

Georgia Workforce Trends

An Analysis of Long-term Employment
Projections to 2028



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Georgia Workforce Trends – An Analysis of Long-term Employment Projections to 2028 is 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, Assistant Director. Hans Friedrichsen, Business Support Analyst II, 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 2028 provides a graphic summary of the latest trends in employment growth (or decline) covering the decade from 2018 to 2028. 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 2018

For this set of employment projections, the base year, 2018, 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 2018, 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 2018.

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 2018 and 2028 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 5.2 million in 2028, an increase of 11.8 percent from the 2018 employment level. The growth amounts to over 552,000 new jobs for the state.
- Industry employment growth will be concentrated in the service-providing sectors of the economy. About 91 percent of the job growth in Georgia will be in the service providing sectors and about 9 percent will be in the goods-producing sectors. This amounts to over 501,000 new jobs in the service-providing sectors and about 51,000 more jobs in goods-producing sectors.
- Health care and social assistance will lead all industry sectors both in terms of job growth (+122,000 jobs) and growth rate (24.2 percent), as it accounts for over one-fifth of the 552,000 new jobs created in the state through 2028.
- Growing by 18.1 percent over the projection period, transportation and utilities will grow at the second fastest rate of all industry sectors through 2028.
- Professional and business services will add nearly 96,000 jobs, the second most in the state, by 2028. Employment in the industry sector will grow from about 638,000 in 2018 to over 733,000 by 2028.
- Georgia will see manufacturing employment grow by 5.3 percent from 2018 to 2028. Manufacturing jobs peaked in 1997 with about 551,000 jobs in the state. In 2018 there were about 406,000 manufacturing jobs and there will be over 427,000 by 2028.
- Construction jobs in Georgia will grow by 7.2 percent over the projection period as construction of buildings, trade contractors, and heavy and civil engineering construction continue with infrastructure improvements to roads and bridges.
- Educational services is projected to grow by nearly 68,000, or 17.5 percent, from 2018 to 2028. There were about 386,000 jobs in 2018 which will jump to about 454,000 by 2028.
- The leisure and hospitality sector will add nearly 62,000 jobs through 2028. The accommodation and food services sub-sector will grow by about 55,000 workers as employment exceeds 487,000. The arts, entertainment, and recreation sub-sector will grow by nearly 7,000 over the projection period as employment nears 60,000.
- Over the ten-year projection period to 2028, government positions in Georgia (not including education) will grow by about 7,700, or 2.6 percent, to just over 304,000.

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

Occupational Employment Highlights

- 34.1 percent of new occupations in Georgia will generally require a bachelor's degree or more through 2028.
- Workers in occupations generally requiring a bachelor's degree or more will comprise 26.5 percent of all jobs through 2028, up from 25.6 percent in 2018. Workers in occupations generally requiring some formal post-secondary education but less than a bachelor's degree will comprise 10.9 percent of all jobs by 2028, up from 10.6 percent in 2018; while workers in occupations that generally require a high school diploma comprise 37.2 percent of all occupations through 2028 and no formal educational credential will comprise 25.4 percent.
- Employment will grow in every educational category through 2028 in Georgia. Nearly over 153,000 new jobs will be added in occupations generally requiring a bachelor's degree; nearly 151,000 new jobs will be created in occupations that require a high school diploma or equivalent; over 140,000 new jobs will be created in occupations generally requiring no formal educational credential; nearly 58,000 new jobs will be in occupations requiring some college or postsecondary award; just over 20,000 new jobs will be created in occupations that generally require a doctoral/professional degree; about 16,000 new jobs will be in occupations generally requiring a master's degree; and over 15,000 new jobs will be in occupations that generally require an associate's degree.
- In terms of total employment level by 2028, 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.
- All major occupational groups will experience job growth over the projection period. Food preparation and serving related occupations will have the largest gains – with 62,000 new jobs through 2028; followed by healthcare practitioners & technical occupations adding 55,000 new jobs; transportation and material moving occupations adding nearly 49,000 new jobs; and education, training, and library occupations growing by about 45,000 new jobs.
- Transportation and material-moving occupations are expected to grow at a rate of 1.2 percent per year in the state through 2028. Construction and extraction occupations are expected to grow at a rate of 0.8 percent per year and add over 14,000 jobs over the projection period. Construction related occupations are expected to grow as roads, bridges, highways,

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

Occupational Employment Highlights Continued

and waterways are upgraded, repaired, and improved throughout Georgia by 2028.

- Occupational groups growing at the fastest annual average growth rate through 2028 include healthcare support occupations growing by 2.2 percent per year to about 130,800 jobs by 2028; healthcare practitioners & technical occupations growing by 2.0 percent per year reaching over 308,300 jobs; and personal care and service occupations growing by 1.9 percent per year to over 167,700 total jobs in Georgia.
- Production occupations will grow by 0.4 percent annually in Georgia; office and administrative support occupations will grow by 0.5 percent; while protective service occupations, construction and extraction occupations, and sales and related occupations will each grow by 0.8 percent on an annual average basis. These growth rates are the slowest among the major occupational groups in the state.
- Occupations generally requiring no formal educational credential will account for 37.0 percent of all annual occupational openings in Georgia through 2028. 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 healthcare or film/media related through 2028 and include occupations such as media and communication workers, film and video editors, nurse practitioners, physician assistants, and respiratory therapists; however, the list also includes information security analysts and statisticians.
- Combined food prep workers (28,000), registered nurses (17,400), laborers and freight, stock, and material movers, hand (16,400), personal care aides (15,700), and retail salespersons (12,900) will have the the most job growth through 2028.
- Combined food prep workers, cashiers, retail salespersons, laborers and freight, stock, and material movers, hand, and waiters and waitresses will top the list of most annual occupational openings in Georgia through 2028. Included in the top twenty list of most job openings also are customer service representatives, stock clerks and order filers, office clerks, heavy and tractor-trailer truck drivers and general and operations managers.
- Secretaries and administrative assistants, except legal, medical, and executive in Georgia will experience the most job losses through 2028;

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

Occupational Employment Highlights Continued

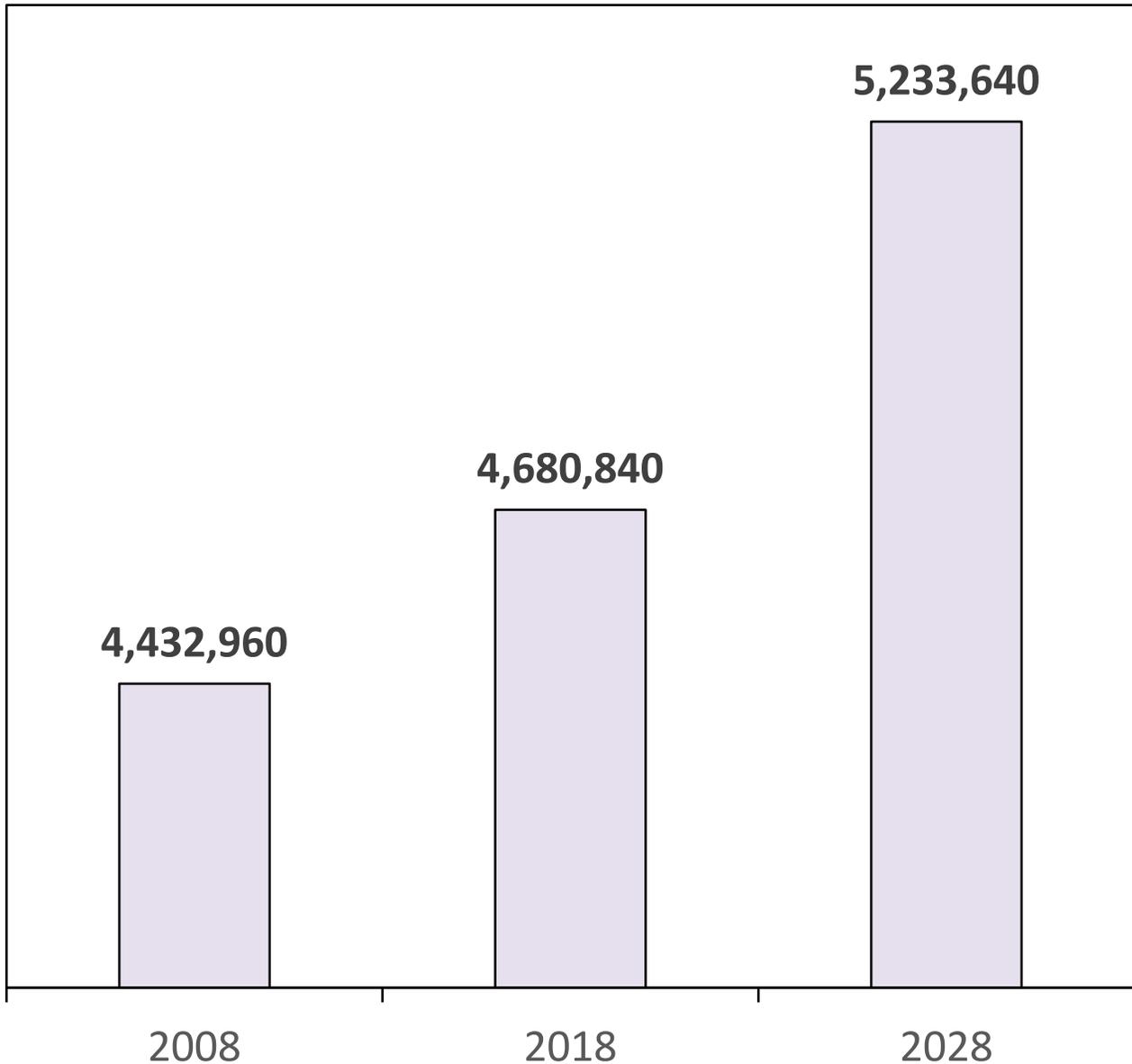
followed by executive secretaries and executive administrative assistants; inspectors, testers, sorters, samplers, and weighers; postal service mail carriers; and fast food cooks. Although declining, there will still be some job openings in these occupations due labor force exits and occupational transfers.

- Job growth in Georgia in occupations that generally require a master's degree or a doctoral/professional degree include nurse practitioners; educational, guidance, school, and vocational counselors; health specialties teachers, postsecondary; lawyers; physicians and surgeons; and physical therapists.
- The majority of job growth by 2028 in occupations that generally require a bachelor's degree will be in nursing, management, k-12 education, accounting, and software development. 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 2028 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 computer user support specialists.
- Job growth in occupations that require a high school diploma or less are heavily weighted by several large-employment service occupations. Combined food preparation and serving workers; laborers and freight, stock, and material movers, hand; personal care aides, retail salespersons; and restaurant cooks will all substantially add 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 health-related occupations annual rate of growth, occupational therapy assistants, physical therapist assistants, and veterinary assistants and animal caretakers are on top.
- Careers in science, technology, engineering, and mathematics, commonly referred to as STEM occupations, will grow by over 95,000 new jobs in Georgia over the projection period ending in 2028.
- STEM occupations with the most growth through 2028 in Georgia will include registered nurses, software developers, computer user support specialists, emergency medical technicians and paramedics, and licensed practical/vocational nurses.

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

Industry Employment

With over 552,000 jobs projected to be added in Georgia from 2018-2028, total employment in the state will top 5.2 million by 2028. Over the ten-year projection period, the job growth equates to an average of over 55,000 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.

