

City of Tacoma, Washington

**ONE** A Comprehensive Plan  
for a Vibrant, Connected,  
and Sustainable City  
**TACOMA**

Economic Development Baseline Conditions Report |  
November 2024

### Current Baseline Economic Data

#### Employment Targets and Capacity

The [Pierce County Buildable Lands Report](#) (Nov 2022) tables below provide employment estimates and remaining need to meet employment targets.

The table below shows the 2020-2044 Pierce County employment growth target for Tacoma is 70,800 jobs and the employment capacity is 84,436. Tacoma meets the Growth Management Act requirements for planning for employment.

<b>Tacoma Employment, 2010-2020 Growth, 2044 Target, Need, and Employment Capacity</b>							
<b>2010 Jobs</b>	<b>2020 Jobs</b>	<b>2010-2020 Growth</b>	<b>2010-2020 Annual Growth</b>	<b>2044 Employment Target</b>	<b>2020-2044 Employment Target Growth</b>	<b>Annual Growth Needed Between 2020-2044</b>	<b>2020-2044 Employment Capacity</b>
104,399	121,183	16,784	1,678	191,983	70,800	2,950	84,436

Through [VISION 2050](#), the Puget Sound Regional Council has set an employment growth target for Tacoma to plan for 94,000 additional jobs by 2050.

**Growth Strategy Chapter – Baseline Data****Employment by Industry Sector by Center**

Tacoma Employment by Industry Sector by Center, 2022									
Mixed Use Center	Const /Res	FIRE	Manufacturing	Retail	Services	WTU	Government	Public Education	Total
6th Avenue	*	*	-	190	840	10	-	80	1,140
Downtown	660	3,080	1,200	610	27,200	520	3,180	1,600	38,060
James Center	-	30	*	*	720	10	-	760	1,670
Lincoln	-	-	*	160	310	*	10	170	670
Lower Pacific	-	*	-	90	350	*	680	30	1,230
Lower Portland Avenue	40	-	-	*	30	*	610	-	710
McKinley	-	10	*	*	360	*	30	-	400
Narrows	*	*	-	20	100	-	30	80	290
Point Ruston	-	30	-	10	120	-	-	-	160
Proctor	*	60	-	360	500	*	60	130	1,120
South Tacoma Way	80	70	40	140	480	10	20	-	850
Tacoma Central	-	170	*	790	4,100	*	60	-	5,230
Tacoma Mall	320	580	80	3,050	4,440	440	1,520	20	10,450
Upper Pacific	20	50	-	340	360	-	-	-	780
Upper Portland Avenue	*	*	-	80	580	-	120	-	820
Westgate	-	110	-	280	820	10	-	-	1,220
South Tacoma MIC	1,260	90	1,020	270	2,400	960	1,360	-	7,360
Port of Tacoma MIC	600	110	2,540	420	1,740	4,230	700	-	10,340
<b>City of Tacoma</b>	<b>4,416</b>	<b>5,182</b>	<b>5,269</b>	<b>11,146</b>	<b>59,387</b>	<b>7,287</b>	<b>12,249</b>	<b>5,650</b>	<b>110,587</b>

A dash (-) denotes zero covered employment. An asterisk (\*) denotes data suppression. Source: Puget Sound Regional Council, 2024

Acronyms for table:

