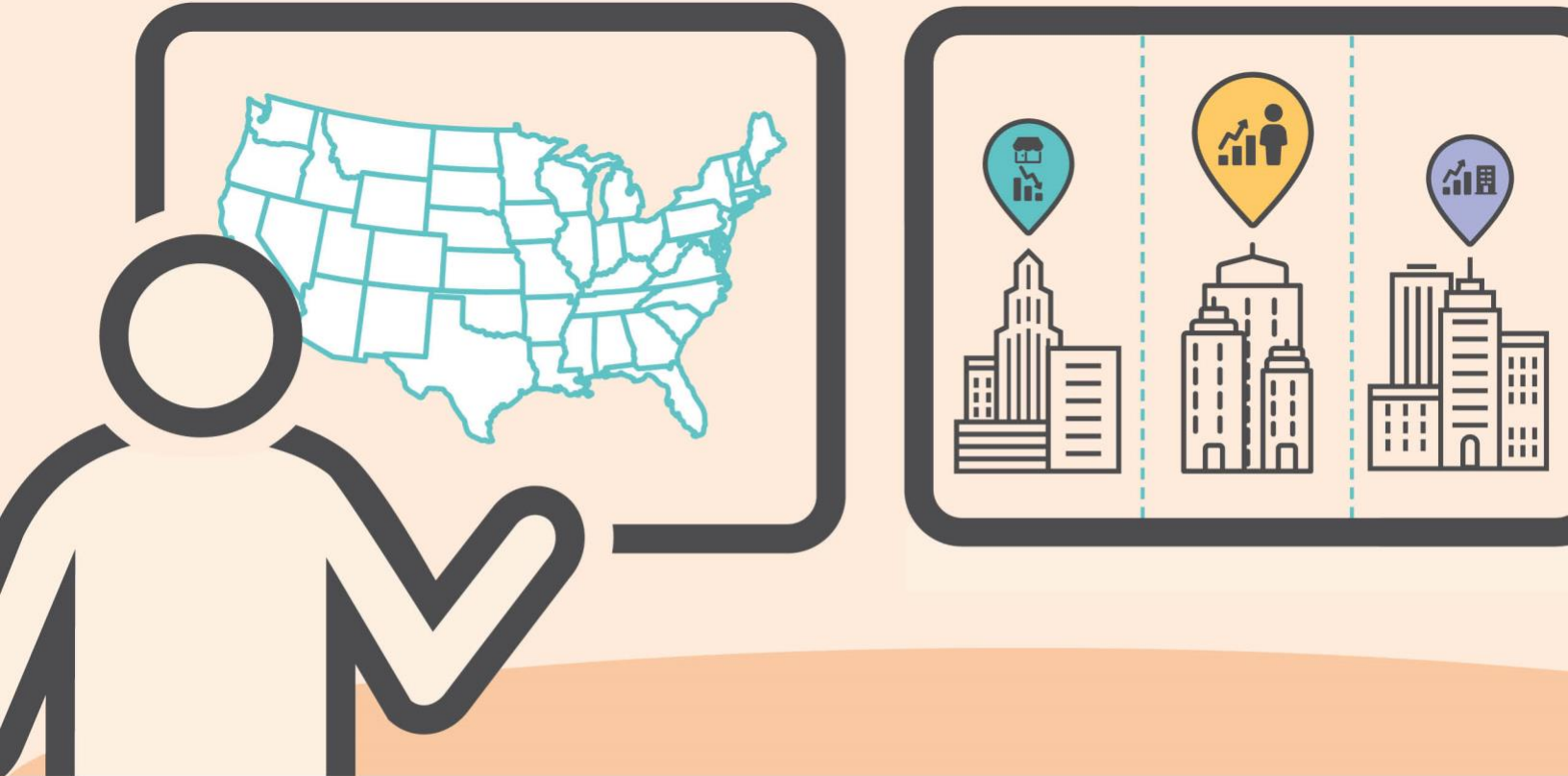# How the Coronavirus Recession and Recovery Have Affected Businesses and Jobs in the 100 Largest Metropolitan Areas

Second Quarter of 2020 through First Quarter of 2022

By Miles Chandler, Gregg Cole, Gary Kunkle, and Howard Wial

ICIC
Initiative for a Competitive Inner City

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Summary

This report summarizes our analysis of the most detailed and comprehensive information about what happened to businesses and jobs in the nation's 100 largest metropolitan areas from the start of the coronavirus pandemic in the second quarter of 2020 through the first quarter of 2022. Our analysis of Your-economy Time Series data shows that:

- In the top 100 metro areas as a whole, total employment increased modestly by 1 percent from the fourth quarter of 2021 through the first quarter of 2022, while the number of businesses continued to decline, falling by 2 percent. The top 100 metro areas ended the first quarter with 92 percent of the number of jobs they had at the beginning of the pandemic but only 82 percent of the number of businesses.

- Employment growth by business size proved mixed, with the smallest companies (those with one to four employees) continuing to lose jobs, while the largest businesses gained jobs. In the first quarter of 2022, businesses with one to four employees had just 73 percent of the jobs they had at the start of the pandemic, while those with 100 or more employees had 99 percent.

- Businesses owned by people of all large racial/ethnic groups gained jobs during the first quarter of 2022. Black-owned businesses gained the most employment (5.7 percent), followed by white-owned (1.9 percent), Hispanic- or Latino-owned (1.2 percent), and Asian- and Pacific Islander-owned businesses (0.8 percent).

- Half of the key industries in the top 100 metro areas gained jobs during the first quarter of 2022, while the other half declined. The construction industry had the most rapid job gains (2.6 percent), followed by accommodation and food services (1.4 percent) and manufacturing (1.1 percent). Healthcare employment suffered most (-1.4 percent), followed by entertainment (-0.8 percent) and retail (-0.6 percent).

- Both under-resourced communities (heavily populated urban and suburban areas of concentrated   poverty and low income) and other parts of their metropolitan areas gained jobs. By the first quarter of 2022 both had 92 percent of their pre-pandemic employment levels.

- In the first quarter of this year, all of the top 100 metro areas still had fewer jobs than at the start of the pandemic. Baton Rouge, LA, had the strongest employment recovery since the pandemic began, with first quarter 2022 employment at 98 percent of its second quarter 2020 level. Miami-Fort Lauderdale-West Palm Beach, FL, had the weakest recovery; in the first quarter of this year, it had only 86 percent of the jobs it had in the second quarter of 2020.

- Among the top 100 metro areas, Little Rock, AR, had the fastest job growth rate from the fourth quarter of 2021 to the first quarter of 2022 (4.0 percent), while Grand Rapids, MI, had the most severe loss (-3.5 percent). The under-resourced communities of Ogden-Clearfield, UT, enjoyed the most rapid job growth (16.5 percent) among all under-resourced communities in the top 100 metro areas between those two quarters.

- The Metro Focus section of this report drills down more deeply into the Salt Lake City metro area. From the fourth quarter of 2021 to the first quarter of 2022, Salt Lake City enjoyed the second highest job growth rate (3.8 percent) among all top 100 metro areas, and it ranked among the top 25 in job growth for under-resourced communities (2.3 percent), Black-owned businesses (4.3 percent), and Hispanic- or Latino-owned businesses (1.8 percent). Employment gains were strongest in the healthcare industry and at businesses with 100 or more employees.

Introduction

This report, the last of four quarterly reports, summarizes the key findings of our analysis of the most detailed and comprehensive information about what has happened to businesses and jobs in the nation's 100 largest metropolitan areas during the coronavirus recession and recovery. It tracks changes in the numbers of businesses[1] and jobs for metro areas as a whole. It also provides more specific detail on small, medium-sized, and large businesses; Asian or Pacific Islander-owned, Black-owned, and Hispanic- or Latino-owned businesses, under-resourced communities (heavily populated urban and suburban areas of concentrated poverty and low income) and non-under-resourced communities, and major industries.

A data dashboard accompanies the report. The dashboard provides detailed, customized information about each of the above business categories for each of the top 100 metros. It will be updated weekly after this report is published, so data on the dashboard will not always match data in the report. If you are interested in what has happened to jobs or businesses in a specific business category within a specific metro area, please see the dashboard.

The report and dashboard will be useful tools for policymakers, small business assistance providers, community and economic development professionals, community foundations, researchers, and others who want to know how the recession and recovery have affected businesses and jobs in their metropolitan areas and how they can best target assistance to the businesses and locations that need it most.