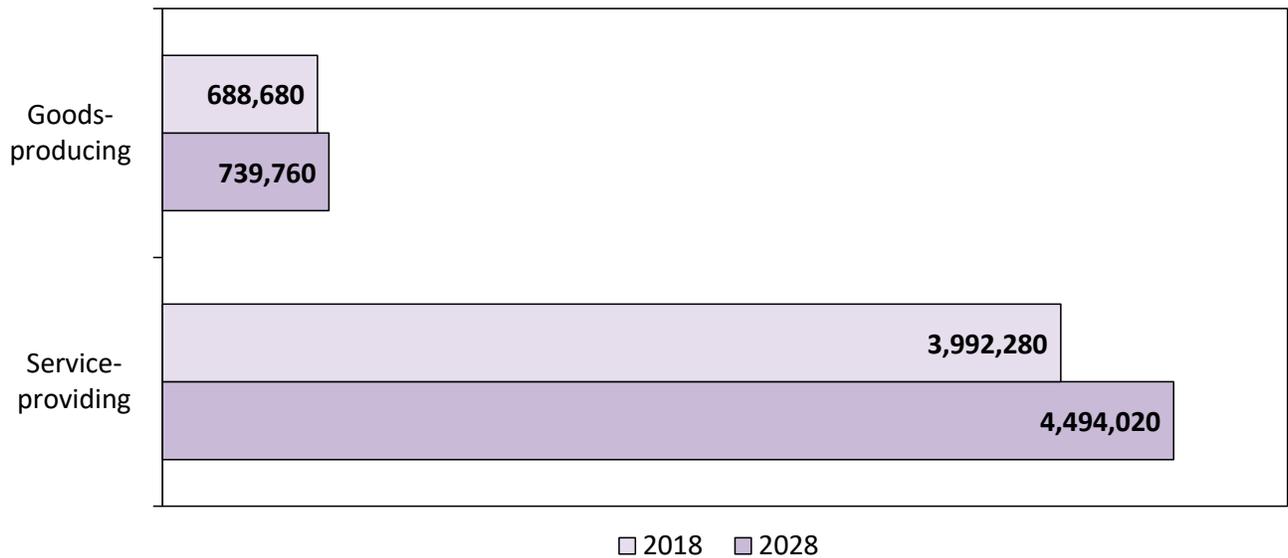
Services-providing sectors

- **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.
- **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.

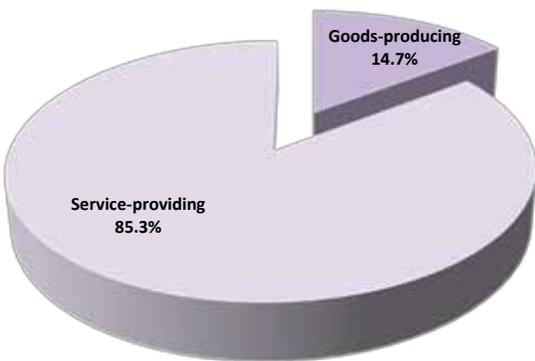
Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Industry Employment By Supersector

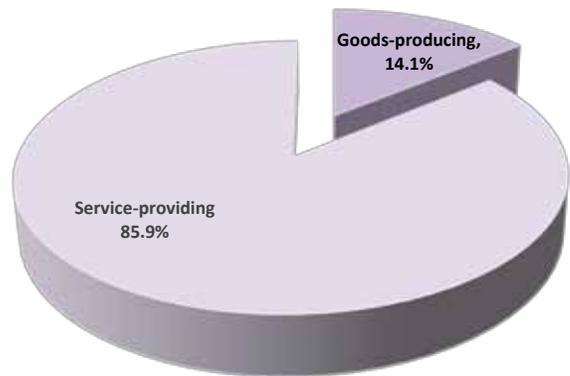
Both the service-providing and goods-producing sectors will add jobs through 2028. The service-providing sectors' share of employment will increase slightly from 85.3 percent of employment in 2019 to 85.9 percent by 2028. Goods-producing share of employment will decrease slightly from 14.7 percent of employment in 2018 to 14.1 percent in 2028. Employment in Georgia's service-providing sector will grow by nearly 502,000 over the projection period while the goods-producing sector will add over 51,000 jobs.



2018



Projected 2028

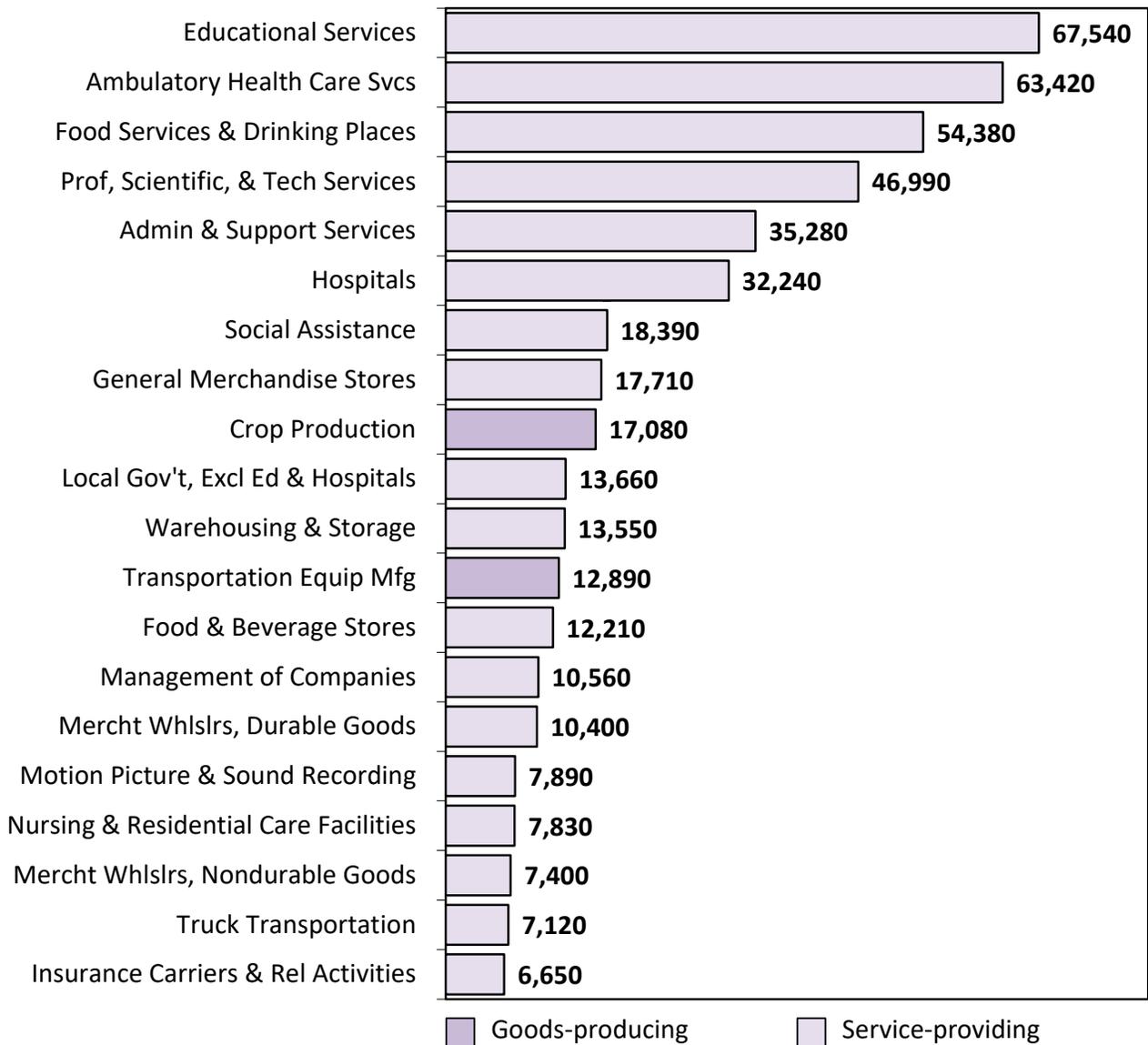


Industry Supersector Employment Shares, 2018-2028

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

Change in Employment by Industry Sector

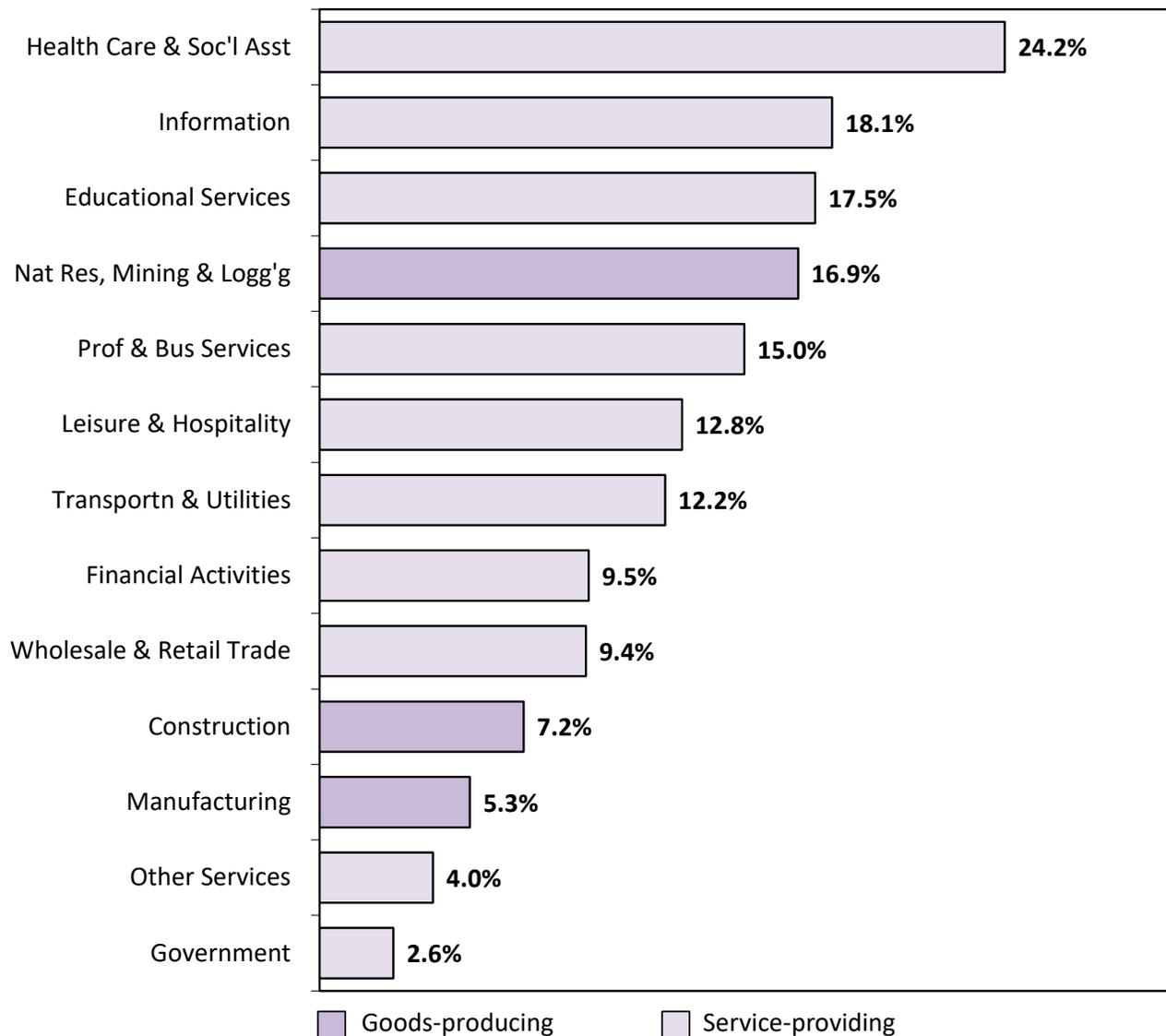
The health care and social assistance industry will add the most jobs through 2028, with a projected employment increase of nearly 122,000. The job growth in health care and social assistance is driven by the need to continue to care for an aging population. The industry expected to add the second most jobs over the projection period in Georgia is professional and business services where job growth will approach 96,000. Educational services, wholesale and retail trade, and leisure and hospitality will also display large numbers of job gains as consumer purchasing power grows, educational opportunities expand, 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