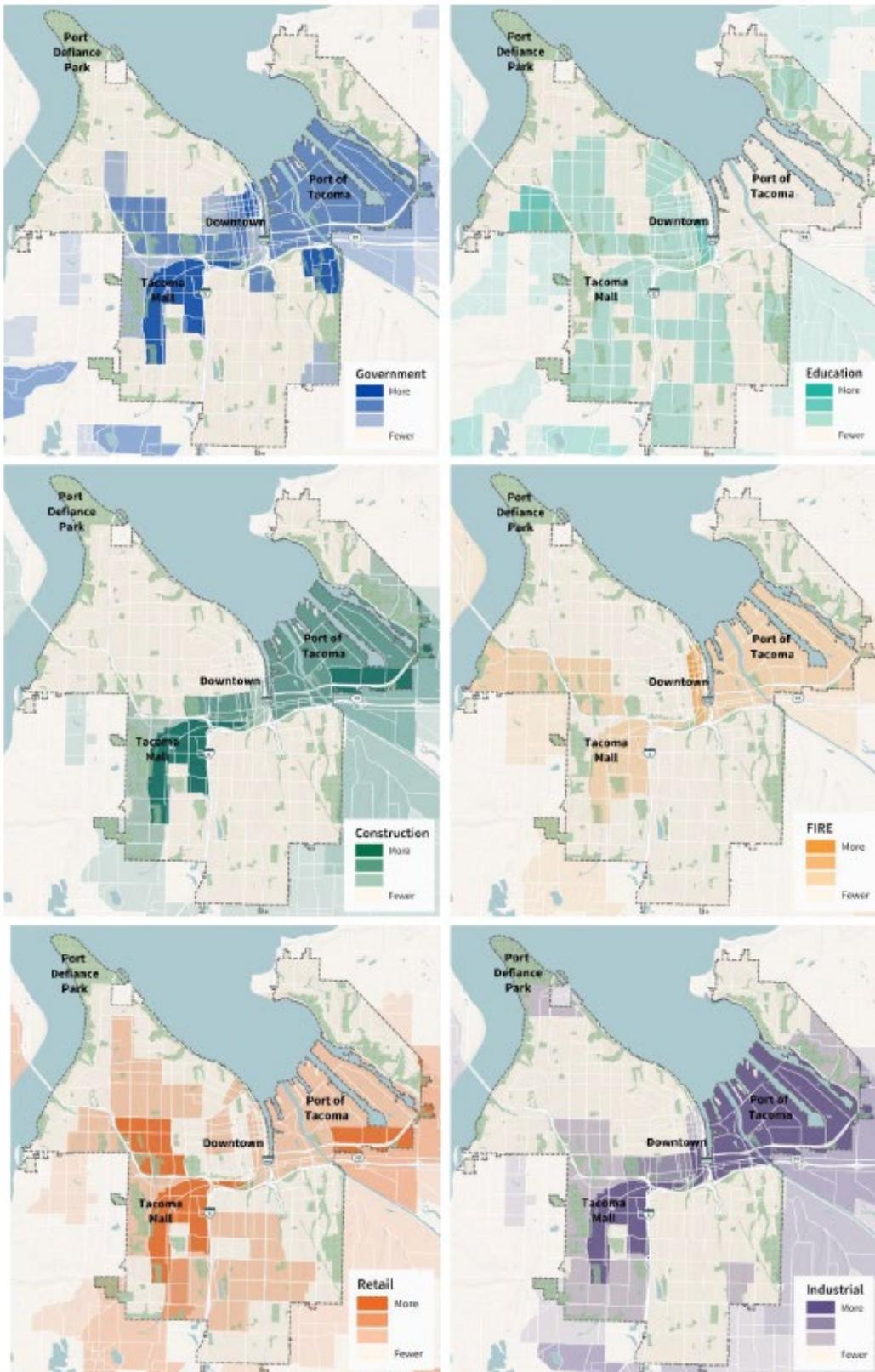
- FIRE – Finance, Insurance, Real Estate, and Services
- WTU – Warehouse, Transportation, and Utilities
- Const/Res – Construction Resource

**Jobs by Acre, by Center**

<b>Tacoma Jobs by Acre by Center, 2022</b>			
<b>Location</b>	<b>Gross Acres</b>	<b>Jobs</b>	<b>Jobs / Acre</b>
6th Avenue	86	1,140	13.3
Downtown	1,385	38,060	27.5
James Center	248	1,670	6.7
Lincoln	100	670	6.7
Lower Pacific	84	1,230	14.7
Lower Portland Avenue	105	710	6.7
McKinley	57	400	7.1
Narrows	62	290	4.7
Point Ruston	36	160	4.4
Proctor	42	1,120	26.4
South Tacoma Way	94	850	9.0
Tacoma Central	200	5,230	26.1
Tacoma Mall	573	10,450	18.2
Upper Pacific	74	780	10.5
Upper Portland Avenue	76	820	10.8
Westgate	92	1,220	13.2
South Tacoma MIC	826	7,360	8.9
Port of Tacoma MIC	5,070	10,340	2.0

