

Georgia's

GUIDE TO WORKFORCE INTELLIGENCE



2007

GEORGIA DEPARTMENT OF LABOR
MICHAEL L. THURMOND, COMMISSIONER

Georgia

ANNUAL REPORT

ANALYSIS

Georgia Department of Labor
Michael L. Thurmond, Commissioner

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GEORGIA DEPARTMENT OF LABOR

148 ANDREW YOUNG INTERNATIONAL BLVD., N.E. ♦ ATLANTA, GEORGIA 30303-1751

MICHAEL L. THURMOND
COMMISSIONER

Dear Fellow Georgians:

The Georgia Department of Labor is pleased to provide this annual edition of Georgia's Guide to Workforce Intelligence. This information highlights local, regional and state labor markets that provide the goods and services for local consumption, as well as our export markets throughout the nation and overseas. We depend on quality labor market information to assist in monitoring current economic conditions, to measure our progress and to plan for the future.



Every day we receive information from a variety of sources in multiple media formats. The facts and figures presented here in the form of graphs, charts and maps provide a snapshot of Georgia's population, labor force, industries and occupations.

This publication is designed to inform policy makers and to stimulate discussion of the economic and demographic trends that are impacting our great state and nation. Our goal to build a world-class workforce in Georgia is within our reach. Quality data will help us to accomplish this objective.

Sincerely,

Michael L. Thurmond

An Equal Opportunity Employer

Report Overview

For the fourth year in a row, employment continued to grow in Georgia during 2007. The establishment survey, which counts non-farm jobs by place of work, showed that Georgia's rate of non-farm job growth (1.4 percent) outpaced the national rate of job growth (1.1 percent) in 2007. Georgia's net gain of 57,900 jobs, however, fell short of the 87,900 jobs created in 2006 and far short of the 102,700 jobs created the previous year.

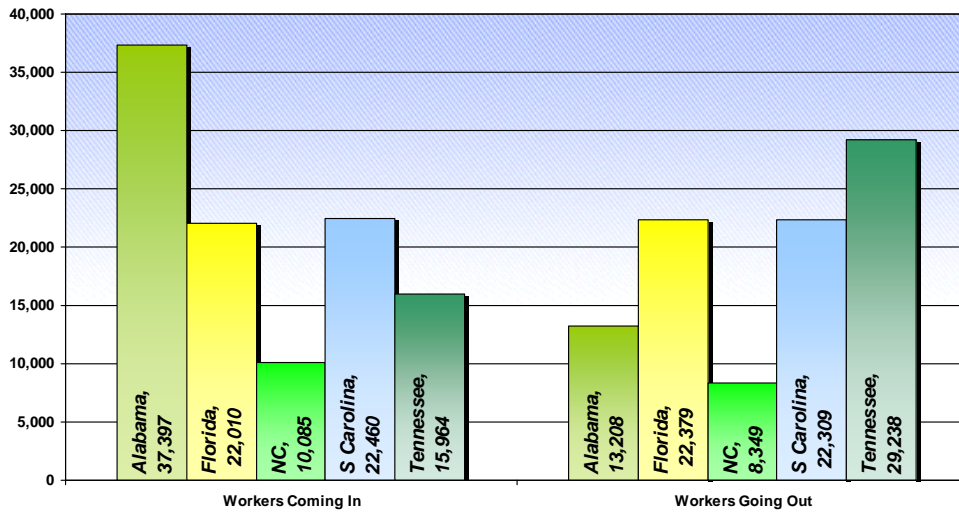
With the rate of job growth slowing, job separations increased and more Georgians filed claims for unemployment insurance benefits in 2007 than the year before, but only by a small margin. During the same period, however, there were fewer large-scale reductions-in-force in the state. As a result, fewer individuals filed initial claims for unemployment insurance as a result of mass layoffs or closings.

In December 2007, Georgia ranked fifth in the nation for over-the-year employment growth (not seasonally adjusted) behind Texas, Florida, California and New York. At the same time, Georgia tied for eighth place in the nation in terms of percentage rate of job growth.

The household survey, used to calculate the civilian labor force and unemployment rate in the states and the nation, also showed employment growth in Georgia. The civilian labor force, which counts employed and unemployed persons by place of residence, grew by 1.7 percent in Georgia in 2007, compared to 1.1 percent for the nation. The employment component of the civilian labor force differs from non-farm employment by including agricultural workers, individuals who are self-employed, and unpaid family and private household workers.

The year ended with Georgia's unemployment rate lower than the national average. Georgia remains a destination for workers looking for a better job, employers looking for a better place to do business, and entrepreneurs looking for customers with money to spend. The following report examines the state and local labor markets in Georgia and the various components that define the challenges and opportunities that lie ahead.

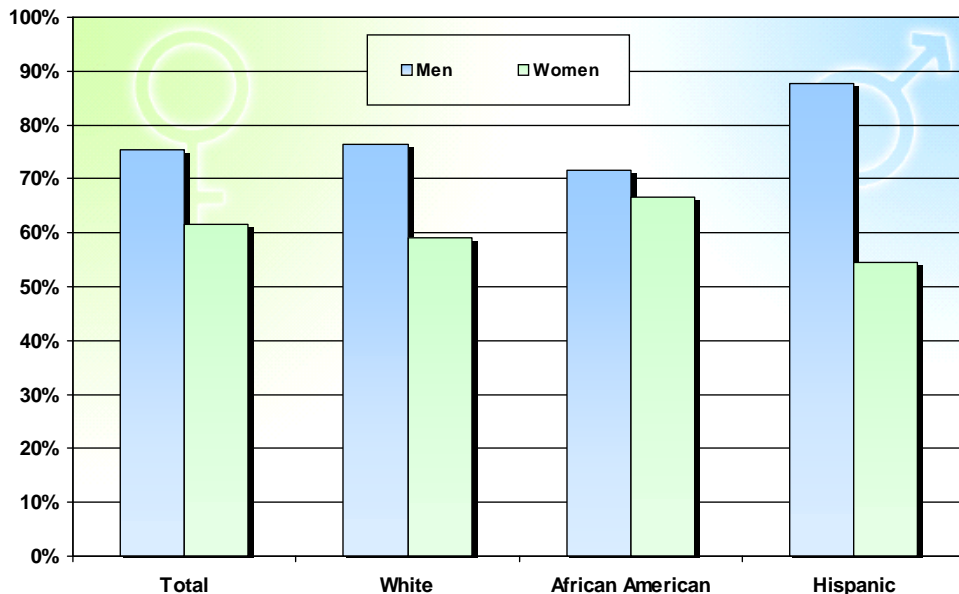
Georgia Jobs and Georgia Workers



Data Source: U.S. Census Bureau; Local Employment Dynamics

Many people cross state lines to go to work. This type of labor market commuting supports the potential of regional economic and workforce development planning. With the exception of Alabama and Tennessee, there is almost an even exchange of workers between Georgia and bordering states.

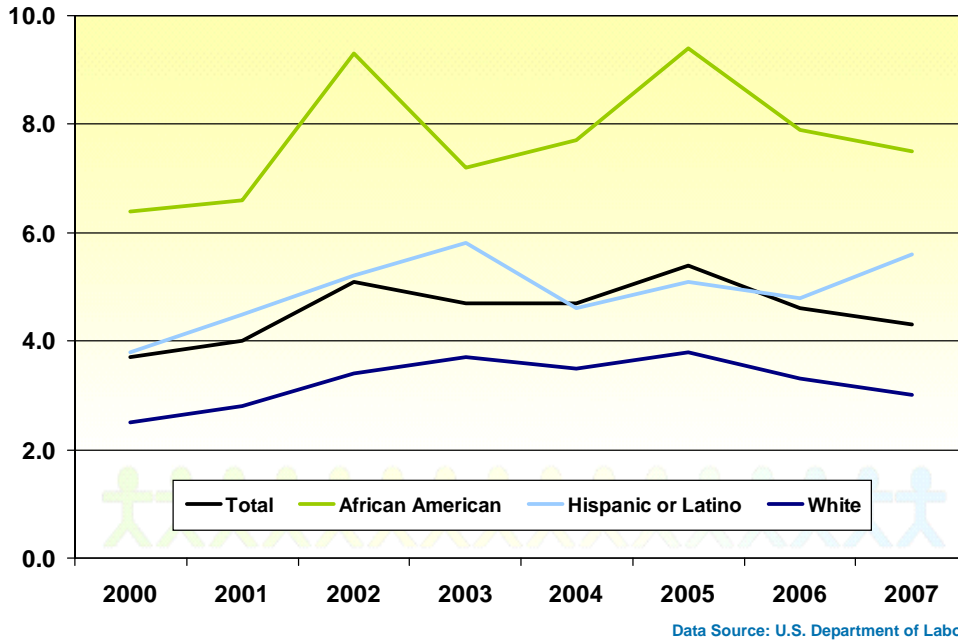
2007 Labor Force Participation Rates for Men and Women in Georgia



Data Source: U.S. Department of Labor

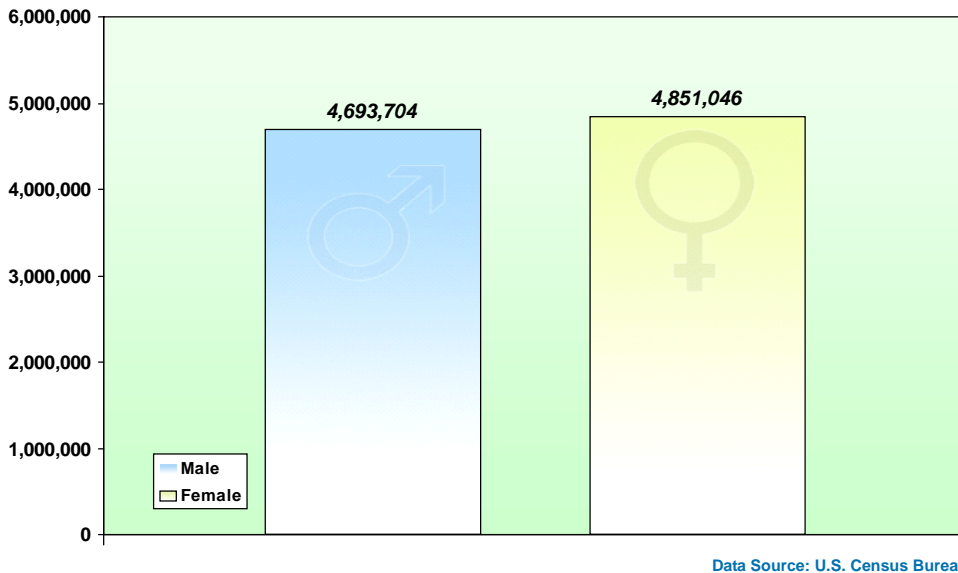
Labor force participation rates represent the percentage of people aged 16 and over that are either working or actively looking for work. While men slightly outnumber women in the labor force, men have traditionally participated at higher rates than women. However, that gap is closing. Participation rates between Hispanic men and women vary the most widely, and there are more than twice as many Hispanic men in the labor force as women. African American men and women have the closest participation rates but there are about 100,000 more African American women in the labor force than men.