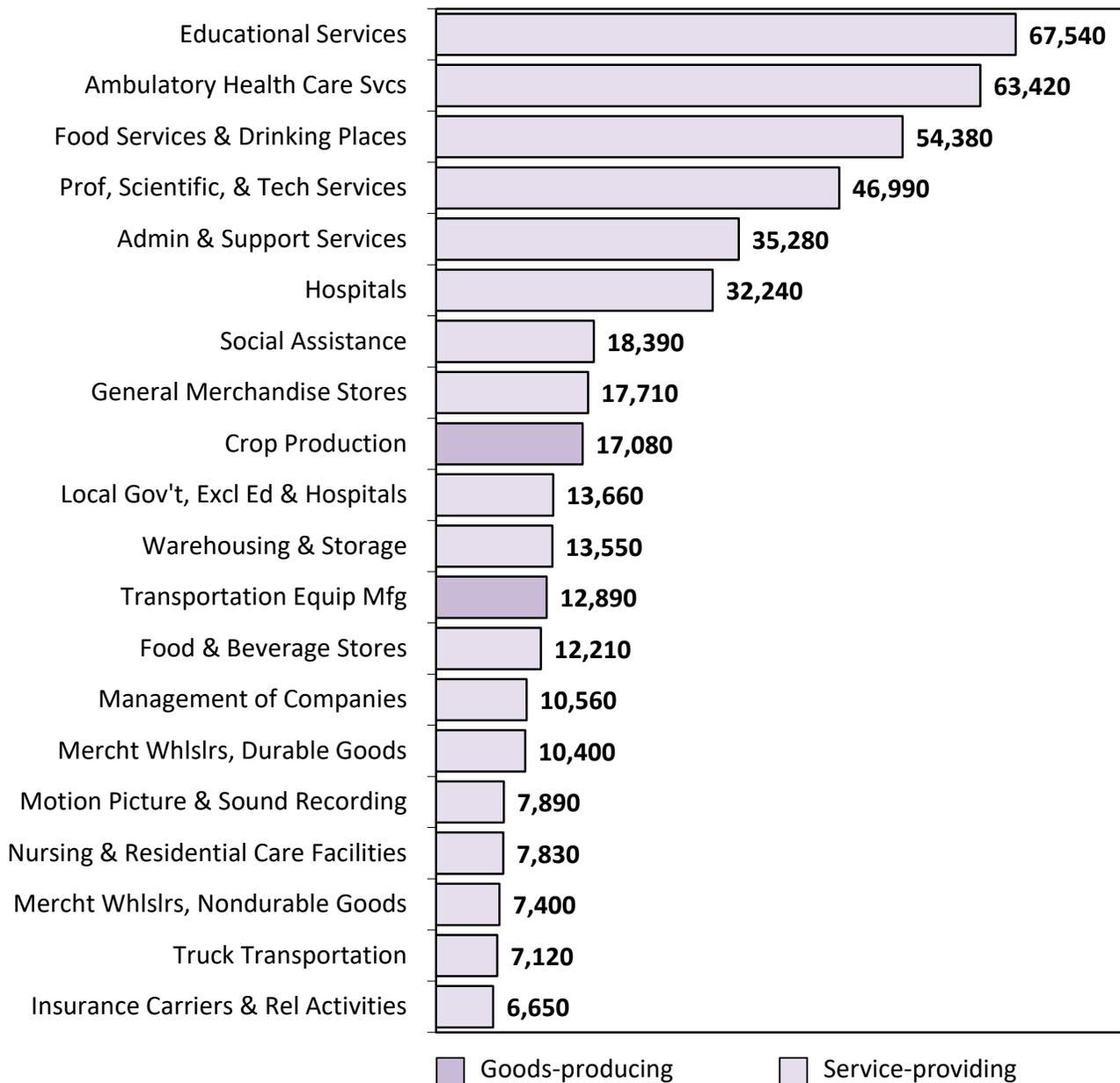
Health care and social assistance is projected to have the highest rate of employment growth over the projection period. Through 2028, the industry will grow by 24.2 percent in Georgia. Employment in transportation and utilities will grow by 18.1 percent as the states motion picture and television production industry will continue to grow. Educational services, along with natural resources, mining, and logging, as well as professional and business services round out the top five industries in the state in rate of job growth. No major Georgia employment sector will experience negative job growth from 2018 to 2028.



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

Industry Subsectors with the Most Job Growth

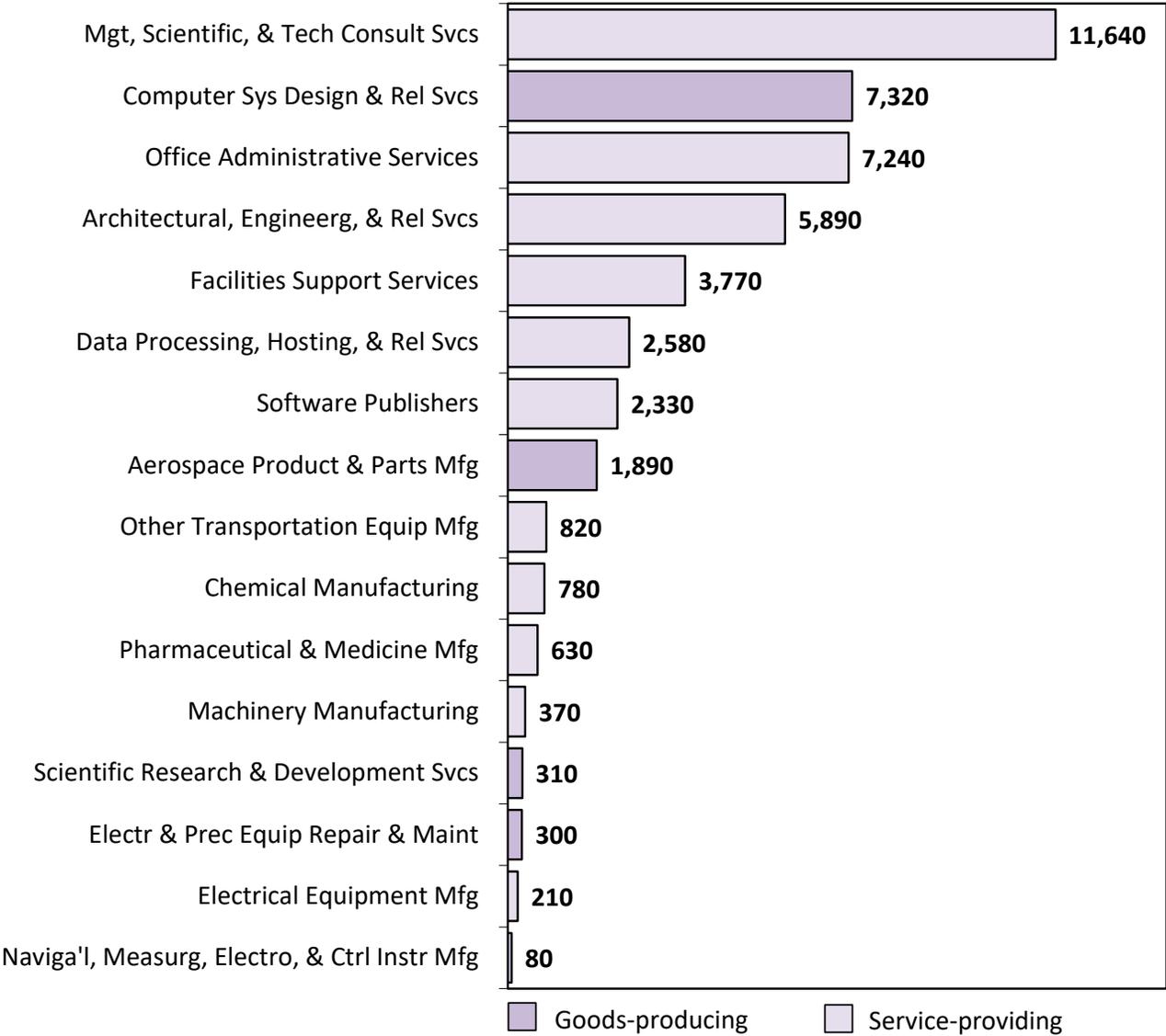
Listed are the top twenty industry subsectors in Georgia for projected growth from 2018 to 2028. Of the nearly ninety industry subsectors (components of industry sectors) analyzed, Educational services is projected to grow the most and add over 67,000 jobs over the projection period. Employment in ambulatory health care services, food services and drinking places, professional and technical services, and administrative and support services 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

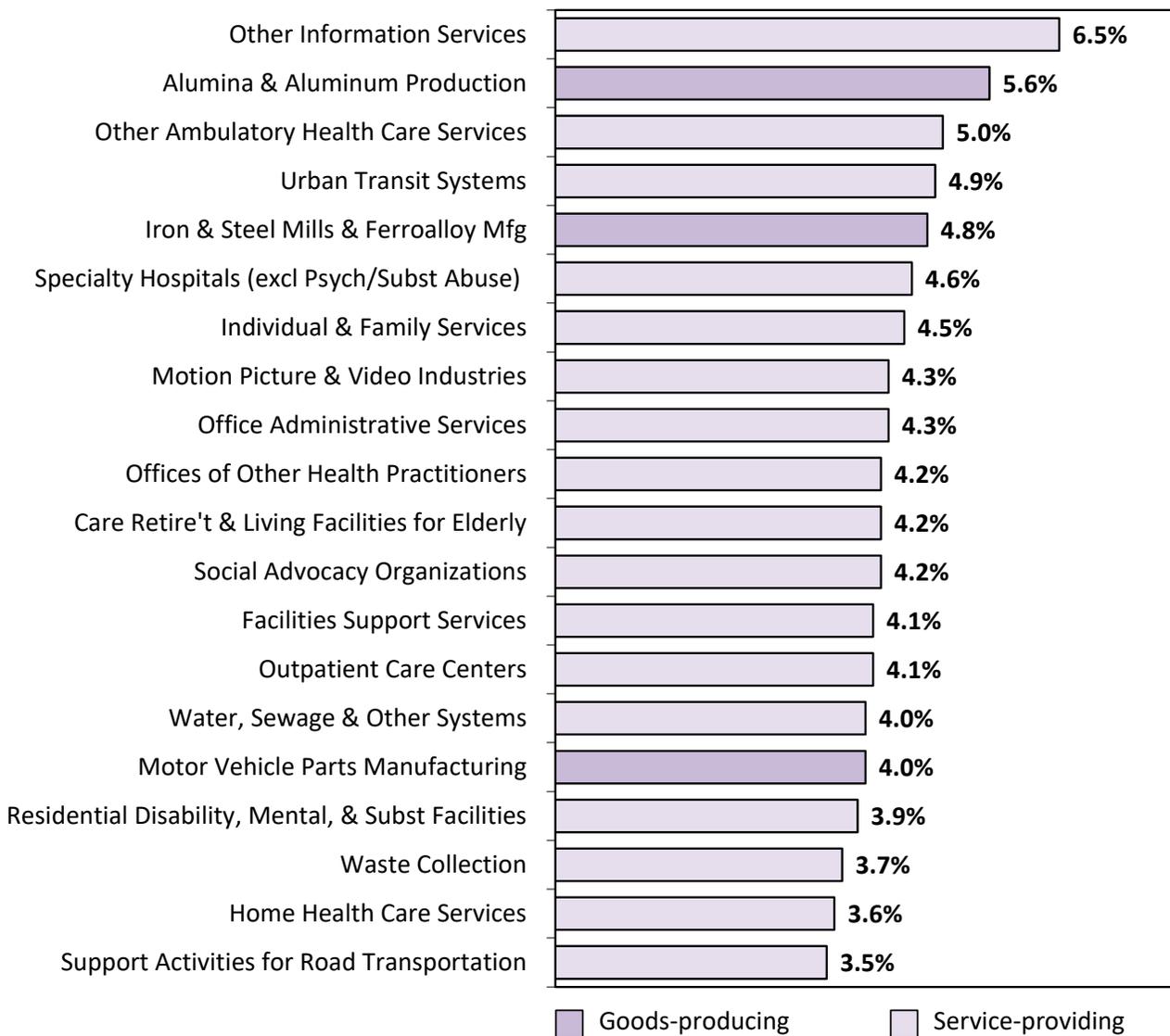
The high technology industry includes firms that design, develop, and introduce new products, processes and innovations by applying scientific and technical knowledge. High technology usually receives attention due to its potential to create well-paying jobs. High-tech includes such industries as management, scientific, and technical consulting services which will add over 11,600 jobs by 2028; computer systems design and related services which will grow by over 7,300 jobs; and office administrative services which will add over 7,200 new jobs to Georgia's economy over the projections period.



