REMI

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Economic Impacts of Increased Federal Funding in Missouri Associated with an Expansion of its MO HealthNet Program

Missouri Foundation for **Health**

April 2020

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Executive Summary

Missouri Foundation for Health retained Regional Economic Models, Inc. to evaluate the economic impacts of expanding Missouri's Medicaid program, MO HealthNet (MOHN). Missouri is one of only 14 states that has not expanded Medicaid as intended under the Patient Protection and Affordable Care Act.

The analysis projected that from 2022-2026, the average annual economic impacts from the increase in federal funding for Missouri in a given year would be:

- An increase of 16,330 jobs, with 63.7% occurring outside of Kansas City (KC) and St. Louis (STL) combined, and 79.0% occurring outside of the health care industries.

Employment Impacts by Industry

- Ambulatory health care services
- Hospitals; private
- Other healthcare
- State and Local Government
- Retail trade
- Construction
- Other non-healthcare
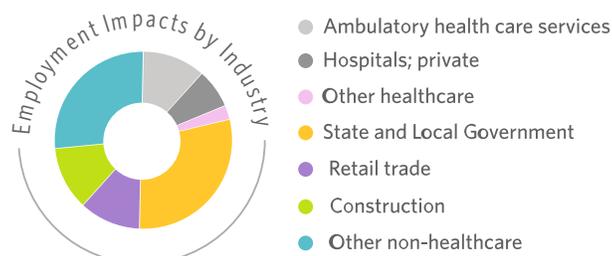
- The majority of the newly created jobs would pay well above minimum wage, with 87.8% in industries paying real wages of at least $15 per hour to full-time workers.

Quality Jobs

- Quality jobs
- Not quality jobs
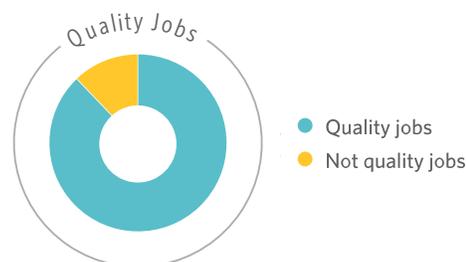
- An increase in the size of the state economy of $2.5 billion in economic output and $1.6 billion in gross domestic product, and rise in state personal income of $1.1 billion.

Personal Income, GDP, Economic Output, and Employment Impact
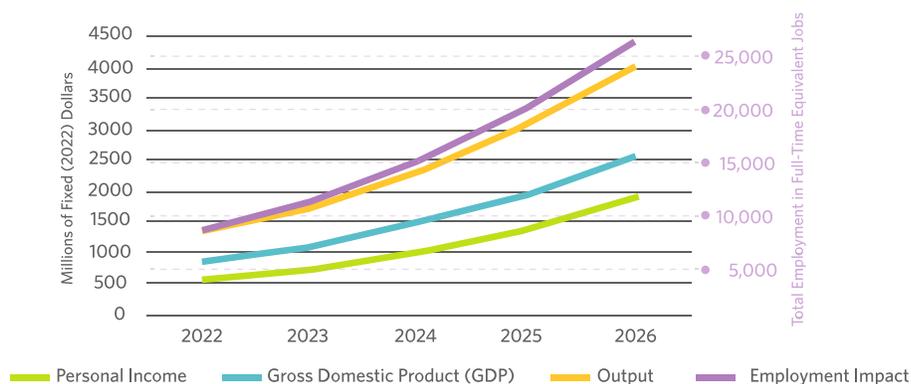
Personal income averages a **$1.1 billion** impact from 2022 to 2026, GDP averages a **$1.6 billion** impact, and economic output averages a **$2.5 billion** impact.

Both the net new health care spending and the reduction of state government spending on MOHN would generate positive economic impacts for Missouri. The former would generate increased demand from Missourians for private health care, such as ambulatory health care services and hospitals, and a significant portion of that demand would be satisfied by providers located in the state, boosting the level of economic activity. The reduction of state government spending would effectively expand Missouri's operating budget to reallocate funding for other priorities. The impacts would be spread throughout the state and generally not concentrated in KC and STL, though 56.0% of the hospital jobs would be created in one of the two cities because their major hospitals attract patients from other parts of the region. While the most significant impact of the MOHN expansion would be a rise in health care spending, the total economic effects would be spread across many industries, with most new jobs created outside of health care, including retail, construction, and government. Additionally, almost nine in 10 jobs created would be quality jobs.

REMI Background & Experience

Regional Economic Models, Inc. (REMI) is an independent company with offices in Amherst, MA and Washington, D.C. that provides non-partisan economic analysis and modeling software to its clients, who include federal, state, and local government agencies, non-profit organizations, universities, and private companies. With approximately 40 years of experience, REMI is a worldwide leader in providing dynamic regional U.S. macroeconomic and demographic models used to evaluate health care policy as well as many other policy issues such as taxes, economic development, transportation, energy and the environment, and trade.

REMI consultative services and modeling software have been utilized on a number of health care policy studies, including Medicaid studies in several states including Oklahoma, Iowa, Ohio, Maryland, and North Carolina. Our partners on those included the American Hospital Association and George Washington University, the latter of whom also used REMI modeling to analyze the impacts of repealing the Affordable Care Act. Additionally, MIT Economist Jonathan Gruber and co-authors analyzed Vermont's 2010 universal health care proposal using REMI.

Glossary

Employment: Employment comprises estimates of the number of jobs, full-time plus part-time, by place of work for all industries.

GDP: Gross domestic product. The market value of goods and services produced by labor and property. Also, the sum of value-added across all industries.

Inflation: The annual percentage increase in the price of goods and services, reflecting the change in the cost of living from year to year.

Intermediate Inputs: The goods and services that are used as inputs into the production of final goods and services.

Output: The amount of production, including all intermediate goods purchased as well as value added (compensation and profit). This can also be thought of as sales or supply.

Personal Income: Income received by persons from all sources. It includes income received from participation in production as well as from government and business transfer payments.

Real Wages: Wages earned by employees adjusted for inflation.

Value-Added: The gross output of an industry less its intermediate inputs; the contribution of an industry to GDP.

Introduction

Effective January 1, 2014, the Patient Protection and Affordable Care Act allowed for states to expand their Medicaid programs to serve adults earning up to 138% of the federal poverty level ($17,236 individual annual income). The federal government will pay 90% of the costs for the expansion population, with the state covering 10% of the costs. As of January 10, 2020, 37 states (including Washington, D.C.) have implemented such an expansion (with some state-to-state variation), while 14 have not[1]. As one of those 14 states, Missouri has not adopted an expansion of its Medicaid program, MO HealthNet (MOHN).

In 2019, Missouri Foundation for Health (MFH) engaged Drs. Abigail Barker and Timothy McBride from the Center for Health Economics and Policy at the Institute for Public Health in Washington University (WUSTL) to produce a report[2] analyzing the potential impacts of expanding MOHN on the state budget. MFH has now retained Regional Economic Models, Inc. (REMI) to evaluate the economic impacts of Medicaid expansion in Missouri.

REMI uses a Missouri-specific version of its PI+ model that is split into the six Missouri Department of Social Services (DSS) regions to perform an impact analysis over the five-year period from 2022-2026. REMI considers both the net new health care spending in Missouri and the reduction of state government spending on MOHN generated by the increase in federal funding, using data and projections provided by WUSTL. Impacts are reported for employment, economic output, gross domestic product (GDP), and personal income.

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[1] Source: https://www.kff.org/medicaid/issue-brief/status-of-state-medicaid-expansion-decisions-interactive-map/.
[2] Paper: https://publichealth.wustl.edu/wp-content/uploads/2019/02/Analysis-of-the-Fiscal-Impact-of-Medicaid-Expansion-in-Missouri-IPH.pdf.

