



UNIVERSITY OF GEORGIA

Carl Vinson
Institute of Government

*Georgia Workforce and
Economic Resilience Center*



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The State of Georgia's Workforce



GEORGIA WORKFORCE PIPELINE SNAPSHOT



Workforce continues to be a challenge with **record economic development success** and more job openings than job seekers



Most working age Georgians have a job but **long-term demographic shifts** will impact future workforce availability



Numerous factors influence workforce availability and barriers like **workforce housing and quality childcare**

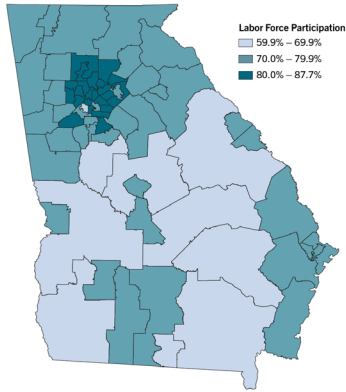


Georgia has a strong educational pipeline but data may indicate that more work may be required on **literacy and post-graduation planning**



GEORGIA WORKFORCE PIPELINE SNAPSHOT | LABOR MARKET

In Georgia, **77%** of people ages 25–64 were working or actively seeking work in 2017–2021. The workforce participation rate in parts of rural Georgia was lower than in most metro Atlanta and hub communities. Atlanta City (Central) PUMA falls into the lowest category with a rate of 68.6%.



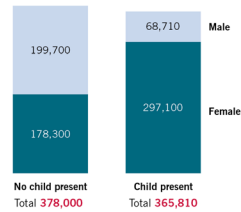
Labor Force Participation
 59.9% – 69.9%
 70.0% – 79.9%
 80.0% – 87.7%

Source: U. S. Census Bureau. Note: Public Use Microdata Areas contain no fewer than 100,000 people, are based on county population, and may be multiple counties or parts of single counties.

The labor force participation rate in Georgia has remained steady over time. There has been a slight increase in the rate for those over 65, and a slight decrease for those under 25 since 2009.

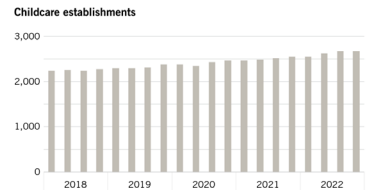
Age	2009	2021
Under 25	55%	57%
25–44	83%	81%
45–64	72%	72%
65–74	23%	25%
Over 75	5%	7%
All Georgians Age 16+	66%	63%

About half of all Georgians age 25–64 not in the labor force have a child present in their home. About **81%** of those with a child present and not in the labor market are females.

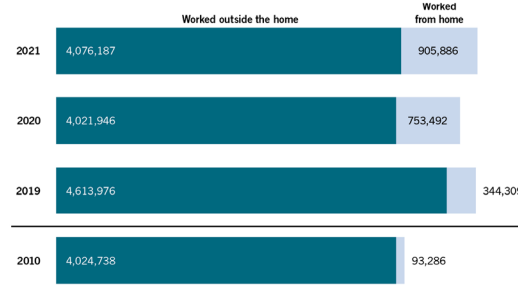
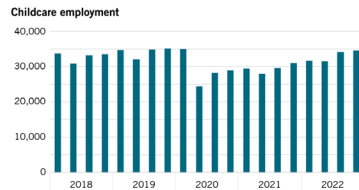


Source: U. S. Census Bureau, 2016-2020.

Childcare is a barrier to work in Georgia due to expense and lack of availability. The number of establishments grew from 2,247 in early 2018 to **2,685** in late 2022. The number of childcare workers, however, has not increased by very much over the same time period. There were **15** employees per establishment in 2018, but only **13** in 2022.



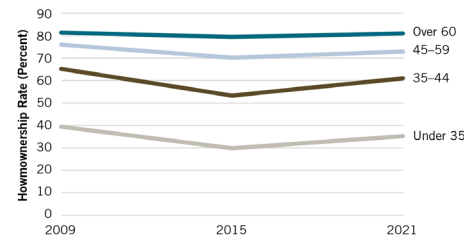
Source: U. S. Bureau of Labor Statistics.



Source: U. S. Census Bureau.

In 2010, **2.3%** of Georgia workers 16 years and over worked from home. That had increased to nearly **7%** by 2019. The pandemic caused a major increase in 2020, and by 2021, **18%** worked from home.

The homeownership rate in the United States hit a 40-year low, **63.4%**, in 2016 following the Great Recession. The share of homeowners climbed in the years leading up to and during the COVID-19 pandemic. As the figure on the right shows, most of the variability in the homeownership rate was among Georgians under the age of 45. Their homeownership rate declined more than **10%** between 2009 and 2015. They have seen an increase since 2015 but remain below Great Recession levels.



Source: U. S. Census Bureau.



Source: Georgia Association of Realtors.

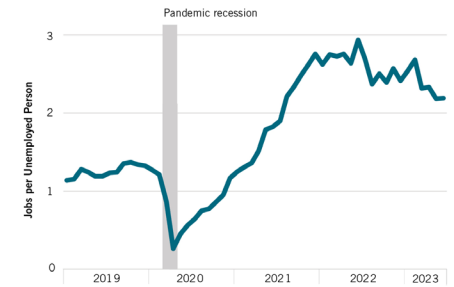
One barrier to housing access for Georgia workers is the availability of homes for sale. The figure on the left shows the months supply of inventory, or the number of homes currently listed for sale compared to the last 12 month's average number of pending sales. Georgia's monthly supply of inventory was decreasing prior to 2020, and the demand for housing during the pandemic expedited this trend. Throughout much of 2021 and 2022, there was only one month's supply of inventory available for sale.

There were nearly **122,000** new jobs announced between July 2020 and June 2023.

Industry Sector	New Jobs
Manufacturing	35,069
Automotive	24,600
Logistics/Distribution	16,814
Food Processing	9,108
Software/Technology	7,243
Headquarters	5,299
Call Center	5,257
Aerospace	4,657
Back Office	2,871
FinTech	2,091
Bioscience	1,490
Agribusiness	1,374
Digital Media	1,042
Other	5,077
Total	121,992

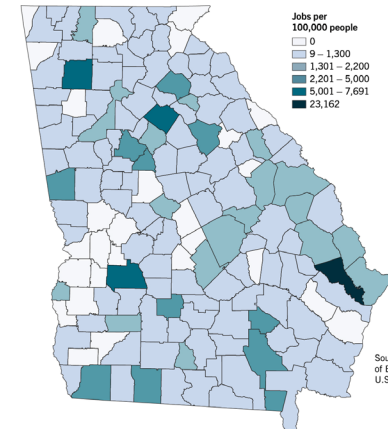
Source: Georgia Department of Economic Development.

Jobs dropped sharply during the COVID-19 pandemic in April 2020 to 1 job for every 4 unemployed people in Georgia. By June 2023, there were over **2 jobs** for every unemployed person.