Because changes in the number of businesses are generally very similar to changes in employment, the report emphasizes changes in employment and highlights changes in the number of businesses only where they differ notably from changes in employment. Detailed information about changes in the number of businesses is available on the dashboard. Because U.S. employment reached its peak in the second quarter of 2020, prior to the onset of the pandemic's economic impacts, we show employment and businesses in each quarter as a percent of their levels in that quarter.[2] For more information about our methodology, see the methodology section at the end of the report.

Top 100 Metros Overview: Employment Recovered while Number of Businesses Fell

In the top 100 metro areas, the numbers of jobs increased during the first quarter of 2022 while the number of businesses declined. Total employment grew by 1 percent from the fourth quarter of 2021 to the first quarter of 2022, reversing a decline of similar magnitude in the prior quarter. The total number of businesses shrank by 2 percent, continuing the downward trend from the previous quarter. In the first quarter of this year, the top 100 metros had 92 percent of their pre-pandemic level and 82 percent of their pre-pandemic number of businesses.

Figure 1. Businesses and Employment in Top 100 Metros
Percent of businesses and employment in the second quarter of 2020
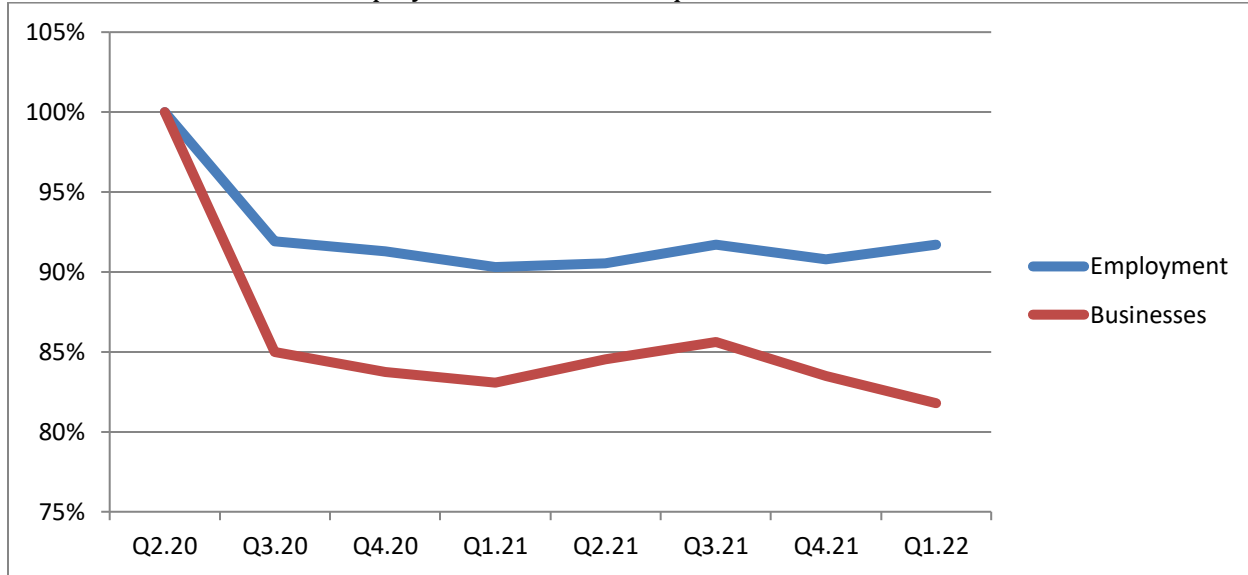
Business Size: Employment Continued to Sag at the Smallest Businesses while Larger Businesses Grew

Between the fourth quarter of 2021 and the first quarter of 2022 in the nation's top 100 metros, employment at larger businesses grew while the smallest businesses suffered job losses. Employment at businesses with one to four employees fell by 5.4 percent, driving their aggregate employment to 73 percent of its pre-pandemic level. In contrast, employment in each size category of 20 or more employees rose by more than 2 percent. By the first quarter of 2022, employment at businesses with 100 or more employees reached 99 percent of its pre-pandemic level.

Figure 2. Employment by Business Size in Top 100 Metros
Percent of employment in the second quarter of 2020
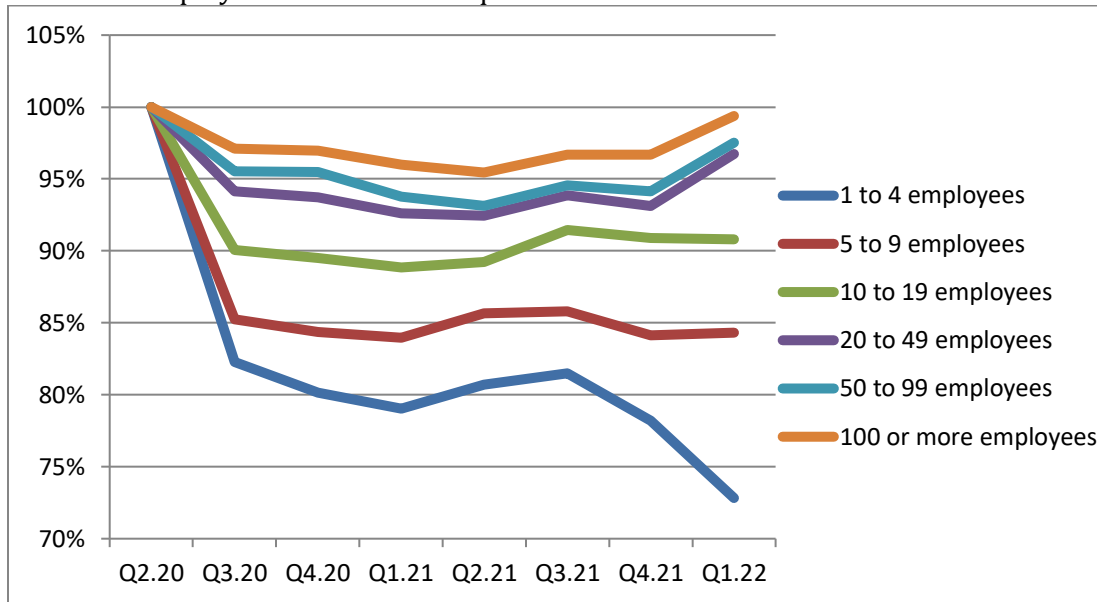
Additional information about job and business trends by business size in each metro area is available on the dashboard.

Race and Ethnicity: Black-Owned Businesses Outperformed Those Owned by Members of Other Groups

Employment at businesses owned by members of all large racial and ethnic groups grew from the fourth quarter of 2021 to the first quarter of 2022. By far the strongest job growth occurred at Black-owned businesses, whose employment increased by 5.7 percent from the prior quarter. Continuing the trend from our previous report, businesses owned by whites, Hispanics/Latinos and those owned by Asians and Pacific Islanders and had lower growth rates (1.9 percent, 1.2 percent, and 0.8 percent respectively).

Figure 3. Percent Change in Employment in Asian- and Pacific Islander-, Black-, Hispanic- or Latino-, and White-Owned Businesses in Top 100 Metros, Fourth Quarter 2021 to First Quarter 2022
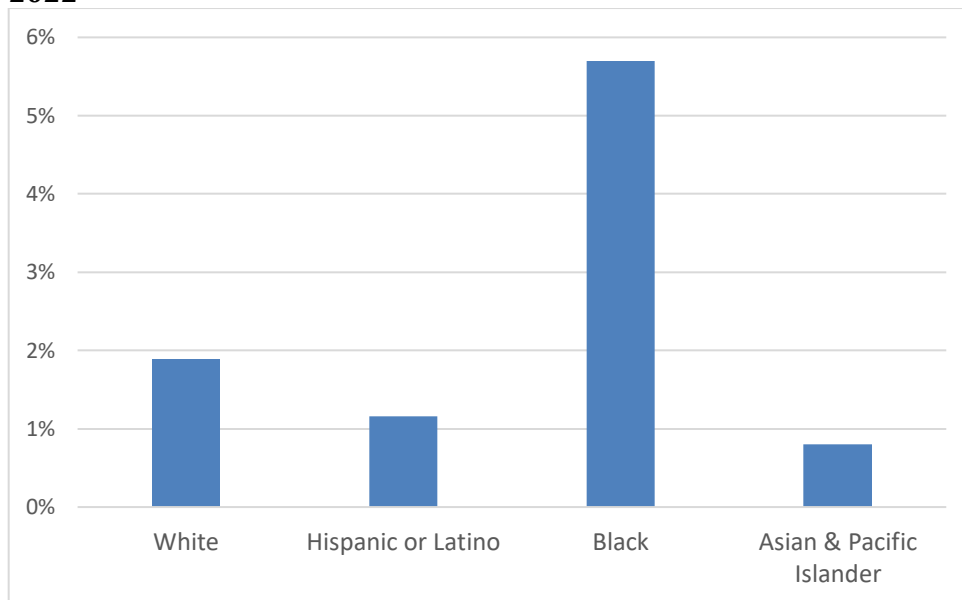
Information about job and business trends for businesses in each metro area by the business owner's race and ethnicity is available on the dashboard.