Methodology

In order to assess the economic impact of the increase in federal funding associated with an expansion of MOHN, REMI uses a 6-region, 70-industry PI+ v2.3 model of Missouri. PI+ is a sophisticated regional economic model that dynamically simulates the year-by-year economic effects of public policy initiatives, and is widely used by state agencies and legislatures, universities, and other organizations and experts. More detailed information is available in Appendix I. The six regions correspond to the DSS regions: Kansas City (KC), St. Louis (STL), Northeast Missouri (NE), Northwest Missouri (NW), Southeast Missouri (SE), and Southwest Missouri (SW). A full list of the counties in each region are provided in Table A2.1 in Appendix II.

The analysis covers the five-year period from 2022-2026. REMI considers two categories of direct impacts of the increase in federal funding based on data and projections provided by WUSTL: (1) net new health care spending in Missouri, and (2) the reduction of state government spending on MOHN.

Direct Impacts: Net New Health Care Spending in Missouri

WUSTL data project total MOHN spending in an expansion scenario versus a non-expansion scenario for 2022-2026, and REMI takes the difference between these projections in each year to determine the total increase in MOHN spending.

This increase is allocated proportionally across the six regions according to regional projections of the MOHN expansion population from the fiscal analysis report.

While the MOHN Monthly Management Reports contain detailed breakdowns of the spending allocation by end use, significant portions of that allocation are apportioned to the single line item, "managed care premiums," which does not contain any further detail. As such, REMI is not comfortable utilizing these breakdowns to allocate the increase in MOHN spending. Instead, REMI apportions the spending across five health care consumption categories – pharmaceutical and other medical products, physician services, dental services, hospitals, and nursing homes – according to the distribution of spending across these categories in REMI's baseline projections for each region in each year.

Table 1.1 displays the total net new health care spending by region, and Table A2.2 in Appendix II breaks out the spending by consumption category. On average across all regions during 2022-2026, 22.3% of the spending is on pharmaceutical and other medical products, 24.8% is on physician services, 4.5% is on dental services, 41.3% is on hospitals, and 7.2% is on nursing homes.

Table 1.1: Net New Health Care Spending by Region

Region	Units	2022	2023	2024	2025	2026	Average
MO	Millions of Nominal Dollars	1,201.8	1,263.8	1,329.1	1,397.6	1,469.8	1,332.4
KC	Millions of Nominal Dollars	131.4	138.2	145.3	152.8	160.7	145.7
STL	Millions of Nominal Dollars	230.3	242.2	254.7	267.9	281.7	255.4
NE	Millions of Nominal Dollars	174.5	183.5	193.0	203.0	213.5	193.5
NW	Millions of Nominal Dollars	88.7	93.3	98.1	103.1	108.5	98.3
SE	Millions of Nominal Dollars	295.8	311.0	327.1	344.0	361.7	327.9
SW	Millions of Nominal Dollars	281.1	295.6	310.8	326.9	343.7	311.6

Note: Components may not sum to totals due to rounding.

Direct Impacts: Reduction of State Government Spending on Missouri HealthNet

The projections of total MOHN spending produced by WUSTL also include a breakdown of the state share versus the federal share of financing the program, and they estimate that while total spending will rise, the state share will fall and be replaced with federal funding. This allows the state government to reallocate that portion of its budget to spending in other areas. REMI inputs this as an increase in state government spending, which is displayed in Table 1.2.[3]

Table 1.2: Increase in State Government Spending

Variable	Units	2022	2023	2024	2025	2026	Average
State Government Spending	Millions of Nominal Dollars	72.4	207.4	420.4	719.2	1,111.8	506.2

Note: Components may not sum to totals due to rounding.

Results: Employment

The following section reports several types of employment impacts:
- Total employment
- Quality jobs
- Employment in the five most impacted industries
- Health care vs. non-health care jobs
- Racial distribution of employment impacts

The first and third types of impacts come directly out of the model results, while the other three require additional processing.

Quality Jobs
There is no single criterion for what qualifies as a "quality job". For this report, REMI defines them as jobs in industries that pay full-time workers at least $15 per hour, a threshold which has become a focal point in the national policy discussion about what constitutes a "living wage". The industries satisfying this quality jobs criterion are determined by comparing the 2022-2026 average of their real average annual wages in 2022 dollars at the state level from the model's baseline forecast and to the threshold of $31,200, which is the full-time annual equivalent of $15 per hour wages. Table A2.3 in Appendix II provides a list of all industries that satisfy this criterion.

Health Care vs. Non-Health Care Jobs
Health care jobs come from the three health care industries in the model: ambulatory health care services, private hospitals, and nursing and residential care facilities.

Racial Distribution
REMI calculates the racial distribution of employment impacts using results for 95 detailed occupations and American Community Survey (ACS) data on the racial distribution of jobs by occupation in the state of Missouri. Specifically, REMI processes 2017 data from the 2013-2017 ACS Five-Year Estimates accessed via the Integrated Public Use Microdata Series (IPUMS) to produce Missouri's racial distribution of jobs by occupation, which is displayed in Table A2.4 in Appendix II. The two resulting datasets are combined in order to apply those distributions to the occupation-level employment impacts, which are then summed across all occupations to generate the overall racial distribution of employment impacts.

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[3] An alternative possibility is that the state government uses this decrease in MOHN spending as an opportunity to cut taxes. While cutting taxes works through a different mechanism than increasing government spending, the impacts on key economic indicators are on the same order of magnitude and are both positive.

Full-Time Equivalent Jobs Conversion

The REMI model naturally reports employment numbers following the Bureau of Economic Analysis (BEA) definition, which counts full-time jobs and part-time jobs equally. Per MFH's request, these employment impacts have been converted into full-time equivalent (FTE) jobs, using data from a 2019 table published by the Bureau of Labor Statistics (BLS) that breaks down total U.S. employment in a set of industries into full-time jobs in which employees work at least 35 hours per week and the remaining part-time jobs.[4] The table also reports average weekly hours for all employees and for only full-time employees, from which REMI backs out the average weekly hours for part-time employees and calculates their FTE jobs number using the ratio of part-time to full-time hours. For each industry, this is added to full-time employment to generate its total FTE jobs number, whose ratio relative to total jobs is applied to the REMI model results to produce FTE employment impacts.[5]

Results

This section reports the economic impacts on Missouri of the increase in federal funding that accompanies an expansion of MOHN over the period 2022-2026, specifically on employment, economic output, GDP, and personal income.

Employment

Table 2.1 shows the full set of employment impacts for the state of Missouri and presents the total employment impacts for each of the regions. Table A2.5 in Appendix II displays the full set of employment impacts at both the state and regional levels. During 2022-2026, the average annual total employment impact is an increase of 16,330 jobs, with 63.7% occurring outside of KC and STL combined. For the most part, the impacts are distributed relatively evenly throughout the state, reflecting the projected distribution of the MOHN expansion population that will be doing the net new health care spending. While some of the population may cross regional lines to receive health care, it is generally a suite of services that is provided locally (e.g., visiting a primary care physician). One key exception is that 56.0% of the hospital jobs are created in either KC or STL because their major hospitals attract patients from other parts of the state.

The employment impacts are generated across a wide variety of industries, with 79.0% occurring outside of the health care industries. The remaining 21.0% is almost entirely attributable to the increased demand for the ambulatory health care services and private hospital industries generated by consumer spending on physician services, dental services, and hospitals. Of the non-health care jobs that are generated, 37.7% are in the state and local government industry. This reflects the other key direct impact of the MOHN expansion, namely the decrease in state government spending on the program, which allows the state government to reallocate that portion of its budget to spending in other areas. Since the state and local government industry is relatively labor intensive, the increased spending raises employment in the industry significantly.[6] The growth in employment is also precipitated by the need for additional spending on government services associated with increased in-migration to fill newly available jobs.

