

Insights on U.S. Migrations

How far are Americans moving?

Key Takeaways

- **Since 2019, migration distances in the US are becoming more bimodal:** more people are migrating very short distances (less than 25 miles) or very far distances of more than 3000 miles
- **In the last five years, men have consistently migrated further than women** In 2022, the median distance men migrated was twice as far (149.7 mi) as women (75.6 mi).
- **Younger workers migrate further than other generations:** In 2022 Gen Z's median migration distance was 194 miles while for Gen X it was 34.3 miles.
- **Workers with bachelor's or graduate degrees migrate further than those without 4-year degrees:** In 2022, those who have graduate degrees, other than an MBA, migrate the furthest with a median migration distance of 203.5 miles while sub-Bachelors (those with education typically gained before a bachelor's degree: such as an associate's or apprenticeship): have the shortest median migration distance of 38.9 miles.
- **Occupations with the longest migration distances heavily skew towards developers and engineers.** Occupations with the shortest migration distances are tied to the real-estate industry such as real estate brokers and real estate agents.

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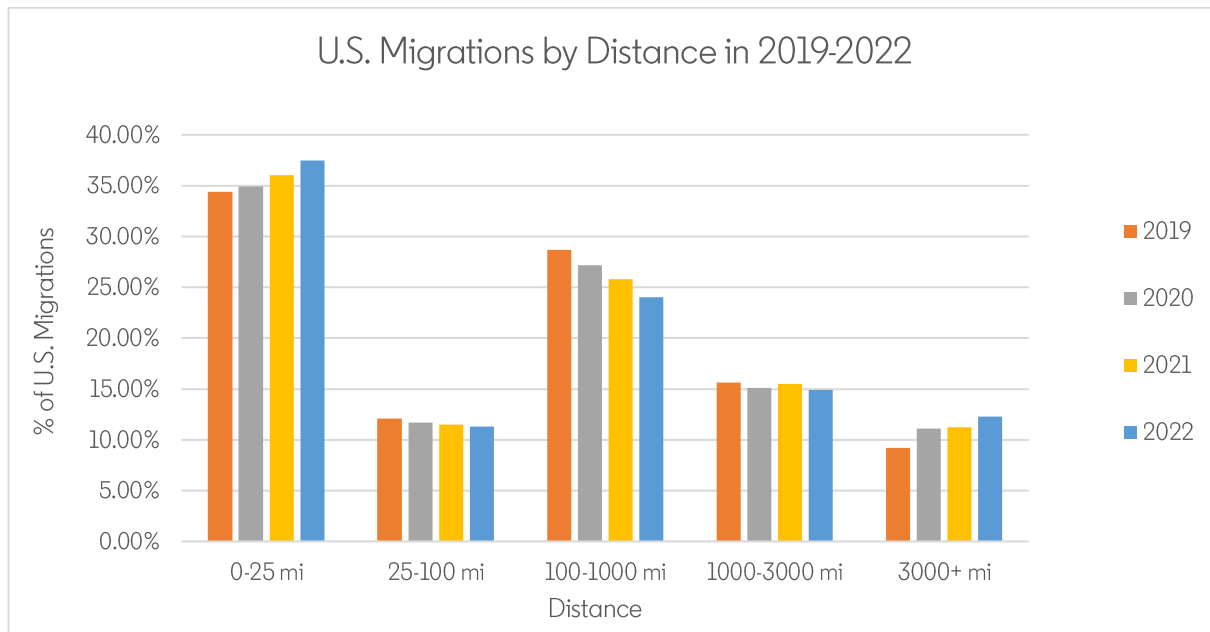
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Migration Distance Trends

