

Utahns Working from Home: A 2021 to 2024 Comparison

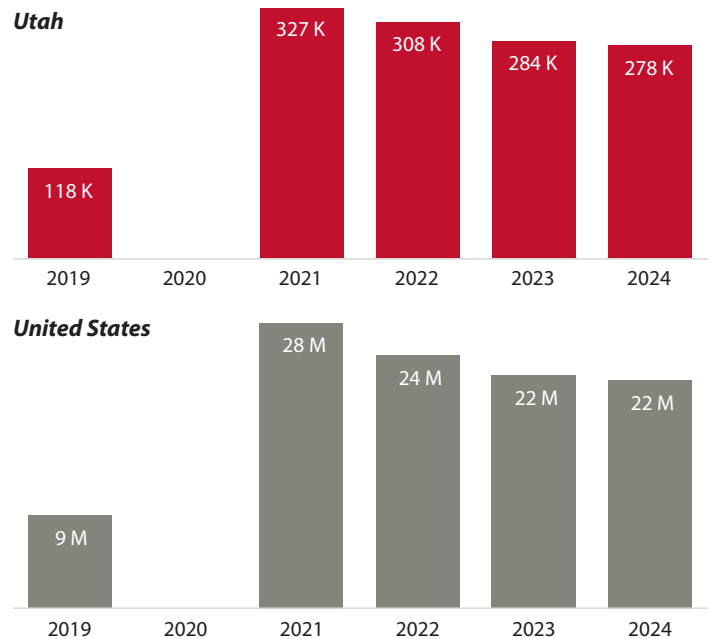
Between 2021 and 2024, the number of Utahns working from home fell from 327,000 to 278,000. As some workers returned to the office and others continued working from home, the composition of Utah's work-from-home population shifted. In 2024, 15.7% of working Utahns worked from home, down from 20.0% in 2021.

Work-From-Home Rates

After nearly tripling from 118,000 to 327,000 workers between 2019 and 2021, Utah's home-based workforce began to decline in 2022. Between 2021 and 2024, the number of Utahns working from home fell by 49,000, or 15%. In 2021, 1 in 5 Utah workers (20.0%) worked from home; in 2024, fewer than 1 in 6 did (15.7%).

National trends followed a similar trajectory. The number of Americans working from home jumped from 8 million in 2019 to 28 million in 2021, then dropped to 22 million in 2024 — a 20% decrease. Recently, the size of the home-based workforce in the U.S. has begun to stabilize, with declines slowing each year both nationally and in Utah.

Figure 1: Utah and U.S. Home-Based Workers, 2019 to 2024



Note: Data unavailable for 2020.

Source: U.S. Census Bureau American Community Survey 1-Year Estimates, 2019, 2021-2024

Who stopped working from home?

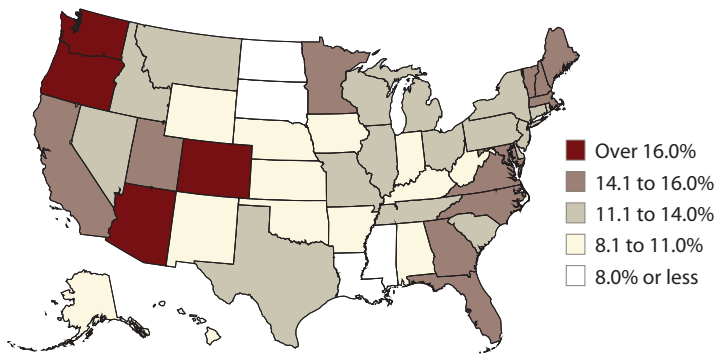
- **Government employees** – Fewer than 1 in 10 government workers in Utah now work from home, down from nearly 1 in 3 in 2021. Included in this group are public administration employees, such as court clerks, parole officers, and public health workers.
- **Utah's Pacific Islanders** – The share of Utahns of Native Hawaiian and Other Pacific Island backgrounds working from home dropped from 1 in 4 in 2021 to 1 in 10 in 2024, a bigger decrease than any other racial or ethnic group.
- **Noncitizens** – Between 2021 and 2024, the rate of noncitizens working from home was cut in half, from 15.1% to 7.2%. In 2024, Utahns who were citizens at birth worked from home at twice the rate of noncitizens (16.4%).*

* Noncitizens include lawful permanent residents (green card holders), refugees and asylees, temporary visa holders (such as foreign students and temporary workers), and immigrants lacking permanent legal status.

Who continues to work from home?

- **Information industry employees** – Nearly 2 in 5 Utahns employed in the information industry (39.8%) work from home. This rate has remained stable for the past three years.
- **High earners and Utahns with bachelor's degrees** – In 2024, 22.9% of workers earning \$75,000 or more and 23.1% of workers with bachelor's degrees worked from home.
- **Self-employed Utahns** – In 2024, 29.0% of self-employed Utahns worked from home, compared to 16.0% of private sector workers. The rate of self-employed Utahns working from home has increased since 2021.
- **Non-Hispanic White and Asian workers** – Workers identifying within these two groups work from home at higher rates than other racial and ethnic groups, with over 15% of workers based at home.