The retail trade industry also sees a large employment impact, which is primarily driven by the newly hired health care and state and local government industry workers spending their labor income to buy goods and services. The increased construction employment reflects a rise in both commercial and residential investment, the former necessitated by businesses expanding to meet new demand and the latter necessitated by the growing population building additional housing. The increased economic activity, especially in the health care and state and local government industries, also

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[4] Source: Labor Force Statistics from the Current Population Survey, https://www.bls.gov/cps/cpsaat21.htm, 2019. Note that BLS employment does not include sole proprietorships in industry-specific estimates like REMI does. Also, the level of industry detail reported by BLS in many cases does not perfectly align with the REMI industries, so each REMI industry is corresponded to the closest matching BLS industry or industry aggregation.

[5] For the occupation-level results required to calculate the racial distribution of employment impacts, the REMI model displays industry-occupation specific employment impacts based on the built-in National Industry Occupation Matrix. The full-time ratios are applied at the industry level and summed across all industries for each occupation

[6] If taxes are cut instead (e.g., personal income taxes), then the increased spending comes from consumers, driving the employment increase by raising demand for consumption-based industries like retail trade and food services and drinking places instead. Also, in the case of increased government spending, it may be that the newly available funds are not allocated towards additional hiring, but in the absence of specific information, REMI uses the generic state and local government industry profile.

raises the demand for supply chain industries including real estate, professional, scientific, and technical services, and administrative and support services.

Table 2.1: Employment Impacts (Full State-Level Results & Regional Totals)

Category	Units	2022	2023	2024	2025	2026	Average
State of Missouri							
Total Employment	FTE Jobs	8,654	11,340	15,169	20,122	26,364	16,330
Quality Jobs	FTE Jobs	7,593	9,992	13,336	17,658	23,093	14,335
Top 5 Impacted Industries							
State and Local Government	FTE Jobs	932	2,278	4,213	6,797	10,081	4,860
Ambulatory health care services	FTE Jobs	1,635	1,700	1,807	1,943	2,113	1,840
Retail trade	FTE Jobs	1,268	1,437	1,704	2,046	2,476	1,786
Construction	FTE Jobs	771	1,265	1,802	2,427	3,181	1,889
Hospitals; private	FTE Jobs	1,101	1,122	1,156	1,201	1,260	1,168
Health Care vs. Non-Health Care Industries							
Health Care	FTE Jobs	3,127	3,224	3,383	3,586	3,844	3,433
Non-Health Care	FTE Jobs	5,527	8,116	11,786	16,536	22,519	12,897
Racial Distribution							
White	FTE Jobs	7,399	9,722	13,026	17,296	22,675	14,023
Black	FTE Jobs	684	871	1,143	1,496	1,943	1,228
Asian	FTE Jobs	173	223	298	396	521	322
Hispanic	FTE Jobs	237	312	418	554	727	449
Other	FTE Jobs	161	211	284	379	499	307
Regional Totals							
KC Total Employment	FTE Jobs	1,135	1,470	1,962	2,598	3,394	2,112
STL Total Employment	FTE Jobs	2,624	3,066	3,680	4,402	5,282	3,811
NE Total Employment	FTE Jobs	1,398	2,417	3,932	5,980	8,602	4,466
NW Total Employment	FTE Jobs	338	534	822	1,211	1,711	923
SE Total Employment	FTE Jobs	1,238	1,565	2,009	2,582	3,305	2,140
SW Total Employment	FTE Jobs	1,921	2,288	2,764	3,348	4,069	2,878

Note: Components may not sum to totals due to rounding.

A vast majority of the newly created jobs (87.8%), qualify as quality jobs, which is 11.5% higher than the baseline percentage of quality jobs during 2022-2026. The large concentration of state and local government and health care jobs impacts is the primary driver of this significant improvement relative to baseline.

Economic Output & Gross Domestic Product

Table 2.2 shows the state-level and regional impacts on economic output and GDP. During 2022-2026, the average impacts on output and GDP are $2.5 billion and $1.6 billion respectively. The output impacts largely reinforce the employment impact findings, though the more productive KC and STL areas do see a higher share of the statewide output impact. The GDP impacts are primarily driven by the direct injection of new consumption and state government spending.

Table 2.2: Economic Output & Gross Domestic Product Impacts (State-Level & Regional Results)

Region	Units	2022	2023	2024	2025	2026	Average
		Economic Output					
MO	Millions of 2022 Dollars	1,351.0	1,755.1	2,333.2	3,083.0	4,032.1	2,510.9
KC	Millions of 2022 Dollars	205.0	265.9	355.7	472.5	619.8	383.8
STL	Millions of 2022 Dollars	480.6	568.2	688.0	829.0	1,000.3	713.2
NE	Millions of 2022 Dollars	196.1	337.4	550.1	841.2	1,217.9	628.5
NW	Millions of 2022 Dollars	42.6	66.0	100.7	148.2	209.9	113.5
SE	Millions of 2022 Dollars	158.3	199.3	255.1	327.8	419.9	272.1
SW	Millions of 2022 Dollars	268.5	318.3	383.5	464.3	564.3	399.8
		Gross Domestic Product					
MO	Millions of 2022 Dollars	839.9	1,098.3	1,470.4	1,954.7	2,569.1	1,586.5
KC	Millions of 2022 Dollars	127.1	165.8	223.5	298.8	393.9	241.8
STL	Millions of 2022 Dollars	293.8	348.5	424.2	513.8	623.0	440.7
NE	Millions of 2022 Dollars	125.3	217.3	355.9	546.0	792.3	407.4
NW	Millions of 2022 Dollars	26.8	41.7	63.8	94.1	133.6	72.0
SE	Millions of 2022 Dollars	99.5	125.8	161.8	208.9	268.6	172.9
SW	Millions of 2022 Dollars	167.5	199.2	241.1	293.1	357.7	251.7

Note: Components may not sum to totals due to rounding.

Personal Income

Table 2.3 shows the state-level and regional impacts on personal income. During 2022-2026, the average impact on personal income is $1.1 billion, driven almost entirely by the growth in labor income derived from the jobs created in the health care and state and local government industries, as well as the many spillover jobs in other industries.

Table 2.3: Personal Income Impacts (State-Level & Regional Results)

Region	Units	2022	2023	2024	2025	2026	Average
MO	Millions of 2022 Dollars	544.9	710.7	1,002.8	1,386.9	1,884.4	1,105.9
KC	Millions of 2022 Dollars	63.5	78.6	110.6	152.2	205.2	122.0
STL	Millions of 2022 Dollars	193.0	219.9	279.3	347.5	430.5	294.1
NE	Millions of 2022 Dollars	85.4	150.8	255.7	402.8	599.0	298.8
NW	Millions of 2022 Dollars	23.9	39.0	63.1	97.5	143.8	73.5
SE	Millions of 2022 Dollars	68.8	90.6	125.1	171.4	232.0	137.6
SW	Millions of 2022 Dollars	110.3	131.8	168.9	215.4	273.8	180.0

Note: Components may not sum to totals due to rounding.

Conclusion

This analysis was conducted to evaluate how Medicaid expansion and the increase in federal funding would impact Missouri's economy. The findings show that from 2022-2026, the average total employment impact in a given year is an increase of 16,330 jobs, with 63.7% occurring outside of KC and STL combined and 79.0% occurring outside of the health care industries. The majority of newly created jobs are quality jobs (87.8%), as measured by the number of jobs in industries paying real wages of at least $15 per hour to full-time workers. The average impact on the size of the state economy is $2.5 billion in economic output and $1.6 billion in GDP, and the average impact on state personal income is $1.1 billion. Ultimately, this analysis finds that Medicaid expansion would have substantial positive impacts on Missouri's economy.