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

Fastest Growing Detailed Industries

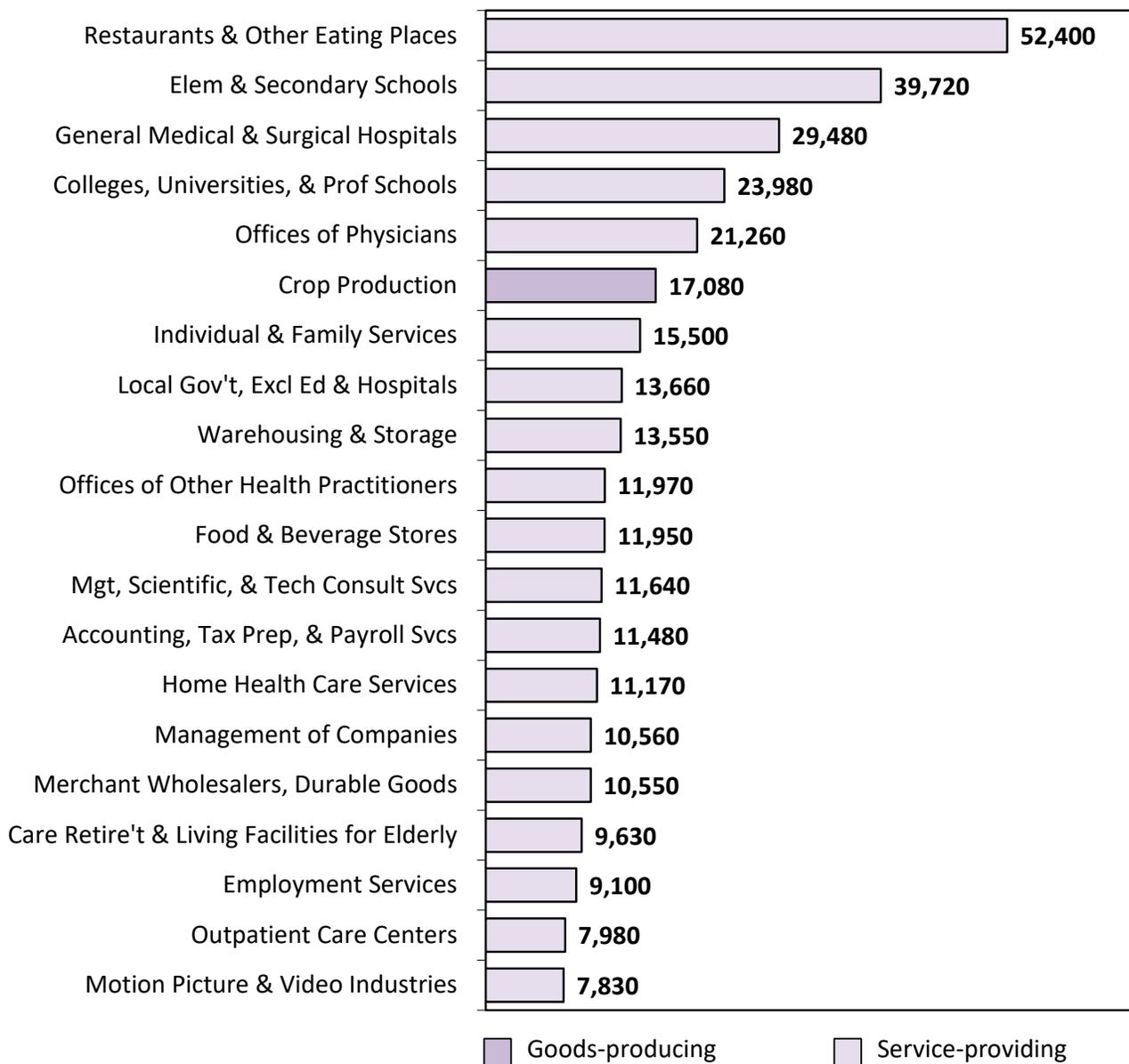
Detailed industry employment in Georgia growing at the fastest rate is other information services, growing at 6.5 percent over the projections period. Alumina and aluminum production, other ambulatory health care services, urban transit systems, and iron and steel mills and ferroalloy manufacturing round out the top five detailed industries slated to grow at the fastest rate from 2018 to 2028. Forty percent of these listed detailed industries growing fastest are in health care and social assistance as advances in medical care continues and Georgia's resident live longer.



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

Most Job Growth by Detailed Industry

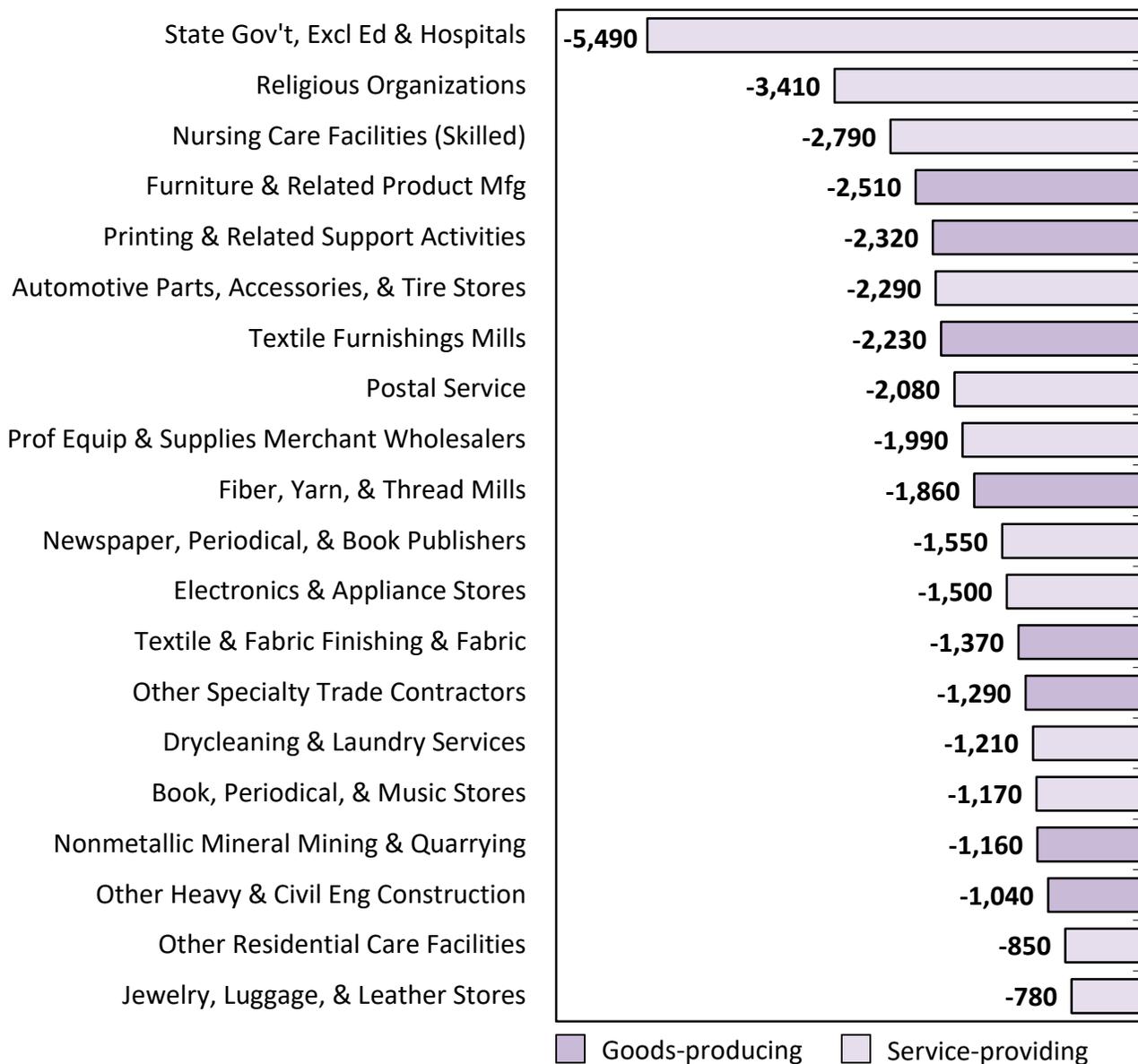
At the detailed industry level, restaurants and other eating places employment will grow the most in Georgia from 2018 to 2028 with projected job growth of over 52,000. Elementary and secondary schools along with general medical and surgical hospitals round out the top three, respectively, with nearly 40,000 and over 29,000 projected jobs to be added by 2029. Seven 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. Four 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 job losses over the ten-year projection period. With a more lean and efficient way of doing business, state government excluding education and hospitals is poised to cut the most jobs in Georgia by 2028. Religious organizations, nursing care facilities (skilled nursing facilities), furniture and related product manufacturing, and printing and related support activities round out the top five industries with the most job cuts. Five of the twenty industries losing the most jobs by 2028 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.  jobs combine all of these attributes with high wages to produce the most attractive job opportunities in Georgia. Each occupation designated as  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 \$45,500 per year as listed in the 2019 edition of Georgia Wage Estimates
- At least 400 projected job openings per year to the year 2028

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.

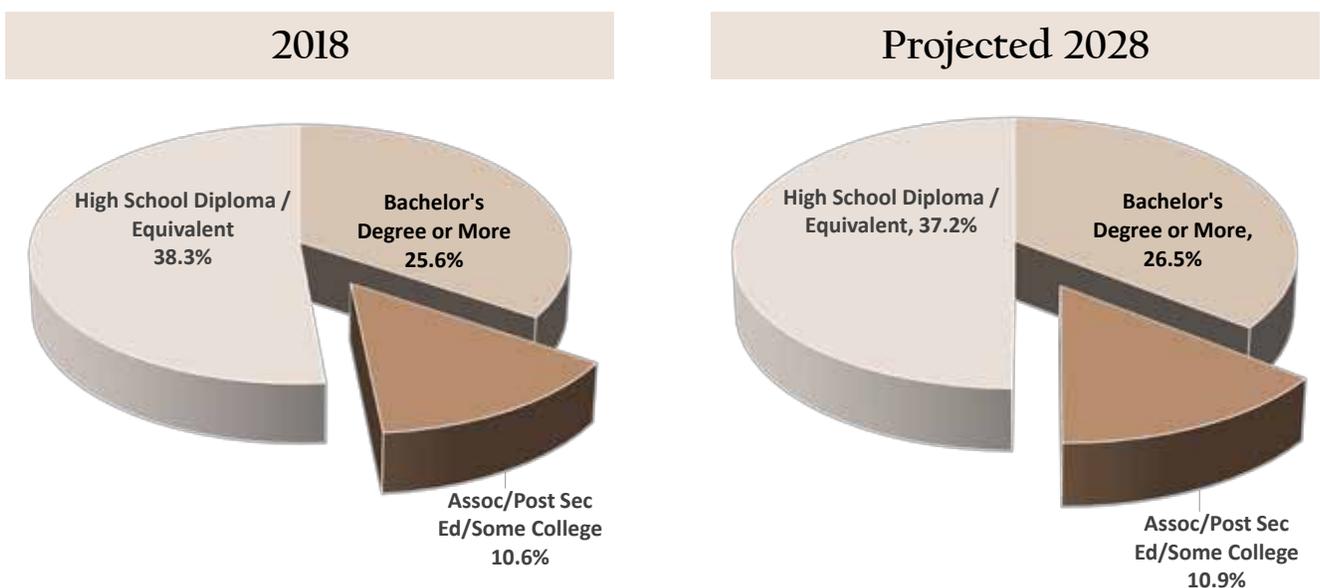
Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Occupational Employment by Educational Category

In 2018 there were nearly 4.7 million workers in various occupations throughout Georgia. In 2028, projected employment in the state will grow to over 5.2 million. Nearly 1.8 million jobs were in occupations typically requiring a high school diploma in 2018. By 2028, this category is projected to grow to nearly 1.95 million. While the group is expected to grow over the projections period and add over 150,000 jobs, its share of total jobs is expected to decline from 38.3 percent in 2018 to 37.2 percent in 2028.

Occupations typically requiring an associate’s degree or some form of postsecondary education less than a bachelor’s degree will grow by about 73,000 jobs through 2028. This category will grow from about 498,000 in 2018 when the group made up 10.6 percent of all workers, to over 570,000 in 2028 when it is projected to make up 10.9 percent of workers.

In 2018, occupations that usually require a bachelor’s degree or higher were held by 25.6 percent of Georgia workers, or about 1,197,000 people. This group will grow to 26.5 percent, or over 1,386,000 workers, by 2028. Occupations requiring a bachelor’s degree or higher will add over 188,000 jobs over the projection period.