Figure 2: Share of Home-Based Workers by State, 2024



Source: U.S. Census Bureau, 2024 American Community Survey 1-Year Estimates

National Context

Nationwide, working from home is most common in the West. In 2024, five western states ranked among the top ten work-from-home states: Colorado (2nd), Oregon (3rd), Washington (4th), Arizona (5th), and Utah (9th).

What changed?

In 2019, Utah ranked 3rd in the nation for its high share of home-based workers. As more people shifted to remote work during the COVID-19 pandemic, Utah's ranking dropped to 12th in 2021. Since then, working from home has declined more sharply in other states, especially Massachusetts, New Jersey, and Maryland. As a result, Utah rose to 9th in state rankings in 2024.

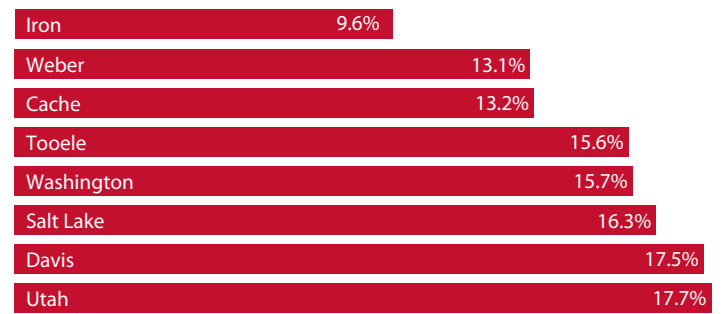
Work-from-Home Rates by County

Among Utah's most populated counties, Utah (17.7%), Davis (17.5%), Salt Lake (16.3%), Washington (15.7%), and Tooele (15.6%) reported the highest rates of working from home in 2024. Lower shares of workers work from home in Cache (13.2%), Weber (13.1%), and Iron (9.6%) counties.

What changed?

After the COVID-19 pandemic sharply increased work-from-home rates across all of Utah's large counties, only Cache and Washington counties maintained these elevated rates over the following years. From 2021 to 2024, the share of residents working from home peaked and then declined in Salt Lake, Utah, Davis, Weber, and Tooele counties. Meanwhile, Cache County's share of home-based workers has remained high since 2021. In Washington County, similar shares of workers worked from home in 2021, 2022, and 2024.

Figure 3: Work-from-Home Rates by County, 2024

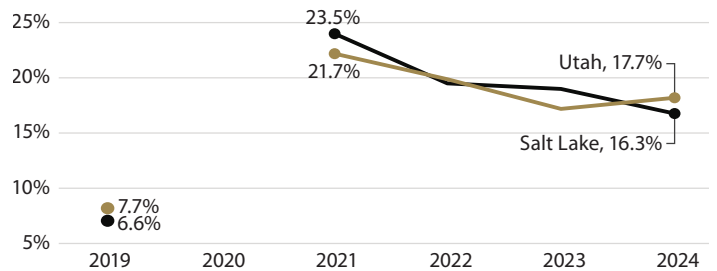


Note: Annual data is only available for counties with 65,000 residents. Rates in Utah, Davis, Salt Lake, Washington, and Tooele counties are statistically similar.

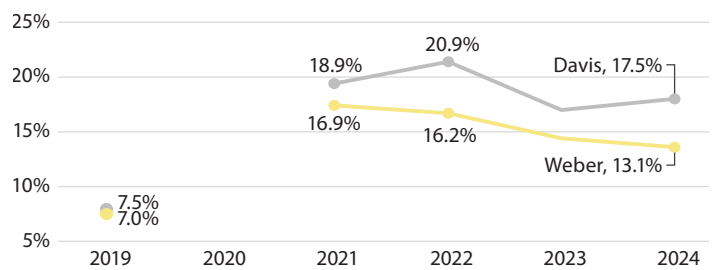
Source: U.S. Census Bureau, 2024 American Community Survey 1-Year Estimates

Figure 4: Work-from-Home Rates by County, 2019 to 2024

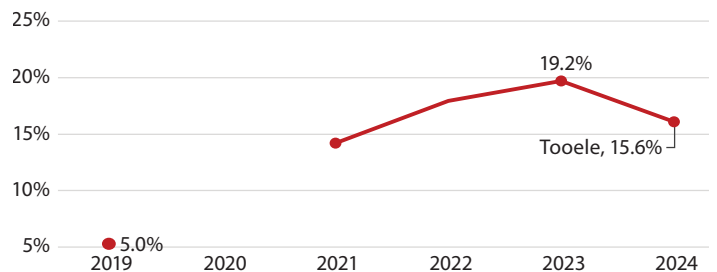
2021 Peak



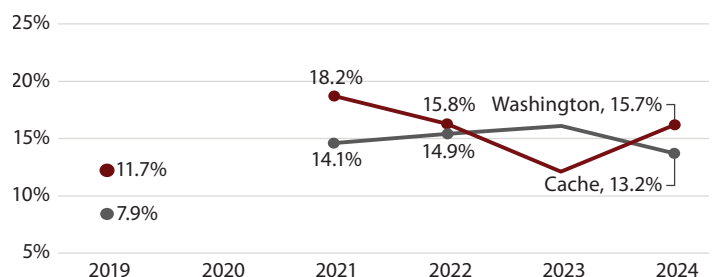
2021–2022 Peak



2023 Peak



Sustained Levels



Note: Share of workers 16 and over. Data unavailable for 2020.

