.78	\$41,154	\$412.81M
Utilities	975	714	-261	-27%	0.62	\$115,909	\$363.25M
Mining, Quarrying, and Oil and Gas Extraction	323	493	170	+53%	0.35	\$119,446	\$251.14M

Business Characteristics

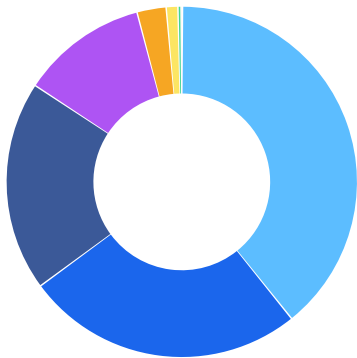
56,651 Companies Employ Your Workers

Online profiles for your workers mention 56,651 companies as employers, with the top 10 appearing below. In the last 12 months, 7,441 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Washington State University	1,654 	CRST International, Inc.	2,883 
Eastern Washington University	1,491 	Providence Health & Services	2,841 
United States Department of th...	1,209 	Multi-Care, Inc	2,042 
Spokane Public Schools	1,198 	U.S. Bancorp	1,361 
Gonzaga University	1,193 	Uber Technologies, Inc.	1,283 
Spokane Community College	1,190 	Teach For America, Inc.	804 
Providence Health & Services	956 	Aerotek, Inc.	781 
State of Washington	924 	Trans-System, Inc.	747 
Kootenai Health	893 	Robert Half International Inc.	649 
Avista Corporation	777 	Virtual Vocations	615 

Business Characteristics - Cont.

