

# The Talent Edge: Addison's Workforce Access

BI-WEEKLY REPORT

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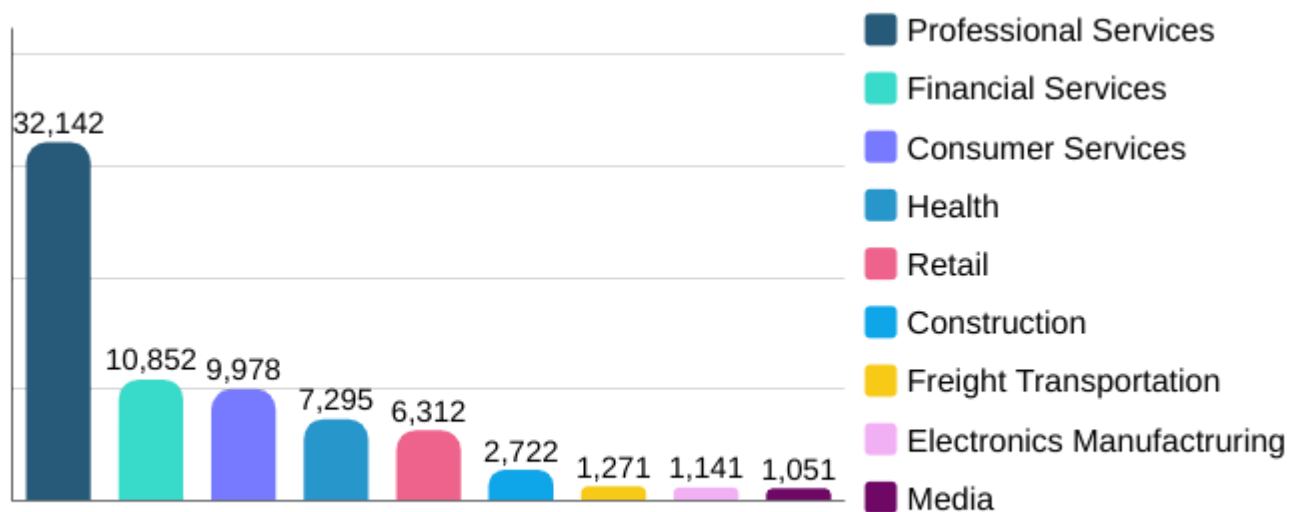
# Addison at Work: Industry by the Numbers

This report provides a comprehensive analysis of Addison's workforce, examining the industries that drive employment, the distribution of jobs across the town, and the factors that have made Addison a prime destination for commercial development.

Addison's workforce is uniquely structured, with **78,588 individuals employed in the Town**—450% more than its residential population of 17,038. The majority of these jobs are concentrated within the office corridor along the Dallas North Tollway and in Quorum, where 58,803 employees work, 75% of Addison's workforce. This corridor houses 8 of the 12 million square feet of office space in Addison, making it the primary hub for employment. Employees not working in the corridor are dispersed across the town's industrial and retail areas, as well as in offices located outside the primary business districts.

The graph illustrates the distribution of Addison's workforce by industry, highlighting the dominance of **Professional Services, which employs 32,142 individuals**, or 41% of the total workforce. **Financial Services** follows, employing **10,852** people, or 14% of all workers. Other significant sectors include **Consumer Services (9,978 employees)**, **Health (7,295 employees)**, and **Retail (6,312 employees)**. Collectively, these top five industries account for **85% of Addison's workforce**, reflecting the town's concentration of office-based employment. The remaining industries, including Construction, Freight Transportation, Electronics Manufacturing, and Media, each contribute a smaller share of total employment.

## Number of Employees by Industry



# High Wage Industry Hub

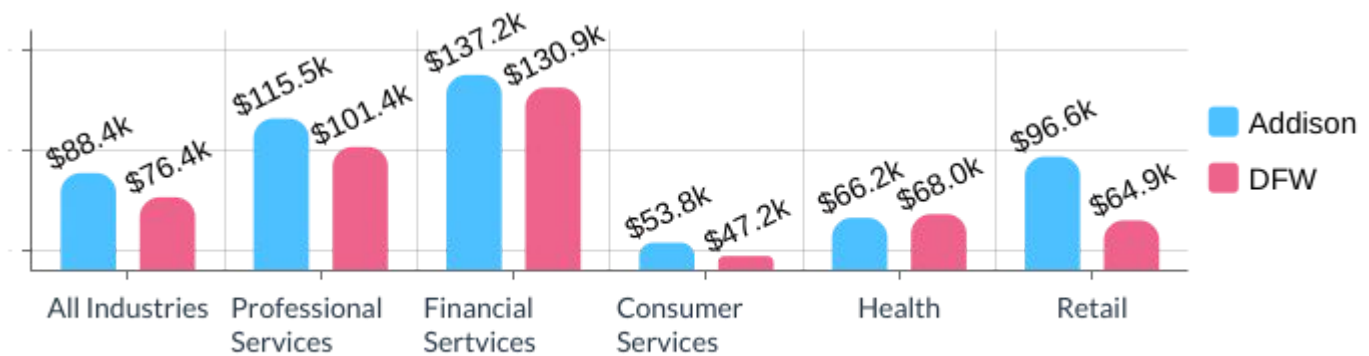
The **average annual wage** for all workers in the Town of Addison is **\$88,406**, significantly higher than many surrounding areas. However, wages are even higher within **Addison's office corridor**, where the average annual wage reaches **\$107,203**. This wage premium is largely due to a higher concentration of high-paying industries along the Tollway corridor, particularly Professional Services and Financial Services.