Source: U.S. Census Bureau, American Community Survey 1-Year Estimates, 2019, 2021–2024

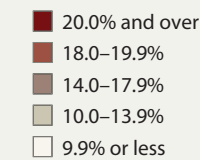
What about Rural Utah?

Single-year information is not available for counties with fewer than 65,000 residents. However, 5-Year Estimates from the American Community Survey provide insights for all 29 of Utah's counties.

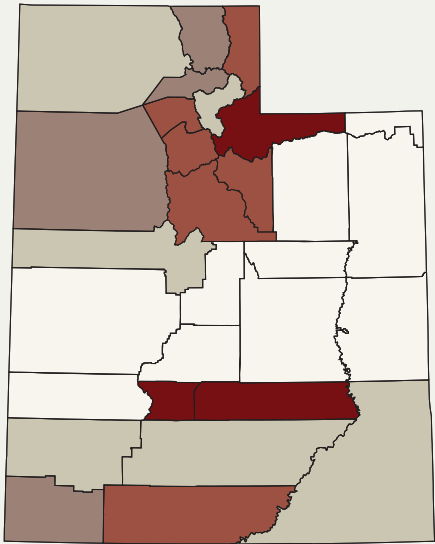
Piute, Summit, and Wayne counties reported Utah's highest work-from-home rates between 2020 and 2024, according to the most recent available data. All three counties reported similar rates above 20%. Kane, Wasatch, and Rich counties followed, with rates comparable to those reported along the Wasatch Front.

Rural counties have Utah's lowest work-from-home rates. Daggett, Carbon, Emery, Duchesne, Millard, Uintah, Sanpete, Grand, and Beaver counties all reported work-from-home rates below 10%.

Figure 5: Work-From-Home Rates by County, 2020-2024



Note: Share of workers 16 and over.
Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2020-2024



Employment Characteristics

Industry

Three industries stand out with especially high shares of Utahns working from home. Nearly 2 in 5 Utahns employed in the information industry (39.8%) work from home. About one-third of Utahns employed in professional, scientific, management, administrative, and waste management services (33.3%) and in finance, insurance, and real estate and leasing (32.3%) report working from home. In contrast, working from home is least common in agriculture, forestry, fishing, hunting, and mining (5.0%) and the arts, entertainment, recreation, accommodation, and food service industries (6.6%).

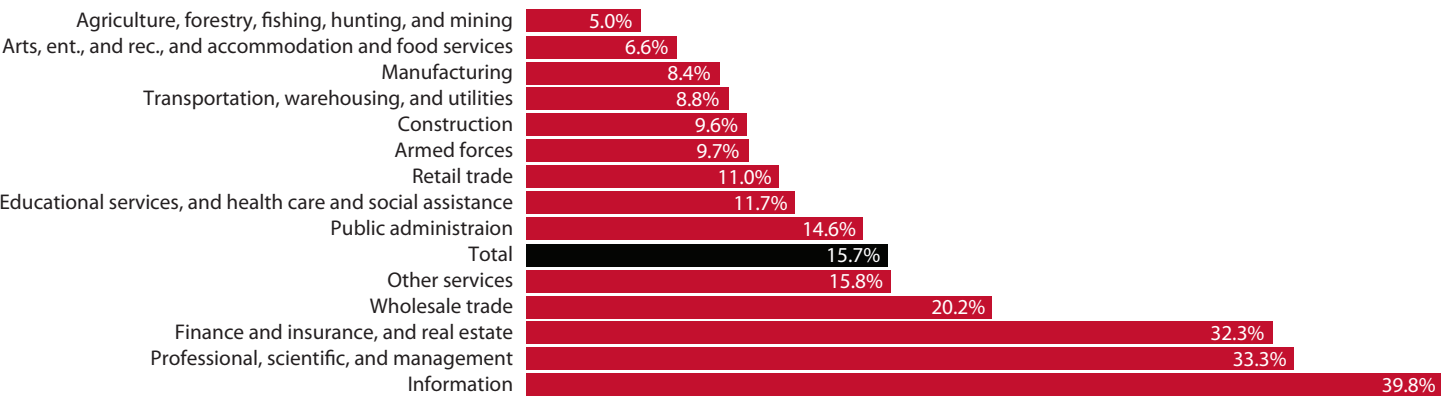
Employment Terms

Industry is a group of businesses that produce a product or provide a service (i.e., construction).

Class of worker identifies whether an individual is self-employed, works in the private sector, or works in government, referring to the ownership of a worker's employing organization.