Business Size

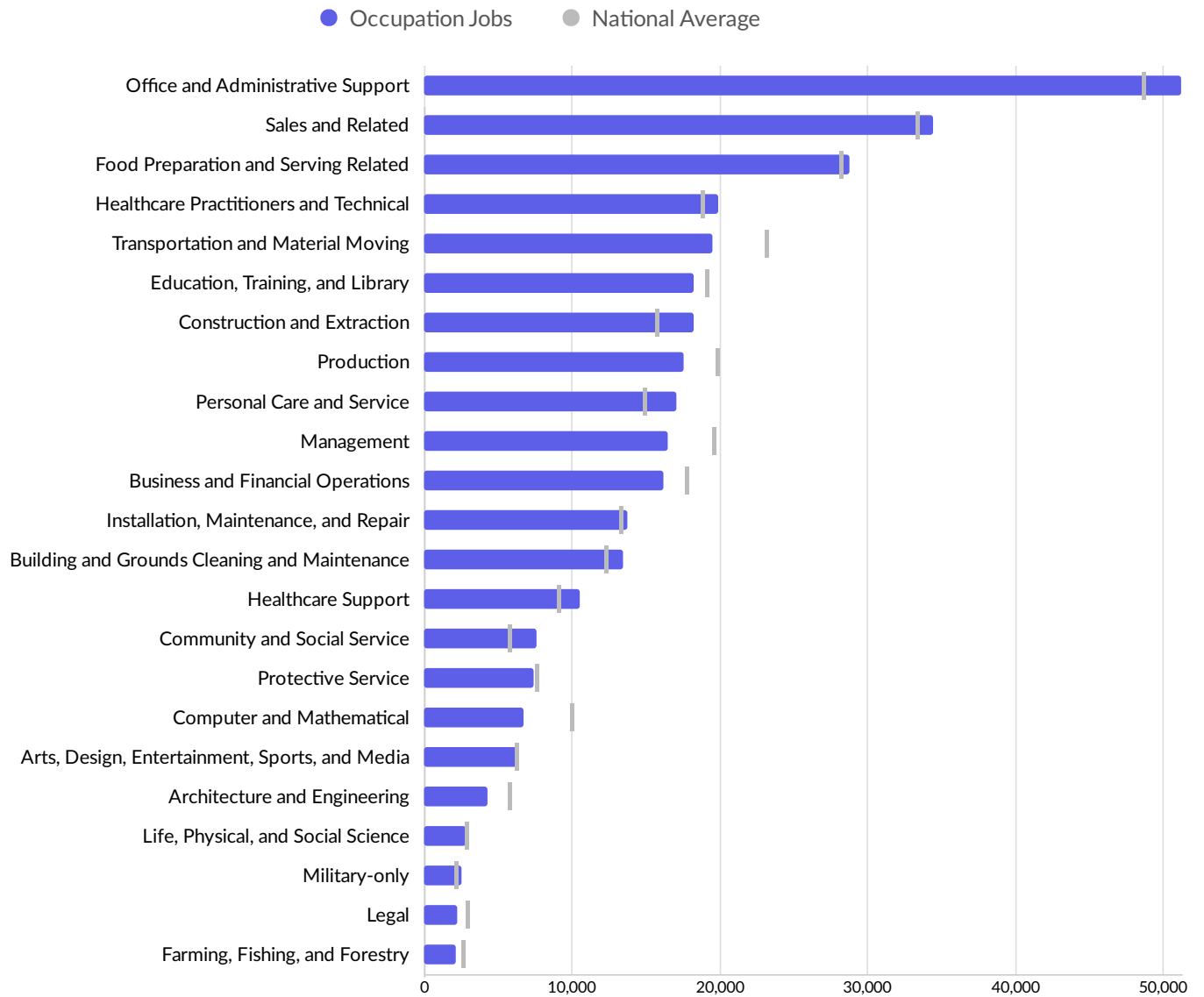


	Percentage	Business Count
1 to 4 employees	39.2%	10,422
5 to 9 employees	25.7%	6,832
10 to 19 employees	19.4%	5,151
20 to 49 employees	11.6%	3,096
50 to 99 employees	2.7%	715
100 to 249 employees	1.1%	286
250 to 499 employees	0.3%	76
500+ employees	0.1%	36

