



# ECONOMIC DEVELOPMENT BACKGROUND DOCUMENT & DEFINITIONS

## **GROWTH AND DEVELOPMENT**

The conventional model of regional growth and development holds that economic performance drives growth. Regions with expanding economies generate jobs that attract workers from other areas and retain a higher portion of the local population. And while this is true for all of Southern California, the development pattern in Menifee and Western Riverside County is just a part of overall regional growth.

The City of Menifee has grown to its current extent by attracting new households that predominantly commute to the edges of the subregion (Western Riverside County) and beyond for their jobs. As the number of households increased, retail shopping centers and services have grown in the City. Continued growth and prosperity in the region, however, will require economic growth that brings a full complement of shopping, dining, services, and entertainment as well as higher-paying jobs. In its Economic Development Element, the City of Menifee establishes goals, policies, and programs to promote local economic growth. In addition, it also benefits from robust partnering opportunities with nongovernmental organizations, neighboring cities, and regional entities that are already working to secure a balanced and sustainable regional economy.

## **THE LOCAL ECONOMY**

The following sections describe the local economy in Menifee. The information provided was part of the economic analysis that was conducted in 2010 to inform the planning process and the land use plan. The 2010 analysis has been updated for this report. As part of its economic development efforts, the City plans to periodically update economic and market data from the City and its retail trade areas.