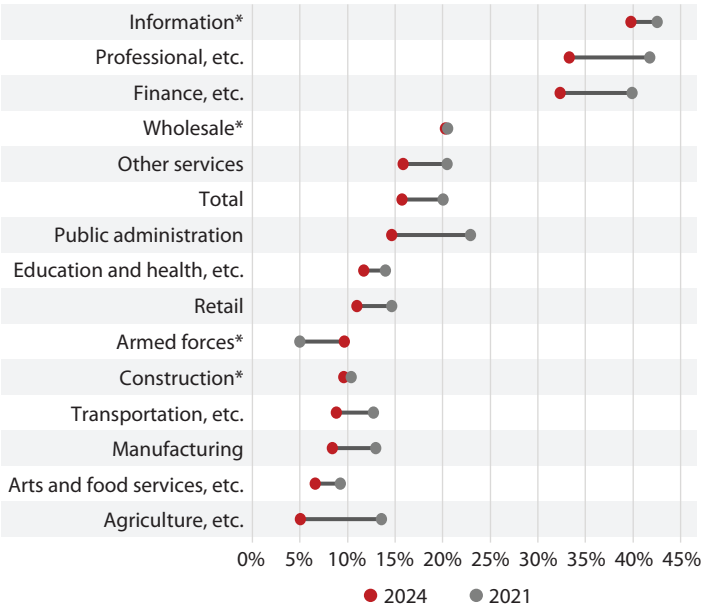
Occupation is the kind of work a person does at their job (i.e., building inspector, roofer).

Figure 6: Utah Work-From-Home Rates by Industry, 2024



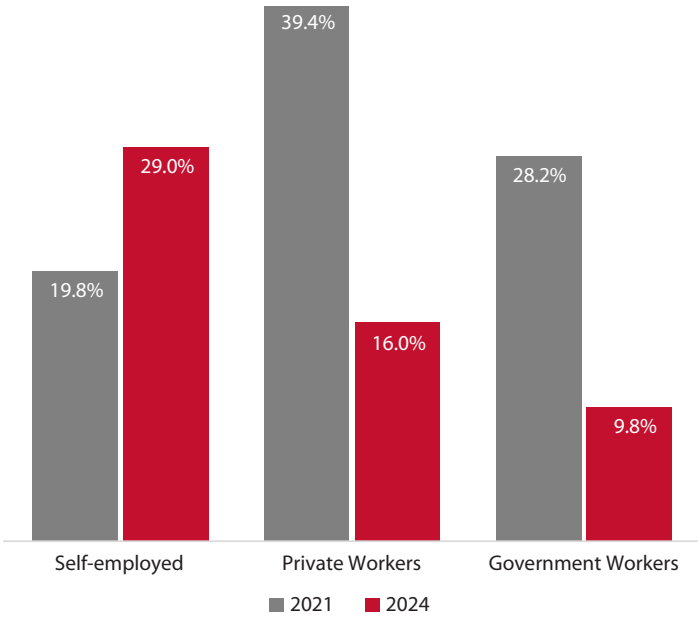
Note: "Professional, scientific, and management" includes administrative and waste management. "Finance and insurance, and real estate" includes rental and leasing. "Arts, ent., and rec." stands for Arts, entertainment, and recreation.
Source: U.S. Census Bureau, 2024 American Community Survey 1-Year Estimates

Figure 7: Utah Work-from-Home Rates by Industry, 2021 and 2024



Note: *Rates for 2021 and 2024 are statistically similar. For full industry names, see Figure 6.
Source: U.S. Census Bureau, American Community Survey 1-Year Estimates, 2021 and 2024

Figure 8: Utah Work-from-Home Rates by Class of Worker, 2021 and 2024



Note: Unpaid family workers not shown.
Source: U.S. Census Bureau, American Community Survey 1-Year Estimates, 2021 and 2024

What changed?

Working from home decreased in 11 of 16 Utah industries between 2021 and 2024, with the top three industries for working from home remaining the same. The top-ranking industry, information, maintained its work-from-home rate over that period. Likewise, the low shares of home-based workers in construction, wholesale, and the armed forces changed little. Although professional, scientific, and management services and finance, insurance, real estate, and leasing continue to report the second and third highest shares of home-based workers, both experienced declines of more than 7.0 percentage points. Similar declines occurred in public administration and agriculture, forestry, fishing, hunting, and mining.

Class of Worker

In 2024, nearly 3 in 10 (29.0%) self-employed Utahns worked from home, while workers employed by private companies worked from home at about half that rate (16.0%). Government workers in Utah are the least likely to work from home— less than 1 in 10 (9.8%) do.

What changed?

In 2021, Utahns employed by private companies worked from home at the highest rate, with nearly 2 in 5 (39.4%) private workers doing so. This rate dropped sharply to 16.0% in 2024. The share of government workers working from home decreased from 28.2% to 9.8% over this period. In contrast, the share of self-employed workers working from home increased from 19.8% to 29.0%.

