Georgia's Workforce : 2013 Annual Report

Acknowledgements

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Georgia's Workforce: 2013 Annual Report

Georgia Department of Labor
Mark Butler, Commissioner

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Abstract

"Georgia's Workforce: 2013 Annual Report" is an overview of the economic conditions in Georgia currently and over the last decade. This publication is designed for policy makers, business leaders, workforce professionals, teachers, and students seeking insight into the overall economic health of the state.

Over the past ten years (2004-2013), Georgia has experienced tremendous growth, followed by devastating losses, and currently continued recovery. The highs have meant new businesses, increased wealth, improvements to local communities and access to better school systems. The lows included the "Great Recession" and record unemployment, massive job losses, the housing bust, and the first reduction in the civilian labor force in nearly 20 years. This publication will examine the last decade in several time periods: the full decade, 2004-2013; that last few years, 2011-2013; and how Georgia has fared most recently, 2013. The analyses are divided into four sections, *Population and Civilian Labor Force, Unemployment Insurance Statistics, Industry Analysis,* and *Wage Analysis.* These areas are highlighted to provide detailed analyses on the health and progress of Georgia's labor market during the decade.

Population and Civilian Labor Force examines the characteristics of the individuals who live and work in Georgia. *Unemployment Insurance Statistics* provide information on Georgia's jobless workers and the impact of unemployment on the state. *Industry Analysis* focuses on the types of industries currently in Georgia, their locations and their growth and declines. Lastly, *Wage Analysis* provides information on what Georgians earn and what industries offer the most competitive wages.

Each of the four sections contains information at the state and county levels, with some Workforce Investment Area (WIA) information provided as well, thereby presenting detailed analyses on various trends throughout the decade. A map showing Georgia's 159 counties and 20 WIAs is included for reference.

Questions or comments on the content of this publication should be directed to:

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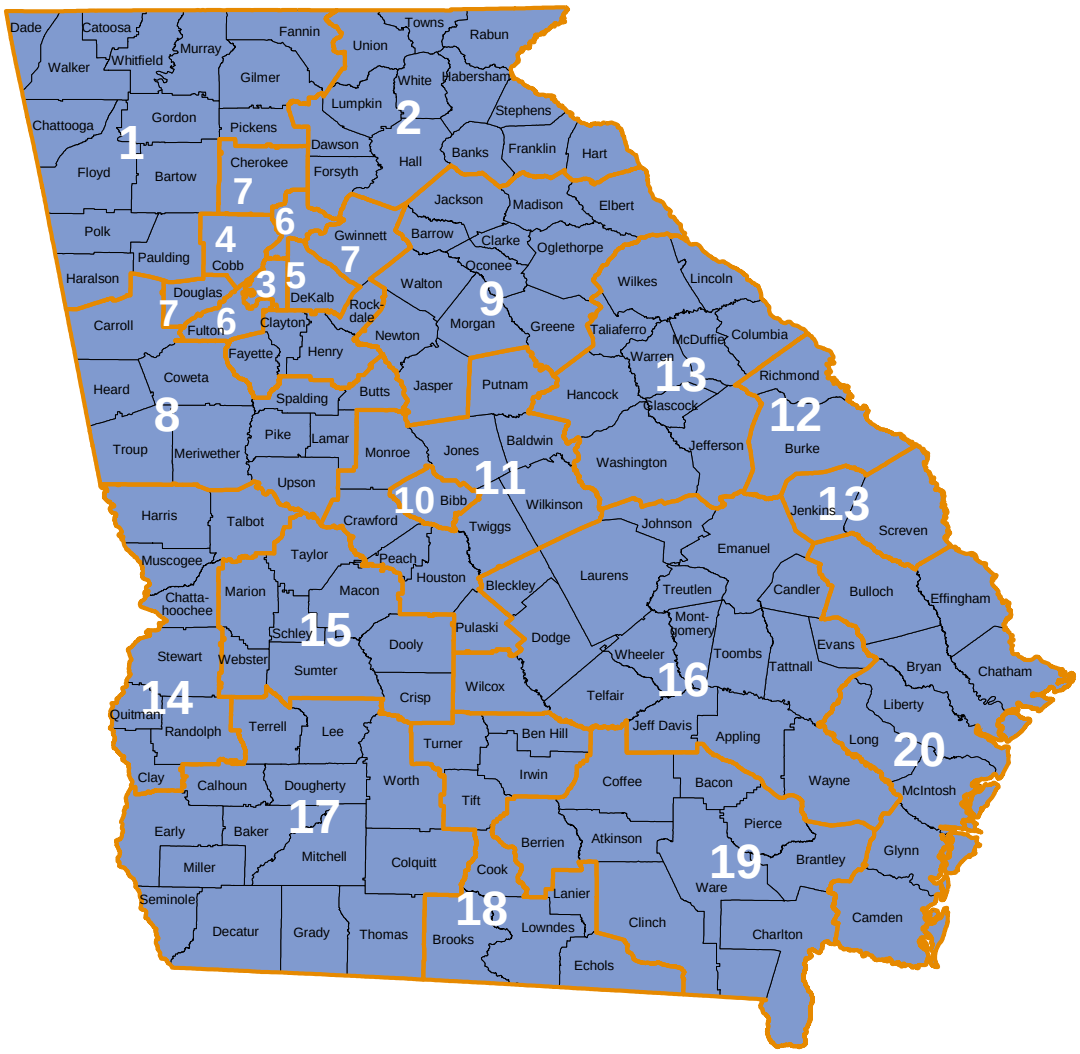
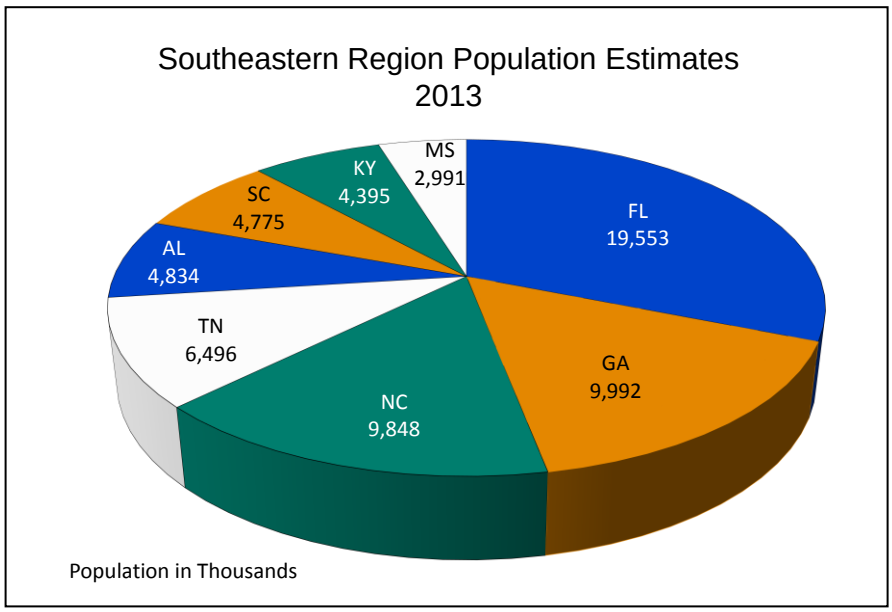
Workforce Investment Area (WIA) Reference Map



Area 1 =	Northwest GA	Area 8 =	West Central GA	Area 14 =	Lower Chattahoochee
Area 2 =	GA Mountains	Area 9 =	Northeast GA	Area 15 =	Middle Flint
Area 3 =	City of Atlanta	Area 10 =	Macon-Bibb	Area 16 =	Heart of GA Altamaha
Area 4 =	Cobb County	Area 11 =	Middle Georgia	Area 17 =	Southwest GA
Area 5 =	DeKalb County	Area 12 =	Richmond / Burke Counties	Area 18 =	South GA
Area 6 =	Fulton County			Area 19 =	Southeast GA
Area 7 =	Atlanta Regional	Area 13 =	East Central GA	Area 20 =	Coastal

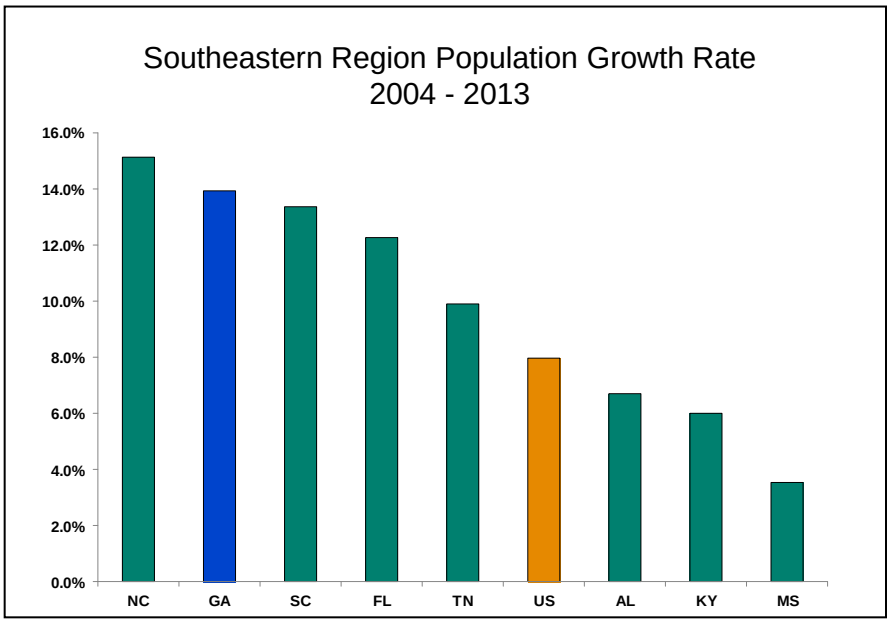


Source: U.S. Census Bureau

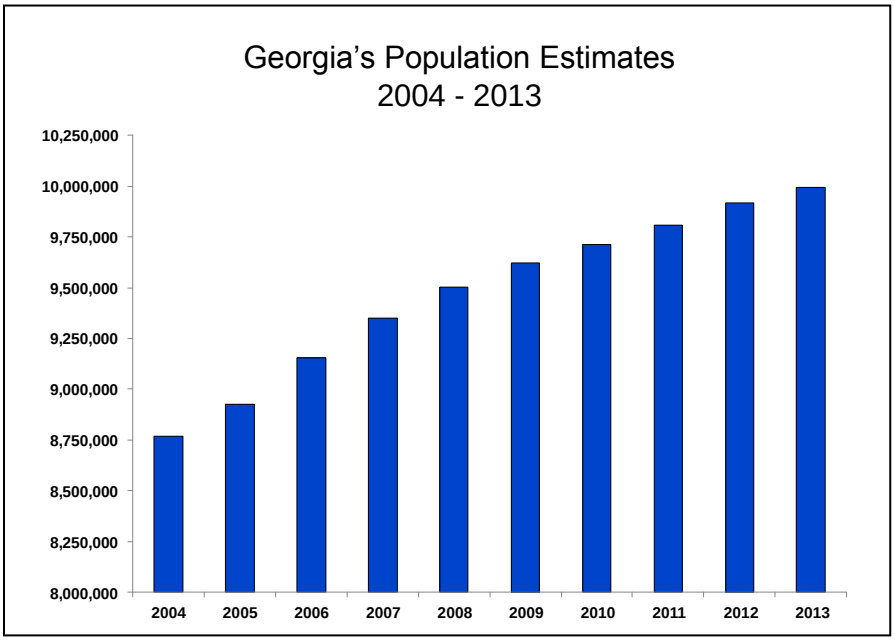
- Georgia comprises 3.2 percent of the U.S. population, while the entire southeastern region accounts for approximately 20 percent.
- With an estimated 9,992,167 persons covering 57,906 square miles, Georgia's population density of 173 persons per square mile is almost twice as high as the U.S. density of 89, but ranks third in the southeastern region behind Florida (363) and North Carolina (202).

- Geographically, Georgia is the largest state in the southeastern region, and with Florida, accounts for almost half of the region's total population.
- Nationally, Georgia is ranked as the eighth most populous state.
- Factors affecting population estimates include natural increase (births minus deaths) and net immigration (domestic and international).
- Georgia's population includes being ranked eighth in births, tenth in deaths, thirty seventh in domestic immigration, and eleventh in international immigration.
- Over three fourths (77%) of Georgia's annual population growth is attributed to natural growth (net births minus deaths).

- Since 2004, Georgia is ranked fifth in the U.S. in net population growth (1,222,915 individuals) and ninth in population percent growth (13.9%).
- Georgia's total population growth over the decade is second in the southeastern region and is more than one and a half times the U.S. rate of 8.0 percent.



Source: U.S. Census Bureau

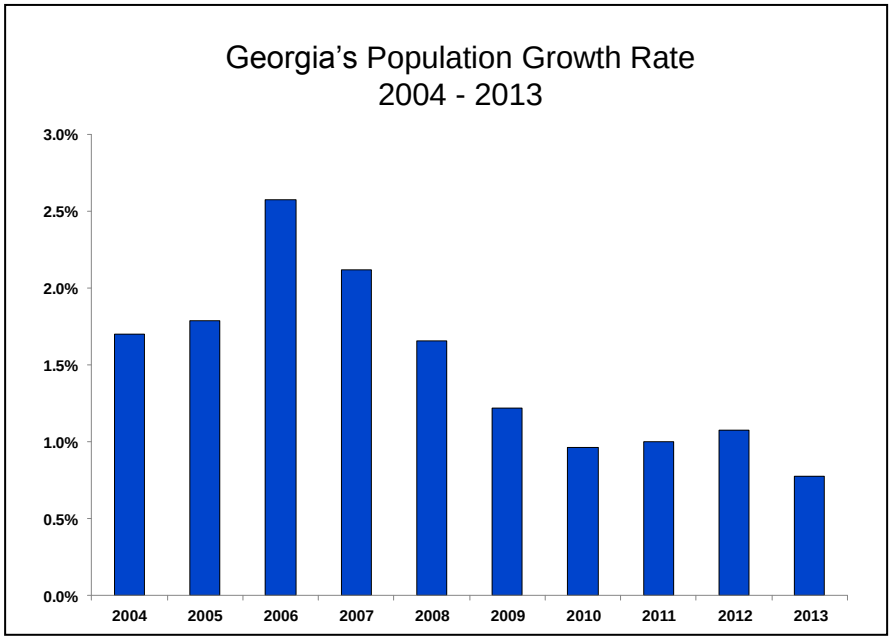


Source: U.S. Census Bureau

- Georgia's population has grown by 1,222,915 over the decade; from 8,769,252 in 2004 to 9,992,167 in 2013.
- Females have consistently made up 51 percent of Georgia's population throughout the decade.
- Georgia's median age grew from 34.1 years old in 2004 to 35.1 in 2013; comparatively, the U.S. median age went from 36.1 years old in 2004 to 37.6 in 2013.

- In 2004, Georgia's population 55 and older made up 19.1 percent of the population but has grown to 23.5 percent in 2013.
- In 2013, Georgia had one of the most diverse populations in the U.S. Whites comprised 62.5 percent of the population, while African-Americans and Others (all other races) comprised 31.4 and 6.2 percent, respectively.
- From 2004-2013, the White population grew at a rate of 7.8 percent, African-Americans at a rate of 20.7 percent and Others at a rate of 61.1 percent.
- Hispanics can belong to any racial group and have grown at a rate of 52.1 percent.

- For the period 2012 to 2013, Georgia's population grew by 76,521 persons, or 0.8 percent, placing the state sixth nationally in net increase and 22nd in percentage increase.
- The largest over-the-year growth rate in the decade (2.6%) occurred in 2006.
- The population growth rate was the lowest in the last ten years in 2013 (0.8%)



Source: U.S. Census Bureau

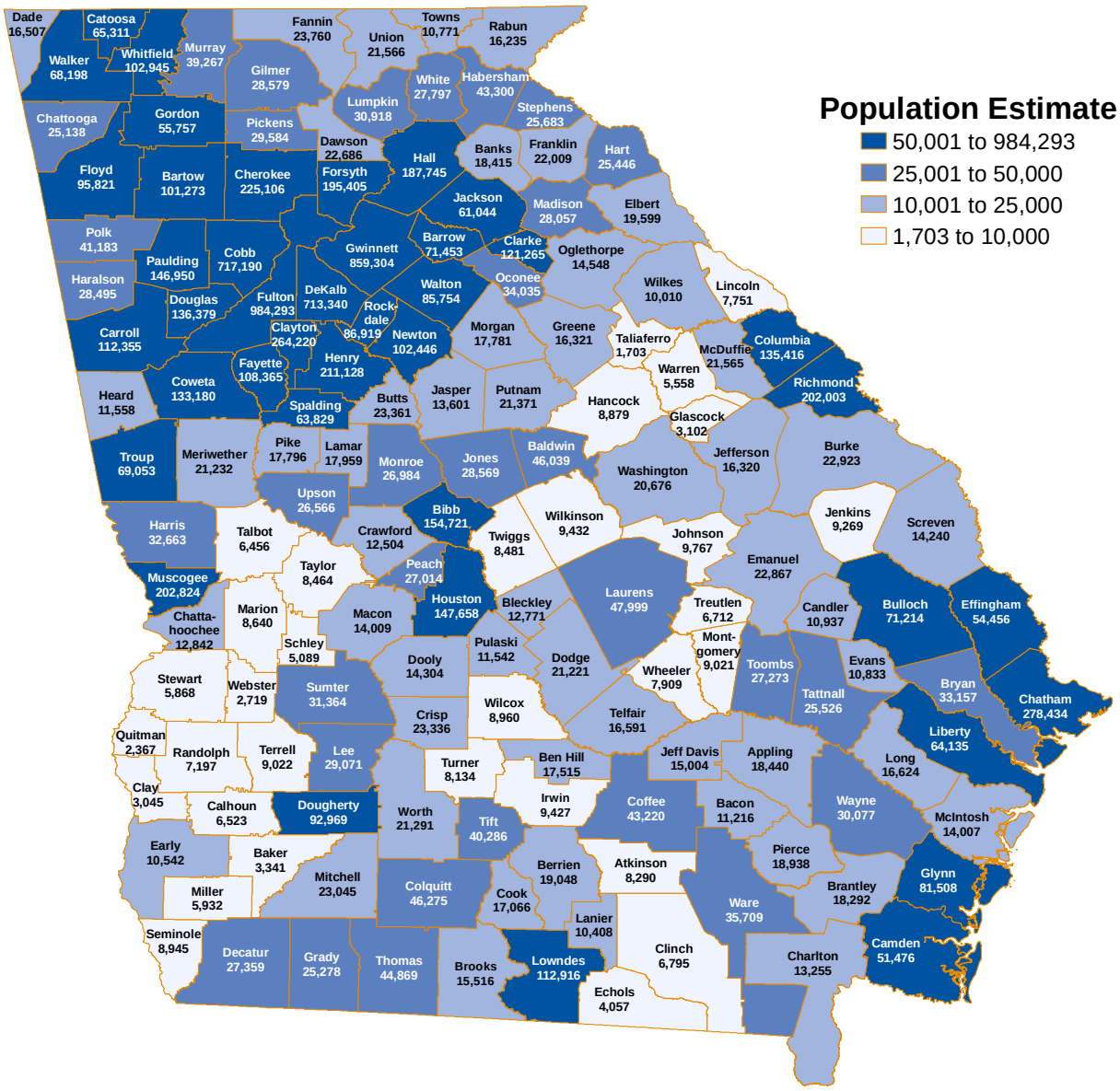
Georgia's Population by County
2013

Rank	County	Population	Rank	County	Population	Rank	County	Population	Rank	County	Population	Rank	County	Population
1	Fulton	984,293	33	Troup	69,053	65	Decatur	27,359	97	Pike	17,796	129	Wilkinson	9,432
2	Gwinnett	859,304	34	Walker	68,198	66	Toombs	27,273	98	Morgan	17,781	130	Irwin	9,427
3	Cobb	717,190	35	Catoosa	65,311	67	Peach	27,014	99	Ben Hill	17,515	131	Jenkins	9,269
4	DeKalb	713,340	36	Liberty	64,135	68	Monroe	26,984	100	Cook	17,066	132	Terrell	9,022
5	Chatham	278,434	37	Spalding	63,829	69	Upson	26,566	101	Long	16,624	133	Montgomery	9,021
6	Clayton	264,220	38	Jackson	61,044	70	Stephens	25,683	102	Telfair	16,591	134	Wilcox	8,960
7	Cherokee	225,106	39	Gordon	55,757	71	Tattnall	25,526	103	Dade	16,507	135	Seminole	8,945
8	Henry	211,128	40	Effingham	54,456	72	Hart	25,446	104	Greene	16,321	136	Hancock	8,879
9	Muscogee	202,824	41	Camden	51,476	73	Grady	25,278	105	Jefferson	16,320	137	Marion	8,640
10	Richmond	202,003	42	Laurens	47,999	74	Chattooga	25,138	106	Rabun	16,235	138	Twiggs	8,481
11	Forsyth	195,405	43	Colquitt	46,275	75	Fannin	23,760	107	Brooks	15,516	139	Taylor	8,464
12	Hall	187,745	44	Baldwin	46,039	76	Butts	23,361	108	Jeff Davis	15,004	140	Atkinson	8,290
13	Bibb	154,721	45	Thomas	44,869	77	Crisp	23,336	109	Oglethorpe	14,548	141	Turner	8,134
14	Houston	147,658	46	Habersham	43,300	78	Mitchell	23,045	110	Dooly	14,304	142	Wheeler	7,909
15	Paulding	146,950	47	Coffee	43,220	79	Burke	22,923	111	Screven	14,240	143	Lincoln	7,751
16	Douglas	136,379	48	Polk	41,183	80	Emanuel	22,867	112	Macon	14,009	144	Randolph	7,197
17	Columbia	135,416	49	Tift	40,286	81	Dawson	22,686	113	McIntosh	14,007	145	Clinch	6,795
18	Coweta	133,180	50	Murray	39,267	82	Franklin	22,009	114	Jasper	13,601	146	Treutlen	6,712
19	Clarke	121,265	51	Ware	35,709	83	Union	21,566	115	Charlton	13,255	147	Calhoun	6,523
20	Lowndes	112,916	52	Oconee	34,035	84	McDuffie	21,565	116	Chattahoochee	12,842	148	Talbot	6,456
21	Carroll	112,355	53	Bryan	33,157	85	Putnam	21,371	117	Bleckley	12,771	149	Miller	5,932
22	Fayette	108,365	54	Harris	32,663	86	Worth	21,291	118	Crawford	12,504	150	Stewart	5,868
23	Whitfield	102,945	55	Sumter	31,364	87	Meriwether	21,232	119	Heard	11,558	151	Warren	5,558
24	Newton	102,446	56	Lumpkin	30,918	88	Dodge	21,221	120	Pulaski	11,542	152	Schley	5,089
25	Bartow	101,273	57	Wayne	30,077	89	Washington	20,676	121	Bacon	11,216	153	Echols	4,057
26	Floyd	95,821	58	Pickens	29,584	90	Elbert	19,599	122	Candler	10,937	154	Baker	3,341
27	Dougherty	92,969	59	Lee	29,071	91	Berrien	19,048	123	Evans	10,833	155	Glascock	3,102
28	Rockdale	86,919	60	Gilmer	28,579	92	Pierce	18,938	124	Towns	10,771	156	Clay	3,045
29	Walton	85,754	61	Jones	28,569	93	Appling	18,440	125	Early	10,542	157	Webster	2,719
30	Glynn	81,508	62	Haralson	28,495	94	Banks	18,415	126	Lanier	10,408	158	Quitman	2,367
31	Barrow	71,453	63	Madison	28,057	95	Brantley	18,292	127	Wilkes	10,010	159	Taliaferro	1,703
32	Bulloch	71,214	64	White	27,797	96	Lamar	17,959	128	Johnson	9,767			