Industries: Construction Employment Grew Most While Healthcare Suffered Largest Decline

Overall, top 100 Metro employment growth across selected industries was mixed from the fourth quarter of 2021 to the first quarter of 2022, with half the key industries shown below gaining jobs while the other half suffered job losses. Construction employment rose most, by 2.6 percent from the prior quarter, while employment in accommodation and food services increased by 1.4 percent and manufacturing by 1.1 percent. Healthcare employment fell sharply, by 1.4 percent, perhaps due to slowing demand for pandemic-related services. The entertainment and retail industries also lost jobs (losing 0.8 percent and 0.6 percent respectively).

Figure 4. Employment in Selected Industries in Top 100 Metros
Percent of employment in the second quarter of 2020
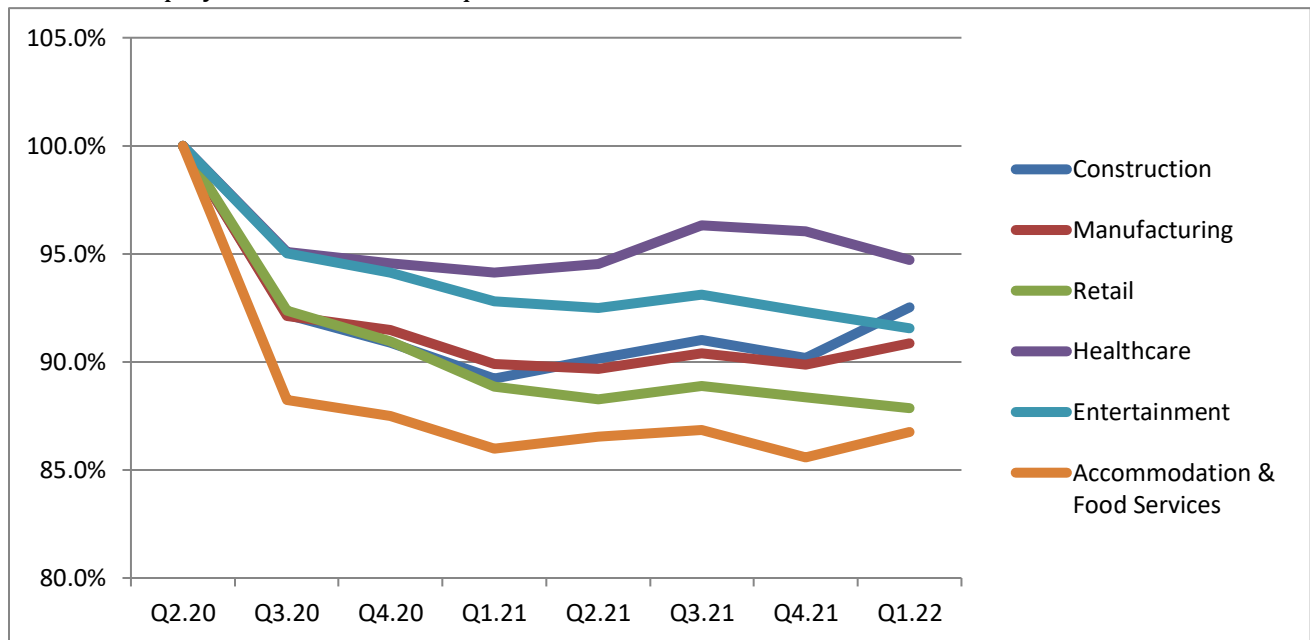
Communities: Employment Grew in Both Under-Resourced Communities and Other Parts of Their Metro Areas

In the top 100 metro areas, employment in under-resourced communities (URC) grew by 0.7 percent from the fourth quarter of 2021 to the first quarter of 2022. This was somewhat less than in other parts of their metro areas (OMA), where the number of jobs expanded by 1.1 percent. By the first quarter, employment in both URCs and OMAs was 92 percent of their pre-pandemic levels.

Figure 5. Employment in Under Resourced Communities (URC) Compared with Other Parts of Their Metro Areas (OMA) in Top 100 Metros
Percent of employment in the second quarter of 2020
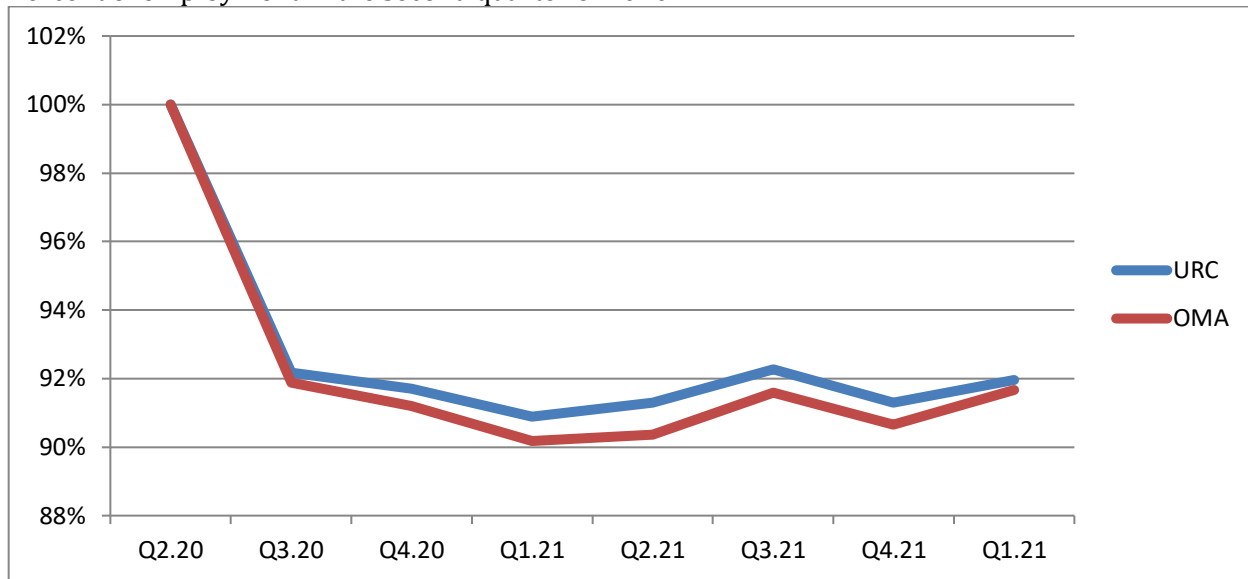
Additional information about job and business trends in under-resourced communities and other parts of their metro areas, for each metro area, is available on the dashboard.

Top 100 Metro Rankings

Between the fourth quarter of 2021 and the first quarter of 2022, as in previous quarters, the change in total employment varied widely across the top 100 metros. Little Rock, AR, had the fastest total job growth rate (4.0 percent) while Grand Rapids, MI, had the highest proportional loss (-3.5 percent).

The following tables rank the top 100 metros by their percent change in employment from the fourth quarter of 2021 to the first quarter of 2022. These rankings are based on job changes for each metro area as a whole and, separately, for each metro area's under-resourced communities, small businesses with one to four employees, and Black- and Hispanic/Latino-owned businesses. Rankings based on percent changes allow for comparison across metros of various sizes and compositions. For comparative purposes, we divide the 100 metros into groups of 25 based on their percentage job change between the fourth quarter of 2021 and the first quarter of 2022, with metro areas that gained jobs most rapidly ranking in the top 25 and those that gained jobs most slowly ranking in the bottom 25.