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

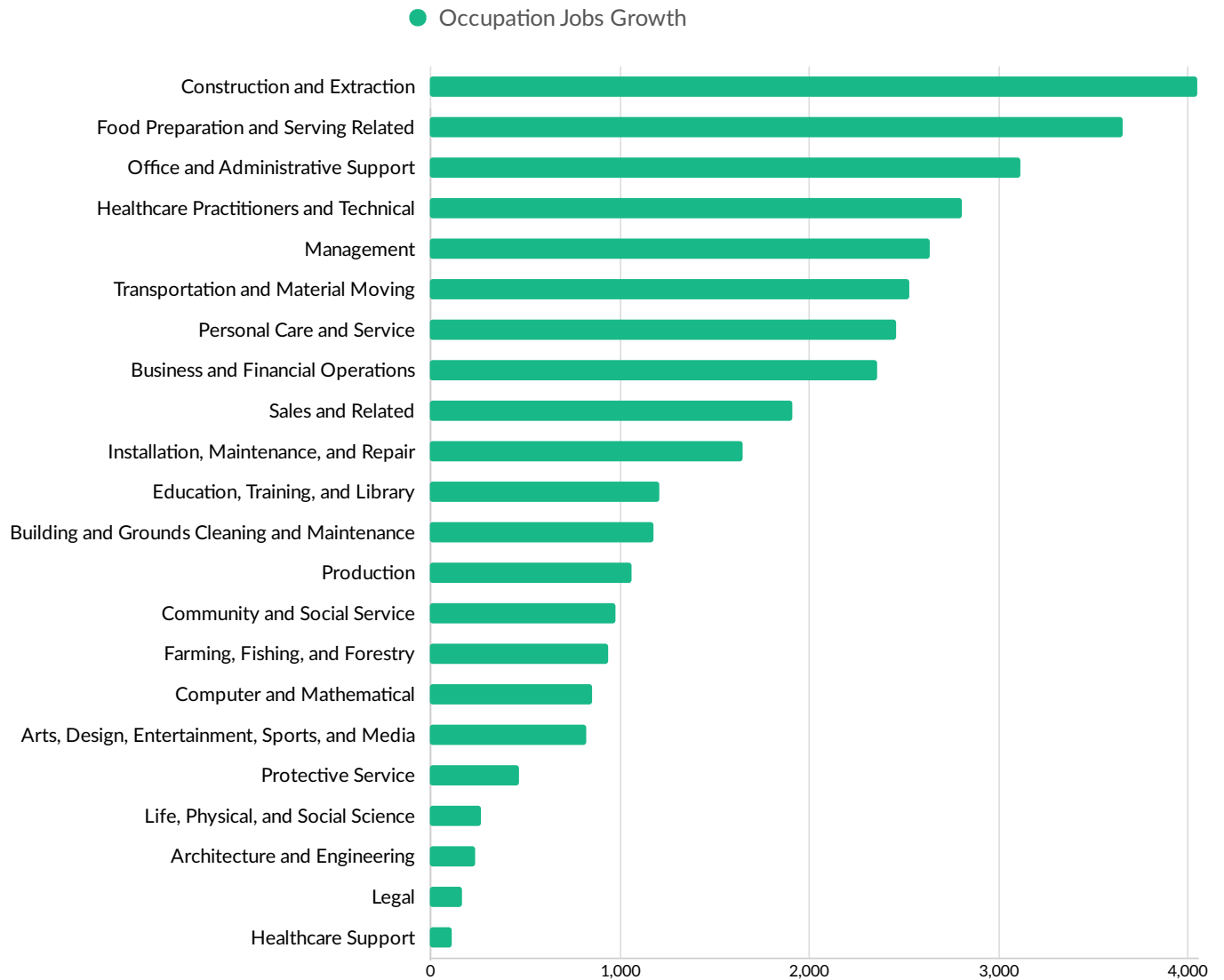
Workforce Characteristics