Georgia Unemployment Rates by Race and Ethnicity



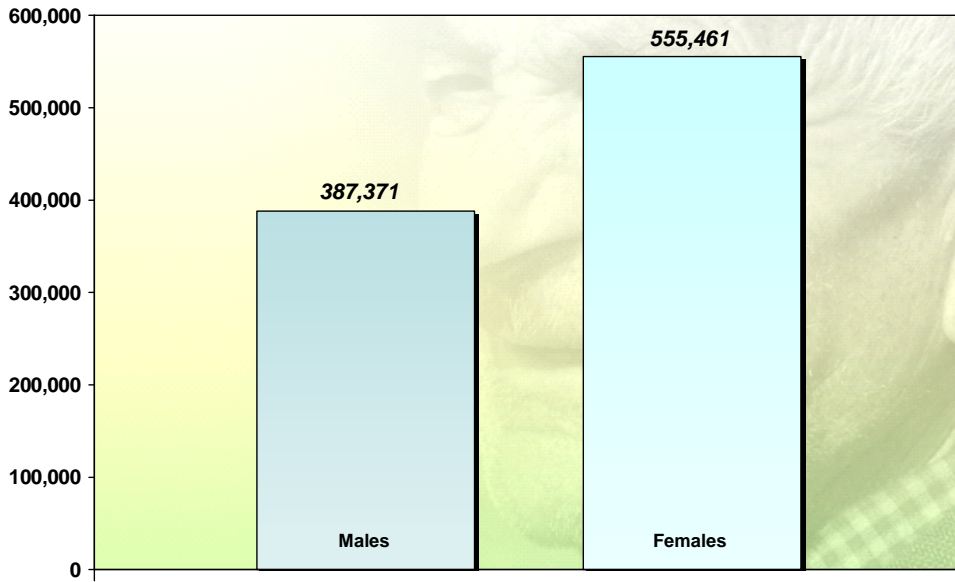
African Americans have the highest unemployment rate in Georgia among racial and ethnic groups. Unemployment rates for Whites and Hispanics track closely to the total unemployment rate. The total unemployment rate continued a two-year downward trend in 2007 but the rate for Hispanics increased primarily due to a downturn in industries employing large numbers of this cohort.

Georgia's Population by Gender 2007



Women outnumbered men by nearly 160,000 in 2007. Georgia's population increased by 200,000 over the past year and grew at a rate of 2.2 percent, compared to the national growth rate of 1.0 percent. Georgia's rate of growth was double that of the nation's during the 90's and so far this decade Georgia's population has grown by 16.6 percent, compared to 7.2 percent for the U.S.

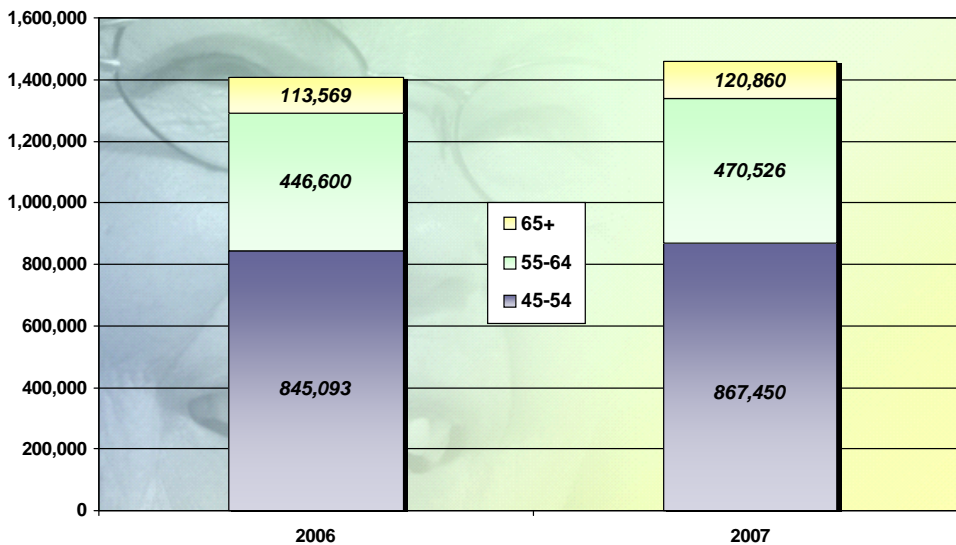
Georgia's Population by Gender 65 Years and Older - 2007



Data Source: U.S. Census Bureau

The gender division of males and females may be nearly equal in the labor force and in the general population, but differences in life expectancy for males (75.2) and females (80.4) can be seen most clearly after age 65. The gender gap of 160,000 mentioned in the previous graph is clearly evident in the 65 and over age group.

Employment by Age: Older Workers Years Ending June 2006 & June 2007

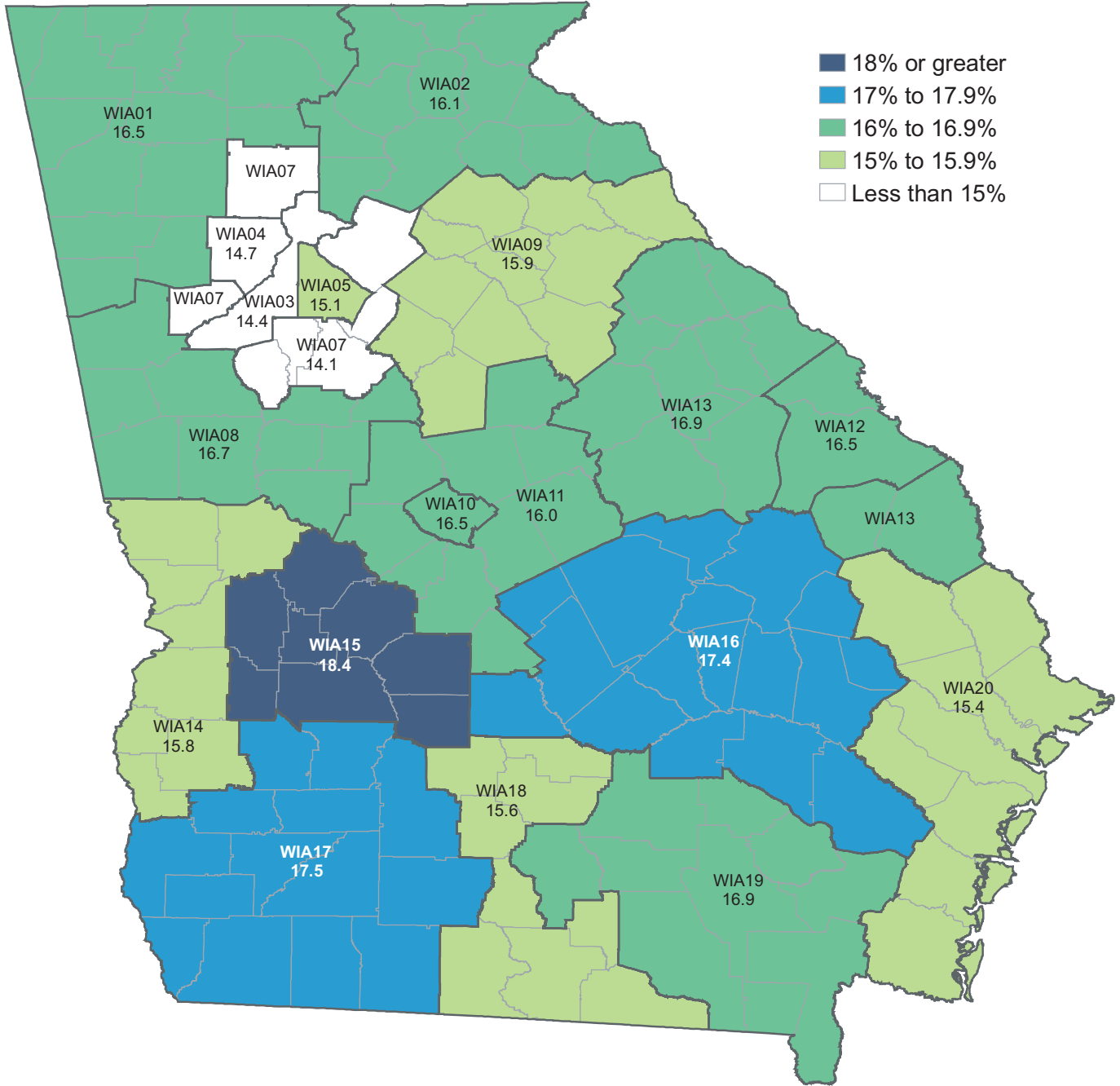


Data Source: U.S. Census Bureau; Local Employment Dynamics

The workforce is aging and the 45-and-over workforce is growing. Market forces may compensate for the retiring baby boomers (now 44 to 62 years old) just as the labor market expanded to accommodate their entry during the 60's, 70's and into the 80's. Although the oldest baby boomers are now eligible for Social Security, it remains to be seen when they will retire.