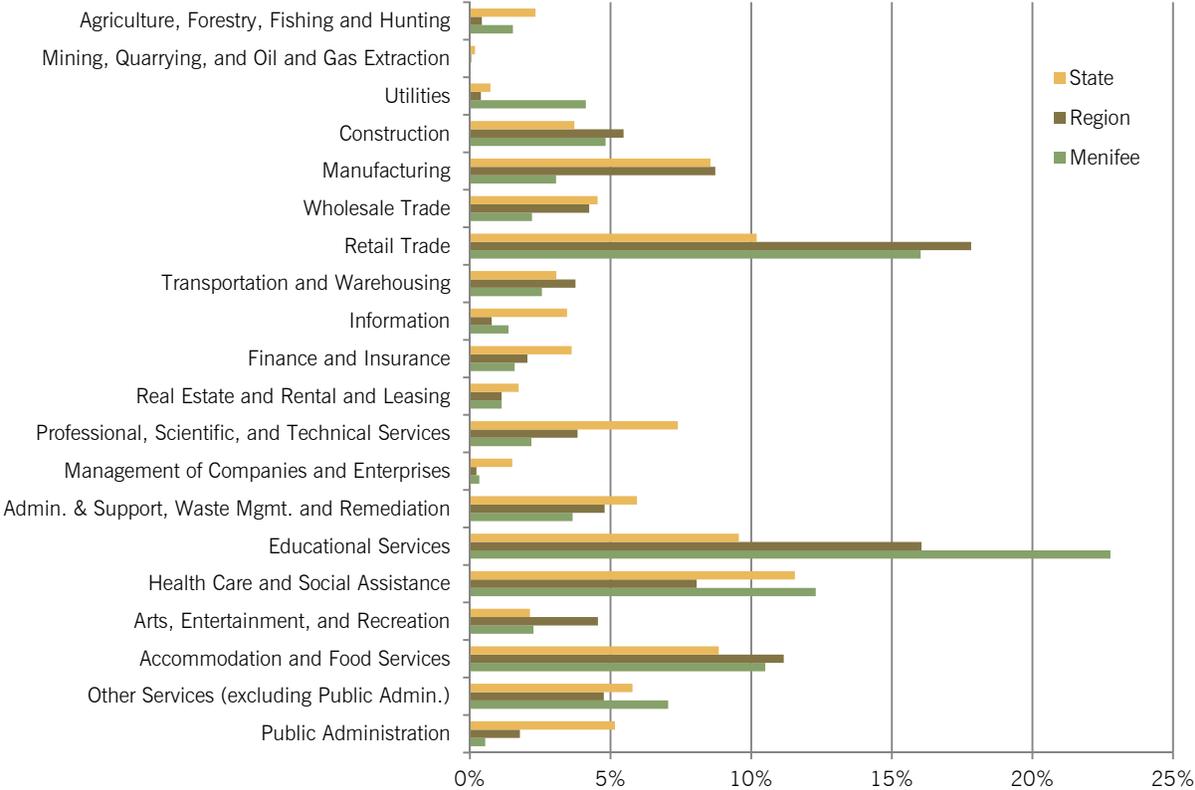
### **ECONOMIC STRUCTURE**

To understand the structure of a local economy, economists most often look at the number of jobs in each of the major economic sectors. Because sectors differ in the value of their products, employment is instead used as an indicator of the relative economic activity and the relative importance of each sector in the economy.

Figure 1 shows the portion of total jobs in each economic sector for Menifee, the region, and California in 2011. Comparing Menifee to the region illustrates some of the differences in the distribution of economic activity in the cities. The distribution of jobs among the sectors at the state level illustrates a relatively normal distribution in a

complete economy. The differences in the structure of the economy between Menifee and the state show where the local economy is specialized and where it has gaps.

**Figure 1: Share of Total Employment by Economic Sector, Menifee, Region, and State, 2011**



Source: The Planning Center|DC&E, 2013, using employment data from the US Census Bureau’s Local Employment Dynamics program.

**Goods-Producing Sectors**

This group of economic activities includes primary extraction of commodities, processing, and manufacturing of final goods. Specifically, it includes agriculture, forestry, fishing and hunting; mining, quarrying, and oil and gas extraction; construction; and manufacturing. In 2011, the goods-producing sectors accounted for 9.4 percent of local jobs and were about 35 percent less important in the local economy than they were at the state level.

Manufacturing accounts for almost all of this difference. In 2011, manufacturing accounted for only 3.1 percent of local jobs, about 35 percent of the sector’s 8.6 percent share of state jobs. The fact that manufacturing constitutes 8.7 percent of the jobs in the other cities in the region indicates that Western Riverside can generate and support manufacturing businesses. Manufacturing thus represents a potential opportunity that Menifee could include in its economic development strategy.

### **Utilities and Distribution**

This group of economic activities includes the production and distribution of energy and water; the collection, treatment, and disposal of sewage; wholesaling of merchandise; transportation of passengers and cargo; and warehousing, storage, and distribution of goods. Specifically, it includes the utilities; wholesale trade; and transportation and warehousing sectors. This group of sectors accounts for 8.9 percent of local employment, slightly more than its 8.4 percent share in the region and its 8.3 percent statewide share.

Within this group, however, the Utilities sector is particularly important: its 4.1 percent share of local employment is five times greater than the sector's share of statewide employment. The Inland Empire Energy Center accounts for a large portion of this employment.

The remaining two sectors, wholesale trade and transportation and warehousing, are significantly less important locally than they are statewide. Some economic development advocates in the Inland Empire tout these sectors as a driver for economic growth and job creation. However, these sectors also bring increased truck traffic and added air pollution challenges and often provide fewer jobs per land area than other businesses.

### **Retail, Services, and Entertainment**

This group of economic activities includes businesses that provide goods and services directly to residents and visitors. Specifically, this group includes the retail trade; arts, entertainment, and recreation; accommodation and food services; and other services sectors. This group of sectors accounts for 35.8 percent of local employment, roughly equivalent to the level among the other cities in the region (38.3 percent), but about 30 percent higher than the state level (27.0 percent).

Part of the explanation of why Menifee has a high percentage (relative to the state) of its jobs in retail is because the local economy is under-developed in goods-producing and knowledge-based economic sectors. On a per capita basis, Menifee has less than half the jobs in retail, services, and entertainment as does the region, and slightly more than a third the number as the state. Thus, these economic sectors represent a potential target for economic development and a potential source of municipal revenues.