Source: U.S. Census Bureau

- Georgia has 159 counties, ranked second in the nation to Texas's 254.
- In 2013, 75 percent of Georgia's total population resided in less than 25 percent of Georgia's counties.
- Twelve counties, all of which are associated with metropolitan areas, account for 50 percent of total population. Another 25 percent of Georgia's population is attributed to 24 counties. The remaining 123 counties comprise the last 25 percent of total population.
- Of the 12 most populous counties in the state, nine are located in the Atlanta-Sandy Springs-Marietta Metropolitan Statistical Area (MSA).
- A total of 122 counties in Georgia have less than the state average population of 62,844.
- There are 70 counties in the state with fewer than 20,000 in population.
- Fulton (984,293), Gwinnett (859,304), Cobb (717,190), DeKalb (713,340), and Chatham (278,434) are the most populous counties in Georgia.
- Taliaferro (1,703), Quitman (2,367), Webster (2,719), Clay (3,045), and Glascock (3,102) are the least populous counties in the state.
- DeKalb County has the highest population density in Georgia with just over 2,600 people per square mile, followed by Cobb, Gwinnett, and Clayton counties.

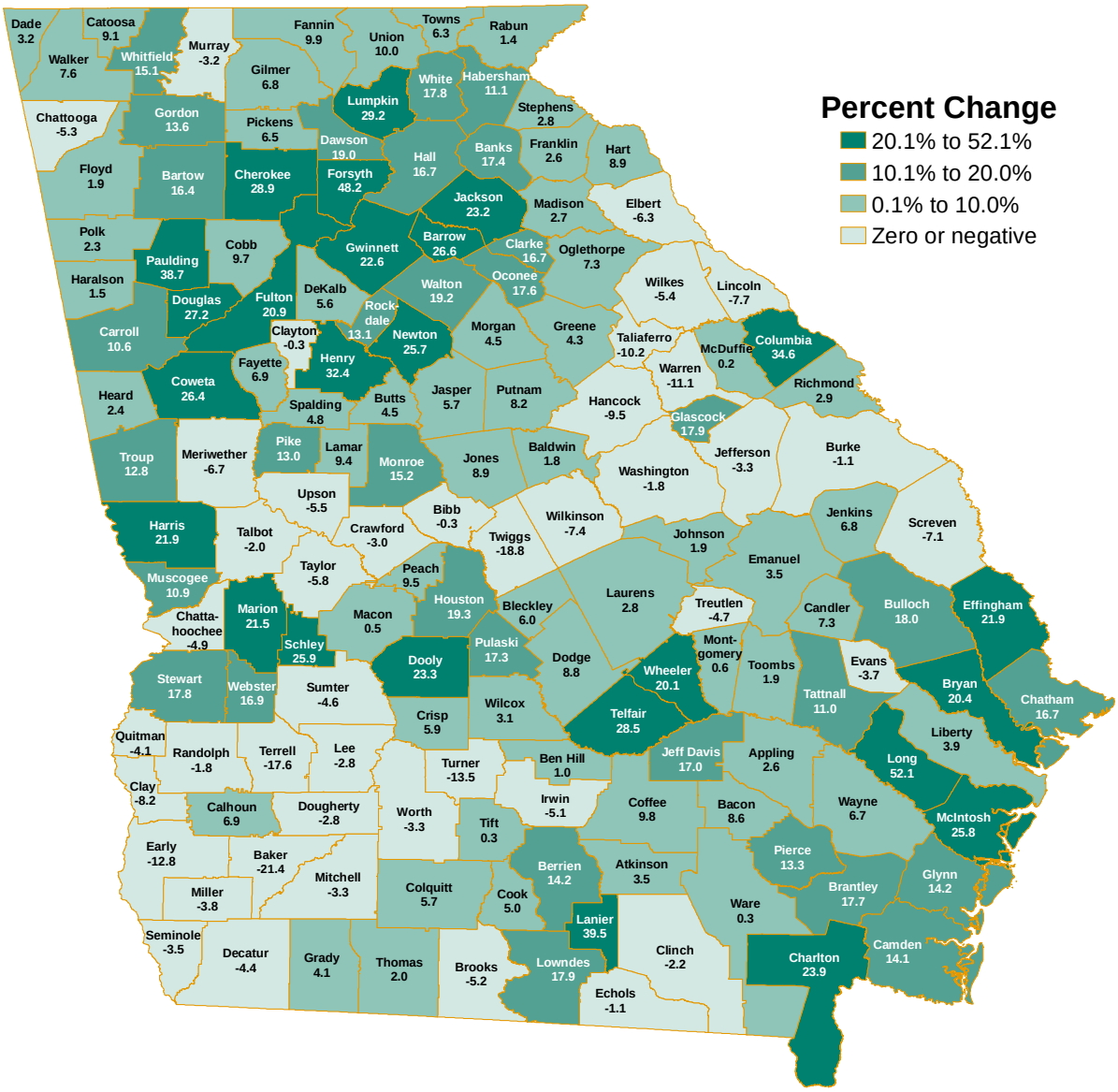
Georgia's Population Estimates 2013



Source: U.S. Census Bureau

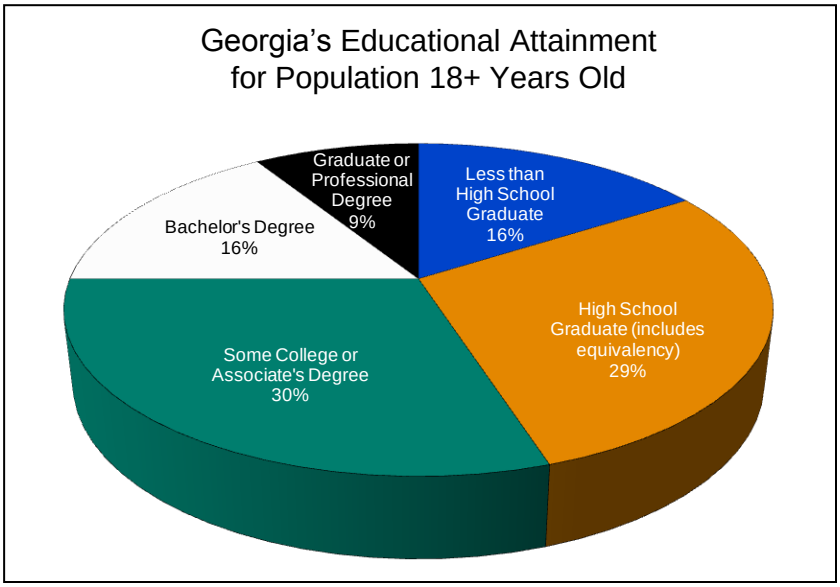
- Georgia's population in 2013 was 9,992,167.
- Georgia's four most populous counties, Fulton, Gwinnett, Cobb, and DeKalb, make up about one-third of its population.
- Georgia's three least populous counties in 2013, Taliaferro, Quitman, and Webster, all have less than 3,000 residents each.
- Thirty-two counties in the state have population less than 10,000.
- Twenty-five Georgia counties have population over 100,000.

Georgia's Population Growth
Percent Change from 2004 – 2013



Source: U.S. Census Bureau

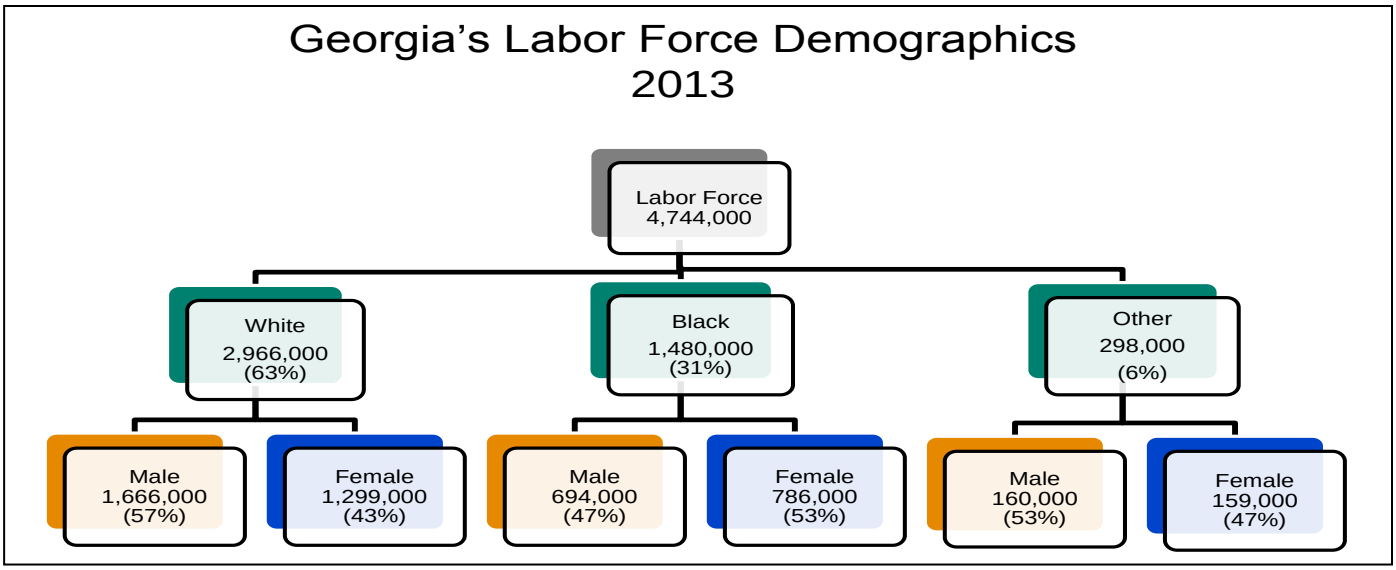
- Over the decade, the two counties in the state growing at the fastest rates were Long (52.1%) and Forsyth (48.2%). These were the only two counties with population growth at a rate higher than 40 percent. Overall, Georgia grew by 13.9 percent over the decade.
- One hundred sixteen counties grew in population from 2004 to 2013. Of those that grew, 25 added population by more than 20 percent.
- Forty-three counties lost population over the decade.
- Baker County (-21.4%) lost population at the highest rate in the state from 2004 to 2013, followed by Twiggs (-18.8%) and Terrell (-17.6%) counties.



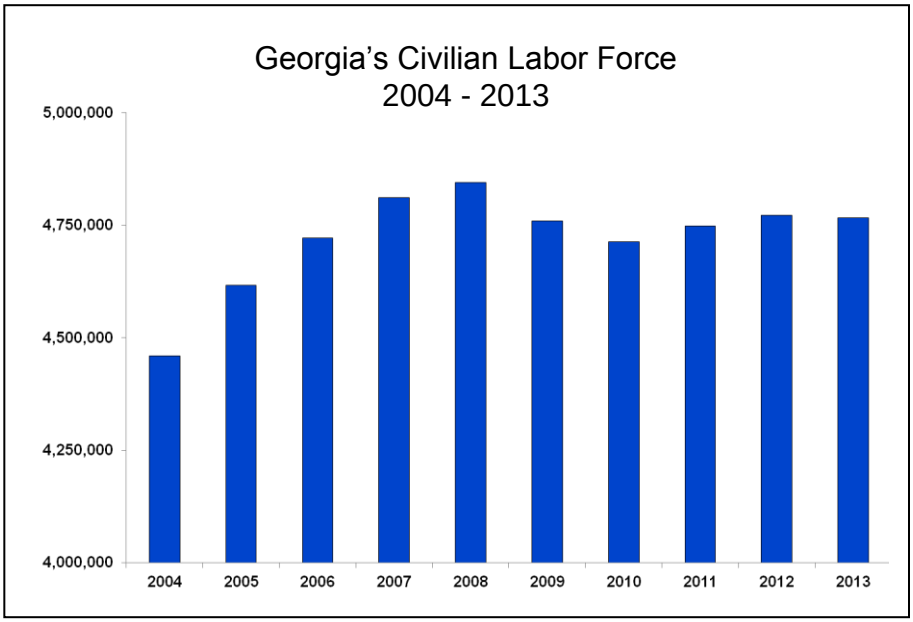
Source: U.S. Census Bureau, American Community Survey (ACS)

- According to the 2012 American Community Survey (ACS), Georgia's total population over the age of 18 is 7,424,198.
- Twenty-five percent of Georgians eighteen years old or older have a Bachelor's degree or higher, which is consistent with the national average.
- Forty-one percent of Georgians 18 to 24 have some college, an Associate's degree or higher.

- The civilian labor force is defined as all persons sixteen years of age and older within a specified geographic area that are either employed or unemployed and actively seeking employment, excluding those serving in the military or in institutions such as prisons or mental hospitals.
- According to the U.S. Bureau of Labor Statistics, the labor force participation rate is the "share of the population sixteen years and older working or seeking work" and approached 63.0 percent in Georgia in 2013.
- Georgia's labor force is as racially-diverse as is its population, with 63 percent classified as White, 31 percent African-American, and six percent as Other.
- In 2013, men continued to make up a majority of the state's workforce (53%).
- While Hispanics can be from any racial group; they comprise 7.2 percent of Georgia's labor force.



Source: U.S. Bureau of Labor Statistics, Current Population Statistics (CPS)

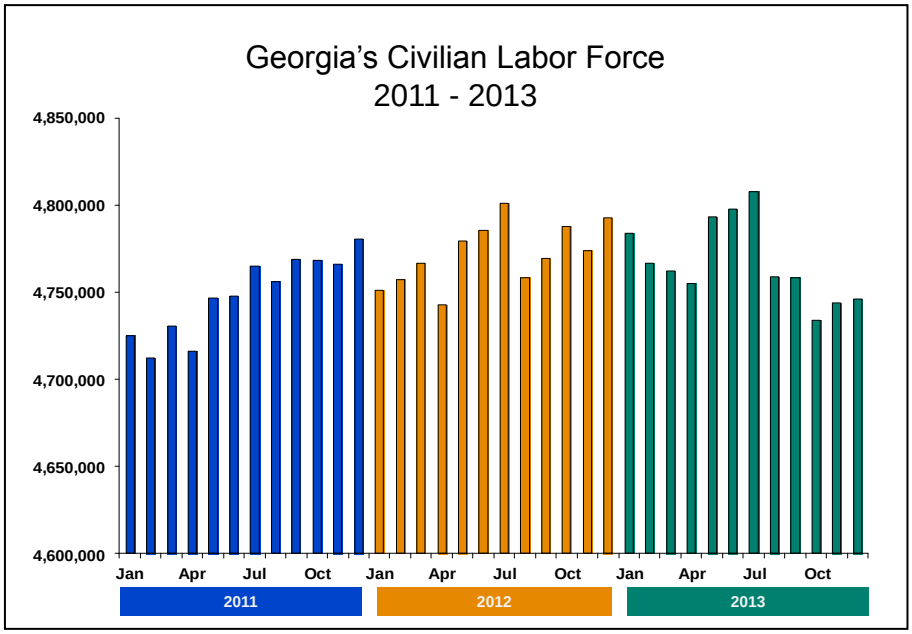


Source: Georgia Department of Labor, Local Area Unemployment Statistics (LAUS)

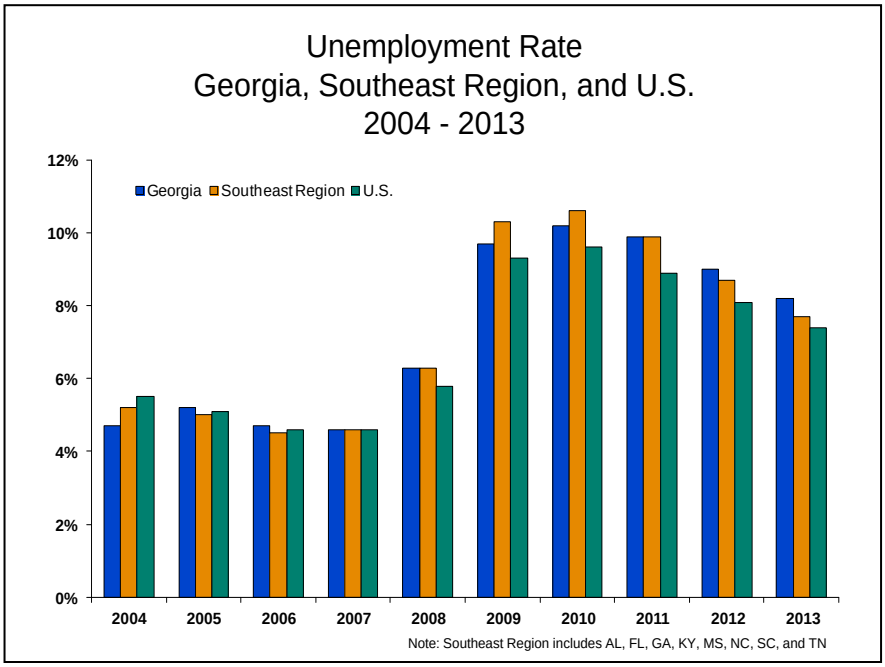
- Over the 2004 to 2013 decade, Georgia's labor force, all persons in the civilian noninstitutional population that are either employed or unemployed, grew 6.9 percent, from 4,460,137 in 2004 to 4,767,323 in 2013.
- The largest annual average civilian labor force in Georgia was reached in 2008 and exceeded 4.8 million individuals.

- Georgia's civilian labor force grew, on average, by just under 1.0 percent per year from 2004 to 2013, with its greatest percent increase occurring in 2005 at 3.5 percent.
- The most recent recession began in December 2007 and ended in June 2009. Georgia's annual average civilian labor force of 4,767,323 in 2013 is still nearly 44,000 shy of the 4,811,164 in 2007.
- Georgia's first annual decline in the civilian labor force since 1991 occurred in 2009, as the labor force contracted by 1.8 percent or nearly 86,000 individuals. In 1991 the labor force declined by .04 percent or almost 1,500 individuals.
- Georgia's civilian labor force declined by 4,850 in 2013 and has grown in only two of the last five years (2011 and 2012).

- In the 36 months from January 2011 through December 2013, Georgia's civilian labor force grew 24 times and dipped in 13 months.
- The three year peak labor force occurred in July 2013 at 4,807,951 and the trough occurred in February 2011 at 4,712,460.
- July 2008 was the largest monthly labor force recorded in Georgia at 4,886,167 individuals.