Percentage of Workers Age 55 and Over in Georgia Workforce Investment Act Areas

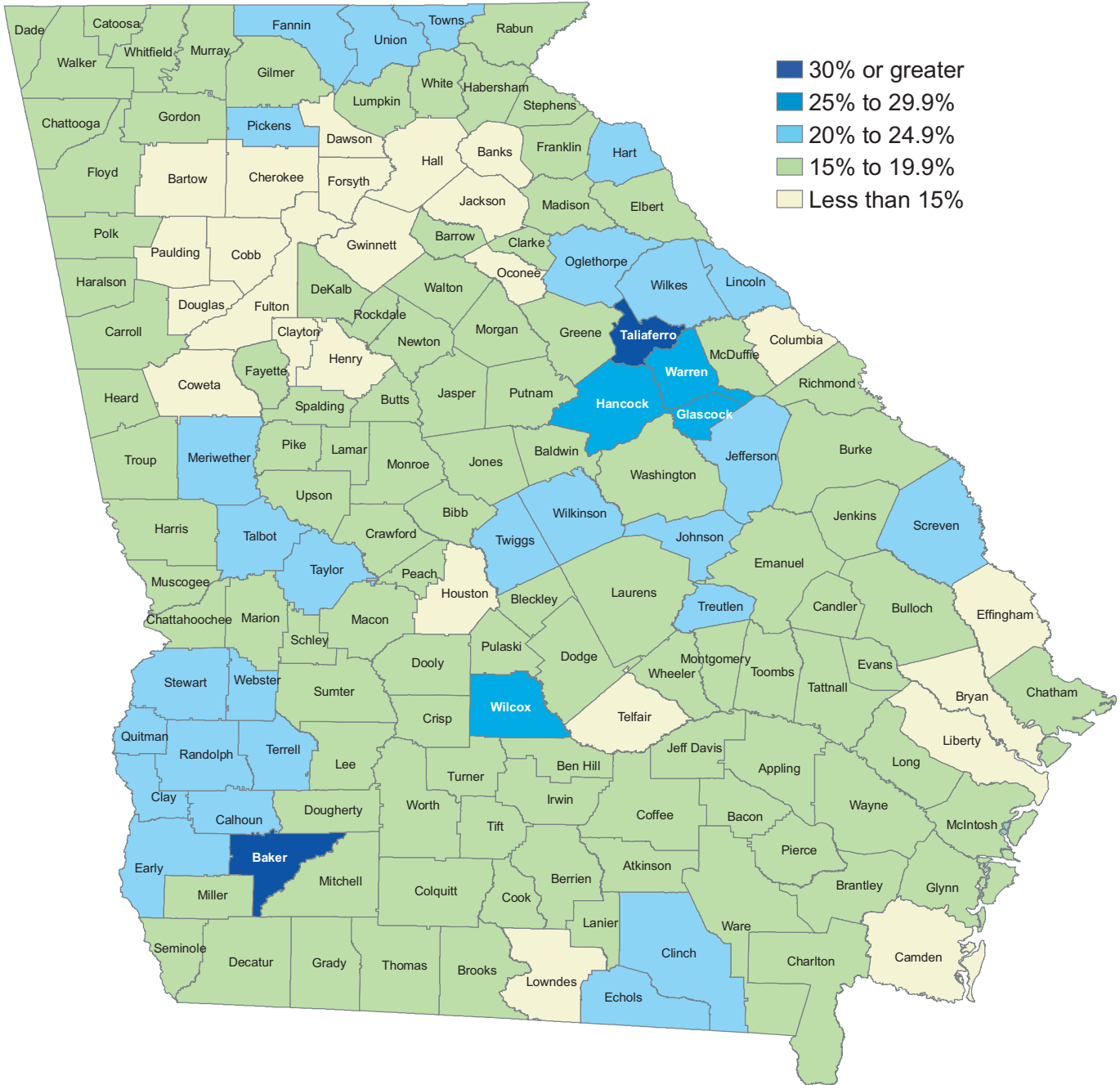
Second Quarter 2007



Data Source: U.S. Census Bureau; Local Employment Dynamics

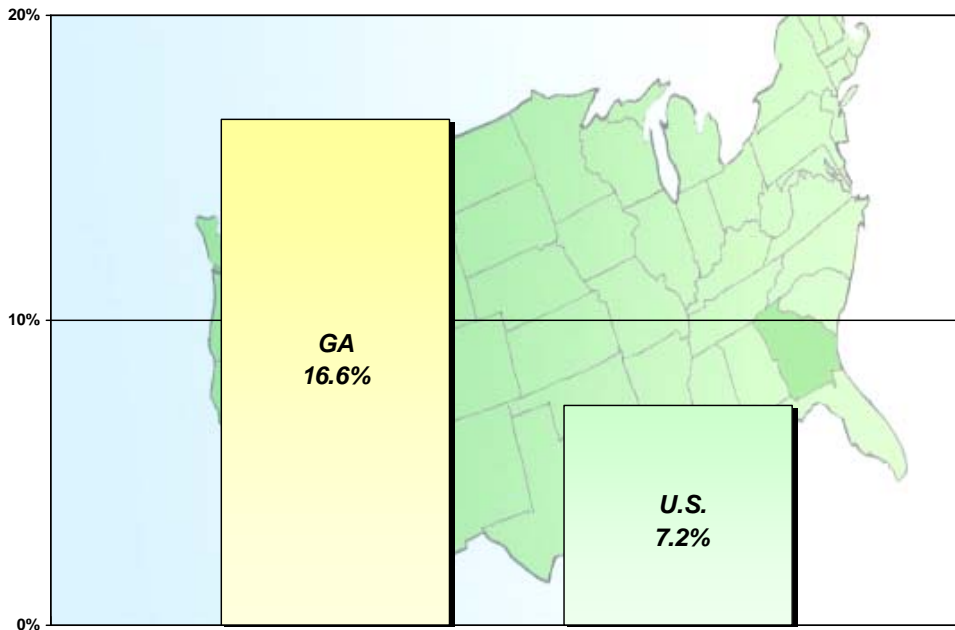
Percentage of Workers Age 55 and Over in Georgia Counties

Second Quarter 2007



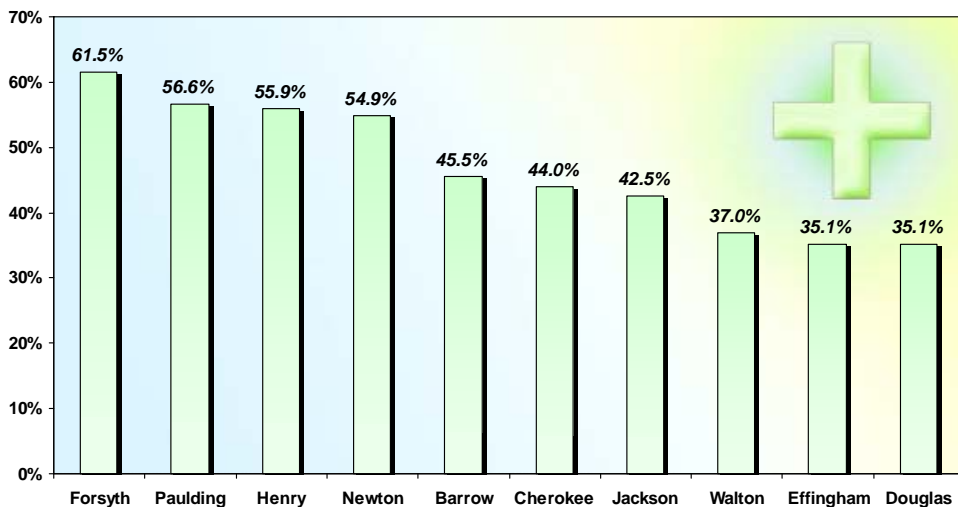
Data Source: U.S. Census Bureau; Local Employment Dynamics

GA and U.S. Population Percent Change 2000-2007



Data Source: U.S. Census Bureau

Georgia's Fastest Growing Counties 2000 - 2007



Data Source: U.S. Census Bureau

Georgia has the ninth largest population in the nation and is likely to be the eighth largest by the end of this decade. Of the eight states larger than Georgia, only two (Texas at #2 and Florida at #4) are also at double-digit rates of growth. Georgia is also the fourth fastest growing state in the nation behind Nevada, Arizona and Utah.

Georgia's top ten fastest growing counties also rank in the top 50 nationwide. Eight are part of the Atlanta-Sandy Springs-Marietta Metropolitan Statistical Area (MSA) and one, Effingham, is part of the Savannah MSA. Jackson County stands alone as the only non-metro county in this fastest growing group, but it is flanked on three sides by the Athens, Atlanta and Gainesville metro areas. Georgia has seven other counties among the 100 fastest growing in the U.S. Gwinnett stands out among this group of fast-growing Georgia counties by ranking in the top 100 in the U.S. both in terms of size (#68) and growth rate (#74).

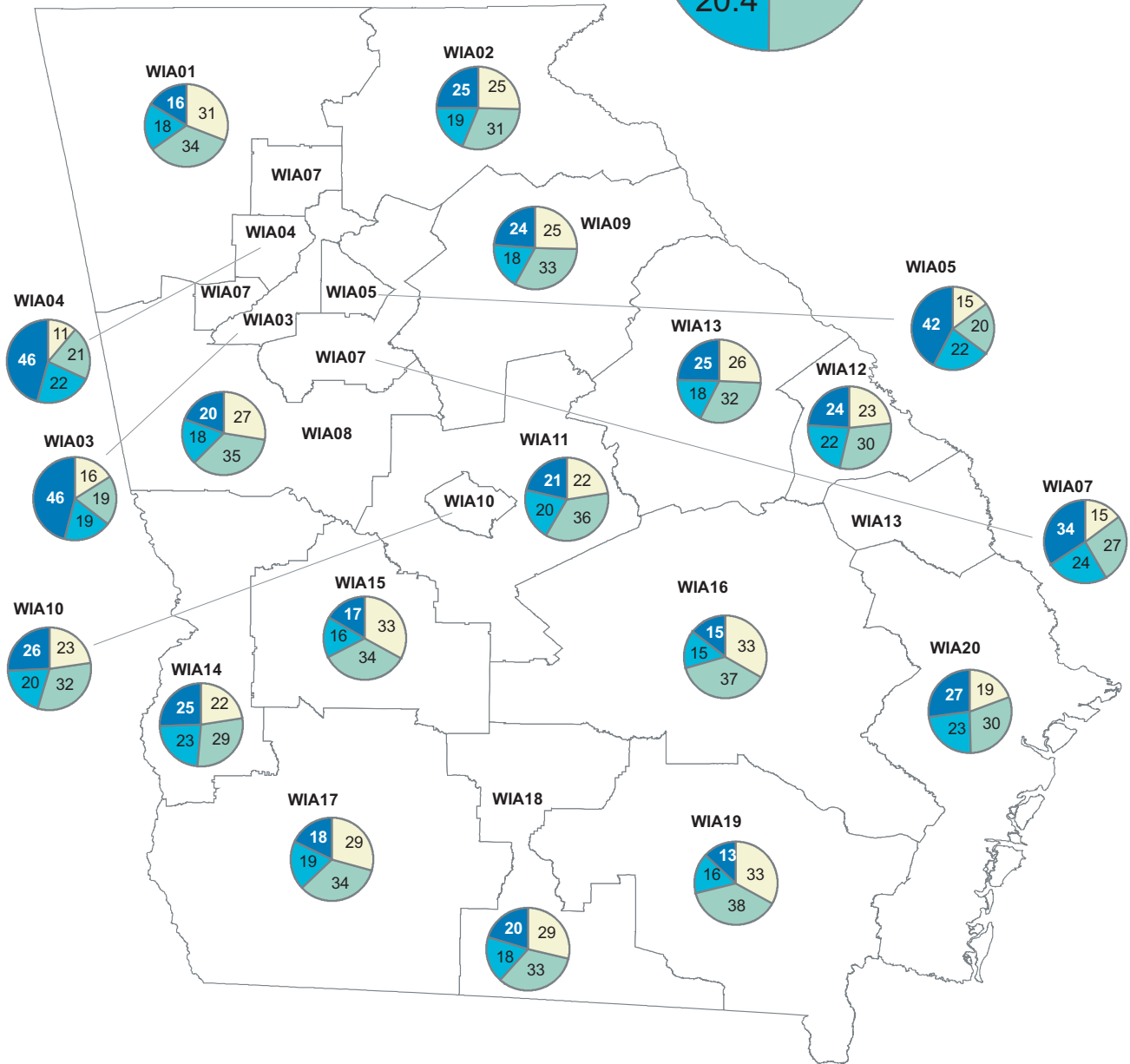
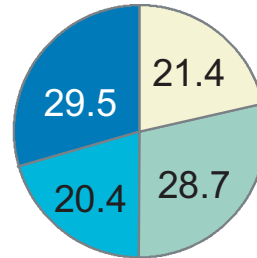
Georgia Educational Attainment by Percentages in Georgia Workforce Investment Act (WIA) Areas

Census 2000

Highest Education Level

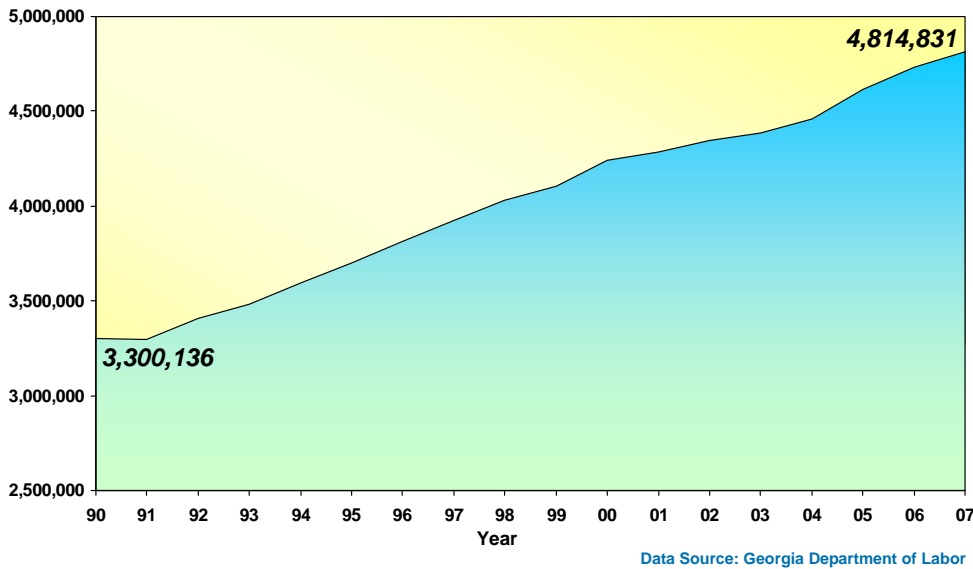
- Attended College, Earned Degree(s)
- Attended College, No Degree Earned
- High School Graduate (or Earned GED)
- Did Not Graduate from High School (or Earn a GED)