Table 1. Total Metro Area Rankings on Employment Improvement, Fourth Quarter 2021 to First Quarter 2022

Rank	Top 25	Rank	3rd 25
1	Little Rock-North Little Rock-Conway, AR	51	Syracuse, NY
2	Salt Lake City, UT	52	Colorado Springs, CO
3	Ogden-Clearfield, UT	53	Nashville-Davidson--Murfreesboro--Franklin, TN
4	Columbia, SC	54	Miami-Fort Lauderdale-West Palm Beach, FL
5	San Francisco-Oakland-Hayward, CA	55	Fresno, CA
6	San Antonio-New Braunfels, TX	56	Providence-Warwick, RI-MA
7	Denver-Aurora-Lakewood, CO	57	Minneapolis-St. Paul-Bloomington, MN-WI
8	Akron, OH	58	Buffalo-Cheektowaga-Niagara Falls, NY
9	Kansas City, MO-KS	59	Chattanooga, TN-GA
10	Tulsa, OK	60	San Diego-Carlsbad, CA
11	Cleveland-Elyria, OH	61	Durham-Chapel Hill, NC
12	Madison, WI	62	Winston-Salem, NC
13	Hartford-West Hartford-East Hartford, CT	63	Tucson, AZ
14	Toledo, OH	64	Knoxville, TN
15	Austin-Round Rock, TX	65	Louisville/Jefferson County, KY-IN
16	Columbus, OH	66	Portland-Vancouver-Hillsboro, OR-WA
17	Washington-Arlington-Alexandria, DC-VA-	67	Worcester, MA-CT
18	Seattle-Tacoma-Bellevue, WA	68	Albuquerque, NM
19	Springfield, MA	69	Bridgeport-Stamford-Norwalk, CT
20	Riverside-San Bernardino-Ontario, CA	70	Pittsburgh, PA
21	Provo-Orem, UT	71	Omaha-Council Bluffs, NE-IA
22	Atlanta-Sandy Springs-Roswell, GA	72	Palm Bay-Melbourne-Titusville, FL
23	Harrisburg-Carlisle, PA	73	Las Vegas-Henderson-Paradise, NV
24	Raleigh, NC	74	Oklahoma City, OK
25	Cincinnati, OH-KY-IN	75	El Paso, TX
	2nd 25		**Bottom 25**
26	Rochester, NY	76	San Jose-Sunnyvale-Santa Clara, CA
27	Stockton-Lodi, CA	77	Houston-The Woodlands-Sugar Land, TX
28	Orlando-Kissimmee-Sanford, FL	78	Memphis, TN-MS-AR
29	Birmingham-Hoover, AL	79	Baton Rouge, LA
30	Greenville-Anderson-Mauldin, SC	80	McAllen-Edinburg-Mission, TX
31	Lakeland-Winter Haven, FL	81	North Port-Sarasota-Bradenton, FL
32	Dallas-Fort Worth-Arlington, TX	82	Baltimore-Columbia-Towson, MD
33	New Haven-Milford, CT	83	Wichita, KS
34	Scranton--Wilkes-Barre--Hazleton, PA	84	Virginia Beach-Norfolk-Newport News, VA-NC
35	New York-Newark-Jersey City, NY-NJ-PA	85	Greensboro-High Point, NC
36	Des Moines-West Des Moines, IA	86	Cape Coral-Fort Myers, FL
37	Indianapolis-Carmel-Anderson, IN	87	Bakersfield, CA
38	New Orleans-Metairie, LA	88	Deltona-Daytona Beach-Ormond Beach, FL
39	Phoenix-Mesa-Scottsdale, AZ	89	Spokane-Spokane Valley, WA
40	Charleston-North Charleston, SC	90	Albany-Schenectady-Troy, NY
41	Milwaukee-Waukesha-West Allis, WI	91	St. Louis, MO-IL
42	Sacramento--Roseville--Arden-Arcade, CA	92	Jacksonville, FL
43	Los Angeles-Long Beach-Anaheim, CA	93	Augusta-Richmond County, GA-SC
44	Philadelphia-Camden-Wilmington, PA-NJ-	94	Urban Honolulu, HI
45	Chicago-Naperville-Elgin, IL-IN-WI	95	Richmond, VA
46	Allentown-Bethlehem-Easton, PA-NJ	96	Tampa-St. Petersburg-Clearwater, FL
47	Detroit-Warren-Dearborn, MI	97	Jackson, MS
48	Charlotte-Concord-Gastonia, NC-SC	98	Dayton, OH
49	Oxnard-Thousand Oaks-Ventura, CA	99	Boise City, ID
50	Boston-Cambridge-Newton, MA-NH	100	Grand Rapids-Wyoming, MI

Table 2. Metro Area Rankings on Employment Improvement in Under-Resourced Communities, Fourth Quarter 2021 to First Quarter 2022

Rank	Top 25	Rank	3rd 25
1	Ogden-Clearfield, UT	51	Syracuse, NY
2	Little Rock-North Little Rock-Conway, AR	52	Los Angeles-Long Beach-Anaheim, CA
3	Wichita, KS	53	North Port-Sarasota-Bradenton, FL
4	Toledo, OH	54	Minneapolis-St. Paul-Bloomington, MN-WI
5	Provo-Orem, UT	55	Indianapolis-Carmel-Anderson, IN
6	Akron, OH	56	Chicago-Naperville-Elgin, IL-IN-WI
7	Kansas City, MO-KS	57	Virginia Beach-Norfolk-Newport News, VA-NC
8	Riverside-San Bernardino-Ontario, CA	58	New Orleans-Metairie, LA
9	Denver-Aurora-Lakewood, CO	59	Buffalo-Cheektowaga-Niagara Falls, NY
10	Grand Rapids-Wyoming, MI	60	Miami-Fort Lauderdale-West Palm Beach, FL
11	Charleston-North Charleston, SC	61	Stockton-Lodi, CA
12	Rochester, NY	62	Oxnard-Thousand Oaks-Ventura, CA
13	San Francisco-Oakland-Hayward, CA	63	Pittsburgh, PA
14	Harrisburg-Carlisle, PA	64	Nashville-Davidson--Murfreesboro--Franklin, TN
15	Orlando-Kissimmee-Sanford, FL	65	Cincinnati, OH-KY-IN
16	Washington-Arlington-Alexandria, DC-VA-MD-WV	66	McAllen-Edinburg-Mission, TX
17	Columbia, SC	67	Dayton, OH
18	Jackson, MS	68	Portland-Vancouver-Hillsboro, OR-WA
19	Salt Lake City, UT	69	Las Vegas-Henderson-Paradise, NV
20	Colorado Springs, CO	70	Greenville-Anderson-Mauldin, SC
21	Deltona-Daytona Beach-Ormond Beach, FL	71	Fresno, CA
22	Springfield, MA	72	Oklahoma City, OK
23	Tucson, AZ	73	Bridgeport-Stamford-Norwalk, CT
24	Albany-Schenectady-Troy, NY	74	Bakersfield, CA
25	Allentown-Bethlehem-Easton, PA-NJ	75	Tampa-St. Petersburg-Clearwater, FL
	2nd 25		**Bottom 25**
26	Phoenix-Mesa-Scottsdale, AZ	76	San Antonio-New Braunfels, TX
27	Providence-Warwick, RI-MA	77	San Diego-Carlsbad, CA
28	Chattanooga, TN-GA	78	Worcester, MA-CT
29	Cleveland-Elyria, OH	79	El Paso, TX
30	Richmond, VA	80	Winston-Salem, NC
31	Columbus, OH	81	Greensboro-High Point, NC
32	Tulsa, OK	82	Baton Rouge, LA
33	Atlanta-Sandy Springs-Roswell, GA	83	Cape Coral-Fort Myers, FL
34	Sacramento--Roseville--Arden-Arcade, CA	84	New York-Newark-Jersey City, NY-NJ-PA
35	Dallas-Fort Worth-Arlington, TX	85	Albuquerque, NM
36	Boston-Cambridge-Newton, MA-NH	86	Charlotte-Concord-Gastonia, NC-SC
37	Madison, WI	87	Raleigh, NC
38	Omaha-Council Bluffs, NE-IA	88	Jacksonville, FL
39	Birmingham-Hoover, AL	89	Houston-The Woodlands-Sugar Land, TX
40	Hartford-West Hartford-East Hartford, CT	90	Des Moines-West Des Moines, IA
41	Knoxville, TN	91	Memphis, TN-MS-AR
42	Durham-Chapel Hill, NC	92	Louisville/Jefferson County, KY-IN
43	Lakeland-Winter Haven, FL	93	Boise City, ID
44	Spokane-Spokane Valley, WA	94	Baltimore-Columbia-Towson, MD
45	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	95	Palm Bay-Melbourne-Titusville, FL
46	Milwaukee-Waukesha-West Allis, WI	96	Austin-Round Rock, TX
47	New Haven-Milford, CT	97	Detroit-Warren-Dearborn, MI
48	Seattle-Tacoma-Bellevue, WA	98	St. Louis, MO-IL
49	Urban Honolulu, HI	99	Augusta-Richmond County, GA-SC
50	Scranton--Wilkes-Barre--Hazleton, PA	100	San Jose-Sunnyvale-Santa Clara, CA

Table 3. Metro Area Rankings on Employment Improvement for Small Businesses with 1-4 Employees, Fourth Quarter 2021 to First Quarter 2022