Occupation

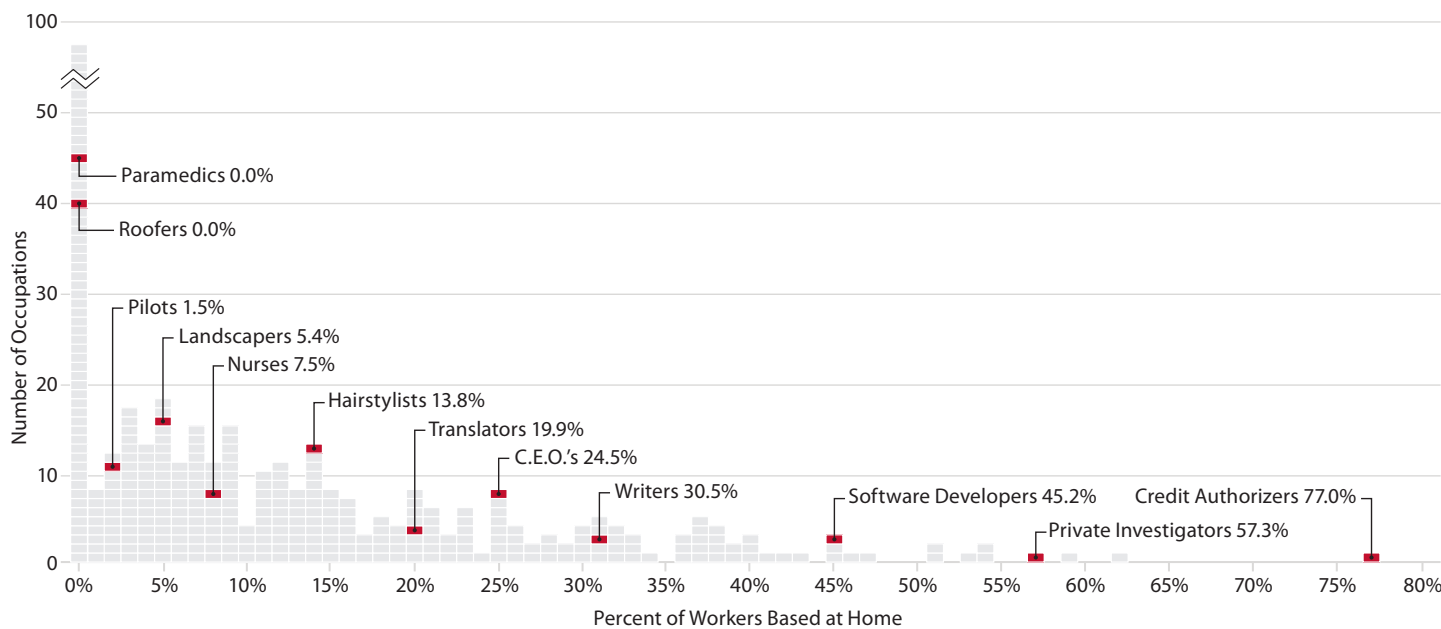
Work-from-home rates vary widely by occupation. About 1 in 4 occupations¹ in Utah don't include any home-based workers. Many of these jobs are in the fields of health care, production, construction, and installation, maintenance, and repair. Examples include dentists, aircraft mechanics, and tile installers. More than one quarter of workers work from home in 1 in 5 occupations,, with some of the highest work-from-home rates found among credit authorizers (77.0%), loan clerks (58.7%), private investigators (57.3%), software developers (45.2%), and graphic designers (42.9%). Over half of Utah's home-based workers are employed in management, sales, office, and administrative support, or computer and mathematical occupations.

What changed?

Between 2021 and 2024, the number of home-based workers decreased in 48% of occupations (held by at least 500 Utahns). Overall, about 10% of occupations saw home-based work disappear entirely, including veterinarians, welding workers, and substance abuse counselors. Another 15.8% of all occupations experienced a 50% reduction in home-based workers. Occupations with especially large declines included other managers,² customer service representatives, bookkeeping clerks, post-secondary teachers, and receptionists.

Over the same period, the number of Utahns working from home increased in 37.2% of occupations. Insurance agents, inspectors, health services managers, and software developers added the most home-based workers over this period.

Figure 9: Utah Occupations by Work-From-Home Rate, 2024



Note: Occupations held by 500 Utahns. Percentage of workers 16 and older.
Source: U.S. Census Bureau, 2024 American Community Survey 1-Year Microdata Sample

Table 1: 10 Utah Occupations with Largest Increases and Decreases in Home-Based Workers, 2021 to 2024

Largest Increases

Occupation	2021 to 2024 Change
Insurance Sales Agents	1,000 to 1,999
Inspectors, Testers, Sorters, Samplers, And Weighers	
Medical And Health Services Managers	
Software Developers	
Other Mathematical Science Occupations	
Information Security Analysts	
Social And Community Service Managers	
Computer And Information Systems Managers	
Graphic Designers	
Other Office and Administrative Support Workers	500 to 999

Largest Decreases

Occupation	2021 to 2024 Change
Other Managers	-5,000 to -5,999
Customer Service Representatives	-3,000 to -3,999
Bookkeeping, Accounting, And Auditing Clerks	-2,000 to -2,999
Postsecondary Teachers	
Receptionists And Information Clerks	
Data Entry Keyers	-1,000 to -1,999
Other Engineers	
Business Operations Specialists, All Other	
Hairdressers, Hairstylists, And Cosmetologists	
Real Estate Brokers And Sales Agents	

Note: Of occupations held by 500 Utahns in 2024.
Source: U.S. Census Bureau, 2021 and 2024 American Community Survey 1-Year Microdata Sample

Demographic Characteristics

Sex

In Utah, women work from home at higher rates than men. In 2024, 17.3% of employed women worked from home compared to 14.4% of working men. This same gap exists nationwide, with 14.8% of women working from home compared to 12.0% of men.

What changed?

For the past decade, Utah women worked from home at higher rates than men, so differences in rates by sex in 2024 are not new. For both men and women, the share of workers based at home has decreased since 2021.