### **Knowledge-Based Sectors**

Knowledge and education are primary job qualifications for the majority of jobs in this group of economic activities. Specifically, this includes information; finance and insurance; professional, scientific, and technical services; and management of companies and enterprises. This group of sectors is an important component of the statewide economy and accounts for nearly one in six California jobs. In Menifee, this group of sectors provides only about 5.5 percent of jobs, about a third of the statewide share. In Menifee's neighboring region, 6.9 percent of jobs are in the knowledge-based sectors.

Although a number of factors influence the location decision of businesses in these sectors, access to a skilled and educated labor force with particular qualifications is a necessary prerequisite. While the employment numbers

suggest that knowledge-based sectors could represent a potential economic development opportunity, capitalizing on that opportunity will require additional considerations of labor force characteristics.

### **Health and Education Sectors**

The health care and social services and educational services sectors include both public and private sector jobs. The composition of the local population—number of school-age children, number of older residents, etc.—largely influences the relative size of these sectors. This group of sectors accounts for 35.1 percent of all jobs in Menifee, compared to 24.1 percent among the other cities in the region, and 21.1 percent statewide.

Within this group, the educational services sector is a very important component of the local economy, accounting for 22.8 percent of all jobs, compared to 16.1 percent among the cities in the region and 9.6 percent statewide. The number of educational jobs is notable given Menifee’s relatively higher level of households without children.

The health care and social services sector accounts for 12.3 percent of local jobs, about the same as statewide (11.6 percent) and somewhat larger than among the cities in the region (8.1 percent). Health care represents a potential economic development opportunity. However, capitalizing on this opportunity requires not only having health care customers but having a workforce with the necessary skills, education, and training.

### **Other Sectors**

This final group includes those sectors that do not fit neatly into the other categories. Specifically, this group includes real estate and rental and leasing; administration and support; waste management and remediation; and public administration sectors. This group of sectors accounts for 5.3 percent of local jobs, somewhat less than its share of jobs among other cities in the region (7.7 percent) and statewide (12.8 percent).

## **LABOR FORCE**

Based on the 2007 to 2011 American Community Survey 5-Year Estimates, the U.S. Census Bureau estimates that of Menifee’s 57,877 residents over the age of 16, 33,943 (58 percent) are in the **labor force**. In comparison, in Riverside County, 62 percent of the residents over the age of 16 are in the labor force, and statewide the labor force participation rate was 64.0 percent. A higher number of retirees in Menifee probably explains most of this difference in labor force participation.

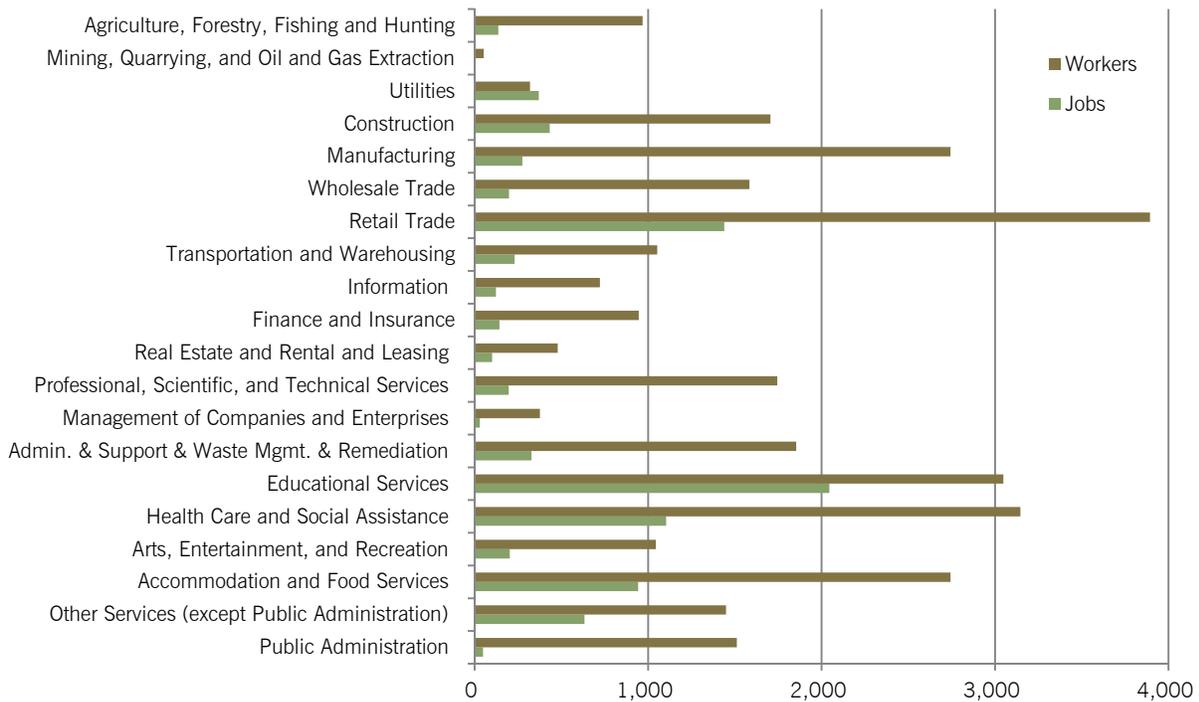
Availability of a qualified labor force is the leading factor in location decisions for businesses, influencing firms in almost all economic sectors. Effective economic policymaking and successful economic development requires understanding the composition and skills of the local and regional labor force.