Appendix I: REMI Model Framework

PI+ is a structural economic forecasting and policy analysis model. The following core framework applies to all REMI model builds. The model integrates input-output, computable general equilibrium, econometric and economic geography methodologies. The model is dynamic, with forecasts and simulations generated on an annual basis and behavioral responses to compensation, price, and other economic factors.

The model consists of thousands of simultaneous equations with a structure that is relatively straightforward. The exact number of equations used varies depending on the extent of industry, demographic, demand, and other detail in the specific model being used. The overall structure of the model can be summarized in five major blocks: (1) Output and Demand, (2) Labor and Capital Demand, (3) Population and Labor Supply, (4) Compensation, Prices, and Costs, and (5) Market Shares. The blocks and their key interactions are shown in Figures 1 and 2.

Figure A1.1: REMI Model Linkages

REMI Model Linkages (Excluding Economic Geography Linkages)
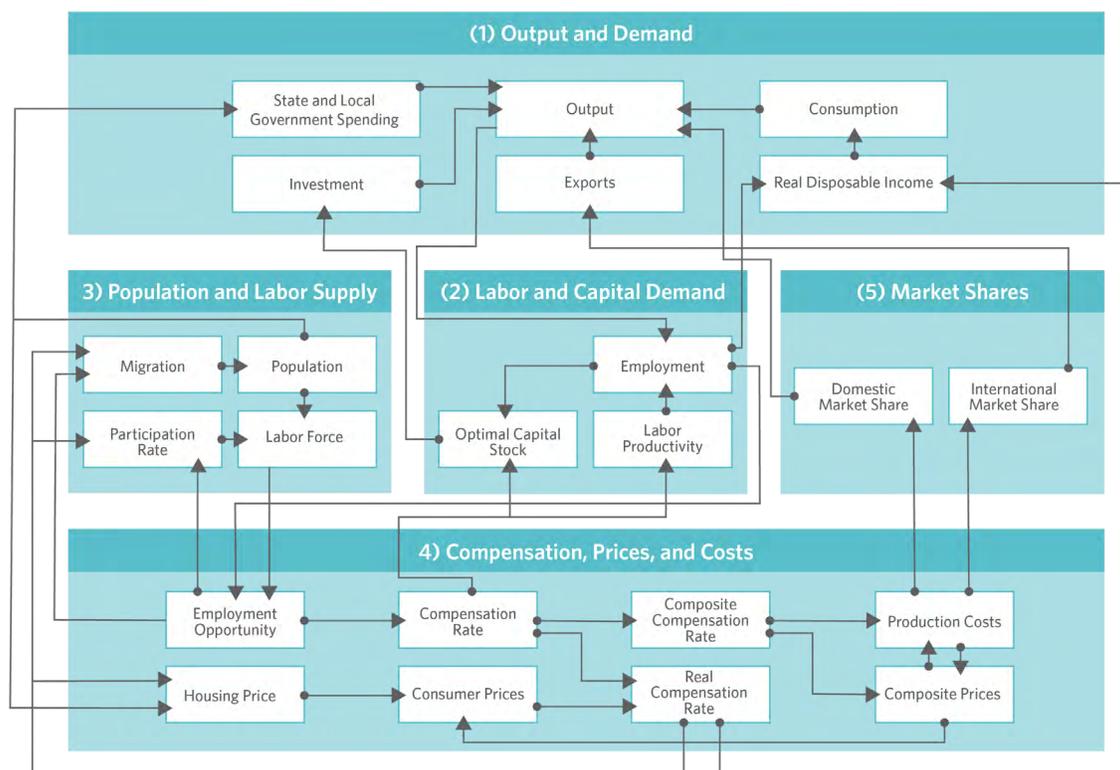
Figure A1.2: Economic Geography Linkages

Economic Geography Linkages
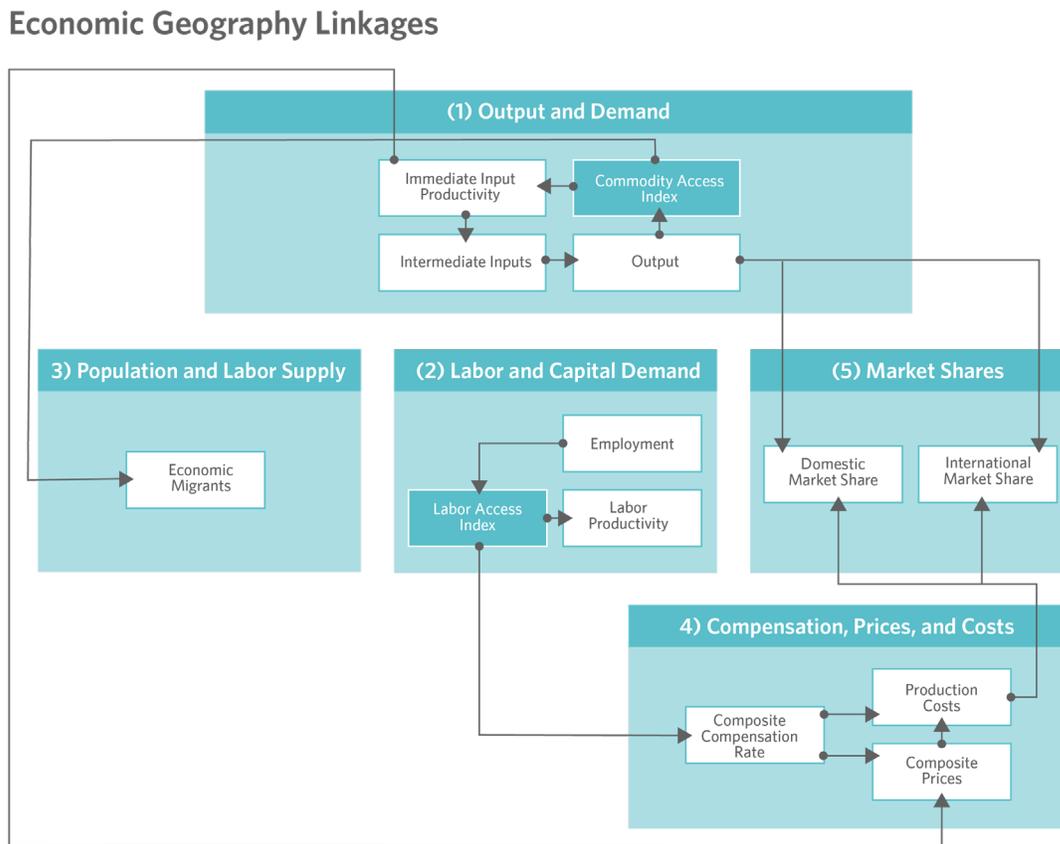
The Output and Demand block consists of output, demand, consumption, investment, government spending, exports, and imports, as well as feedback from output change due to the change in the productivity of intermediate inputs. The Labor and Capital Demand block includes labor intensity and productivity as well as demand for labor and capital. Labor force participation rate and migration equations are in the Population and Labor Supply block. The Compensation, Prices, and Costs block includes composite prices, determinants of production costs, the consumption price deflator, housing prices, and the compensation equations. The proportion of local, inter-regional, and export markets captured by each region is included in the Market Shares block.

Models can be built as single region, multi-region, or multi-region national models. A region is defined broadly as a sub-national area, and could consist of a state, province, county, or city, or any combination of sub-national areas.

