

GEORGIA

Workforce Trends

An Analysis of Long-term Employment Projections to 2026



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Georgia Workforce Trends – An Analysis of Long-term Employment Projections to 2026 was produced by the Georgia Department of Labor’s Workforce Statistics and Economic Research (WS&ER) Division, under the general direction of Mark Watson, Director. The publication’s charts, graphs, and analyses were prepared by Corey Smith, Statistical Business Operations Chief. Kenneth King, Program Chief, and Hans Friedrichsen worked to produce the underlying employment projections, the component upon which the analyses in this publication are based. Research and findings were also produced by numerous WS&ER staff with graphics and layout being provided by Helen Kim.

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A D D I T I O N A L D A T A

For a complete set of industry or occupational employment projections for the state or any of its local workforce development areas, please contact the Workforce Statistics & Economic Research Division of the Georgia Department of Labor at (404) 232-3875 or at Workforce_info@gdol.ga.gov.

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Source: Georgia Department of Labor, Workforce Statistics & Economic Research

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Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Introduction

Deciding on a career is like anything else—a person is more likely to succeed if he or she has a solid plan. Prudent planning involves reviewing education and/or training, and it is imperative that good information about the job market is available. Concerns about things like the number of jobs that will exist in the future, their rate of pay, and the kind of education and training that will be required can be difficult to sort out. Fortunately for Georgians, this publication addresses some of these issues.

Georgia Workforce Trends – An Analysis of Long-term Employment Projections to 2026 provides a graphic summary of the latest trends in employment growth (or decline) covering the decade from 2016 to 2026. These projections are a key to good decision-making for career counselors, education program planners, and policymakers. In a changing economy, the projections provide a glimpse into the future—to help decision-makers prepare for it.

The graphs depict trends in two key areas: industries and occupations. The projections were developed using models that incorporated the latest available assumptions about changes in technology, employers' staffing patterns, and business practices. As such, they replace all statewide long-term employment projections previously released by the Georgia Department of Labor.

To help understand these projections, it is important to understand the difference between an industry and an occupation. An occupation refers to a method of classifying jobs according to the type of work performed. People who supervise children are in the occupation of childcare worker, for example. An industry, on the other hand, refers to a way of classifying jobs and businesses according to the type of goods produced or services provided. For example, any job in a childcare center—from childcare worker to cook—is classified as part of the child daycare services industry.

All of the graphs in this report provide answers to some basic questions about employment in Georgia like: How many new jobs will there be? How fast are the number of jobs changing? and Which occupations are growing/declining the most? Graphs that show numeric employment change illustrate how many new jobs there will be (the actual number of jobs gained or lost over the projections decade). In general, occupations and industries with the greatest numeric increases are those that already have large numbers of workers. Graphs showing percent change in employment illustrate how fast the number of jobs are changing (the rate of job growth or decline during the decade). It is important to remember that fast growth does not always mean many new jobs. Graphs that show annual job openings include openings from job growth as well as openings from labor force exits and openings from occupational transfers all together.

A Note about the Economy in 2016

For this set of employment projections, the base year, 2016, was in the midst of a Georgia and national economy that was continuing to show encouraging signs of confidence as businesses were growing, jobs were being created, and there was optimism in the air. In Georgia, we were in the sixth consecutive year of annual average job growth and had begun to feel a sense of confidence in the encouraging economic climate. The unemployment rate was down to 5.6 percent in 2016, its sixth straight year of improvement, after topping out at 10.5 percent a few years earlier. Employment in Georgia's manufacturing and construction sectors had now shown growth for several straight years each while education and health services, professional and business services, leisure and hospitality, and wholesale and retail trade, were displaying ongoing job growth in the state in 2016.

When developing long-term projections, however, our focus is on long-term employment trends in Georgia. Like other states in the nation, a long-term trend expected to continue is an aging population and labor force that must be addressed. Projection notes in employment between 2016 and 2026 include persistent growth in health care and social assistance related jobs in part due to caring for older Georgians, as well as construction employment continuing to grow, an unrelenting boom in the film industry that looks to have long-term sustainability, and more occupations in the state generally requiring education beyond high school.

Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Industry Employment Highlights

- Total employment in Georgia is projected to grow to over 5.0 million in 2026, an increase of 11.7 percent from the 2016 employment level. The growth amounts to nearly 525,000 new jobs for the state.
- Industry employment growth will be concentrated in the service-providing sectors of the economy. About 88 percent of the job growth in Georgia will be in the service providing sectors and about 12 percent will be in the goods-producing sectors. This amounts to over 462,000 new jobs in the service-providing sectors and about 62,000 more jobs in goods-producing sectors.
- Health care and social assistance will lead all industry sectors both in terms of job growth (+99,000 jobs) and growth rate (20.4 percent), as it accounts for nearly one-fifth of the 525,000 new jobs created in the state through 2026.
- Growing by 14.8 percent over the projection period, transportation and utilities will grow at the second fastest rate of all industry sectors through 2026.
- Professional and business services will add over 84,000 jobs, the second most in the state, by 2026. Employment in the industry sector will grow from about 598,000 in 2016 to over 682,000 by 2026.
- Georgia will see manufacturing employment grow by 8.0 percent from 2016 to 2026. Manufacturing jobs peaked in 1997 with about 554,000 jobs in the state. In 2016 there were about 385,000 manufacturing jobs and there will be around 416,000 by 2026.
- Construction jobs in Georgia will grow by 13.8 percent over the projection period as residential and commercial building continue, as well as, repairs and infrastructure improvements to roads and bridges persists.
- Educational services is projected to grow by 51,000, or 13.6 percent, from 2016 to 2026. There were about 375,000 jobs in 2016 which will jump to about 426,000 by 2026.
- The leisure and hospitality sector will add nearly 39,000 jobs through 2026. The accommodation and food services sub-sector will grow by about 30,000 workers as employment approaches 442,000. The arts, entertainment, and recreation sub-sector will grow by nearly 9,000 over the projection period as employment tops 56,000.
- Over the ten-year projection period to 2026, government positions in Georgia (not including education) will grow by about 18,800, or 6.4 percent, to just over 313,000.

Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Occupational Employment Highlights

- 31.7 percent of new occupations in Georgia will generally require a bachelor's degree or more through 2026.
- Workers in occupations generally requiring a bachelor's degree or more will comprise 25.6 percent of all jobs through 2026, up from 24.9 percent in 2016. Workers in occupations generally requiring some formal post-secondary education but less than a bachelor's degree will comprise 13.1 percent of all jobs by 2026, up from 11.1 percent in 2016; while workers in occupations that generally require a high school diploma or less will comprise 55.2 percent of all occupations through 2026, down from 63.3 percent in 2016.
- Employment will grow in every educational category through 2026 in Georgia. Over 169,000 new jobs will be created in occupations that require a high school diploma or equivalent; just over 137,000 new jobs will be added in occupations generally requiring a bachelor's degree; over 120,000 new jobs will be created in occupations generally requiring no formal educational credential; nearly 54,000 new jobs will be in occupations requiring some college or postsecondary award; just over 16,000 new jobs will be created in occupations that generally require a doctoral/professional degree; over 15,000 new jobs will be in occupations that generally require an associate's degree; and over 13,000 new jobs will be in occupations generally requiring a master's degree.
- In terms of total employment level, most jobs in Georgia will be in the office and administration support occupational group, followed by sales and related occupations, food preparation and serving related occupations, transportation and material moving occupations, management occupations, and production occupations by 2026.
- All major occupational groups will experience job growth over the projection period. Transportation and material moving occupations will have the largest gains – with 54,000 new jobs through 2026; followed closely by sales and related occupations adding 50,700 new jobs; healthcare practitioners & technical occupations adding over 44,000 new jobs; and office and administrative support occupations growing by about 40,600 new jobs.
- Transportation and material-moving occupations are expected to grow at a rate of 1.4 percent per year in the state through 2026. Construction and extraction occupations are expected to grow at a rate of 1.1 percent per year and add over 19,000 jobs over the projection period. Construction related occupations are expected to grow as a result of road, bridge,

Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Occupational Employment Highlights Continued

highway, and waterway upgrades and improvements expected in Georgia through 2026.

- Occupational groups growing at the fastest annual average growth rate through 2026 include healthcare support occupations growing by 2.0 percent per year to about 123,400 jobs by 2026; personal care and service occupations growing by 1.8 percent per year to nearly 151,400 total jobs; and healthcare practitioners & technical occupations growing by 1.7 percent per year reaching nearly 285,500 jobs in Georgia.
- Office and administrative support occupations will grow by 0.6 percent in Georgia and add 40,600 jobs while protective service occupations and production occupations will each grow by 0.7 percent and add 7,700 and 22,900 jobs, respectively, in Georgia; these growth rates are the slowest among the major occupational groups in the state.
- Occupations generally requiring a high school diploma or equivalent will account for 38.2 percent of all occupational openings in Georgia through 2026. The openings will come from labor force exits due to retirement or other reasons, plus occupational transfers from movement to other jobs, plus employment growth.
- More than half of the twenty fastest growing occupations in Georgia will be film or healthcare related through 2026 and include occupations such as costume attendants, film and video editors, physician assistants, occupational therapy assistants, and nurse practitioners; however, the list also includes rotary drill operators, bus drivers, and CNC programmers.
- Laborers and freight, stock, and material movers, hand (20,700), retail salespersons (18,000), combined food prep workers (17,300), registered nurses (13,500), and general and operations managers (13,000) will gain the most jobs through 2026.
- Combined food prep workers, retail salespersons, cashiers, laborers and freight, stock, and material movers, hand, and waiters and waitresses will top the list of most annual occupational openings in Georgia through 2026. Included in the top twenty list of most job openings also are customer service representatives, office clerks, general and operations managers, stock clerks and order filers, and janitors and cleaners.
- Executive secretaries and executive administrative assistants in Georgia will experience the most job losses through 2026; followed by secretaries and administrative assistants, except legal, medical, and executive; fast

Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Occupational Employment Highlights Continued

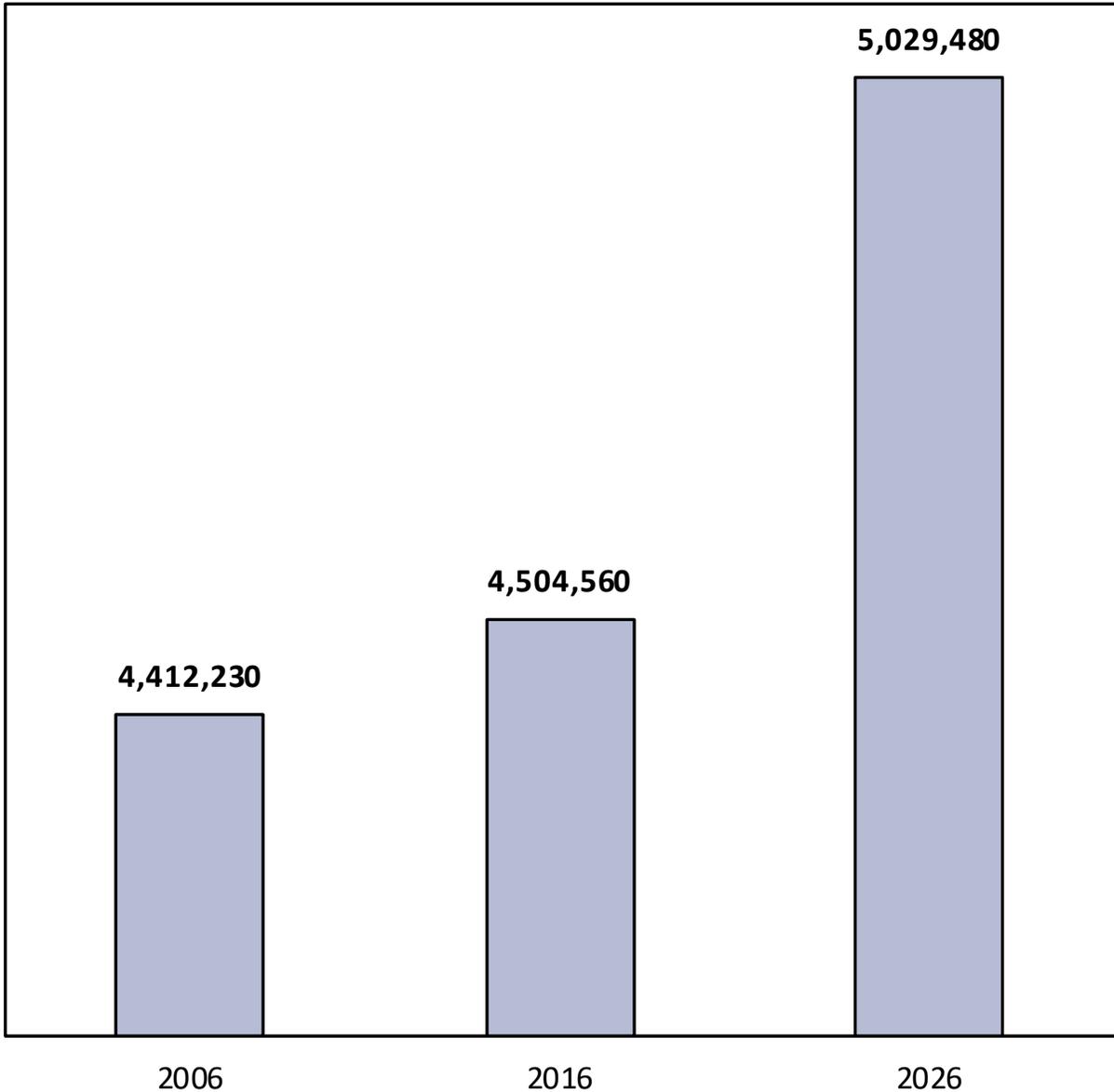
food cooks; tellers; postal service mail carriers; and telecommunications equipment installers and repairers, except line installers. Although declining, there will still be some job openings in these occupations due labor force exits and occupational transfers.