Statewide



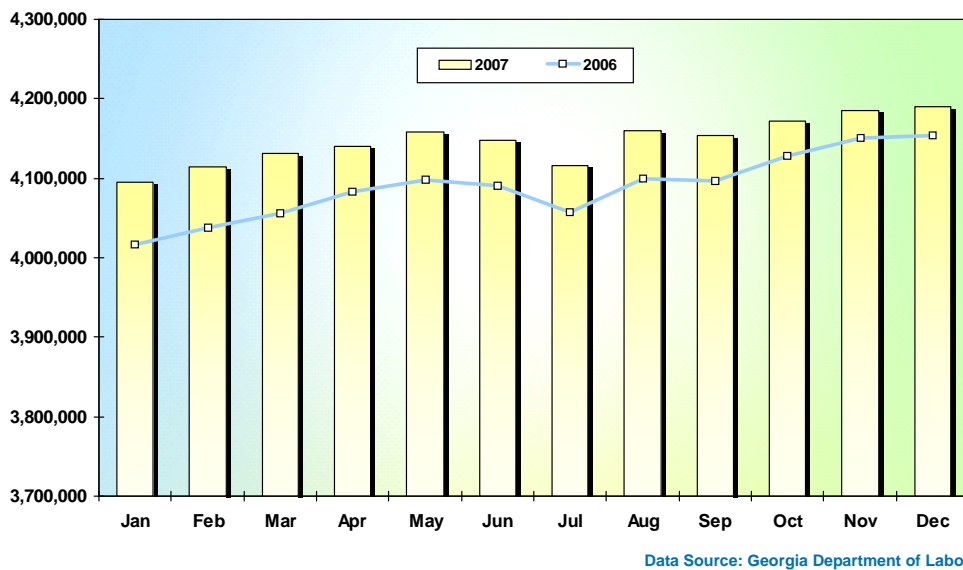
Data Source: U.S. Census Bureau

Georgia Civilian Labor Force 1990 - 2007



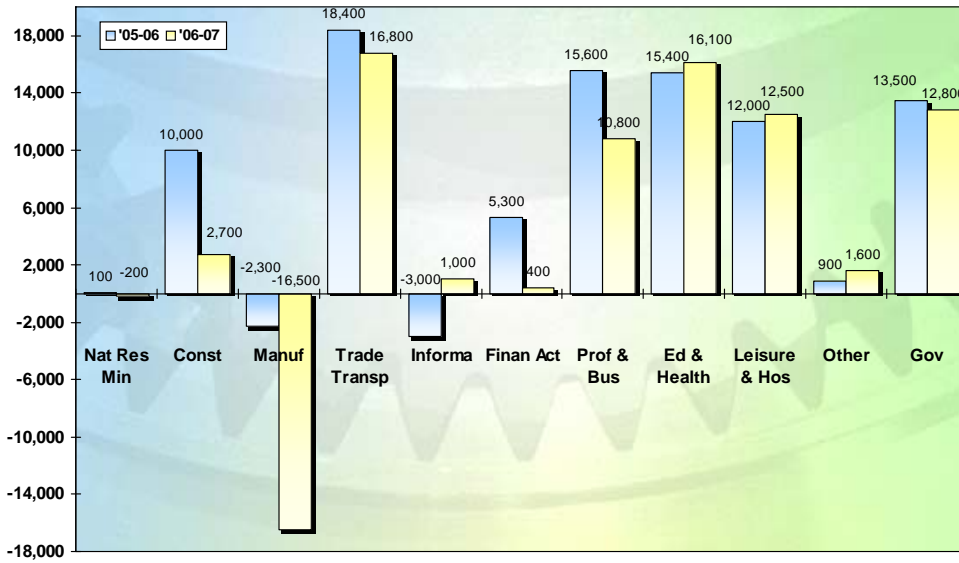
The labor force is made up of slightly more than two-thirds of the 16-and-over population. As a large and fast-growing state, Georgia attracts many working-age people that move here specifically for employment opportunities. The size of the labor force actually declined in 1991 when Georgia lost 54,000 non-farm jobs. Slight declines in labor force growth can also be seen during periods of slow or declining job growth in the first few years of the current decade. Retirees moving to Georgia are not counted in the labor force unless they are working or looking for work.

Georgia Nonfarm Employment 2006 & 2007



In 2006, Georgia's economy grew by 87,900 jobs. The months adding the most jobs that year were August (+42,000 jobs) and October (+31,400 jobs). In 2007, 57,900 jobs were added to state payrolls with the months of February (+20,500 jobs) and August (+44,100 jobs) showing the greatest individual job gains.

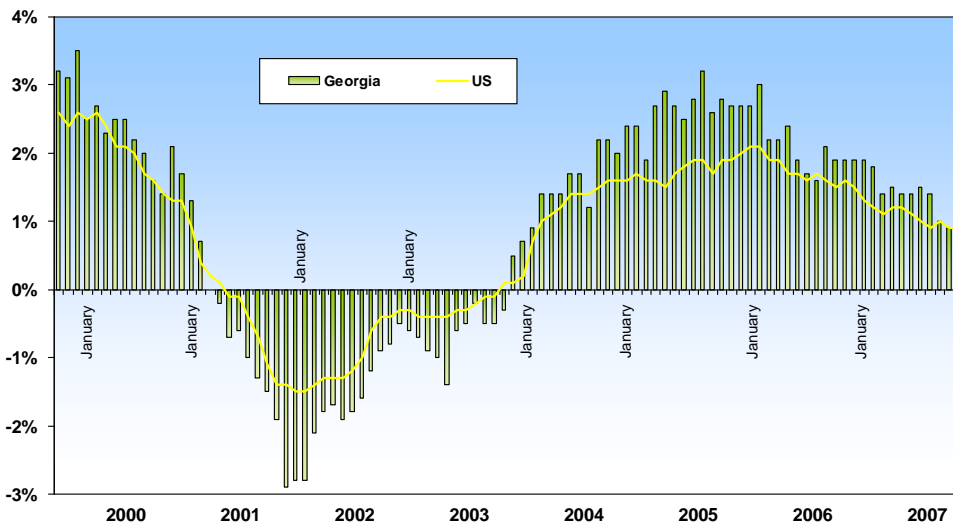
Georgia Industry Employment Numerical Change 2006 and 2007



Data Source: Georgia Department of Labor

Georgia gained 87,900 jobs in 2006 but only 57,900 in 2007. Most of the super-sectors showed some growth, but the reduction in 2007 is seen most dramatically in Manufacturing jobs lost. Manufacturing has lost jobs in nine of the last ten years and while the losses in 2007 were larger than the year before, they were less severe than the losses incurred in 2001 and 2002. Employment in the troubled housing and mortgage markets registered only moderate growth in Construction and just marginal growth in Financial Activities. One bright spot was the turnaround in the Information super-sector, although the net gain was small.

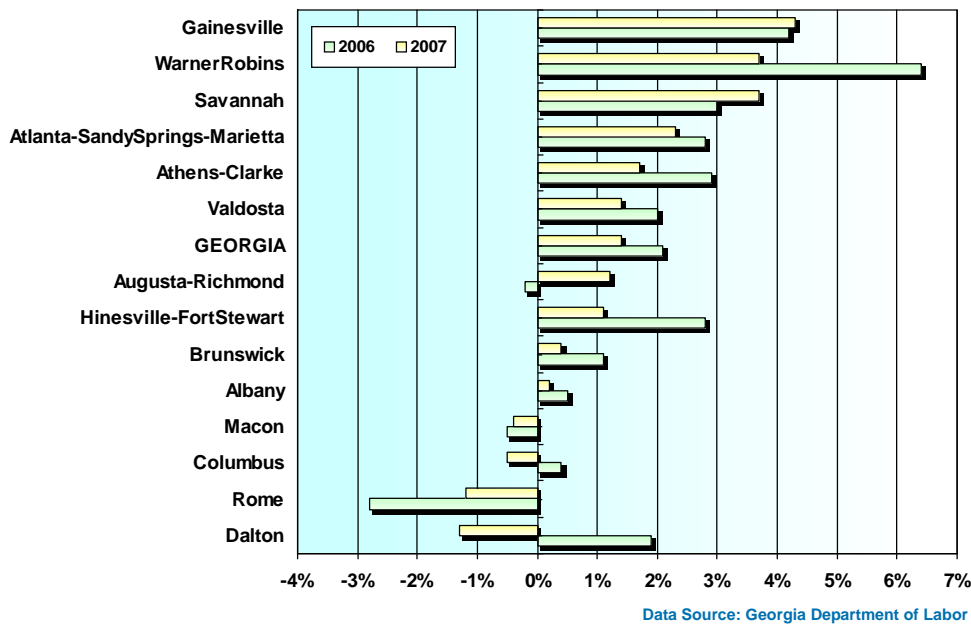
Over-the-Year Percent Change in Jobs 2000 - 2007 Georgia - US



Data Source: U.S. Department of Labor and Georgia Department of Labor

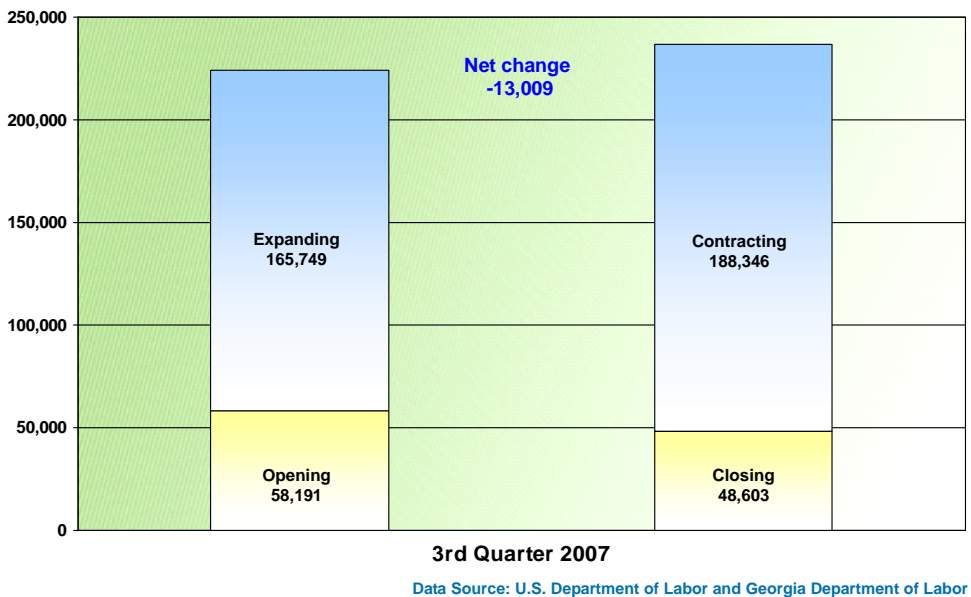
Georgia's annualized job growth has exceeded the national rate every month but two since January 2004. As job creation slowed during the last quarter of 2007, Georgia's annualized job growth rate equaled that of the nation. By November, Georgia's job growth has dropped below one percent.