Single-region models consist of an individual region, called the home region. The rest of the nation is also represented in the model. However, since the home region is only a small part of the total nation, the changes in the region do not have an endogenous effect on the variables in the rest of the nation.

Multi-regional models have interactions among regions, such as trade and commuting flows. These interactions include trade flows from each region to each of the other regions. These flows are illustrated for a three-region model in Figure 3.

Trade and Commuter Flow Linkages
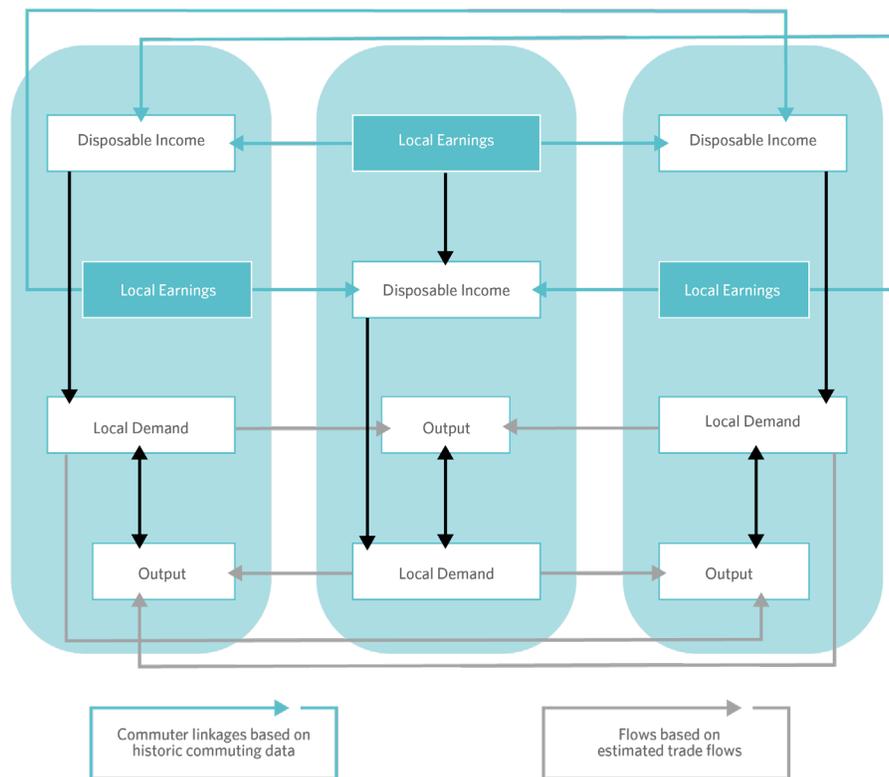
Multiregional national models also include a central bank monetary response that constrains labor markets. Models that only encompass a relatively small portion of a nation are not endogenously constrained by changes in exchange rates or monetary responses.

Block 1. Output and Demand
This block includes output, demand, consumption, investment, government spending, import, commodity access, and export concepts. Output for each industry in the home region is determined by industry demand in all regions in the nation, the home region's share of each market, and international exports from the region.

For each industry, demand is determined by the amount of output, consumption, investment, and capital demand on that industry. Consumption depends on real disposable income per capita, relative prices, differential income elasticities, and population. Input productivity depends on access to inputs because a larger choice set of inputs means it is more likely that the input with the specific characteristics required for the job will be found. In the capital stock adjustment process, investment occurs to fill the difference between optimal and actual capital stock for residential, non-residential, and equipment investment. Government spending changes are determined by changes in the population.

Block 2. Labor and Capital Demand
The Labor and Capital Demand block includes the determination of labor productivity, labor intensity, and the optimal capital stocks. Industry-specific labor productivity depends on the availability of workers with differentiated skills for the occupations used in each industry. The occupational labor supply and commuting costs determine firms' access to a specialized labor force.

Labor intensity is determined by the cost of labor relative to the other factor inputs, capital and fuel. Demand for capital is driven by the optimal capital stock equation for both non-residential capital and equipment. Optimal capital stock for each industry depends on the relative cost of labor and capital, and the employment weighted by capital use for each industry. Employment in private industries is determined by the value added and employment per unit of value added in each industry.

Block 3. Population and Labor Supply
The Population and Labor Supply block includes detailed demographic information about the region. Population data is given for age, gender, and race, with birth and survival rates for each group. The size and labor force participation rate of each group determines the labor supply. These participation rates respond to changes in employment relative to the potential labor force and to changes in the real after-tax compensation rate. Migration includes retirement, military, international, and economic migration. Economic migration is determined by the relative real after-tax compensation rate, relative employment opportunity, and consumer access to variety.

Block 4. Compensation, Prices and Costs
This block includes delivered prices, production costs, equipment cost, the consumption deflator, consumer prices, the price of housing, and the compensation equation. Economic geography concepts account for the productivity and price effects of access to specialized labor, goods, and services.

These prices measure the price of the industry output, taking into account the access to production locations. This access is important due to the specialization of production that takes place within each industry, and because transportation and transaction costs of distance are significant. Composite prices for each industry are then calculated based on the production costs of supplying regions, the effective distance to these regions, and the index of access to the variety of outputs in the industry relative to the access by other uses of the product.

The cost of production for each industry is determined by the cost of labor, capital, fuel, and intermediate inputs. Labor costs reflect a productivity adjustment to account for access to specialized labor, as well as underlying compensation rates. Capital costs include costs of non-residential structures and equipment, while fuel costs incorporate electricity, natural gas, and residual fuels.

The consumption deflator converts industry prices to prices for consumption commodities. For potential migrants, the consumer price is additionally calculated to include housing prices. Housing prices change from their initial level depending on changes in income and population density.

Compensation changes are due to changes in labor demand and supply conditions and changes in the national compensation rate. Changes in employment opportunities relative to the labor force and occupational demand change determine compensation rates by industry.

Block 5. Market Shares
The market shares equations measure the proportion of local and export markets that are captured by each industry. These depend on relative production costs, the estimated price elasticity of demand, and the effective distance between the home region and each of the other regions. The change in share of a specific area in any region depends on changes in its delivered price and the quantity it produces compared with the same factors for competitors in that market. The share of local and external markets then drives the exports from and imports to the home economy.

Appendix II: Additional Tables

Table A2.1: List of Counties in Each Region

KC	STL	NE	NW	SE	SE (cont.)	SW
Andrew	Franklin	Adair	Atchison	Bollinger	Wayne	Barry
Buchanan	Jefferson	Audrain	Caldwell	Butler	Wright	Barton
Clay	St. Charles	Boone	Carroll	Cape Girardeau		Bates
DeKalb	St. Louis	Callaway	Cass	Carter		Benton
Jackson	St. Louis City	Clark	Chariton	Crawford		Camden
Platte		Cole	Clinton	Dent		Cedar
		Gasconade	Cooper	Dunklin		Christian
		Howard	Daviess	Howell		Dade
		Knox	Gentry	Iron		Dallas
		Lewis	Grundy	Madison		Douglas
		Lincoln	Harrison	Maries		Greene
		Macon	Holt	Mississippi		Henry
		Marion	Johnson	New Madrid		Hickory
		Moniteau	Lafayette	Oregon		Jasper
		Monroe	Linn	Pemiscot		Laclede
		Montgomery	Livingston	Perry		Lawrence
		Osage	Mercer	Phelps		McDonald
		Pike	Nodaway	Pulaski		Miller
		Ralls	Pettis	Reynolds		Morgan
		Randolph	Putnam	Ripley		Newton
		Schuyler	Ray	St. Francois		Ozark
		Scotland	Saline	Ste. Genevieve		Polk
		Shelby	Sullivan	Scott		St. Clair
		Warren	Worth	Shannon		Stone
				Stoddard		Taney
				Texas		Vernon
				Washington		Webster

