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Citation Details

Jurjevich, Jason R.; Schrock, Greg; and Kang, Jihye, "Talent on the Move: Migration Patterns of the Young and College-Educated in Pre and Post-Recession America – Migration Trends Across the Largest Midwestern Metros" (2016). *Publications, Reports and Presentations*. 36.

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TALENT ON THE MOVE: MIGRATION PATTERNS OF THE YOUNG AND COLLEGE-EDUCATED IN PRE- AND POST-RECESSION AMERICA

Migration Trends across the Largest Midwestern Metros

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FINDINGS

In the most recent period, 2012-2014, the Midwest's largest metro areas attracted and retained almost 37,000 YCE migrants (Table 1), which is almost double the number during the Great Recession period. Although the region's largest city, Chicago, recorded the largest net in-migration of YCEs (11,033) in 2012-2014, Kansas City recorded the highest NMQ of YCEs (18.6 percent), followed by Columbus, OH (18.5 percent) and Detroit (16.4 percent). Detroit's turnaround is particularly noteworthy; the Motor City metro posted the second highest change in NMQ values between the two periods (second only to Birmingham). Two metros reported a net out-migration of YCEs, one being Buffalo (-14.5 percent), and the other being Milwaukee (-7.0 percent).

Table 1. Top 50 Midwestern Metros w/ Net Migration Quotient and Net Migration Values, Migrants Ages 25-39 with a Bachelor’s degree or higher, 2012-2014 and 2008-2010

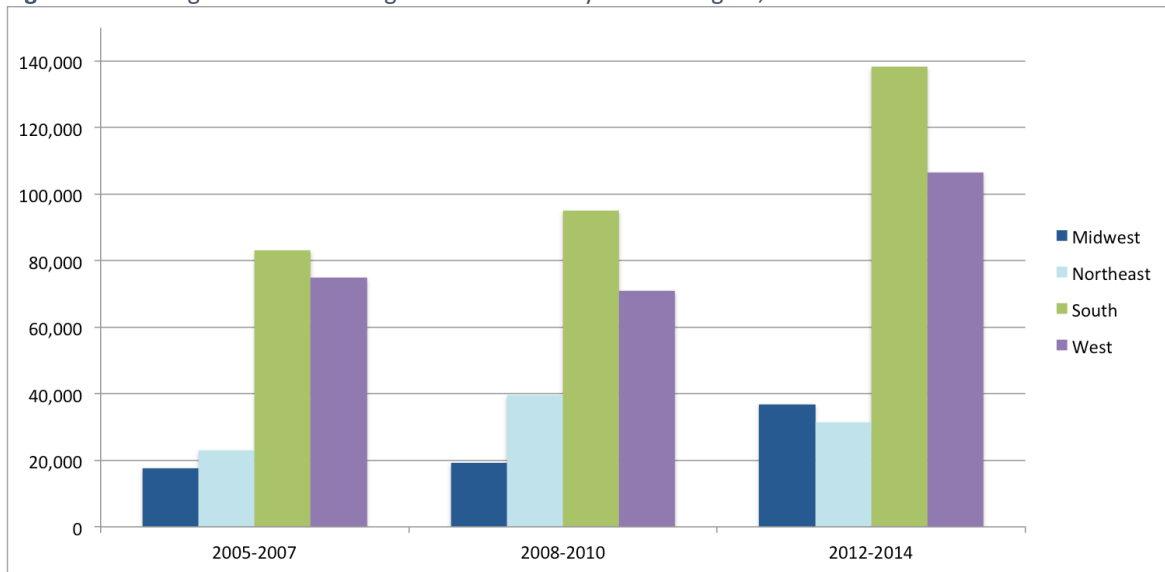
| | | 2012-2014 | | | 2008-2010 | | | Change, 2008-2010 to 2012-2014 | |
|----------------|---|---------------|------------------------|---|---------------|------------------------|---|--------------------------------|------------------------|
| | | Net Migrants | Net Migration Quotient | | Net Migrants | Net Migration Quotient | | Net Migrants | Net Migration Quotient |
| Midwest | Chicago-Naperville-Elgin, IL-IN-WI | 11,033 | 12.6 | * | 5,250 | 6.7 | | 5,783 | 5.9 |
| | Cincinnati, OH-KY-IN | 2,405 | 13.4 | * | 1,379 | 8.4 | * | 1,026 | 5.0 |
| | Cleveland-Elyria, OH | 1,353 | 9.4 | | 568 | 3.5 | | 785 | 5.9 |
| | Columbus, OH | 4,035 | 18.5 | * | 1,750 | 9.1 | * | 2,285 | 9.3 |
| | Detroit-Warren-Dearborn, MI | 5,073 | 16.4 | * | -671 | -2.5 | | 5,744 | 18.9 |
| | Indianapolis-Carmel-Anderson, IN | 879 | 4.5 | | 2,196 | 15.2 | * | -1,317 | -10.7 |
| | Kansas City, MO-KS | 4,022 | 18.6 | * | 2,897 | 16.5 | * | 1,125 | 2.1 |
| | Milwaukee-Waukesha-West Allis, WI | -923 | -7.0 | | 197 | 1.8 | | -1,120 | -8.8 |
| | Minneapolis-St. Paul-Bloomington, MN-WI | 5,908 | 16.2 | * | 2,413 | 8.3 | * | 3,495 | 7.9 |
| | St. Louis, MO-IL | 3,033 | 13.3 | * | 3,254 | 14.8 | * | -221 | -1.4 |
| | TOTAL Midwest | 36,818 | 12.9 | | 19,233 | 7.7 | | 17,585 | 5.2 |
| | Decline in net in-migration between 2008-2010 and 2012-2014 | | | | | | | | |
| * | Metro NMQ value exceeds regional NMQ value | | | | | | | | |