Age

Working from home is reported uniformly by workers age 25 and older, with similar shares reported across all age groups over 25. Workers ages 20 to 24 and 16 to 19 work from home at much lower rates—8.3% and 5.4%, compared to 17.0% to 18.1% among older age groups.

What changed?

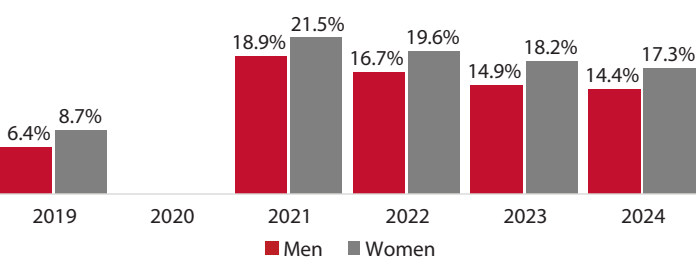
Before the pandemic, work-from-home rates increased with age. However, the 2024 landscape differs, matching the pattern seen in 2021, in which similar shares of working-age adults (25+) worked from home, and smaller shares of workers age 16 to 24 worked from home.

Figure 10: Utah’s Work-From-Home Rate by Sex, 2024



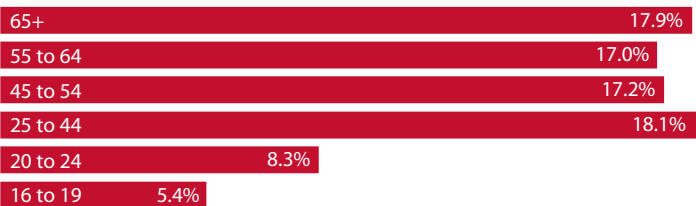
Note: Of workers 16 and older.
Source: U. S. Census Bureau, American Community Survey 2024 1-Year Estimates

Figure 11: Utah’s Work-From-Home Rate by Sex, 2019 to 2024



Note: Of workers 16 and older. Data unavailable for 2020.
Source: U. S. Census Bureau, American Community Survey 2024 1-Year Estimates

Figure 12: Utah Work-from-Home Rates by Age, 2024



Source: U. S. Census Bureau, American Community Survey 2024 1-Year Estimates

Race

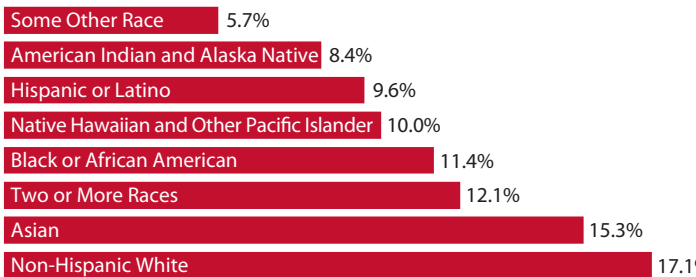
Non-Hispanic White and Asian Utahns work from home at higher rates than other racial and ethnic groups, with over 15% of workers based at home. In contrast, Utahns identifying as Some Other Race or American Indian and Alaska Native report the lowest work-from-home rates, under 9.0%.

What changed?

Between 2021 and 2024, shares of home-based workers decreased for all racial and ethnic groups except Black or African American workers and American Indian and Alaska Native workers. The small shares of home-based workers in 2021 for both these groups changed minimally over the next three years.

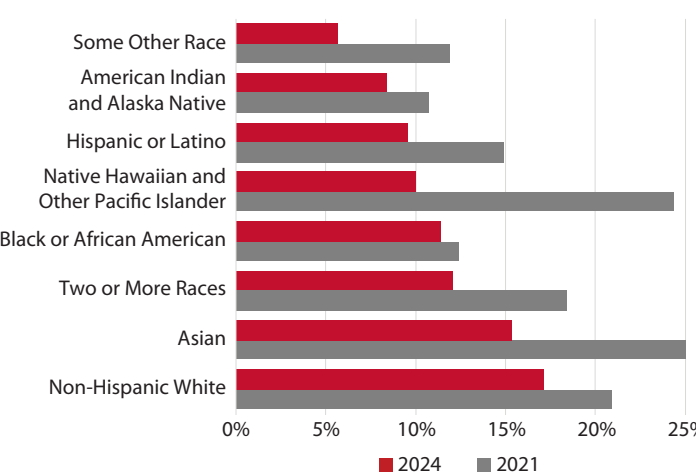
In 2021, Asian, Native Hawaiian and Other Pacific Islander, and non-Hispanic White workers were most likely to work from home. Between 2021 and 2024, work-from-home rates for Native Hawaiian and Other Pacific Islander workers dropped from 24.3% to 10.0% — more drastically than any other racial or ethnic group.

Figure 13: Utah Work-From-Home Rates by Race and Ethnicity, 2024



Note: High margins of error limit the accuracy of rates for Black or African American and Native Hawaiian and Other Pacific Islander Utahns. All race groups except Non-Hispanic White and Hispanic include Hispanic and non-Hispanic individuals.
Source: U. S. Census Bureau, American Community Survey 2024 1-Year Estimates

Figure 14: Utah Work-from-Home Rates by Race and Ethnicity, 2021 and 2024



Nativity and Language

Utahns who are U.S. citizens work from home at higher rates than those who are not U.S. citizens. Citizens at birth work from home at a rate of 16.4%, while naturalized citizens do so at a similar rate of 14.4%. Both groups work from home at about twice the rate of noncitizens (7.2%).