- Job growth in Georgia in occupations that generally require a master's degree or a doctoral/professional degree include lawyers; educational, guidance, school, and vocational counselors; nurse practitioners; physical therapists, physician assistants; and physicians and surgeons.
- The majority of job growth by 2026 in occupations that generally require a bachelor's degree will be in nursing, management, k-12 education, software development, and accounting. All of them will be **Hot** for the projection period because of their rapid job growth, high wages, and plentiful occupational openings.
- Job growth through 2026 in Georgia occupations generally requiring some college, postsecondary non-degree award, or an associate's degree are concentrated in healthcare. The group includes medical assistants, nursing assistants, and licensed practical/vocational nurses but also includes occupations such as heavy and tractor-trailer truck drivers, teacher assistants, and automotive service technicians and mechanics.
- Job growth in occupations that require a high school diploma or less will be heavily influenced by several large-employment service occupations. Laborers and freight, stock, and material movers, hand; retail salespersons; combined food preparation and serving workers; personal care aides, and customer service reps will all add substantial new jobs over the decade.
- Healthcare and healthcare support occupations are expected to drive job growth over the projection period in Georgia. Registered nurses, medical assistants, and nurse assistants top the list in terms number of new healthcare jobs. When it comes to rate of growth of health related occupations, physician assistants, nurse practitioners, and occupational therapy assistants are on top.
- Careers in science, technology, engineering, and mathematics, commonly referred to as STEM occupations, will grow by nearly 77,000 new jobs in Georgia over the projection period ending in 2026.
- STEM occupations with the most growth through 2026 in Georgia will include registered nurses, software developers, licensed practical/vocational nurses, computer user support specialists, and emergency medical technicians and paramedics.

Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Industry Employment

With nearly 525,000 jobs projected to be added in Georgia from 2016-2026, total employment in the state will top 5.0 million by 2026. Over the ten-year projection period, the job growth equates to an average of nearly 53,000 additional jobs per year and an average growth rate of 1.1 percent.



Note: Employment data includes workers from the Current Employment Statistics survey and also includes self-employed, unpaid family workers, and agriculture, forestry, fishing, and hunting workers.

Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Industry Sectors Defined

Industries shown in the following graphs are defined primarily according to the North American Industry Classification System (NAICS), a system used by the U.S. Bureau of Labor Statistics to classify establishments into industry categories. Industries fall into either goods-producing or services-providing sectors.

Goods-producing Sectors

- **Natural Resources and Mining.** Examples include animal and crop production, logging, support activities for agriculture, and oil and gas extraction companies.
- **Construction.** Examples include bridge-building and home construction companies.
- **Manufacturing.** Examples include establishments that make computer chips, breakfast cereals, and other goods.

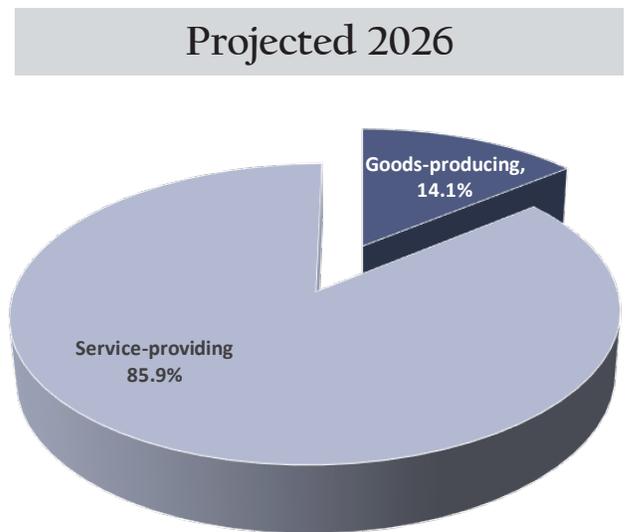
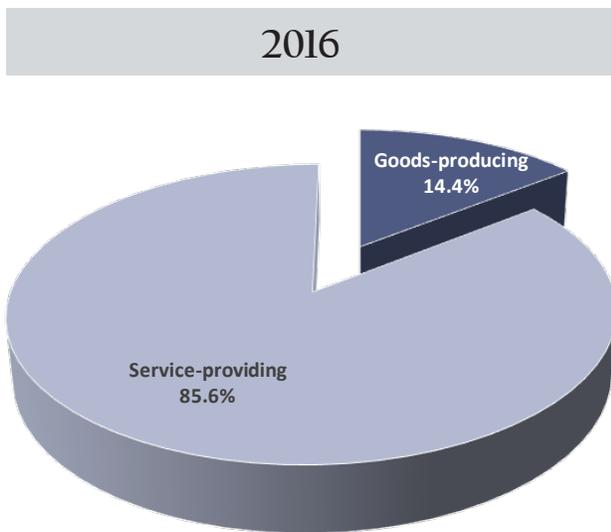
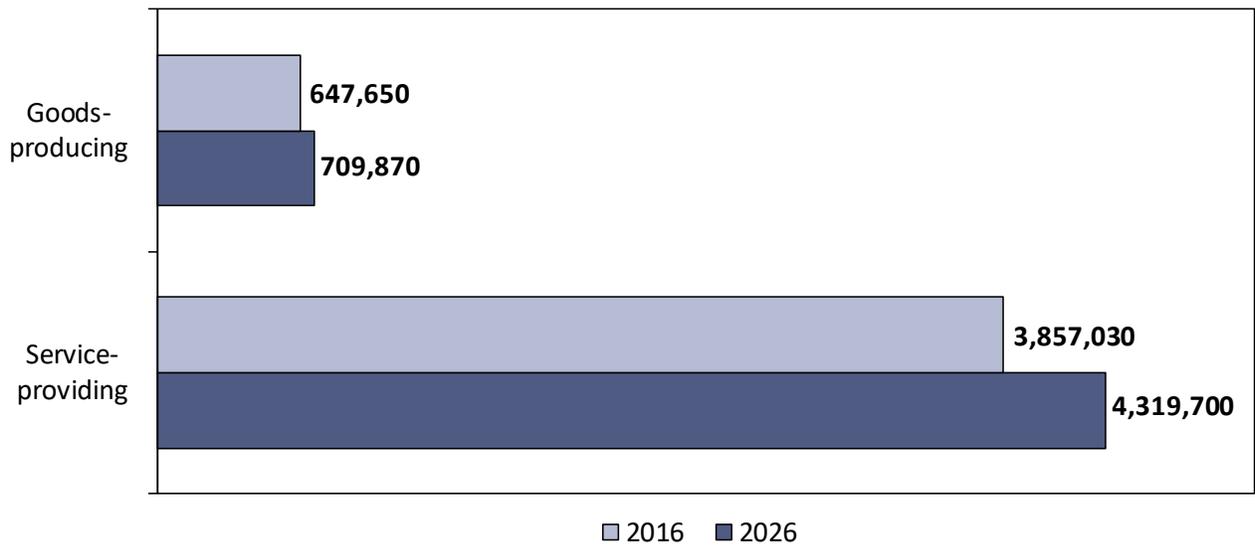
Services-providing sectors

- **Wholesale & Retail Trade.** Examples include wholesale merchants of durable goods like automobiles and furniture, non-durable goods like drugs and groceries, department stores, and gas stations.
- **Transportation and Utilities.** Examples include airports, warehousing and storage facilities, and power plants.
- **Information.** This includes print, software, and database publishing firms; broadcasting and telecommunications providers; and internet service providers.
- **Financial Activities.** Industries include finance, insurance, real estate, and rental services.
- **Professional and Business Services.** Examples include temporary help firms, consulting services, scientific and technical services, and waste management establishments.
- **Educational Services.** This sector includes local, state, and private schools, and other providers of education.
- **Health Care and Social Assistance.** Includes physicians' offices, dentists' offices, public and private hospitals, and privately run social services.
- **Leisure and Hospitality.** Examples include hotels, restaurants, sports teams, theme parks, performing arts companies and arcades.
- **Other Services.** Examples include automotive repair shops, funeral homes, and drycleaners.
- **Government.** This sector consists of the federal, state, and local governments, except for the postal service and government-run hospitals and schools.

Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Industry Employment By Supersector

Both the service-providing and goods-producing sectors will add jobs through 2026. The service-providing sectors' share of employment will increase slightly from 85.6 percent of employment in 2016 to 85.9 percent by 2026. Goods-producing share of employment will decrease slightly from 14.4 percent of employment in 2016 to 14.1 percent in 2026. Employment in Georgia's service-providing sector will grow by nearly 463,000 over the projection period while the goods-producing sector will add over 62,000 jobs.

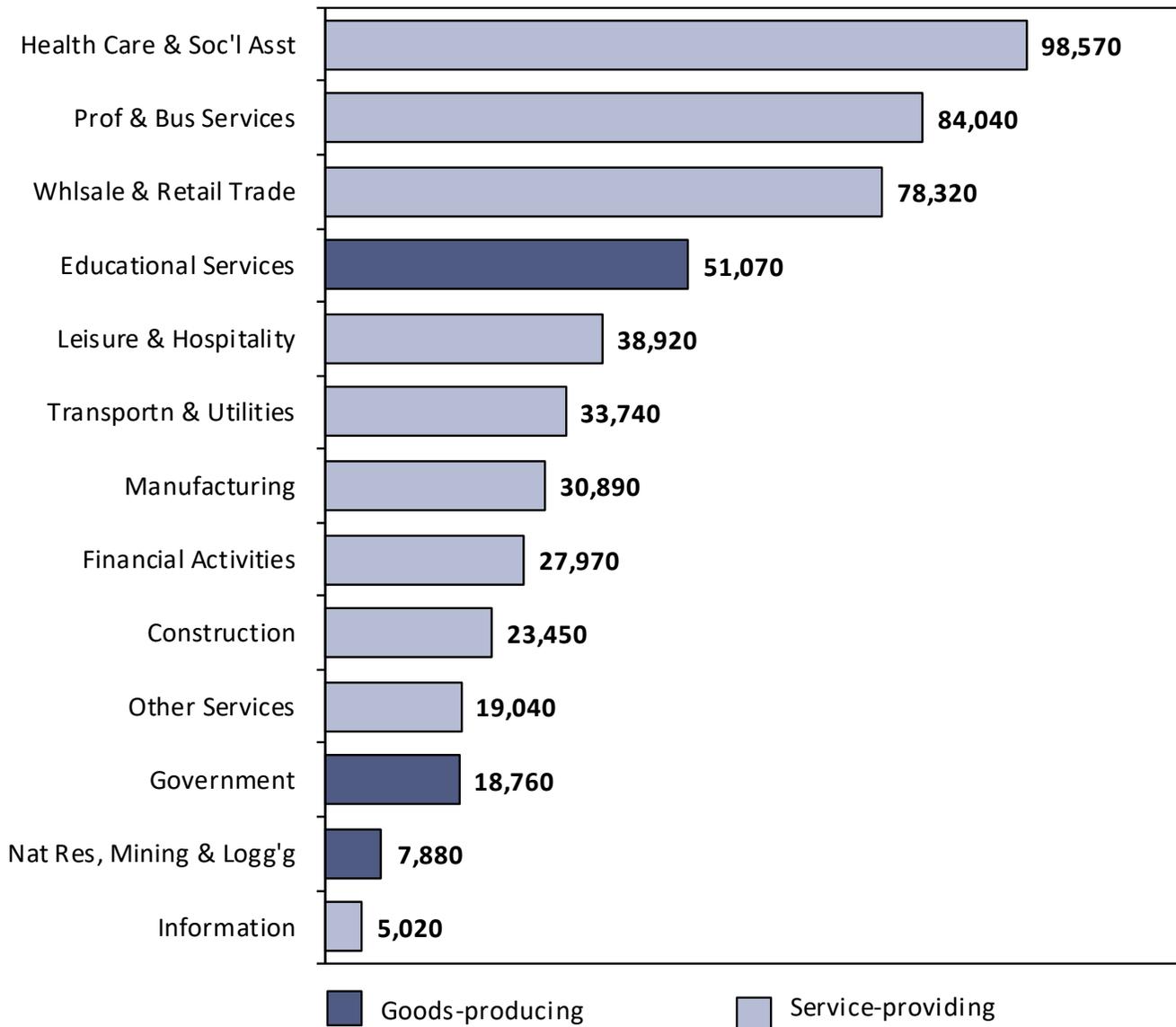


Industry Supersector Employment Shares, 2016-2026

Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Change in Employment by Industry Sector

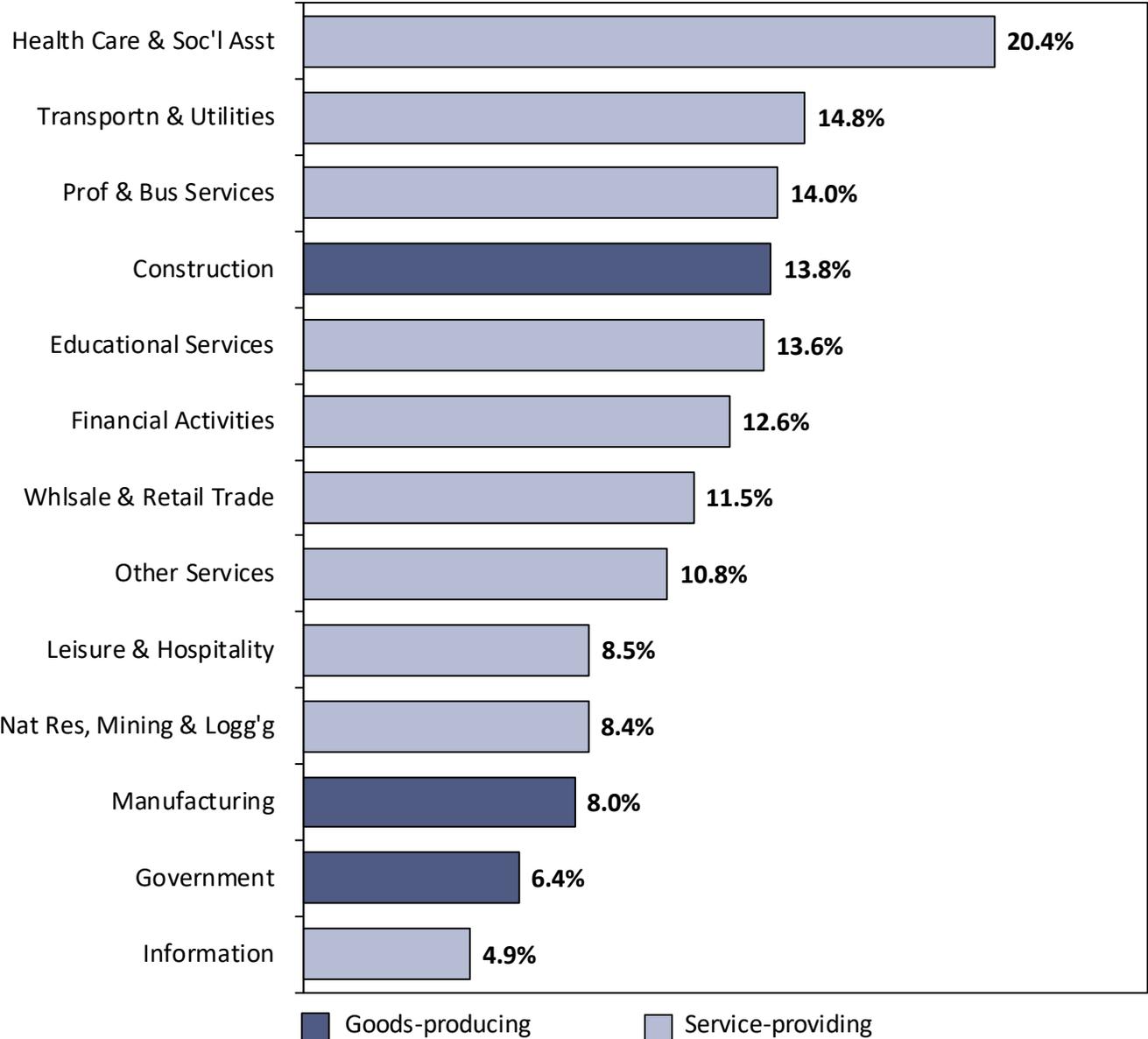
The health care and social assistance industry will add the most jobs through 2026, with a projected employment increase of nearly 99,000. The job growth in health care and social assistance is driven by the increased demand to care for an aging population. The industry expected to add the second most jobs over the projection period in Georgia is professional and business services where over 84,000 jobs will be created. Wholesale and retail trade, educational services, and leisure and hospitality will also show strong job growth as consumers continue making purchases, educational opportunities expand and evolve, and the growing population looks for more entertainment options.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Percent Change in Employment by Industry Sector