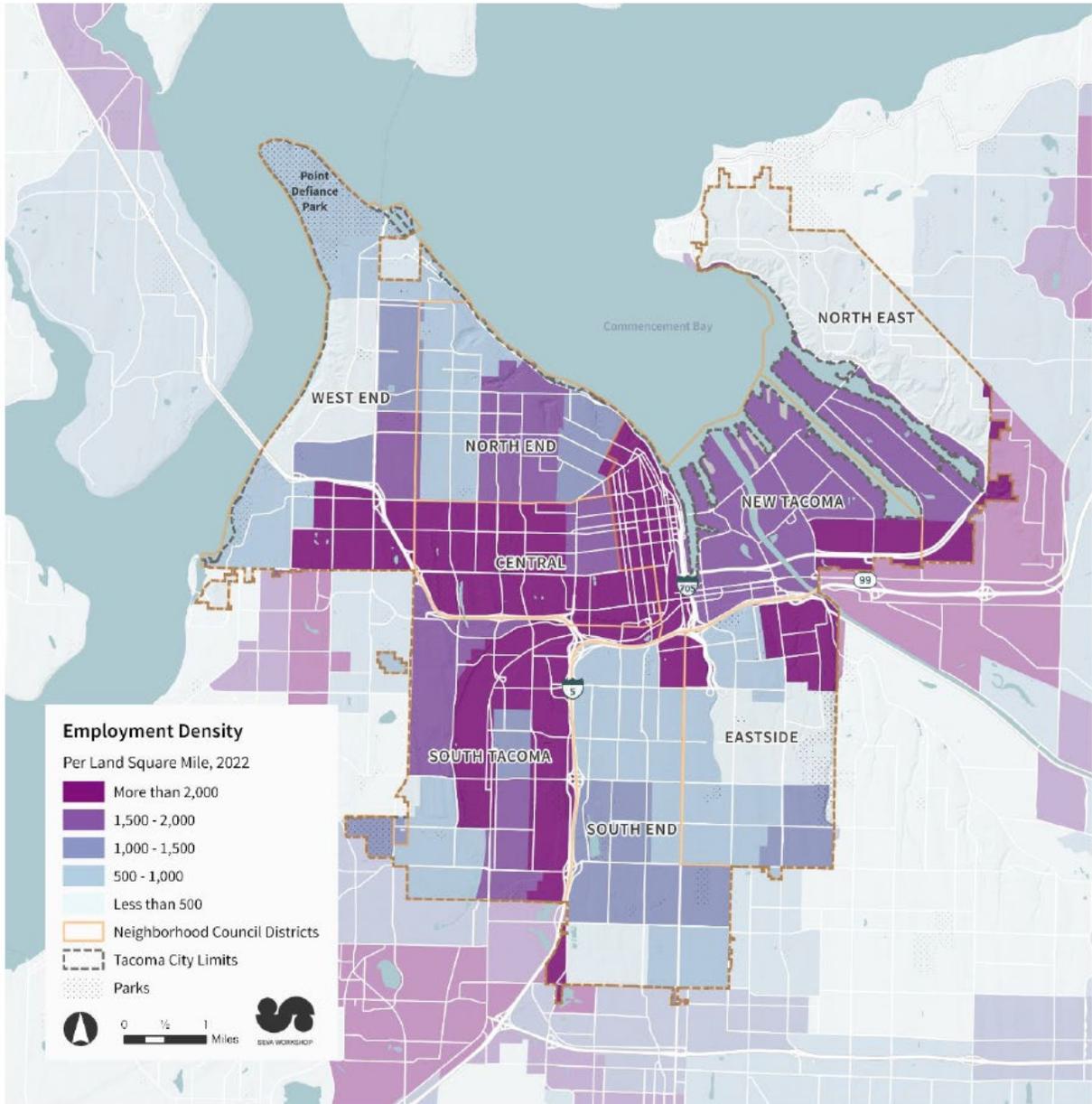
Source: Puget Sound Regional Council, 2024