Sources: Integrated PUMS (Ruggles et al. 2012). American Community Survey (ACS) 2008-2010, 3-year estimates, and 2012-2014 (combined 1-year files).

To explore regionally specific migration patterns in more depth, we dissected migration flows into three distinct components: 1) intraregional migration (i.e., domestic migration exchanges from *within* a given region), 2) interregional migration (i.e., domestic migration exchanges *across* regions), and 3) international in-migration (i.e., immigration).

During 2005-2007, large metro areas in the Midwest attracted and retained nearly 20,000 net YCE individuals through net in-migration (Figure 1). In 2012-2014, YCE net in-migration to large Midwestern metros doubled to nearly 40,000.

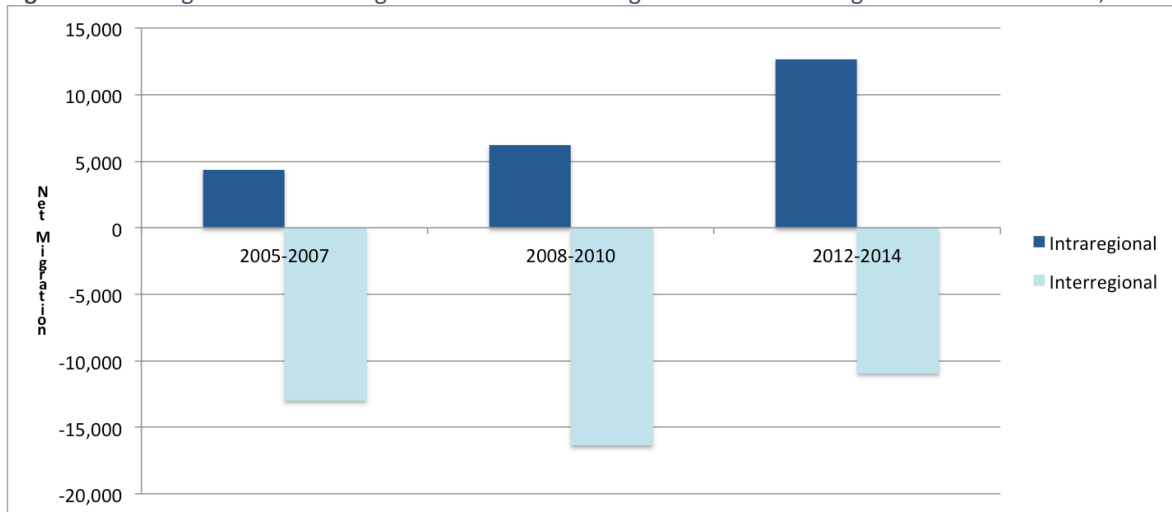
Figure 1. Net Migration for the Largest U.S. Metros by Census Region, 2005-2014