Source: Georgia Department of Labor, Local Area Unemployment Statistics (LAUS)

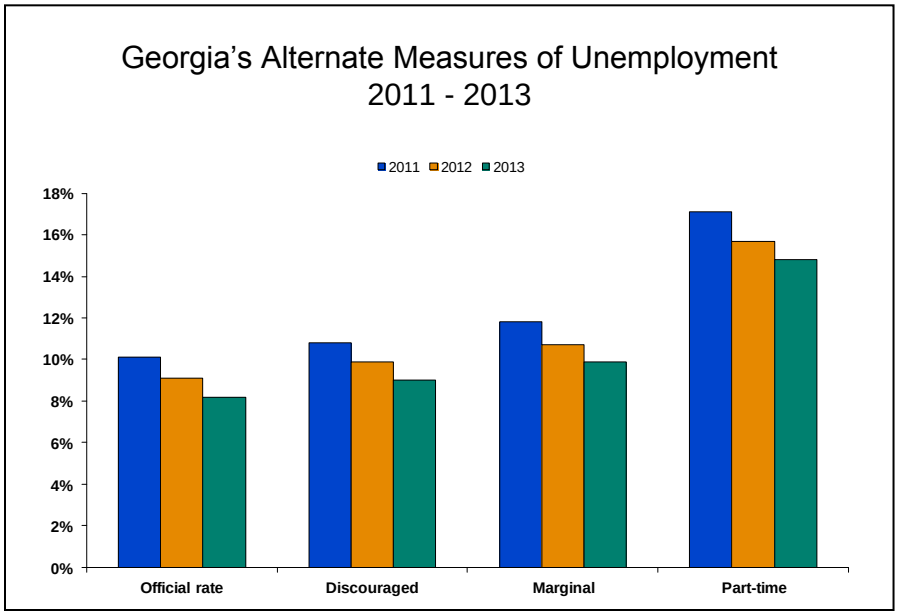


Source: U.S. Department of Labor, Bureau of Labor Statistics

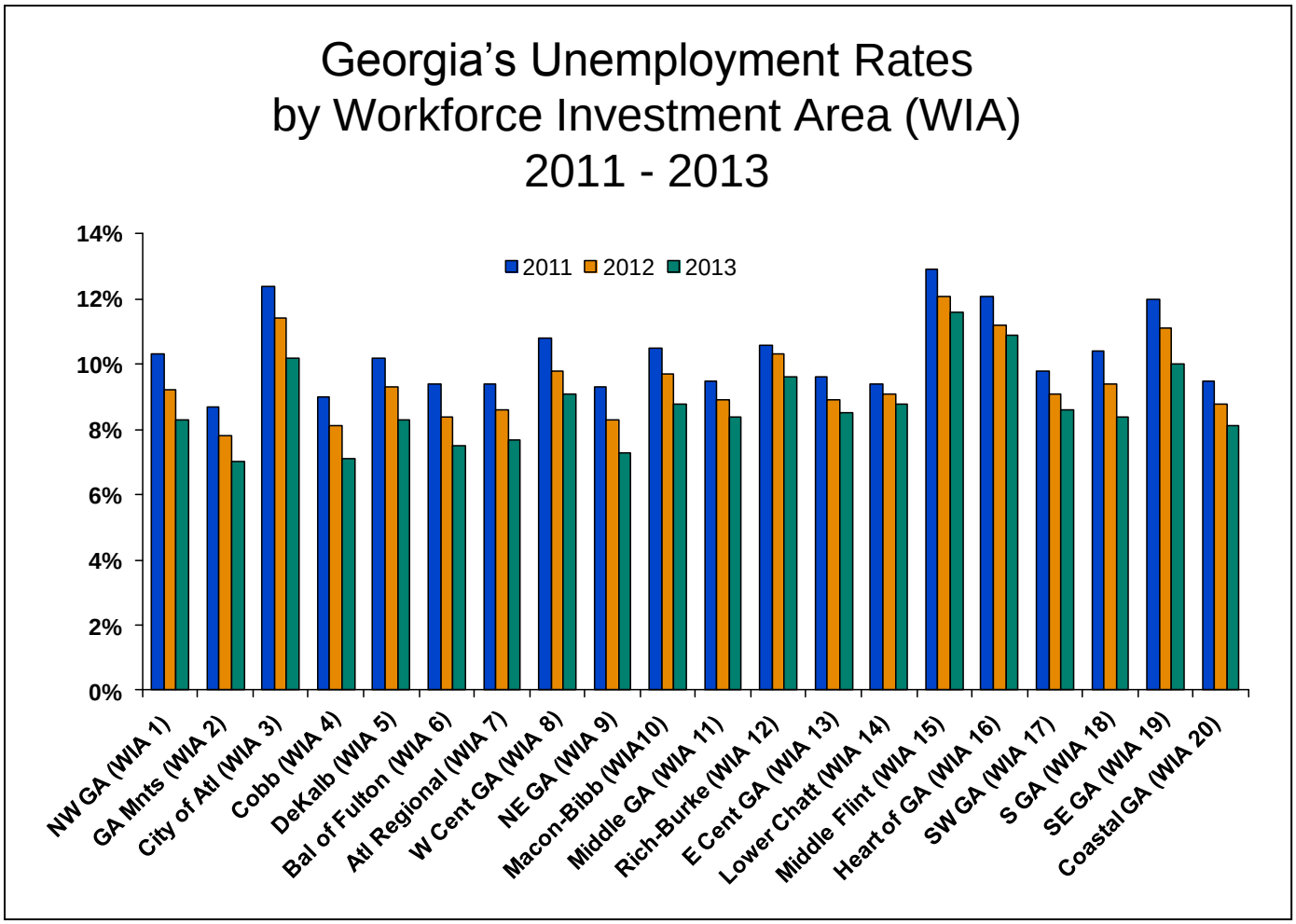
- Georgia's annual unemployment rate equaled the national average in 2007 and has exceeded the national rate for the past 6 years while surpassing the region's rate in 2012 and 2013.
- Over the last decade, the unemployment rate in Georgia has grown from 4.7 percent in 2004 to 8.2 percent in 2013.
- In the last 10 years, the state's rate was lowest in 2004 (4.7 percent) and peaked in 2010 (10.2 percent).

- Civilian labor force estimates come from a cooperative program between the states and the U.S. Department of Labor, Bureau of Labor Statistics to ensure comparability nationwide.
- The data are routinely produced for all Georgia counties, Metropolitan Statistical Areas (MSAs), cities of 50,000 or more, and statewide.
- Additional statewide details about the labor force are provided by the *Alternative Measures of Labor Underutilization* data which represents the total officially defined unemployed plus those workers who identify themselves as discouraged, marginally attached to the workforce and working part-time for economic reasons.

- "Discouraged" refers to individuals who are not currently searching for a job because they believe no work is available.
- "Marginal" refers to individuals who are not currently searching for a job due to school, family responsibilities, poor health, or transportation issues.
- "Part-Time" refers to individuals working part-time who would prefer to work full-time.



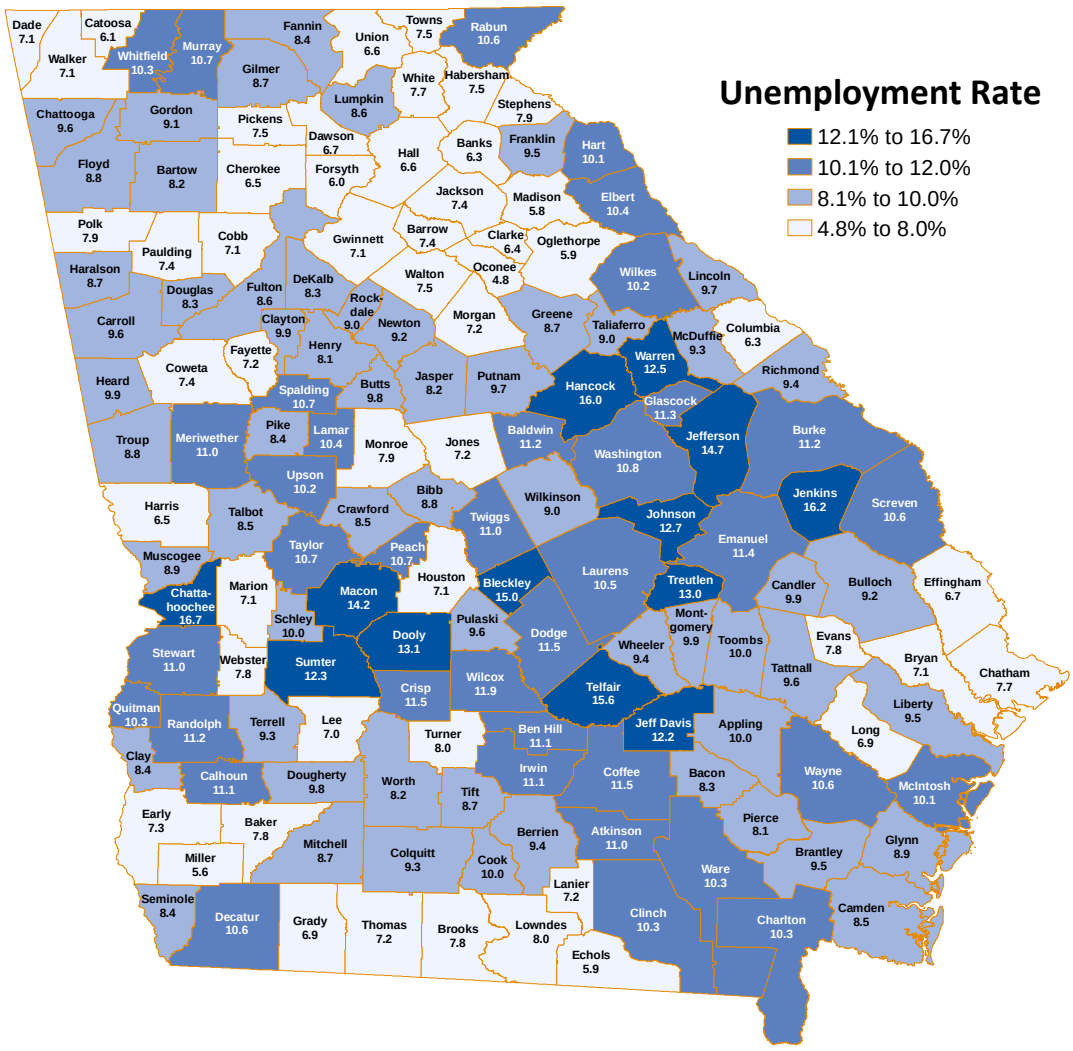
Source: U.S. Department of Labor, Bureau of Labor Statistics



Source: Georgia Department of Labor, Local Area Unemployment Statistics (LAUS)

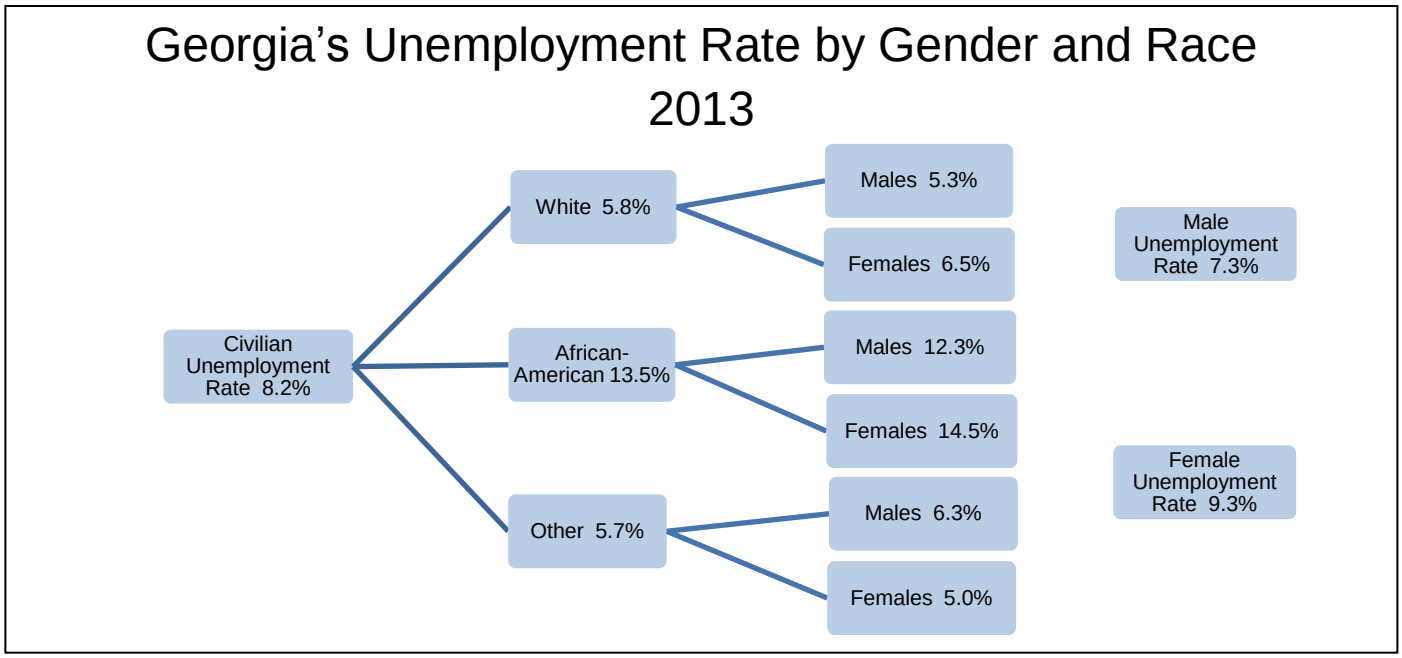
- The unemployment rates for the past three years show a fairly similar picture for each of Georgia's twenty WIAs. Every area experienced relative high rates in 2011 followed by declining unemployment rates in 2012 and 2013.
- In 2011 (blue bars), Georgia's unemployment rate was 9.9 percent. Ten of the 20 WIAs had rates at or above the state rate.
- By 2012 (orange bars), Georgia's rate was down to 9.0 percent. Twelve WIAs had unemployment rates at or above the state rate and eight WIAs had rates lower than the statewide rate.
- In 2013 (teal bars), Georgia's unemployment rate was 8.2 percent, 14 of Georgia's WIAs had rates that were worse than the state while six WIAs displayed unemployment rates better than the state.
- Six WIAs (Georgia Mountains, Cobb County, Balance of Fulton, Atlanta Regional, Northeast GA, and Coastal GA) had unemployment rates lower than Georgia's in each of the three years analyzed.
- Georgia Mountains, Cobb County, and Northeast GA routinely had the lowest unemployment rates in Georgia among WIAs while City of Atlanta, Middle Flint, and Heart of Georgia regularly endured the highest rates.

Georgia's Unemployment Rate by County
2013 Annual Average



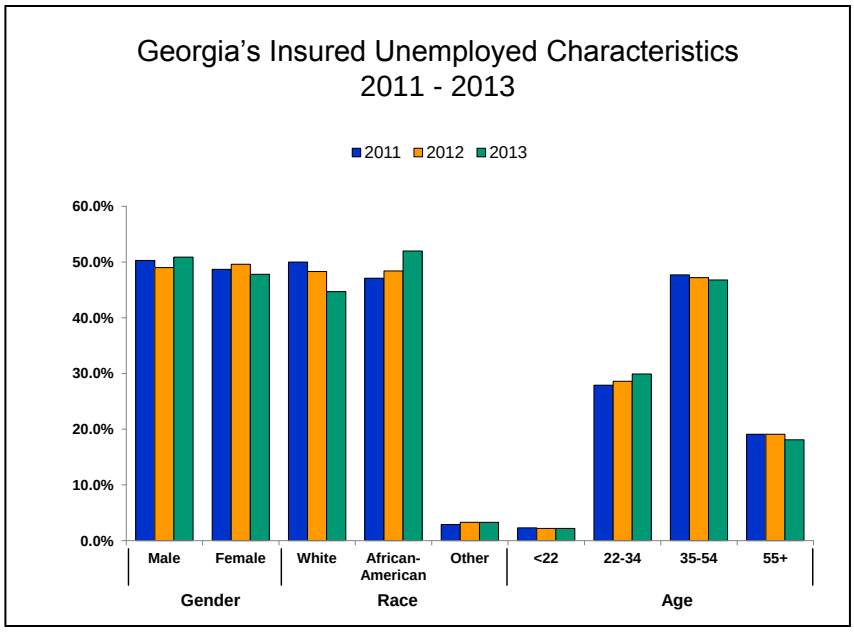
Source: Georgia Department of Labor, Local Area Unemployment Statistics (LAUS)

- Georgia's unemployment rate was 8.2 percent in 2013, there were 56 counties (35%) that had unemployment rates at or below the state rate. The remaining 103 counties (65%) had unemployment rates higher than the state rate. Comparatively, the U.S. unemployment rate was 7.4 percent.
- There were 51 counties with unemployment rates ranging from 4.8 percent to 8.0 percent, 58 counties with rates between 8.1 percent and 10.0 percent, 37 counties with rates from 10.1 percent to 12.0 percent, and 13 counties with rates between 13.0 percent and 16.7 percent.
- In 2013, Oconee (4.8%), Miller (5.6%), and McIntosh (5.8%) Counties had the lowest unemployment rates in the state, while Chattahoochee (16.7%), Jenkins (16.2%), and Hancock (16.0%) Counties had the highest rates.



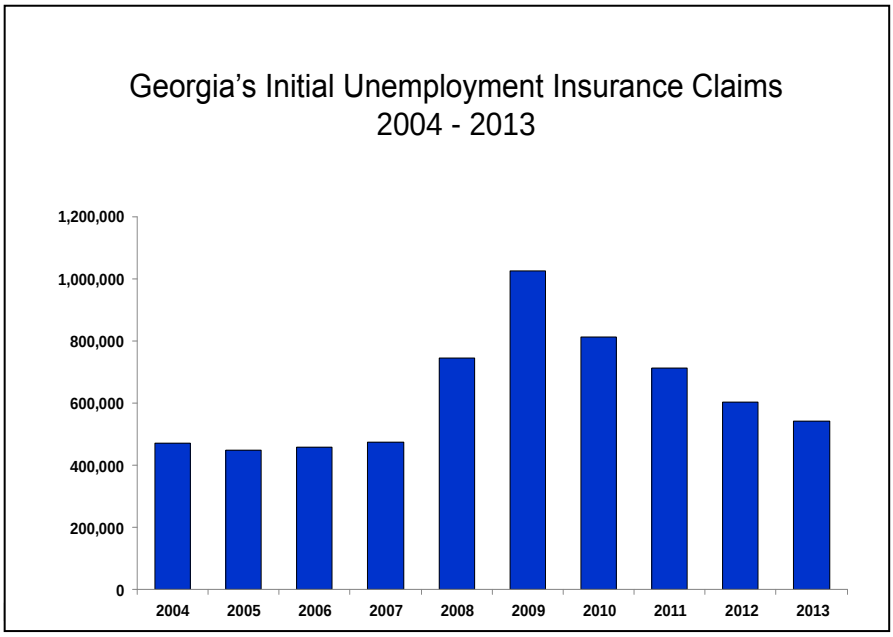
Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey

- In 2013, the Current Population Survey estimates that there were 4,744,000 Georgians in the labor force; 4,355,000 were employed and 389,000, or 8.2 percent, were unemployed. There were 183,000 men and 206,000 women in the state unemployed, with unemployment rates of 7.3 percent and 9.3 percent, respectively.
- Of the 389,000 unemployed in Georgia, 45 percent are classified as White, 51 percent are African-American, and four percent are Other. The unemployment rate for Whites was 5.8 percent, African-Americans was 13.5 percent, and Other was 5.7 percent.
- African-Americans, who are 31percent of the labor force and 29 percent of the employed, have the highest concentration of unemployment with 51 percent of all unemployed Georgians being African-American.



Source: Georgia Department of Labor, Unemployment Insurance Statistics

- The insured unemployed refers to the jobless workers covered by the Unemployment Insurance (UI) program administered by the Georgia Department of Labor.
- In 2011 and 2013, Men were a slightly higher percentage of Georgia's unemployed than women.
- Percentage of unemployed was more White in 2011 and tilted to more African-American by 2013. While Age 35-54 was higher percentage in 2011-2013.