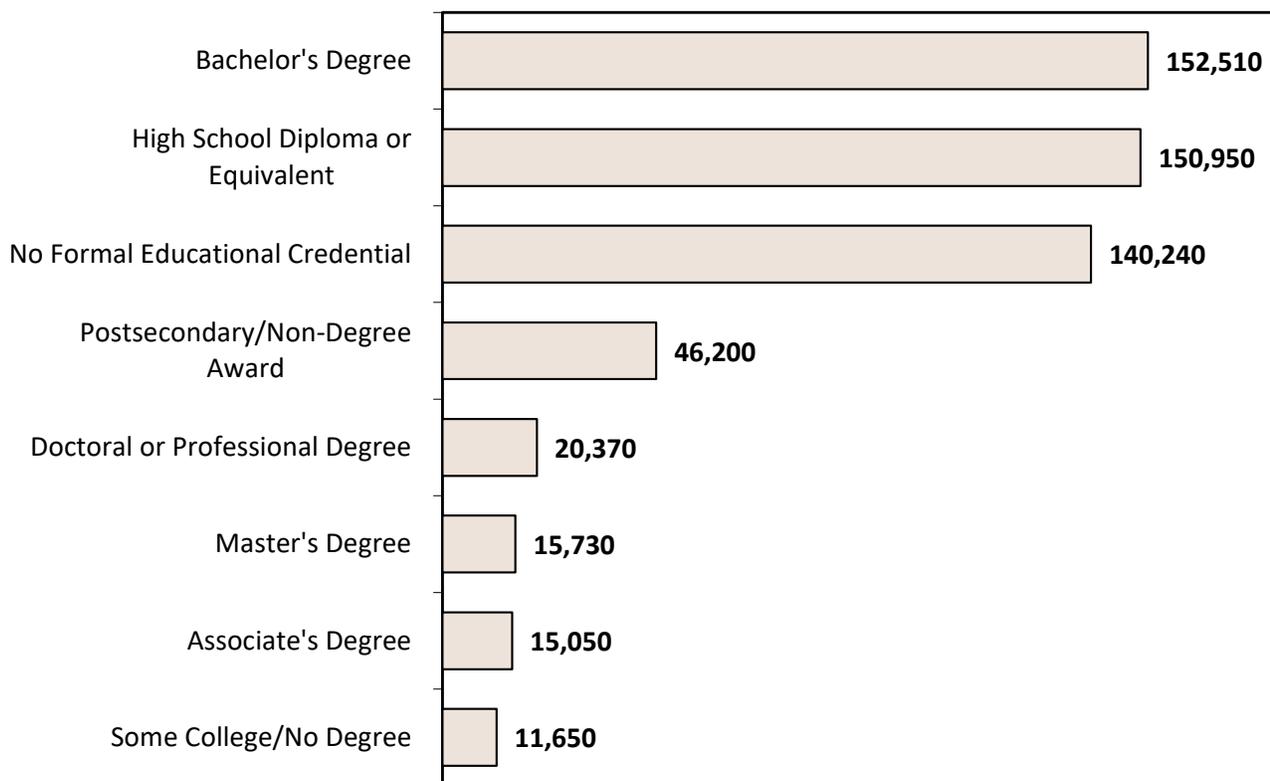


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Employment Growth by Educational Category

Employment in all education categories will see job growth through 2028. Occupations requiring a bachelor's degree will see the most growth, with the group adding nearly 153,000 new positions, comprising 27.6 percent of the nearly 553,000 jobs to be added in Georgia over the projection period. Occupations typically requiring a high school diploma or equivalent are projected to grow by nearly 151,000 by 2028.

As the need for a more educated workforce continues to grow, the occupational groups that generally require education beyond high school are all projected to increase. From 2018-2028, occupations in Georgia that generally require a bachelor's degree will grow as explained above. Occupations typically requiring postsecondary non-degree awards will see employment levels rise by over 46,000, to over 341,000 by 2028. Positions requiring a doctoral or professional degree, which have the highest average wage in the state at \$105,200 per year, are projected to add over 20,000 jobs in the state through 2028.

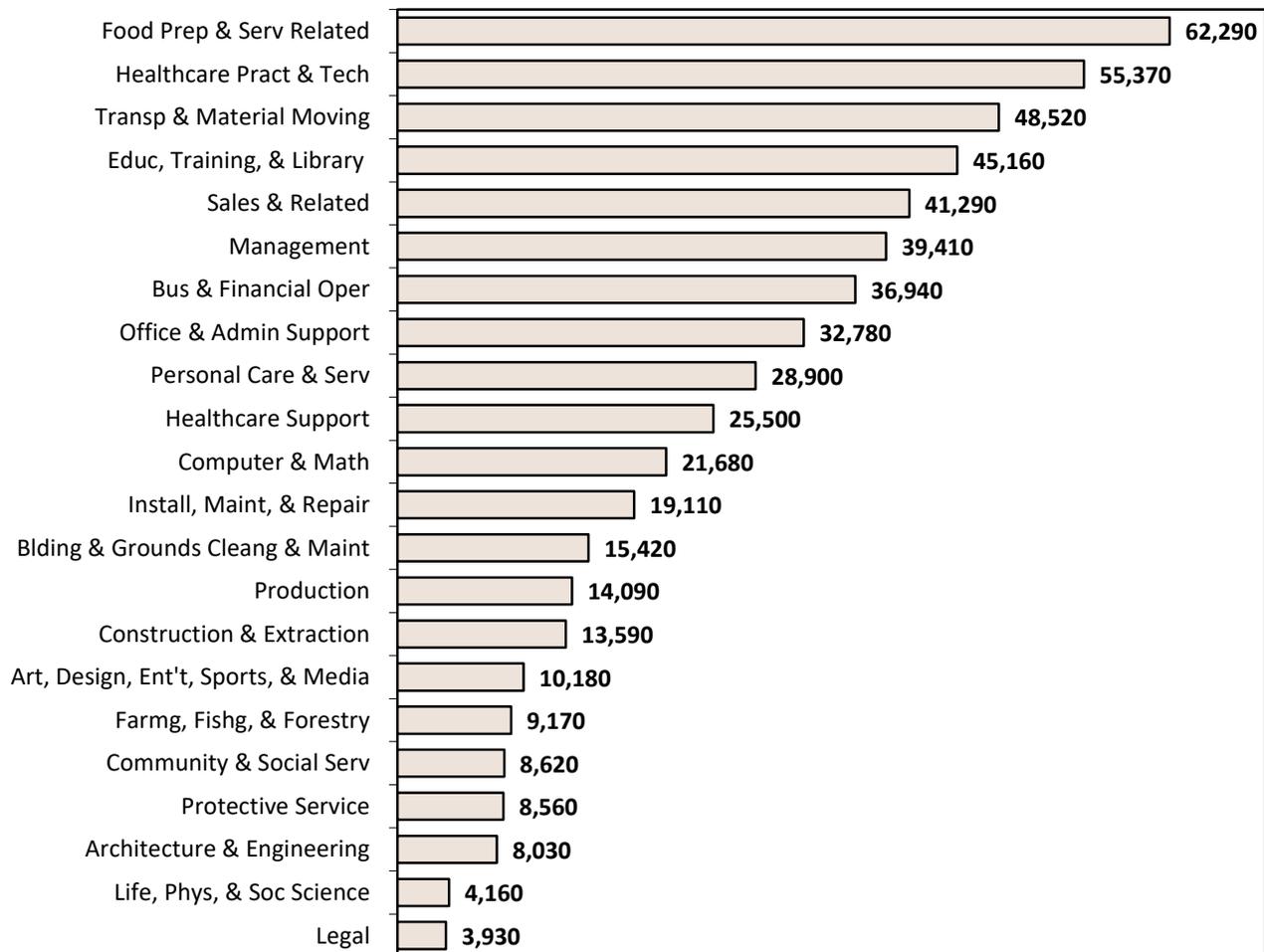


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Employment Growth by Occupational Group

All major occupational groups will see job growth in Georgia over the 2018 to 2028 projection period. Employment growth in the state will be highest in food preparation and serving related occupations which will grow by over 62,200 jobs to 480,800 by 2028. Healthcare practitioners and technical occupations will follow in terms of total job growth in the state and will add over 55,300 new jobs through 2028.

Transportation and material moving occupations along with education, training, and library occupations are also atop the job growth rankings over the projection period. Respectively, they will grow by over 48,500 and nearly 45,100 by 2028. Rounding out the top five occupational groups is sales and related occupations which are projected to grow by over 41,200.

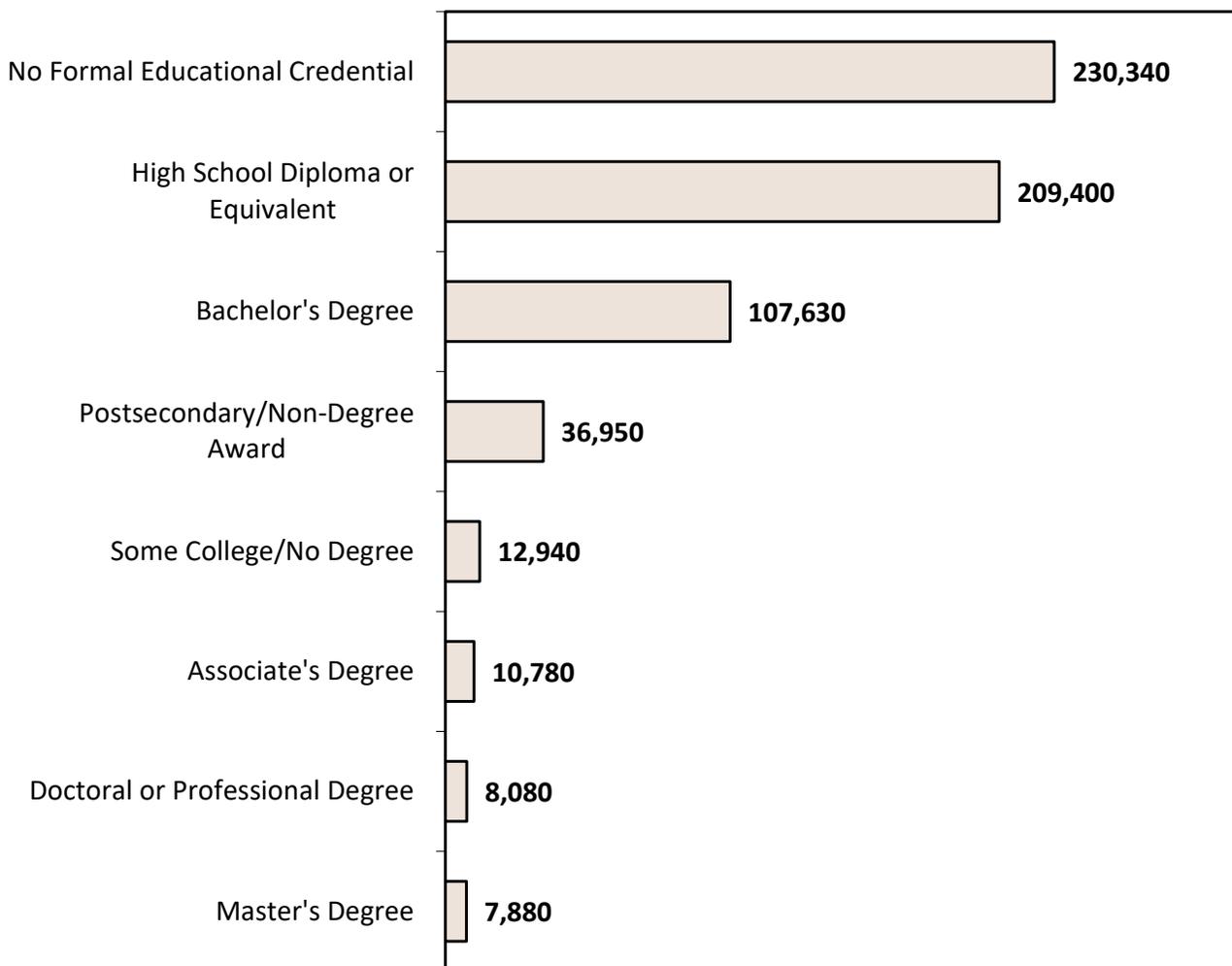


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

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 over 623,000 annual openings projected in Georgia through 2028, nearly 215,000 are due to the need to replace workers that have exited the labor force, about 354,000 are from people transferring to a different job, and over 55,000 are due to employment growth.