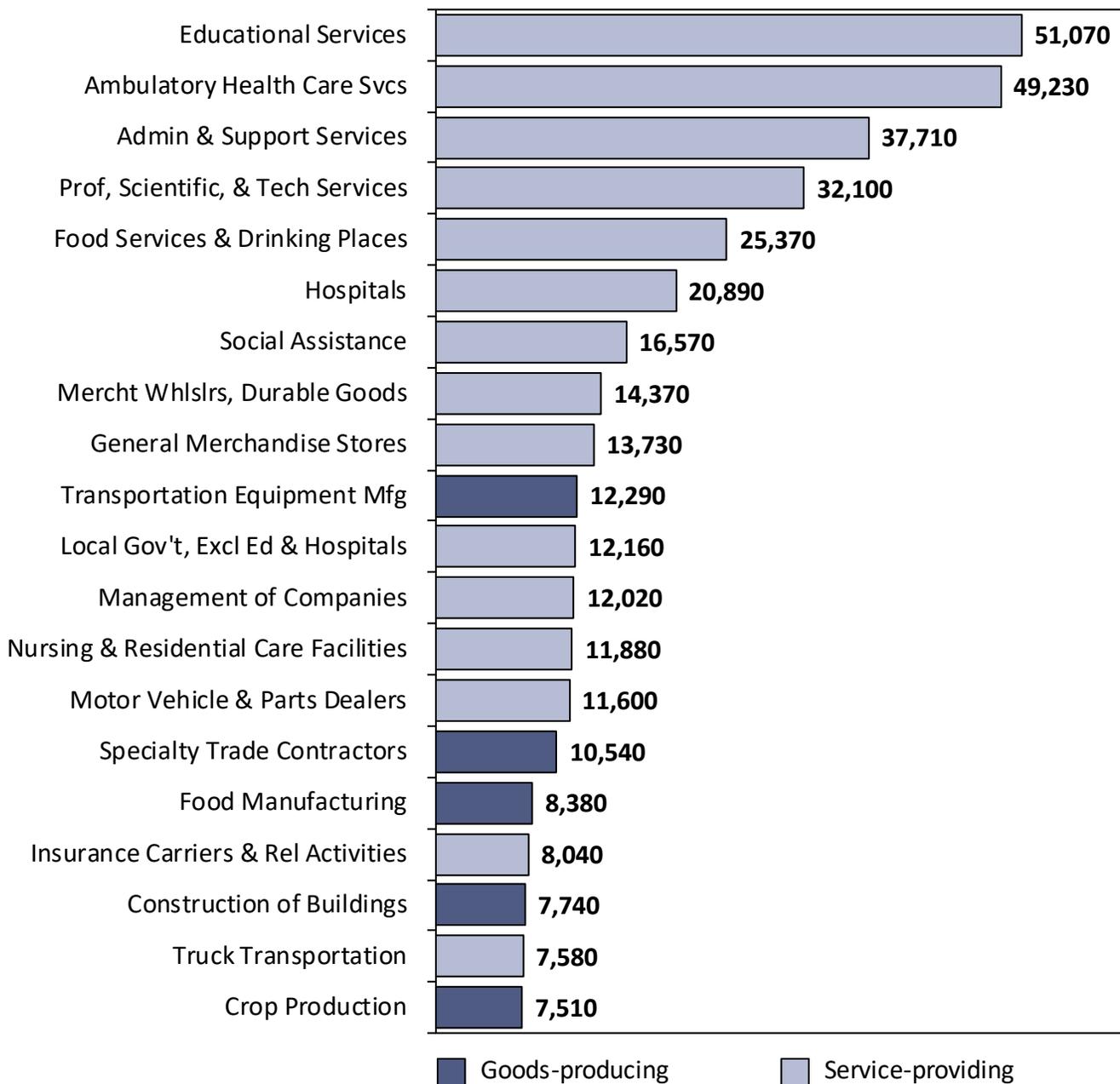
Health care and social assistance is projected to have the highest rate of employment growth over the projection period. Through 2026, the industry will grow by 20.4 percent in Georgia. Employment in transportation and utilities will grow by 14.8 percent as the states hold on being a transportation and warehousing hub in the southeast grows. Professional and business services, construction, and educational services round out the top five in rate of job growth. No major Georgia employment sector will experience negative job growth from 2016 to 2026.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Industry Subsectors with the Most Job Growth

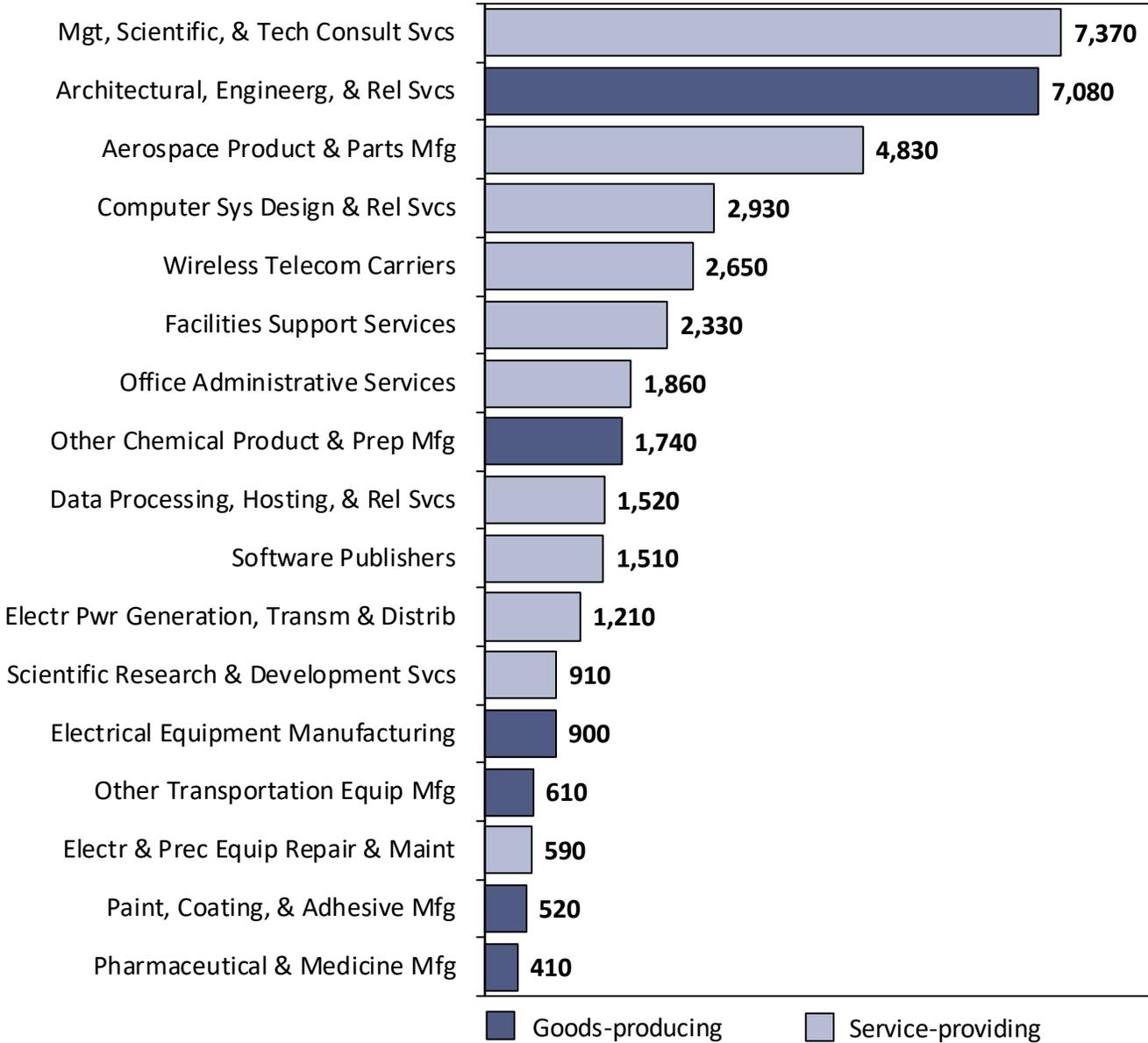
Listed are the top twenty industry subsectors in Georgia for projected growth from 2016 to 2026. Of the nearly ninety industry subsectors (components of industry sectors) analyzed, Educational services is projected to grow the most and add over 51,000 jobs over the projection period. Employment in ambulatory health care services, administrative and support services, professional and technical services, and food services and drinking places, round out the top five in terms of job growth.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

High-Technology Industries with the Most Job Growth

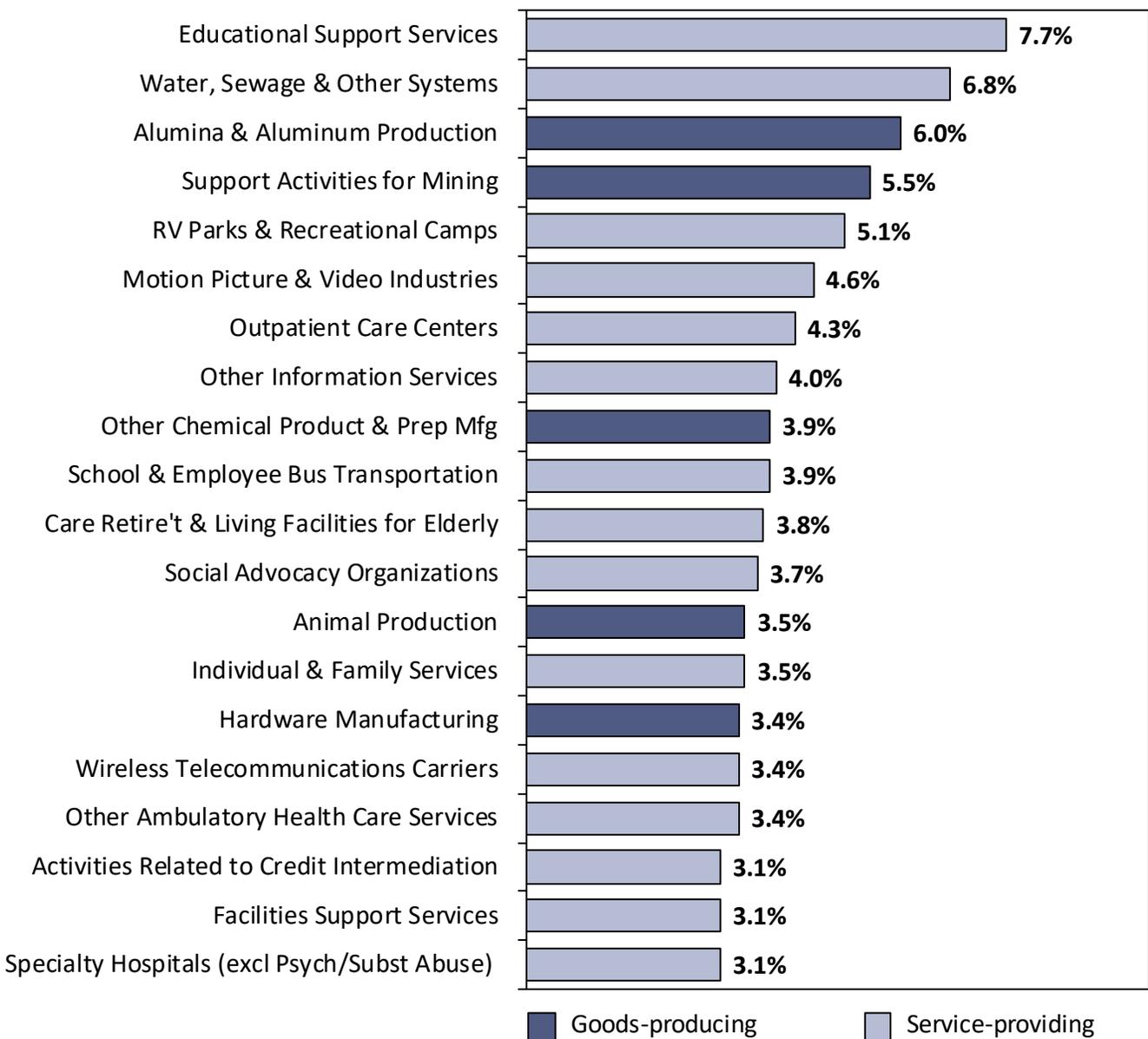
The high technology industry includes firms that design, develop, and introduce new products, processes and innovations by applying scientific and technical knowledge. High technology usually receives attention due to its potential to create well-paying jobs. High-tech includes such industries as management, scientific, and technical consulting services which will add nearly 7,400 jobs by 2026; architectural and engineering services which will grow by nearly 7,100 jobs; and aerospace product and parts manufacturing which will add over 4,800 new jobs to Georgia’s economy over the projections period.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Fastest Growing Detailed Industries