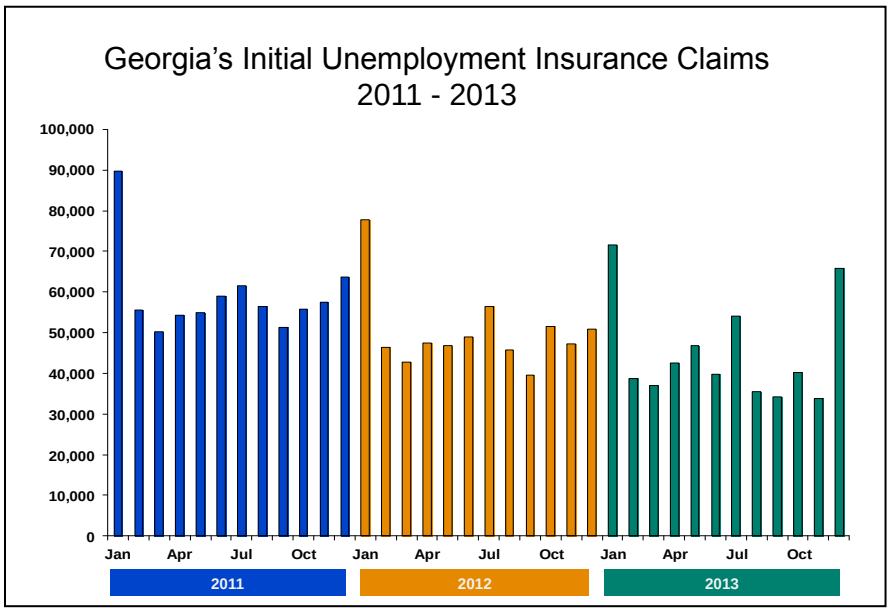


Source: Georgia Department of Labor, Unemployment Insurance Statistics

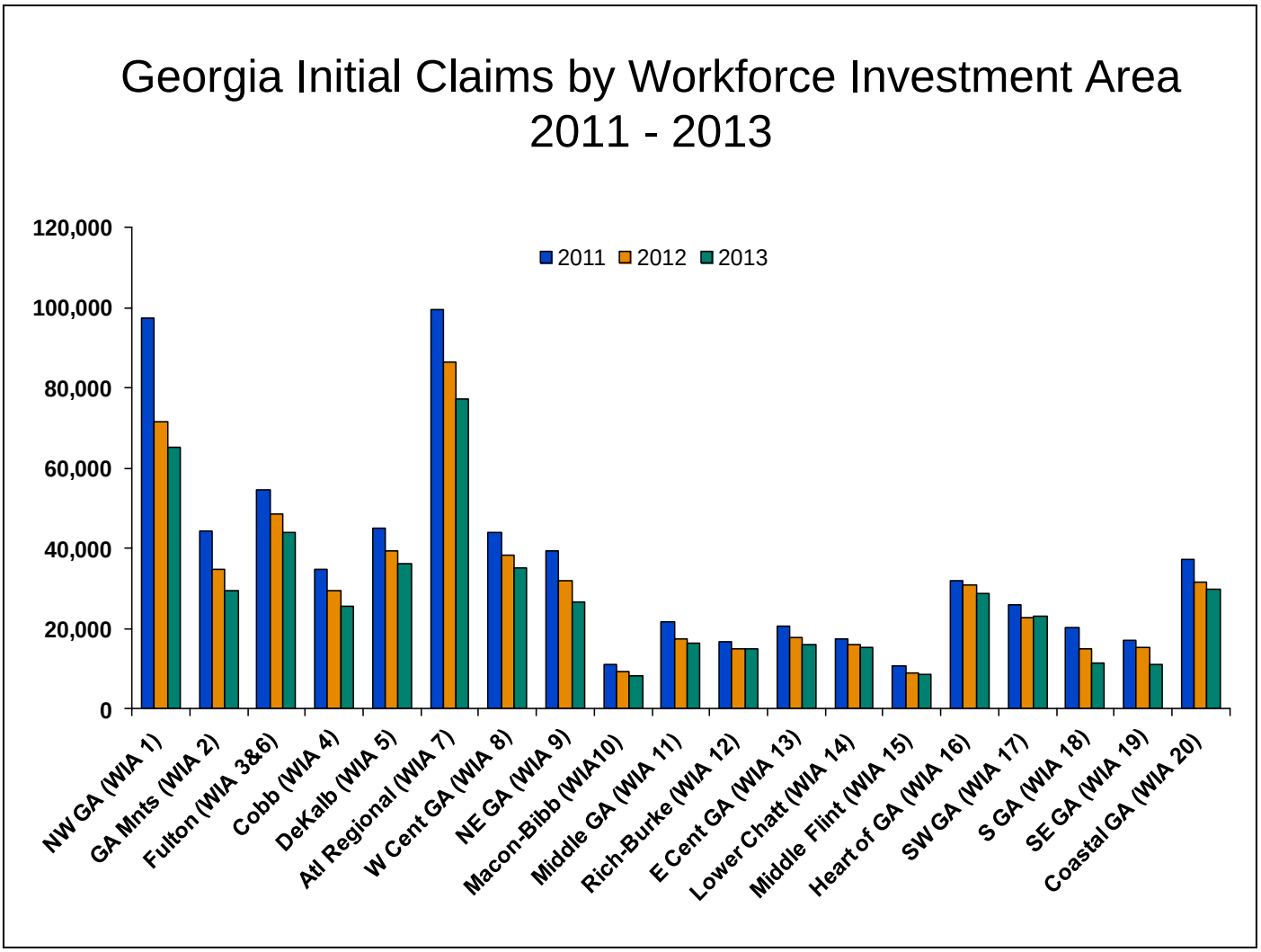
- Initial claims are counts of the first claim filed by claimants seeking Unemployment Insurance (UI) benefits.
- Annual initial claims rose to a record annual high of 1,025,764 in 2009.
- Initial claims have declined each year since 2010 in Georgia by an average of 14.7 percent per year.
- There were 540,216 claims filed in 2013, down 61,212 from 2012.

- The Great Recession ended in June 2009, with initial claims peaking on an annual average basis in that year, Georgia has seen claims go down steadily since then. Claims were down about 215,000, 100,000, 108,000, and 61,000, respectively, from 2010-2013.
- Average annual initial claims from 2004-2013 were about 627,000 per year. This average for the decade was exceeded during 2008, 2009, 2010, and 2011.
- Eight of the top ten monthly initial claims totals for the past decade in Georgia occurred between December 2008 and December 2009.
- 2008-2010 accounted for 41 percent of the total initial claims in the state for the decade.

- From 2011 to 2013, Georgia's monthly initial claims were lowest in November 2013 when there were 33,781 initial claims filed in the state.
- From 2011 to 2013, the monthly initial claims were highest at 89,659, in January 2011.
- Traditionally, there are more initial claims filed during January and December of each year.



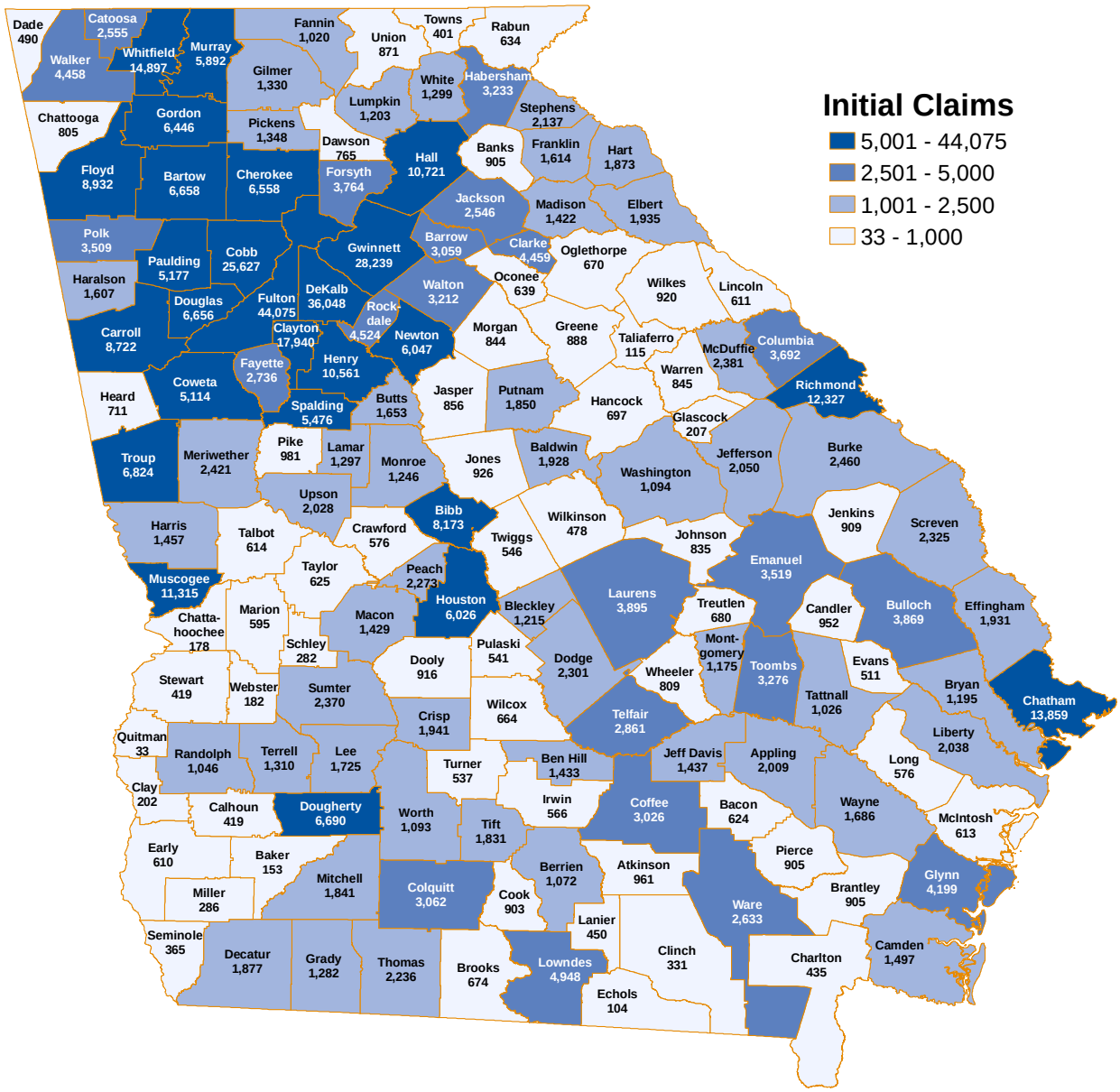
Source: Georgia Department of Labor, Unemployment Insurance Statistics



Source: Georgia Department of Labor, Unemployment Insurance Statistics

- The Northwest Georgia and Atlanta Regional WIAs combined to account for 28.7 percent of all initial claims filed in the state in 2011 and 27.3 percent of all initial claims filed in both 2012 and 2013.
- From 2011 to 2013, all WIAs in the state experienced a decrease in annual initial claims filed.
- For the state, filings for initial unemployment benefits were down 23.9 percent from 2011 to 2013. Eleven of the WIAs had changes better than the state average during the same period.
- The South Georgia WIA had the largest percentage decrease in initial claims filed from 2011 to 2013 (-43.6 percent), followed by Southeast Georgia (-36.6 percent) and Georgia Mountains (-33.8 percent).
- The Northwest Georgia WIA had the largest net decrease in initial claims (-32,420) from 2011 to 2013, followed by Atlanta Regional (-22,395) and Georgia Mountains (-15,025).

Georgia's Initial Claims by County
2013

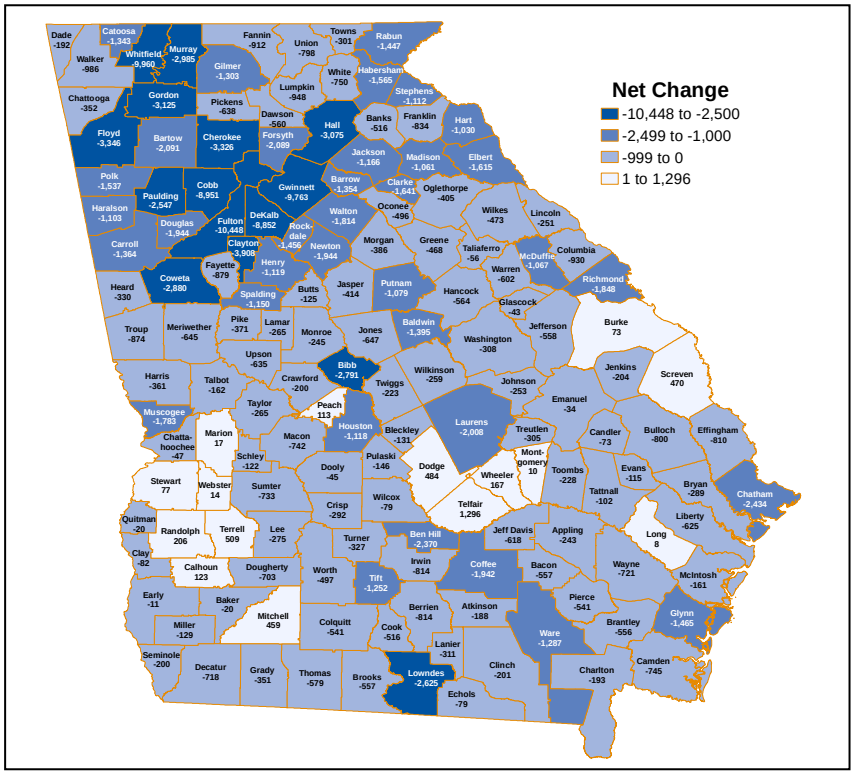


Source: Georgia Department of Labor, Unemployment Insurance Statistics

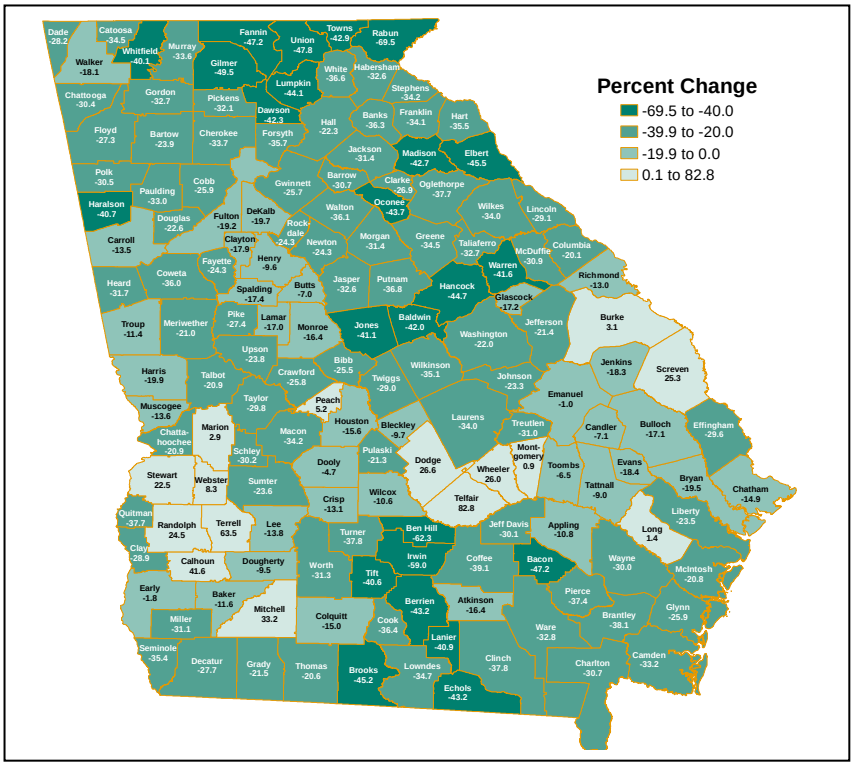
- In 2013, Georgia's four largest counties, Fulton, Gwinnett, DeKalb, and Cobb, accounted for nearly one quarter of all initial claims filed in the state.
- There were 540,216 total initial claims filed in the state in 2013.
- Four of Georgia's smallest counties, Taliaferro, Baker, Quitman, and Echols, had a combined 405 initial claims filed in 2013, less than one percent of claims filed in Georgia.

Georgia's Initial Claims by County
2011 – 2013

- Of Georgia's 159 counties, all but 15 saw a decrease in initial claim filings from 2001 to 2013.
- Of the 15 counties that had more initial claims over the span, Telfair (1,296) had the most followed by Terrell, Dodge and Screven.
- Of the 144 counties with declines in initial claims from 2011-2013, Fulton had the largest net decrease (-10,448) followed by Whitfield, Gwinnett, and Cobb.
- With few exceptions, the largest net change in initial claims filings occurred in metropolitan counties.

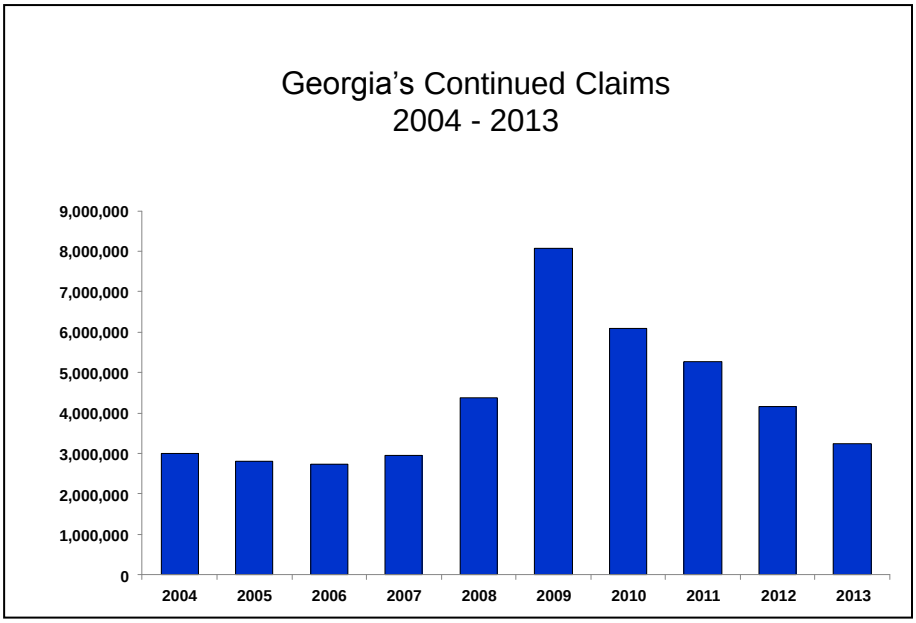


Source: Georgia Department of Labor, Unemployment Insurance Statistics



Source: Georgia Department of Labor, Unemployment Insurance Statistics

- From 2011 to 2013, 67 of Georgia's 159 counties had initial claim increases greater than the statewide average of 23.9 percent while 92 counties were equal to or less than the state average.
- The largest rates of decrease were concentrated in the northern half of the state.
- Rabun County (-69.5 percent) saw the largest percent drop in initial claims from 2011 to 2013 while Telfair County (82.8 percent) saw the largest percent increase.

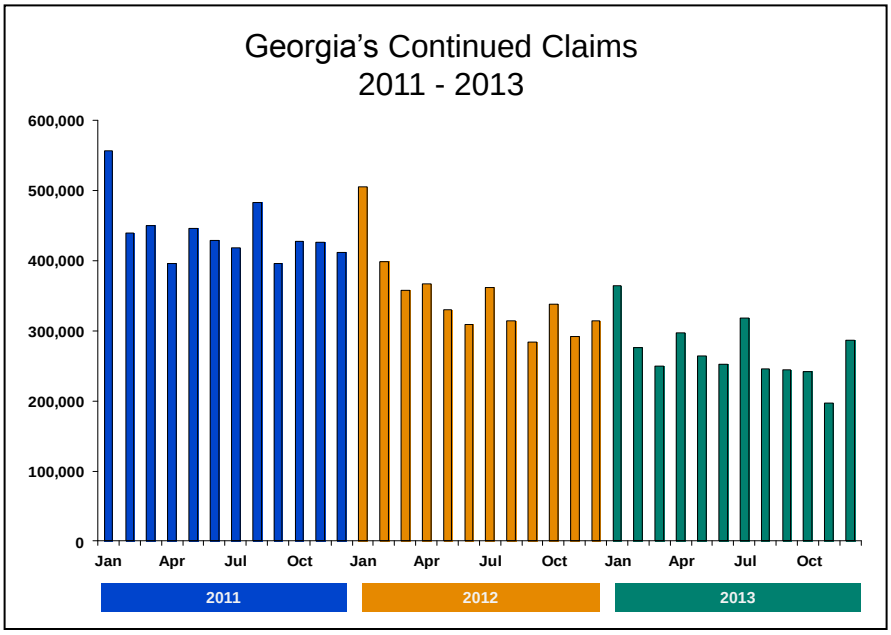


Source: Georgia Department of Labor, Unemployment Insurance Statistics

- Continued claims are counts of weeks for which eligible Unemployment Insurance (UI) claimants certify they were unemployed.
- Annual continued claims in Georgia peaked at 8,078,717 in 2009 and are at 3,235,429 in 2013. The last time they were this low or lower was in 2007.
- Continued claims have steadily decreased, on average, by 1.2 million or about 25 percent per year since 2010.

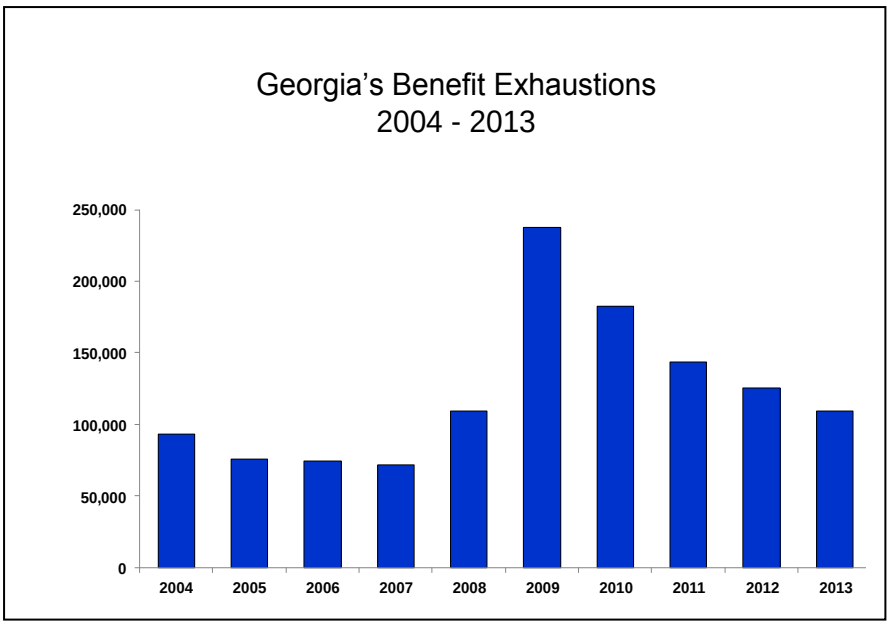
- Georgia experienced decreases in continued claims for the past four consecutive years (2010 to 2013).
- Over the past decade, Georgia experienced more continued claims in 2009 than in any other year.
- Over the past ten years, Georgia has averaged over 4,269,000 continued claims a year. This average was exceeded in 2008, 2009, 2010, and 2011.
- Dating back to the year 2004, continued claim filings have occurred most often in the month of January (4,177,114) and least often in March (3,586,706).