Georgia & Metropolitan Statistical Areas Annual Employment Growth Rates 2006 & 2007



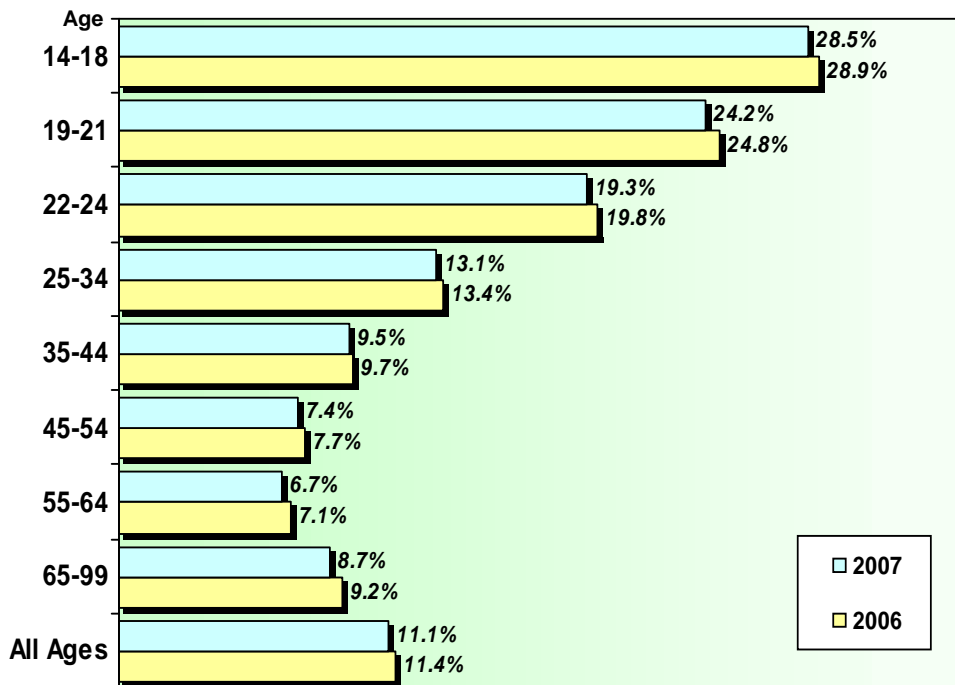
Ten of Georgia’s fourteen Metropolitan Statistical Areas added jobs in 2007. Gainesville led the metro areas with the fastest rate of growth by adding jobs in both goods producing and service producing industries plus job growth in the Local Government sector. Losses in Dalton, Rome and Columbus can be attributed to losses in goods producing industries. Employment in Macon declined due to job losses in Business and Professional Services.

Georgia Private Sector Gross Job Gains and Gross Job Losses 3rd Quarter 2007



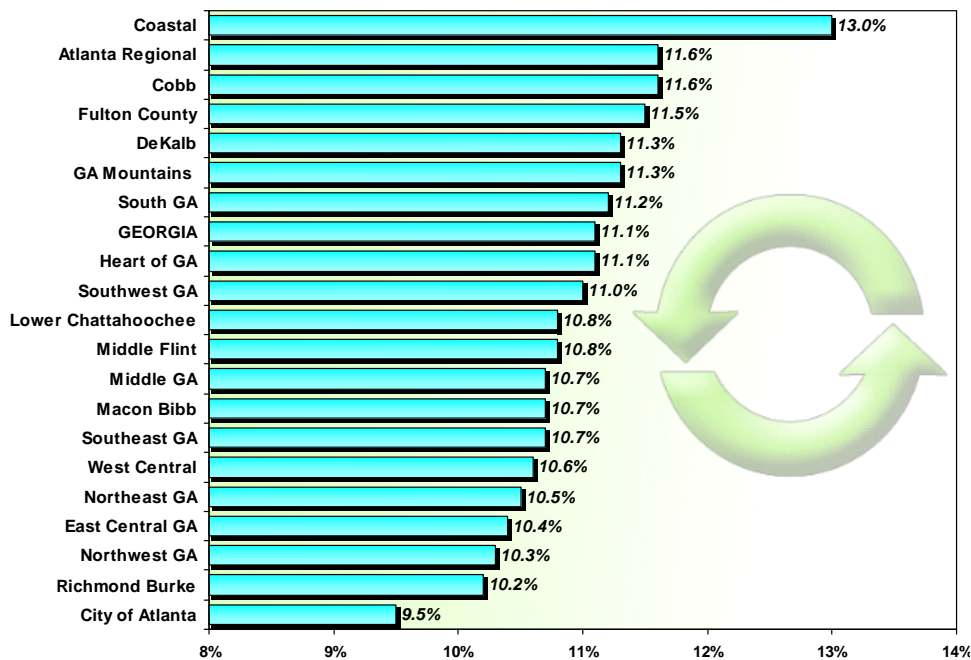
Business Employment Dynamics tracks changes in employment at private establishments and reveals the “churning” that occurs in the job market each quarter. Hundreds of thousands of workers start jobs and leave jobs each calendar quarter in the state of Georgia. The net change indicates whether the state gains or loses jobs in the private sector. This chart identifies job gains that come from expanding or opening establishments and job losses that occur when establishments contract or close.

Georgia Turnover By Age Group Years Ending June 2006 and June 2007



Data Source: U.S. Census Bureau; Local Employment Dynamics

Annual Average Turnover By WIA Area: Year Ending June 2007

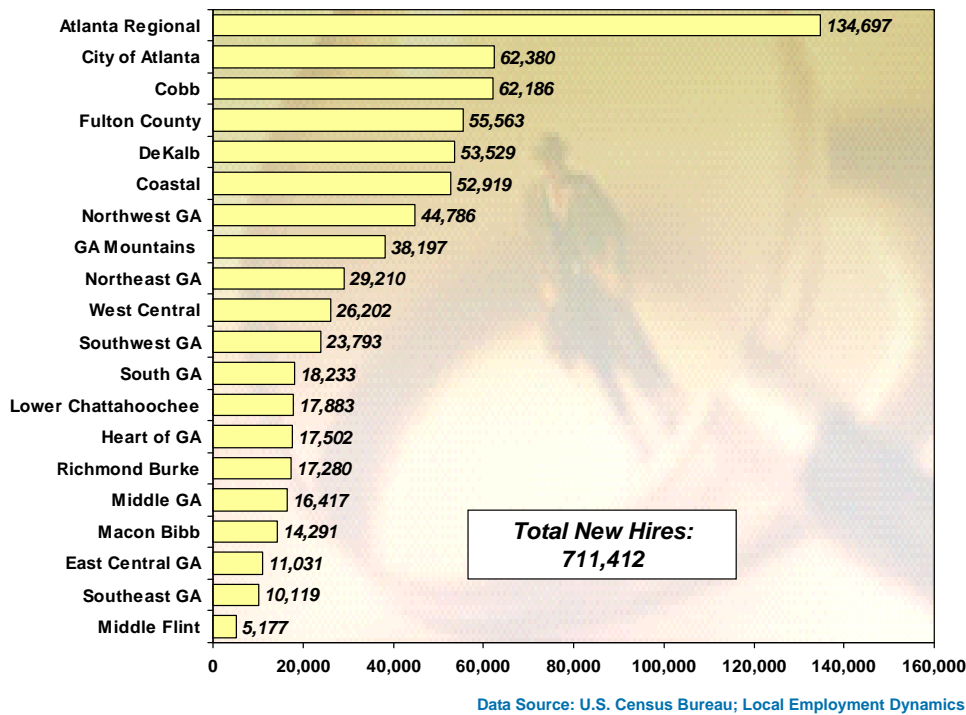


Data Source: U.S. Census Bureau; Local Employment Dynamics

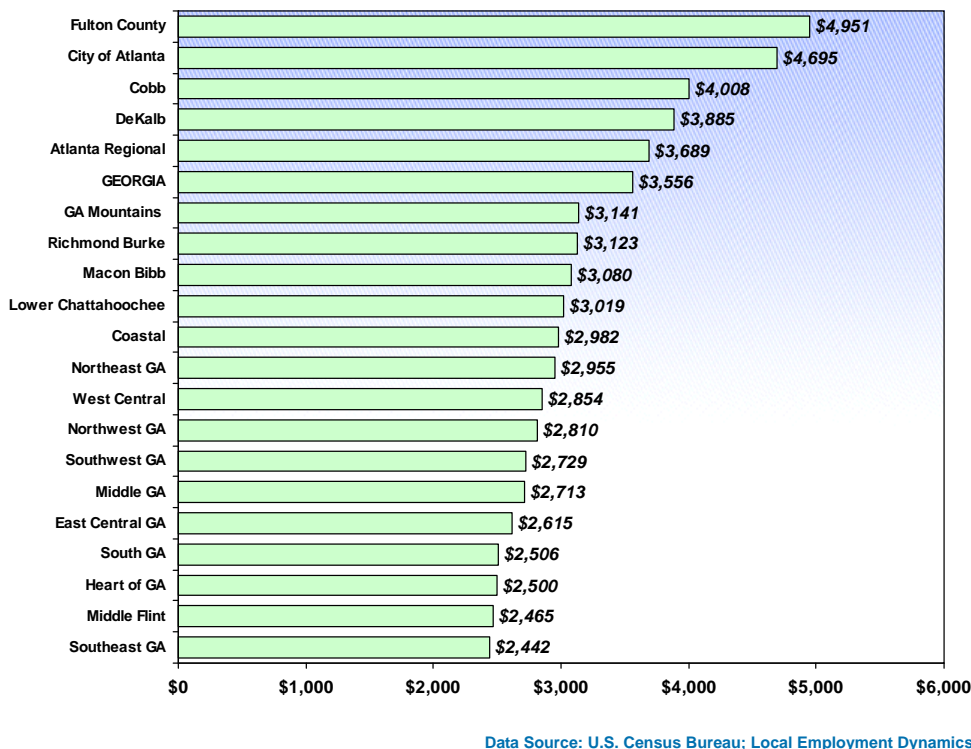
Turnover rates by age group for the two most recent reference periods reveal comparable rates over time. However, rates for the most recent year are lower for all age groups. The weakening economy and tight job market have resulted in reduced turnover as workers hold onto their jobs. As the economy improves and job openings become more plentiful, turnover rates can be expected to increase.

The Coastal Workforce Investment Act Area (WIA Area) experienced strong seasonal trends in its hospitality industries. The Coastal Area has heavy concentrations in the Accommodation and Food Services as well as Retail Trade sectors, both of which already have higher than average turnover rates statewide. The City of Atlanta WIA Area, on the other hand, has less seasonality and a smaller than average share of Retail Trade. Plus Atlanta, as the seat of the state capitol, has about three-times the average share of Public Administration employment, which has a much lower than average turnover rate statewide.

New Hires By WIA Area Quarterly Average for Year Ending June 2007



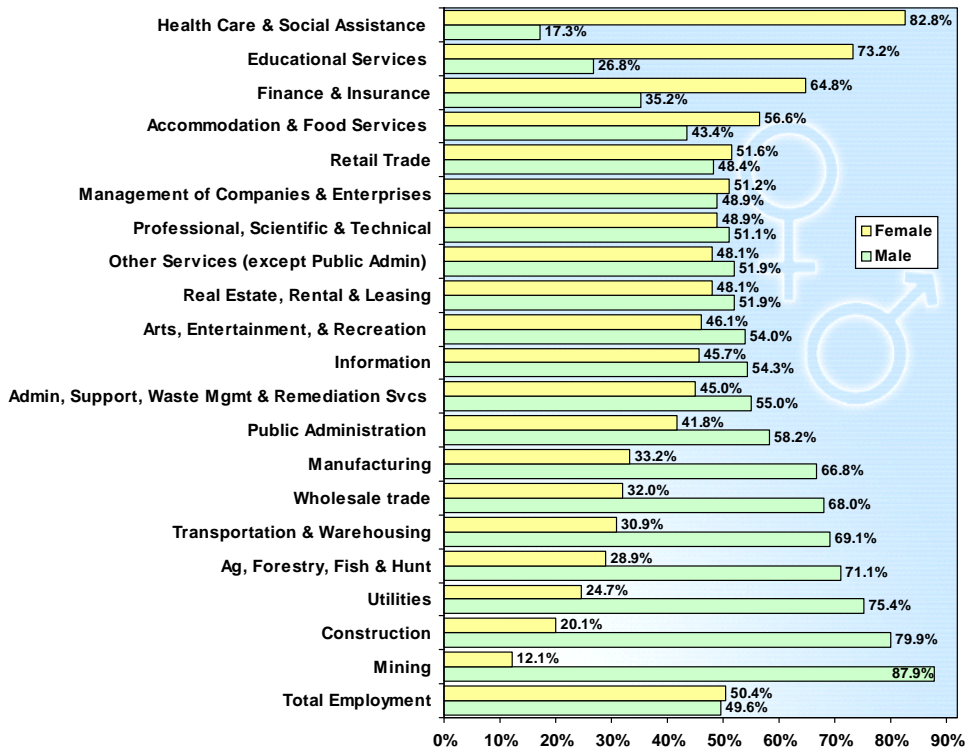
Average Monthly Earnings By WIA Area: Year Ending June 2007



Hiring has slowed in Georgia. During the same period in 2000, there were 843,000 new hires. Areas with the most total jobs typically generate the most new hires. The top five areas on the list comprise the ten-county regional development area known as the Atlanta Regional Commission (ARC). The ARC counties, which have about 50 percent of the total employment in the state, account for 51 percent of all new hires in the state during this reference period.