Among Utahns who work from home, 87.1% speak only English, compared to 81.8% of all workers. Compared with Utah's overall workforce, a smaller share of Utahns who work from home speak Spanish.

What changed?

In 2021, naturalized U.S. citizens and noncitizens worked from home at similar rates, notably below the rates for citizens at birth. Between 2021 and 2024, rates of noncitizens working from home decreased drastically. Meanwhile, rates for naturalized citizens remained stable, and rates for citizens born in the U.S. dropped to meet them.

The language demographics of Utahns who work from home did not change significantly between 2021 and 2024.

Movers and Non-Movers

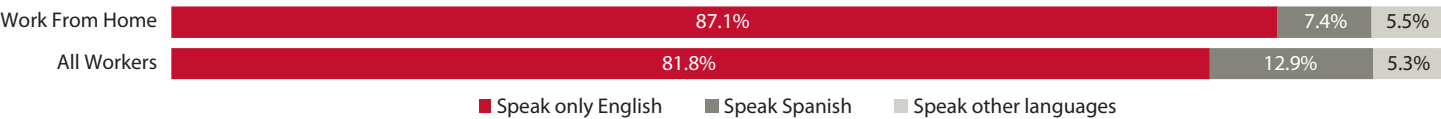
Utahns who have lived in their home for more than one year are more likely to work from home than those who recently moved. About 1 in 8 (12.2%) residents who relocated from other parts of Utah or other U.S. states worked from home in 2024, compared to 1 in 6 Utahns (16.7%) without a recent move. Residents who moved to Utah from abroad were least likely to work from home, at just 8.8%.

What changed?

In 2021, Utahns who relocated in the previous year worked from home at higher rates (21.0%) than non-movers (19.6%). This relationship reversed in 2023, when recent movers became less likely than non-movers to work from home.

Work-from-home rates decreased for both movers and non-movers between 2021 and 2024, with rates for Utahns who relocated in the previous year decreasing 8.8 percentage points, while rates for non-movers dropped just 2.9 percentage points.

Figure 15: Utah Workers and Home-Based Workers by Language Spoken at Home, 2024



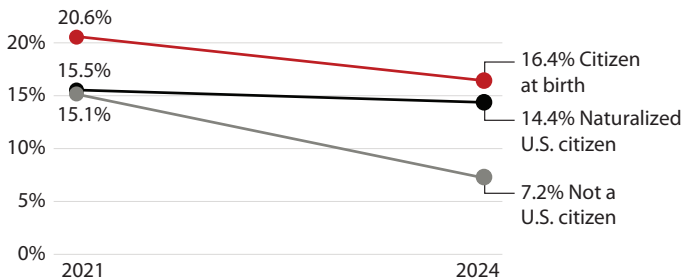
Source: U.S. Census Bureau, 2024 American Community Survey 1-Year Estimates

Figure 16: Utah Work-from-Home Rates by Citizenship, 2024



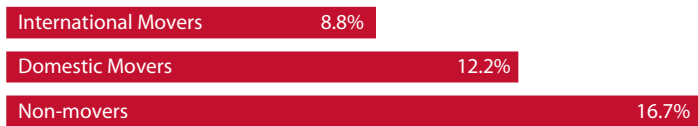
Note: *Rates for naturalized U.S. citizens and citizens at birth are statistically similar. Noncitizens include lawful permanent residents (green card holders), refugees and asylees, temporary visa holders (such as foreign students and temporary workers), and immigrants lacking permanent legal status.
Source: U.S. Census Bureau, 2024 American Community Survey 1-Year Estimates

Figure 17: Utah Work-from-Home Rates by Citizenship, 2021 and 2024



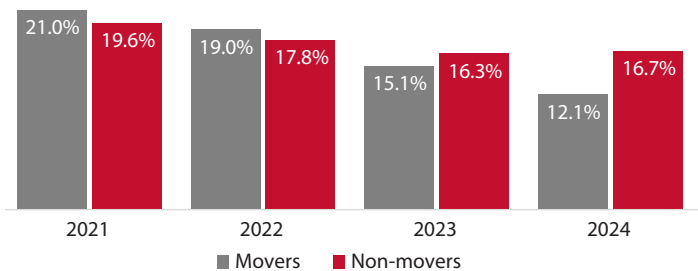
Note: Noncitizens include lawful permanent residents (green card holders), refugees and asylees, temporary visa holders (such as foreign students and temporary workers), and immigrants lacking permanent legal status
Source: U.S. Census Bureau, 2021 and 2024 American Community Survey 5-Year Estimates

Figure 18: Work-from-Home Rates by Mobility Status Over the Past Year, 2024



Note: Percentage of workers 16 and older who worked from home. Non-movers lived in the same house 1 year ago. Domestic movers lived in a different house in the United States or Puerto Rico 1 year ago.
Source: U.S. Census Bureau, 2024 1-Year American Community Survey Microdata

Figure 19: Work-from-Home Rates for Utah Movers and Non-Movers, 2021 to 2024



Note: Movers include Utah residents who moved into their home in the previous 12 months, relocating from elsewhere in Utah, other states, or abroad.
Source: U.S. Census Bureau, 2021 to 2024 1-Year American Community Survey Microdata

Socioeconomic Characteristics

Education

Working from home is most common among college-educated Utahns, with rates rising alongside educational attainment. Just under 6% of Utahns without high school diplomas work from home, compared to 10.1% of high school graduates, 14.9% of Utahns with associate degrees or some college, and 23.1% of Utahns with bachelor's degrees or higher.