### Proportions of Employment by Sector, 2022



Source: Puget Sound Regional Council Vision covered employment estimates, 2022

### Employment Density, 2022



Source: Puget Sound Regional Council, 2024

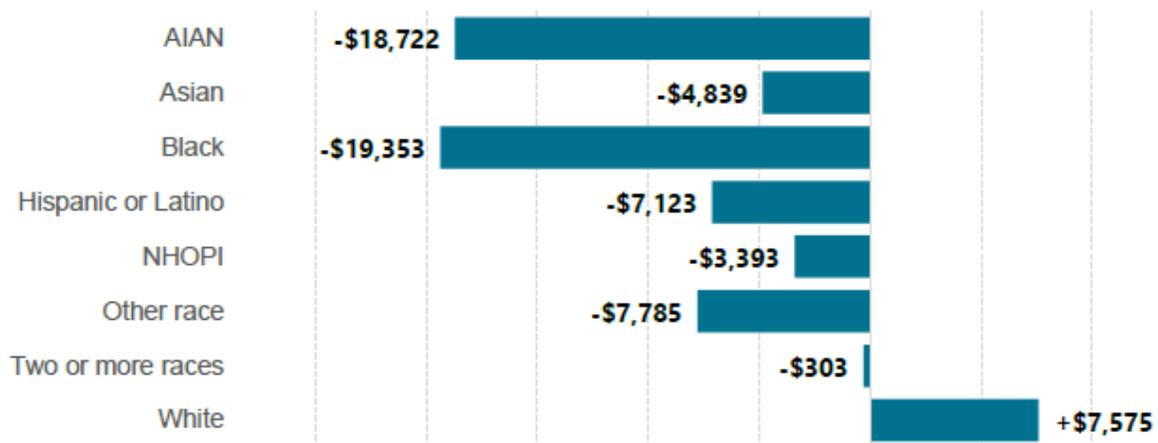
**One Tacoma Comprehensive Plan - Equity Assessment Context History and Baseline** [\[LINK\]](#)

**Economic Opportunity Excerpt**

**4.8 Economic Opportunity**  
**Median Income**

The University of Washington Center for Women’s Welfare **Self-Sufficiency Standard** defines the income working families need to meet a minimum yet adequate level, taking into account family composition, ages of children, and geographic differences in costs. The standard is published for the western cities in Pierce County annually and it reflects the income needed to be earned by each adult in the household. Tacoma’s 2021 median *household* income was \$69,956. Compared to the self-sufficiency standard for Westen Pierce county, this level of income is insufficient for most households with two children, and many households with one child especially if they are below school age. Median income varies in Tacoma according to the race and ethnicity of the head of household as shown below. The median income among American Indian and Alaska Native households and Black headed households is nearly \$20,000 less than the overall Tacoma median. Median incomes among Hispanic headed households and households headed by other races also experience a significant lag against the overall median.

**Figure 21 Median Household Income by Race Compared to Overall Tacoma Median (\$69,956)**



Source: American Community Survey 5-year estimates (B19013A-H)

## Child Poverty

Child poverty highlights a lack of opportunity and resources at a crucial developmental stage. The incidence of poverty is related to the economic opportunities available to caregivers, as well as the availability and effectiveness of public anti-poverty programs and services such as SNAP. The experience of childhood poverty is disproportionately high in the communities of Eastside, South End and South Tacoma. Across Tacoma, Black communities, multi-racial, and Hispanic and Latino communities experience a disproportionately high prevalence of childhood poverty. These childhood poverty rates are linked other priority outcomes related to health, housing, education, and economic opportunity for the coming generations.

**Figure 22 Disproportionality in Children Under 5 in Poverty, by neighborhood and race/ethnicity**

	DISTRIBUTION OF CHILDREN UNDER 5 IN POVERTY	DISTRIBUTION OF ALL POPULATION BY NEIGHBORHOOD	DIFFERENCE
<b>Central</b>	4%	9%	-6%
<b>Eastside</b>	25%	15%	10%
<b>New Tacoma</b>	0%	7%	-7%
<b>North East</b>	4%	9%	-5%
<b>North End</b>	1%	12%	-11%
<b>South End</b>	28%	20%	8%
<b>South Tacoma</b>	33%	15%	18%
<b>West End</b>	5%	13%	-8%

	DISTRIBUTION OF CHILDREN UNDER 5 IN POVERTY	DISTRIBUTION OF ALL POPULATION BY RACE/ETHNICITY	DIFFERENCE
<b>American Indian or Alaska Native</b>	2%	1%	1%
<b>Asian</b>	6%	8%	-2%
<b>Black or African American</b>	18%	10%	7%
<b>Native Hawaiian or Other Pacific Islander</b>	2%	1%	1%
<b>White</b>	19%	57%	-39%
<b>Multi-race household</b>	27%	9%	18%
<b>Other race</b>	3%	1%	3%
<b>Hispanic or Latino, any race</b>	24%	12%	11%