Source: U. S. Bureau of Labor Statistics, JOLTS Database

Another way to assess economic development success is to compare job announcements to a county's population. **Bryan County** had by far the most jobs per 100,000 people during FY 2021-2023. Sumter County came in a distant second with 7,691 jobs.



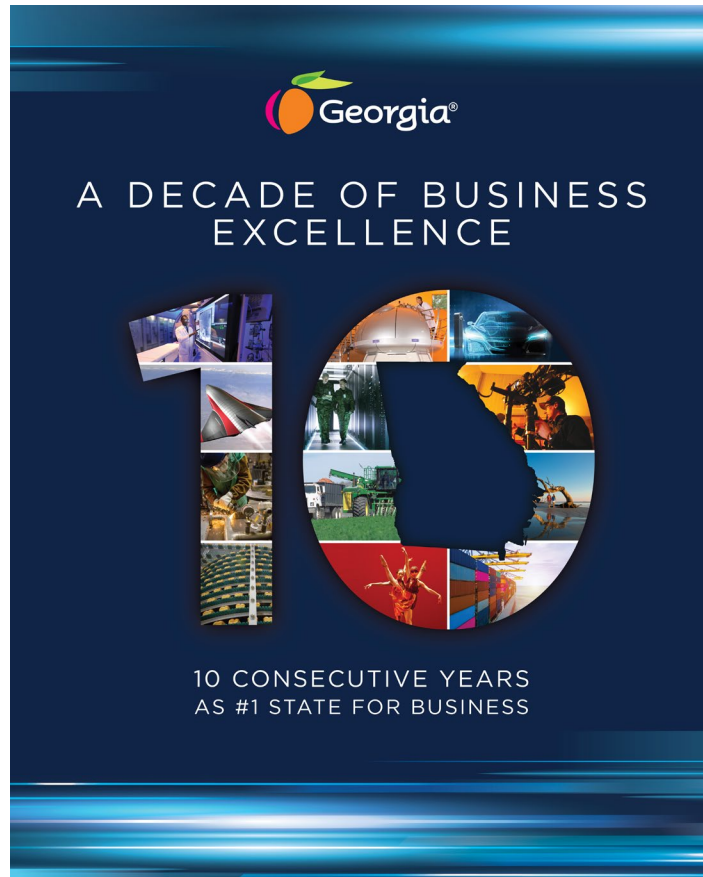
Source: Georgia Department of Economic Development; U.S. Census Bureau.

Key takeaways

- 1. Workforce continues to be a challenge with record economic development success and more job openings than job seekers**
2. Most working age Georgians have a job but long-term demographic shifts will impact future workforce availability
3. Numerous factors influence workforce availability and barriers like workforce housing and quality childcare
4. Georgia has a strong educational pipeline but data may indicate that more work may be required on literacy and post-graduation planning