Rank	Top 25	Rank	3rd 25
1	Scranton--Wilkes-Barre--Hazleton, PA	51	North Port-Sarasota-Bradenton, FL
2	New Haven-Milford, CT	52	New York-Newark-Jersey City, NY-NJ-PA
3	Augusta-Richmond County, GA-SC	53	Nashville-Davidson--Murfreesboro--Franklin, TN
4	Cleveland-Elyria, OH	54	Deltona-Daytona Beach-Ormond Beach, FL
5	Allentown-Bethlehem-Easton, PA-NJ	55	Greenville-Anderson-Mauldin, SC
6	Birmingham-Hoover, AL	56	Madison, WI
7	Hartford-West Hartford-East Hartford, CT	57	Minneapolis-St. Paul-Bloomington, MN-WI
8	Cincinnati, OH-KY-IN	58	Houston-The Woodlands-Sugar Land, TX
9	St. Louis, MO-IL	59	Denver-Aurora-Lakewood, CO
10	Memphis, TN-MS-AR	60	Winston-Salem, NC
11	Bridgeport-Stamford-Norwalk, CT	61	McAllen-Edinburg-Mission, TX
12	Knoxville, TN	62	Akron, OH
13	Fresno, CA	63	Oxnard-Thousand Oaks-Ventura, CA
14	Springfield, MA	64	Milwaukee-Waukesha-West Allis, WI
15	Rochester, NY	65	Dallas-Fort Worth-Arlington, TX
16	Kansas City, MO-KS	66	Columbia, SC
17	Detroit-Warren-Dearborn, MI	67	Los Angeles-Long Beach-Anaheim, CA
18	Worcester, MA-CT	68	Ogden-Clearfield, UT
19	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	69	Oklahoma City, OK
20	Providence-Warwick, RI-MA	70	San Francisco-Oakland-Hayward, CA
21	Pittsburgh, PA	71	Phoenix-Mesa-Scottsdale, AZ
22	Dayton, OH	72	Boston-Cambridge-Newton, MA-NH
23	Seattle-Tacoma-Bellevue, WA	73	Atlanta-Sandy Springs-Roswell, GA
24	Cape Coral-Fort Myers, FL	74	Toledo, OH
25	Harrisburg-Carlisle, PA	75	Baton Rouge, LA
	2nd 25		**Bottom 25**
26	Tucson, AZ	76	Colorado Springs, CO
27	Albany-Schenectady-Troy, NY	77	El Paso, TX
28	Baltimore-Columbia-Towson, MD	78	Virginia Beach-Norfolk-Newport News, VA-NC
29	Louisville/Jefferson County, KY-IN	79	Jacksonville, FL
30	Boise City, ID	80	Albuquerque, NM
31	San Antonio-New Braunfels, TX	81	Miami-Fort Lauderdale-West Palm Beach, FL
32	Stockton-Lodi, CA	82	Tulsa, OK
33	Charleston-North Charleston, SC	83	San Jose-Sunnyvale-Santa Clara, CA
34	Riverside-San Bernardino-Ontario, CA	84	Lakeland-Winter Haven, FL
35	Jackson, MS	85	Chicago-Naperville-Elgin, IL-IN-WI
36	Urban Honolulu, HI	86	Washington-Arlington-Alexandria, DC-VA-MD-WV
37	Columbus, OH	87	Portland-Vancouver-Hillsboro, OR-WA
38	Buffalo-Cheektowaga-Niagara Falls, NY	88	Las Vegas-Henderson-Paradise, NV
39	Indianapolis-Carmel-Anderson, IN	89	Tampa-St. Petersburg-Clearwater, FL
40	Sacramento--Roseville--Arden-Arcade, CA	90	Orlando-Kissimmee-Sanford, FL
41	Des Moines-West Des Moines, IA	91	Greensboro-High Point, NC
42	Little Rock-North Little Rock-Conway, AR	92	Spokane-Spokane Valley, WA
43	Chattanooga, TN-GA	93	Richmond, VA
44	Palm Bay-Melbourne-Titusville, FL	94	Durham-Chapel Hill, NC
45	Bakersfield, CA	95	Raleigh, NC
46	Salt Lake City, UT	96	Austin-Round Rock, TX
47	Syracuse, NY	97	Wichita, KS
48	Omaha-Council Bluffs, NE-IA	98	Charlotte-Concord-Gastonia, NC-SC
49	New Orleans-Metairie, LA	99	Provo-Orem, UT
50	San Diego-Carlsbad, CA	100	Grand Rapids-Wyoming, MI

Table 4. Metro Area Rankings on Employment Improvement in Black-Owned Businesses, Fourth Quarter 2021 to First Quarter 2022

Rank	Top 25	Rank	3rd 25
1	Stockton-Lodi, CA	51	Seattle-Tacoma-Bellevue, WA
2	Durham-Chapel Hill, NC	52	Ogden-Clearfield, UT
3	Buffalo-Cheektowaga-Niagara Falls, NY	53	Providence-Warwick, RI-MA
4	Provo-Orem, UT	54	Wichita, KS
5	El Paso, TX	55	Miami-Fort Lauderdale-West Palm Beach, FL
6	Portland-Vancouver-Hillsboro, OR-WA	56	Greenville-Anderson-Mauldin, SC
7	St. Louis, MO-IL	57	Oxnard-Thousand Oaks-Ventura, CA
8	Augusta-Richmond County, GA-SC	58	Pittsburgh, PA
9	Minneapolis-St. Paul-Bloomington, MN-WI	59	Bridgeport-Stamford-Norwalk, CT
10	Columbus, OH	60	Chattanooga, TN-GA
11	Albany-Schenectady-Troy, NY	61	Deltona-Daytona Beach-Ormond Beach, FL
12	Chicago-Naperville-Elgin, IL-IN-WI	62	Springfield, MA
13	Des Moines-West Des Moines, IA	63	Winston-Salem, NC
14	Fresno, CA	64	Nashville-Davidson--Murfreesboro--Franklin, TN
15	Salt Lake City, UT	65	Tucson, AZ
16	Harrisburg-Carlisle, PA	66	Tampa-St. Petersburg-Clearwater, FL
17	Urban Honolulu, HI	67	Cape Coral-Fort Myers, FL
18	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	68	Austin-Round Rock, TX
19	Albuquerque, NM	69	Columbia, SC
20	Jackson, MS	70	Scranton--Wilkes-Barre--Hazleton, PA
21	Atlanta-Sandy Springs-Roswell, GA	71	Boise City, ID
22	Memphis, TN-MS-AR	72	Raleigh, NC
23	San Francisco-Oakland-Hayward, CA	73	Hartford-West Hartford-East Hartford, CT
24	Cincinnati, OH-KY-IN	74	Charlotte-Concord-Gastonia, NC-SC
25	Dallas-Fort Worth-Arlington, TX	75	Knoxville, TN
	2nd 25		**Bottom 25**
26	McAllen-Edinburg-Mission, TX	76	Baton Rouge, LA
27	Denver-Aurora-Lakewood, CO	77	Indianapolis-Carmel-Anderson, IN
28	Kansas City, MO-KS	78	Tulsa, OK
29	Charleston-North Charleston, SC	79	Houston-The Woodlands-Sugar Land, TX
30	Lakeland-Winter Haven, FL	80	Syracuse, NY
31	San Jose-Sunnyvale-Santa Clara, CA	81	Milwaukee-Waukesha-West Allis, WI
32	Dayton, OH	82	New Orleans-Metairie, LA
33	Louisville/Jefferson County, KY-IN	83	New Haven-Milford, CT
34	Phoenix-Mesa-Scottsdale, AZ	84	Madison, WI
35	Washington-Arlington-Alexandria, DC-VA-MD-WV	85	Rochester, NY
36	San Antonio-New Braunfels, TX	86	North Port-Sarasota-Bradenton, FL
37	Riverside-San Bernardino-Ontario, CA	87	Bakersfield, CA
38	New York-Newark-Jersey City, NY-NJ-PA	88	San Diego-Carlsbad, CA
39	Detroit-Warren-Dearborn, MI	89	Oklahoma City, OK
40	Toledo, OH	90	Grand Rapids-Wyoming, MI
41	Orlando-Kissimmee-Sanford, FL	91	Virginia Beach-Norfolk-Newport News, VA-NC
42	Los Angeles-Long Beach-Anaheim, CA	92	Jacksonville, FL
43	Greensboro-High Point, NC	93	Sacramento--Roseville--Arden-Arcade, CA
44	Colorado Springs, CO	94	Spokane-Spokane Valley, WA
45	Las Vegas-Henderson-Paradise, NV	95	Akron, OH
46	Boston-Cambridge-Newton, MA-NH	96	Richmond, VA
47	Little Rock-North Little Rock-Conway, AR	97	Baltimore-Columbia-Towson, MD
48	Birmingham-Hoover, AL	98	Allentown-Bethlehem-Easton, PA-NJ
49	Omaha-Council Bluffs, NE-IA	99	Worcester, MA-CT
50	Cleveland-Elyria, OH	100	Palm Bay-Melbourne-Titusville, FL