Source: U.S. Census, ACS 5-year estimates 2018-2022 by tract (B17001A-I)

## Good and Promising Job Availability

Over 100,000 jobs are located in Tacoma. Health care, retail, government, and administration are some of the sectors that comprise the largest shares of Tacoma-based jobs. The Brookings Institute Opportunity Industries report and analysis examined industries for their ability to provide pathways and quality employment to workers without college degrees. They also produced metropolitan area level estimates by industry about the availability good and promising jobs according to the following definitions:

- **Good jobs** provide stable employment, middle-class wages and benefits.
- **Promising jobs** are entry-level positions from which most workers can reach a good job within 10 years.
- **High-skill jobs** are Good and promising jobs held by workers with a bachelor's degree. The bachelor's degree represents a barrier to entry.
- **Other jobs** do not provide decent pay, benefits, or pathways to good jobs.

About 17% of jobs located in Tacoma are considered good or promising by the Brookings Institute definition. Another 24% are high-skill good or promising jobs. The North East has the highest share of good jobs, driven largely by the number of logistics jobs located there. Many Tacomans have work locations outside of the city but may choose to work closer to home if the opportunity was available.

**Figure 23 Good and Promising Jobs by Neighborhood**

NEIGHBORHOOD	PROMISING JOBS	GOOD JOBS	HIGH-SKILL JOBS	OTHER JOBS	DIFFERENCE FROM CITY-WIDE GOOD AND PROMISING JOBS RATE
Central	8%	7%	25%	60%	-1%
Eastside	8%	9%	23%	60%	1%
New Tacoma	8%	9%	27%	57%	0%
North East	9%	18%	18%	55%	10%
North End	9%	5%	23%	63%	-3%
South End	10%	5%	17%	68%	-1%
South Tacoma	10%	7%	18%	64%	1%
West End	9%	5%	20%	66%	-2%
<b>Tacoma</b>	<b>9%</b>	<b>8%</b>	<b>24%</b>	<b>60%</b>	

Source: U.S. Census, Longitudinal Employer-Household Dynamics (LEHD) LODES 8.1 Workplace Area Characteristic (WAC), All jobs (JT00), 2021 by block; Brookings Institute, Opportunity Industries for Seattle-Tacoma-Bellevue, WA 2018

### Health Excerpt

## Access to healthy food

Access to healthy food is a key component of health equity. City plans and programs can create the conditions for healthy food stores and temporary food markets to open in neighborhoods, as well as support mobile food options, food affordability, and food distribution. The Tacoma Equity Index uses the modified Retail Food Environment Index (mRFEI) to measure access to healthy food. The mRFEI is the percentage of all food retailers in an area that are considered healthy. This measure captures areas with no food options (“food deserts”; correspond to a score of

zero) as well as areas that have food outlets that are dominated by large relative amounts of unhealthy snack foods (“food swamps”; correspond to lower scores) (Centers for Disease Control). Tacoma overall has an mRFEI score of 0.7. The South End and New Tacoma stand out as areas with relatively healthy food options. The North East, South Tacoma, and West End have relatively unhealthy options.

**Figure 8 Access to Healthy Food by Neighborhood**

NEIGHBORHOOD	HEALTHY FOOD AVAILABILITY	DIFFERENCE FROM CITY-WIDE AVERAGE
Central	0.9	0.20
Eastside	0.5	(0.16)
New Tacoma	1.3	0.63
North East	0.1	(0.62)
North End	0.5	(0.23)
South End	1.4	0.67
South Tacoma	0.3	(0.35)
West End	0.3	(0.38)
<b>Tacoma</b>	<b>0.7</b>	

Source: City of Tacoma, Equity Index 2022 by block group; ESRI Business Analyst

The distribution of grocery stores by neighborhood largely reflects similar patterns as the mRFEI. However, contrasting figures for South Tacoma and West End suggest that while there are relatively more food outlets available, they are not necessarily healthy options. More equitable distribution of healthy food access would result in less variation in this index across the city. Tacoma also has a goal for daily essentials, including grocery, to be within a 15-minutewalk of all residences. In North East, where a single grocery serves many people in a large area, many residents likely drive to a neighboring city or to other parts of Tacoma for grocery access.