Largest Occupations



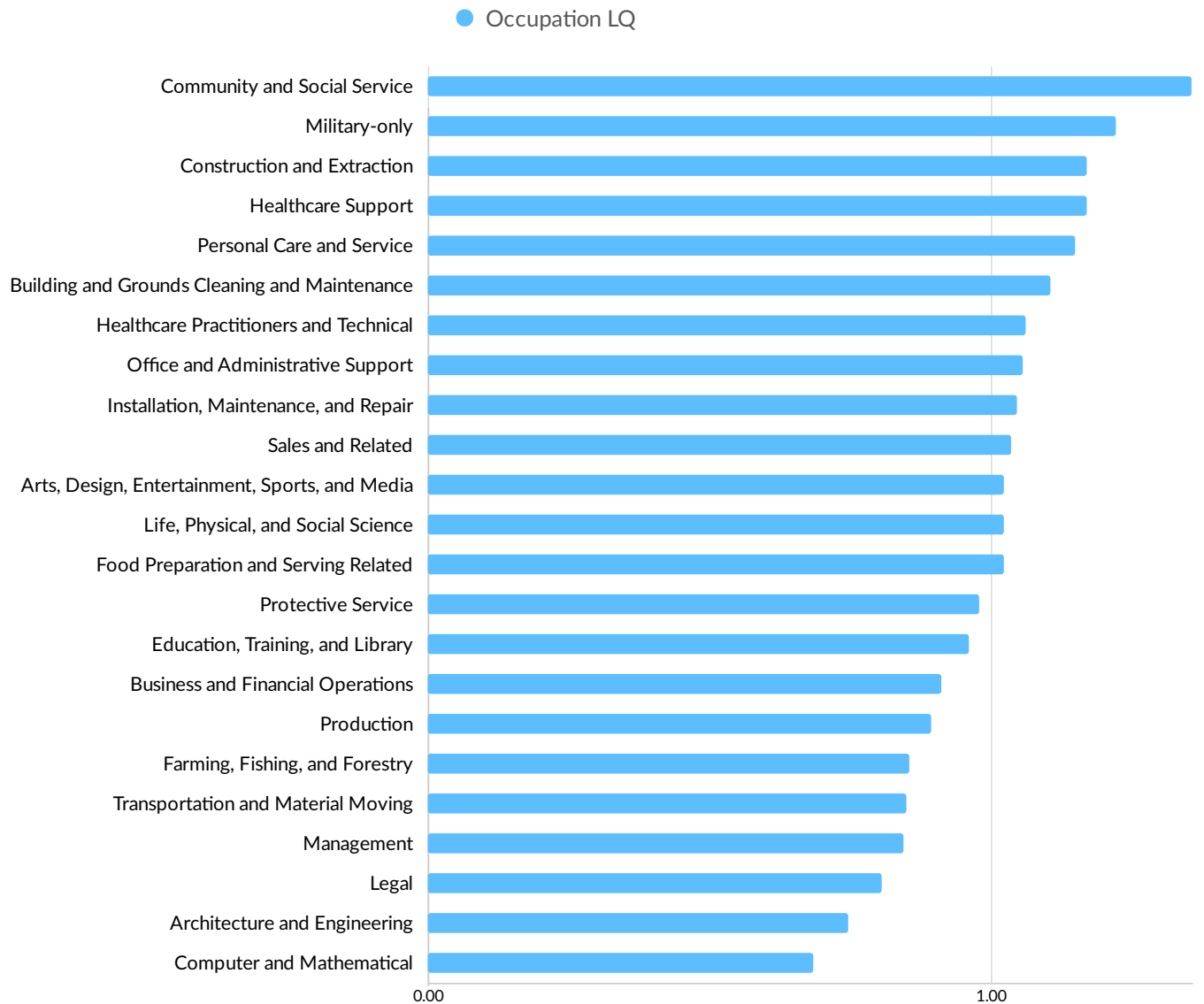
Workforce Characteristics - Cont.

