**Retirees:**

One very critical factor when determining the odds for potential employment for any state is the competition for the job market. This is important to consider when looking at things such as the workforce potential in any given area. This provides an important piece of the puzzle, but when combined with other factors such as the growth rate of the population for a state, things start to get even clearer. Combining the retirement numbers along with the general population numbers, we can gain important insights such as the fact the California, Texas, and Florida have the top three percent of the population retired, but Florida by far has the highest retiree rate of three, coming in at the third highest retiree rate in the nation. This shows that that there can be discrepancies between the subtle differences in the retired population, and places like Florida and Hawaii seem to be magnets for people that are already retired and were not going to affect the work force in the first place.

Different jobs often have varying demographics as well, so it is possible to further analyze the potential work force opportunities by segmenting the retired population into male and female demographics. If a job is primarily made up of a male or female demographic, this provides insight into your chances of joining the workforce in that industry if it is heavily dominated. The query on this segment of the population shows that states with the highest percent of female retirees are Texas, Florida, and California, and the states with the highest for males are New York, Florida, and California. However, this must be considered more carefully as these states are also the highest in the nation for population in general. This may be more important to look at for states with similar population sizes so there isn’t as much of a skew, or also combined with other metrics to provide a fuller picture.

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**Population:**

The general population for a state is also important to consider when looking at prospects of the labor market as well as general living and home ownership opportunities. Perhaps one of the most important metrics to consider in this case is the growth of the population to see where people in general are moving to, and where they are moving away from. The data below shows that nearly all states have a growing population, with only six states having either unchanged or declining populations (including Puerto Rico).

By looking at the trend of the population it is easier to take away some of the bias that is found in metrics such as retirees since it avoids highly populated states to float to the top. Interesting enough it can be seen that while Illinois has the 6th highest population, it also one of only six states to have a declining population. This is key to understanding something about the labor market as well as housing market in Illinois. A declining population may mean that it is easier to both find a job and a place to live as people are vacating, but it may also have insights into the quality of life or general prospects of living there since the current population has been moving on.

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**Jobs:**

Two more factors to consider when analyzing the labor market in any given state is the unemployment rate, as well as the number of new jobs being created. These metrics are pretty cut and dry as they show employment prospects in general for a state, but can fall prey to population bias if the metrics are not more carefully looked at. This is why it is important to break the population up into different sub metrics that are represented at rates. For example New York is the fourth highest state in the nation when it comes to the percent of new jobs for business, but also has one of the highest unemployment rates overall. This may seem counterintuitive, but shows that New York is far more business oriented when it comes to the labor market.

GDP is also an important factor to consider since it shows which states have a high volume of industry. High volume of industry is directly related to the number of total jobs available, and based on this we can see that California and Texas have GPD’s, as well as a high job creation rate. However states like Florida despite their high number of jobs, have a relatively low GPD sitting right in the middle when compared to all states. This shows that no one metric should be considered more than another when looking at job and livelihood prospects since no on metric tells the whole story. There can be low GDP, a high rate of new jobs from business, and a high retired population all in one as seen in the case **Table

Description automatically generated**of Florida.

**Livelihood:**

There are a few key metrics that can be analyzed when determining the overall quality of life in a state. The poverty rate is one such factor that should be considered. Based on the data below we can see that the majority of the top 10 states for the number of people living in poverty is in the south. When looking at the poverty as a rate, these states also find themselves amongst the top. However, while the poverty rates remain the highest in the south as of 2019, states like Georgia, South Carolina, Missouri, Mississippi, and Arkansas are all in the top 10 for the highest percentage decline of poverty. This may suggest that industry and the job market are starting to find a better foothold than they have in the past as more people are able to make a living wage.

This can be combined with metrics on average and median household income to paint a fuller picture still. While the poverty rate is declining in the south, these states still often times find themselves ranked lower in terms of both average and median household income. Instead the northeast and west coast are the major players when it comes to these metrics. While there is something to be said about a higher cost of living having an effect on livelihood in these areas, it is clear that the earning power remains mostly in the northeast, as well as the west coast.

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**Conclusion:**

While there is no one metric that paints a full picture of the best state to be in in terms of finding a job and having a good quality of life, there are a few states that stand out above the rest. Based on all of the data above, the best for potential employment while also balancing quality of life is Texas. Texas is a strong contender for many reasons, the most alluring being the GDP growth and low unemployment rate. While Texas is in the south where poverty strikes the most, it still finds itself with a declining poverty rate and decent level of income compared to other states. With high population growth it appears that along with industry a lot of people are coming along with that which is no surprise as Texas has one of the highest rates of new jobs from business in the nation, only behind California and Florida. Compared to California though it seems to have a better housing situation, and compared to Florida it has a leg up in industry. Florida is a close second in a lot of cases, but Texas overall portrays a better image with better prospects of economy and life in general.