### **Jobs and Workers**

As of 2011, the area within Menifee’s current city boundaries provided 8,980 total jobs, and the residents living in this area worked in 31,380 jobs (regardless of where those jobs were located). Figure 2 shows the total number of jobs and workers in each sector in Menifee. In sectors in which the number of workers exceeds the number of jobs,

the City has a net exodus of workers each day. In sectors in which the number of jobs exceeds the number of workers, the City has a net import of workers each day.

**Figure 2: Comparison of Local Jobs to Workers by Economic Sector, Menifee, 2011**



Source: The Planning Center|DC&E, 2013, using employment data from the US Census Bureau's Local Employment Dynamics program.

The manufacturing sector has the largest discrepancy between jobs and workers in Menifee, with a net export of 2,468 workers. Industrial land uses typically include the manufacturing, wholesale trade, and transportation and warehousing sectors. These sectors together export 4,677 workers, over 14 percent of the City's labor force. Clearly, Menifee has an available labor force to support the growth and expansion of these industrial sectors.

The retail sales sector has the second largest discrepancy between jobs and workers, with a net export of 2,454 workers. Retail sales and accommodation and food services together export 4,254 workers, 13.6 percent of the labor force.

**Jobs-Household Balance**

One issue that many contemporary General Plans try to address is achieving balance between jobs and housing. Such a balance can improve the fiscal foundations of communities that have in the past been more of a bedroom

suburb. Proponents of the jobs-housing balance also argue that communities with jobs closer to housing have fewer total vehicles miles travelled and better quality of life.

In 2011, Menifee had about 1.2 workers (employed and those looking for work) per household and had 0.34 jobs per household. Taken as a whole, the county had 1.1 workers per household and 0.86 jobs per household. In comparison, the state had 1.2 workers per household and 1.2 jobs per household. Menifee provides notably fewer jobs per resident worker than the other cities in the region.

The Economic Development Element helps the City plan for a better balance between housing and workers. Beyond just a balance in the raw numbers, the City also considers the balance between the types of jobs available in the City and the types of jobs in which its residents are employed.

### **Education**

The level of education is one key indicator of the skills and qualification of the local labor force. The level of education among Menifee’s residents is comparable to that among the other cities in the region, although Menifee has slightly more residents with a high school diploma and slightly fewer with a bachelor’s degree. The older average age in Menifee probably explains some of this difference, since overall levels of education, especially at the college level, have increased over time in the United States.