- Continued claims in the state have trended down over the last three years. In this span, the most continued claims occurred in January 2011(556,868).
- There were 196,828 continued claims in Georgia in November 2013; the last time there were that many or fewer was in April 2006.
- About 19 percent (1 in 5) of all continued claims filed during the decade occurred in just one year (2009).



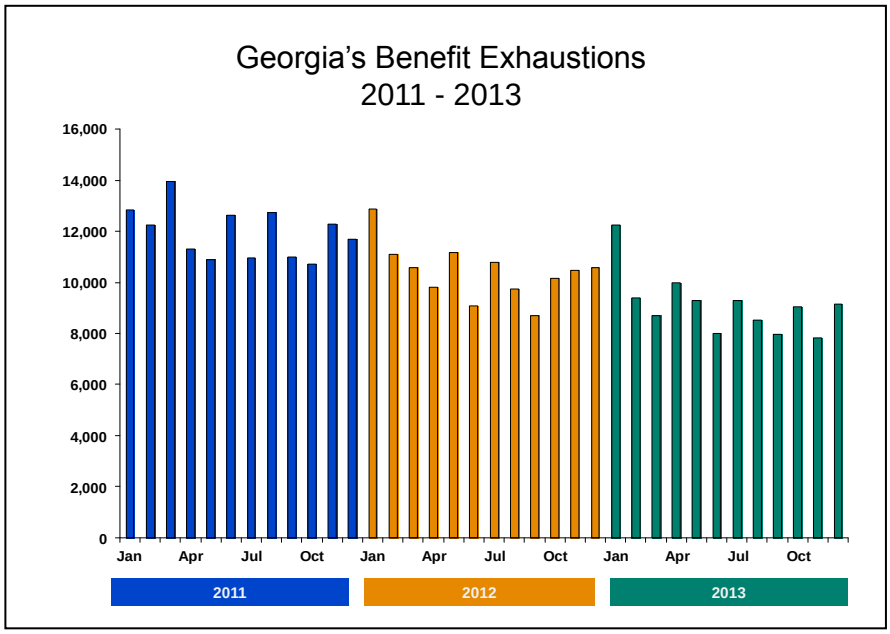
Source: Georgia Department of Labor, Unemployment Insurance Statistics

- The job market bottomed out in 2009, while record numbers of individuals exhausted benefits on a monthly basis.
- The number of claimants in Georgia exhausting their benefits in 2009 (237,433) eclipsed the previous record high from 1975 (140,645) by nearly 100,000.
- Benefit exhaustions decreased each year since 2009 to 109,469 in 2013.



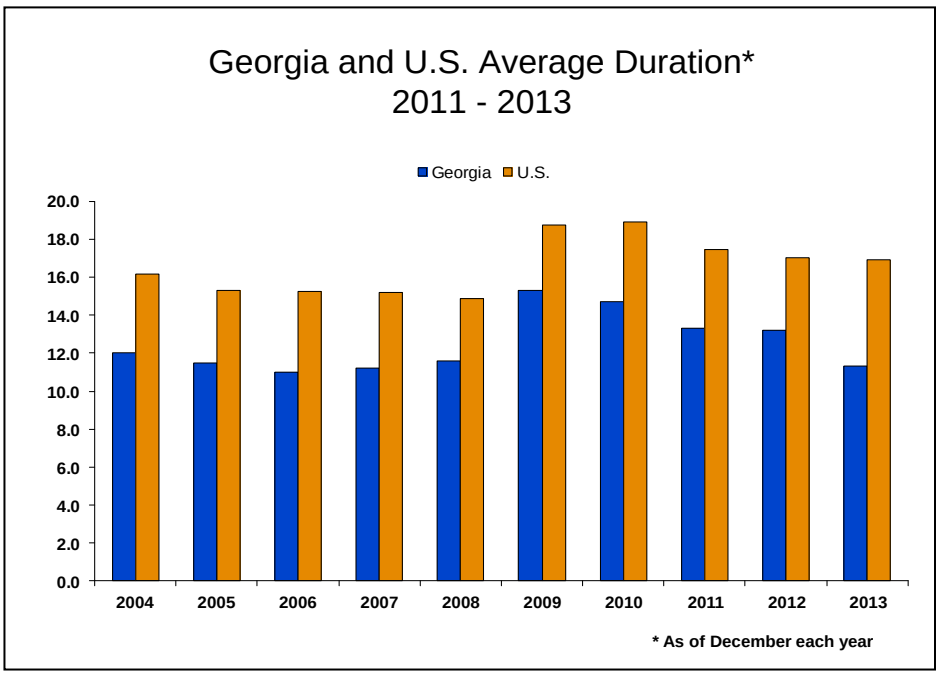
Source: Georgia Department of Labor, Unemployment Insurance Statistics

- A benefit exhaustion, or final payment, is the last payment for which a claimant is entitled to draw unemployment insurance benefits.
- Claimants receiving final payments are called "Exhaustees."
- As the economy worsened in the recent recession (12/07 to 06/09), increasing numbers of claimants exhausted their regular state unemployment insurance benefits.
- Beginning July 2008, a claimant who exhausted their regular state benefits could potentially qualify for additional weeks of Federal Emergency Unemployment Compensation (EUC) – which ended in December 2013.



Source: Georgia Department of Labor, Unemployment Insurance Statistics

- In 2011, most exhaustees in Georgia were recorded in March (13,947) while the fewest were in October (10,709).
- In 2012, most exhaustees were recorded in January (12,865) and the fewest were in September (8,709).
- In 2013, most exhaustees were recorded in January (12,225) while November (7,845) had the least.

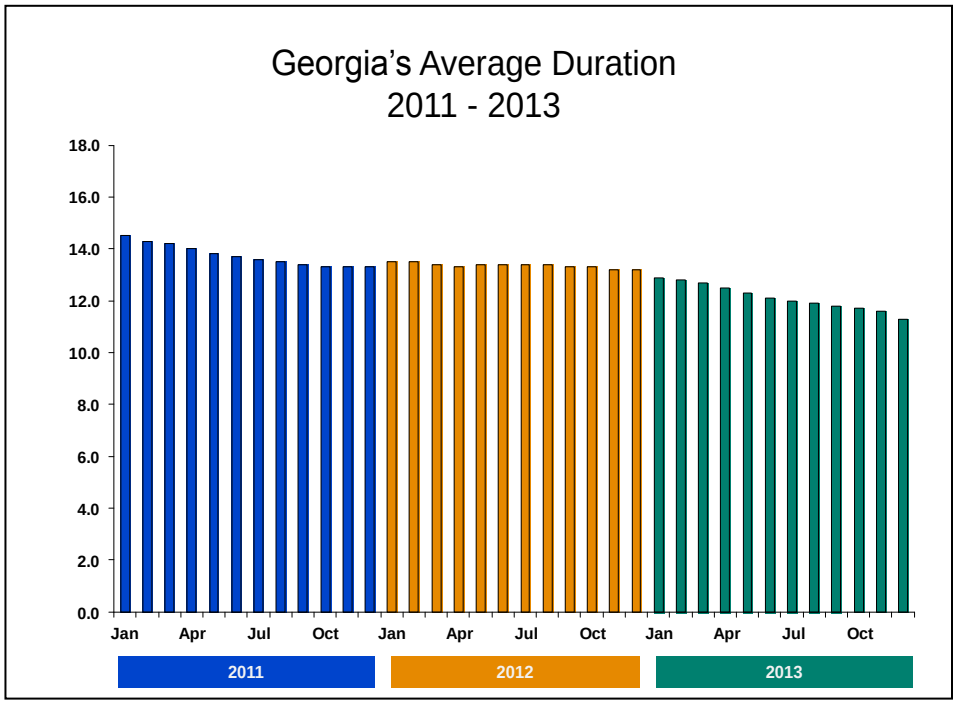


Source: Georgia Department of Labor, Unemployment Insurance Statistics

- "Average Duration" refers to the average number of weeks claimants received UI payments before returning to work or exhausting benefits.
- Over the decade, Georgia's average duration of individuals receiving unemployment benefits has been consistently shorter than the national average, with 2013 showing the greatest difference of over five weeks.

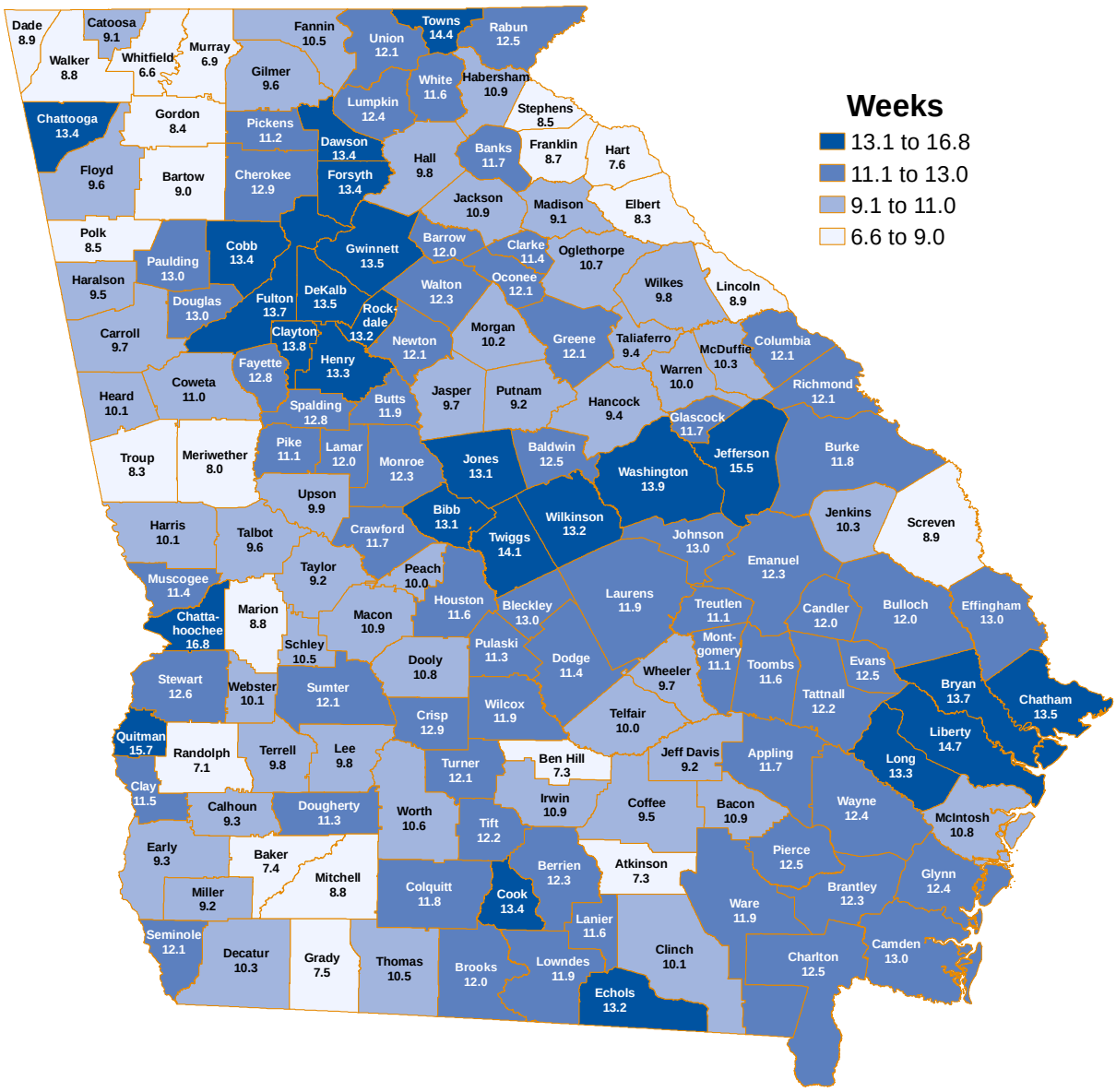
- Georgia's average duration grew from 12.0 weeks in December 2004 to 15.3 weeks in December 2009 and has declined to 11.3 weeks in December 2013.
- Georgia has consistently had one of the lowest average duration of benefits in the nation, with South Dakota, North Dakota, and Nebraska regularly with the lowest.
- In December 2013 Georgia's duration was 5.6 weeks shorter than the U.S. duration, as the State continues to be ranked as one of the best in getting individuals back to work.

- Over the last 3 years, the highest average duration occurred in January 2011(14.5 weeks).
- By the end of 2013, average duration in Georgia was as low as 11.3 weeks.
- The highest average duration ever recorded for Georgia was 16.1 weeks and occurred twice - in March and April 2010.



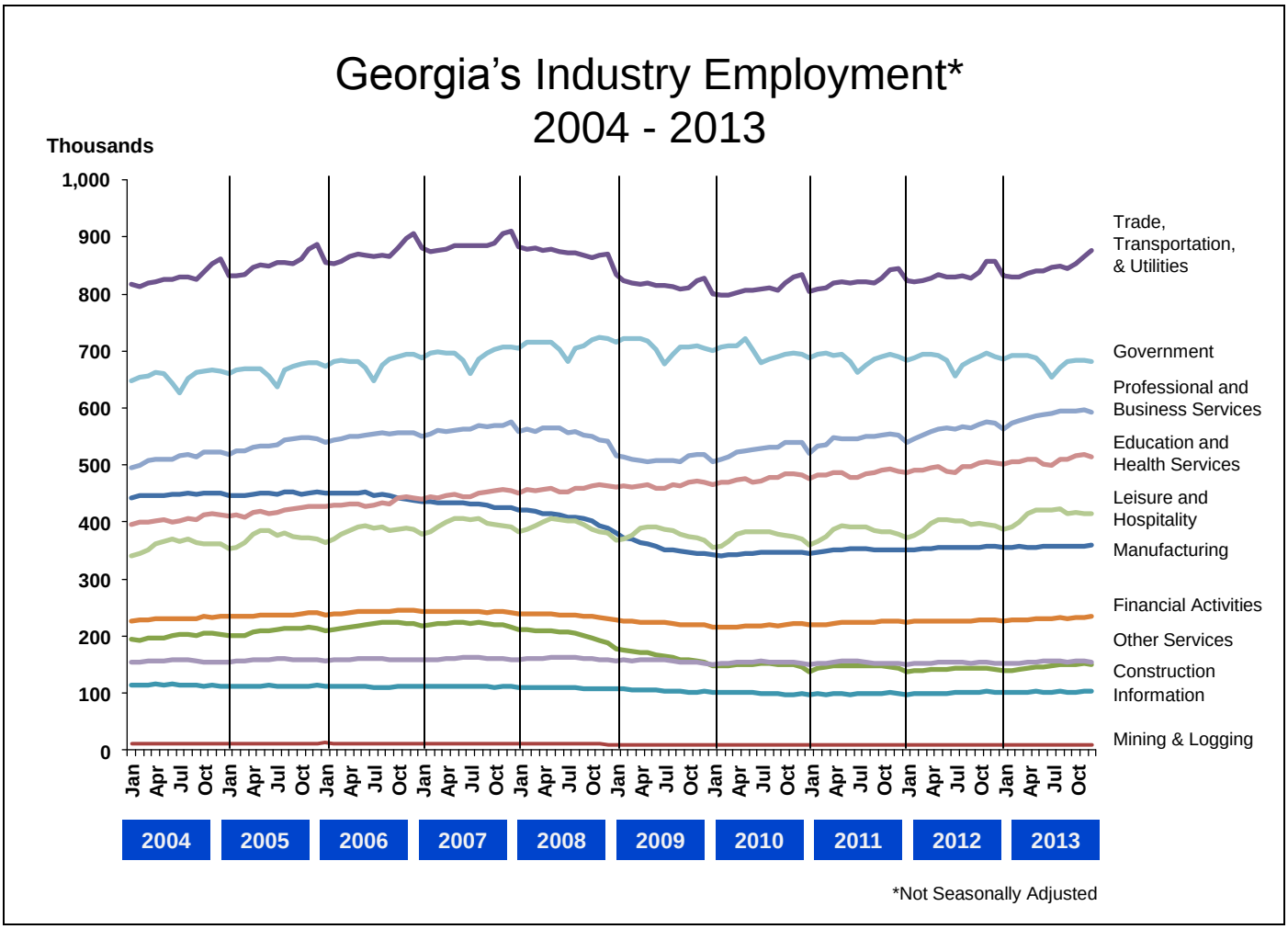
Source: Georgia Department of Labor, Unemployment Insurance Statistics

Georgia's Average Duration by County 2013



Source: Georgia Department of Labor, Unemployment Insurance Statistics

- Seventy-five of Georgia's 159 counties' average duration was equal to or less than the state average of 11.3 weeks in 2013.
- Whitfield, Murray, Randolph, and Atkinson counties recorded Georgia's lowest average duration as of December 2013, at 6.6, 6.9, 7.3, and 7.3 weeks, respectively.
- As of December 2013, Chattahoochee, Quitman, and Jefferson counties' average durations were the highest in the state, at 16.8, 15.7, and 15.5 weeks, respectively.
- From 2012 to 2013, 137 counties saw a decline in average duration while 22 counties in Georgia saw average duration rise over the year.

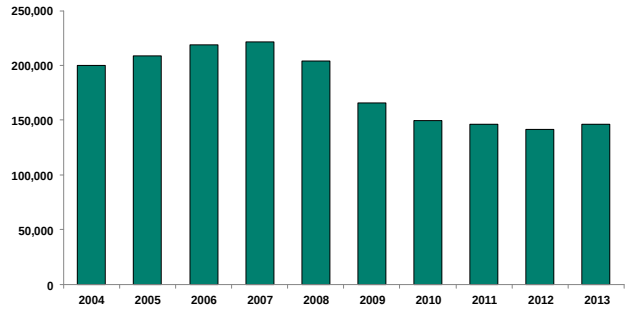


Source: Georgia Department of Labor, Current Employment Statistics

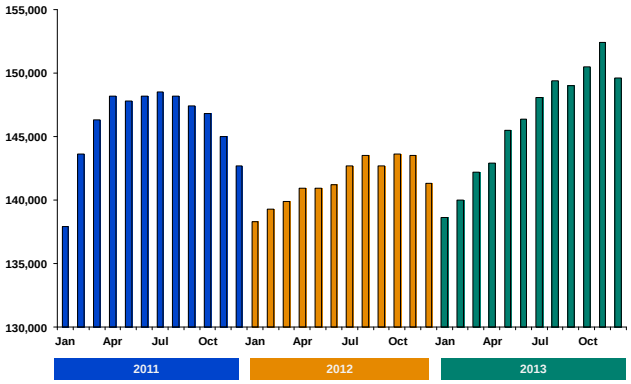
- The above graph shows a comparison of total employment levels for each industry super sector in Georgia for the last decade.
- Manufacturing started the decade as the fourth highest industry in employment in the state, but finished the decade as the sixth highest.
- Construction began the ten-year period as the eighth highest industry in employment, but lost jobs during 2008 and 2009 and by 2013 has the ninth highest employment – being just edged out by Other Services.
- Manufacturing and Construction were the only two industries that suffered employment shifts over the decade causing them to lose employment ranking.
- From January 2004 to December 2013, there were five sectors that lost employment: Manufacturing (-82,200 jobs), Construction (-44,100 jobs), Information (-11,600 jobs), Mining and Logging (-3,300 jobs), and Other Services (-900 job).
- From January 2004 to December 2013, there were six sectors that added employment: Education and Health Services (+118,100 jobs), Professional and Business Services (+98,000 jobs), Leisure and Hospitality (+73,300 jobs), Trade, Transportation, and Utilities (+58,500 jobs), Government (+33,900 jobs), and Financial Activities (+7,200 jobs).