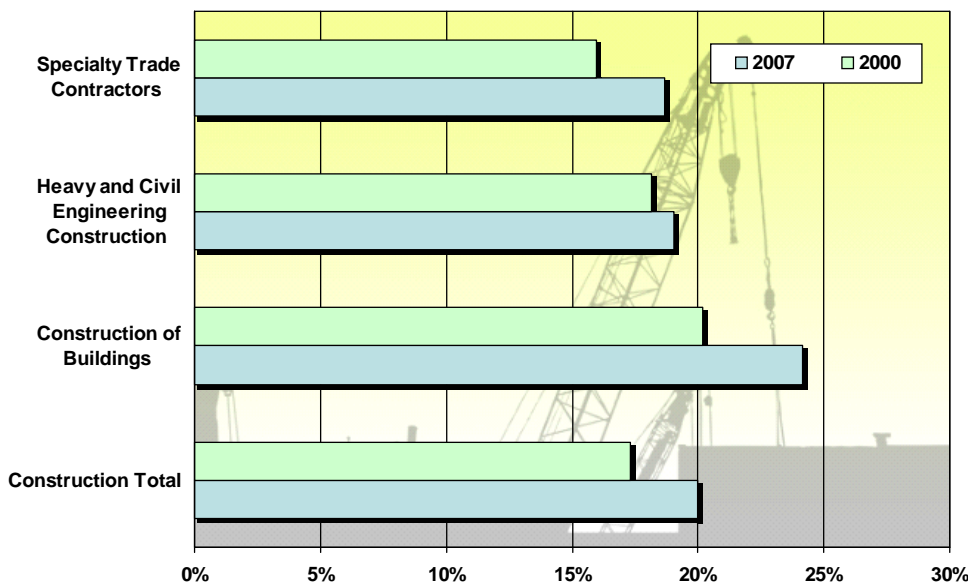
The top five WIA areas with the highest average monthly earnings also include the ten counties that form the Atlanta Regional Commission (ARC). These five WIA areas are also the only WIA areas with average monthly wages above the state average. Two-thirds of the statewide employment of the five highest paying industry sectors (see page 19) are concentrated in these five WIA areas.

Gender by Industry Year Ending June 2007



Data Source: U.S. Census Bureau; Local Employment Dynamics

Percent Females in Construction Years Ending June 2000 and June 2007

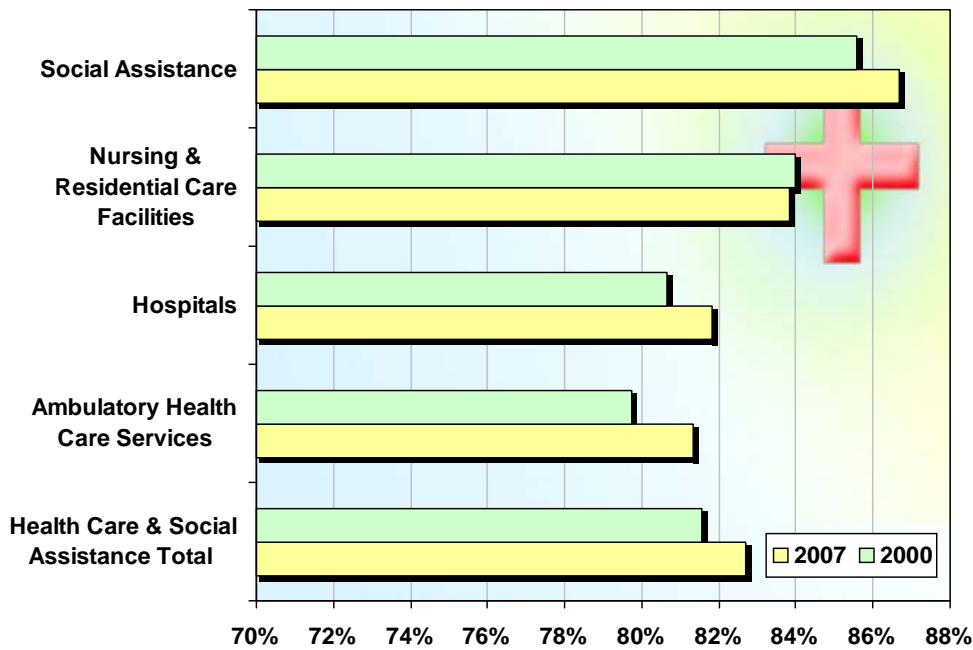


Data Source: U.S. Census Bureau; Local Employment Dynamics

Local Employment Dynamics data do not include federal employment. Also, state government and local government hospitals and education are counted not in public administration, but in their respective industry groups. While men and women have nearly equal shares of total employment, there is significant variation from industry to industry. Women dominate Health Care & Social Assistance and Educational Services – two industries that currently, and will in the future, offer excellent prospects for employment opportunities.

Mining is the only industry sector with a smaller percentage of women than Construction. So far this decade, women have increased their share of employment in all three Construction sub-sectors as they continue to move into jobs in the male-dominated construction industry. This trend will continue as labor force participation rates continue to increase for women and as barriers to non-traditional employment opportunities continue to erode.

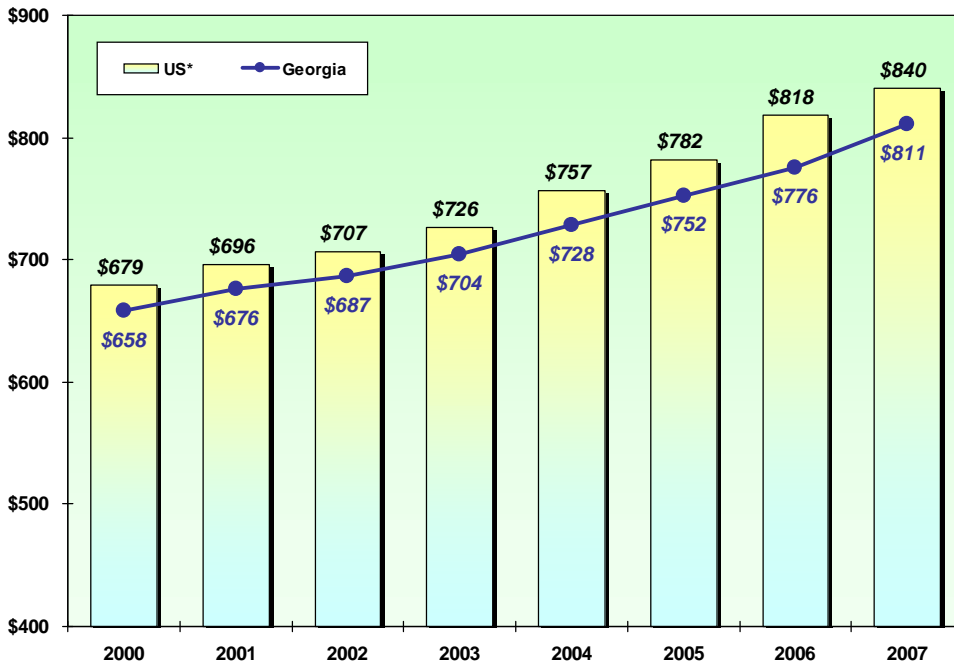
Percent Females in Health Care Years Ending June 2000 and June 2007



Data Source: U.S. Census Bureau; Local Employment Dynamics

Women have traditionally maintained the larger share of employment in the Health Care industry and they continue to do so. Only in Nursing and Residential Care Facilities did the percentage of women decline slightly from 2000 to 2007. Health Care is an industry where men have been encouraged to enter non-traditional, high-demand occupational fields such as nursing.

Average Weekly Wage All Industries 2000 – 2007



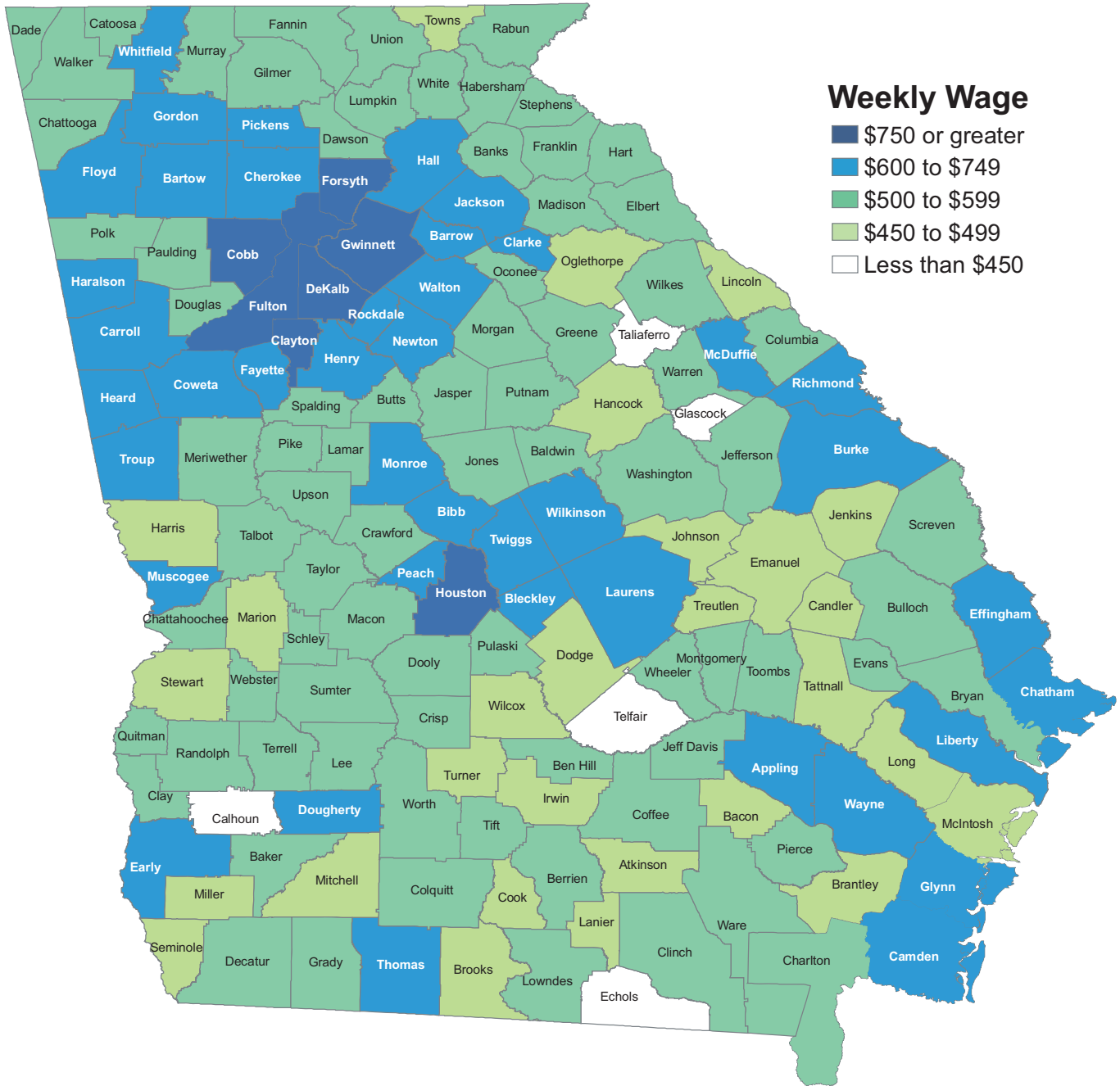
*2007 U.S. average based on 1st, 2nd and 3rd quarter 2007

Data Source: U.S. Department of Labor and Georgia Department of Labor

Average weekly wages in the U.S. and Georgia have stayed ahead of inflation so far during this decade. According to the U.S. Department of Labor Bureau of Labor Statistics inflation calculator, Georgia's average weekly wage of \$658 in 2000 would be the equivalent of \$792 in 2007, whereas the actual average wage in 2007 was \$811. From 2000 to 2007 inflation grew by 20.4 percent while Georgia wages grew 23.3 percent, slightly behind the U.S. growth rate of 23.7 percent.