Table 5. Metro Area Rankings on Employment Improvement in Hispanic- or Latino-Owned Businesses, Fourth Quarter 2021 to First Quarter 2022

Rank	Top 25	Rank	3rd 25
1	Kansas City, MO-KS	51	Dallas-Fort Worth-Arlington, TX
2	Palm Bay-Melbourne-Titusville, FL	52	Richmond, VA
3	Columbia, SC	53	Albany-Schenectady-Troy, NY
4	Buffalo-Cheektowaga-Niagara Falls, NY	54	Colorado Springs, CO
5	Provo-Orem, UT	55	Charleston-North Charleston, SC
6	Columbus, OH	56	Syracuse, NY
7	Washington-Arlington-Alexandria, DC-VA-MD-WV	57	Dayton, OH
8	Greensboro-High Point, NC	58	Providence-Warwick, RI-MA
9	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	59	Orlando-Kissimmee-Sanford, FL
10	Chattanooga, TN-GA	60	Phoenix-Mesa-Scottsdale, AZ
11	Cleveland-Elyria, OH	61	Fresno, CA
12	Pittsburgh, PA	62	Houston-The Woodlands-Sugar Land, TX
13	Rochester, NY	63	St. Louis, MO-IL
14	Knoxville, TN	64	Spokane-Spokane Valley, WA
15	Greenville-Anderson-Mauldin, SC	65	New Orleans-Metairie, LA
16	Raleigh, NC	66	New Haven-Milford, CT
17	San Jose-Sunnyvale-Santa Clara, CA	67	Seattle-Tacoma-Bellevue, WA
18	Louisville/Jefferson County, KY-IN	68	Bakersfield, CA
19	Scranton--Wilkes-Barre--Hazleton, PA	69	Cincinnati, OH-KY-IN
20	Salt Lake City, UT	70	Birmingham-Hoover, AL
21	New York-Newark-Jersey City, NY-NJ-PA	71	San Diego-Carlsbad, CA
22	Nashville-Davidson--Murfreesboro--Franklin, TN	72	Tulsa, OK
23	Albuquerque, NM	73	Ogden-Clearfield, UT
24	Charlotte-Concord-Gastonia, NC-SC	74	McAllen-Edinburg-Mission, TX
25	Springfield, MA	75	Indianapolis-Carmel-Anderson, IN
	2nd 25		**Bottom 25**
26	Boise City, ID	76	Worcester, MA-CT
27	San Francisco-Oakland-Hayward, CA	77	Miami-Fort Lauderdale-West Palm Beach, FL
28	Tucson, AZ	78	San Antonio-New Braunfels, TX
29	Milwaukee-Waukesha-West Allis, WI	79	El Paso, TX
30	Stockton-Lodi, CA	80	Toledo, OH
31	Hartford-West Hartford-East Hartford, CT	81	Wichita, KS
32	Oxnard-Thousand Oaks-Ventura, CA	82	Portland-Vancouver-Hillsboro, OR-WA
33	Chicago-Naperville-Elgin, IL-IN-WI	83	Bridgeport-Stamford-Norwalk, CT
34	Sacramento--Roseville--Arden-Arcade, CA	84	Boston-Cambridge-Newton, MA-NH
35	Detroit-Warren-Dearborn, MI	85	Deltona-Daytona Beach-Ormond Beach, FL
36	Austin-Round Rock, TX	86	Omaha-Council Bluffs, NE-IA
37	Minneapolis-St. Paul-Bloomington, MN-WI	87	Winston-Salem, NC
38	Baltimore-Columbia-Towson, MD	88	North Port-Sarasota-Bradenton, FL
39	Urban Honolulu, HI	89	Oklahoma City, OK
40	Des Moines-West Des Moines, IA	90	Tampa-St. Petersburg-Clearwater, FL
41	Virginia Beach-Norfolk-Newport News, VA-NC	91	Jacksonville, FL
42	Denver-Aurora-Lakewood, CO	92	Lakeland-Winter Haven, FL
43	Los Angeles-Long Beach-Anaheim, CA	93	Harrisburg-Carlisle, PA
44	Jackson, MS	94	Durham-Chapel Hill, NC
45	Akron, OH	95	Little Rock-North Little Rock-Conway, AR
46	Allentown-Bethlehem-Easton, PA-NJ	96	Augusta-Richmond County, GA-SC
47	Madison, WI	97	Cape Coral-Fort Myers, FL
48	Riverside-San Bernardino-Ontario, CA	98	Baton Rouge, LA
49	Atlanta-Sandy Springs-Roswell, GA	99	Memphis, TN-MS-AR
50	Las Vegas-Henderson-Paradise, NV	100	Grand Rapids-Wyoming, MI

Table 6 ranks the top 100 metro areas according to their employment recovery since the beginning of the pandemic, with the top 25 showing the greatest recovery and the bottom 25 showing the smallest recovery as of the first quarter of 2022. In the first quarter of this year, all of the top 100 metro areas still had fewer jobs than at the start of the pandemic. Baton Rouge, LA, had the strongest employment recovery, with first quarter 2022 employment at 98 percent of its second quarter 2020 level. Miami-Fort Lauderdale-West Palm Beach, FL, had the weakest jobs recovery; in the first quarter of this year, it had only 86 percent of the jobs it had in the second quarter of 2020.

Table 6. Metro Area Rankings on Employment Recovery Since the Beginning of the Pandemic (Jobs in the First Quarter of 2022 Compared to Jobs in the Second Quarter of 2020)

| Rank	Top 25	Rank	3rd 25
1	Baton Rouge, LA	51	Minneapolis-St. Paul-Bloomington, MN-WI
2	Provo-Orem, UT	52	Las Vegas-Henderson-Paradise, NV
3	Ogden-Clearfield, UT	53	Bakersfield, CA
4	Akron, OH	54	Greensboro-High Point, NC
5	Salt Lake City, UT	55	Charleston-North Charleston, SC
6	Harrisburg-Carlisle, PA	56	Kansas City, MO-KS
7	Austin-Round Rock, TX	57	Worcester, MA-CT
8	San Antonio-New Braunfels, TX	58	McAllen-Edinburg-Mission, TX
9	Madison, WI	59	St. Louis, MO-IL
10	Cleveland-Elyria, OH	60	Louisville/Jefferson County, KY-IN
11	Little Rock-North Little Rock-Conway, AR	61	Jackson, MS
12	Indianapolis-Carmel-Anderson, IN	62	Dallas-Fort Worth-Arlington, TX
13	Phoenix-Mesa-Scottsdale, AZ	63	Des Moines-West Des Moines, IA
14	Albany-Schenectady-Troy, NY	64	Albuquerque, NM
15	Providence-Warwick, RI-MA	65	Riverside-San Bernardino-Ontario, CA
16	Colorado Springs, CO	66	New Haven-Milford, CT
17	Rochester, NY	67	Washington-Arlington-Alexandria, DC-VA-MD-WV
18	Allentown-Bethlehem-Easton, PA-NJ	68	Knoxville, TN
19	Lakeland-Winter Haven, FL	69	Raleigh, NC
20	Omaha-Council Bluffs, NE-IA	70	Oxnard-Thousand Oaks-Ventura, CA
21	Springfield, MA	71	Houston-The Woodlands-Sugar Land, TX
22	Buffalo-Cheektowaga-Niagara Falls, NY	72	Detroit-Warren-Dearborn, MI
23	Toledo, OH	73	Orlando-Kissimmee-Sanford, FL
24	Seattle-Tacoma-Bellevue, WA	74	Grand Rapids-Wyoming, MI
25	Portland-Vancouver-Hillsboro, OR-WA	75	Tampa-St. Petersburg-Clearwater, FL
	2nd 25		**Bottom 25**
26	Spokane-Spokane Valley, WA	76	Sacramento--Roseville--Arden-Arcade, CA
27	Hartford-West Hartford-East Hartford, CT	77	New York-Newark-Jersey City, NY-NJ-PA
28	Columbus, OH	78	New Orleans-Metairie, LA
29	Virginia Beach-Norfolk-Newport News, VA-NC	79	Pittsburgh, PA
30	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	80	Memphis, TN-MS-AR
31	Chicago-Naperville-Elgin, IL-IN-WI	81	El Paso, TX
32	Winston-Salem, NC	82	Birmingham-Hoover, AL
33	Wichita, KS	83	Stockton-Lodi, CA
34	Atlanta-Sandy Springs-Roswell, GA	84	San Diego-Carlsbad, CA
35	Greenville-Anderson-Mauldin, SC	85	North Port-Sarasota-Bradenton, FL
36	Denver-Aurora-Lakewood, CO	86	Boise City, ID
37	Scranton--Wilkes-Barre--Hazleton, PA	87	Urban Honolulu, HI
38	Cincinnati, OH-KY-IN	88	Dayton, OH
39	Richmond, VA	89	Cape Coral-Fort Myers, FL
40	Syracuse, NY	90	Charlotte-Concord-Gastonia, NC-SC
41	Boston-Cambridge-Newton, MA-NH	91	Durham-Chapel Hill, NC
42	Augusta-Richmond County, GA-SC	92	Fresno, CA
43	Tucson, AZ	93	Los Angeles-Long Beach-Anaheim, CA
44	Nashville-Davidson--Murfreesboro--Franklin, TN	94	Deltona-Daytona Beach-Ormond Beach, FL
45	Tulsa, OK	95	Baltimore-Columbia-Towson, MD
46	Columbia, SC	96	Palm Bay-Melbourne-Titusville, FL
47	Bridgeport-Stamford-Norwalk, CT	97	Jacksonville, FL
48	Milwaukee-Waukesha-West Allis, WI	98	San Francisco-Oakland-Hayward, CA
49	Oklahoma City, OK	99	San Jose-Sunnyvale-Santa Clara, CA
50	Chattanooga, TN-GA	100	Miami-Fort Lauderdale-West Palm Beach, FL