Both Menifee and the region have fewer residents without a high school diploma than does the state. However, they also have fewer residents with a bachelor’s degree or higher. In order to attract business and jobs in knowledge-based sectors of the economy, Menifee will continue to look for ways to support education and higher learning.

## **MARKET FORECAST**

As part of the City’s plan for long-term growth and development, the community must address how the City’s demographics and economy could change in the future and what those changes imply for the amount of development. This background report addresses the issue of the amount of change the City should expect if present trends continue. While not all current trends will necessarily continue in the future, the results provide a starting point for discussion.

### **RESIDENTIAL DEVELOPMENT PROJECTIONS AND LAND-PLANNING IMPLICATIONS**

Three factors determine the amount of land necessary to accommodate future housing growth. First, and most important, the number of new households in the City, whether generated by migration or new household formation, determines the number of new housing units needed. As part of the General Plan process, the City projected the population and household growth for Menifee for the period from 2010 through 2030.

Cities, however, have little direct control over the growth in households. The community can influence some quality of life characteristics that affect household growth, such as quality of schools, perception of personal safety, or

amenities. Nevertheless, local governments have few means to use the characteristics to directly control household growth.

Second, the mix of housing types—single-family detached, townhouses, apartments, and condos—affects the amount of land the City will need to provide housing for new households. The City has direct influence over the housing mix. The following sections describe the mix of housing and some broad trends that may affect the demand for various housing types.

Third, the density at which developers build those housing units—the number of units per acre—determines the land area required for new housing units. The City has direct control over density through its planning and zoning regulations. The City's commitment to maintaining its rural and single-family quality is well captured in the Land Use Element of the General Plan.

### **Population and Households**

The Community Profile (2010) estimated that, from 1990 to 2009, the number of households in the City increased by 4.3 percent per year. If this trend continues, the number of households would increase by 12,600, from 28,600 in 2013 to 41,200 in 2030, an annual growth rate of 2.2 percent. At full General Plan **buildout**, the City of Menifee would have 59,800 households. This is an increase of 31,200 households or 118 percent over the number of households in 2013. Assuming an annual growth rate of 2.2 percent continues past 20 years, Menifee could reach the buildout number of households in 2048.

Based on the best available data, it is estimated that the City's population increased by 4.7 percent per year from 1990 to 2009. If present trends continue, the City's population would increase by 39,100, from 77,500 in 2013 to 116,600 in 2030, an annual growth rate of 2.4 percent. At full General Plan **buildout**, the City of Menifee would have approximately 158,900 residents.

### **Housing Mix**

If present trends continue, Menifee would grow by 17,800 **housing units**, from 31,500 in 2013 to 49,400 in 2030, an annual growth rate of about 2.7 percent. Of the increase in housing, single-family detached housing would account for 10,354 units, multifamily for 797 units, and mobile/manufactured homes for 1,687 units. At full General Plan buildout the City of Menifee would have approximately 63,800 housing units. This is an increase of 32,300 units or 102 percent of the number of housing units in 2013. Assuming an annual growth rate of 2.7 percent continues past 20 years, Menifee could reach the buildout number of housing units in 2040.

The amount of land area needed to accommodate the projected growth in households will vary, depending, in large part, on the types of housing constructed. Single-family detached housing tends to require more land area per unit to accommodate yards and streets. Menifee currently has a higher portion of its housing and a larger percentage of its housing construction in single-family detached housing.

The California Department of Finance's population projections from 2005 to 2020 show that those age 18 through 27 as of 2020 (an age group that often lives in multifamily housing) will account for 16 percent of the statewide population growth. In contrast, those age 28 to 45 as of 2020 (a group representing first-time homebuyers and family housing) will account for only 7 percent of growth. Remarkably, those who will be age 46 to 70 in 2020 (empty nesters and early retirees) will constitute 48 percent of total population growth. This final age group has demonstrated an increasing proclivity to downsize and to favor environments that are safe and provide amenities. Taken together, these changes in population indicate demand for a range of housing options that meet the diverse need of a wide range of households.