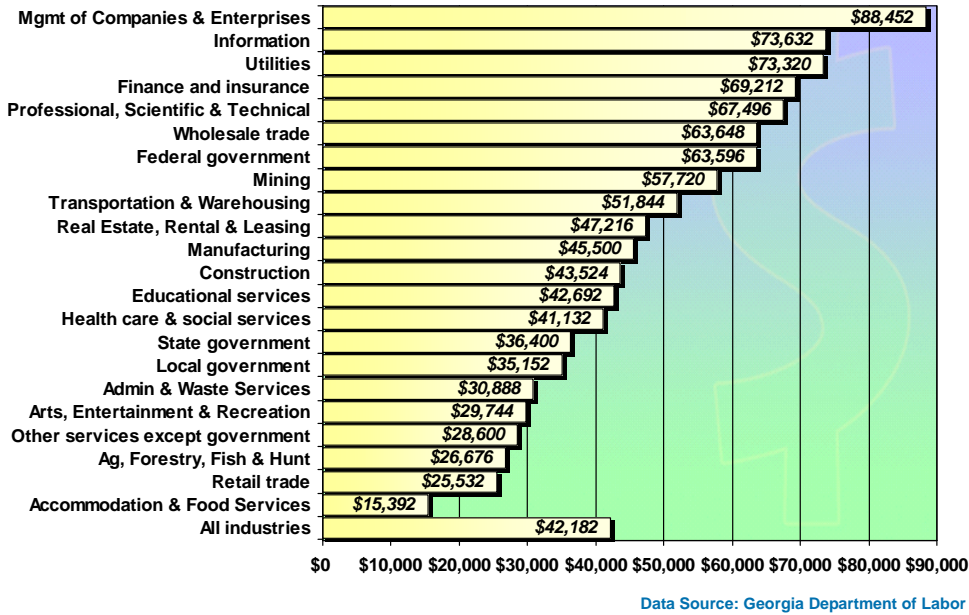
Average Weekly Wage in Georgia Counties

2007 Annual Average



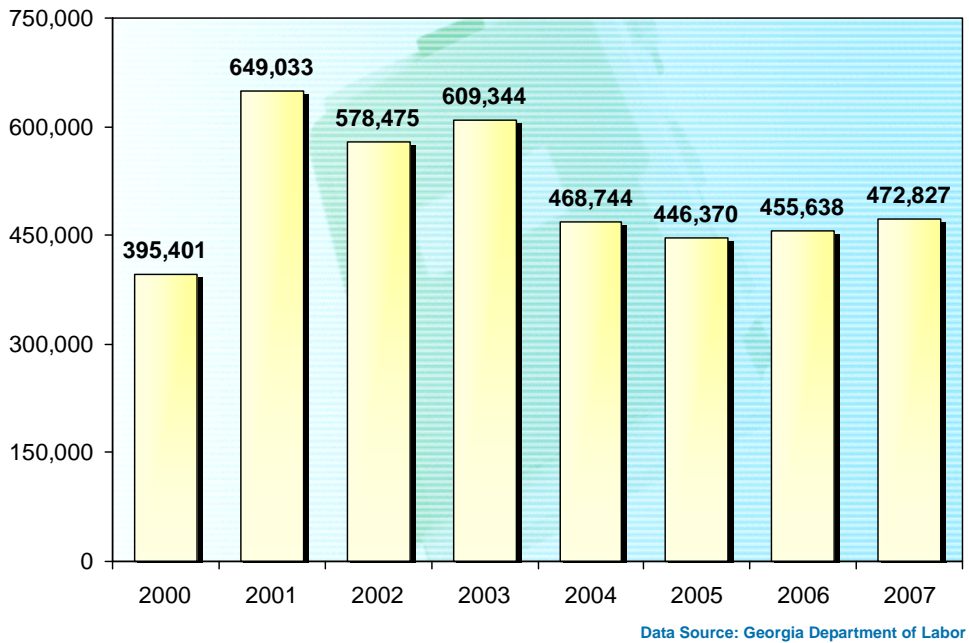
Data Source: Georgia Department of Labor

2007 Average Annual Wage by Industry



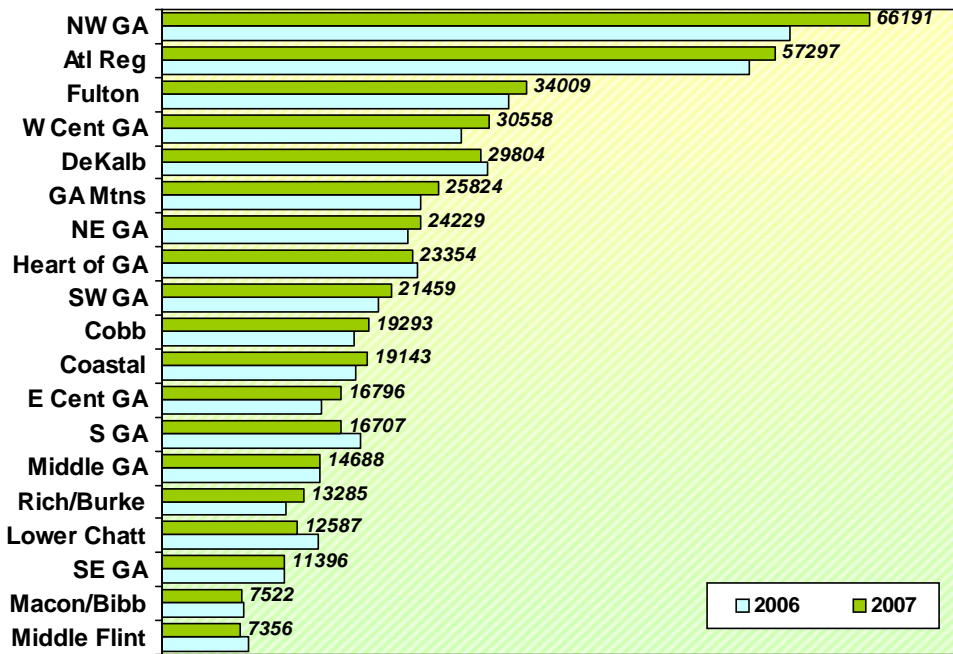
Georgia's highest paying industry sector, Management of Companies and Enterprises, includes offices of bank holding companies, offices of other holding companies plus corporate, subsidiary and regional managing offices. The Information industry sector not only reversed its declining employment trend in 2007, it also moved from third to the second highest paying industry sector in the state. The Transportation and Warehousing industry sector also moved from number eleven to number nine in the rankings.

Georgia Initial Unemployment Insurance (UI) Claims 2000-2007



Georgia's initial claims for unemployment insurance benefits increased 3.8 percent in 2007, compared to a 2.1 percent increase in 2006. The 3.8 percent growth was the largest annual increase since 2003, when initial claims rose 5.3 percent over the previous year. Layoffs in the Manufacturing sector, particularly Textile and Transportation Equipment Manufacturing, contributed to the annual rise in initial claims. During 2007, Georgia lost over 16,000 Manufacturing jobs, with Textile Mills and Transportation Equipment Manufacturing sub-sectors declining by roughly 4,000 jobs each.

Initial UI Claims by WIA Area 2006 and 2007



Data Source: Georgia Department of Labor

The over-the-year increase of over 17,000 initial claims resulted in several WIA Areas experiencing a rise in claims filings. Northwest Georgia saw the biggest numerical increase in 2007 (7,432). The area lost over 4,000 jobs in Manufacturing over the year, with many of the layoffs taking place in the Textile Product Mills sub-sector. Richmond/Burke experienced the largest over-the-year percent increase in initial claims, with a jump of 14.2 percent. Job losses in Food Manufacturing and Accommodation and Food Services sub-sectors were factors contributing to the increase.

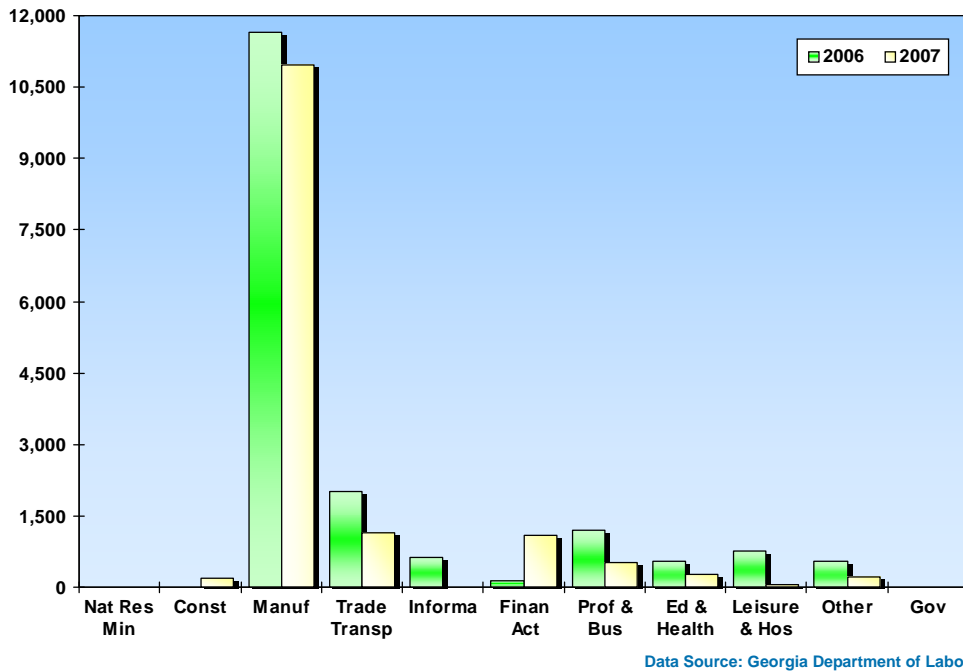
Georgia Initial UI Claims Regular and Employer-Filed, 2006 & 2007



Data Source: Georgia Department of Labor

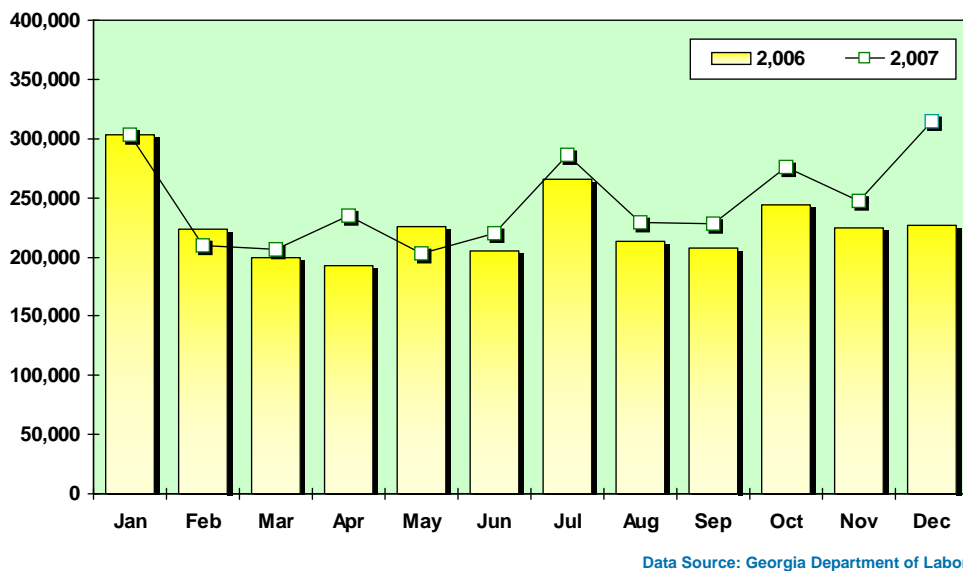
Georgia employers may file claims for unemployment insurance benefits directly through the Internet for their full-time employees who are still attached to the employer, and who worked less than full-time due to lack of work. These employer-filed, or partial claims, account for a significant portion of initial claims. In 2007, employer-filed initial claims (182,438) accounted for 38.6 percent of all initial claims filed. This figure was down slightly from 40.7 percent during 2006, when there were 185,432 initial claims filed by employers.