Sources: Integrated PUMS (Ruggles et al. 2012). American Community Survey (ACS) 2010-2012, 3-year estimates, and 2012-2014 (combined 1-year files).

The increase in net domestic in-migration of YCEs is principally the result of two factors: 1) capturing a higher share of YCE migrants from other areas within the Midwest (intraregional domestic net in-migration more than doubled from 6,000 to 13,000 between 2008-2010 and 2012-2014, respectively) and, 2) losing fewer net YCE out-migrants to other U.S. regions, specifically large Metros in the Northeast (domestic interregional net out-migration declined from 16,000 to 11,000 between 2008-2010 and 2012-2014, respectively) (Figure 2).

Figure 2. Intraregional and Interregional Domestic Net Migration Flows for Large Midwestern Metros, 2005-2014



Sources: Integrated PUMS (Ruggles et al. 2012). American Community Survey (ACS) 2010-2012, 3-year estimates, and 2012-2014 (combined 1-year files).

To more clearly illustrate the above point, consider Table 2, which illustrates the YCE migration flows by domestic region, as well as international in-migration, for the Chicago metro region. First, between the two periods, Chicago recorded almost 1,500 more domestic intraregional YCE in-migrants (from other large metros across the Midwest), while at the same time gross domestic intraregional out-migration of YCEs remained virtually unchanged. Second, in 2008-2010, the migration exchange with Northeastern metros resulted in Chicago losing more than 2,000 net out-migrants, but by 2012-2014, Chicago reversed its loss and gained more than 2,000 net in-migrants from large metro areas in the Northeast.

Table 2. Gross In and Out Regional Domestic Migration Flows and Immigration, Chicago Metro Area, 2008-2014

| | 2008-2010 | 2012-2014 |
|----------------------------|------------------|------------------|
| In-Migration | | |
| Midwest | 12,682 | 14,105 |
| Northeast | 5,500 | 7,344 |
| South | 6,617 | 9,577 |
| West | 5,700 | 5,407 |
| Total Domestic | 30,499 | 36,433 |
| International | 11,331 | 12,876 |
| Total In-Migration | 41,830 | 49,309 |
| Out-Migration | | |
| Midwest | 12,605 | 12,735 |
| Northeast | 7,510 | 5,118 |
| South | 8,038 | 11,229 |
| West | 8,427 | 9,194 |
| Total Out-Migration | 36,580 | 38,276 |
| Net Migration | 5,250 | 11,033 |

Sources: Integrated PUMS (Ruggles et al. 2012). American Community Survey (ACS) 2008-2010, 3-year estimates, and 2012-2014 (combined 1-year files).