## **RETAIL DEVELOPMENT PROJECTIONS AND LAND USE IMPLICATIONS**

Retail businesses provide goods and services residents need. All of those trips that residents make to retail businesses, however, are a substantial part of transportation's contribution to declining air quality. Nevertheless, those retail sales generate tax revenues that help pay the costs of providing local services to residents.

### **Types of Retail**

Retail markets can be categorized into two broad groups: 1) convenience goods and services and 2) comparison goods.

**Convenience goods and services** are those that people need on a regular basis. For these regular purchases, most consumers have built up knowledge of where to go to get what they want, whether their discriminator is price or convenience or quality. Groceries, medicines, and hair care are typical convenience goods and services. Because convenience goods and services usually have low cost margins and high sales volumes, convenience retailers are located throughout an area, close to concentrations of households.

**Comparison goods** are other retail items that consumers purchase infrequently or rarely. For these purchases, consumers tend to compare goods across brands and across retailers. This habit of comparing induces retailers to locate near each other. It also promotes larger-scale retailers who can stock many different brands of similar products. Clothing, electronics, and furniture are quintessential comparison goods. Because comparison goods have higher cost margins and lower sales volumes and because consumers purchase these goods infrequently, comparison goods retailers tend to locate close to major transportation corridors that give access to a greater number of consumers. These businesses typically locate in community, regional, and super-regional shopping centers.

Eating and drinking places are a cross of convenience and comparison goods. Sometimes consumers are looking for convenience when buying food away from home. Fast food and limited service restaurants typically satisfy this convenience demand. Other times, consumers are looking for a higher level of quality and are willing to travel a longer distance and pay more for the cuisine they desire.

A third, hybrid type of retail is experiential shopping. In this type of shopping, the experience of the trip is of equal if not greater importance than the material need for a good or service. The experiential value may accrue from socialization with friends, entertainment, or the quality of the place. Downtowns, new town centers, lifestyle centers, and even shopping malls all attempt to enhance the shopping experience and provide a mix of businesses and amenities to create an enjoyable shopping experience. Because most consumers infrequently invest their time in experiential shopping, consumers are willing to travel further and forego quick and easy access for the value of the experience. Experiential shopping is a destination trip and draws from a community, regional, or even super-regional size trade area, even if it does not offer the commensurate amount of retail square footage.

**Trade Area**

A **trade area** is the geographic area from which a retail center will draw the majority of its customers. The trade area varies with the type of retail and the corresponding type of shopping center. Convenience and neighborhood centers usually provide mostly convenience goods and services. Community, regional, and super-regional centers usually provide mostly comparison goods. Table 1 describes the basic trade area for each type of shopping center.

**Table 1: Shopping Center Types**

Shopping Center Type	Building Size Range (sq. ft.)	Trade Area	
		Size (radius in miles)	Population Range
Convenience	<30,000	0.5	<5,000
Neighborhood	30,000-100,000	1.5	3,000-4,000
Community	100,000-450,000	3-5	40,000-150,000
Regional	300,000-900,000	8	150,000 or more
Super-Regional	500,000-2 million	12	300,000 or more

Source: Beyard, Michael D. et al., *Shopping Center Development Handbook*, 3<sup>rd</sup> ed., Washington DC: Urban Land Institute, 1999

Several factors affect the size and boundaries of the trade area, including the type of shopping center, location of competitive retail facilities, physical barriers, and visibility and access to major roads and highways. Sophisticated market analysis models for individual retailers often define primary, secondary, and even tertiary trade areas. Nevertheless, the primary trade area described in Table 1 should generate about 80 percent of the customer base for an individual shopping center.

**Retail Development Projection**

The key to projecting the appropriate amount of retail building space is to calculate how much building space can be supported by the consumer spending of existing households in Menifee. Because Menifee residents make some of their purchases outside of the City, not all of that building space will necessarily be located in the City boundaries. That money spent outside of the City is referred to as “leakage.” Cities are concerned about leakage because the sales tax generated by leaked spending supports public services in other cities, not in Menifee.