Addison has a greater concentration of high-wage industries such as Professional Services and Financial Services, which naturally raises the town's overall average wage, as seen in the first graph (**\$88,400 vs. \$76,400 for DFW**). However, it's not just the industry mix that sets Addison apart—wages within these industries themselves tend to be higher in Addison than in the broader DFW area. Wages in professional services, the most common local industry, are 15% higher than in DFW. Addison workers earn higher wages than DFW ones in 4 out of the top 5 local industries.

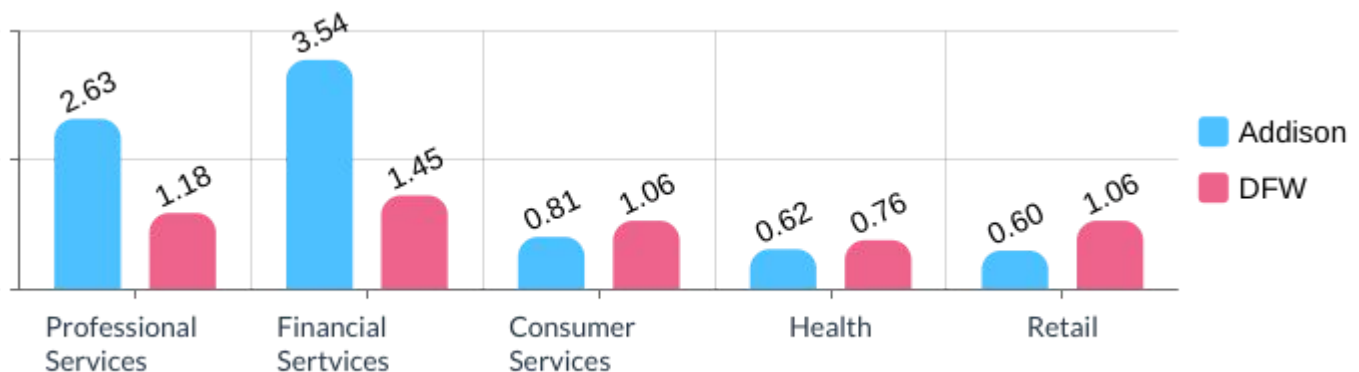
The Location Quotient (LQ) graph provides further insight into Addison's workforce concentration relative to DFW. LQ measures the concentration of a particular industry in Addison or DFW compared to the US Economy. A value of 1.0 means the industry is equally concentrated in Addison and in the US, while a value above 1.0 indicates that the industry is more concentrated in Addison than in the country. For example a value of 1.5 means that there is a 50% greater local industry concentration when compared to the national economy.

Addison benefits from the broader DFW region's strong presence in Professional Services and Financial Services, but it also significantly surpasses the regional concentration, establishing itself as a local hub for these industries. With a Location Quotient of 2.63 in Professional Services and 3.54 in Financial Services, Addison has a much higher industry concentration than the metro area, reinforcing its position as a key employment center for high-skilled, high-wage jobs.