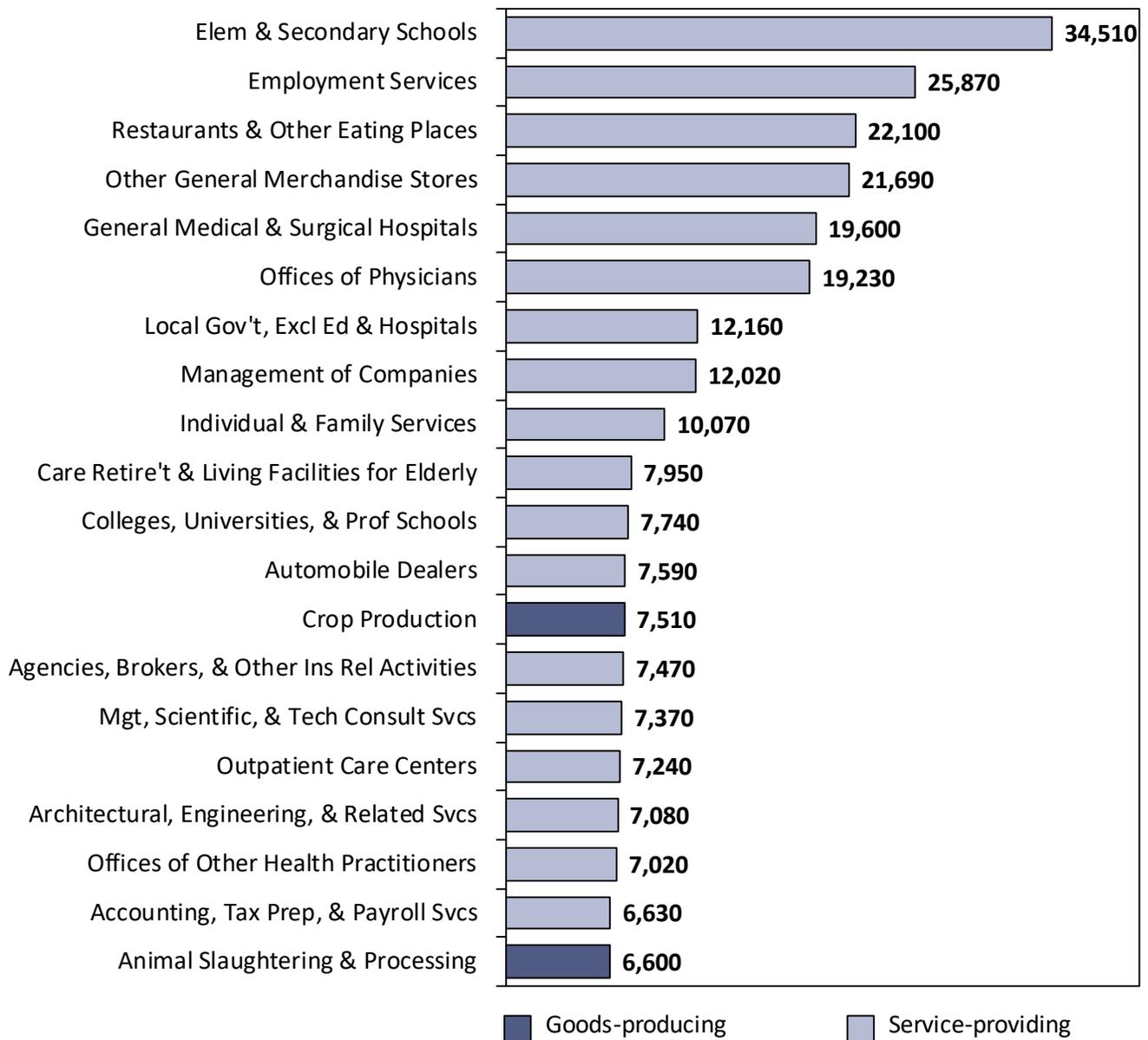
Detailed industry employment in the state growing at the fastest rate is educational support services, growing at 7.7 percent over the projections period. With many of the municipalities in the state grappling with infrastructure issues like aging water/sewer systems and stressed underground pipes, employment in water, sewage and other systems is slated to grow at the second fastest rate from 2016 to 2026. One-fourth of the detailed industries growing fastest are in health care and social assistance as Georgia's population continues to live longer and advances in medical care persists.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Most Job Growth by Detailed Industry

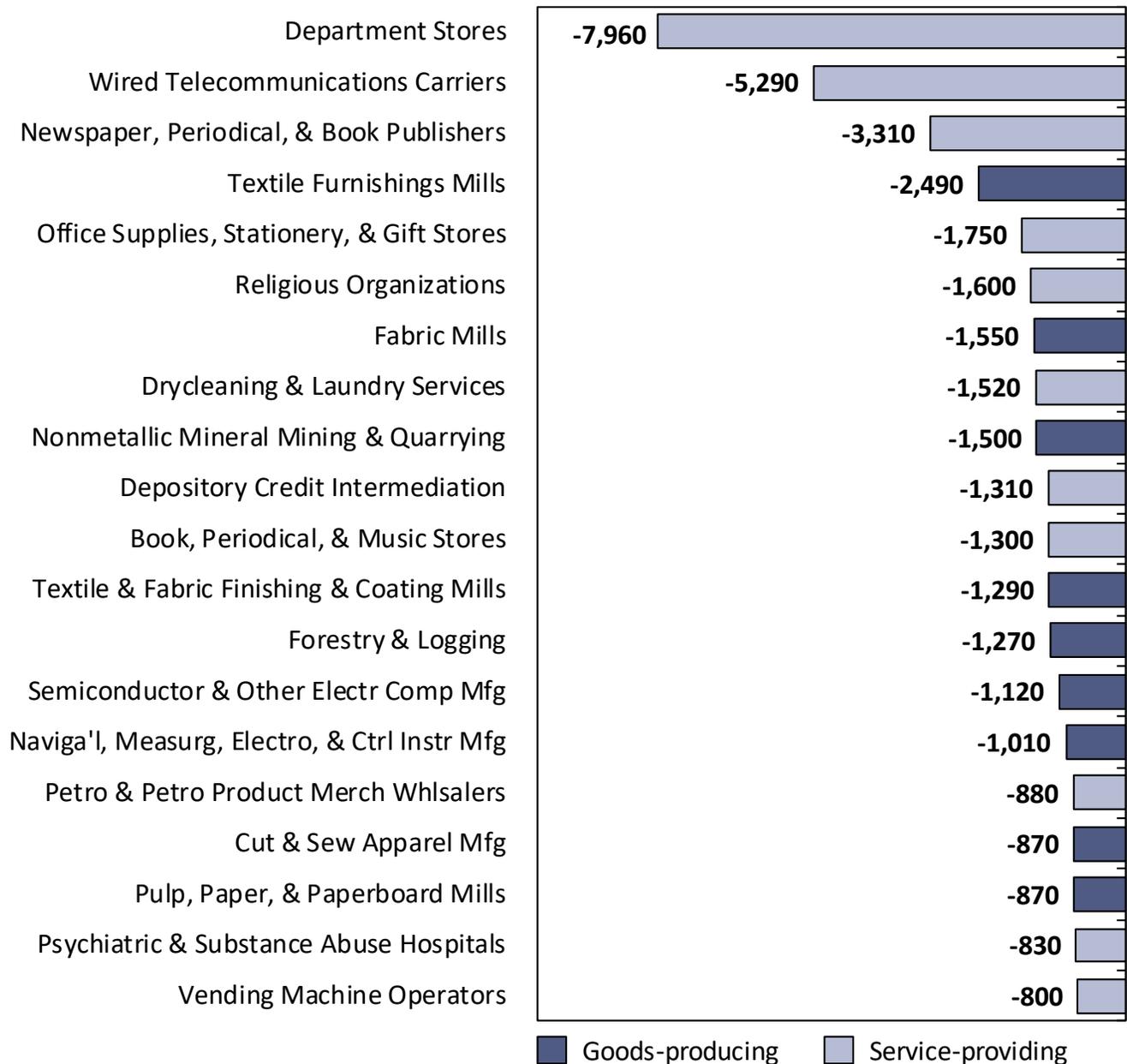
At the detailed industry level, elementary and secondary schools employment will grow the most in Georgia from 2016 to 2026 with projected job growth of over 34,500. Employment services along with restaurants and other eating places round out the top three with, respectively, nearly 26,000 and over 22,000 projected jobs to be added by 2026. Six of the top twenty industries, and four of the top ten industries, adding the most jobs in the state over the projection cycle are health care related. Three of the top twenty are professional and business service jobs.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Most Job Losses by Detailed Industry

Several industries will endure employment declines over the ten-year projection period. As shoppers move to purchase more goods over the internet, department stores are poised to shed the most jobs by 2026 in Georgia. Wired telecommunications carriers; newspapers, periodicals, and book publishers; textile furnishings mills; and office supplies, stationery, & gift stores round out the top five industries with the most job cuts. Seven of the twenty industries losing the most jobs by 2026 are in manufacturing.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Occupational Employment

The previous section analyzed projected growth and decline in industry employment. This section examines projected changes in a closely related area—that of occupational employment. The Georgia Department of Labor has analyzed several factors affecting employment growth for nearly 800 detailed occupations. Occupations in this publication are defined according to the Standard Occupational Classification (SOC) system, which is prescribed by the U.S. Bureau of Labor Statistics. Graphs of occupational trends are displayed by the educational level usually required for employment and by the kinds of tasks that workers typically perform. Educational levels include eight categories that range from a doctoral or professional degree to no formal educational credential.

Subsequent pages present graphical displays of occupational trends by percentage change, numerical change, and annual openings. Each of these is a useful measure of job growth and/or decline. Occupations with fast growth, many new positions, or many job openings generally offer more favorable conditions for mobility and advancement.

Hot jobs combine all of these attributes with high wages to produce the most attractive job opportunities in Georgia. Each occupation designated as **Hot** in this report meets all three of the following criteria:

- Annual job growth greater than the statewide average of 1.1 percent
- Annual wage greater than the statewide average of \$47,000 per year as listed in the 2017 edition of the Georgia Wage Survey
- At least 400 projected job openings per year to the year 2026

Job Function Categories

Job function categories are grouped by occupation. A description of each occupational group is presented below.

- Management, business, and financial operations occupations – workers in these jobs direct the activities of business, government, and other organizations and perform tasks related to finance and business.
- Professional and related occupations – workers in these occupations are in education, healthcare, science, information technology, the arts, and a variety of other jobs.
- Sales and related occupations – workers in this group are involved in the sale of goods and services, both to businesses and to consumers.
- Office and administrative support occupations – workers in this group prepare and file documents, interact with the public, and gather and distribute goods and information.
- Healthcare Support Occupations – workers in these occupations are involved with supporting technical healthcare workers.
- Protective Service Occupations – this group of workers is entrusted with protecting the public.
- Food Preparation & Serving Related Occupations – these workers prepare and serve food.
- Building & Grounds Cleaning & Maintenance Occupations – workers in this group of occupations are involved with cleaning and maintaining buildings and grounds.
- Personal Care & Service Occupations – involved with providing care and service to the public.
- Farming, fishing, and forestry occupations – workers in this group tend and harvest renewable resources.
- Construction and extraction occupations – This group includes workers in construction and building trades and in oil and gas extraction and mining.
- Installation, maintenance, and repair occupations – workers in this group install and maintain all types of equipment.
- Production occupations – most people in these occupations work as assemblers or machine operators, primarily in manufacturing industries.
- Transportation and material-moving occupations – workers in these occupations move people or materials.

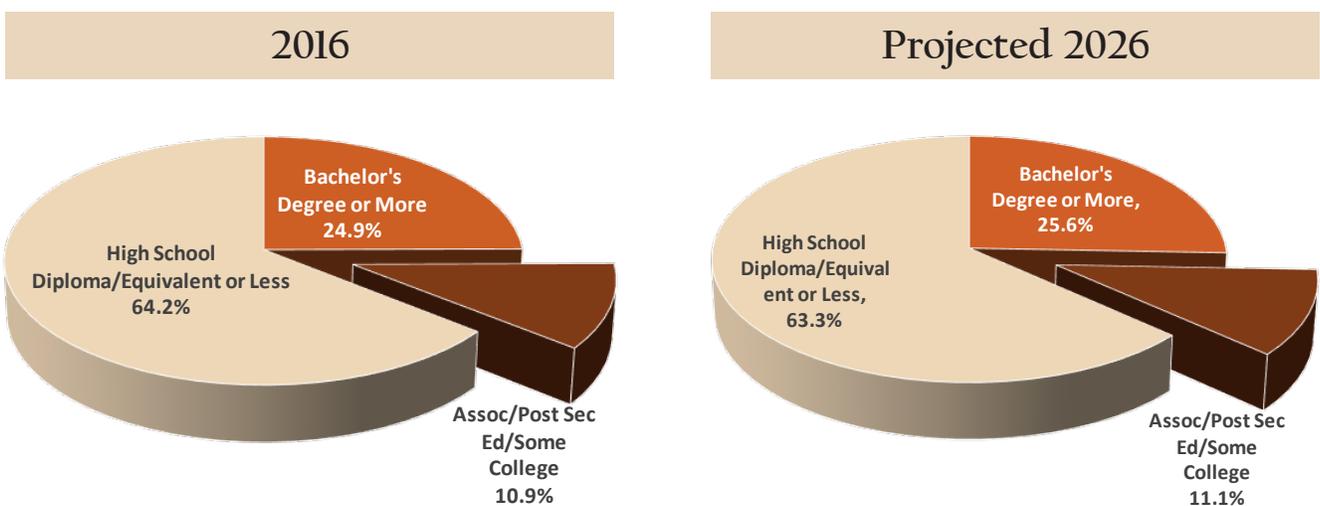
Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Occupational Employment by Educational Category

In 2016 there were over 4.5 million workers in various occupations throughout Georgia. In 2026, projected employment in the state will grow to over 5.0 million. Nearly 2.9 million jobs were in occupations typically requiring a high school diploma or less in 2016. By 2026, this category is projected to grow to nearly 3.2 million. While the group is expected to grow over the projections period and add nearly 290,000 jobs, its share of total jobs is expected to decline from 64.2 percent in 2016 to 63.3 percent in 2026.