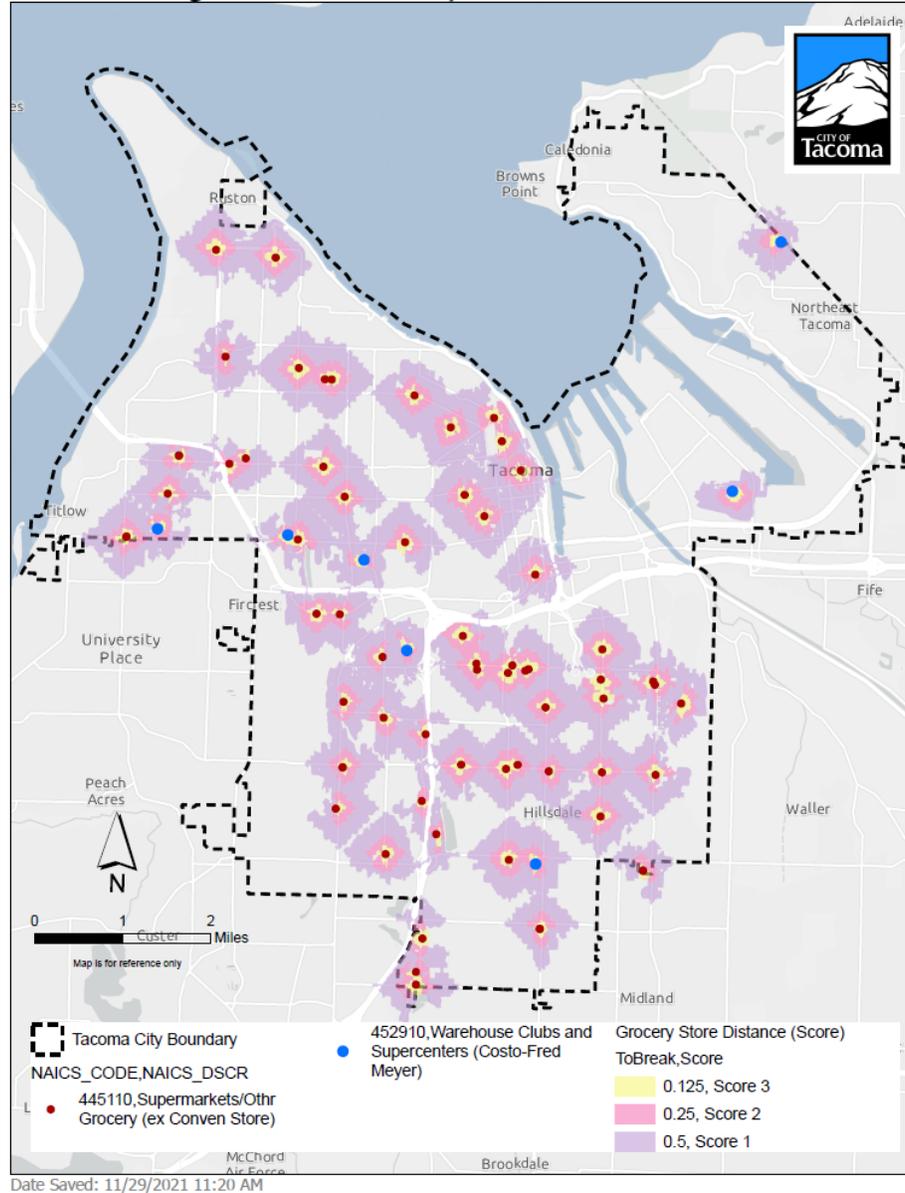
**Figure 9 Grocery by Neighborhood**

NEIGHBORHOOD	GROCERY	ACRES PER GROCERY	PEOPLE PER GROCERY	ACRES PER GROCERY DIFFERENCE FROM CITY-WIDE RATE
Central	7	346	2,939	(73)
Eastside	11	331	2,974	(88)
New Tacoma	6	788	2,536	369
North East	1	2,986	19,760	2,567
North End	6	471	4,458	52
South End	21	213	2,061	(206)
South Tacoma	12	440	2,728	21
West End	10	466	2,881	47
<b>Tacoma</b>	<b>74</b>	<b>419</b>	<b>2,963</b>	

Sources: City of Tacoma, 2022.