Record economic development success

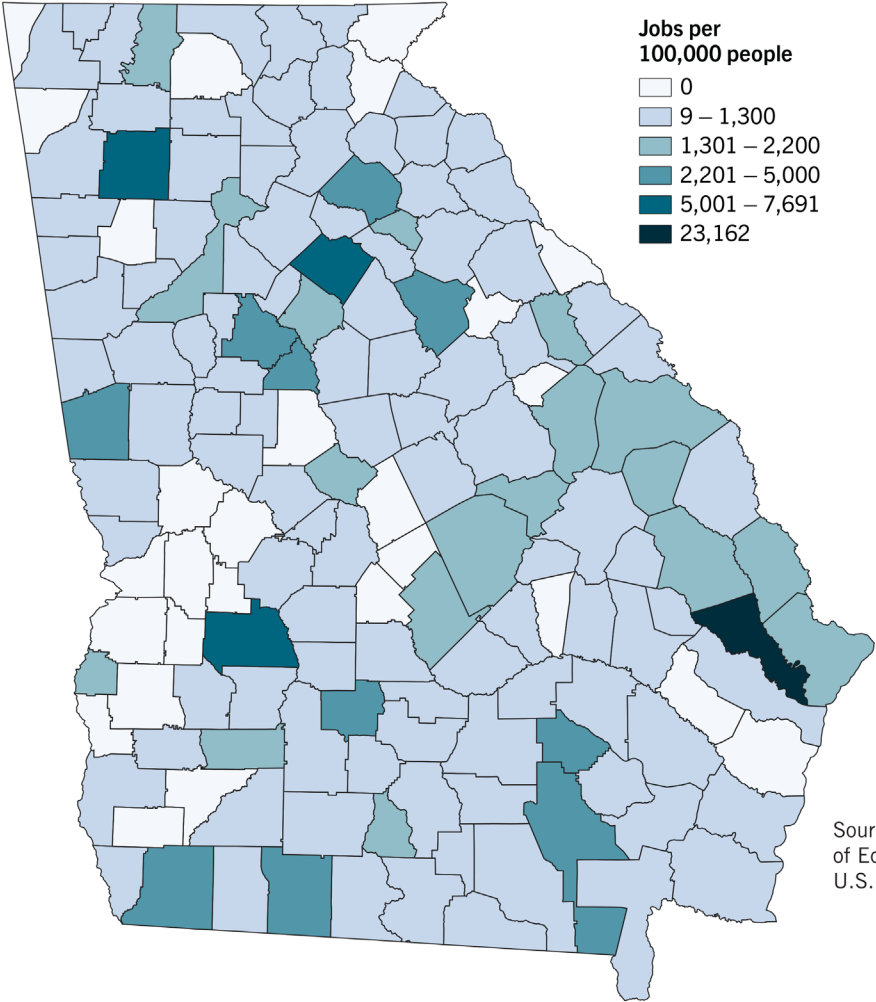


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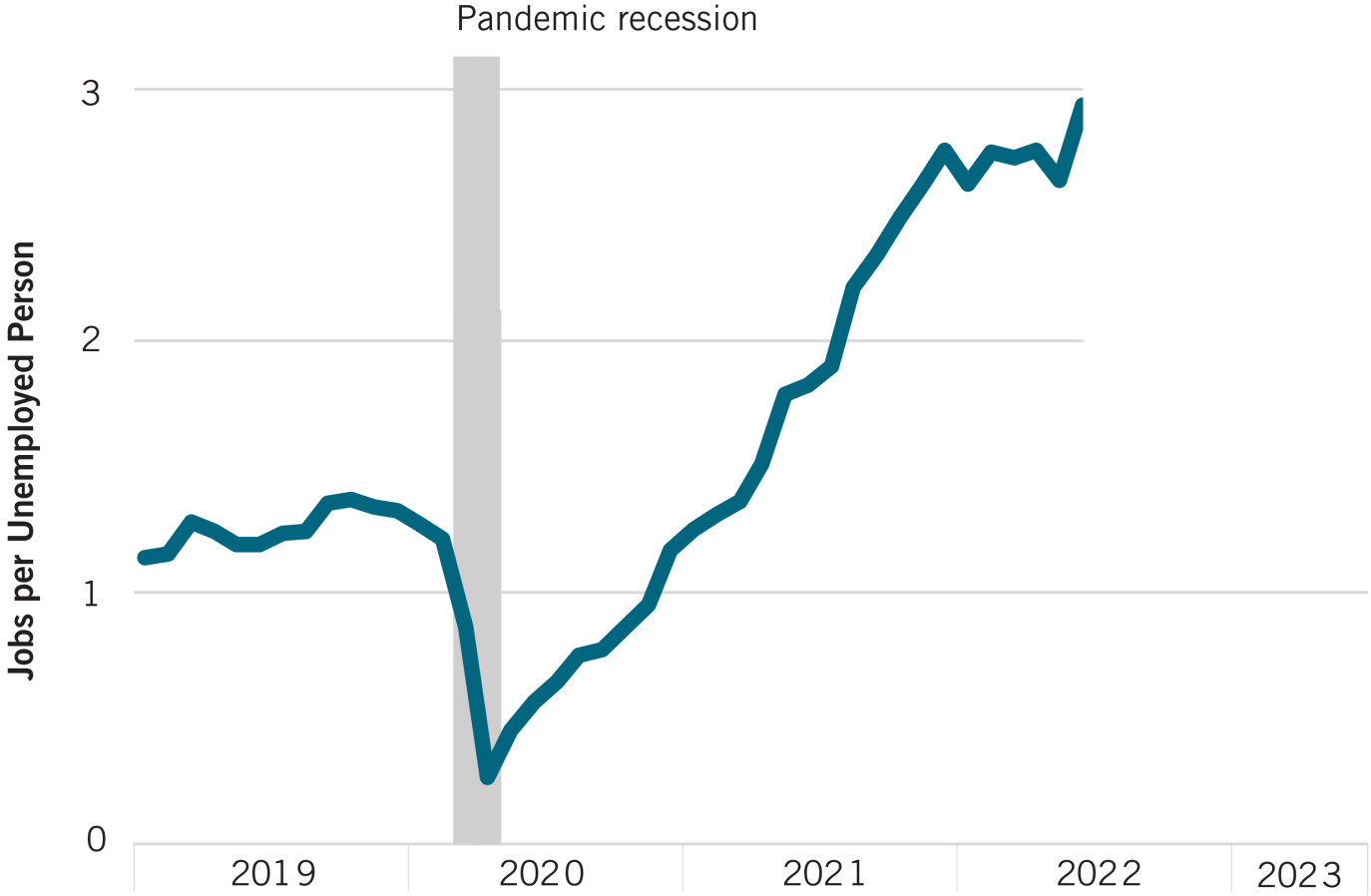
Source: Georgia Department of Economic Development.

Record economic development success



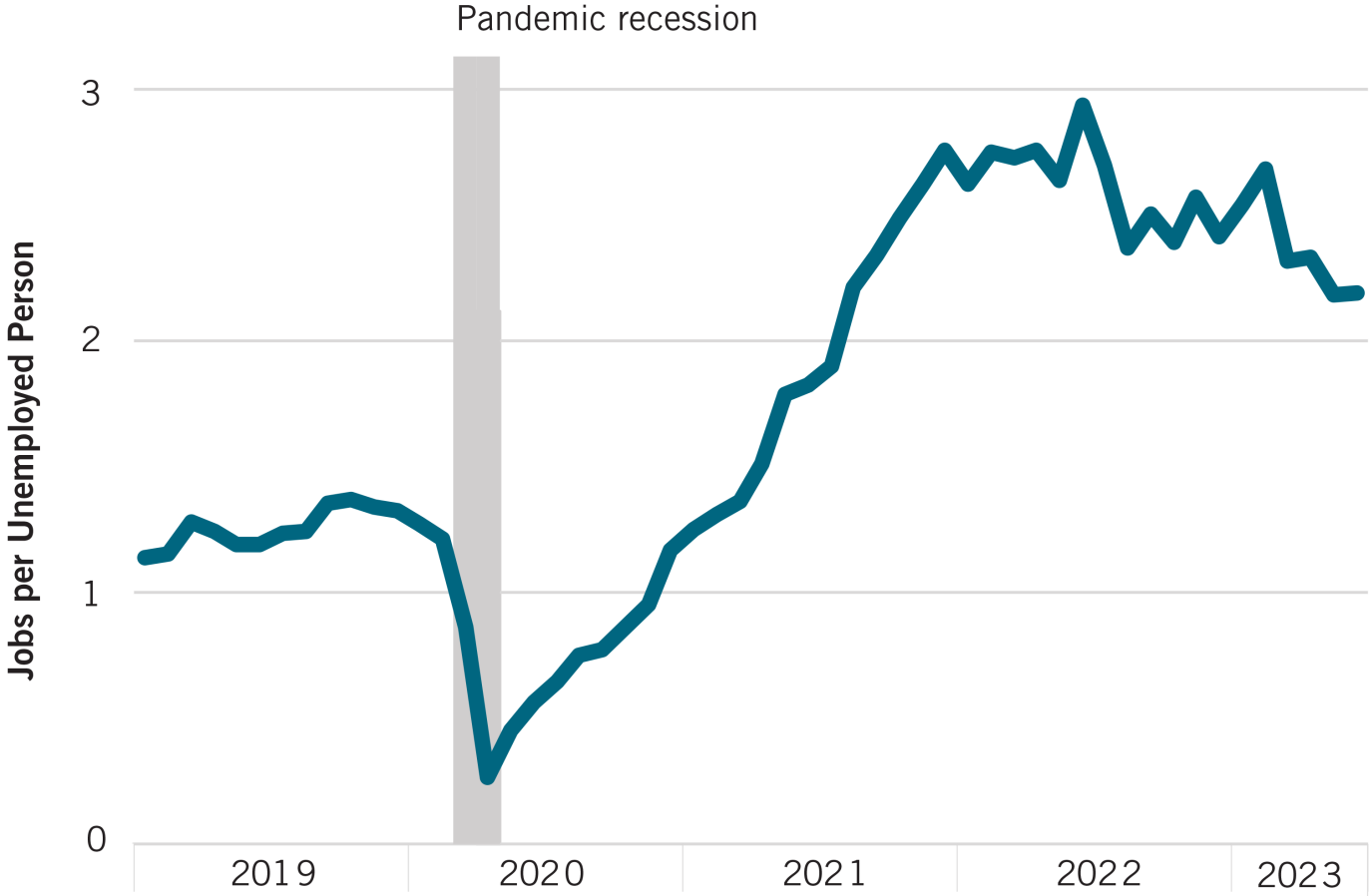
Source: Georgia Department of Economic Development; U.S. Census Bureau.