Top Growing Occupations



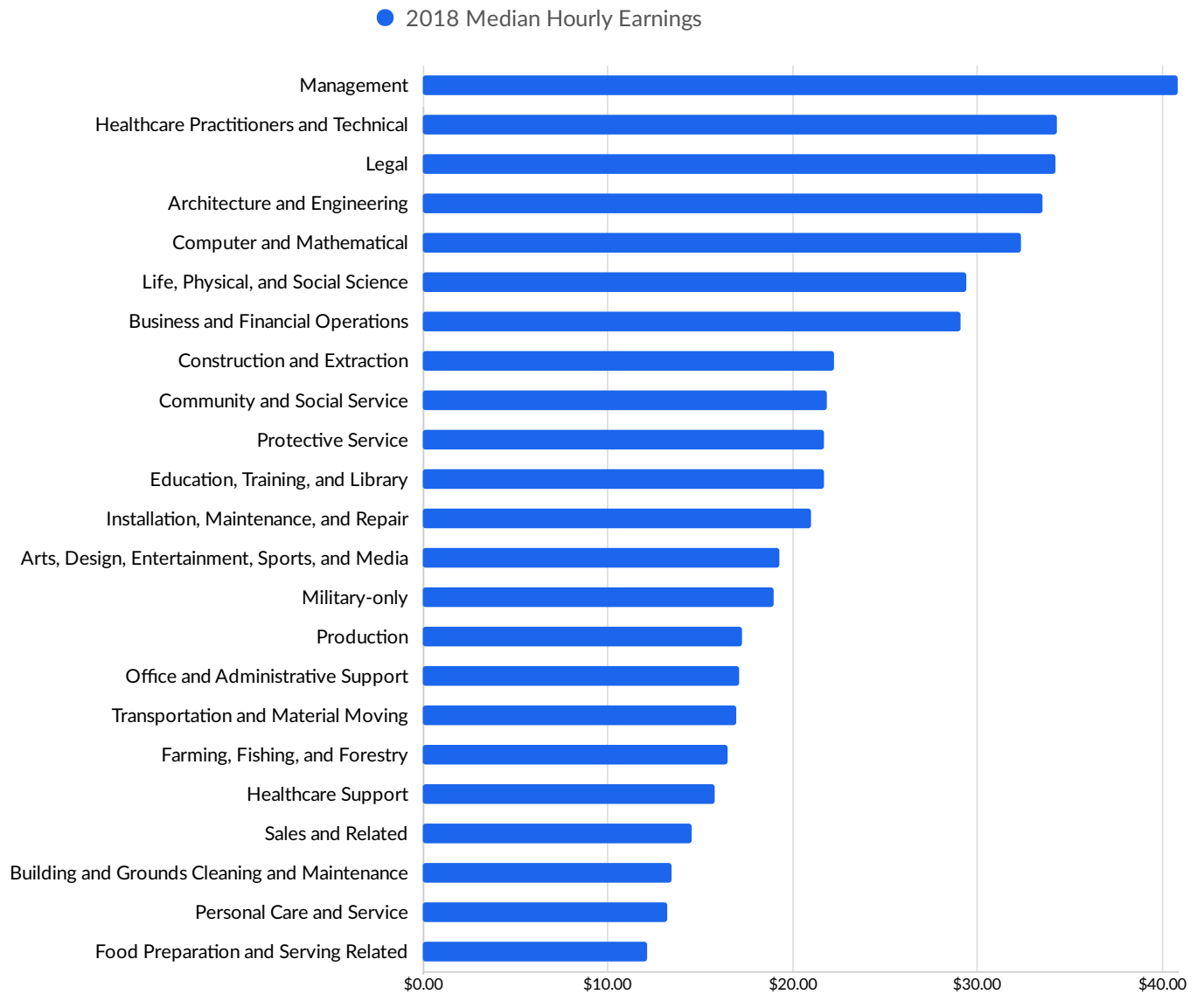
Workforce Characteristics - Cont.