## 15-Minute Neighborhood Mapping

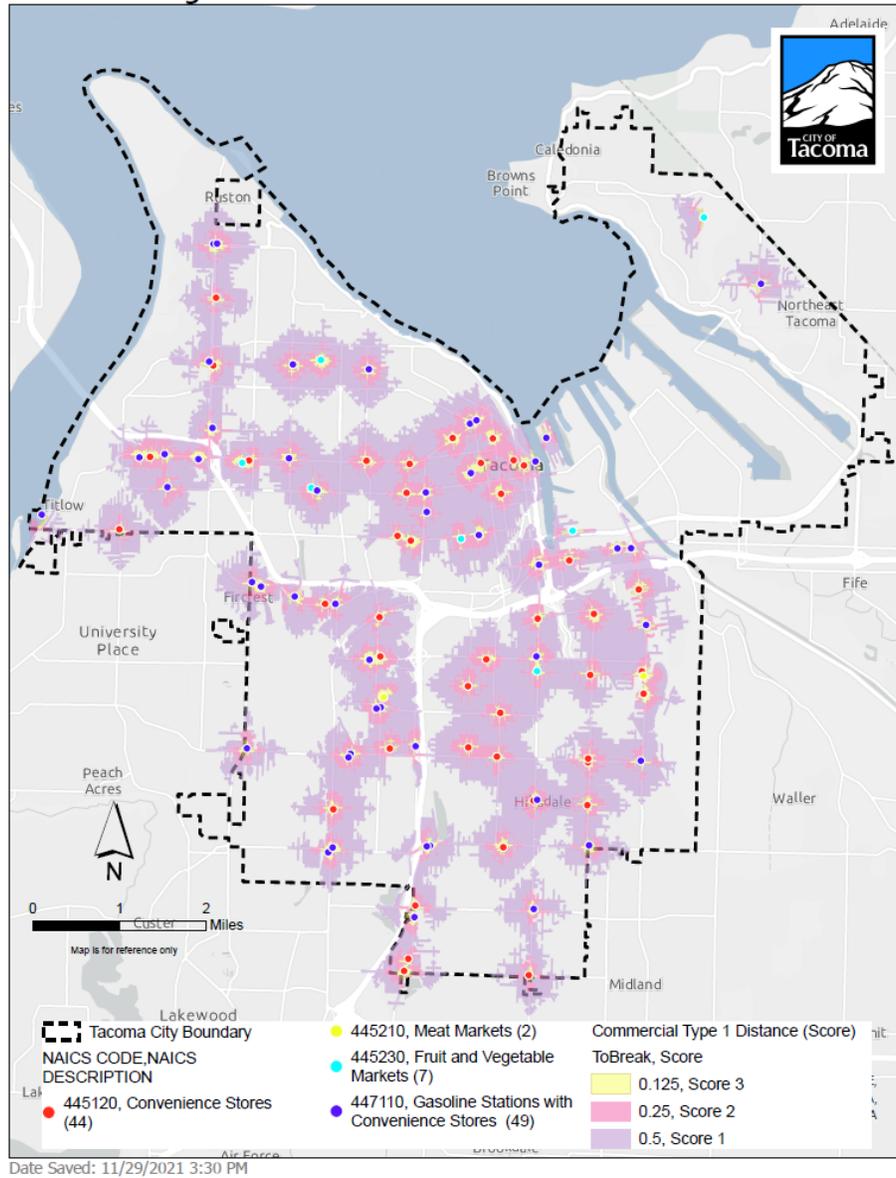
### 20 Minute Neighborhoods: Grocery Stores



**Map 1. Food Access and Commercial Grocery Stores**

- Mapping NAICS: Supermarkets, warehouse-type grocers
- Buffers: Walking Distance of 1/8 mile (0.125), 1/4 mile (0.25), and 1/2 mile (0.50)
- Scoring: Weighted by Walkshed Distance