Overall Migration Trends

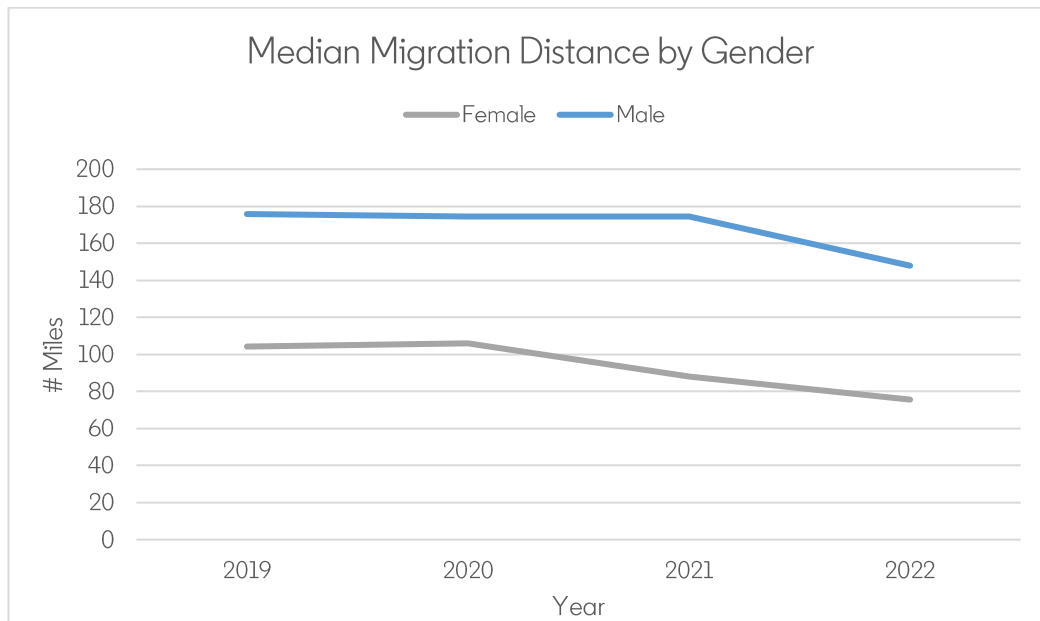


The average distance in U.S. migrations has increased 16.6% from 2019 to 2022 while the median distance has decreased 18.6% in the same period. From the graph above, we note this discrepancy is due to an increase in short-distanced (0-25 miles) migrations and longer-distanced migrations (3000+ mi). This is a sign that the distribution of migrations in the U.S. is becoming more bimodal rather than clustering around a particular distance.

The trend of fewer middle-distance migrations aligns with a study from the [International Monetary Fund \(IMF\)](#) suggesting that high housing costs are making people reluctant to move even if it would lead to better work opportunities. According to the [Brookings Institution](#), other contributing factors for this decline are due to fewer moves due to employment-related reasons and lower migration rates from young workers ages 25-29 who typically migrated the furthest during the pandemic.

Migration Distance Trends

By Gender

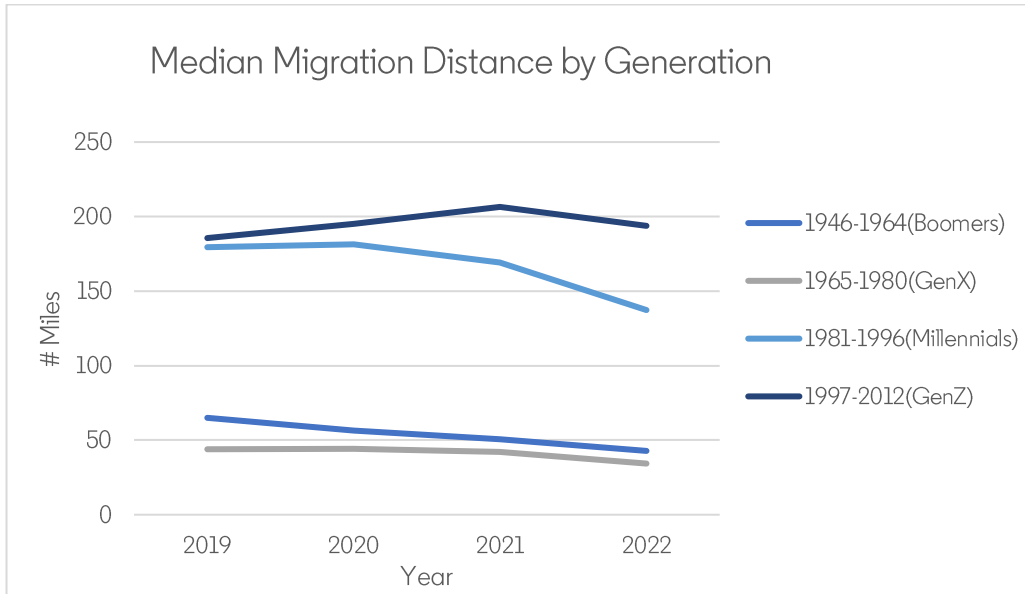


In each of the last five years men have consistently migrated further than women. For example, in 2021 and 2022, the median distance men migrated is almost twice as far as women. In 2022, the median distance for men was 147.9 miles while for women it was 75.6.

These results suggest that companies interested in more equal gender representation in their workplaces should consider more tactics in hiring including hiring locally and providing remote work opportunities given that women are less likely to move further than men.