Top Occupation LQ



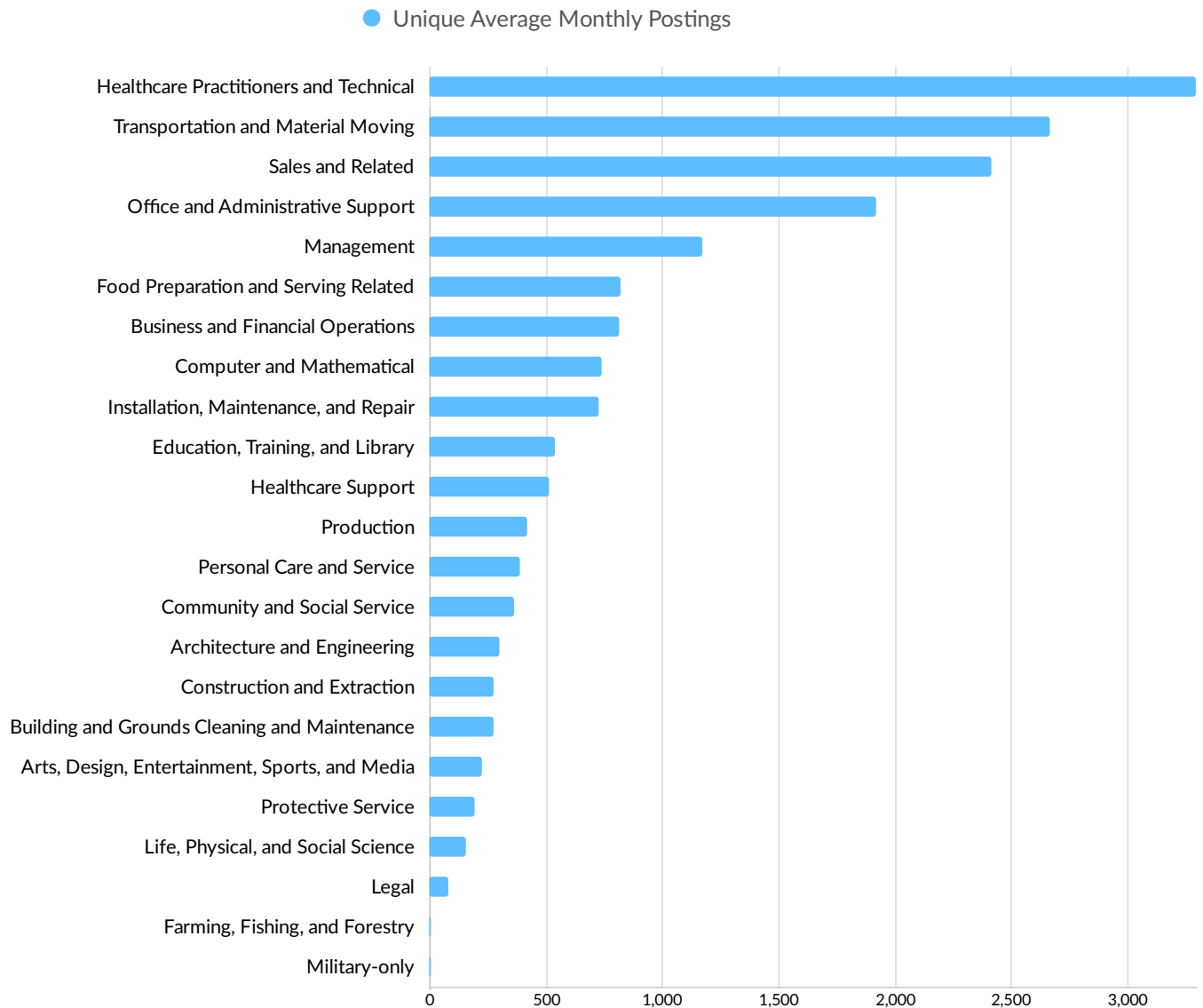
Workforce Characteristics - Cont.

Top Occupation Earnings



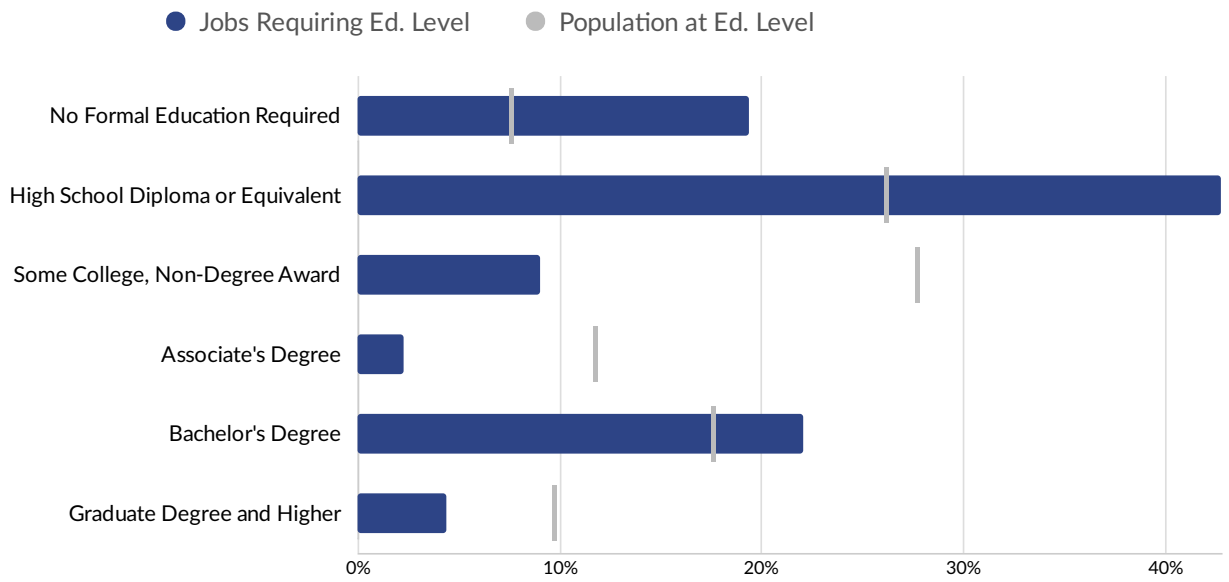
Workforce Characteristics - Cont.