More job openings than job seekers – 2022



Source: U. S. Bureau of Labor Statistics, JOLTS Database

More job openings than job seekers – 2023



Source: U. S. Bureau of Labor Statistics, JOLTS Database

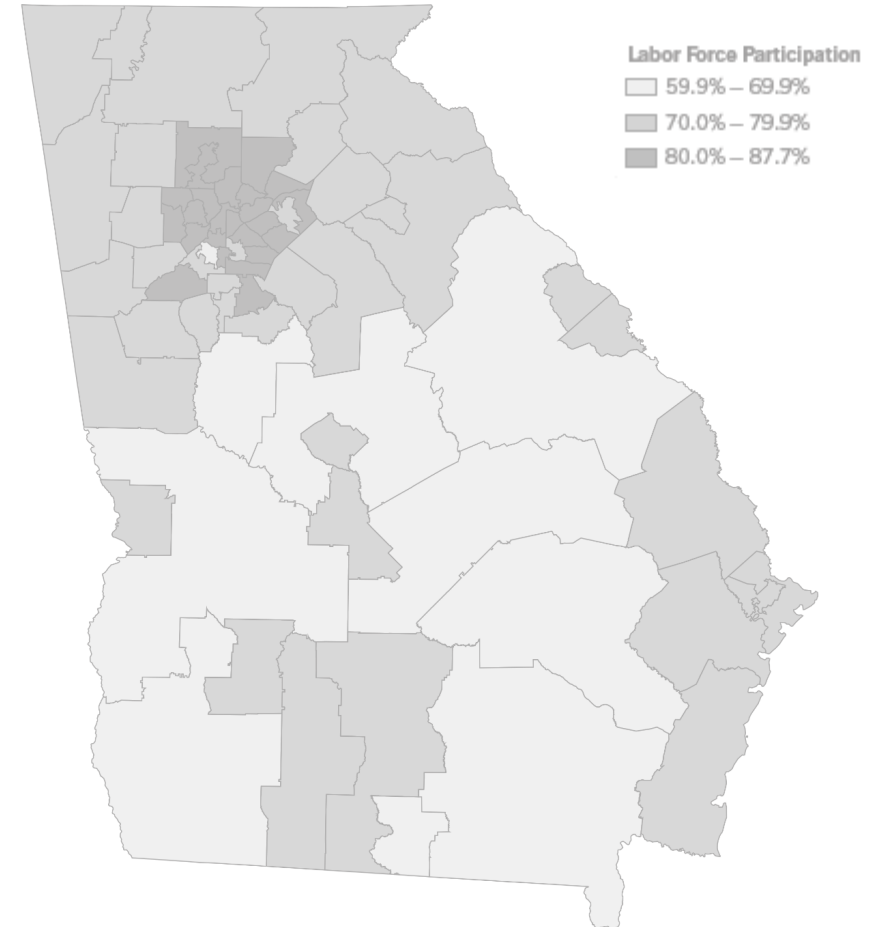
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63% of Georgians over the age of 16 are working

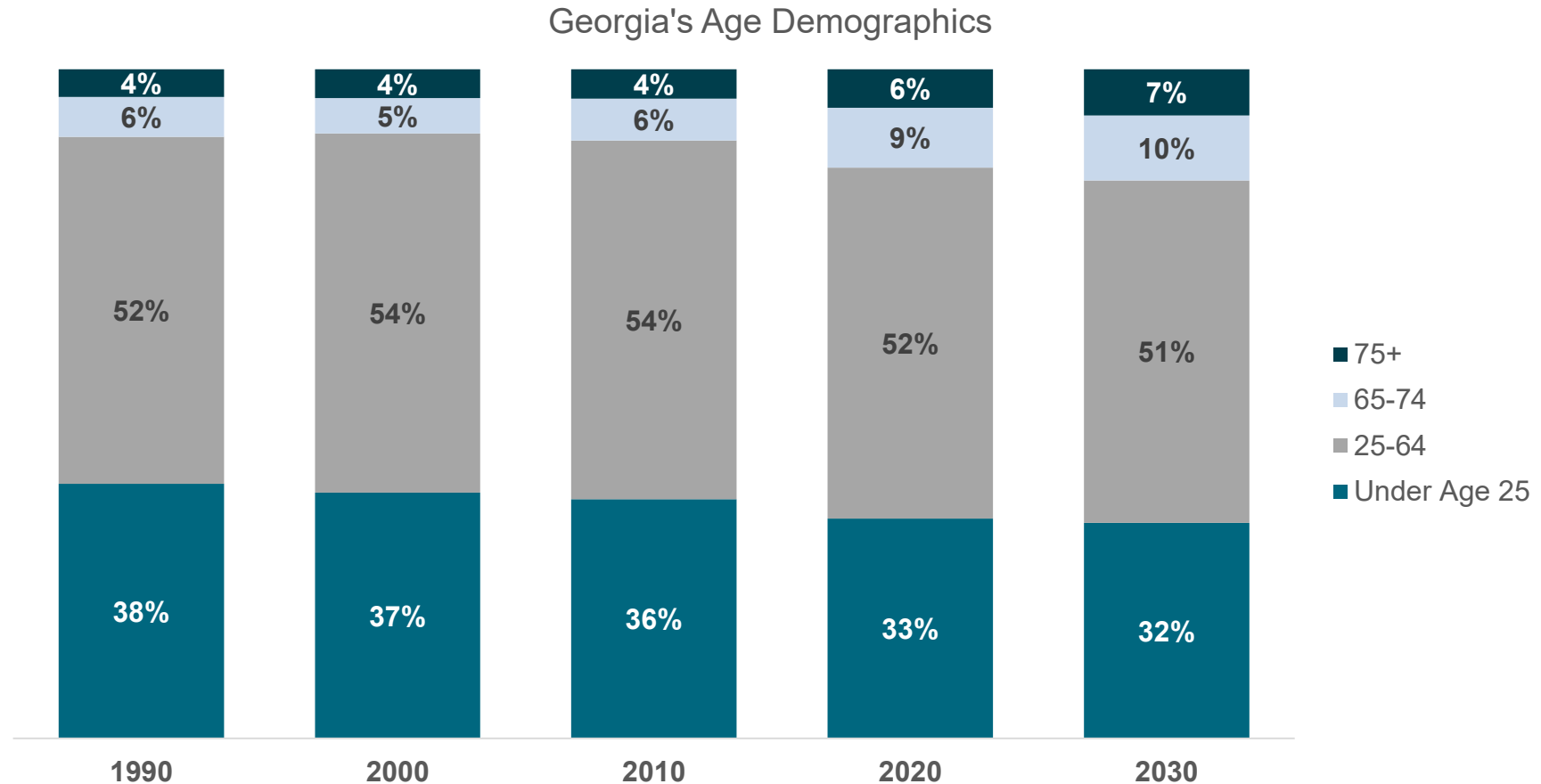
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Source: U. S. Census Bureau. Note: Public Use Microdata Areas contain no fewer than 100,000 people, are based on county population, and may be multiple counties or parts of single counties.