## Average Annual Wage by Industry



## Location Quotient

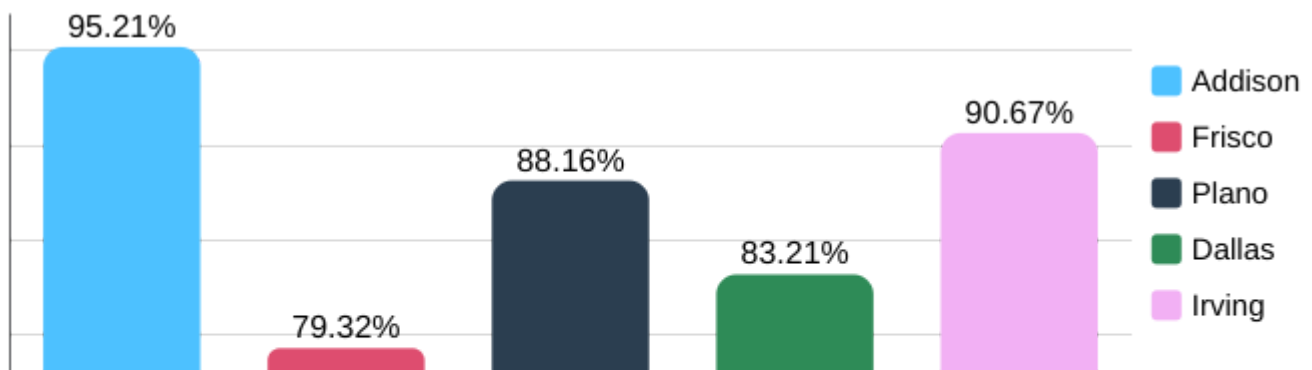


# Employment Type in Addison

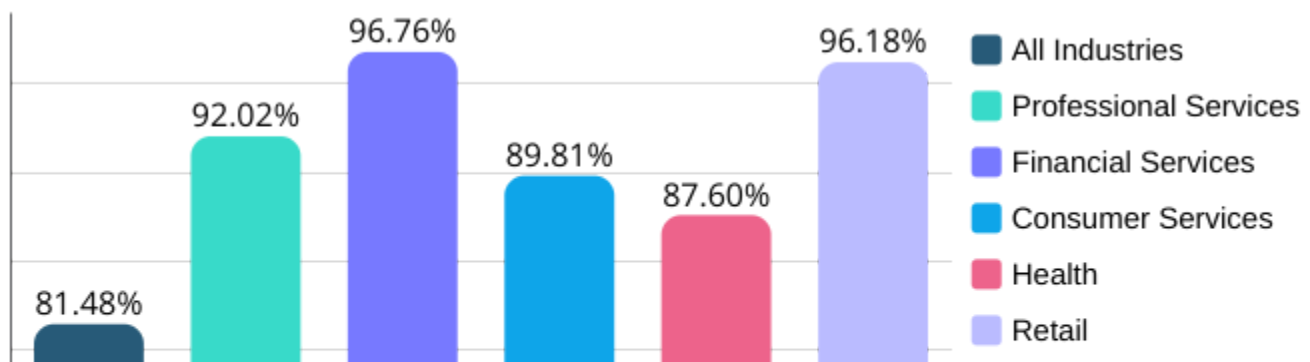
Addison has a much higher percentage of private-sector employment than competing cities in the Dallas-Fort Worth area. **95.2% of Addison's workforce is employed in the private sector**, compared to 90.7% in Irving, 88.2% in Plano, 83.2% in Dallas, and only 79.3% in Frisco. This means that Addison has fewer federal, state, and local government employees and a smaller self-employed workforce relative to these cities. However, this is not a reflection of lower entrepreneurial spirit among Addison's population— at least 90% of Addison's workforce does not live in Addison. Instead, this statistic highlights Addison's strategic positioning as a business hub for private-sector companies, particularly in Professional Services and Financial Services. Additionally, as more private companies with large workforces choose to locate in Addison, the private employment rate continues to rise, further increasing the ratio of the workforce to the local population.

The second graph further supports this explanation. It shows that Professional Services (92.02%) and Financial Services (96.76%) are the industries in DFW with the highest share of private-sector employment. The following pages will explore the key factors that make Addison so appealing for companies in these industries.