Migration Distance Trends

By Generation

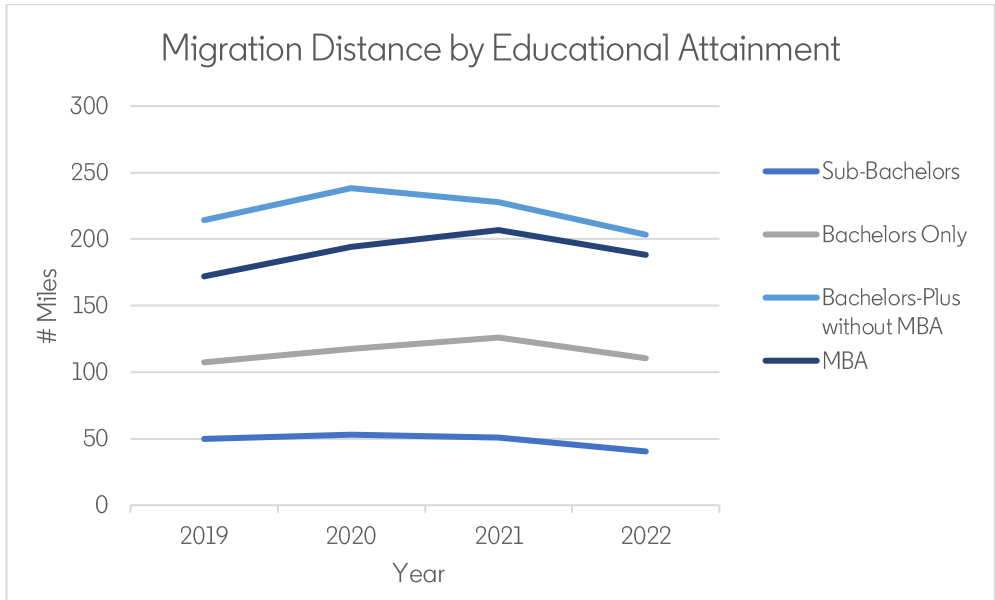


Millennials and Gen Z migrate significantly further than older generations, with Gen Z taking the lead with a median distance of 194 miles in 2022. Gen X migrated the shortest median distance of 34.3 miles in 2022. Younger generations have less ties such as homeownership and children which may account for them being more likely to travel further as they start their careers.

A takeaway from these results is that companies interested in hiring more experienced talent, who are more likely going to be older, should account for the fact that they may have additional responsibilities and obligations that come into play at the time of considering a relocation. In this case, remote and hybrid work may be a viable and appealing option.

Migration Distance Trends

By Educational Attainment



In general, those with higher educational attainment migrate further than those without an advanced degree. In 2022, those who had a graduate degree other than an MBA migrate the furthest with a median migration distance of 203.2 miles while sub-Bachelors – those with education typically gained before a Bachelor’s degree: Associate’s, apprenticeship, or is a STAR*) have the shortest median migration distance of 40.4 miles.

*STAR: skilled through alternative routes – members who completed secondary education but do not have a bachelor’s degree nor have completed an apprenticeship program

Migration Distance Trends

Top 10 Destination Market Areas by Migration Distances in 2022

In addition to looking at overall migration distance trends, we now look at which metros LinkedIn members migrate the furthest and shortest to. From the results below, we note that metros attracting the furthest migrations are heavily located in the sun belt. These include Cape Coral Metro Area and North Port-Sarasota Area. On the other hand, those attracting the shortest migrations are mostly in the Midwest.

The phenomenon of the sunbelt attracting the furthest migrations is driven by migrations from the Northern and Midwestern regions of the U.S. and from abroad, most likely due to the region’s low cost of living. This is not a new trend though as William Frey, a demographer from the [Brookings Institution](#) analyzed this growth of “Snow Belt-to-Sun Belt migrations ” happening since the 2000s.

Longest Distance

Rank	Market Area	Median Distance (Miles)
1	Cape Coral Metropolitan Area	591.5
2	Greater Colorado Springs Area	515.0
3	North Port-Sarasota Area	478.2
4	Charleston, South Carolina Metropolitan Area	265.9
5	Las Vegas Metropolitan Area	223.5
6	Nashville Metropolitan Area	203.3
7	Metro Jacksonville	187.1
8	Austin, Texas Metropolitan Area	179.5
9	Greater Tampa Bay Area	165.0
10	Charlotte Metro	113.8

Shortest Distance

Rank	Market Area	Median Distance (Miles)
1	Greater Minneapolis-St. Paul Area	16.2
2	Cincinnati Metropolitan Area	18.8
3	Detroit Metropolitan Area	18.9

Migration Distance Trends

4	Greater Philadelphia	19.5
5	Kansas City Metropolitan Area	19.8
6	Greater Milwaukee	19.9
7	Greater Cleveland	20.1
8	Louisville Metropolitan Area	20.3
9	Greater St. Louis	20.5
10	Greater Chicago Area	20.8

Industries Ranked by Migration Distances in 2022

When ranking industries by migration distances, we find that the tech industry has the furthest migrations compared to other industries, heavily impacted by international migrations to the US from countries such as India. About 50.3% of migrations in the tech industry are over 100 miles. On the other hand, the real estate industry has the shortest migrations. This makes sense since realtors would gain expertise of the housing markets in their specific locations overtime.