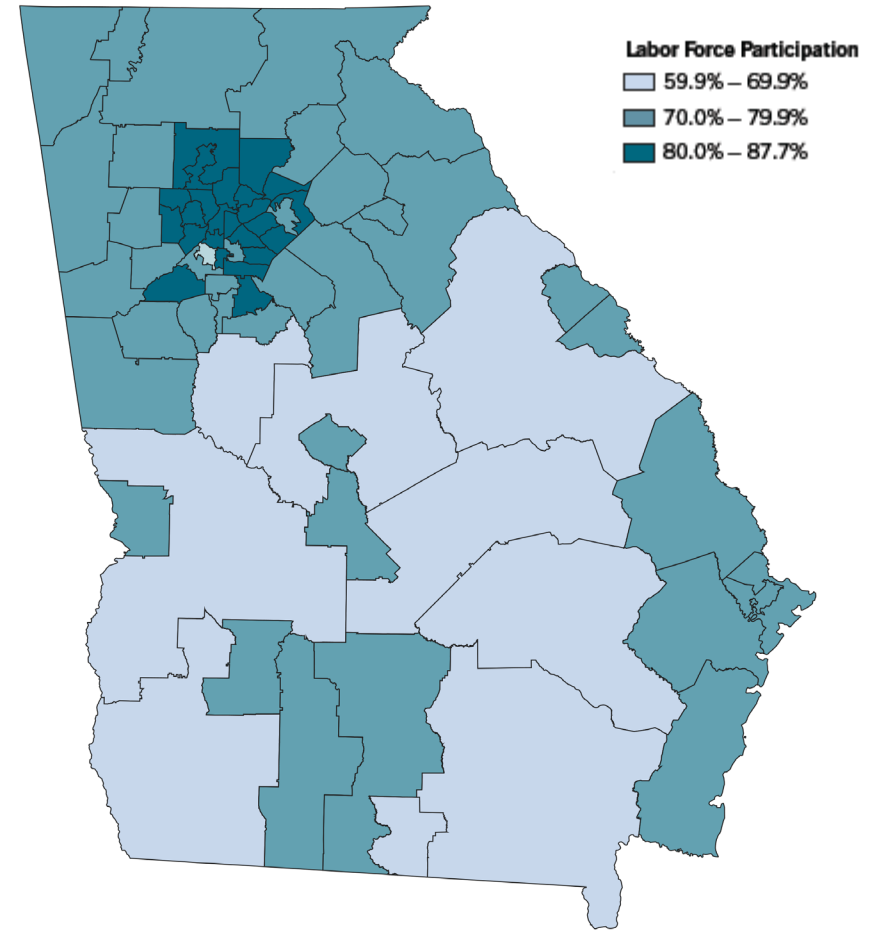
Long-term demographic shifts will impact future workforce availability



Source: US Census Bureau; Governor's Office of Planning and Budget 2023 Population Projections

But 77% of those ages 25 to 64 have a job

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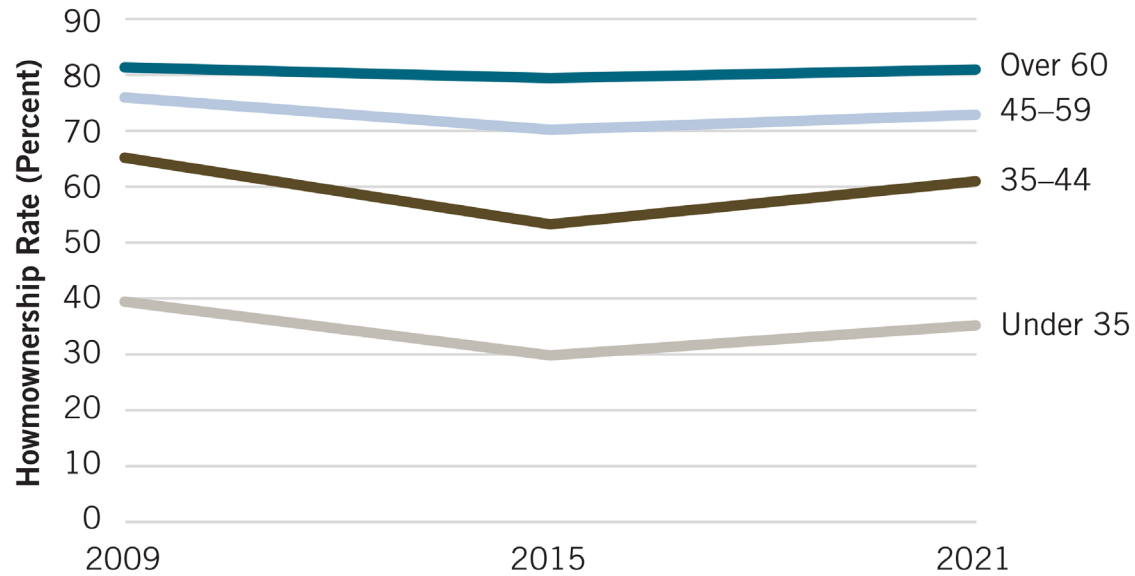
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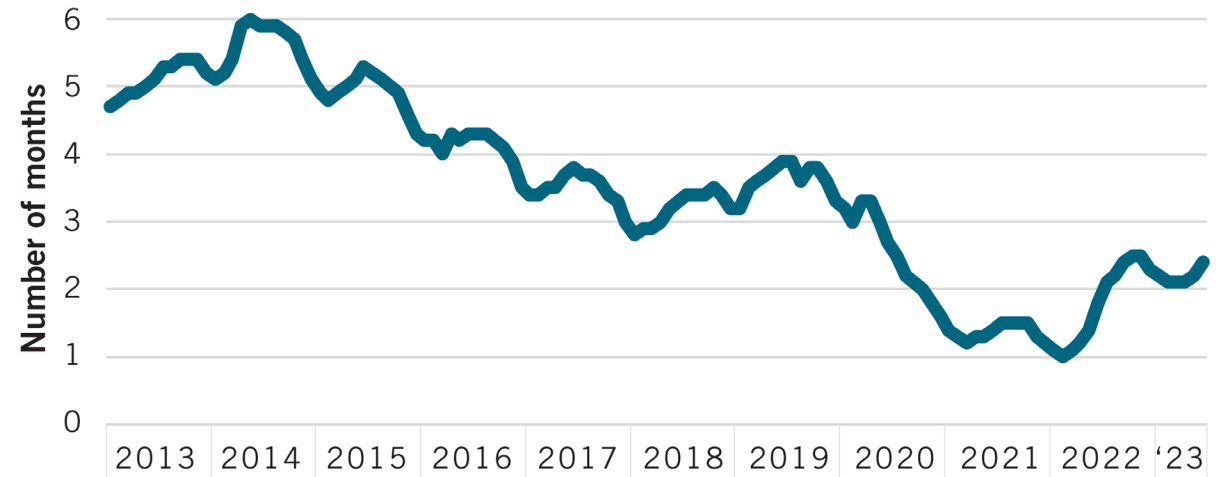
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Housing disproportionately impact younger workers.