Table A2.2: Net New Health Care Spending by Region & Consumption Category

Category	Units	2022	2023	2024	2025	2026	Average
KC Region							
Pharmaceutical and other medical products	Millions of Nominal Dollars	28.5	30.0	31.5	33.1	34.7	31.6
Physician services	Millions of Nominal Dollars	32.1	33.8	35.7	37.7	39.8	35.8
Dental services	Millions of Nominal Dollars	6.1	6.3	6.6	6.9	7.2	6.6
Hospitals	Millions of Nominal Dollars	55.1	57.9	60.9	64.0	67.3	61.1
Nursing homes	Millions of Nominal Dollars	9.6	10.1	10.6	11.1	11.7	10.6
STL Region							
Pharmaceutical and other medical products	Millions of Nominal Dollars	51.1	53.8	56.6	59.4	62.3	56.7
Physician services	Millions of Nominal Dollars	56.3	59.4	62.8	66.3	70.1	63.0
Dental services	Millions of Nominal Dollars	10.6	11.0	11.5	11.9	12.5	11.5
Hospitals	Millions of Nominal Dollars	95.7	100.4	105.5	110.9	116.6	105.8
Nursing homes	Millions of Nominal Dollars	16.7	17.5	18.4	19.3	20.3	18.4
NE Region							
Pharmaceutical and other medical products	Millions of Nominal Dollars	38.4	40.5	42.6	44.8	47.0	42.7
Physician services	Millions of Nominal Dollars	43.0	45.4	48.0	50.7	53.6	48.1
Dental services	Millions of Nominal Dollars	8.0	8.3	8.7	9.0	9.4	8.7
Hospitals	Millions of Nominal Dollars	72.5	76.1	79.8	83.9	88.1	80.1
Nursing homes	Millions of Nominal Dollars	12.6	13.2	13.9	14.6	15.3	13.9
NW Region							
Pharmaceutical and other medical products	Millions of Nominal Dollars	19.9	21.0	22.1	23.2	24.4	22.1
Physician services	Millions of Nominal Dollars	21.8	23.0	24.4	25.8	27.3	24.4
Dental services	Millions of Nominal Dollars	4.1	4.2	4.4	4.6	4.7	4.4
Hospitals	Millions of Nominal Dollars	36.6	38.4	40.3	42.3	44.4	40.4
Nursing homes	Millions of Nominal Dollars	6.4	6.7	7.0	7.4	7.7	7.0
SE Region							
Pharmaceutical and other medical products	Millions of Nominal Dollars	66.5	70.2	73.9	77.7	81.6	74.0
Physician services	Millions of Nominal Dollars	73.2	77.5	82.0	86.8	91.9	82.3
Dental services	Millions of Nominal Dollars	13.4	14.0	14.5	15.1	15.7	14.5
Hospitals	Millions of Nominal Dollars	121.5	127.3	133.4	140.0	146.9	133.8
Nursing homes	Millions of Nominal Dollars	21.2	22.2	23.2	24.4	25.6	23.3

	SW Region						
Pharmaceutical and other medical products	Millions of Nominal Dollars	63.3	66.8	70.3	73.8	77.5	70.3
Physician services	Millions of Nominal Dollars	69.1	73.1	77.3	81.7	86.5	77.5
Dental services	Millions of Nominal Dollars	12.8	13.3	13.8	14.4	15.0	13.9
Hospitals	Millions of Nominal Dollars	115.7	121.3	127.3	133.6	140.3	127.6
Nursing homes	Millions of Nominal Dollars	20.1	21.1	22.2	23.3	24.4	22.2

Note: Components may not sum to totals due to rounding.

Table A2.3: List of Industries in Missouri with Real Average Annual Wages > $31,200 during 2022-2026

Industry

Accommodation

Administrative and support services

Air transportation

Ambulatory health care services

Apparel manufacturing; Leather and allied product manufacturing

Beverage and tobacco product manufacturing

Broadcasting, except Internet

Chemical manufacturing

Computer and electronic product manufacturing

Construction

Couriers and messengers

Data processing, hosting, and related services; Other information services

Educational services; private

Electrical equipment, appliance, and component manufacturing

Fabricated metal product manufacturing

Federal Civilian

Federal Military

Food manufacturing

Furniture and related product manufacturing

Hospitals; private

Insurance carriers and related activities

Machinery manufacturing

Management of companies and enterprises

Mining (except oil and gas)

Miscellaneous manufacturing

Monetary authorities - central bank; Credit intermediation and related activit es

Motor vehicles, bodies and trailers, and parts manufacturing

Museums, historical sites, and similar institut ons

Nonmetallic mineral product manufacturing

Nursing and residential care facilities

Other transportation equipment manufacturing

Paper manufacturing

Performing arts, spectator sports, and related industries

Petroleum and coal products manufacturing

Pipeline transportation

Plastics and rubber products manufacturing

Primary metal manufacturing

Printing and related support activit es

Professional, scientific, and technical services

Publishing industries, except Internet

Rail transportation

Religious, grantmaking, civic, professional, and similar organizations

Rental and leasing services; Lessors of nonfinancial intangible assets

Retail trade

Scenic and sightseeing transportation; Support act vti es for transport ti on

Securities, commodity contracts, other investments; Funds, trusts, other f nancial vehicles

State and Local Government

Support activities for mining

Telecommunications

Textile mills; Textl e product mills

Truck transportation

Utilities

Warehousing and storage

Waste management and remediation services

Water transportation

Wholesale trade

Wood product manufacturing

Table A2.4: Racial Distribution of Jobs by Detailed Occupation

Occupation	White	Black	Asian	Hispanic	Other
1 Top executive	93.2%	2.0%	1.3%	2.0%	1.5%
2 Advertising, marketing, promotions, public relations, sales manager	93.9%	1.7%	1.1%	2.8%	0.6%
3 Operations specialties manager	90.2%	4.5%	0.9%	2.8%	1.7%
4 Other management occupation	89.6%	4.7%	1.7%	2.6%	1.5%
5 Business operations specialist	89.2%	6.8%	0.8%	2.3%	0.9%
6 Financial specialist	89.5%	5.9%	2.8%	1.2%	0.7%
7 Computer occupation	82.7%	4.8%	7.8%	2.7%	1.9%
8 Mathematical science occupation	75.8%	9.1%	12.1%	0.0%	3.0%
9 Architects, surveyors, and cartographer	91.1%	2.2%	2.2%	4.4%	0.0%
10 Engineer	89.8%	2.0%	5.0%	2.0%	1.3%
11 Drafters, engineering technicians, and mapping technician	91.7%	3.3%	2.5%	0.8%	1.7%
12 Life scientist	94.2%	0.0%	3.8%	0.0%	1.9%
13 Physical scientist	69.6%	7.6%	21.5%	1.3%	0.0%
14 Social scientists and related worker	96.4%	0.0%	0.0%	0.0%	3.6%
15 Life, physical, and social science technician	75.0%	4.3%	6.5%	5.4%	8.7%
16 Counselors and social workers	85.8%	10.3%	1.1%	1.4%	1.4%
17 Miscellaneous community and social service specialist	83.3%	12.5%	2.8%	0.0%	1.4%
18 Religious worker	87.9%	3.8%	1.1%	4.9%	2.2%
19 Lawyers, judges, and related worker	93.7%	3.1%	1.0%	1.0%	1.0%
20 Legal support worker	95.3%	3.1%	0.8%	0.8%	0.0%
21 Postsecondary teacher	78.4%	3.9%	12.6%	3.4%	1.6%
22 Preschool, primary, secondary, and special education school teacher	91.0%	5.3%	0.5%	2.0%	1.3%
23 Other teachers and instructor	79.8%	9.3%	2.1%	3.6%	5.2%
24 Librarians, curators, and archivist	86.2%	6.9%	4.3%	0.9%	1.7%
25 Other education, training, and library occupation	86.3%	7.0%	2.7%	1.2%	2.7%
26 Art and design worker	86.7%	2.1%	2.6%	4.7%	3.9%
27 Entertainers and performers, sports and related worker	89.5%	3.9%	2.6%	3.3%	0.7%
28 Media and communication worker	86.8%	4.2%	3.0%	4.8%	1.2%
29 Media and communication equipment worker	90.0%	6.7%	0.0%	1.7%	1.7%
30 Health diagnosing and treating practitioner	88.4%	4.1%	4.4%	1.9%	1.2%
31 Health technologists and technician	83.7%	10.3%	1.0%	3.0%	1.9%
32 Other health care practitioners and technical occupation	85.0%	10.0%	0.0%	0.0%	5.0%