Construction Employment

Annual Averages
2004 - 2013



Monthly Averages
2011 - 2013



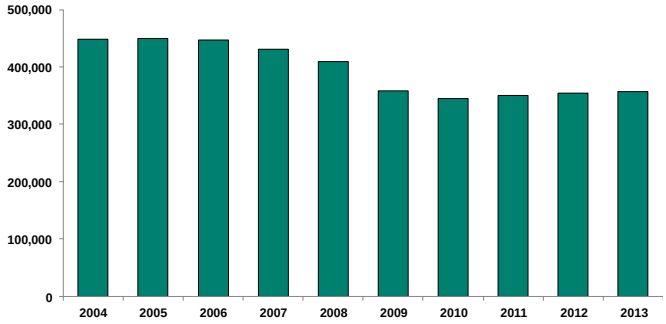
Source: Georgia Department of Labor, Current Employment Statistics

Data is Not Seasonally Adjusted

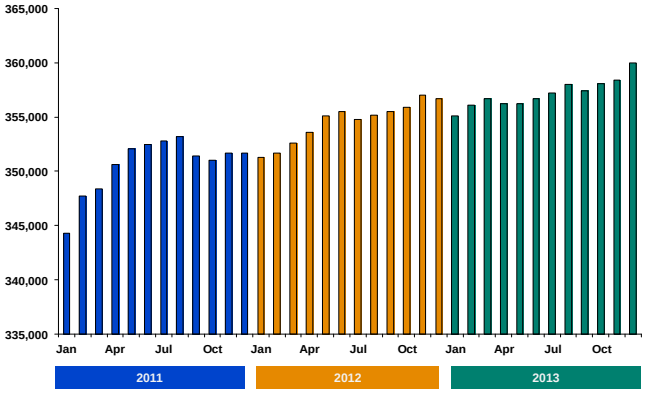
- Construction employment experienced strong growth from 2004 through 2007, peaking in 2007 when there were 221,200 construction jobs in Georgia.
- After losing employment for five years in row, Construction employment in the state was up 4,700 in 2013.
- From 2008 to 2009, Manufacturing employment in the state declined by 51,100, easily its largest one year drop in history.
- After declining for five years in a row, Manufacturing employment has grown for three consecutive years (2011-2013), averaging just over 4,000 added jobs per year.

Manufacturing Employment

Annual Averages
2004 - 2013



Monthly Averages
2011 - 2013

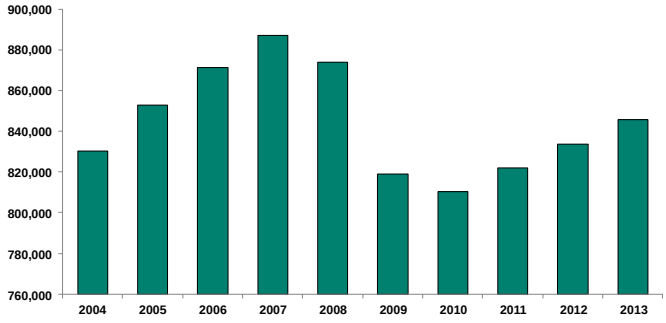


Source: Georgia Department of Labor, Current Employment Statistics

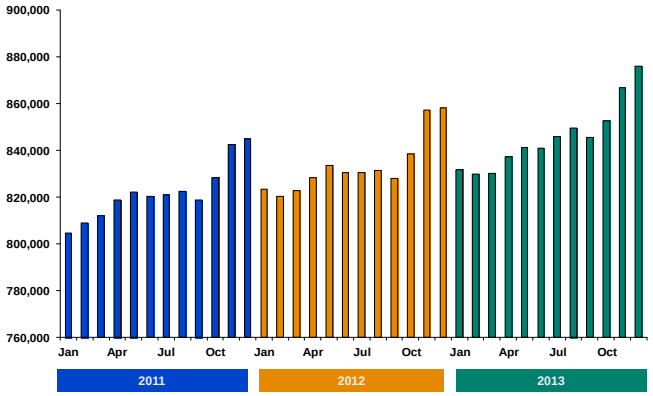
Data is Not Seasonally Adjusted

Trade, Transportation, and Utilities Employment

Annual Averages
2004 - 2013



Monthly Averages
2011 - 2013



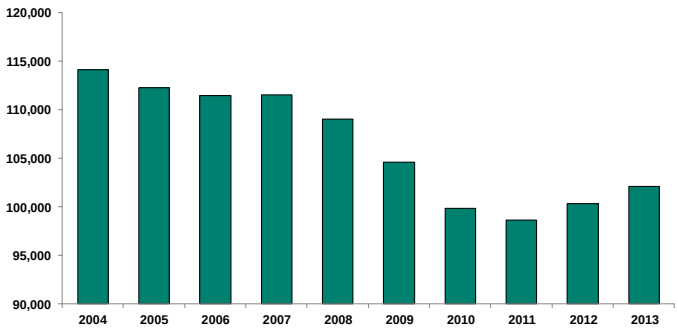
Source: Georgia Department of Labor, Current Employment Statistics

Data is Not Seasonally Adjusted

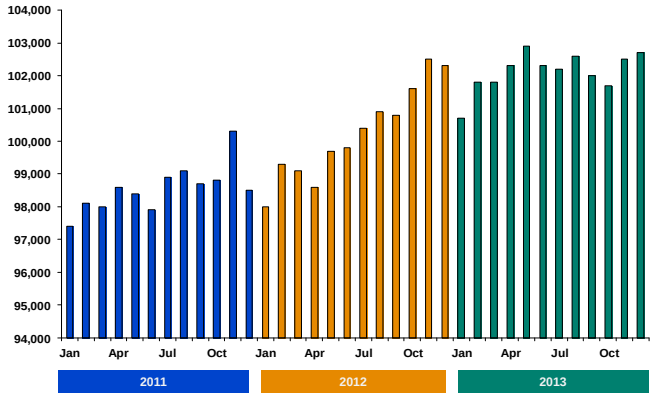
- Trade, Transportation, and Utilities employment is up for the third year in a row in 2013 and has averaged a little fewer than 12,000 new jobs per year in the span.
- The retail trade, wholesale trade, and transportation portions of the sector drive a general up-tick in employment in the last few months of the year.
- Over the last decade, employment in the Information sector topped out in 2004 when there were 114,100 such jobs in Georgia.
- Since employment dropped by 1,200 in 2011, Information jobs in the state have risen in 2012 and 2013, adding 1,700 and 1,800 new jobs, respectively.

Information Employment

Annual Averages
2004 - 2013



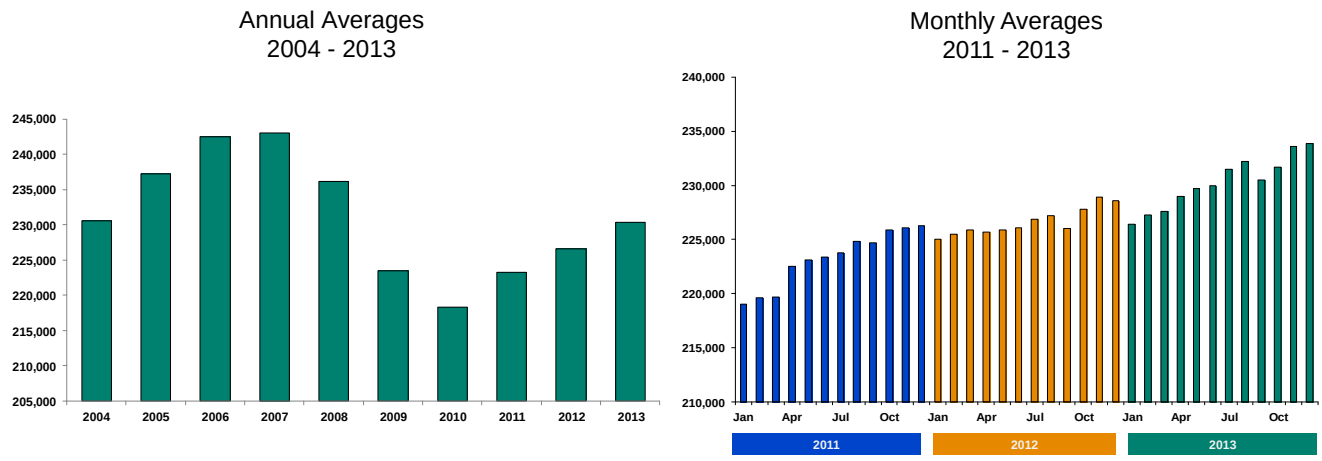
Monthly Averages
2011 - 2013



Source: Georgia Department of Labor, Current Employment Statistics

Data is Not Seasonally Adjusted

Financial Activities Employment

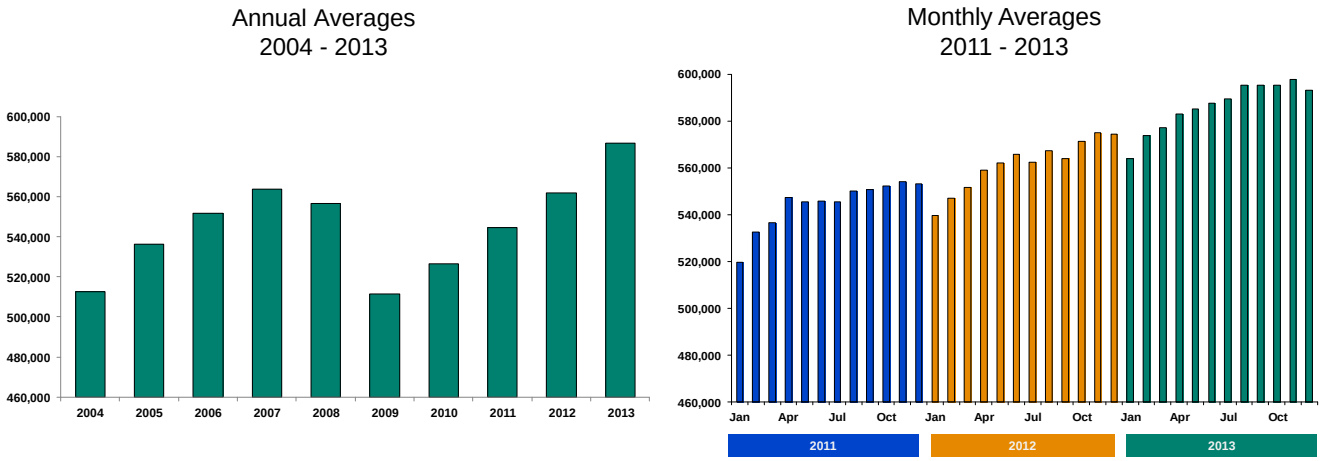


Source: Georgia Department of Labor, Current Employment Statistics

Data is Not Seasonally Adjusted

- Georgia's Financial Activities sector added 3,700 jobs in 2013 after adding 3,400 in 2012 and 4,900 in 2011. These three consecutive years of gains came after three straight years of job losses.
- Over the last 10 years, Financial Activities employment peaked in 2007 before bottoming out in 2010. In 2013 there were 230,300 Financial Activities jobs in the state.
- Professional and Business Services employment was at its lowest level in 2009 when there were 511,400 jobs in Georgia. By 2013 employment has grown to 586,600 – the highest level over the decade.
- November 2013, with 597,800 jobs in Professional and Business Services, was the most jobs recorded in the sector.

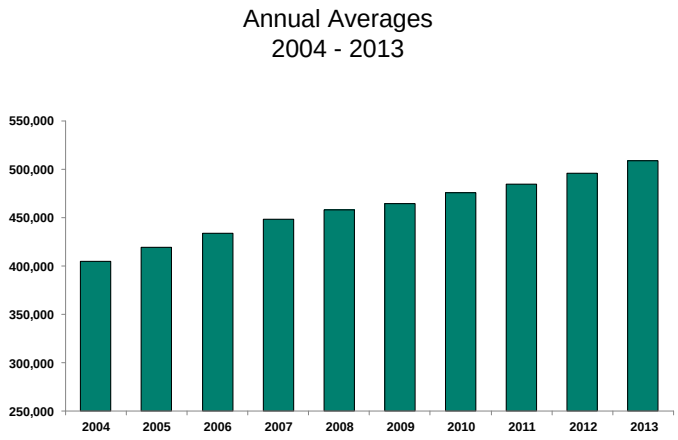
Professional and Business Services Employment

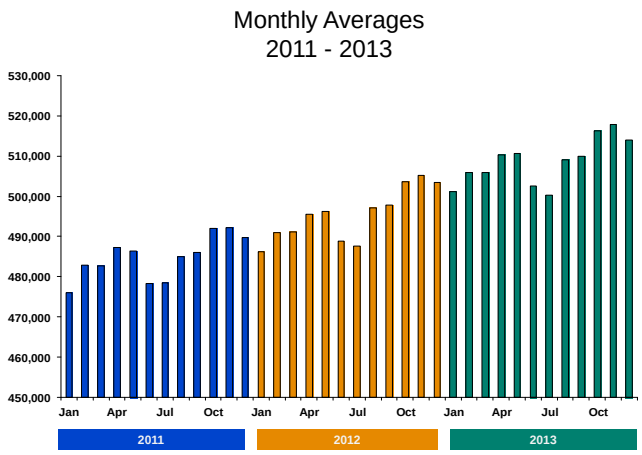


Source: Georgia Department of Labor, Current Employment Statistics

Data is Not Seasonally Adjusted

Education and Health Services Employment



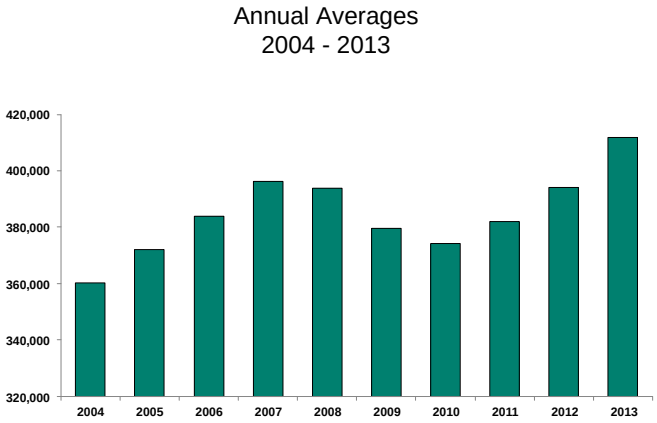


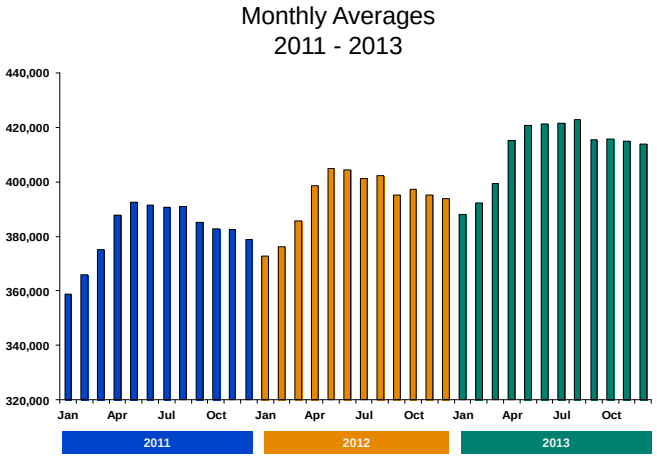
Source: Georgia Department of Labor, Current Employment Statistics

Data is Not Seasonally Adjusted

- Education and Health Services experience job growth in every year of the decade as it grew by 104,400 jobs from 2004 to 2013 in the state.
- Health Services employment in Georgia increased by nearly 87,000 jobs, while private Educational Services employment grew by over 17,000 positions.
- After dipping in 2010, the annual average number of Leisure and Hospitality jobs in the state has grown for the last three consecutive years. Employment in the sector topped 400,000 for the first time in 2013.
- Leisure and Hospitality has very seasonal employment, with the summer tourism season resulting in significant temporary job gains between April and August each year.

Leisure and Hospitality Services Employment



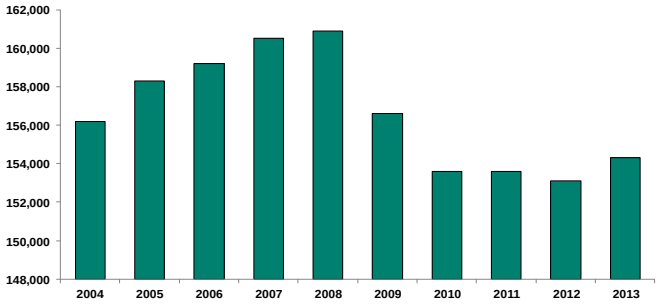


Source: Georgia Department of Labor, Current Employment Statistics

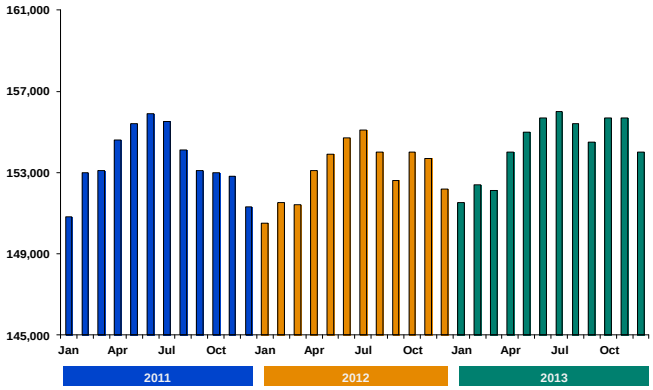
Data is Not Seasonally Adjusted

Other Services Employment

Annual Averages
2004 - 2013



Monthly Averages
2011 - 2013



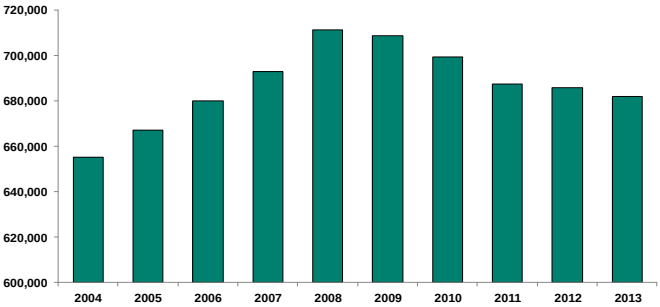
Source: Georgia Department of Labor, Current Employment Statistics

Data is Not Seasonally Adjusted

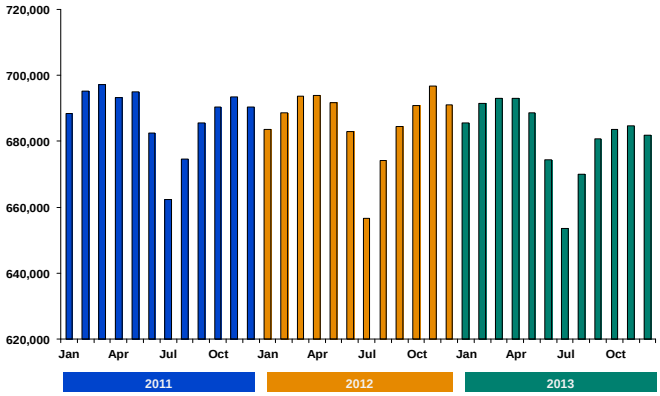
- The Other Services sector includes employment in Repair and Maintenance, Personal and Laundry Services, and Religious, Grant Making, & Civic Organizations. The sector peaked in 2008 with 160,900 jobs in Georgia.
- Since adding 18,200 jobs in 2008, the Government sector in the state has lost employment for five consecutive years. In 2013 the sector saw employment drop by 4,100 to 681,700.
- In 2013, Local Government accounted for about 60 percent of government jobs in Georgia, followed by State Government employment accounting for about 25 percent and Federal Government representing about 15 percent of government employment.