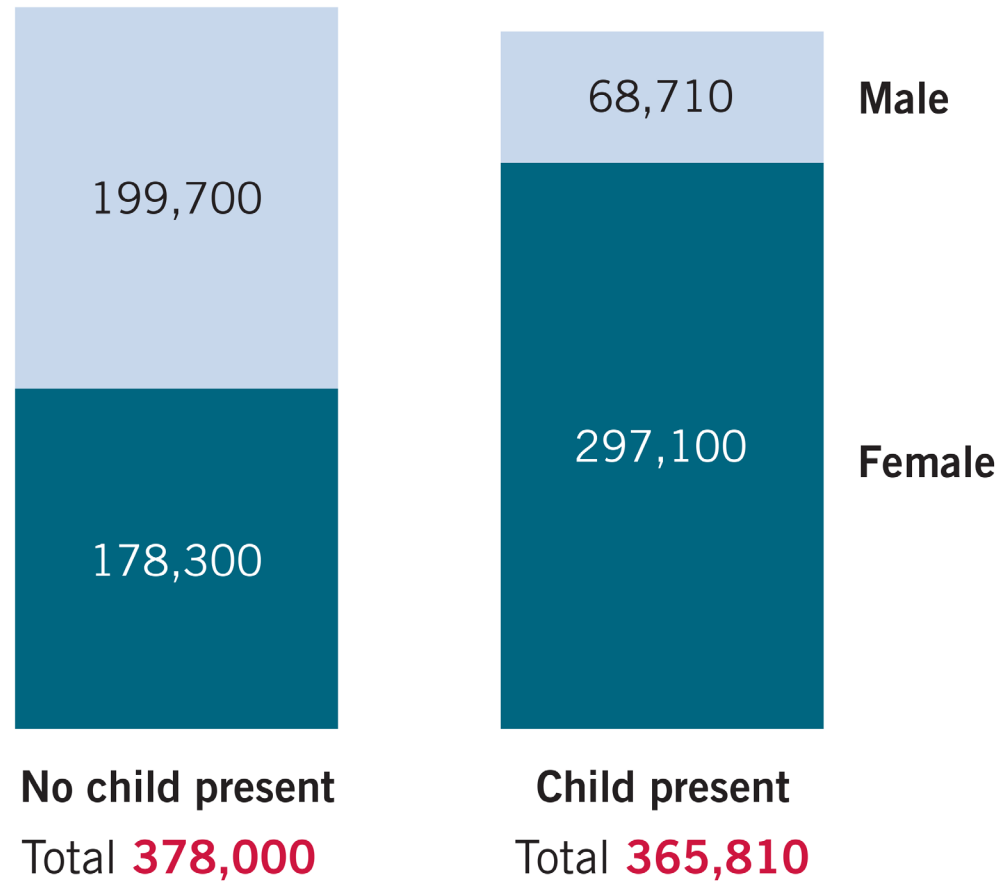


Source: U. S. Census Bureau.



Source: Georgia Association of Realtors.

Barriers like child care influence workforce availability.

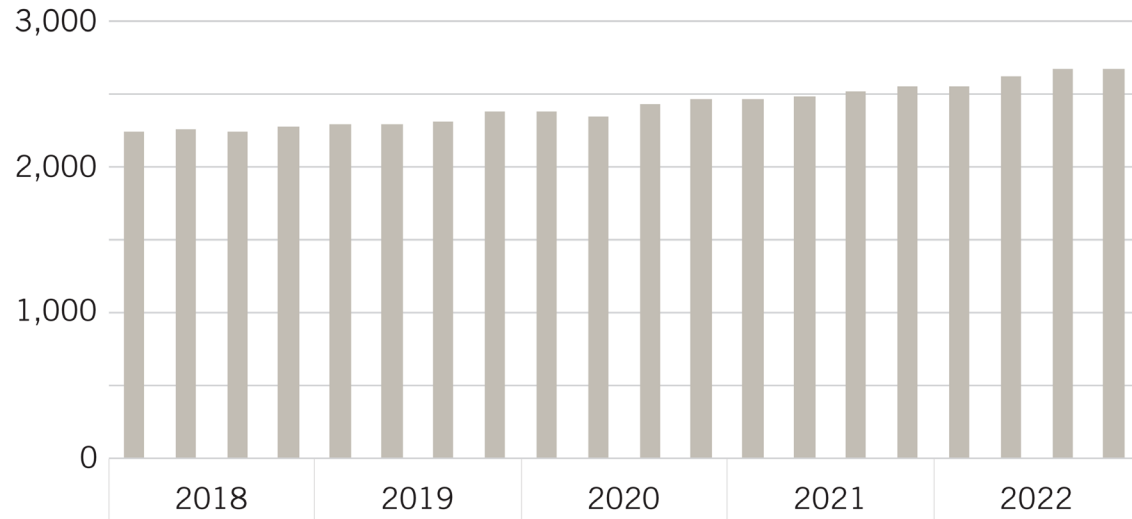


Source: U. S. Census Bureau, 2016-2020.

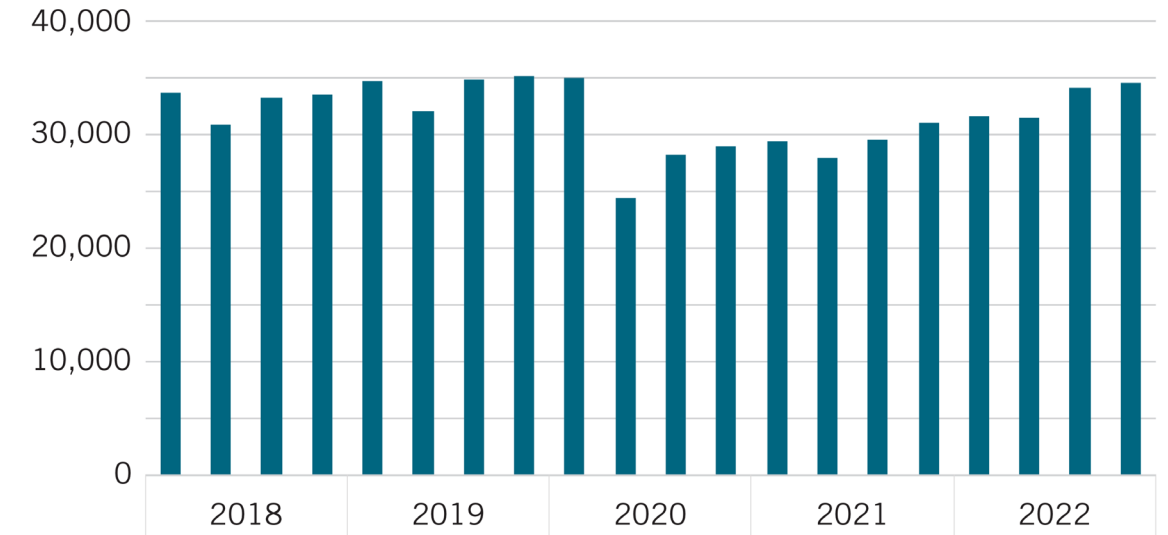


Childcare workforce is making this barrier worse.