The retail analysis uses data from Claritas, the leading national provider of marketing data, to estimate the total spending by existing Menifee households in each type of retail store. Dividing the total spending by the average sales efficiency (annual dollars of sales per square foot of building area, based on estimates from the Urban Land

Institute and the International Council of Shopping Centers) provides the total amount of supportable retail building space in 2009.

To project the amount of retail building space that could be supported in 2030, the analysis first divides the total supportable space for each type of retail store by the number of existing households in Menifee. Multiplying this supportable retail square footage per household by the projected number of households in the City in 2030 provides the projected amount of supportable retail building space. Although a certain amount of retail spending is leaked to other cities, the analysis assumes that new retail development will eliminate the leakage by 2030.

If present trends continue, household growth in Menifee could support an additional 1.3 million square feet of new retail development in 2030. Of the total projected retail development, convenience goods and services will account for about 362,784 square feet. These are the types of uses that are often provided in closer proximity to residential areas. Comparison goods and services will account for about 753,220 square feet. The City plans for these retailers near the major transportation nodes to provide access to larger numbers of households. Finally, eating and drinking places, which will account for an additional 224,432 square feet, can be located with both convenience goods and services and comparison goods centers.

The proposed General Plan would accommodate 10.75 million square feet of retail building space. This is an increase of 8.39 million square feet, or 355 percent, over the City's estimated amount of the City's existing retail square footage of approximately 2.36 million square feet. Based on past trends in retail employment and a retail building-space growth rate of 2.7 percent per year, Menifee would reach buildout of retail land uses in 2068.

The projected number of households drives the amount of supportable retail building space. As development in the community returns following the recession, the long-term amount of supportable retail building space will respond to changing population and household patterns.

## **NONRESIDENTIAL DEVELOPMENT PROJECTION**

Employment growth will drive the demand for nonresidential development (excluding retail development). To project the long-term market demand for nonresidential development, future employment in the City must be projected. Then employment growth can be converted into building-space demand using standard estimates of the number of jobs per square foot for major land use categories.

### **Employment Projection**

In 2011, there were 8,980 total jobs located in Menifee (data from the US Census Bureau's **Local Employment Dynamics program**). Should present trends continue, Menifee could expect the total number of jobs in the City to increase by an estimated 2,773 jobs, from 8,776 estimated jobs in 2009, to 11,549 jobs in 2030, an annual increase of 1.38 percent per year. The proposed General Plan provides sufficient land area to accommodate 83,200 jobs (retail and nonretail). This is an increase of 74,424 jobs or 948 percent of the number of jobs in 2010. At a growth rate of 1.38 percent, it would be well into the next century to reach the buildout number of jobs. It should be noted,

however, that this rate of economic growth is based on the past trend, when Menifee was one of many unincorporated parts of Riverside County and there was no strategic effort to attract jobs to Menifee. With the City's current economic development efforts, it is reasonable to assume a faster growth rate for employment.

Economists are often concerned with the basic sector of the economy. The basic sector includes those businesses that import most of their goods and services outside of the local and regional economy, thus bringing new dollars into the local economy. The basic sector includes all of agriculture, mining, and manufacturing; half of transportation and management; 20 percent of wholesaling; and 10 percent of finance, administration, and other services. If present trends continue, the basic sector will grow by 211 jobs or 0.72 percent per year through 2030, accounting for 2.9 percent of total jobs. The nonbasic sector includes the remainder. These sectors provide goods and services in the local economy, recirculating the dollars that already exist locally. If present trends continue, the nonbasic sector will generate 97.1 percent of all jobs in Menifee from 2010 through 2030. This difference between basic and nonbasic sector growth in Menifee may challenge the local economy. Menifee is focused on providing an increasingly smaller share of the types of jobs that bring new dollars into the regional economy.