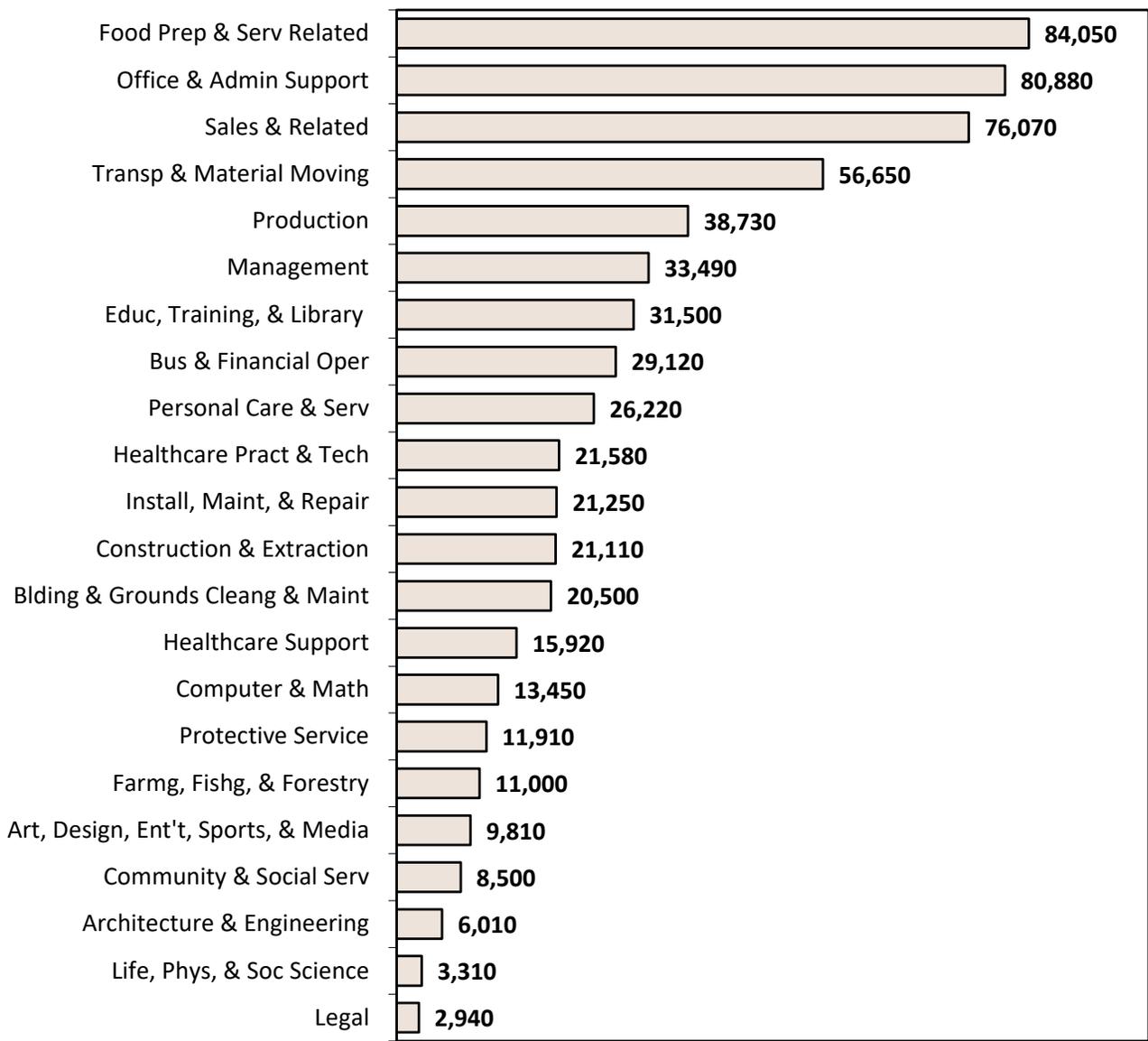
Occupations with the most job openings through 2028 in the state will generally require no formal educational credential.



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 2028 are food preparation & serving related occupations, office & administrative support occupations, and sales & related occupations. All three will each have over 75,000 occupational openings per year. Transportation and material moving occupations along with production occupations round out the top five occupational groups in terms of occupational openings. All of these listed occupational groups will see more job openings from occupational transfers than from labor force exits.

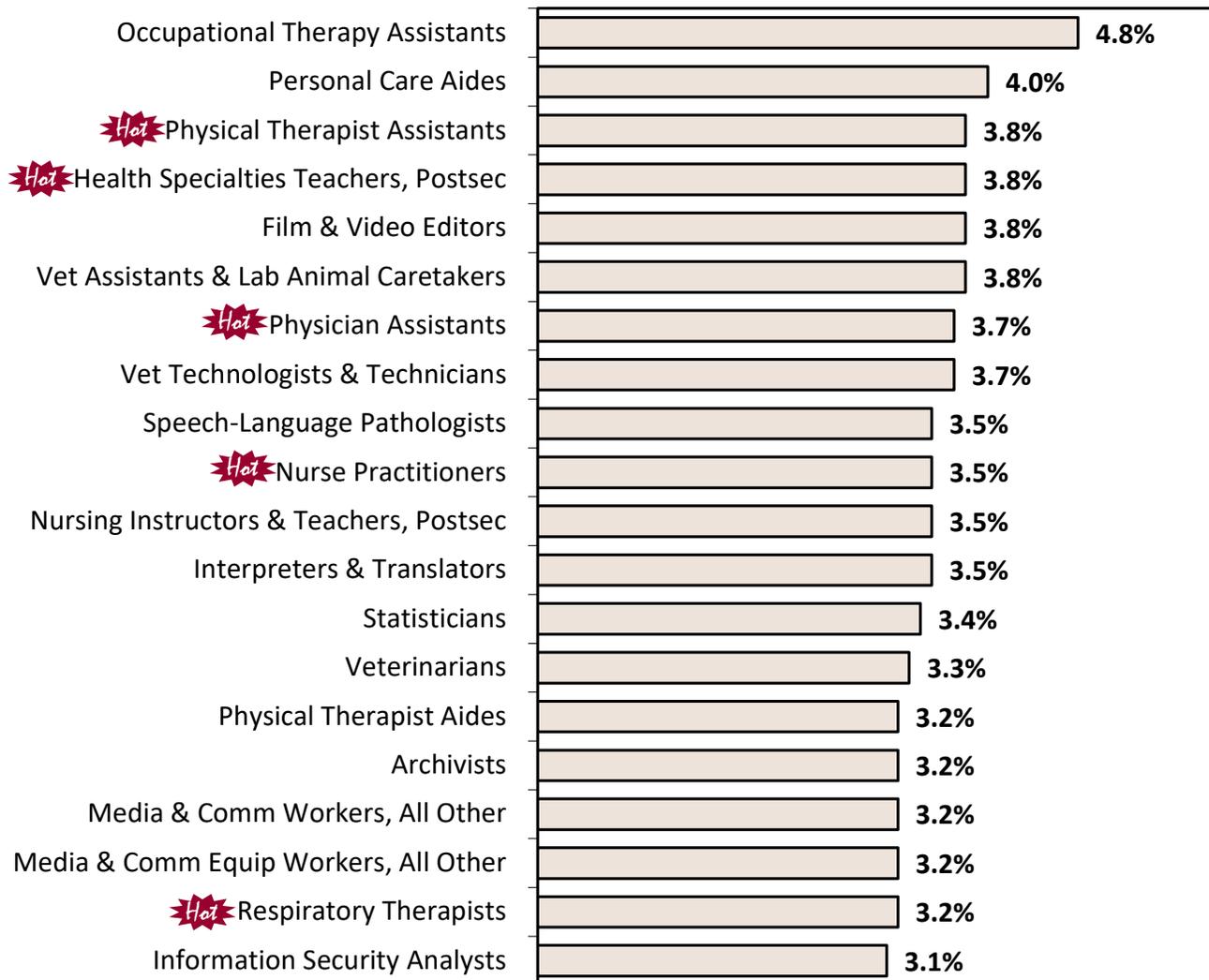


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

Fastest Growing Occupations

The 20 fastest growing occupations, in terms of average annual growth rate, through 2028 in Georgia are dominated by healthcare as well as movie and television related professions. Seventeen of the 20 are in the field of healthcare or movies and eleven of the occupations generally require a bachelor's degree or higher.

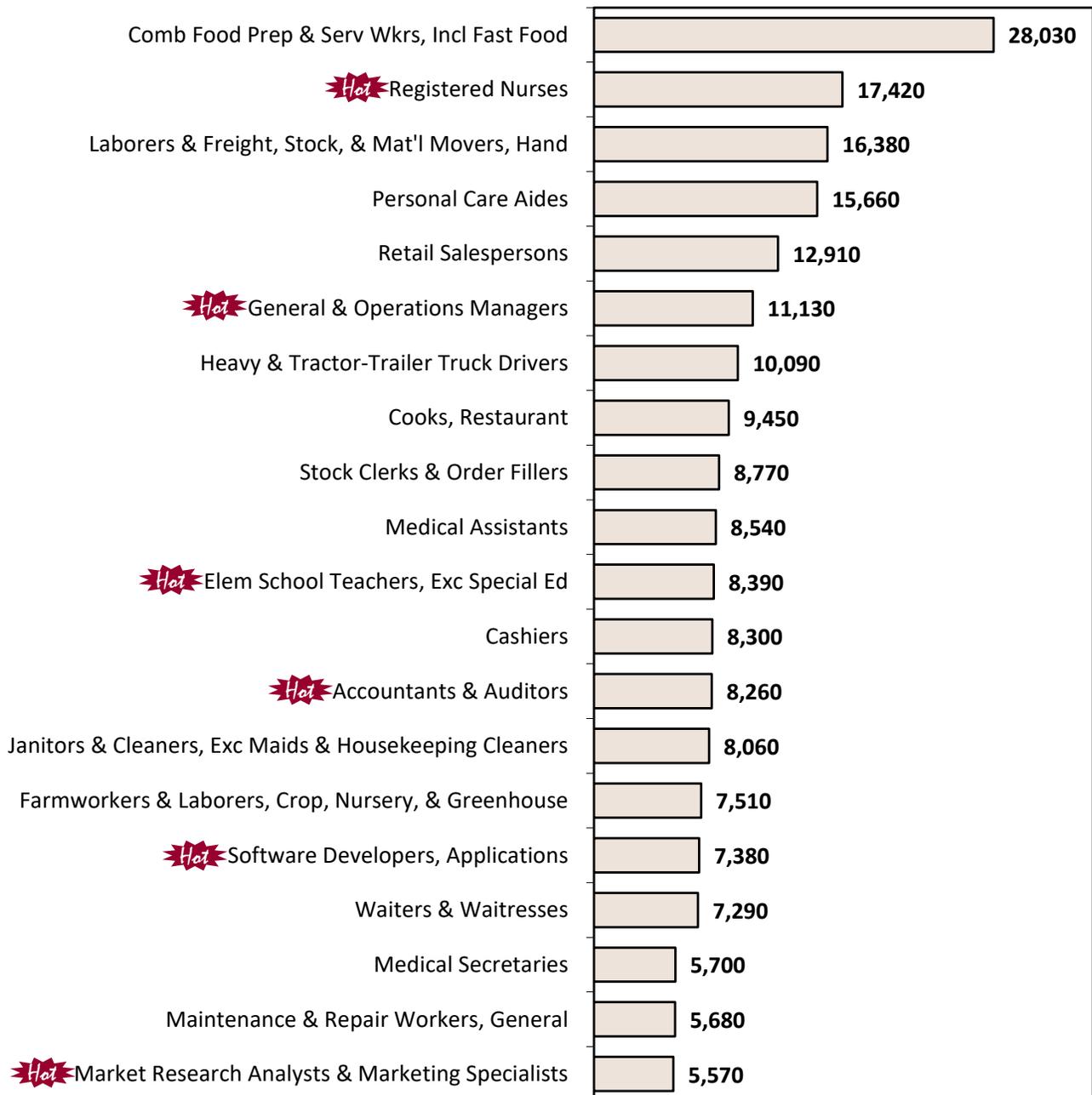
Though all the jobs listed are fast-growing in Georgia, it does not always mean they will create a large number of jobs. Occupational therapy assistants, physical therapist assistants, and film and video editors, are all fast-growing occupations but will struggle to each produce 1,000 new jobs through 2028. Whereas, personal care aides will produce over 15,000 jobs over the projection period.