Childcare establishments



Childcare employment



Source: U. S. Bureau of Labor Statistics.



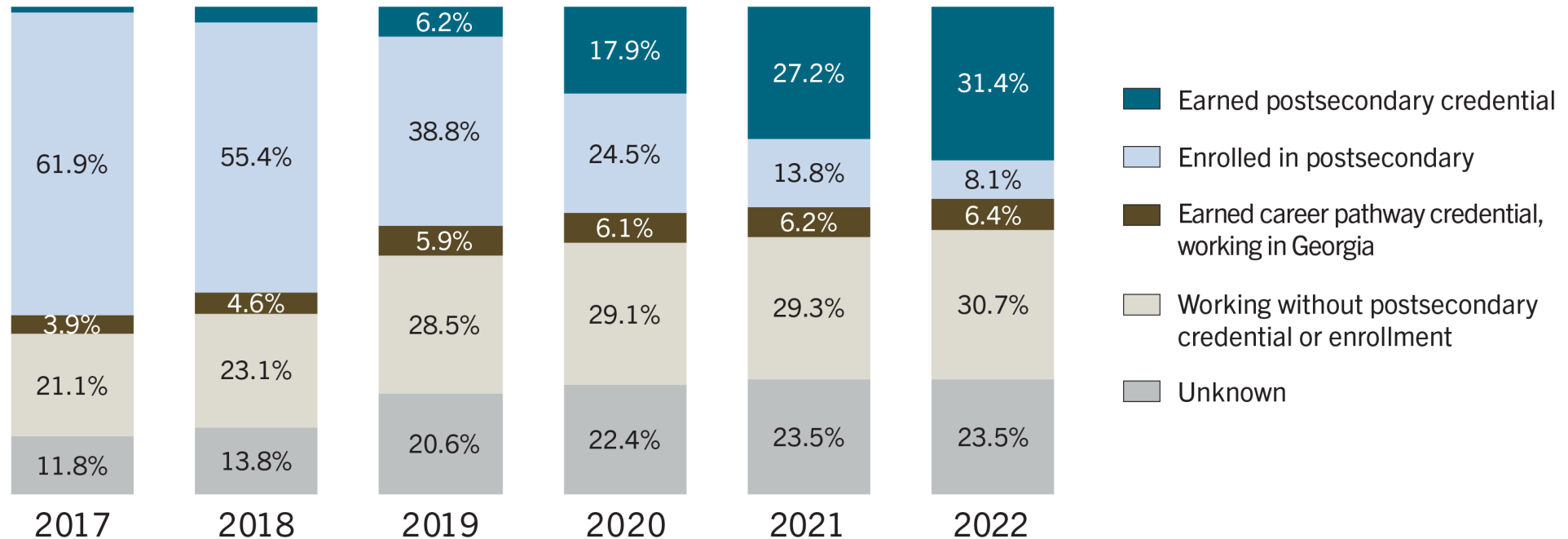
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Georgia has a strong educational pipeline

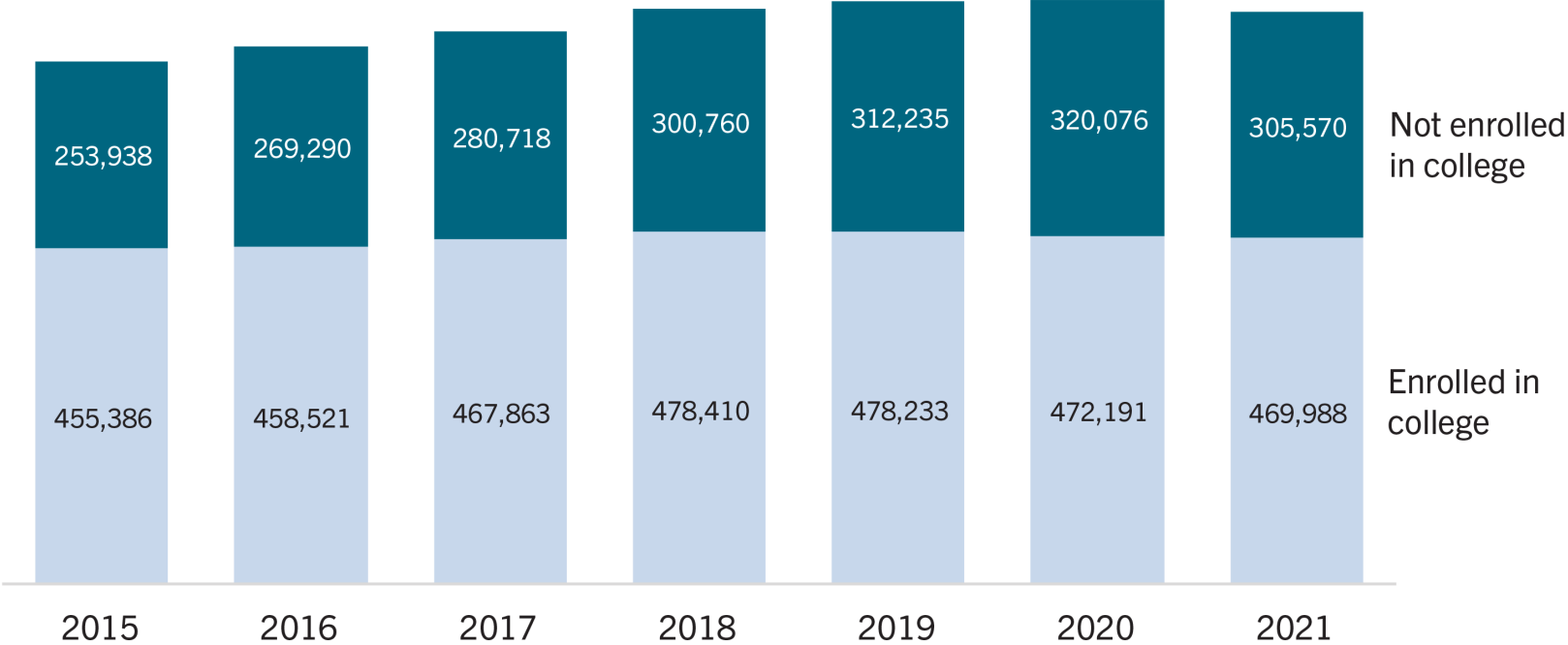
High School Progression
All Georgia High Schools, class of 2016



Source: Governor's Office of Student Achievement.