Metro Focus: Salt Lake City

For each quarter in this report series, one of the top 100 metros is selected for a deeper evaluation using data available from our data [dashboard.](#) This is not intended to be an exhaustive analysis of a metro area but merely an example of some of the key results that can be found using data from the [dashboard.](#)

From the fourth quarter of 2021 to the first quarter of 2022, the Salt Lake City, UT, metropolitan area gained jobs in several important categories. It was ranked second in total metro area job growth (3.8 percent) and was ranked among the top 25 metro areas in job growth in under-resourced communities (2.3 percent), Black-owned businesses (4.3 percent), and Hispanic- or Latino-owned businesses (1.8 percent).

The pandemic did not affect Salt Lake City's employment level as dramatically as in other top 100 metro areas. For each of the quarters since the beginning of the pandemic, Salt Lake City's employment has been from 2 to 3 percentage points closer to its pre-pandemic level than the top 100 metro areas as a whole. In the first quarter of 2022, this gap widened further, with Salt Lake City's employment recovering to 97 percent of its pre-crisis level, compared to a slight improvement to 92 percent for the top 100 metro areas as a whole.

Figure 6. Employment in Salt Lake City Compared with Top 100 Metros
Percent of employment in the second quarter of 2020
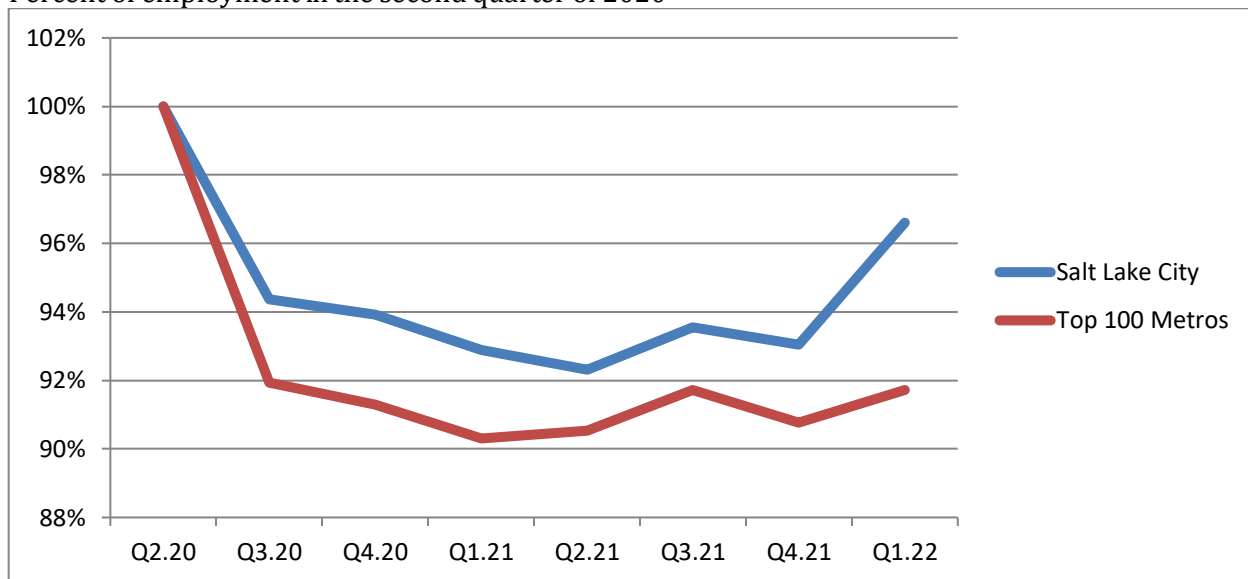
Throughout the pandemic, employment in Salt Lake City's under-resourced communities (URC) fared worse than in other parts of the metro area (OMA), and this gap steadily widened each quarter. By the first quarter of 2022, the OMA had recovered to 98 percent of its pre-pandemic employment level, while the URC was at 89 percent.

