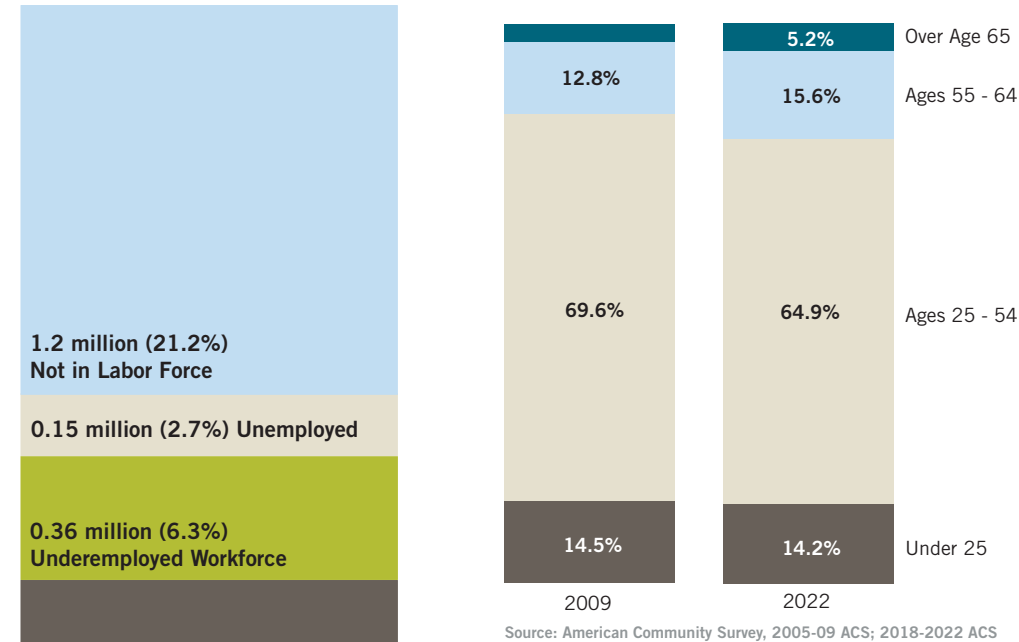


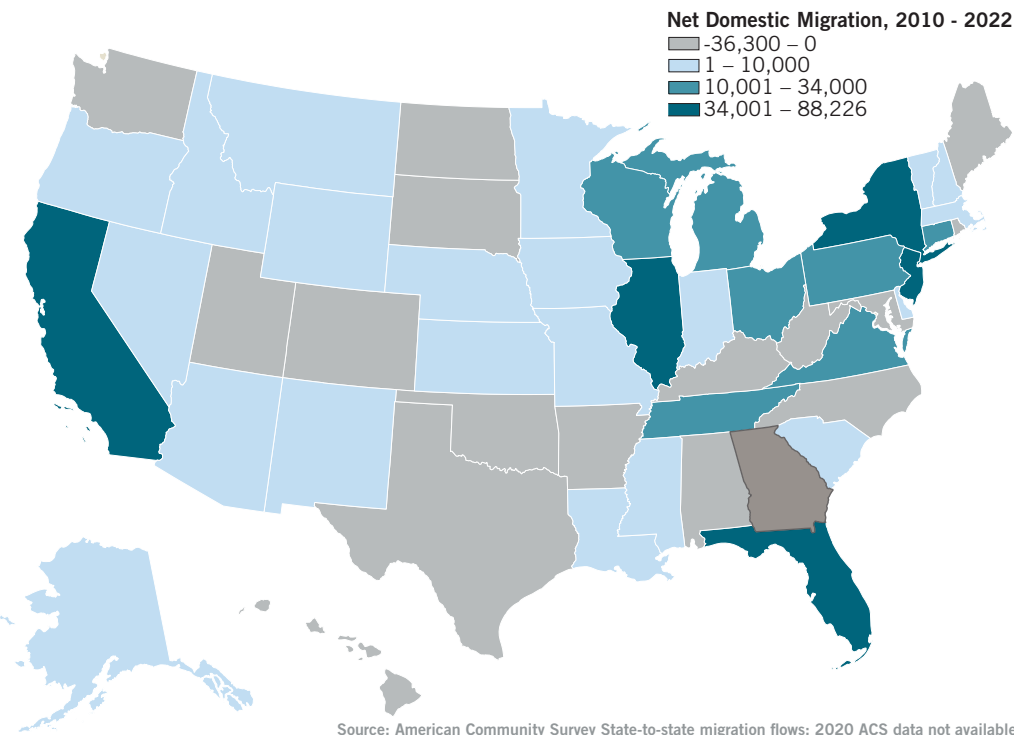
GEORGIA WORKFORCE PIPELINE SNAPSHOT | LABOR MARKET