Occupations typically requiring an associate’s degree or some form of postsecondary education less than a bachelor’s degree will grow by about 69,000 jobs through 2026. This category will grow from about 490,000 in 2016 when the group made up 10.9 percent of all workers, to nearly 559,000 in 2026 when it is projected to make up 11.1 percent of workers.

In 2016, occupations that usually require a bachelor’s degree or higher were held by 24.9 percent of Georgia workers, or about 1,122,000 people. This group will grow to 25.6 percent, or over 1,288,000 workers, by 2026. Occupations requiring a bachelor’s degree or higher will add about 166,000 jobs over the projection period.

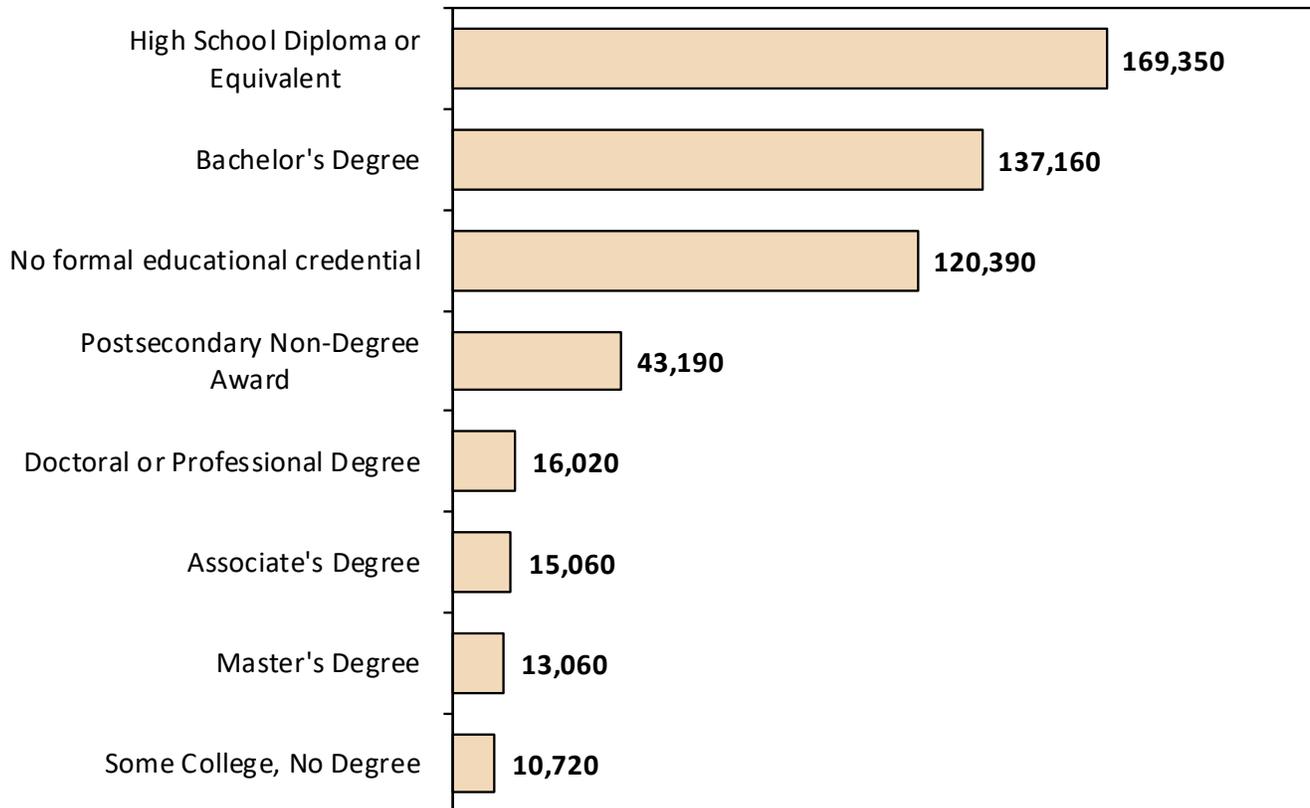


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Employment Growth by Educational Category

Employment in all education categories will see job growth through 2026. Occupations requiring a high school diploma or equivalent will see the most growth with the group adding over 169,000 new positions, comprising 32.3 percent of the nearly 525,000 jobs to be added in Georgia over the projection period. Occupations typically requiring no formal educational credential are projected to grow by over 120,000 by 2026.

As the need for a more educated workforce continues to grow, the occupational groups that generally require education beyond high school are projected to increase. From 2016-2026, occupations in Georgia that generally require a bachelor's degree will grow by over 137,000 (26.1 percent) to nearly 1,095,000. Occupations typically requiring post-secondary non-degree awards will see employment levels rise by over 43,000 to nearly 329,000 by 2026. Positions requiring a doctoral or professional degree, which have the highest average wage in the state at \$115,700 per year, are projected to add over 16,000 jobs in the state through 2026.

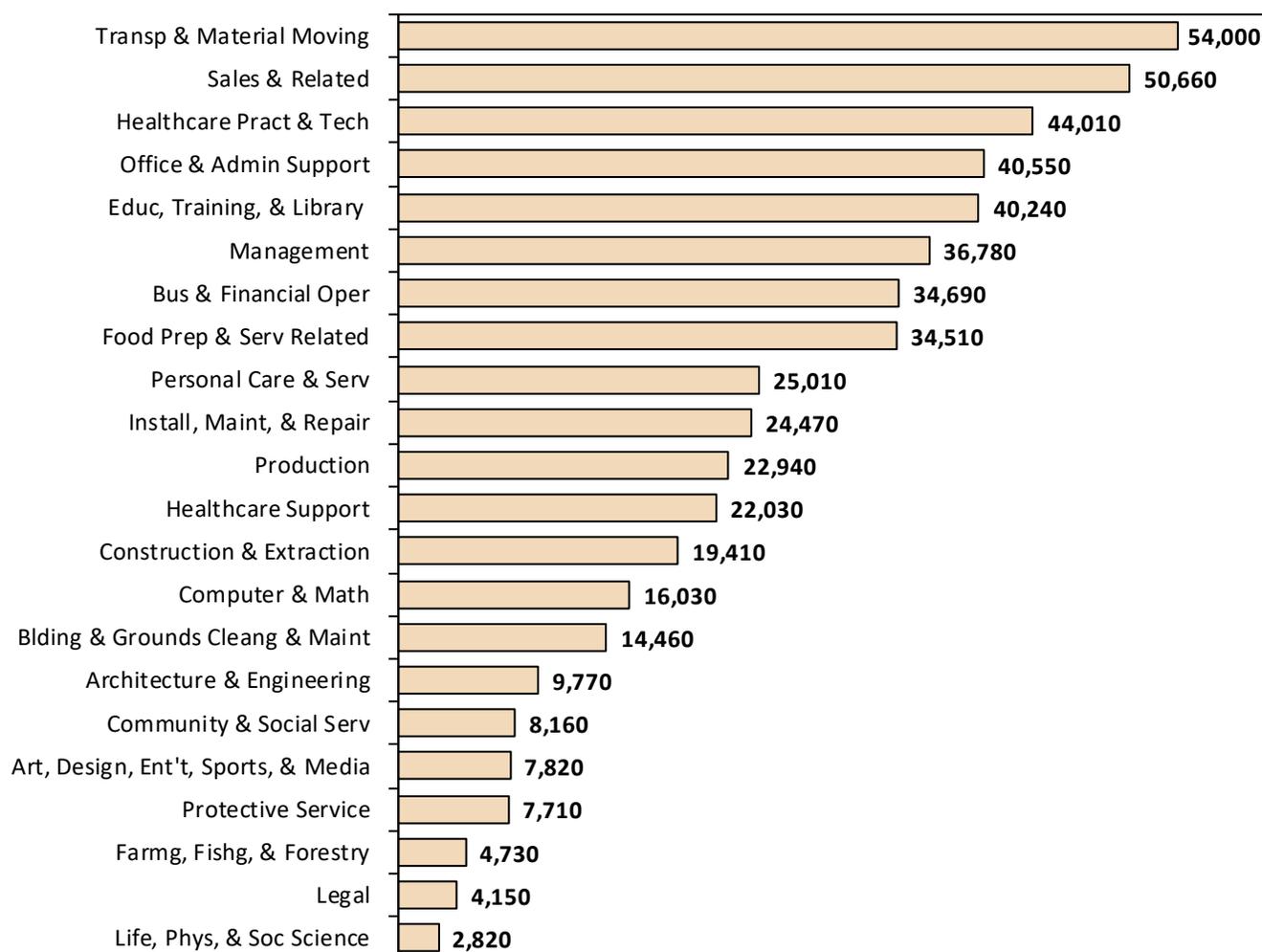


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Employment Growth by Occupational Group

All major occupational groups will see job growth in Georgia over the 2016 to 2026 projection period. Employment growth in the state will be highest in transportation and material moving occupations which will grow by 54,000 jobs to 417,200 by 2026. Sales and related occupations will follow in terms of total job growth in the state over the projection period, and will add over 50,600 new jobs through 2026.

Healthcare practitioners and technical occupations along with office and administrative support occupations are also atop the job growth rankings over the projection period. Respectively, they will grow by over 44,000 and nearly 40,600 by 2026. Rounding out the top five occupational groups is education, training, and library occupations which are projected to grow by over 40,200.

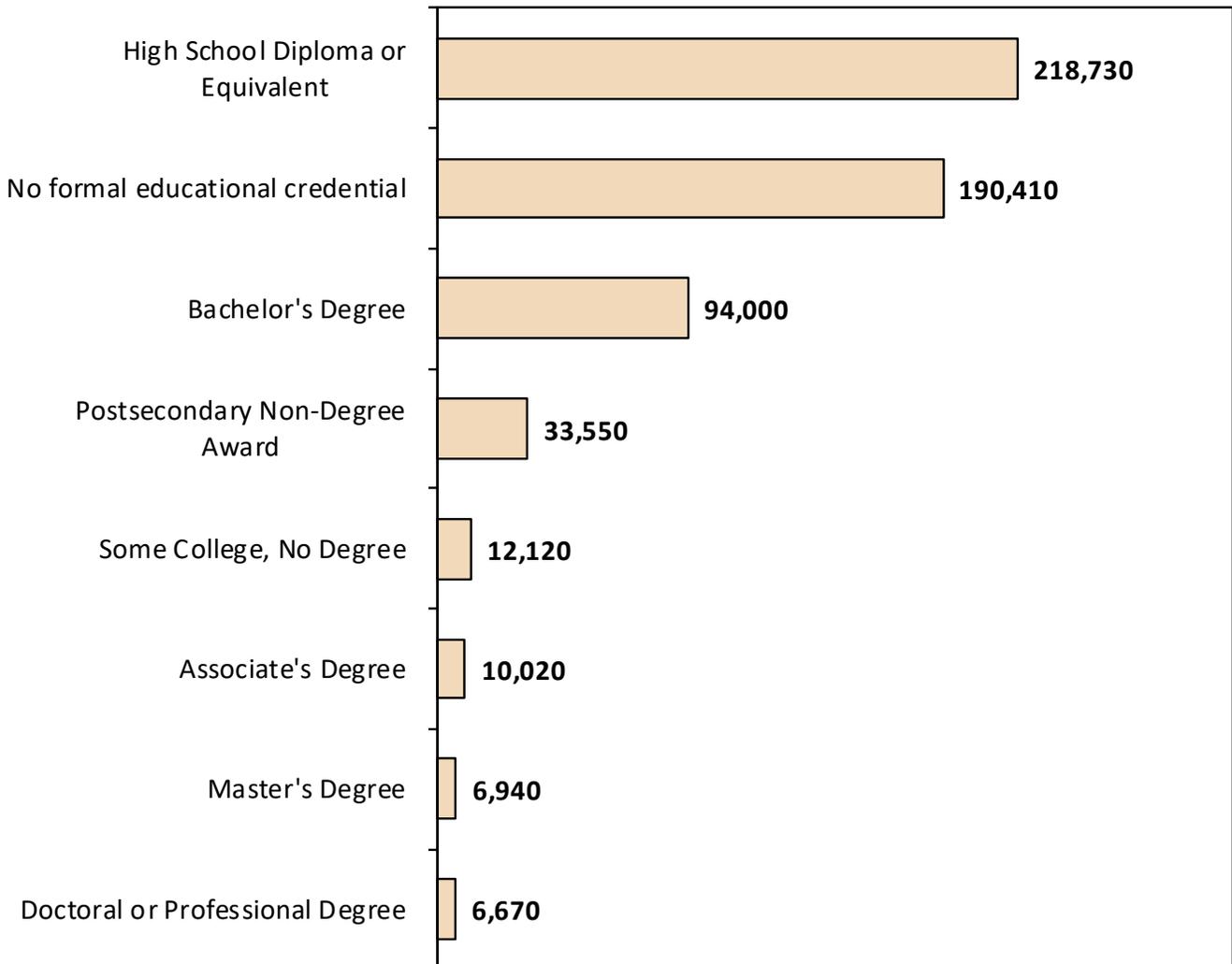


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Annual Openings by Educational Category

Occupational openings are an estimate of separations caused by workers exiting the labor force, due to retirement or other reasons, and separations caused by workers transferring to different occupations. Projections of separations are combined with projections of employment change to determine occupational openings. Of the nearly 572,000 annual openings projected in Georgia through 2026, 220,000 are due to the need to replace workers that have exited the labor force, about 300,000 are from people transferring to a different job, and over 52,000 is due to employment growth.