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

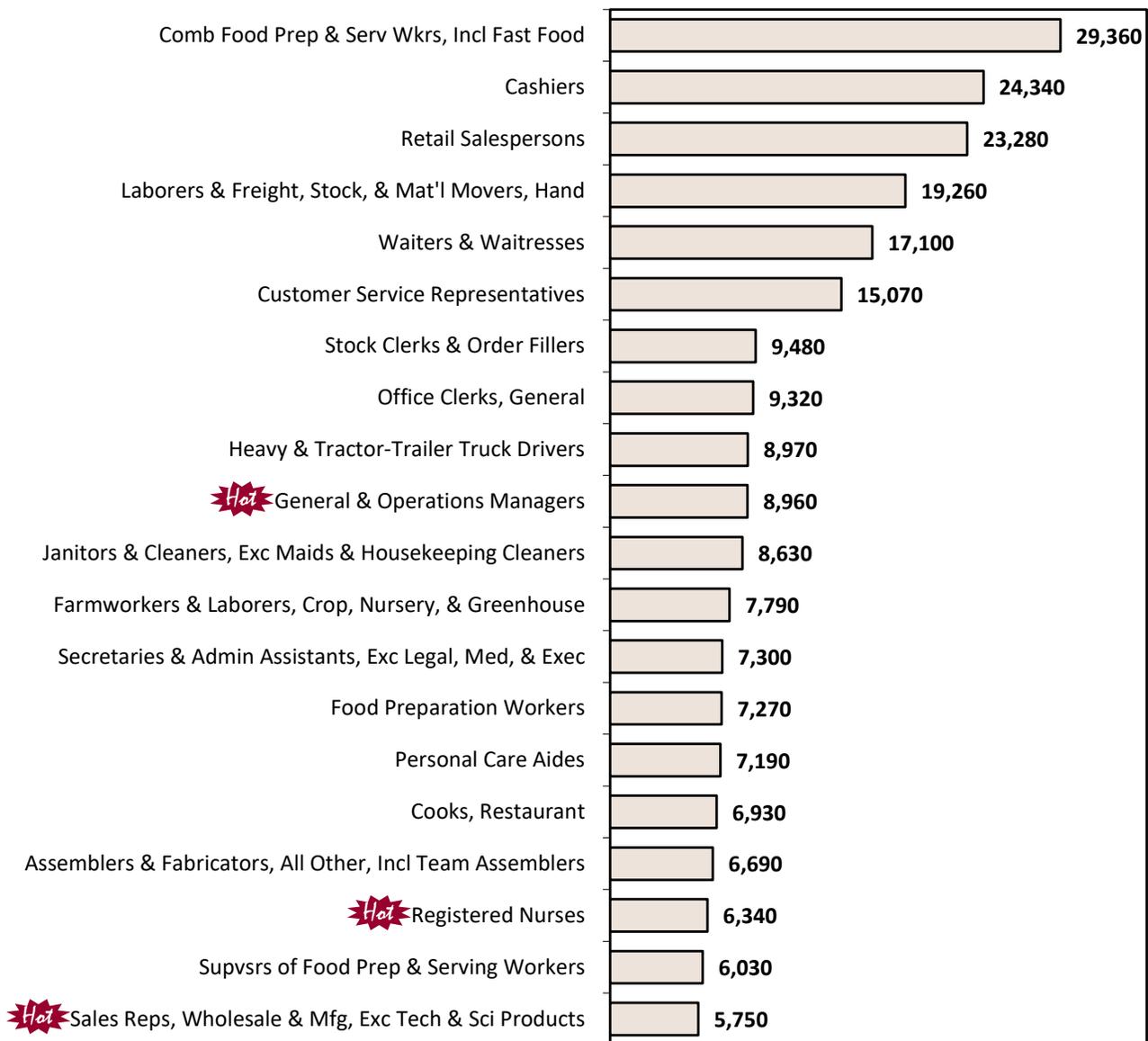
Occupations with the Most Job Growth

The 20 occupations with the most job growth through 2028 represent 38.1 percent of all the projected growth in Georgia. These occupations combine to create over 210,000 new jobs in the state over the projection period. Six of the occupations are **Hot** careers, eight generally require some form of education beyond high school, and 12 generally require a high school diploma or less.



Occupations with the Most Annual Openings

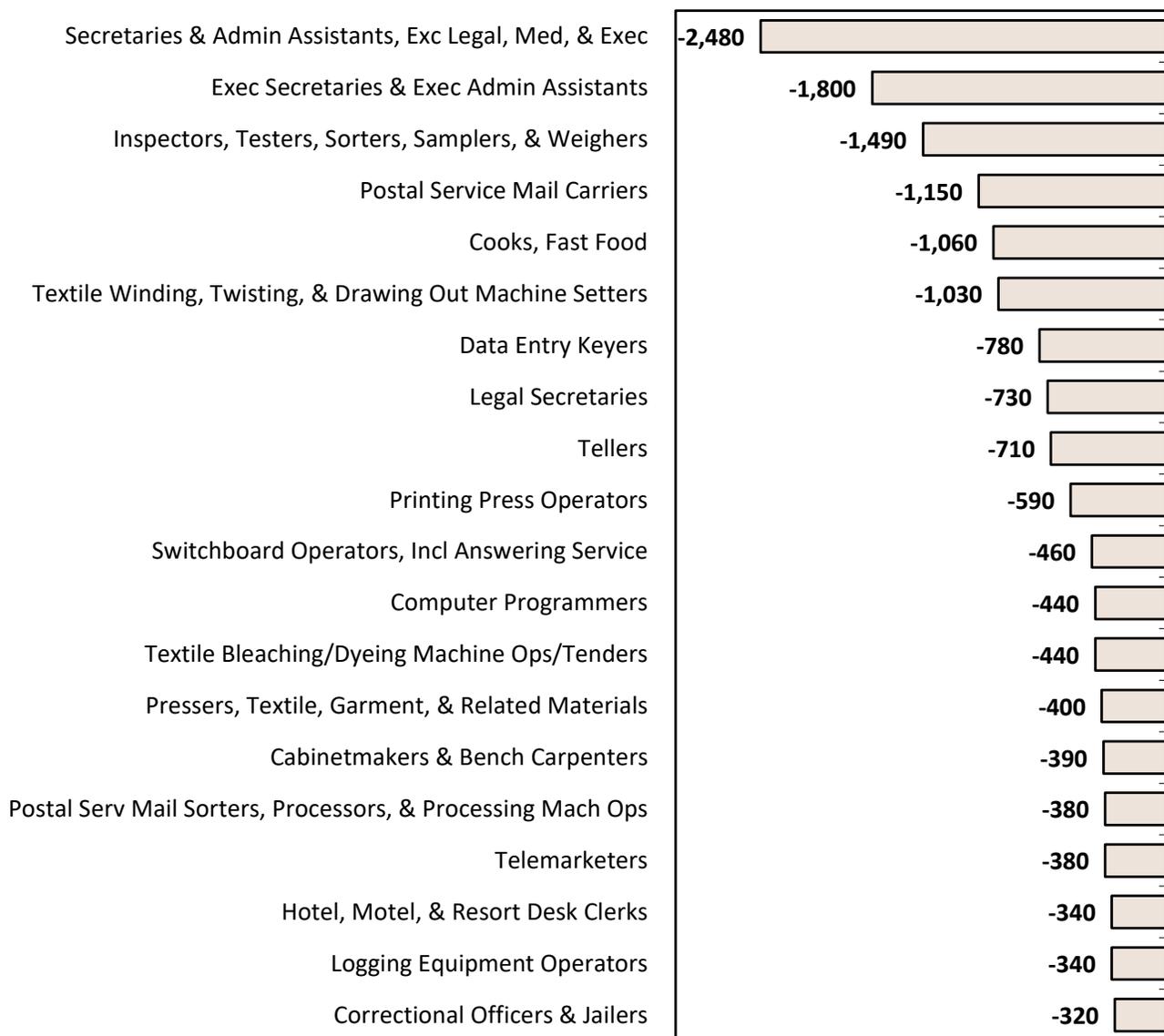
Occupations with the most annual openings are most in demand over the projection period. The 20 occupations listed are projected to produce over 235,000 annual occupational openings and account for 37.7 percent of all annual openings in Georgia through 2028. Labor force exits and occupational transfers 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 2028 in Georgia will combine to cut nearly 16,000 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.

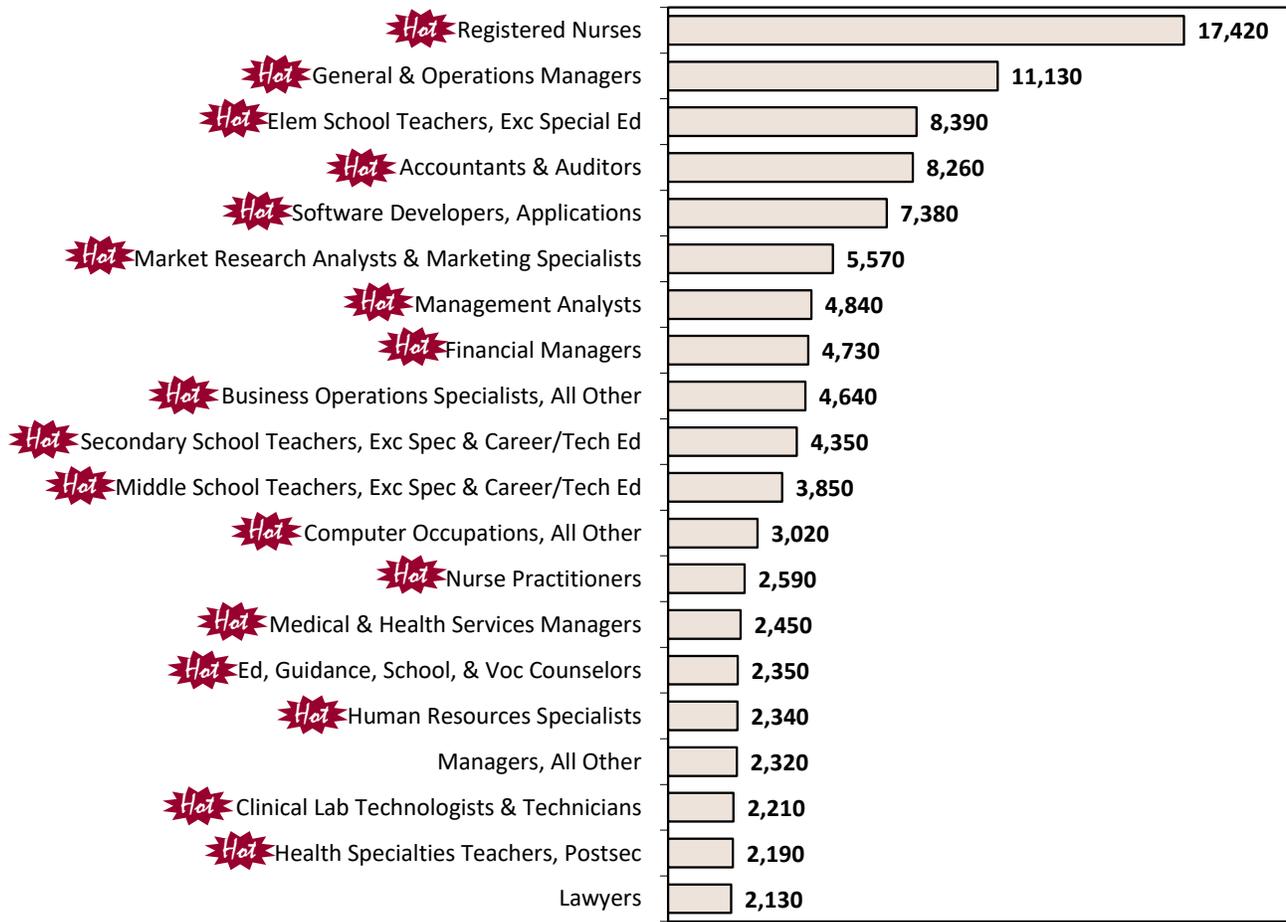


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

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 business and finance, management, and education. Georgia will likely continue to be a magnet for companies looking for a business-friendly environment thus spurring job growth in business and financial related occupations along with the management positions to lead them. Keeping a priority on educating residents of the state, education jobs are projected to be plentiful through 2028.