What changed?

Similar trends appeared in 2021. Work-from-home rates decreased for all educational attainment groups between 2021 and 2024.

Income and Earnings

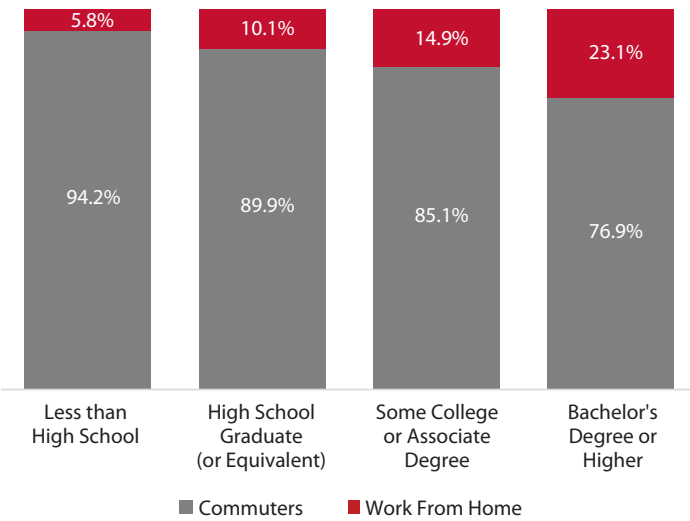
Utahns with higher earnings work from home at higher rates than lower earners. In 2024, 22.9% of workers earning \$75,000 or more worked from home, compared to 15.0% of workers earning \$50,000 to \$74,999 and 12.4% of those earning \$25,000 to \$49,999. Compared to workers who commute, home-based workers report lower poverty rates and higher median earnings.

What changed?

Earnings among Utahns who worked from home increased greatly between 2019 and 2021, rising 42.1%, while earnings for workers overall increased just 5.4%. These differences reflect shifting demographics within Utah's home-based workforce during the COVID-19 pandemic. Between 2021 and 2024, earnings for both home-based workers and all workers increased less than 4%.

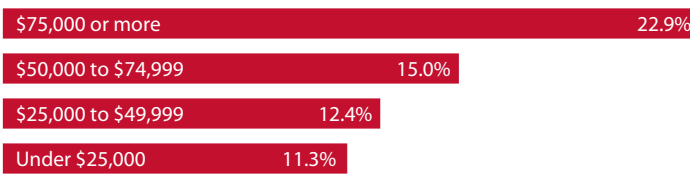
Utah's poverty rates tell a similar story. In 2019, 5.5% of home-based workers experienced poverty, similar to the 5.6% of Utah workers overall. By 2021, lower poverty rates differentiated home-based workers (3.4%) from workers overall (4.9%). Poverty rates in 2024 reflect this same difference (3.2% and 4.6%, respectively).

Figure 20: Utahns Who Commute and Work-from-Home by Educational Attainment, 2024



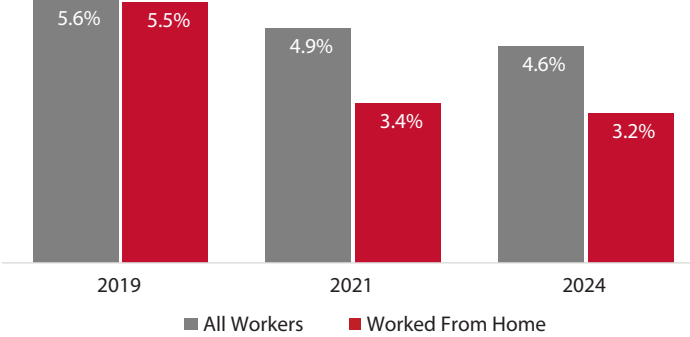
Note: Workers 16 and older.
Source: U.S. Census Bureau, 2024 1-Year American Community Survey Microdata

Figure 21: Utah Work-from-Home Rates by Earnings Over the Last 12 Months, 2024



Note: Workers 16 years or over with earnings. Earnings in 2024 inflation-adjusted dollars.
Source: U. S. Census Bureau, American Community Survey 2024 1-Year Estimates

Figure 22: Utah Poverty Rates by Work-From-Home Status, 2019, 2021, and 2024



Note: Workers 16 years and over. Below 100% of the poverty level in the past twelve months.
Source: U.S. Census Bureau, 2019, 2021, and 2024 American Community Survey 1-Year Estimates

Endnotes

1. Of occupations that employed 500+ Utahns in 2024.
2. Census Bureau occupational codes list 33 types of managers. "Other Managers" includes management positions that do not fall within the other 32 management categories. Examples include loss prevention managers, compliance managers, and wind energy operations managers.