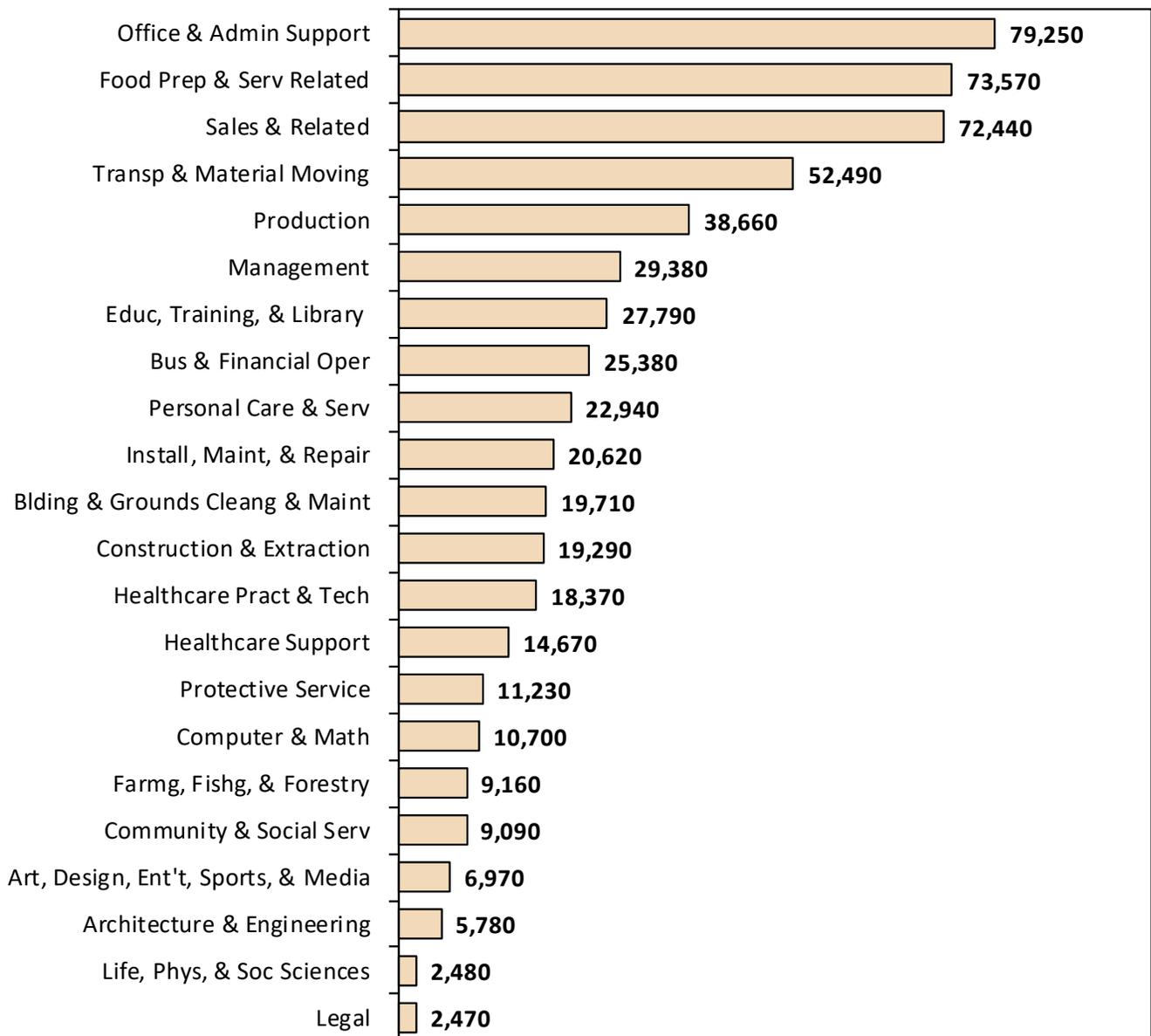
Occupations with the most job openings through 2026 in the state will generally require a high school diploma or equivalent.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Annual Openings by Occupational Group

The top three occupational groups with the most annual job openings in Georgia through 2026 are office & administrative support occupations, food preparation & serving related occupations, and sales & related occupations. All three will each have over 72,000 occupational openings per year. Only personal care and service; education, training, and library; and healthcare practitioners and technical occupations will see labor force exits exceed occupational transfers. The remaining occupational groups will see more job openings from occupational transfers than from labor force exits.

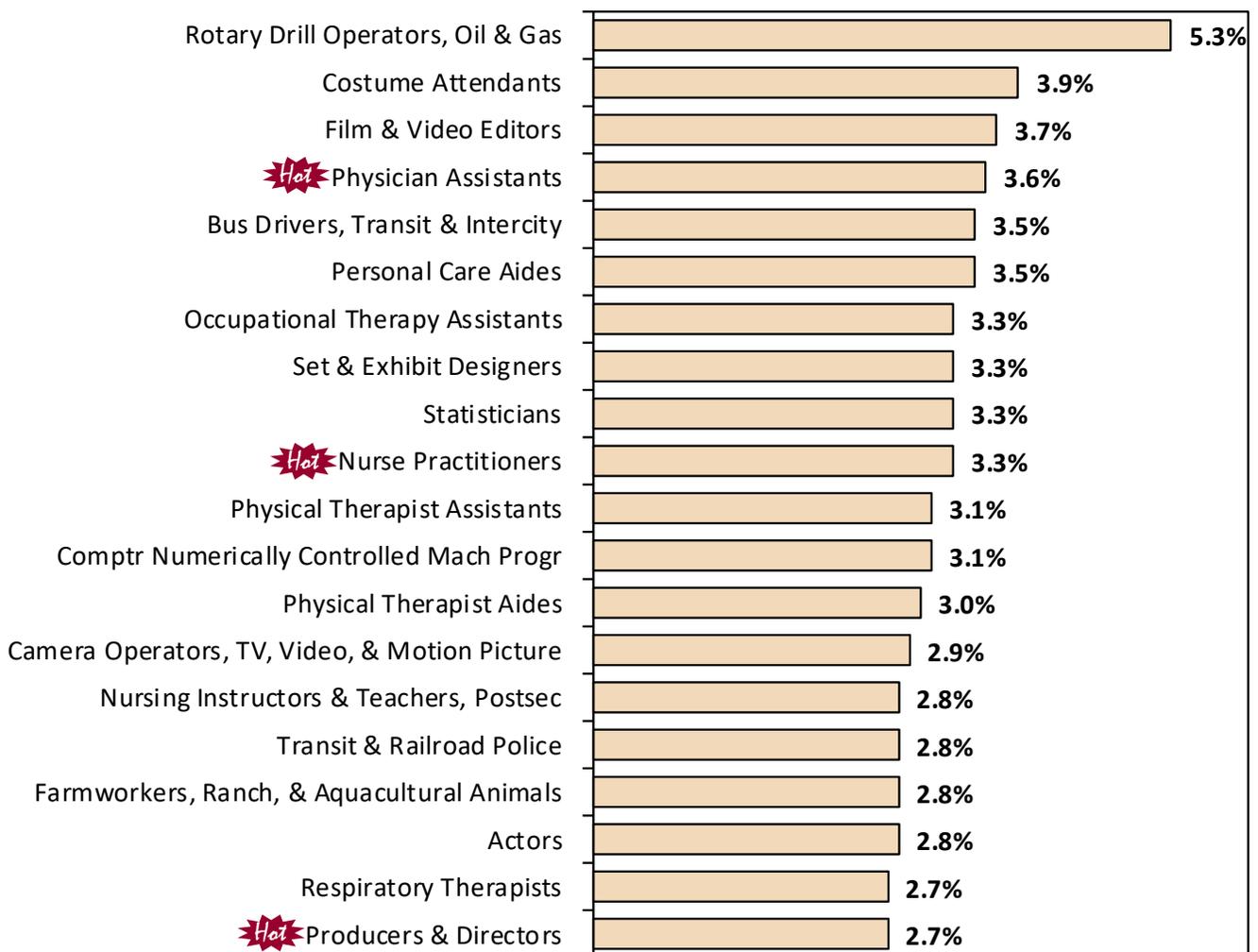


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Fastest Growing Occupations

The 20 fastest growing occupations, in terms of average annual growth, through 2026 in Georgia are dominated by movie, television, and healthcare professions. Twelve of the 20 are in the field of healthcare or movies and eight of the occupations generally require a bachelor's degree or higher.

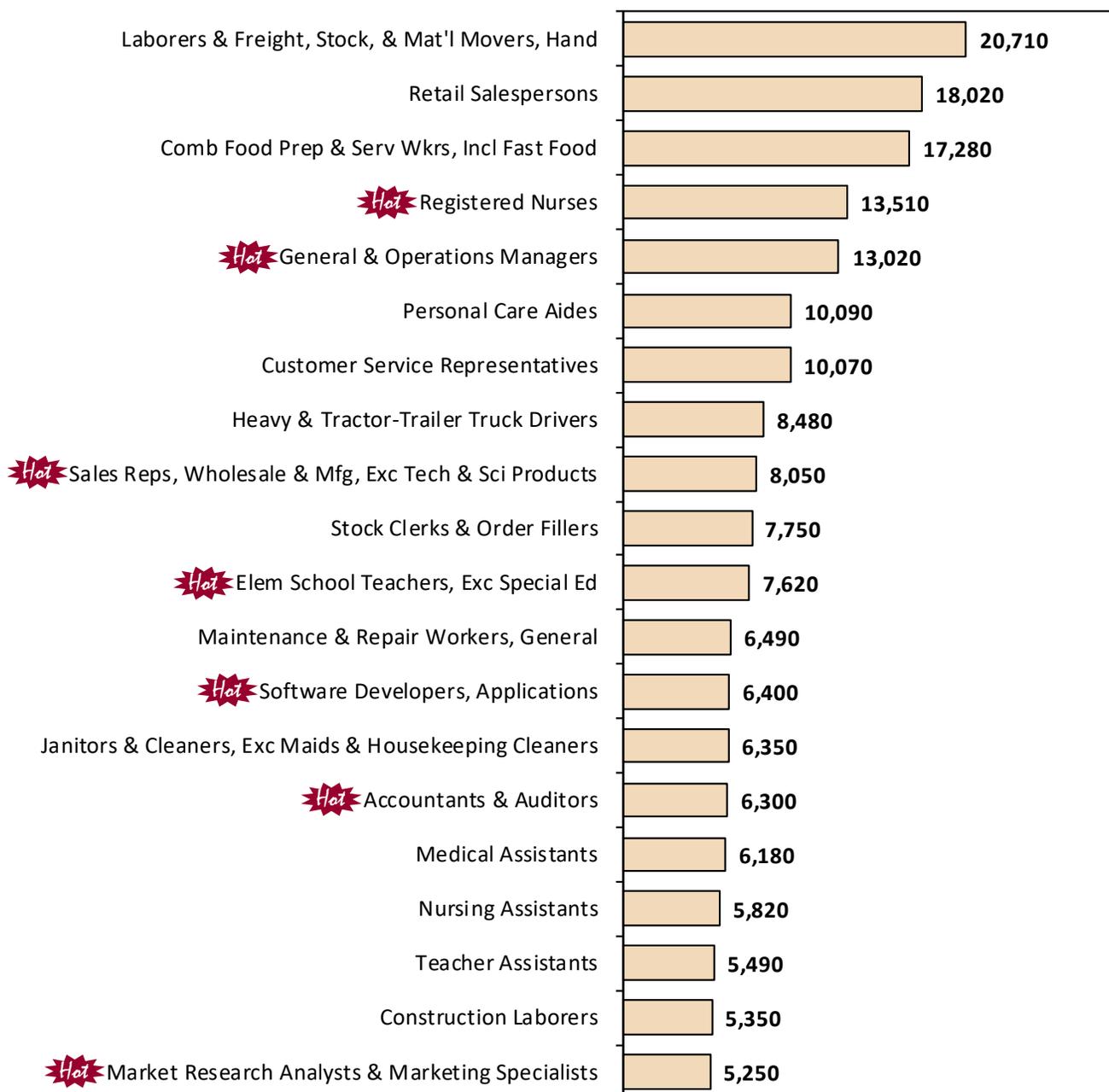
Though all the jobs listed are fast-growing in Georgia, it does not always mean they will create a large number of jobs. Rotary drill operators, costume attendants, and CNC machine tool programmers, are all fast growing occupations but will struggle to each produce 100 new jobs through 2026. Whereas personal care aides and nurse practitioners will produce over 10,000 and nearly 1,700 jobs, respectively, over the projection period.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Occupations with the Most Job Growth