Mass Layoff Statistics Events Georgia Initial UI Claims, 2006 & 2007



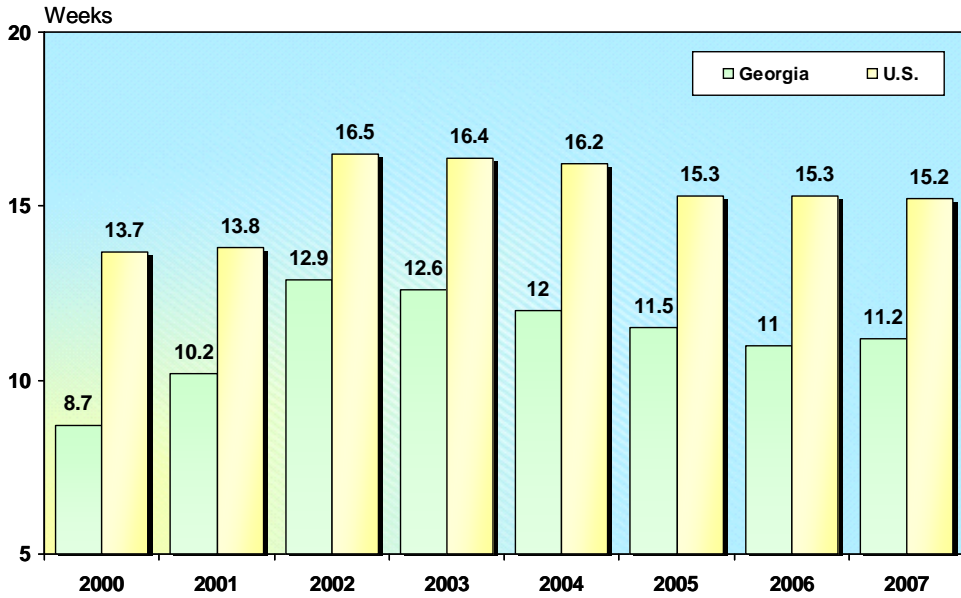
A Mass Layoff Statistics (MLS) event occurs when a private sector non-farm employer has at least 50 initial claims for unemployment insurance filed against them during a five-week period and 50 or more workers are separated from their jobs for at least 31 days. During 2006, there were 17,218 workers affected by these mass layoffs, with 65.9 percent of those jobs in the Manufacturing sector. In 2007, there were fewer workers affected by mass layoffs (12,112), with 71.7 percent of jobs lost in Manufacturing. The industry with the second-most job losses for 2007 was Financial Activities with 1,073 workers affected. In 2006, Financial Activities lost only 145 jobs due to mass layoffs.

Georgia Continued UI Claims Weeks Claimed 2006 & 2007



Continued claims represent the count of weeks of unemployment for which individuals certify that they were unemployed after they have been deemed eligible for unemployment insurance benefits. After four consecutive years of decline, continued weeks claimed rose from 2.7 million in 2006 to 2.9 million in 2007, an increase of 8.3 percent. As was the case with initial claims filed for unemployment insurance compensation, job losses in the Manufacturing sector contributed to the annual rise in continued weeks claimed.

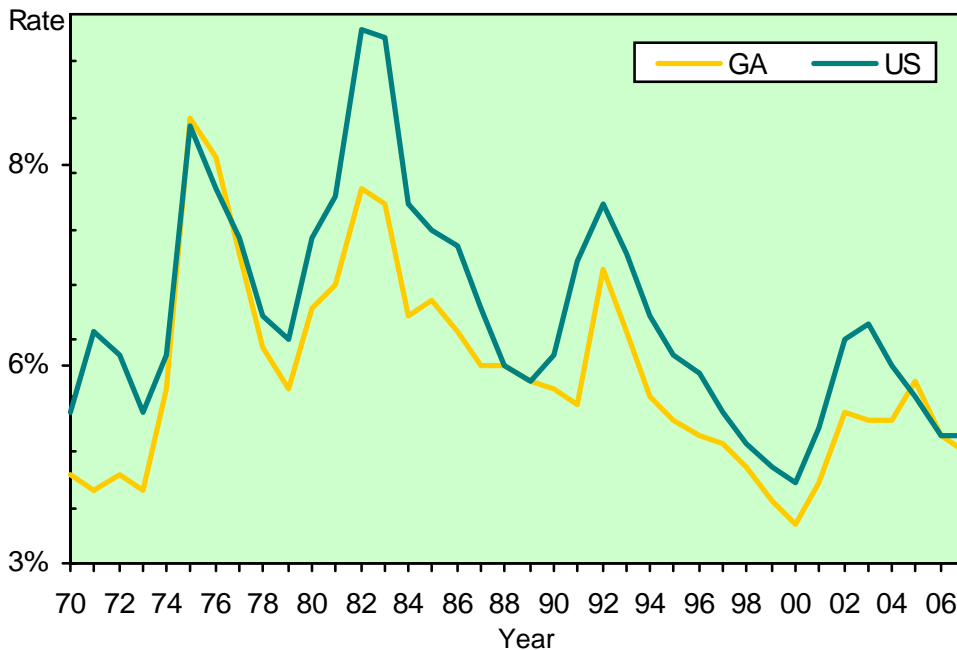
Average Duration Georgia Compared to U.S. 2000-2007



Data Source: Georgia Department of Labor

Average duration refers to the number of weeks an individual receives unemployment insurance benefits. As was the case at the end of 2006 when Georgia's average duration for benefits was the lowest in the nation at 11.0 weeks, Georgia's figure at the end of 2007 (11.2 weeks), was once again the lowest in the nation. The state figure was a full four weeks lower than the national average. The average duration in Georgia peaked at 11.3 weeks in July 2007, and the lowest duration of 11.0 weeks occurred during the first calendar quarter of 2007.

Total Unemployment Rate Georgia and U.S. 1970 - 2007

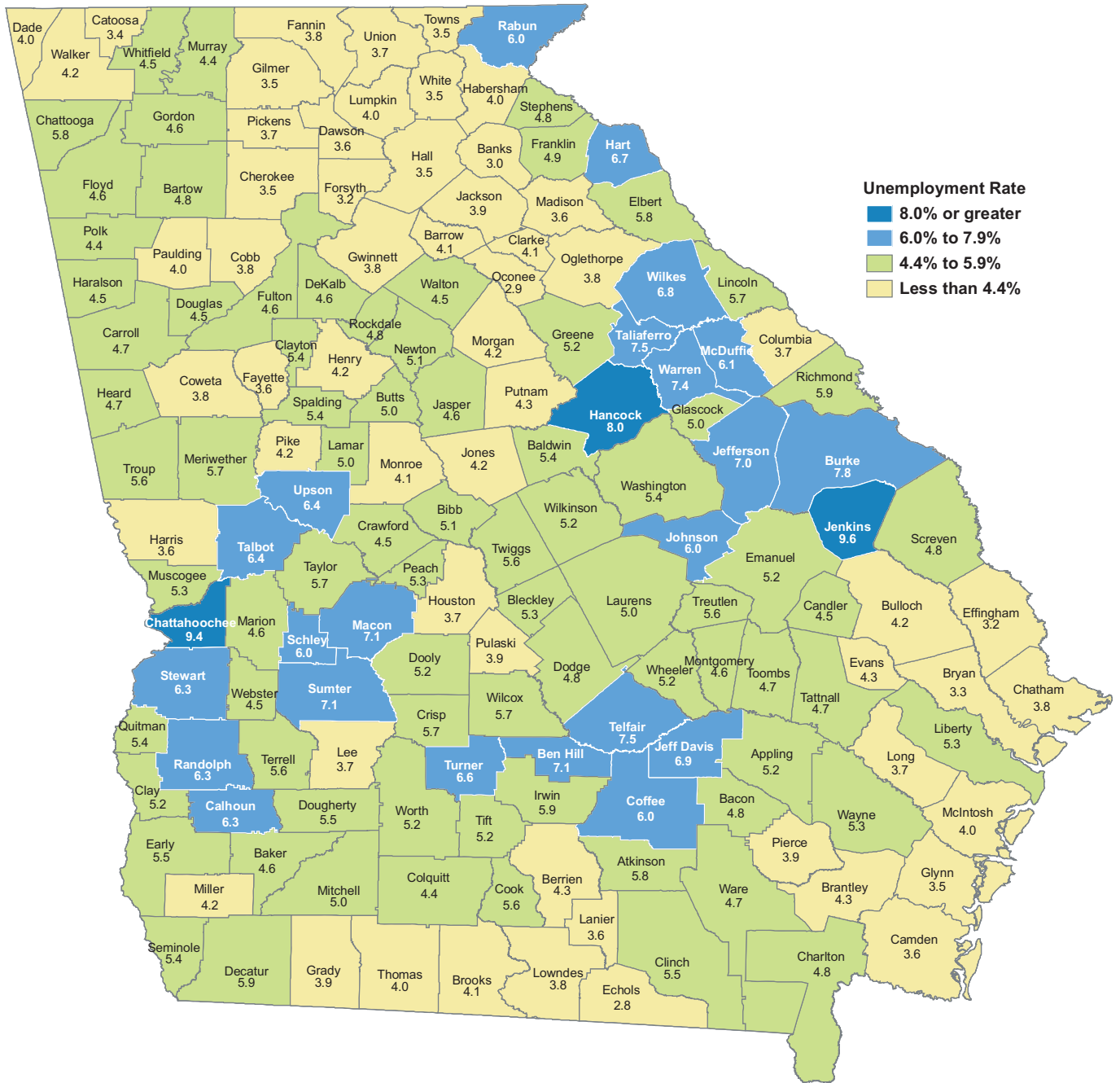


Data Source: U.S. Department of Labor and Georgia Department of Labor

In 1982 the state and the national unemployment rates peaked at 7.7 percent and 9.7 percent, respectively. In 2000, after a long period of economic expansion, unemployment rates bottomed out at 3.5 percent (GA) and 4.0 percent (US). Current unemployment rates are still low by historical standards but the unemployment rate of 4.4 percent in Georgia in 2007 represented nearly 212,000 unemployed men and women. By comparison, there were 202,000 unemployed people in 1982 when the rate hit 7.7 percent.

Unemployment Rate in Georgia Counties

2007 Annual Average



Georgia's Unemployment Rate: 4.4 Percent
U.S. Unemployment Rate: 4.6 Percent

Data Source: U.S. Department of Labor and Georgia Department of Labor