Top Posted Occupations



Workforce Characteristics - Cont.

Underemployment



Workforce Characteristics - Cont.

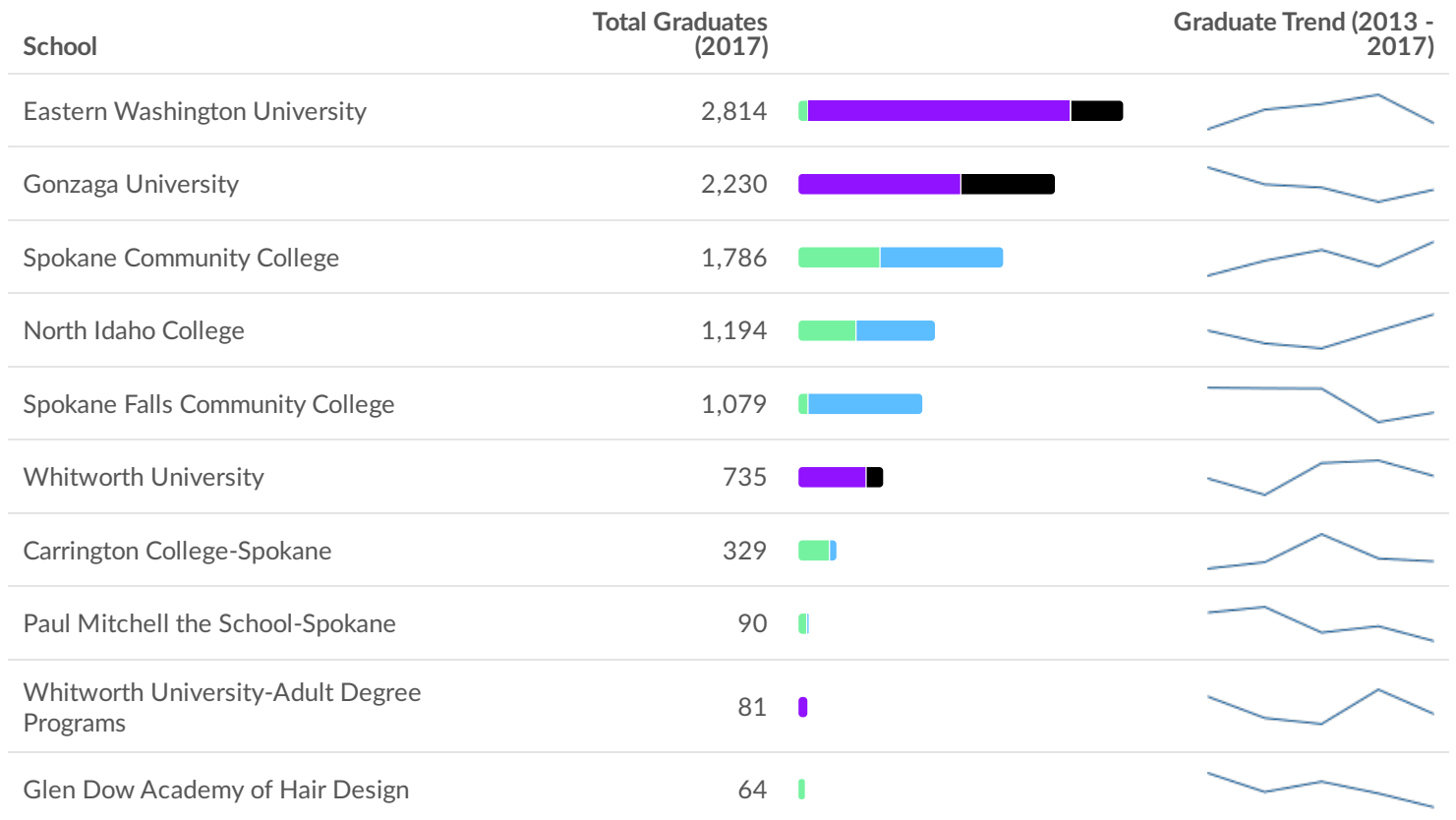
Occupation	2013 Jobs	2018 Jobs	Change in Jobs	% Change in Jobs	2018 LQ	2018 Median Hourly Earnings	Jul 2018 - Jun 2019 Unique Average Monthly Postings
Office and Administrative Support	48,115	51,233	3,118	+6%	1.05	\$17.13	1,923
Sales and Related	32,543	34,454	1,911	+6%	1.04	\$14.56	2,415
Food Preparation and Serving Related	25,091	28,747	3,656	+15%	1.02	\$12.18	823
Healthcare Practitioners and Technical	17,114	19,922	2,808	+16%	1.06	\$34.35	3,295
Transportation and Material Moving	16,980	19,509	2,529	+15%	0.85	\$17.00	2,669
Education, Training, and Library	17,077	18,286	1,209	+7%	0.96	\$21.74	543
Construction and Extraction	14,203	18,255	4,052	+29%	1.17	\$22.29	276
Production	16,523	17,585	1,062	+6%	0.89	\$17.26	420
Personal Care and Service	14,567	17,031	2,464	+17%	1.15	\$13.24	387
Management	13,831	16,474	2,643	+19%	0.85	\$40.89	1,174
Business and Financial Operations	13,797	16,159	2,362	+17%	0.91	\$29.16	819
Installation, Maintenance, and Repair	12,146	13,801	1,655	+14%	1.05	\$21.06	729
Building and Grounds Cleaning and Maintenance	12,292	13,474	1,182	+10%	1.10	\$13.48	275