**Appendix:**

**Retirees:**

USE Featherman\_analytics

DECLARE @Retirees TABLE ([State] nvarchar(2), [StateName] nvarchar(20), [Population] decimal,

[Retirees] decimal, [Over65Fem] decimal, [Over65Men] decimal, [Retiree Rate]

decimal(5,2), [%Retired] decimal(5,3), [Male%Retired] decimal(5,3), [Female%Retired] decimal(5,3))

INSERT INTO @Retirees([State], [StateName], [Population], [Retirees],[Over65Fem],[Over65Men])

SELECT [State], [StateName], [Population], [#Retirees], [Over65Fem], [Over65Men]

FROM [featherman].[ArraysHW\_StatePopandRetirees]

DECLARE @TotalRetirees decimal = (SELECT SUM([Retirees]) FROM @Retirees)

DECLARE @TotalFemales decimal = (SELECT SUM([Over65Fem]) FROM @Retirees)

DECLARE @TotalMales decimal = (SELECT SUM([Over65Men]) FROM @Retirees)

PRINT @TotalRetirees PRINT @TotalFemales PRINT @TotalMales

UPDATE @Retirees SET [Retiree Rate] = [Retirees]/[Population]

UPDATE @Retirees SET [%Retired] = [Retirees]/@TotalRetirees

UPDATE @Retirees SET [Female%Retired] = [Over65Fem]/@TotalRetirees

UPDATE @Retirees SET [Male%Retired] = [Over65Men]/@TotalRetirees

SELECT \* FROM @Retirees

ORDER BY [%Retired]

--[Retiree Rate]

-- [Male%Retired]

-- [Female%Retired]

**Population:**

USE Featherman\_analytics

DECLARE @Population TABLE ([State] nvarchar(2), [StateName] nvarchar(20), [Population2010] decimal,

[Population2018] decimal, [PopChange] decimal(10,2), [Trend] nvarchar(15))

INSERT INTO @Population ([State], [StateName], [Population2010], [Population2018])

SELECT [State], [StateName], [Pop2010], [Pop2018]

FROM [featherman].[ArraysHW\_PopulationChange]

UPDATE @Population SET [PopChange] = 1-[Population2010]/[Population2018]

UPDATE @Population SET [Trend] =

(CASE

WHEN [PopChange] > 0

THEN 'Increasing'

WHEN [PopChange] = 0

THEN 'Unchanged'

WHEN [PopChange] < 0

THEN 'Decreasing'

END)

SELECT \* FROM @Population

ORDER BY [Population2018] DESC

-- [Population2018]

**Jobs:**

DECLARE @SB TABLE ([State] nvarchar(2), [StateName] nvarchar(20),

[NewJobsFromBiz] decimal, [%NewJobs] decimal(5,2), [StateGDPGrowth]

decimal(5,2), [StateUnemploymentRate] decimal(5,2), [%UnemploymentRate] decimal (5,2))

INSERT INTO @SB([State], [StateName], [NewJobsFromBiz], [StateGDPGrowth],

[StateUnemploymentRate])

SELECT [State], [StateName], [NumNewJobsFromNewBiz2018], [StateGDPGrowth]\*100, [StateUnemploymentRate]\*100

FROM [featherman].[ArraysHW\_SmBizData2018]

DECLARE @TotalNewJob18 decimal =(SELECT SUM([NumNewJobsFromNewBiz2018])

FROM [featherman].[ArraysHW\_SmBizData2018])

DECLARE @TotalUnemploymentRate decimal(5,2) =(SELECT SUM([StateUnemploymentRate])

FROM [featherman].[ArraysHW\_SmBizData2018])

UPDATE @SB SET [%NewJobs]=([NewJobsFromBiz]/@TotalNewJob18)\*100

UPDATE @SB SET [%UnemploymentRate]=[StateUnemploymentRate]/@TotalUnemploymentRate

SELECT \* FROM @SB

ORDER BY [StateUnemploymentRate] DESC

-- [%NewJobs]

-- [NewJobsFromBiz]

-- [StateGDPGrowth]

**Livelihood:**

DECLARE @Property TABLE([State] nvarchar(2), [StateName] nvarchar(20), [#InPoverty] decimal,

[%PopInPoverty] decimal(10,2) , [Poverty%] decimal(10,2), [%PovertyChange] decimal(10,2),

[MedHHIncome] decimal, [AvgMedHII] nvarchar(10), [MedianIncome] decimal)

INSERT INTO @Property([State], [StateName], [#InPoverty], [%PopInPoverty], [Poverty%], [MedHHIncome],[MedianIncome])

SELECT P.[State], P.[StateName], [Poverty#], [%PopInPoverty], [Poverty%], [MedHHIncome],[MedianIncome]

FROM [featherman].[ArraysHW\_IncomeDemographics] ID

INNER JOIN [featherman].[ArraysHW\_PovertyData\_AndMedianIncome2016] P ON ID.State = P.State

UPDATE @Property SET [%PovertyChange] = [Poverty%] - [%PopInPoverty]

DECLARE @AvgMedHHI decimal = (SELECT AVG([MedHHIncome]) FROM @Property)

PRINT @AvgMedHHI

UPDATE @Property SET [AvgMedHII] =

(CASE

WHEN [MedHHIncome] > @AvgMedHHI

THEN 'Higher'

WHEN [MedHHIncome] = @AvgMedHHI

THEN 'Average'

WHEN [MedHHIncome] < @AvgMedHHI

THEN 'Lower'

END)

SELECT [State], [StateName], [#InPoverty], [%PopInPoverty] as [2016 Poverty Rate], [Poverty%] as

[2019 Poverty Rate], [%PovertyChange] as [Poverty % Change], [MedHHIncome] as [Median Household Income],[AvgMedHII] as[Average Household Income],[MedianIncome]

FROM @Property

ORDER BY [Poverty%] DESC

--[%PovertyChange]

-- [MedianIncome]

-- [MedHHIncome]