Figure 7. Salt Lake City's Employment in Its Under-Resourced Communities (URC) Compared with Other Parts of the Metro Area (OMA)
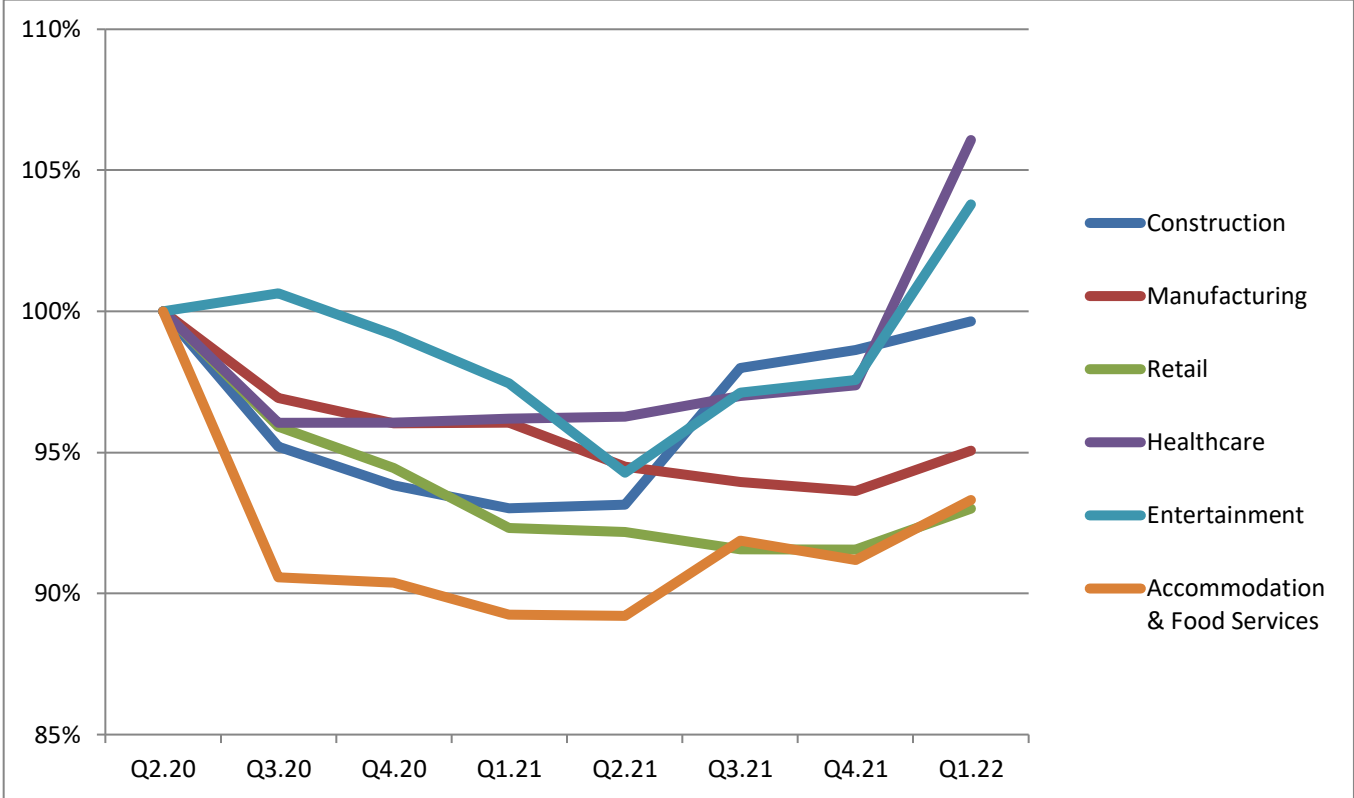Percent of employment in the second quarter of 2020
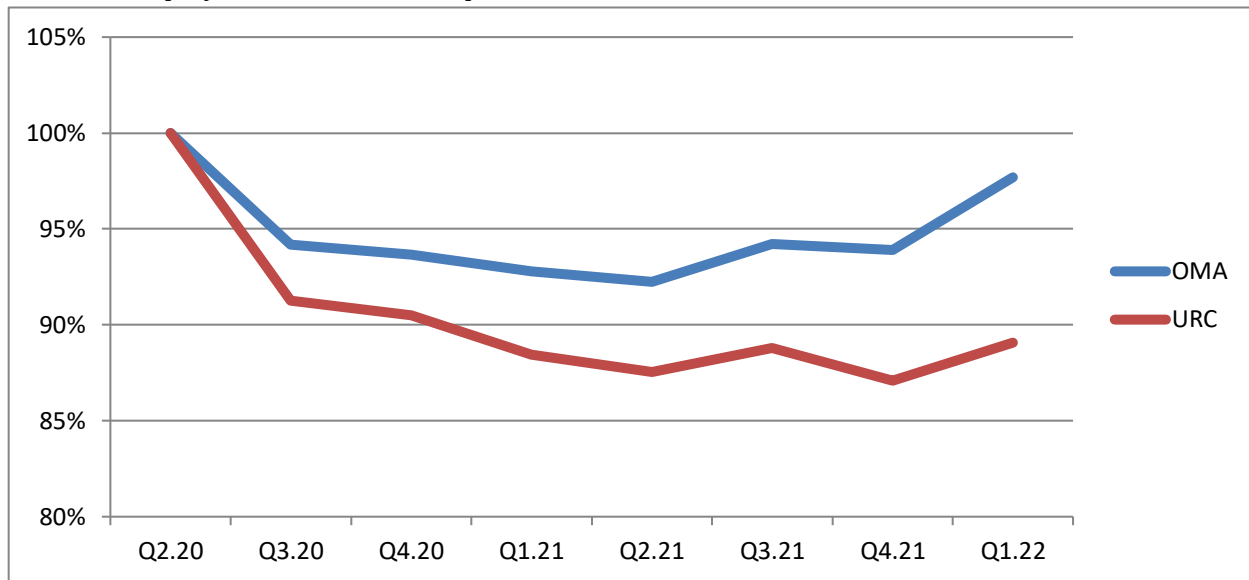
Employment in most of Salt Lake City's key industries improved each quarter since the second quarter of 2021. The most dramatic improvement was in healthcare, whose job growth was driven by several large expansions of healthcare facilities,[4] followed by entertainment. Each of these industries recovered to more than 100 percent of its pre-pandemic employment level by the first quarter of 2022. In contrast, manufacturing and retail employment barely improved.

Figure 8. Employment in Selected Industries in Salt Lake City
Percent of employment in the second quarter of 2020

The most important contributor to recent job growth in Salt Lake City was the employment increase in businesses with 100 or more workers. By the first quarter of 2022, employment at these large businesses reached 103 percent of its pre-pandemic level. In sharp contrast, employment at businesses with one to four employees continued to fall, with jobs in the most recent quarter down to 74 percent of their pre-pandemic level.

Figure 9. Employment in the Smallest Businesses (1-4 employees) and Largest Businesses (100 or more employees) in Salt Lake City
Percent of employment in the second quarter of 2020
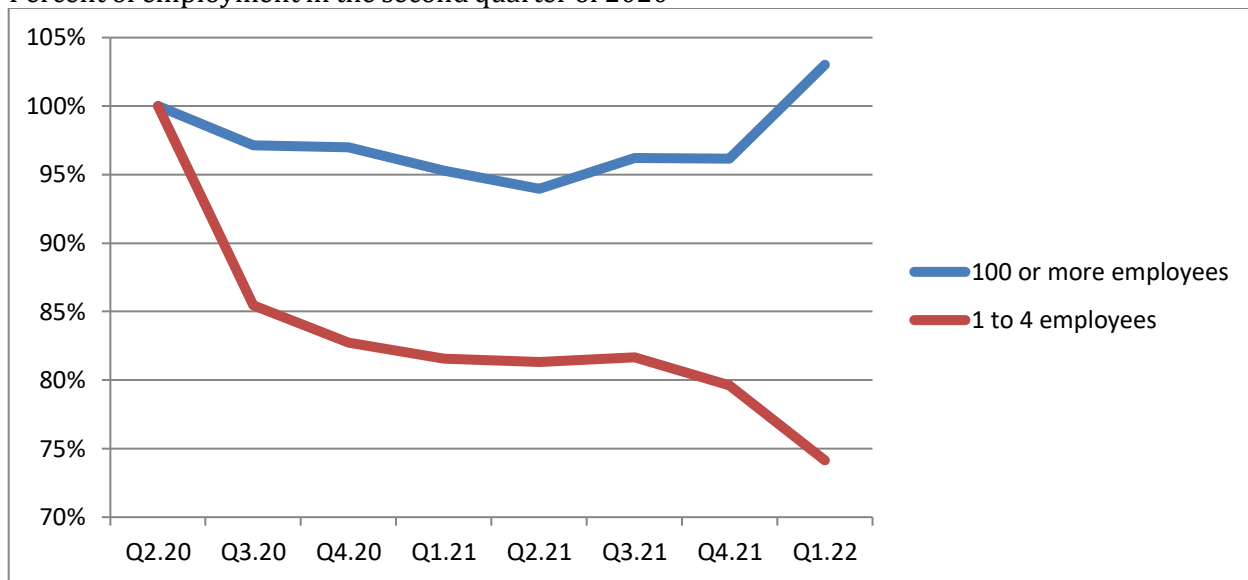
Methodology

Data Axle (formerly Infogroup) has granted exclusive use of its historical dataset on a quarterly basis to ICIC and BDRC in support of this project. Data Axle's dataset contains interview and survey data from more than 71 million business establishments each quarter, including the approximately 16 million verified establishments currently active or intent on conducting commercial activity in the economy.

Each quarter, Data Axle verifies and updates approximately 6 million of these records. All verified establishments are assembled into a time-series database (Your-economy Time Series or YTS).[5] BDRC has developed sophisticated econometric models to translate this 'sample' of 6 million records into estimates of the activities and employment changes of the approximately 10 million establishments not contacted by Data Axle during the quarter. BDRC then consolidates all quarterly and annual records from each establishment in the economy, accounting for any updates to Data Axle records, to create the master dataset that powers the dashboard and enables tailored research services.

Endnotes

[1] In this report and the accompanying dashboard, a "business" means a business establishment, an individual location where business is conducted. We measure the number of establishments and the number of jobs in those establishments. Nearly all small establishments are one-location businesses and most large establishments are branches or corporate headquarters. For more information, see the methodology section at the end of this report.

[2] This benchmarking to the second quarter of 2020 allows comparison of changes across groups with widely varying sizes. It also enables easy examination of change patterns between groups. The data clearly show pre-pandemic aggregate employment and establishment growth into the second quarter of 2020, despite early indications during that quarter that the COVID-19 pandemic was rapidly creating economic uncertainty. We believe this continued growth, despite emerging warnings, is due to inertia in business planning and execution. For example, it commonly takes months if not years to plan a business creation, expansion, or relocation project, which can involve significant investments of monetary and reputational capital. Thus, it may take weeks or months of new contradictory information to cancel or reverse such plans.

[3] Accommodation and food services includes traveler accommodations (e.g., hotels, B&Bs, casinos), rooming and boarding houses, restaurants and other eating places, food contractors and caterers, alcoholic drinking places, and RV parks and campgrounds.

[4] Healthcare innovation is also a key target of economic development efforts in Salt Lake City. See Kern C. Gardner Policy Institute, University of Utah, *A Blueprint for Growing Salt Lake City's Health Care Innovation Economy* (Salt Lake City, 2022).

[5] See https://youreconomy.org.