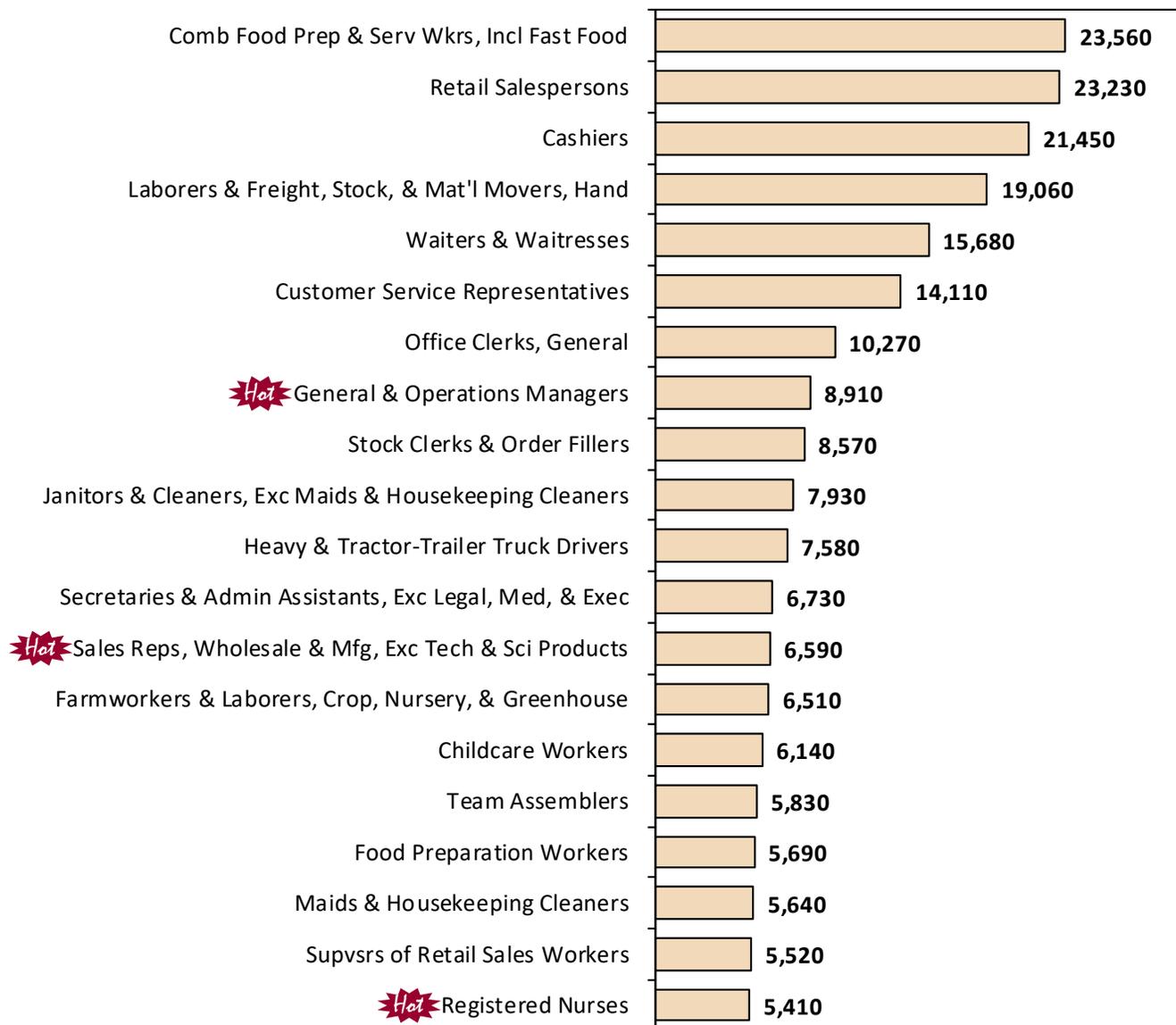
The 20 occupations with the most job growth through 2026 represent 35.9 percent of all the projected growth in Georgia. These occupations combine to create over 188,000 new jobs in the state over the projection period. Seven of the occupations are **Hot** careers, 10 generally require some form of education beyond high school, and 10 generally require a high school diploma or less.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Occupations with the Most Annual Openings

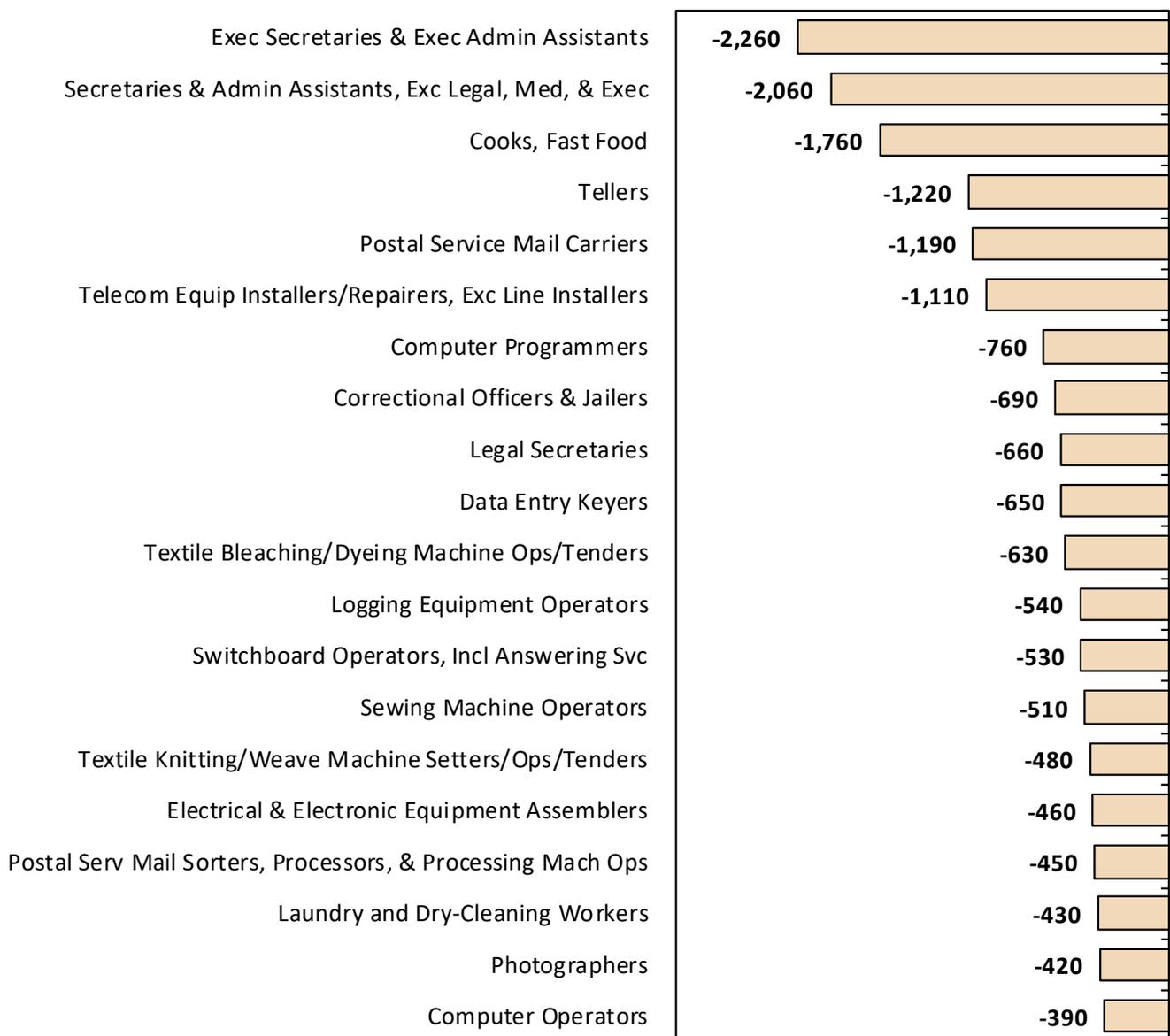
Occupations with the most annual openings are most in demand over the projection period. The 20 occupations listed are projected to produce over 214,000 annual occupational openings and account for 37.4 percent of all annual openings in Georgia through 2026. Labor force exits and occupational transfers are combined with projections of employment change to determine occupational openings. For most of these listed, occupational transfers will create more openings than labor force exits or employment change. Eight occupations generally require a high school diploma, nine require no formal educational credential, and three require at least some college.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Occupations with the Most Job Losses

The 20 occupations projected to have the largest job losses by 2026 in Georgia will combined cut over 17,000 jobs from the economy. These occupations have several similarities: Most of the occupations generally require a high school diploma or less, many are obsolete clerical/office and administrative support occupations, and most associated salaries are well below the statewide average. The occupations that will lose jobs over the projection period do, however, present some modest employment opportunities because of a need to replace workers who have transferred out of some these occupations.

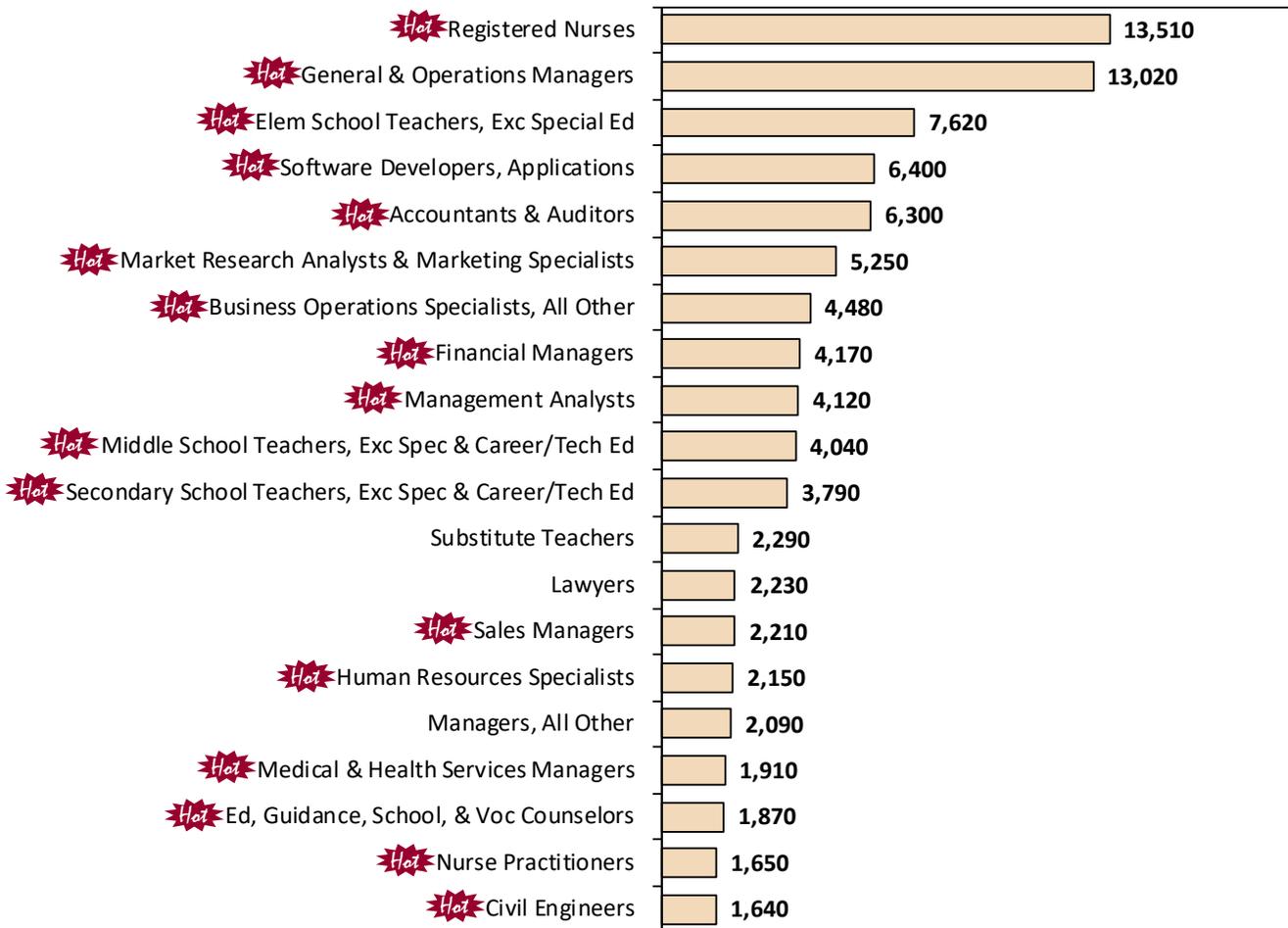


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Most Job Growth in Occupations that Require a Bachelor's Degree or More

Occupations with the most job growth in Georgia that generally require a bachelor's degree or more are concentrated in management, business and finance, and education. Georgia will likely continue to be a magnet for corporations looking for a friendly business environment thus spurring job growth in business and financial related occupations along with the management positions to lead them. Keeping a priority on education with a rising population, education jobs are projected to be plentiful through 2026.

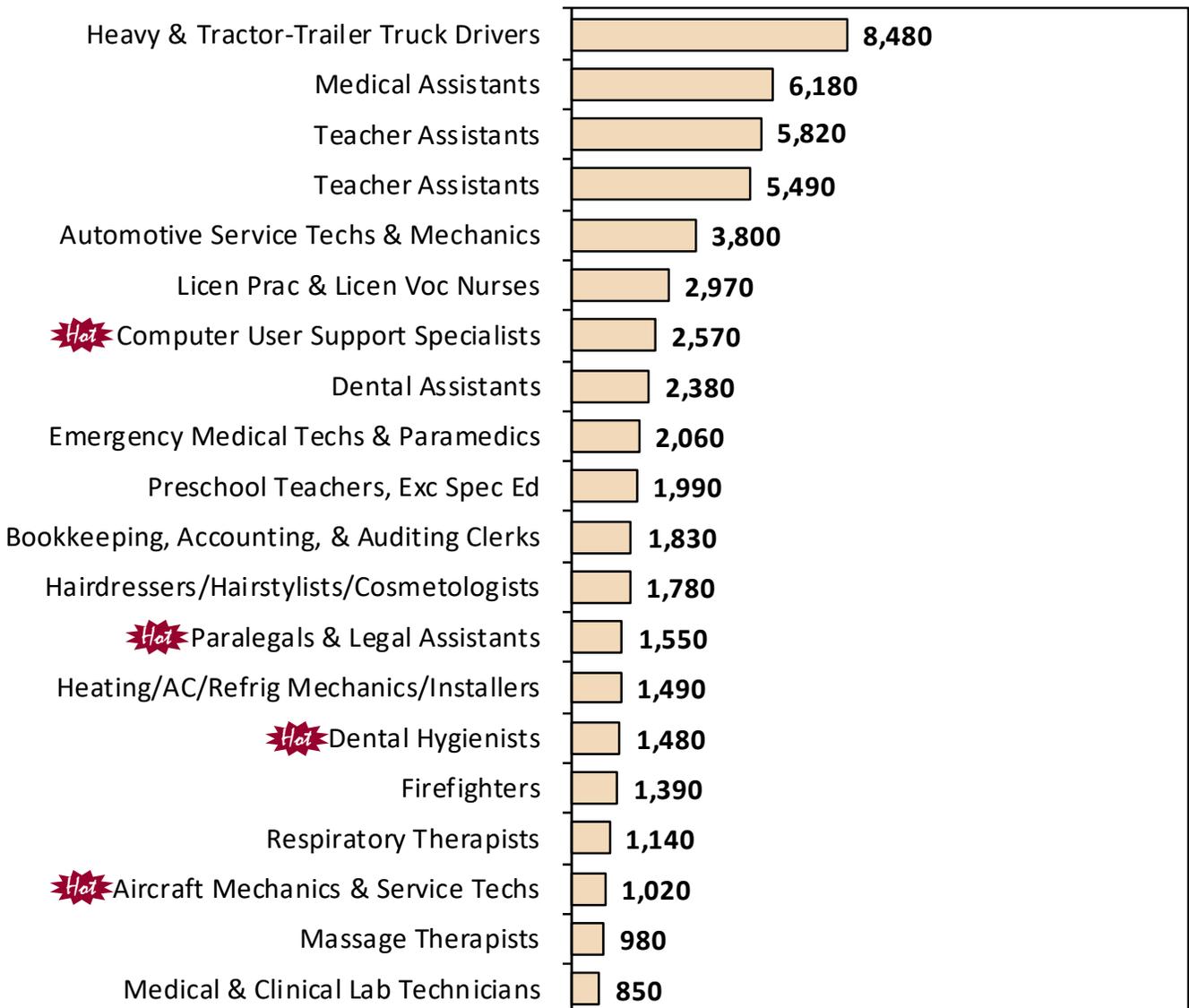
Almost all of these occupations have earned the distinction of being **Hot** for the projection period. Their rapid job growth, relatively high wages, and plentiful job openings through 2026 make them extremely attractive job prospects.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Most Job Growth in Occupations that Require an Associate's Degree, Postsecondary Award, or Some College

Healthcare related occupations account for nine of the 20 occupations with the most projected job growth that generally require an associate's degree, postsecondary award, or some college in Georgia. Heavy and tractor-trailer truck drivers are first, followed by medical assistants and nursing assistants. All three together are projected to add over 20,000 jobs by 2026. Rounding out the top five occupations are teacher assistants, and automotive service technicians and mechanics, which will add nearly 5,500, and 3,800 jobs, respectively, over the projection period.