Rank	Industry Name	Median Distance (Miles)
1	Technology, Information and Media	104.0
2	Government Administration	103.0
3	Oil, Gas, and Mining	95.4
4	Education	92.8
5	Professional Services	72.0
6	Accommodation and Food Services	71.9
7	Entertainment Providers	69.4
8	Administrative and Support Services	69.0
9	Transportation, Logistics, Supply Chain and Storage	63.6
10	Manufacturing	56.8
11	Utilities	52.7
12	Retail	47.2
13	Wholesale	45.8
14	Consumer Services	39.3
15	Construction	38.0
16	Hospitals and Health Care	36.5
17	Financial Services	28.4
18	Real Estate and Equipment Rental Services	20.9

Migration Distance Trends

Top Occupations by Migration Distances in 2022

Engineering roles dominate long-distance migrations while real estate and office administrative roles lead in terms of short distance migrations. Engineering roles tend to attract international candidates, while, real estate, in comparison, requires local experts in specific housing markets.

Longest Distance

Rank	Occupation	Median Distance (Miles)
1	Post-doctoral Researcher	843.4
2	Java Software Engineer	695.5
3	Commander	680.9
4	Full Stack Engineer	552.9
5	Salesforce Developer	485.0
6	Machine Learning Engineer	472.7
7	Flight Attendant	430.2
8	Data Engineer	430.0
9	DevOps Engineer	409.6
10	Clinical Fellow	408.8

Shortest Distance

Rank	Occupation	Median Distance (Miles)
1	Real Estate Broker	12.6
2	Real Estate Agent	15.4
3	Psychotherapist	16.7
4	Notary Public	16.9
5	Mortgage Loan Officer	17.5
6	Loan Officer	18.0
7	Office Administrator	18.3
8	Financial Advisor	18.6
9	Office Manager	18.6
10	Mortgage Loan Originator	18.8

Migration Distance Trends

Methodology Notes

This report analyzes more than three million US migrations a year from 2019-2022. A migration instance is defined as a member changing their location on their LinkedIn profile. Student migrations – right before enrollment, during enrollment, and right after graduation – are removed so that analysis focuses more accurately on workforce migration trends. Migration distances are estimated using ZIP Codes LinkedIn users add to their profiles.

The gender of a LinkedIn member is determined by self-identification or if unavailable, inferred based on localized first names or pronouns that may be included in summaries from LinkedIn profiles. A member's generation is inferred based on the starting year of their degrees.

To ensure enough data coverage, industries with fewer than 10,000 migrations and occupations with fewer than 1,000 migrations are excluded from this report.

Appendix

1. Overall Distribution of U.S. Migration by Distance in Miles

Year	0-25 Miles	25-100 Miles	100-1000 Miles	1000-3000 Miles	3000+ Miles
2019	34.4%	12.1%	28.7%	15.6%	9.2%
2020	34.9%	11.7%	27.2%	15.1%	11.1%
2021	36.0%	11.5%	25.8%	15.5%	11.2%
2022	37.5%	11.3%	24.0%	14.9%	12.3%

2. Median Migration Distance by Gender in Miles

Year	Female	Male
2019	104.4	175.8
2020	106.0	174.4
2021	88.0	174.5
2022	75.6	147.9

3. Median Migration Distance by Age Generation in Miles

Year	1946-1964 (Baby Boomers)	1965-1980 (Gen-X)	1981-1996 (Millennials)	1997-2012 (Gen-Z)
2019	65.0	44.0	179.4	185.6
2020	56.3	44.2	181.4	195.3
2021	50.6	42.0	169.3	206.5
2022	42.8	34.3	137.3	194.0

4. Median Migration Distance by Educational Attainment in Miles

Year	Sub-Bachelors	Bachelor's Only	Graduate degree without MBA	MBA
2019	50.0	107.4	214.0	172.0
2020	53.0	117.5	238.3	194.0
2021	50.8	126.0	228.0	206.8
2022	40.4	110.3	203.3	188.0