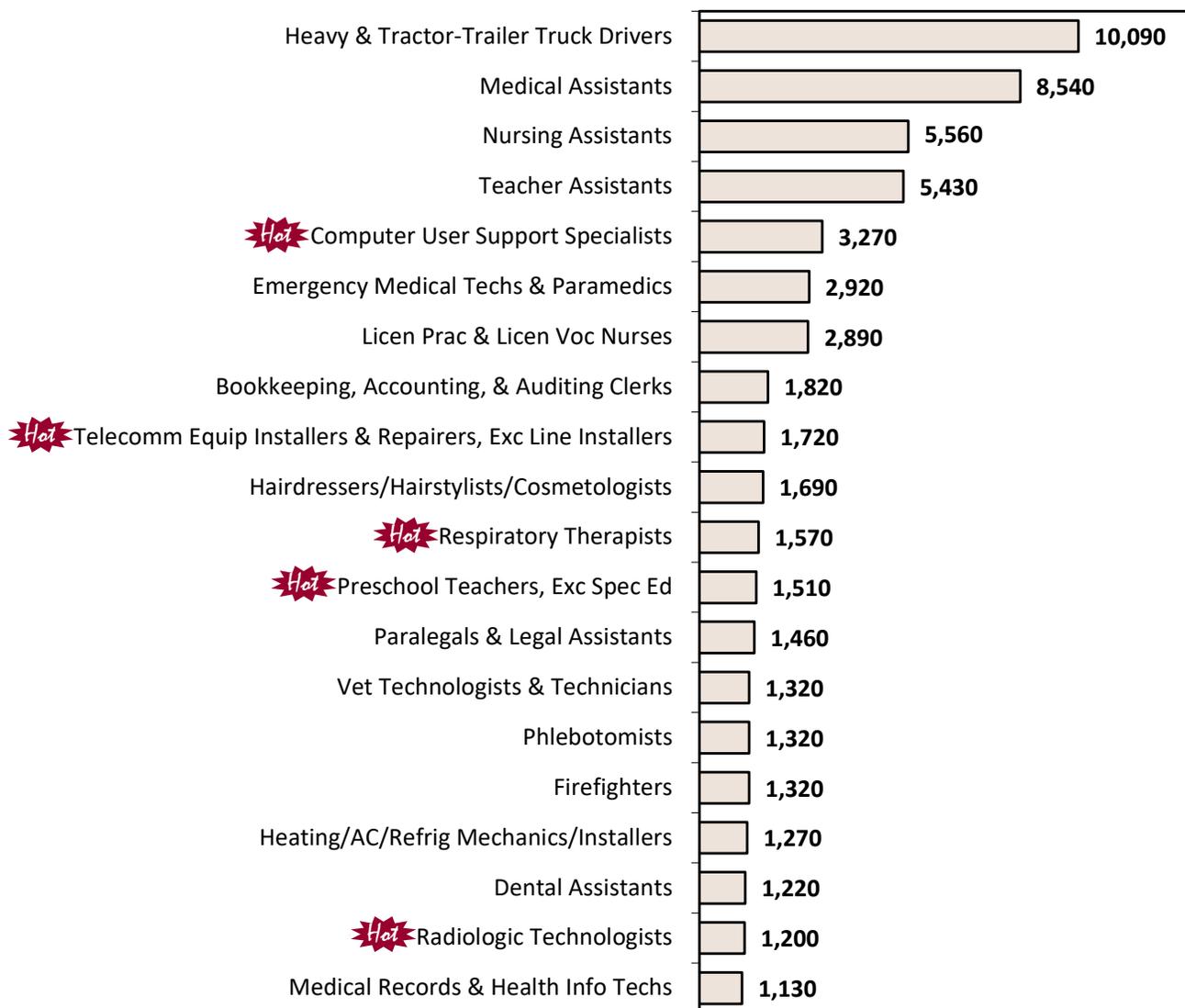
Almost all of these occupations have earned the distinction of being **Hot** for the projection period. Their rapid job growth, relatively high wages, and plentiful job openings through 2028 make them extremely attractive job prospects.



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 10 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 24,000 jobs by 2028. Rounding out the top five occupations are teacher assistants, and computer user support specialists, which will add over 5,400 and nearly 3,300 jobs, respectively, over the projection period.

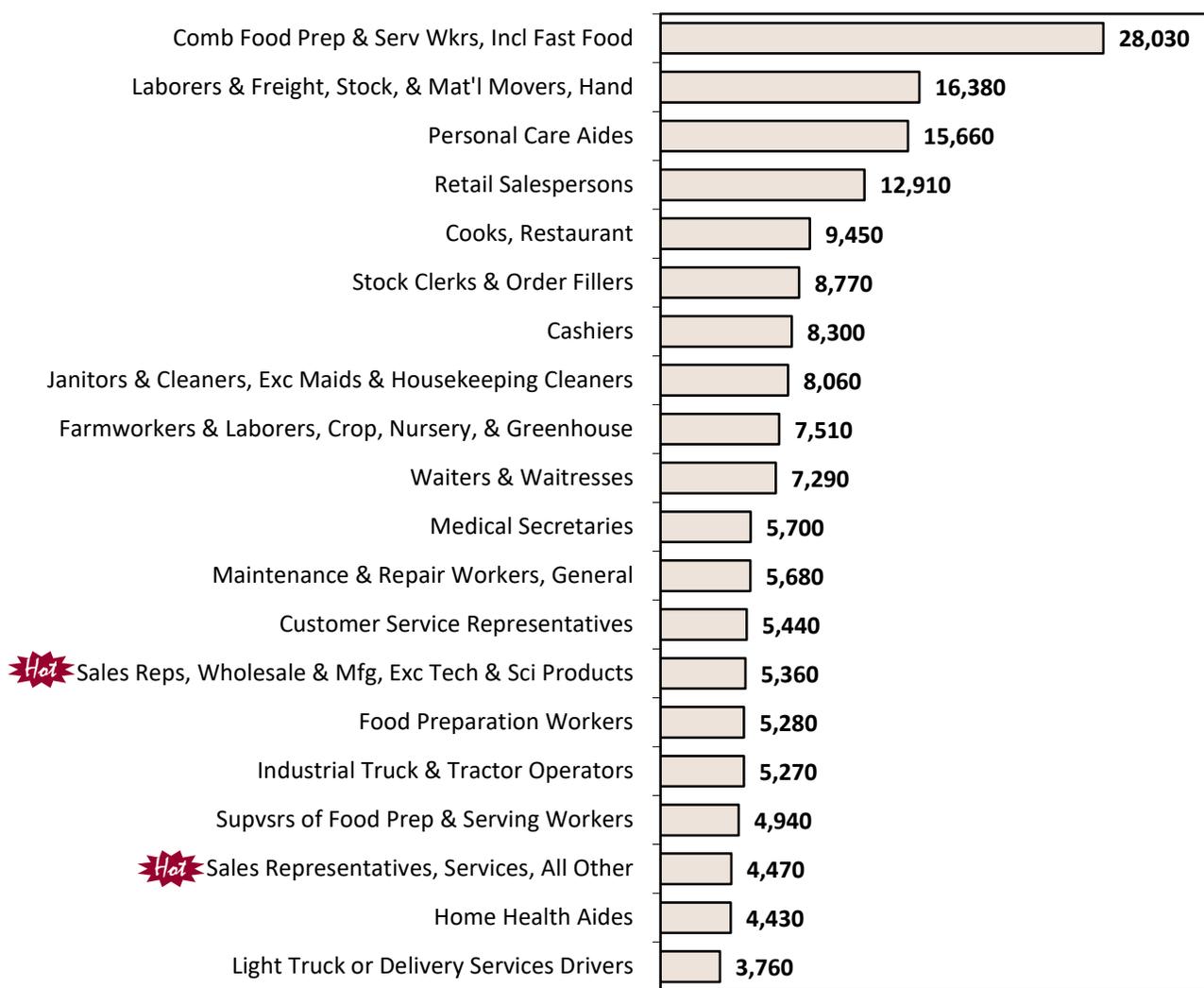


Source: Georgia Department of Labor, Workforce Statistics & Economic Research

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 2028 are listed below and represent just over 31 percent of all job gains in the state. Twelve of these occupations are also on the list of overall projected job growth in Georgia.

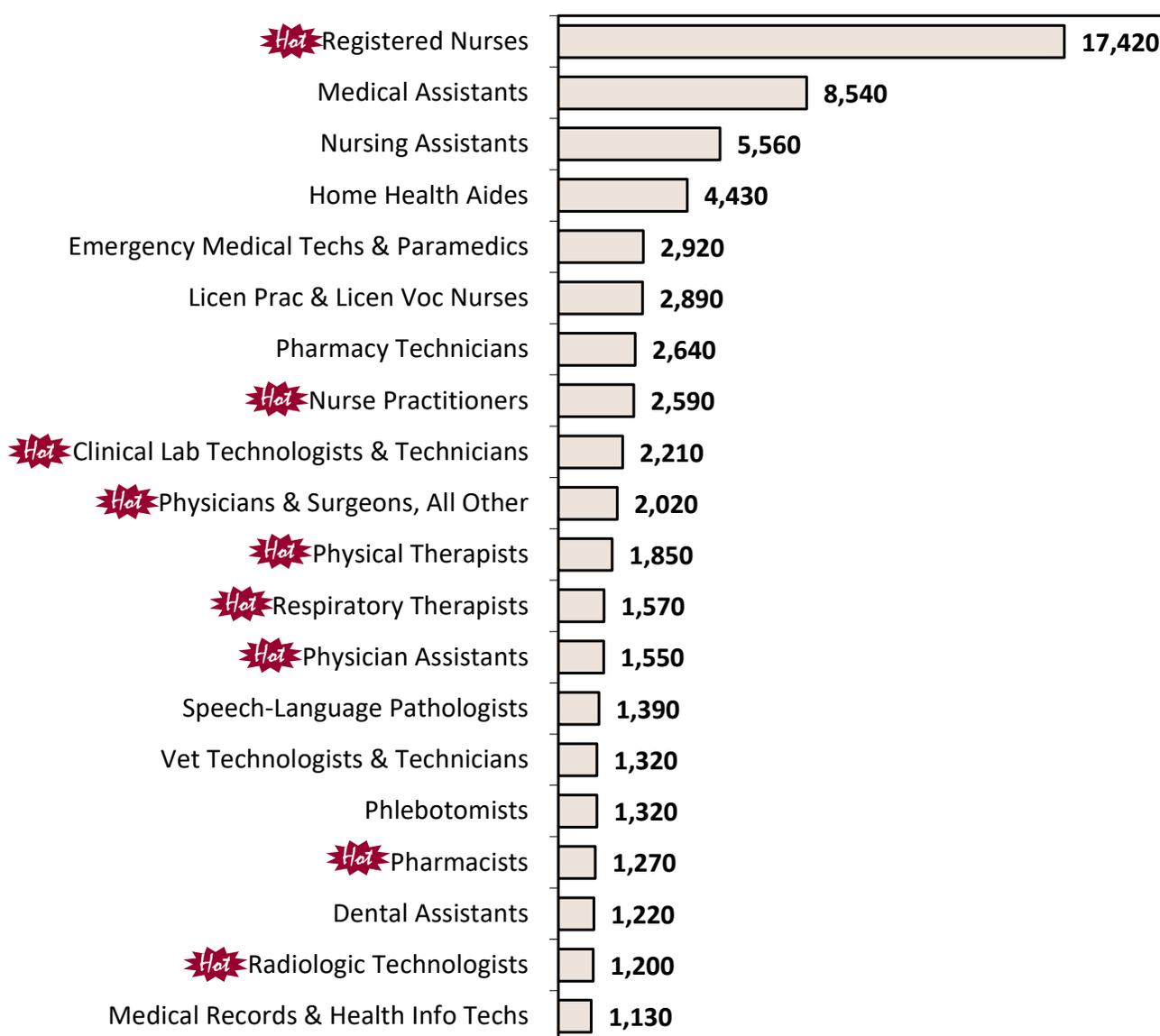
The occupations at the top of this list are generally high volume, relatively low-skilled, entry level jobs. Though the occupations are projected to add many jobs, only personal care aides are also growing at a fast rate.



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 2028 are projected to be in one of the 20 occupations listed below. Registered nurses, the largest healthcare occupation, leads the list in job growth and will add over 17,400 new jobs over the projection period as the total number of registered nurses will top 94,000 by 2028. All healthcare occupations listed are expected to grow faster than the state average, reflecting a push toward more affordable and more accessible healthcare 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 63,000 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 17,400 jobs and software developers where over 7,300 jobs will be added by 2028.