### **Jobs versus Employment**

There is a large difference between the number of jobs in Menifee, 8,980 in 2011, and the number of employed city residents (regardless of where their job was located), 31,380 in 2011. There were 3.5 times as many employed people as there were jobs in 2011. This means that at least 22,400 employed residents of the City, more than two out of three, probably even more, had to leave the City for work each day. A big part of this story is that some areas of Menifee began as retirement communities. Thus, as one would expect with higher numbers of retirees, there are fewer locally employed residents per household than in other communities; Menifee has 0.34 jobs per household, surrounding cities have 0.86 jobs per household, and the state's rate was 1.2.

### **Nonresidential Development Projection**

To project the long-term demand for nonresidential development, the employment forecast is allocated among the major remaining land use categories: commercial (other than retail), office, and industrial. The projection does not include retail uses (projected previously), and it does not account for employment in the agricultural, mining, and public administration sectors. The job increase in each category is then multiplied by the typical building square footage per employee. If present trends continue, the City would need to plan sufficient area for 1.5 million square feet of new building space for commercial, office, and industrial businesses.

## **TOOLS FOR ECONOMIC DEVELOPMENT**

All too often in California, the term economic development is really used to mean real estate development. In communities across the country, however, economic development includes a wide range of programs and activities. Typically economic development programs try to help businesses with the four factors of production—facilities, labor, capital, and operations—and the overall management of these factors.

**Facilities.** Businesses expand their operations in response to new contracts for their products and services. Business expansions are beneficial for the city, its tax revenues, and its workforce. Many cities directly facilitate expansions of industrial and business parks through planning and zoning, the expansion or improvement of infrastructure, and publicizing a list of available land and buildings.

**Labor.** A second tool is workforce training. Workforce training is typically provided by regional government entities, like the Workforce Investment Board (WIB), with funding from the federal government. Local economic development programs play an important role in linking businesses to regional programs or by developing partnerships with schools to provide specific training.

**Figure 3: Economic Development Tools**



Source: The Planning Center | DC&E.

**Capital.** When businesses invest in new products and services and need to expand operations, a significant cash investment is often required. Because businesses have typically invested heavily in new products and services, they often lack the additional capital to expand operations and facilities. The City can provide financial assistance directly through a gap financing program or industrial revenue bonds, or indirectly through enterprise zones, empowerment zones, or foreign trade zones.

**Operations.** The City can help businesses improve their management skills and operations to become more productive and profitable. This may involve linking them with small business development centers, providing venues for business networking, coordinating marketing activities for clusters of related types of businesses, or providing an ombudsman to assist businesses negotiate the local, state, and federal regulatory environment.

## DEFINITIONS

**Buildout.** A time at which all of the land area within the City's current boundaries will have been developed. The precise date is not known, although it is reasonable to assume that it is many decades in the future.

**Claritas.** Leading national provider of marketing data (paid subscription required).

**Comparison goods.** Retail items that consumers purchase infrequently or rarely; for example, clothing, electronics, and furniture.

**Convenience goods and services.** Retail items or services that people need on a regular basis; for example, groceries, medicines, and hair care.

**Households.** A household consists of all the people who occupy a housing unit. A household includes the related family members and all the unrelated people. A person living alone in a housing unit, or a group of unrelated people sharing a housing unit such as partners or roomers, is also counted as a household.

**Housing units.** A house, an apartment, a mobile home, a group of rooms, or a single room that is occupied (or if vacant, is intended for occupancy) as separate living quarters. Separate living quarters are those in which the occupants live and eat separately from any other persons in the building and which have direct access from the outside of the building or through a common hall.

**Labor force.** An area's residents who are age 16 and older and who are either employed or unemployed but looking for work. Of those age 16 and older who are not part of the labor force, some are in the armed forces, some are students, some are retired, and some are homemakers.

**Trade area.** The geographic area from which a retail center will draw the majority of its customers.

**Local Employment Dynamics program.** Part of the Center for Economic Studies at the U.S. Census Bureau. The program creates statistics on employment, earnings, and job flows at detailed levels of geography and industry and for different demographic groups. In addition, the program uses these data to create partially synthetic data on workers' residential patterns.