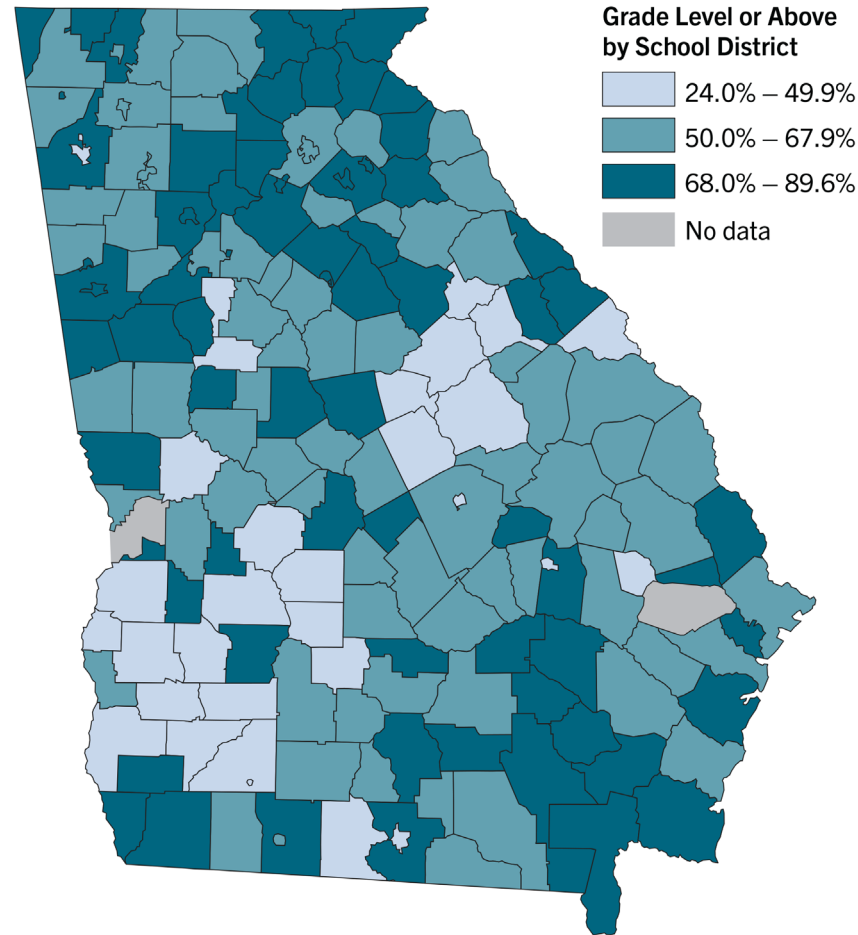
Post-graduation planning to connect that pipeline to the labor force is becoming increasingly important

Proportion of Georgia high school graduates enrolling in college (2015 -2021)



Source: Governor's Office of Student Achievement.

Literacy is still important an important foundation to success

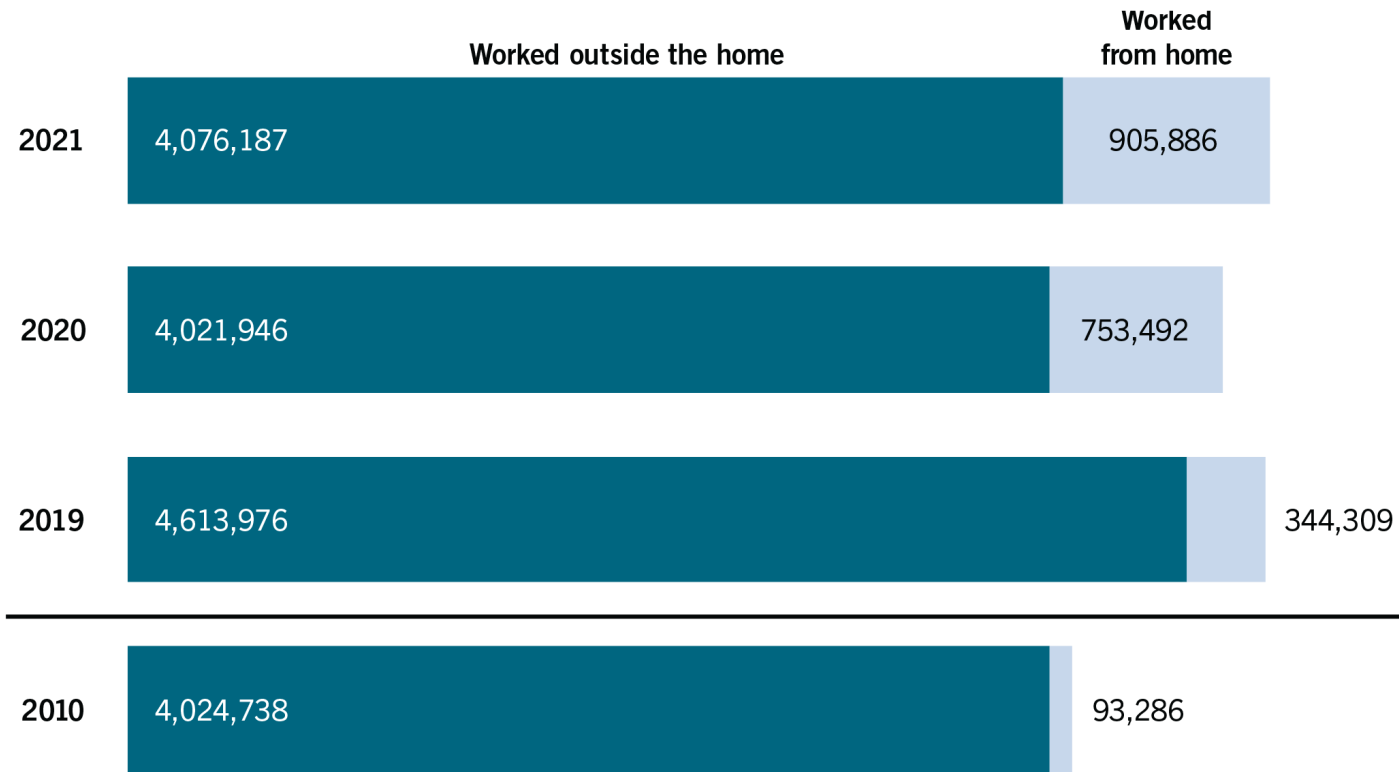


Source: Georgia Department of Education.

Note: A student's Lexile score is calculated from a reading test that is linked to a Lexile Framework; the Lexile measure describes the student's reading ability (source: Georgia Department of Education)



WFH rates have increased from 2.3% in 2010 to 18% in 2021



Source: U. S. Census Bureau.