Appendix 1. 50 Largest Metropolitan Regions by Population, 2014.

| Metropolitan Area (Abbreviation in charts) | Population |
|--|------------|
| New York-Newark-Jersey City, NY-NJ-PA (NYC) | 20,092,883 |
| Los Angeles-Long Beach-Anaheim, CA (LA) | 13,262,220 |
| Chicago-Naperville-Elgin, IL-IN-WI (CHI) | 9,554,598 |
| Dallas-Fort Worth-Arlington, TX (DFW) | 6,954,330 |
| Houston-The Woodlands-Sugar Land, TX (HOU) | 6,490,180 |
| Philadelphia-Camden-Wilmington, PA-NJ-DE-MD (PHI) | 6,051,170 |
| Washington-Arlington-Alexandria, DC-VA-MD-WV (WSH) | 6,033,737 |
| Miami-Fort Lauderdale-West Palm Beach, FL (MIA) | 5,929,819 |
| Atlanta-Sandy Springs-Roswell, GA (ATL) | 5,614,323 |
| Boston-Cambridge-Newton, MA-NH (BOS) | 4,732,161 |
| San Francisco-Oakland-Hayward, CA (SFO) | 4,594,060 |
| Phoenix-Mesa-Scottsdale, AZ (PHX) | 4,489,109 |
| Riverside-San Bernardino-Ontario, CA (RSB) | 4,441,890 |
| Detroit-Warren-Dearborn, MI (DET) | 4,296,611 |
| Seattle-Tacoma-Bellevue, WA (SEA) | 3,671,478 |
| Minneapolis-St. Paul-Bloomington, MN-WI (MSP) | 3,495,176 |
| San Diego-Carlsbad, CA (SD) | 3,263,431 |
| Tampa-St. Petersburg-Clearwater, FL (TSP) | 2,915,582 |
| St. Louis, MO-IL (STL) | 2,806,207 |
| Baltimore-Columbia-Towson, MD (BAL) | 2,785,874 |
| Denver-Aurora-Lakewood, CO (DEN) | 2,754,258 |
| Charlotte-Concord-Gastonia, NC-SC (CLT) | 2,380,314 |
| Pittsburgh, PA (PIT) | 2,355,968 |
| Portland-Vancouver-Hillsboro, OR-WA (PDX) | 2,348,247 |
| San Antonio-New Braunfels, TX (SAT) | 2,328,652 |
| Orlando-Kissimmee-Sanford, FL (ORL) | 2,321,418 |
| Sacramento--Roseville--Arden-Arcade, CA (SAC) | 2,244,397 |
| Cincinnati, OH-KY-IN (CIN) | 2,149,449 |
| Kansas City, MO-KS (KC) | 2,071,133 |
| Las Vegas-Henderson-Paradise, NV (LAS) | 2,069,681 |
| Cleveland-Elyria, OH (CLE) | 2,063,598 |
| Columbus, OH (CMH) | 1,994,536 |
| Indianapolis-Carmel-Anderson, IN (IND) | 1,971,274 |
| San Jose-Sunnyvale-Santa Clara, CA (SJ) | 1,952,872 |
| Austin-Round Rock, TX (AUS) | 1,943,299 |
| Nashville-Davidson--Murfreesboro--Franklin, TN (NSH) | 1,792,649 |
| Virginia Beach-Norfolk-Newport News, VA-NC (VB) | 1,716,624 |
| Providence-Warwick, RI-MA (PRV) | 1,609,367 |
| Milwaukee-Waukesha-West Allis, WI (MIL) | 1,572,245 |
| Jacksonville, FL (JAX) | 1,419,127 |
| Memphis, TN-MS-AR (MEM) | 1,343,230 |
| Oklahoma City, OK (OKC) | 1,336,767 |
| Louisville/Jefferson County, KY-IN (LOU) | 1,269,702 |
| Richmond, VA (RCH) | 1,260,029 |
| New Orleans-Metairie, LA (NOL) | 1,251,849 |
| Raleigh, NC (RDU) | 1,242,974 |
| Hartford-West Hartford-East Hartford, CT (HRT) | 1,214,295 |
| Salt Lake City, UT (SLC) | 1,153,340 |
| Birmingham-Hoover, AL (BHM) | 1,143,772 |
| Buffalo-Cheektowaga-Niagara Falls, NY (BUF) | 1,136,360 |

Source: U.S. Census Bureau, Population Division.