33 Nursing, psychiatric, and home health aide	73.9%	20.8%	1.1%	1.8%	2.4%
34 Occupational therapy and physical therapist assistants and aide	74.1%	14.8%	3.7%	7.4%	0.0%
35 Other health care support occupation	83.0%	11.0%	2.3%	1.9%	1.9%
36 Supervisors of protective service worker	86.5%	11.2%	0.0%	1.1%	1.1%
37 Fire fighting and prevention worker	89.6%	6.0%	0.0%	1.5%	3.0%
38 Law enforcement worker	86.4%	10.6%	0.0%	0.6%	2.4%
39 Other protective service worker	82.7%	12.2%	0.7%	2.6%	1.8%
40 Supervisors of food preparation and serving worker	76.8%	8.9%	7.1%	5.4%	1.8%
41 Cooks and food preparation worker	75.8%	11.8%	2.1%	6.3%	4.0%
42 Food and beverage serving worker	81.0%	6.9%	2.5%	7.0%	2.6%
43 Other food preparation and serving related worker	77.1%	11.7%	4.3%	3.2%	3.7%
44 Supervisors of building and grounds cleaning and maintenance worker	93.1%	4.6%	0.0%	1.1%	1.1%
45 Building cleaning and pest control worker	79.3%	13.5%	1.1%	4.3%	1.9%
46 Grounds maintenance worker	85.3%	7.5%	0.3%	3.9%	3.1%
47 Supervisors of personal care and service worker	90.9%	9.1%	0.0%	0.0%	0.0%
48 Animal care and service worker	92.8%	2.9%	0.0%	4.3%	0.0%
49 Entertainment attendants and related worker	82.5%	10.7%	1.0%	2.9%	2.9%
50 Funeral service worker	100.0%	0.0%	0.0%	0.0%	0.0%
51 Personal appearance worker	78.4%	5.6%	12.5%	0.9%	2.6%
52 Baggage porters, bellhops, and concierge	66.7%	26.7%	0.0%	6.7%	0.0%
53 Other personal care and service worker	81.7%	11.9%	2.1%	2.2%	2.2%
54 Supervisors of sales worker	90.9%	2.9%	1.7%	2.1%	2.3%
55 Retail sales worker	83.9%	8.8%	2.0%	2.5%	2.8%
56 Sales representatives, service	88.3%	6.7%	1.8%	1.8%	1.5%
57 Sales representatives, wholesale and manufacturing	95.2%	2.9%	0.6%	0.6%	0.6%
58 Other sales and related worker	91.3%	3.7%	1.3%	3.0%	0.7%
59 Supervisors of office and administrative support worker	86.7%	9.2%	0.7%	1.4%	2.0%
60 Communications equipment operator	82.4%	5.9%	0.0%	11.8%	0.0%
61 Financial clerk	90.2%	4.9%	1.0%	2.7%	1.3%
62 Information and record clerk	83.9%	9.4%	1.9%	2.8%	1.9%
63 Material recording, scheduling, dispatching, and distributing worker	85.1%	10.2%	0.6%	2.3%	1.8%
64 Secretaries and administrative assistant	92.3%	4.7%	0.4%	1.2%	1.3%
65 Other office and administrative support worker	82.0%	12.4%	1.0%	2.9%	1.7%
66 Supervisors of farming, fishing, and forestry worker	92.3%	0.0%	7.7%	0.0%	0.0%

67 Agricultural worker	91.3%	3.0%	0.8%	3.0%	1.9%
68 Fishing and hunting worker	20.0%	20.0%	20.0%	20.0%	20.0%
69 Forest, conservation, and logging worker	95.5%	0.0%	2.3%	0.0%	2.3%
70 Supervisors of construction and extraction worker	91.0%	4.8%	0.5%	2.1%	1.6%
71 Construction trades worker	89.7%	3.8%	0.4%	4.6%	1.6%
72 Helpers, construction trade	100.0%	0.0%	0.0%	0.0%	0.0%
73 Other construction and related worker	83.7%	8.1%	2.3%	4.7%	1.2%
74 Extraction worker	86.4%	0.0%	0.0%	0.0%	13.6%
75 Supervisors of installation, maintenance, and repair worker	91.7%	2.8%	1.4%	0.0%	4.2%
76 Electrical and electronic equipment mechanics, installers, and repairers	93.5%	2.8%	0.9%	1.9%	0.9%
77 Vehicle and mobile equipment mechanics, installers, and repairer	91.4%	4.2%	0.0%	2.8%	1.6%
78 Other installation, maintenance, and repair occupation	90.6%	3.1%	0.6%	3.1%	2.5%
79 Supervisors of production worker	86.6%	8.5%	1.1%	2.8%	1.1%
80 Assemblers and fabricator	79.9%	11.0%	1.6%	4.2%	3.4%
81 Food processing worker	75.9%	9.8%	2.3%	12.1%	0.0%
82 Metal workers and plastic worker	93.5%	2.3%	1.0%	2.1%	1.0%
83 Printing worker	98.4%	1.6%	0.0%	0.0%	0.0%
84 Textile, apparel, and furnishings worker	80.5%	9.2%	6.9%	2.3%	1.1%
85 Woodworker	92.0%	4.0%	0.0%	4.0%	0.0%
86 Plant and system operator	92.0%	6.0%	0.0%	2.0%	0.0%
87 Other production occupation	79.8%	9.1%	2.2%	6.6%	2.2%
88 Supervisors of transportation and material moving worker	87.8%	4.1%	4.1%	4.1%	0.0%
89 Air transportation worker	100.0%	0.0%	0.0%	0.0%	0.0%
90 Motor vehicle operator	87.9%	8.2%	0.2%	1.6%	2.0%
91 Rail transportation worker	100.0%	0.0%	0.0%	0.0%	0.0%
92 Water transportation worker	100.0%	0.0%	0.0%	0.0%	0.0%
93 Other transportation worker	84.3%	10.0%	0.0%	4.3%	1.4%
94 Material moving worker	79.3%	12.8%	1.7%	4.4%	1.8%
95 Military	69.0%	12.1%	5.2%	10.3%	3.4%

Note: Components may not sum to totals due to rounding.