Government Employment

Annual Averages
2004 - 2013



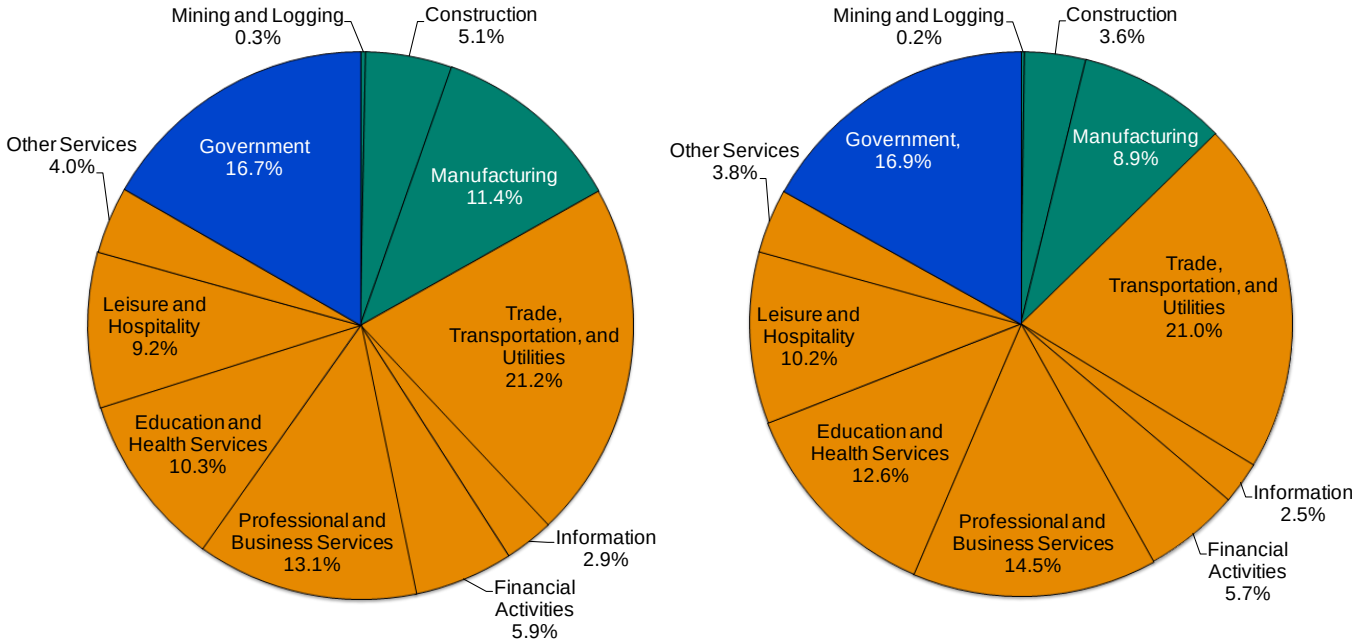
Monthly Averages
2011 - 2013



Source: Georgia Department of Labor, Current Employment Statistics

Data is Not Seasonally Adjusted

Georgia's Employment by Industry*
2004 and 2013



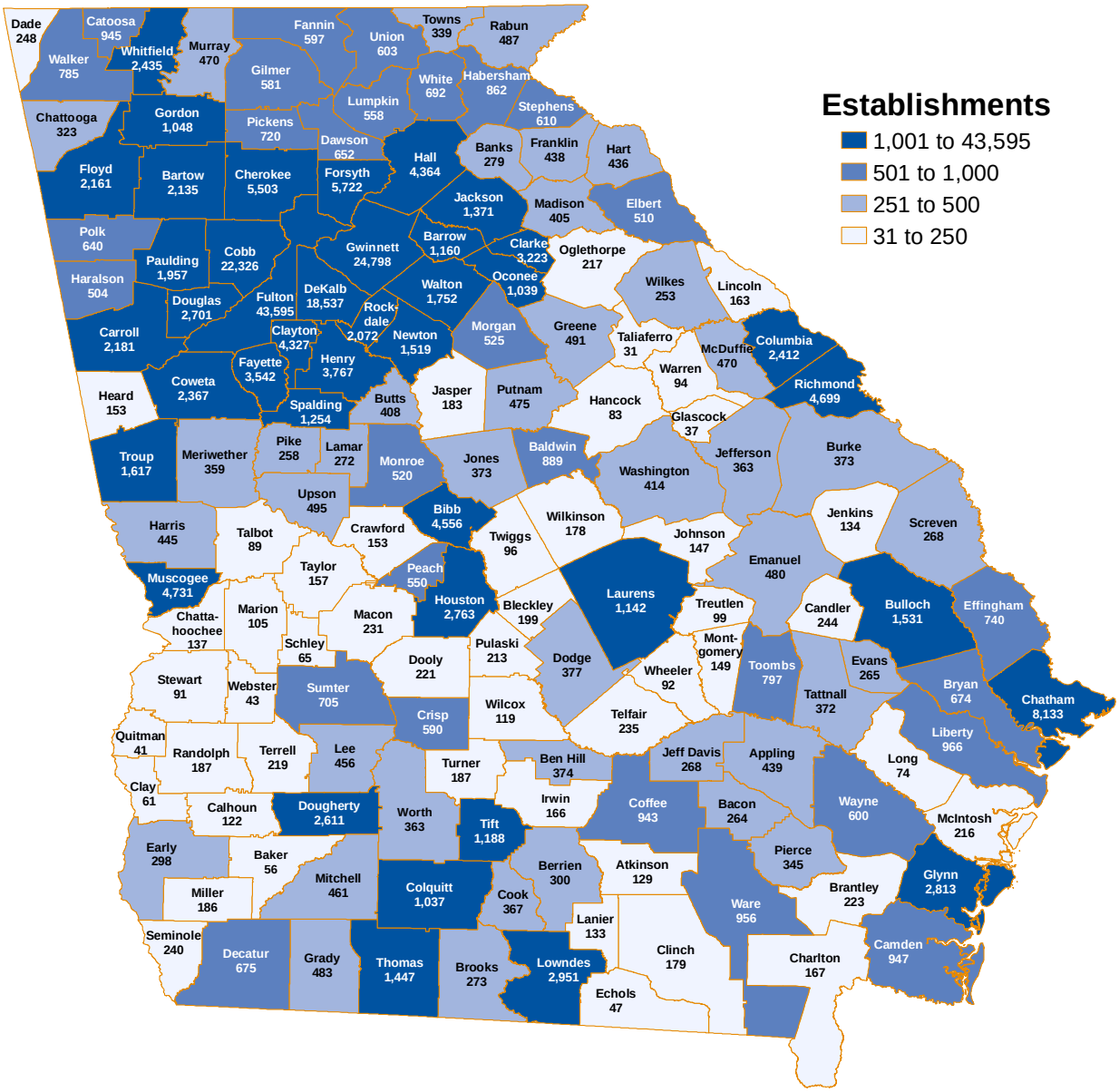
Industry Type	2004	2013
Government	16.7%	16.9%
Private Service-Providing	66.5%	70.4%
Private Goods-Producing	16.8%	12.7%

*Not Seasonally Adjusted

Source: Georgia Department of Labor, Current Employment Statistics

- Over the last decade, Georgia's economy has moved more toward "Service-Providing" with these types of jobs increasing from 66.5 percent of total employment in 2004 to 70.4 percent by 2013.
- Education and Health Services employment has gained the most share of state employment over the decade; from 10.3 percent of total state employment in 2004 to 12.6 percent in 2013.
- Professional and Business Services share of state employment is up from 13.1 percent to 14.5 percent over the span.
- Manufacturing's share of total employment in Georgia has dropped the most from 2004 to 2013. Manufacturing employment approached 450,000 in Georgia at the beginning of the decade but by 2013 there were fewer than 360,000 people working in the industry.
- Construction's share of total employment in Georgia slipped by one and a half percentage point, from 5.1 percent in 2004 to 3.6 percent in 2013.
- The Government sector recorded a modest gain, increasing by 0.2 percentage points to 16.9 percent, due in large part to jobs in local government education across the state.

Georgia's Establishments by County
2013

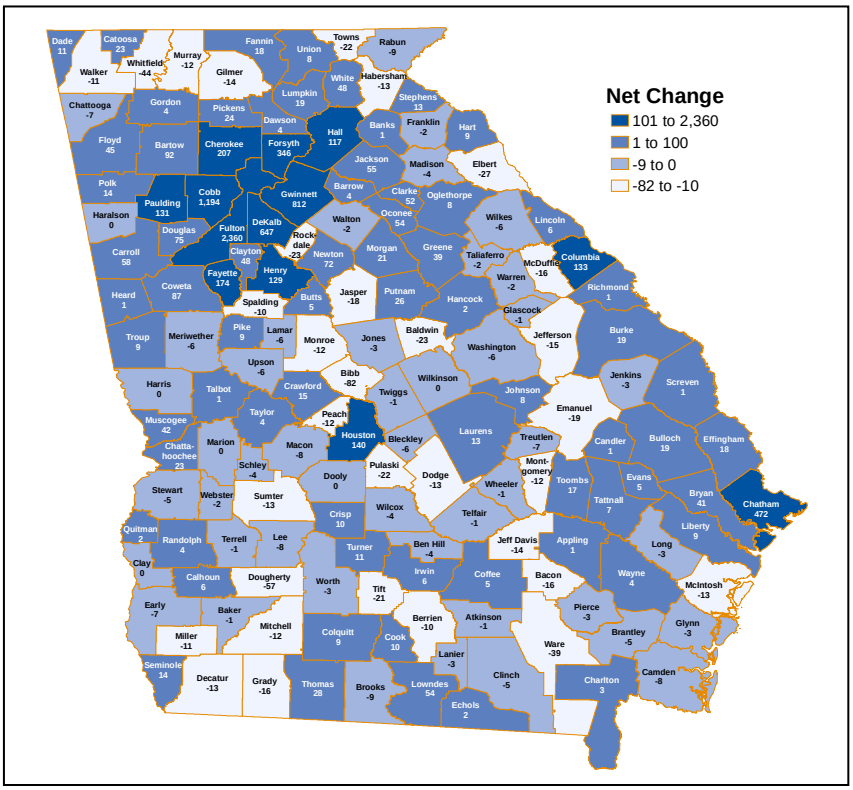


Source: Georgia Department of Labor, Quarterly Census of Employment and Wages

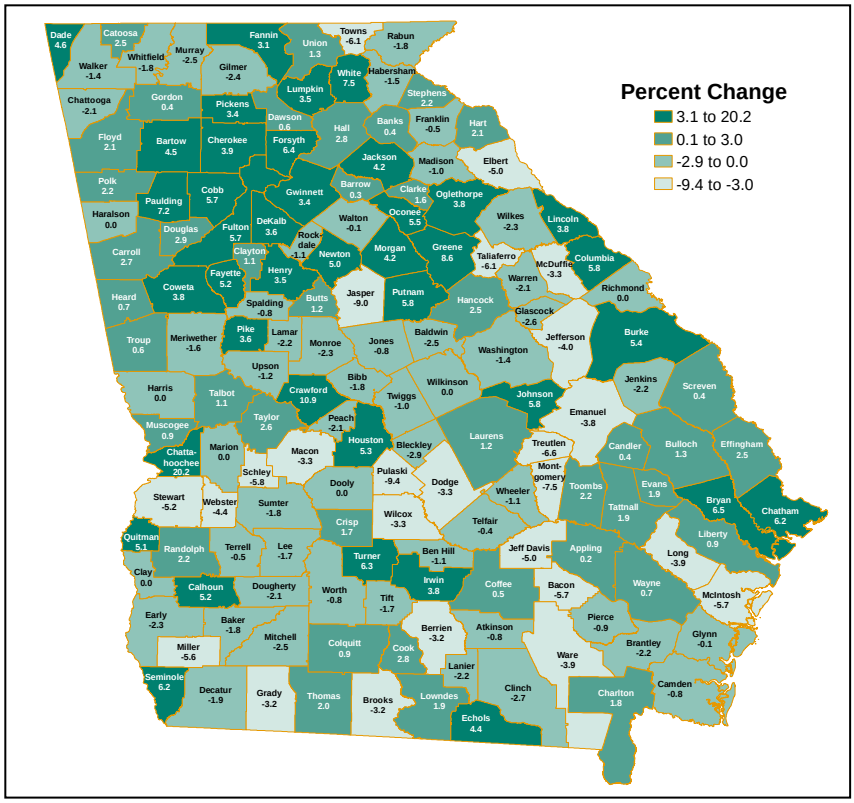
- In 2013, Fulton, Gwinnett, Cobb, and DeKalb counties were home to over 39 percent of the state's total number of business establishments. These are the only four counties in the state with over 10,000 establishments each.
- The vast majority of Georgia counties (118 of 159) have fewer than 1,000 establishments. Many rural counties have 300 or less.
- Fulton (43,595) and Gwinnett (24,798) counties have the most establishments in the state while Taliaferro (31) and Glascock (37) counties have the fewest.
- There were a total of 278,502 establishments in Georgia in 2013.

Georgia's Establishments by County
2011 - 2013

- Fulton, Cobb, Gwinnett, DeKalb, and Chatham counties had the most increases in business establishments from 2011 to 2013.
- Counties losing the most establishments from 2011 to 2013 in Georgia include Bibb, Dougherty, Whitfield, Ware, and Elbert.
- Eighty-one counties added establishments, six counties held steady, and 72 counties lost establishments over the two years.



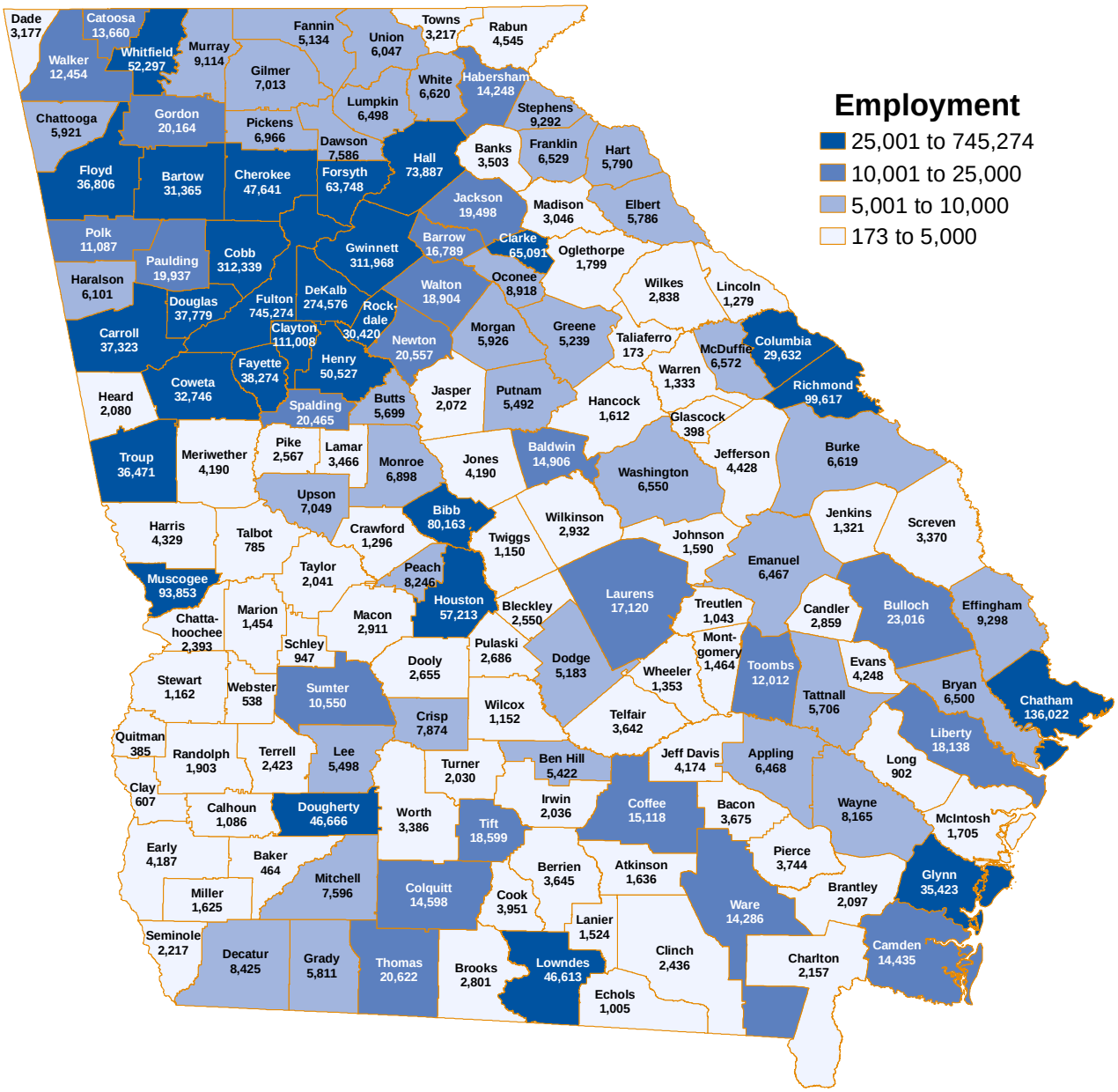
Source: Georgia Department of Labor, Quarterly Census of Employment and Wages



- Fifty percent (80 of 159 counties) of Georgia's counties showed positive establishment change from 2011 to 2013.
- While Chattahoochee (+20.2 percent) and Crawford (+10.9 percent) counties added establishments at the highest rates from 2011 to 2013, Pulaski (-9.4 percent) and Jasper (-9.0 percent) counties lost establishments at the highest rates.

Source: Georgia Department of Labor, Quarterly Census of Employment and Wages

Georgia's Average Monthly Employment by County 2013

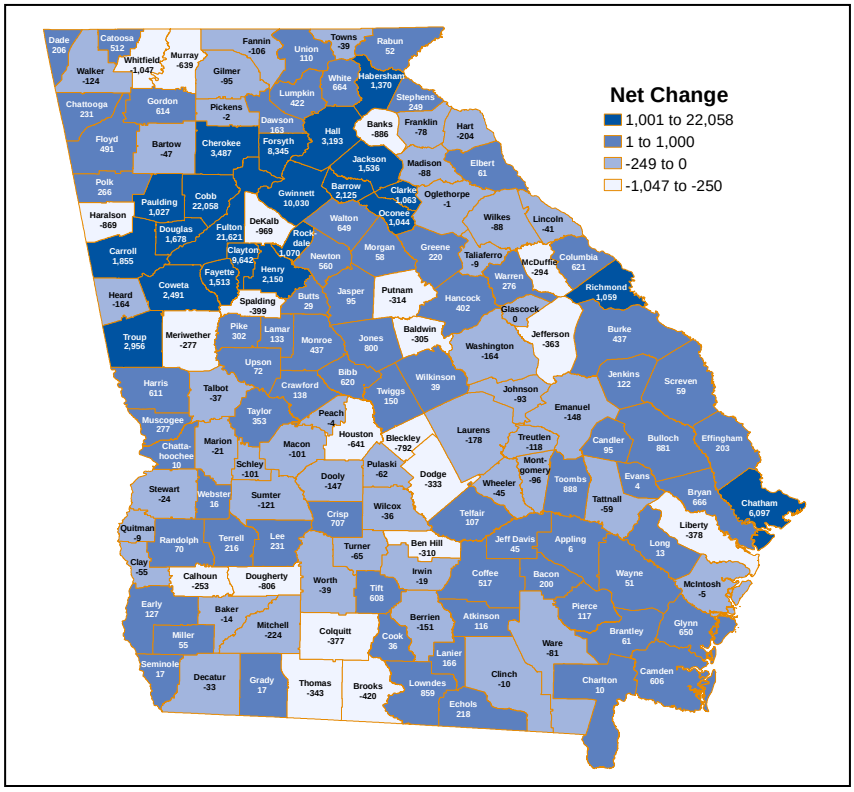


Source: Georgia Department of Labor, Quarterly Census of Employment and Wages

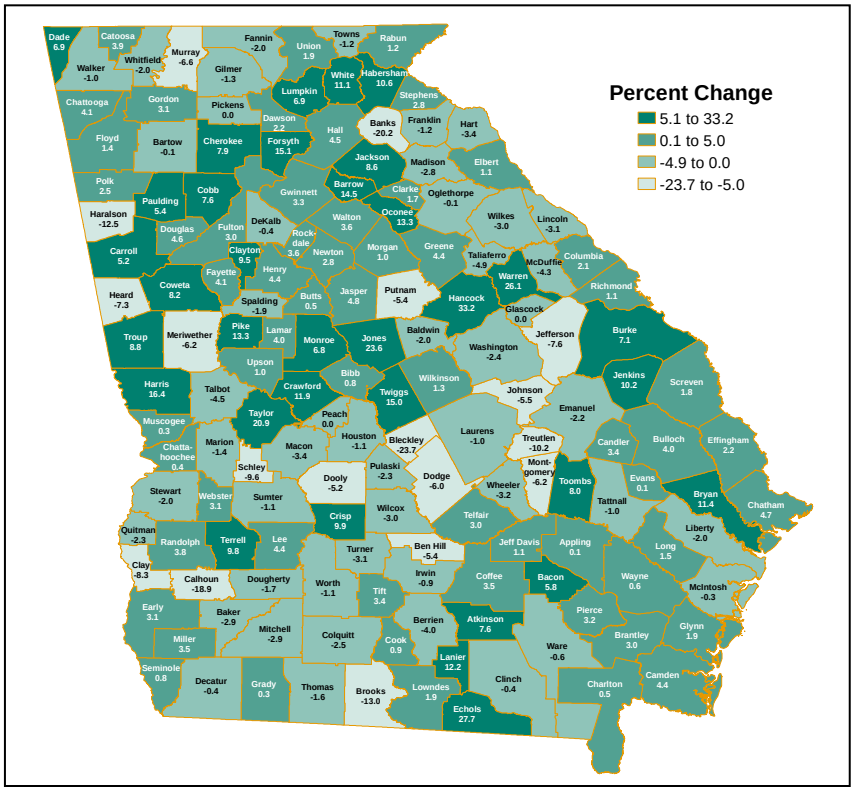
- With over 110,000 jobs in each of the top six counties (Fulton, Cobb, Gwinnett DeKalb, and Chatham) in Georgia, there are more people employed in each of them individually than the total of the 140 counties with the lowest employment added together.
- There are nine counties that have employment of 75,000 or more.
- The majority of counties (68 percent or 108 of 159) have employment less than 10,000.
- Fulton, Cobb, and Gwinnett counties have the most employment in the state while Taliaferro, Quitman, and Glascock have the least employment.

Georgia's Employment by County
2011 - 2013

- While just over half (51%) of Georgia counties experienced positive establishment change from 2011 to 2013, 93 counties (58%) added employment.
- Twenty-two counties saw employment grow by over 1,000 during the period.
- Though 65 counties saw employment drop from 2011 to 2013, only one (Whitfield) had a decline of over 1,000.
- The largest employment gains occurred in and around the Atlanta, Savannah, Athens, and Augusta metro areas.