## Percentage of Workforce Working in Private Sector



## Percentage of DFW Workforce Working in Private Sector by Industry



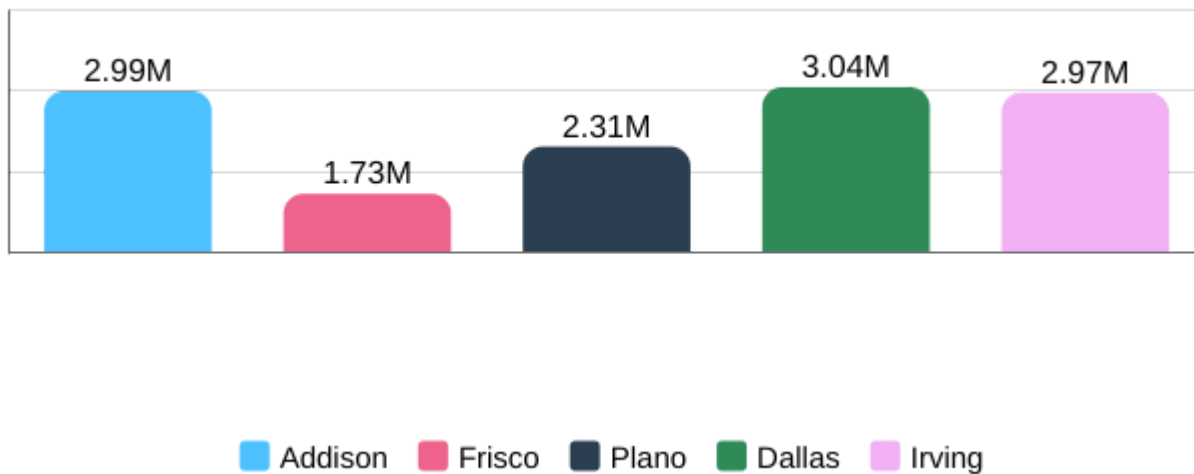
# Local Workforce Access

One of the primary reasons companies choose to establish a large office presence in Addison is its unmatched access to workforce talent. With **2.99 million workers living within a 30-minute drive**, Addison has a larger accessible workforce than any other competing municipality except for Dallas. This accessibility makes Addison an ideal location for businesses that rely on a large, skilled labor pool, particularly in office-based industries. The larger the available workforce, the easier it is for companies to attract and retain top talent, ensuring a steady supply of employees with the necessary skills and experience. Addison's strong position in this ranking allows businesses to tap into a deep, diverse talent pool, providing a competitive edge in recruitment and workforce stability.

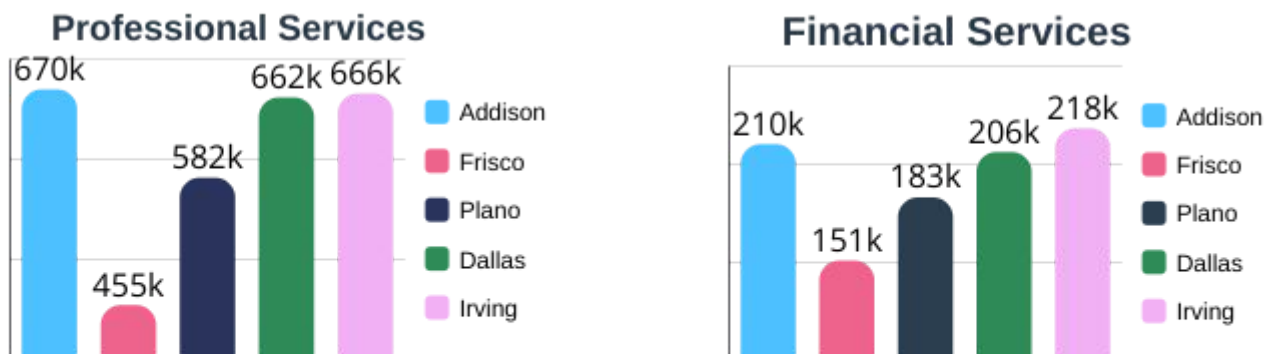
When looking specifically at Professional Services and Financial Services, Addison's workforce access is an even larger competitive advantage. **Within a 30-minute drive, Addison has access to 670,000 Professional Services workers**, surpassing all competitor municipalities. This high concentration of professional services talent further reinforces Addison's position as a prime location for corporate offices and consulting firms. For **Financial Services, Addison enjoys access to 210,000 workers within 30 minutes**, the highest number among competing municipalities, with the exception of Irving.

These workforce accessibility figures explain why so many companies, particularly in Professional and Financial Services, choose Addison as their office location.

## Workforce Within a 30 Minute Drive Time



## Workforce Within a 30 Minute Drive Time: Professional Services & Financial Services



# The Perfect Location

The reason Addison has access to such a large workforce is its geographical position—its central location within the DFW metroplex. Unlike other competing cities, Addison is surrounded by high-density residential areas in all cardinal directions, allowing it to pull from a wide range of workforce talent. The heatmap illustrates the geographic concentration of workers' places of residence across the region. Addison benefits from its ability to draw workers from every direction:

- North: Frisco and surrounding suburban developments
- Northeast: Plano and McKinney, two major residential centers
- East: Richardson, home to a mix of dense developments and residential neighborhoods
- Southeast/South: Dallas, the densest population center in the region
- Southwest: Irving, a mix of dense urban living and higher end residential communities
- West: Farmers Branch, Carrollton and Coppell, established suburban communities with easy access to Addison

This unique accessibility gives Addison a workforce advantage over other cities, which lack access to at least one cardinal direction. For example, Frisco has a very small workforce to its north, Dallas has limited access from the southeast, and Plano lacks workforce inflow from the northeast. Irving is the closest competitor in workforce access, but lower-density areas surrounding it limit its ability to pull from as broad a labor pool as Addison.

The circular graph quantifies workforce access by showing how many workers live within 10, 20, and 30 miles of Addison in each cardinal direction. Addison's geographic position is the key reason it has greater workforce access than competing municipalities within DFW. This abundance of available talent is a major factor in why so many companies choose to establish a presence in Addison and why the Town has such a high concentration of commercial space. Businesses benefit from this wider labor pool, gaining a competitive advantage in hiring and retention, which makes Addison an ideal location for industries that rely on strong workforce access.