Healthcare Support	10,410	10,526	116	+1%	1.17	\$15.82	517
Community and Social Service	6,669	7,652	983	+15%	1.36	\$21.85	365
Protective Service	6,920	7,387	467	+7%	0.98	\$21.75	198
Computer and Mathematical	5,862	6,717	855	+15%	0.68	\$32.42	739

Workforce Characteristics - Cont.

Occupation	2013 Jobs	2018 Jobs	Change in Jobs	% Change in Jobs	2018 LQ	2018 Median Hourly Earnings	Jul 2018 - Jun 2019 Unique Average Monthly Postings
Arts, Design, Entertainment, Sports, and Media	5,504	6,328	824	+15%	1.02	\$19.32	224
Architecture and Engineering	4,024	4,263	239	+6%	0.75	\$33.57	299
Life, Physical, and Social Science	2,559	2,827	268	+10%	1.02	\$29.41	155
Military-only	2,620	2,498	-122	-5%	1.22	\$19.04	6
Legal	2,089	2,259	170	+8%	0.81	\$34.27	80
Farming, Fishing, and Forestry	1,203	2,142	939	+78%	0.86	\$16.47	9

Educational Pipeline

In 2017, there were 10,523 graduates in 2 MSAs. This pipeline has shrunk by 4% over the last 5 years. The highest share of these graduates come from Liberal Arts and Sciences/Liberal Studies, General Studies, and "Business Administration and Management, General".



● Certificate
 ● Associate's
 ● Bachelor's
 ● Master's or Higher