Table A2.5: Full Employment Impacts (State-Level & Regional)

Category	Units	2022	2023	2024	2025	2026	Average
State of Missouri							
Total Employment	FTE Jobs	8,654	11,340	15,169	20,122	26,364	16,330
Quality Jobs	FTE Jobs	7,593	9,992	13,336	17,658	23,093	14,335
Top 5 Impacted Industries							
State and Local Government	FTE Jobs	932	2,278	4,213	6,797	10,081	4,860
Ambulatory health care services	FTE Jobs	1,635	1,700	1,807	1,943	2,113	1,840
Retail trade	FTE Jobs	1,268	1,437	1,704	2,046	2,476	1,786
Construction	FTE Jobs	771	1,265	1,802	2,427	3,181	1,889
Hospitals; private	FTE Jobs	1,101	1,122	1,156	1,201	1,260	1,168
Health Care vs. Non-Health Care Industries							
Health care	FTE Jobs	3,127	3,224	3,383	3,586	3,844	3,433
Non-HealthCare	FTE Jobs	5,527	8,116	11,786	16,536	22,519	12,897
Racial Distribution							
White	FTE Jobs	7,399	9,722	13,026	17,296	22,675	14,023
Black	FTE Jobs	684	871	1,143	1,496	1,943	1,228
Asian	FTE Jobs	173	223	298	396	521	322
Hispanic	FTE Jobs	237	312	418	554	727	449
Other	FTE Jobs	161	211	284	379	499	307
KC Region							
Total Employment	FTE Jobs	1,135	1,470	1,962	2,598	3,394	2,112
Quality Jobs	FTE Jobs	996	1,297	1,727	2,282	2,976	1,855
Top 5 Impacted Industries							
State and Local Government	FTE Jobs	112	276	513	828	1,228	591
Construction	FTE Jobs	97	157	223	301	395	235
Retail trade	FTE Jobs	140	158	188	226	272	197
Hospitals; private	FTE Jobs	184	189	195	204	215	198
Ambulatory health care services	FTE Jobs	170	176	187	202	220	191
Health Care vs. Non-Health Care Industries							
Health Care	FTE Jobs	417	429	450	477	512	457
Non-Health Care	FTE Jobs	719	1,041	1,512	2,121	2,883	1,655
Racial Distribution							
White	FTE Jobs	971	1,260	1,685	2,233	2,919	1,814

Black	FTE Jobs	90	113	148	193	250	159
Asian	FTE Jobs	23	30	39	52	68	43
Hispanic	FTE Jobs	31	40	54	71	93	58
Other	FTE Jobs	21	27	36	49	64	39
STL Region							
Total Employment	FTE Jobs	2,624	3,066	3,680	4,402	5,282	3,811
Quality Jobs	FTE Jobs	2,262	2,657	3,177	3,791	4,539	3,285
Top 5 Impacted Industries							
State and Local Government	FTE Jobs	138	312	547	851	1,230	616
Ambulatory health care services	FTE Jobs	453	462	484	511	545	491
Hospitals; private	FTE Jobs	433	440	452	468	489	457
Construction	FTE Jobs	248	356	443	520	602	434
Retail trade	FTE Jobs	273	296	336	381	435	344
Health Care vs. Non-Health Care Industries							
Health Care	FTE Jobs	977	996	1,034	1,082	1,143	1,046
Non-Health Care	FTE Jobs	1,647	2,070	2,646	3,320	4,140	2,765
Racial Distribution							
White	FTE Jobs	2,246	2,630	3,158	3,781	4,537	3,270
Black	FTE Jobs	204	234	278	330	394	288
Asian	FTE Jobs	54	62	74	89	107	77
Hispanic	FTE Jobs	72	85	102	122	146	105
Other	FTE Jobs	48	56	67	81	98	70
NE Region							
Total Employment	FTE Jobs	1,398	2,417	3,932	5,980	8,602	4,466
Quality Jobs	FTE Jobs	1,239	2,147	3,488	5,294	7,601	3,954
Top 5 Impacted Industries							
State and Local Government	FTE Jobs	354	928	1,788	2,957	4,455	2,096
Construction	FTE Jobs	126	267	459	710	1,023	517
Retail trade	FTE Jobs	193	258	357	491	663	392
Ambulatory health care services	FTE Jobs	266	292	331	383	449	344
Food services and drinking places	FTE Jobs	48	89	153	245	367	181
Health Care vs. Non-Health Care Industries							
Health Care	FTE Jobs	394	427	477	543	628	494
Non-Health Care	FTE Jobs	1,003	1,990	3,455	5,437	7,975	3,972

Racial Distribution							
White	FTE Jobs	1,197	2,077	3,385	5,151	7,413	3,845
Black	FTE Jobs	109	181	288	434	621	327
Asian	FTE Jobs	28	47	77	118	170	88
Hispanic	FTE Jobs	38	66	107	163	234	121
Other	FTE Jobs	26	46	75	114	164	85
NW Region							
Total Employment	FTE Jobs	338	534	822	1,211	1,711	923
Quality Jobs	FTE Jobs	299	474	728	1,070	1,508	816
Top 5 Impacted Industries							
State and Local Government	FTE Jobs	67	172	329	541	813	384
Construction	FTE Jobs	35	73	122	186	267	137
Retail trade	FTE Jobs	71	85	106	135	174	114
Ambulatory health care services	FTE Jobs	40	42	45	49	54	46
Food services and drinking places	FTE Jobs	11	19	33	52	78	38
Health Care vs. Non-Health Care Industries							
Health Care	FTE Jobs	87	91	97	104	114	99
Non-Health Care	FTE Jobs	251	443	725	1,106	1,597	824
Racial Distribution							
White	FTE Jobs	288	458	707	1,042	1,474	794
Black	FTE Jobs	27	41	61	88	124	68
Asian	FTE Jobs	6	10	15	23	33	17
Hispanic	FTE Jobs	9	15	23	34	48	26
Other	FTE Jobs	7	10	16	23	33	18
SE Region							
Total Employment	FTE Jobs	1,238	1,565	2,009	2,582	3,305	2,140
Quality Jobs	FTE Jobs	1,106	1,398	1,788	2,289	2,919	1,900
Top 5 Impacted Industries							
State and Local Government	FTE Jobs	132	306	548	865	1,266	623
Ambulatory health care services	FTE Jobs	315	326	340	358	380	344
Retail trade	FTE Jobs	257	280	315	360	417	326
Construction	FTE Jobs	87	146	209	282	372	219
Hospitals; private	FTE Jobs	136	138	141	144	149	142

Health Care vs. Non-Health Care Industries

Health Care	FTE Jobs	504	517	536	559	588	541
Non-Health Care	FTE Jobs	734	1,048	1,474	2,024	2,717	1,599
Racial Distribution							
White	FTE Jobs	1,056	1,339	1,722	2,216	2,839	1,835
Black	FTE Jobs	101	123	155	196	248	165
Asian	FTE Jobs	24	30	39	50	64	42
Hispanic	FTE Jobs	33	43	55	71	91	58
Other	FTE Jobs	23	30	38	49	63	41
			SW Region				
Total Employment	FTE Jobs	1,921	2,288	2,764	3,348	4,069	2,878
Quality Jobs	FTE Jobs	1,691	2,019	2,429	2,932	3,550	2,524
Top 5 Impacted Industries							
State and Local Government	FTE Jobs	128	283	489	756	1,089	549
Ambulatory health care services	FTE Jobs	391	403	420	440	465	424
Retail trade	FTE Jobs	333	361	402	453	515	413
Construction	FTE Jobs	178	267	346	428	522	348
Hospitals; private	FTE Jobs	252	255	261	268	277	262
Health Care vs. Non-Health Care Industries							
Health Care	FTE Jobs	747	764	789	821	860	796
Non-Health Care	FTE Jobs	1,173	1,524	1,975	2,527	3,208	2,082
Racial Distribution							
White	FTE Jobs	1,640	1,958	2,369	2,872	3,492	2,466
Black	FTE Jobs	154	179	213	255	307	222
Asian	FTE Jobs	38	44	53	64	78	56
Hispanic	FTE Jobs	53	64	77	94	114	81
Other	FTE Jobs	36	43	52	63	77	54

Note: Components may not sum to totals due to rounding.