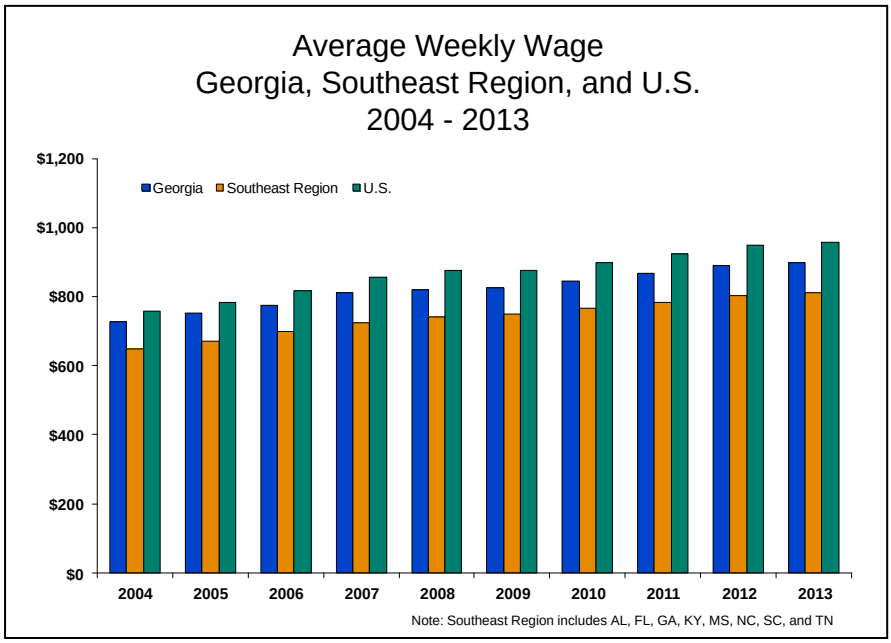


Source: Georgia Department of Labor, Quarterly Census of Employment and Wages



Source: Georgia Department of Labor, Quarterly Census of Employment and Wages

- Of the 93 counties that showed positive employment change, three of the smallest counties in the state (Hancock, Echols, and Warren) grew at the fastest rate.
- The average employment increase of all counties in the state was 1.9 percent. Seventy-one counties were at or above the average rate.
- Bleckely, Banks, and Calhoun counties saw employment decline at the highest rate in Georgia from 2011 to 2013.

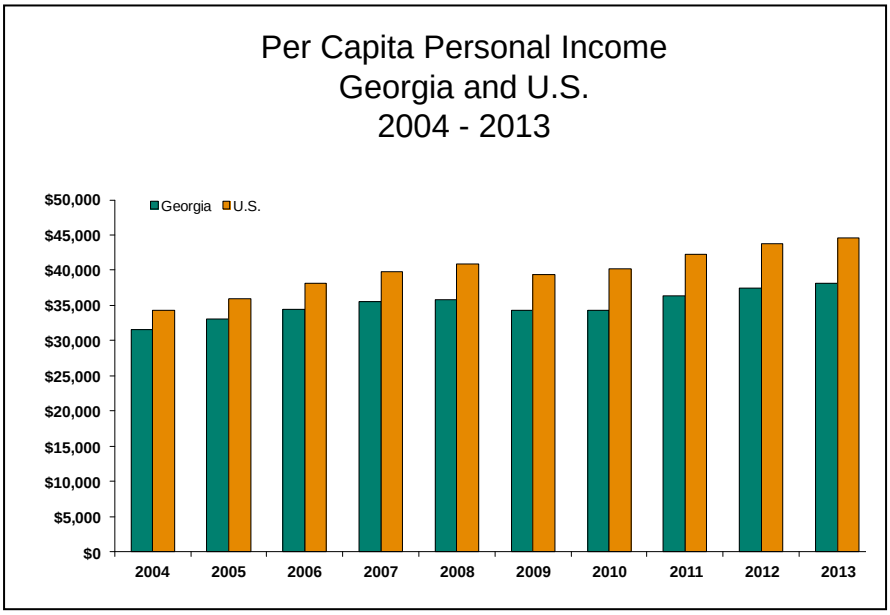


Source: Georgia Department of Labor, Quarterly Census of Employment Wages

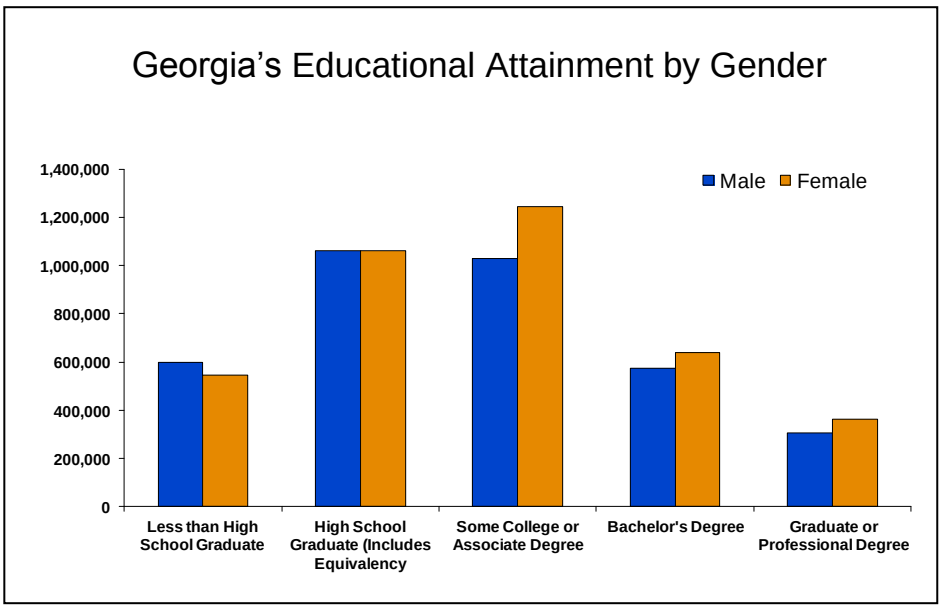
- Georgia's annual average weekly wage has regularly been above the southeastern region but continues to trail national averages.
- Since 2004, Georgia's wage has increased by $171 (or 24%) from $728 in 2004 to $899 in 2013. The southeastern region has increased by $163 (or 25%) to $812 in 2013, and the U.S. has increased by $201 (or 27%) to $958 in 2013.

- In 2007, Georgia saw the highest single annual increase in average weekly wage in the decade, rising by $35 (or 4.5%) over the previous year.
- In 2011, 2012, and 2013, Georgia's weekly wage grew by $23, $23, and $9, respectively (3%, 3%, and 1%) while the southeast region grew by $17, $19, and $8 (2%, 2%, and 1%) and the U.S. wage increase was $25, $24, and $10 (3%, 3%, and 1%).
- Per capita income (PCI) is an alternative method for measuring people's income. Per capita income is calculated by dividing the total income of an area (state, country, county, etc.) by the total population of that area (PCI = Total Income / Population).
- Georgia ranked 41st in the U.S. in highest per capita income in 2013.

- At $38,179 in 2013, Georgia's per capita personal income was $6,364 below the national average of $44,543.
- At $31,511 in 2004, Georgia's per capita personal income ranked 33rd highest among all states, the national average was $34,300.
- Georgia's per capita personal income dipped in 2009, the first decrease since 1954.



Source: U.S. Department of Commerce, Bureau of Economic Analysis

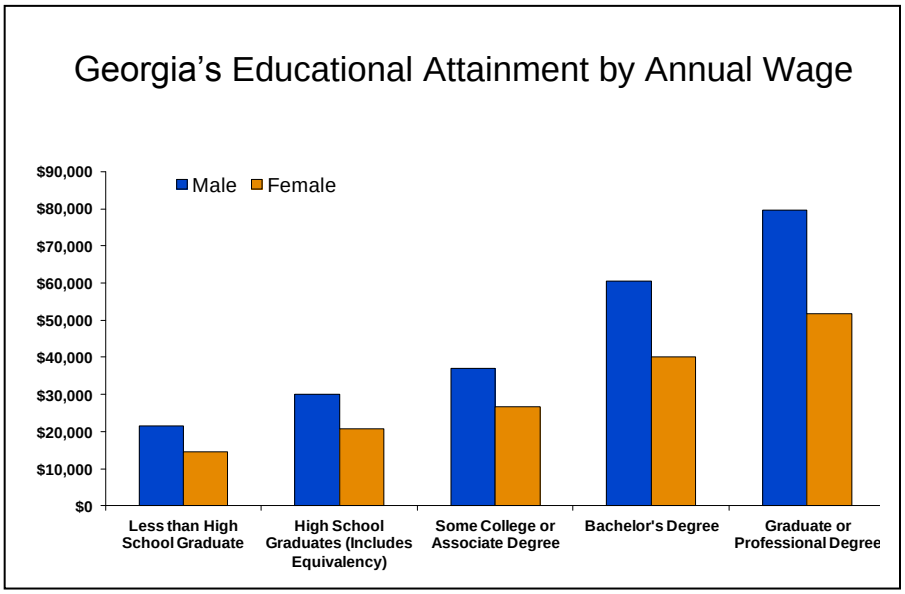


Source: U.S. Census Bureau, American Community Survey 2012 (ACS)

- The American Community Survey (ACS) takes into account all Georgians that are 18 years of age or older.
- In 2012, fifty-six percent of women and 53 percent of men over 25 years of age had attained some level of higher education.

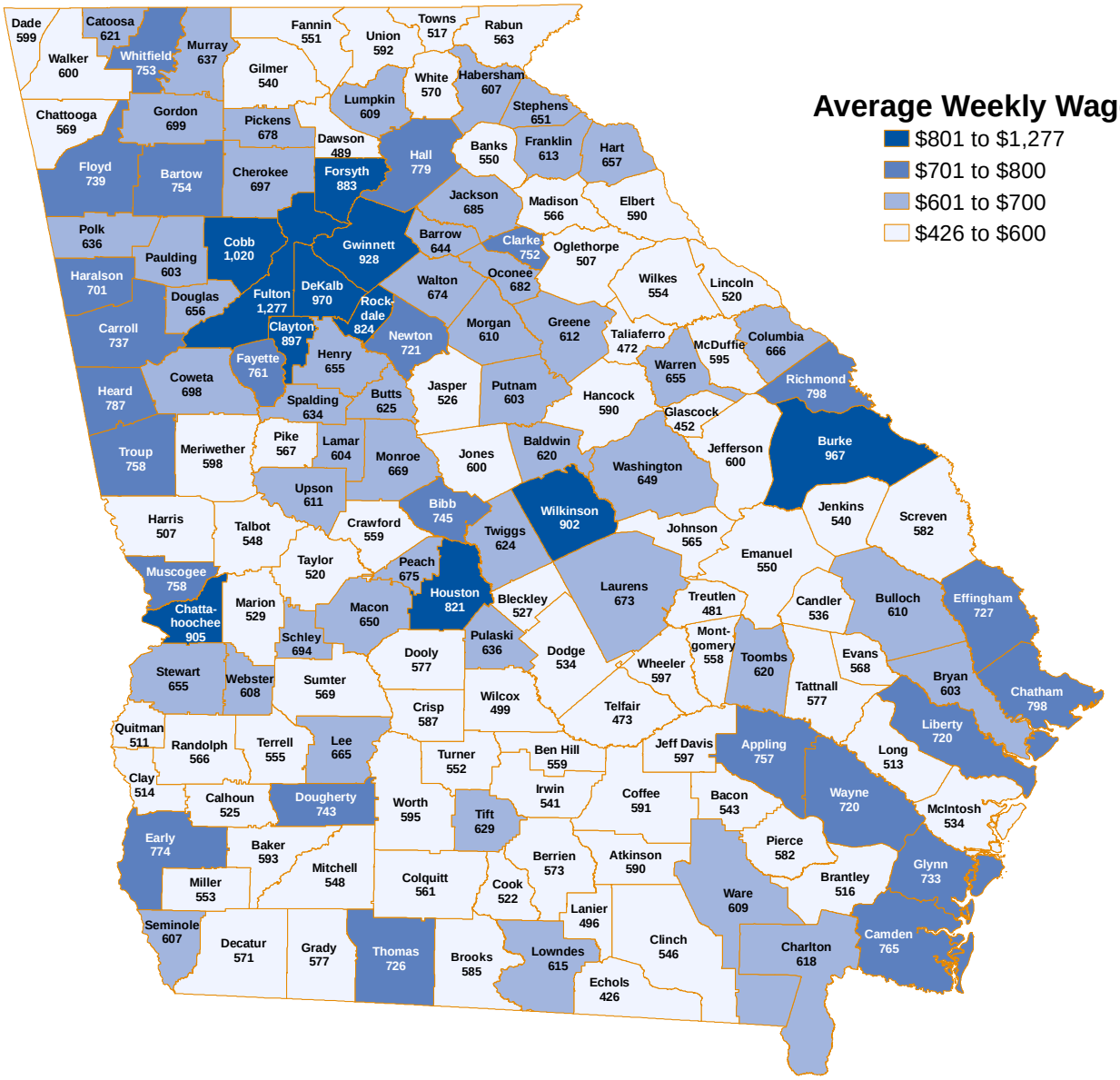
- The most educated age group in Georgia is between the ages of 35 and 44, where 90 percent of women and 86 percent of men have attained at least a high school diploma.
- Women in Georgia stay in school longer than men and enroll in and complete higher learning in greater numbers. This is especially true among the population between the ages of 18 and 44.
- The income gap between men and women increases in each educational category. Overall, regardless of education attainment, this amounts to $10,200 more per year for men ($38,200) versus women ($28,000).

- The average annual wage for the population in Georgia over the age of 25 was $32,400.
- Those with less than a high school diploma earn an average of $6,932 a year less than a high-school graduate and $42,107 less than an individual with a graduate or professional degree.
- Over a 30-year period, that translates into between $208,000 and $1,263,000 in total earnings lost.



Source: U.S. Census Bureau, American Community Survey 2012 (ACS)

Georgia's Average Weekly Wage by County 2013

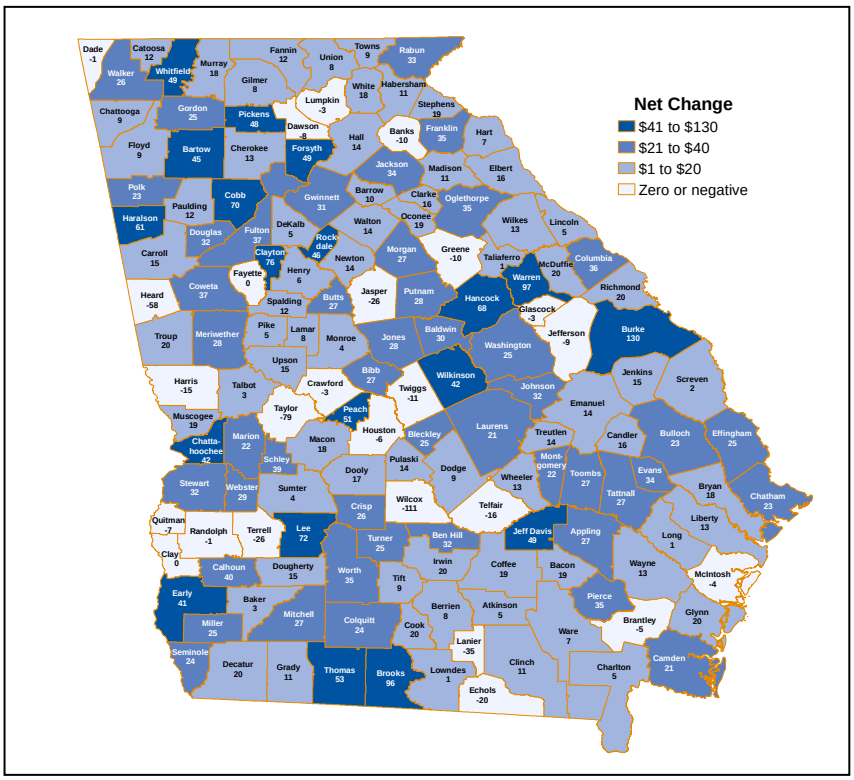


Source: Georgia Department of Labor, Quarterly Census of Employment Wages

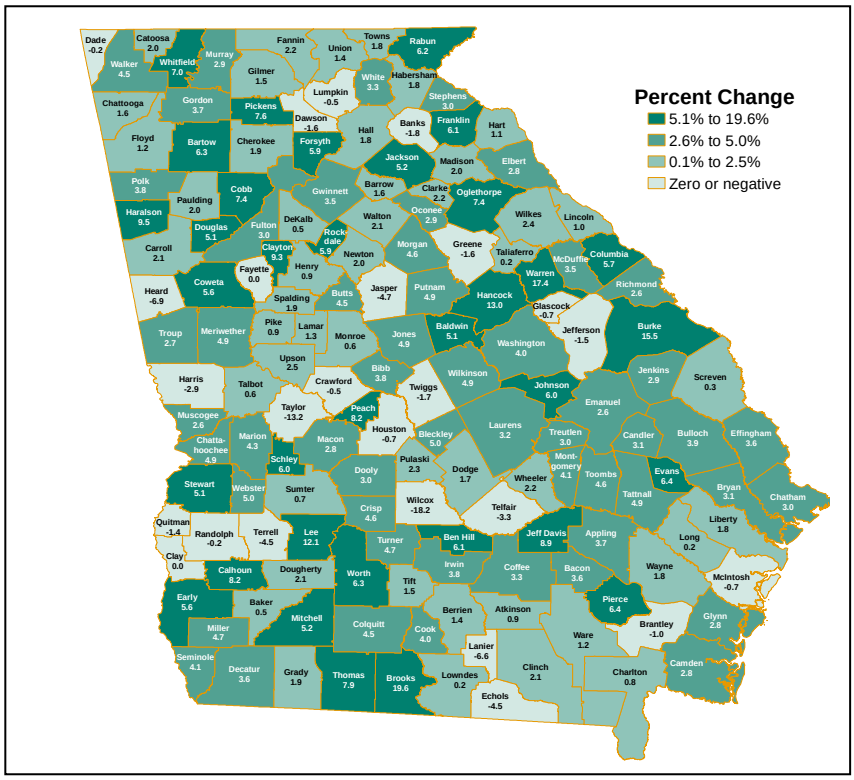
- Georgia's average weekly wage in 2013 was $899 per week, up from $890 in 2012 and $867 in 2011.
- Only seven counties were above the state's average weekly wage in 2013: Fulton, Cobb, DeKalb, Burke, Gwinnett, Chattahoochee, and Wilkinson.
- Of Georgia's 159 counties, Fulton ($1,277), Cobb ($1,020), and DeKalb ($970) had the highest average weekly wage in 2013 while Echols ($426), Glascock ($452), and Taliaferro ($472) had the lowest.

Georgia's Average Weekly Wage by County
2011 - 2013

- From 2011 to 2013, the net change in Georgia's average weekly wage was $32.
- There were 35 counties whose average weekly wages increased more than or equal to the state's average.
- Burke ($130) was the only county that saw an increase of more than $100 per week over the two-year span.
- Twenty-three counties endured a decrease in weekly wage from 2011 to 2013 and only Wilcox ($-111) saw a decrease of more than $100.



Source: Georgia Department of Labor, Quarterly Census of Employment Wages



Source: Georgia Department of Labor, Quarterly Census of Employment Wages

- From 2011 to 2013, the average statewide percent change in average weekly wage was 3.4 percent.
- There were 66 counties at or equal to Georgia's statewide change in average weekly wage while 93 were below the state's average.
- Of the aforementioned 93 counties, 23 had a negative overall change in average weekly wage.
- Brooks and Warren counties had the largest percent increase in wage growth while Wilcox and Taylor had the largest decrease.

Summary

To review the economic health of the state from 2004-2013, "*Georgia's Workforce: 2013 Annual Report"* analyzed Georgia's population, labor force, unemployment insurance statistics, industries, and wages. In short, Georgia enjoyed growth from 2004-2006, suffered along with most other states and the nation through the 2007-2009 recession, and has since gotten back on the path of recovery and growth.

Georgia's population has grown from 8,769,252 in 2004 to 9,992,167 in 2013, a 13.9 percent gain. This addition of 1,222,915 individuals over the decade places the state fifth in the nation in net population growth and ninth in percent growth. The increased population also contributed to the state's diversity as the increase in minority groups outpaced that of whites over the decade. Georgia's White population grew at a rate of 7.8 percent and African-Americans at 20.7 percent, while all Other races combined grew by 61.1 percent. Hispanics (which can be of any race) grew at a rate of 52.1 percent. Georgia with 159 counties ranks second in the nation to Texas' 254.

Georgia's civilian labor force showed resilience by weathering many of the events of the decade. The state's civilian labor force topped 4.8 million individuals during 2008, the highest total ever recorded in Georgia and then declined in 2009, 2010, and 2013. The unemployment rate also made interesting changes. While dipping to a decade low of 4.6 percent in 2007 when it equaled the national average, Georgia's unemployment rate reached 10.2 percent in 2010 and has declined to 8.2 percent in 2013 but has exceeded the U.S. rate for the past 6 years. Although the decade included Georgia experiencing its first labor force decline since 1991, the numbers continued to show Georgia as having one of the largest and most diverse labor forces in the nation.

After reaching a record high in 2009, initial claims for unemployment benefits have declined for four consecutive years in Georgia as the economy has strengthen. Continued unemployment insurance claims followed the same trend with the average length of time claimants received benefits declining to 11.3 weeks by the end of 2013.

The last ten years brought with it a changing picture of employment in Georgia's industries. Employment in goods producing sectors declined from 16.8 percent of jobs in 2004 to 12.7 percent of jobs in 2013, while the service providing sectors grew from 66.5 percent to 70.4 percent, respectively, of the state's total employment. Education and Health Services has gained the most share of total state employment, growing from 10.3 percent to 12.6 percent, and Average Weekly Wages in Georgia have grown from $728 in 2004 to $899 in 2013.

As Georgia enjoyed highs and endured lows from 2004-2013, there are signs the state will continue to persevere and experience continued economic growth. The state has over 29,000 new establishments, average wages are up, unemployment is declining, jobs are being created, population is growing and there is a sense of resilience around the state that lends toward it being poised for good times ahead.

Notes

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