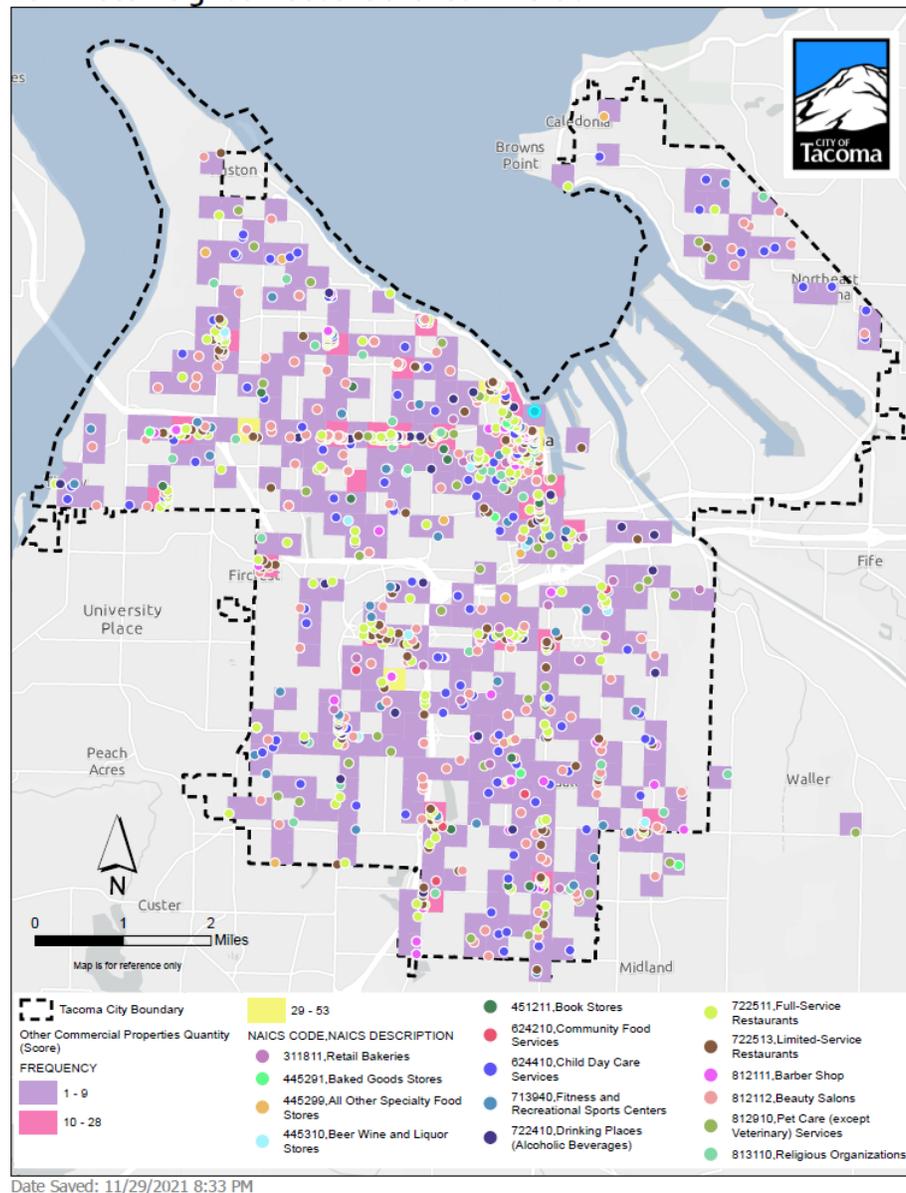
20 Minute Neighborhoods: Commercial



**Map 2. Commercial Type 1 – Mapping of Convenience Stores and Markets**

- Mapping NAICS: Convenience stores, meat markets, fruit and vegetable markets, gasoline stations with convenience store
- Buffers: Walking Distance of 1/8 mile (0.125), 1/4 mile (0.25), and 1/2 mile (0.50)
- Scoring: Weighted by Walkshed Distance

### 20 Minute Neighborhoods: Other Commercial



### Map 3. Commercial Type 2 - Other Commercial (Services)

- Mapping NAICS: Services: book stores, fitness, barber or beauty shop, full service restaurant, pet care, religious organizations, and Personal service level: (dentist, doctor, pharmacy)
- Buffers: Quarter-mile Squared Grid Cell
- Scoring: Weighted by Number of Occurrences per Quarter-mile Squared Grid Cell (Density of Services)