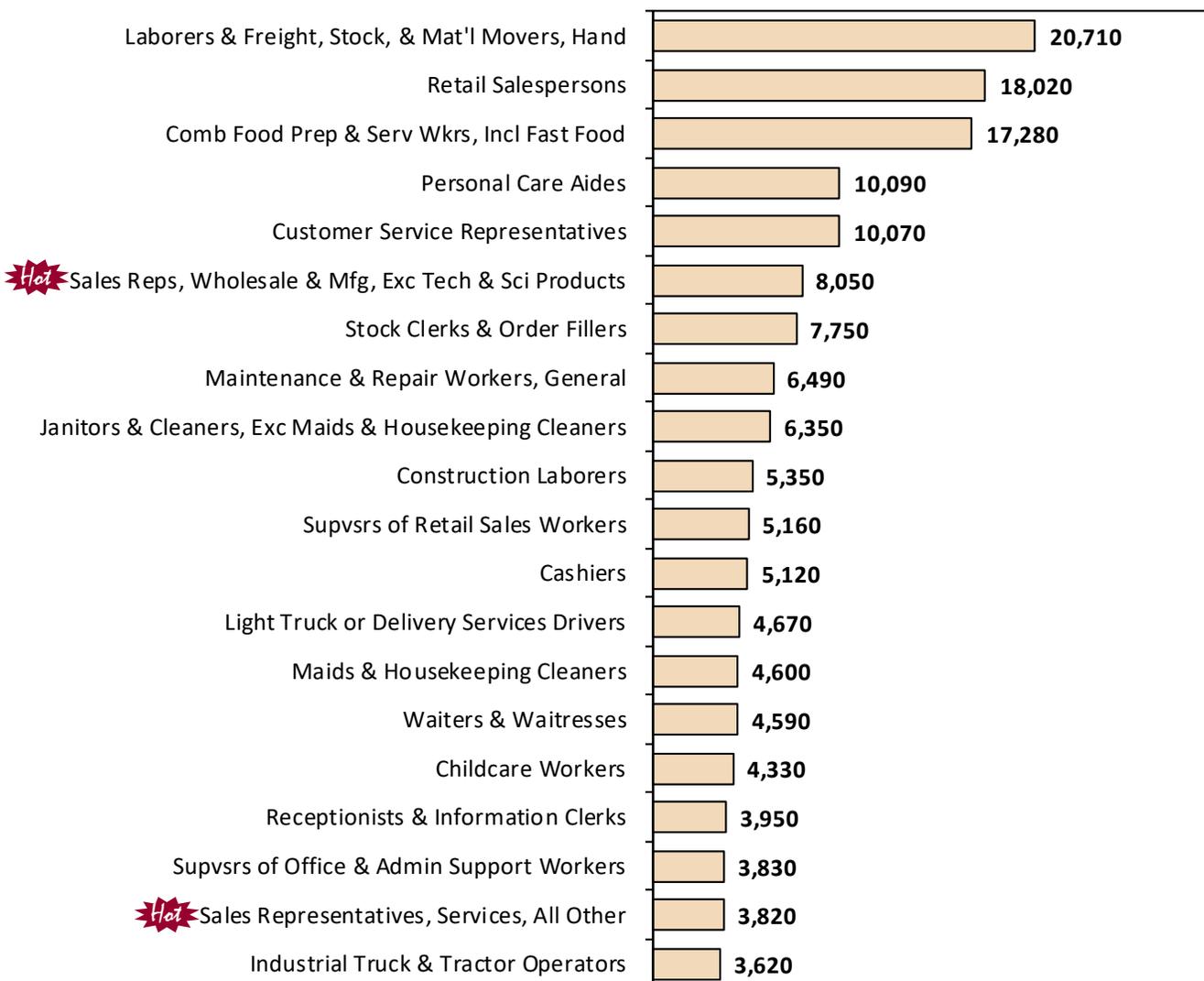


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Most Job Growth in Occupations that Require a High School Diploma or Less

The occupations typically requiring a high school diploma\equivalence or less that are projected to have the largest job growth by 2026 are listed below and represent nearly 30 percent of all job gains in the state. Ten of these occupations are also on the list of overall projected job growth in Georgia.

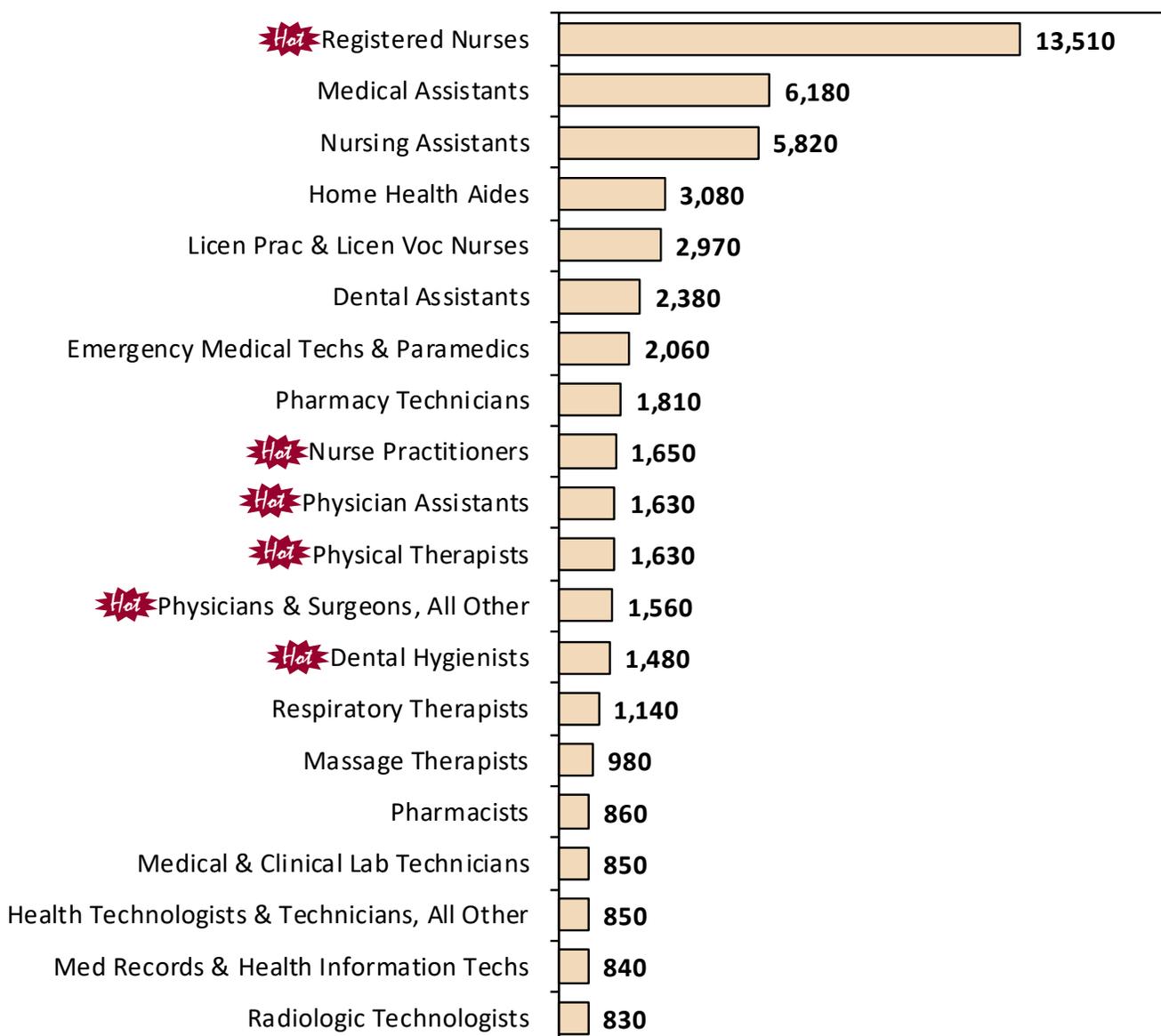
The occupations at the top of this list are generally high volume, relatively low-skilled, entry level jobs. Though the occupations are projected to add many jobs, only personal care aides is also growing at a fast rate.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Most Job Growth in Healthcare Technical & Support Occupations

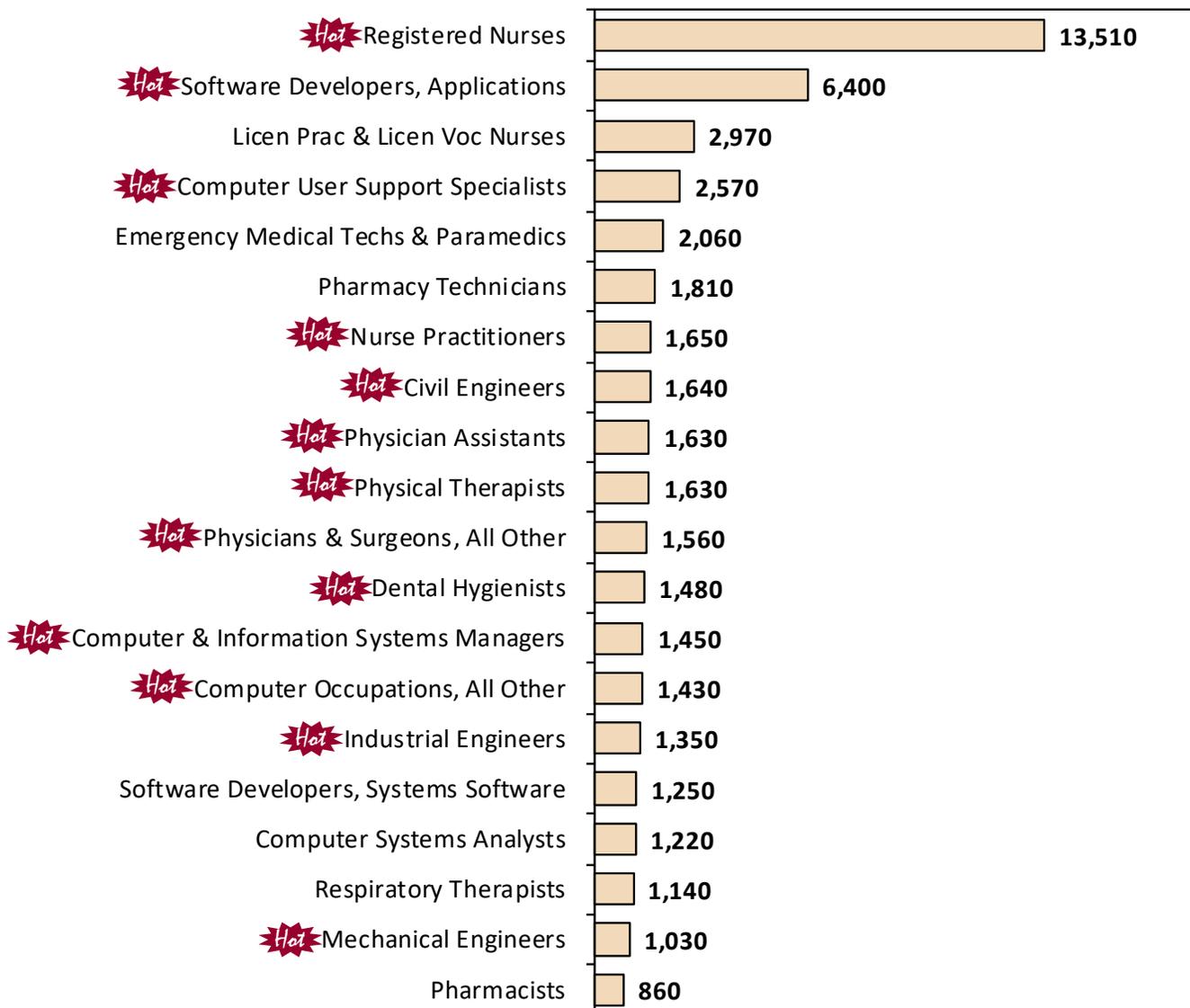
More than three of every four new healthcare jobs in Georgia through 2026 are projected to be in one of the 20 occupations listed below. Registered nurses, the largest health-care occupation, leads the list in job growth and will add over 13,500 new jobs over the projection period as the total number of registered nurses will top 87,000 by 2026. All healthcare occupations listed are expected to grow faster than the state average, reflecting a push toward making healthcare more affordable and more accessible to Georgians.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Job Growth in Selected Science, Technology, Engineering, & Mathematics (STEM) Occupations

Growth in Science, Technology, Engineering, and Mathematics (STEM) occupations are imperative in an innovative economy and Georgia is positioning itself to be a leader in producing a workforce well trained to occupy STEM occupations. Twenty STEM jobs are listed below and over the projection period accounts for nearly 49,000 new jobs in the state. STEM occupations are popular because of their high salaries and usually require at least a bachelor's degree. Topping the list is registered nurses who will add over 13,500 jobs and software developers where 6,400 jobs will be added by 2026.



Source: Georgia Department of Labor, Workforce Statistics & Economic Research