The overwhelming majority of the 5.65 million Georgians ages 25-64 participate in the state's labor force. Almost four million (69.7%) are fully employed. Another 6.3% of the population have a job but work less than 30 hours a week. Finally, 1.2 million people ages 25-64 are not in the labor force. They may be in school, have a child at home, lack access to transportation, or have a disability.



As the state's population ages, so does the state's labor force. The figure to the left shows the age breakdown of people in Georgia's labor force. In 2009, roughly 70% of the labor force was comprised of people ages 25-54. That number declined by almost five percentage points over the next 13 years. The change is most noticeable in the population over age 55. In 2009, about 15% of the state's labor force was made up of Georgians 55 and older. By 2022, more than one out of five Georgians in the labor force was over the age of 55.

Domestic migration, or people who move to Georgia from other states, propels the peach state's population growth. Between 2010 and 2022, the states with which Georgia had the highest positive net migration were New York, New Jersey, California, and Florida. Conversely, Georgia had negative net migration with states such as Alabama, North Carolina, and Washington.

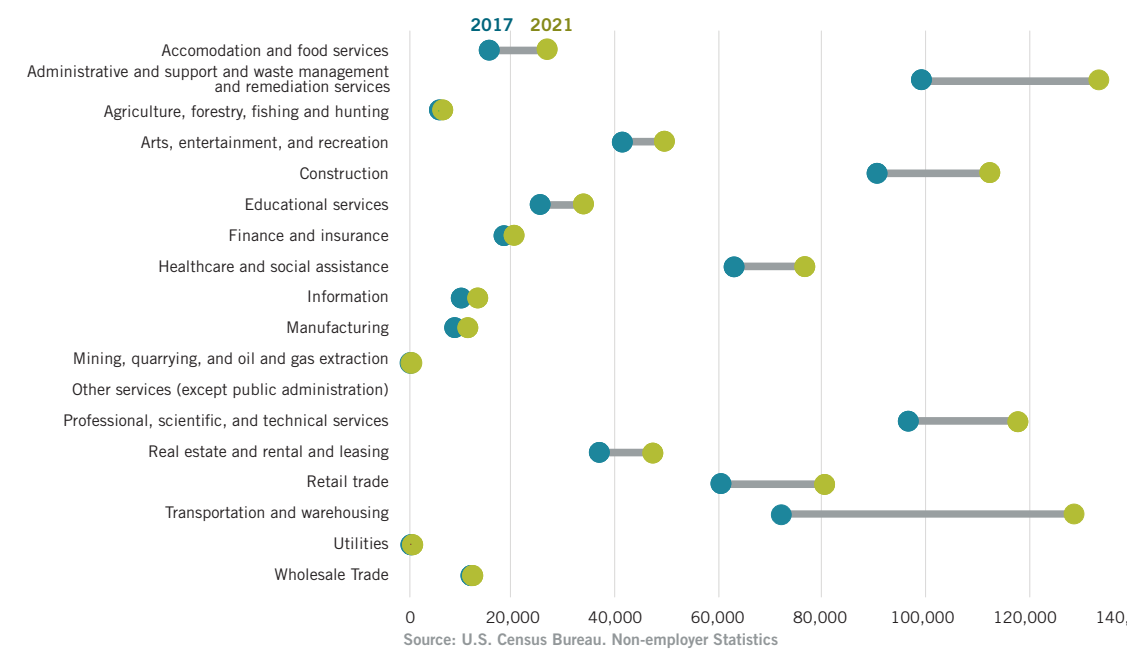
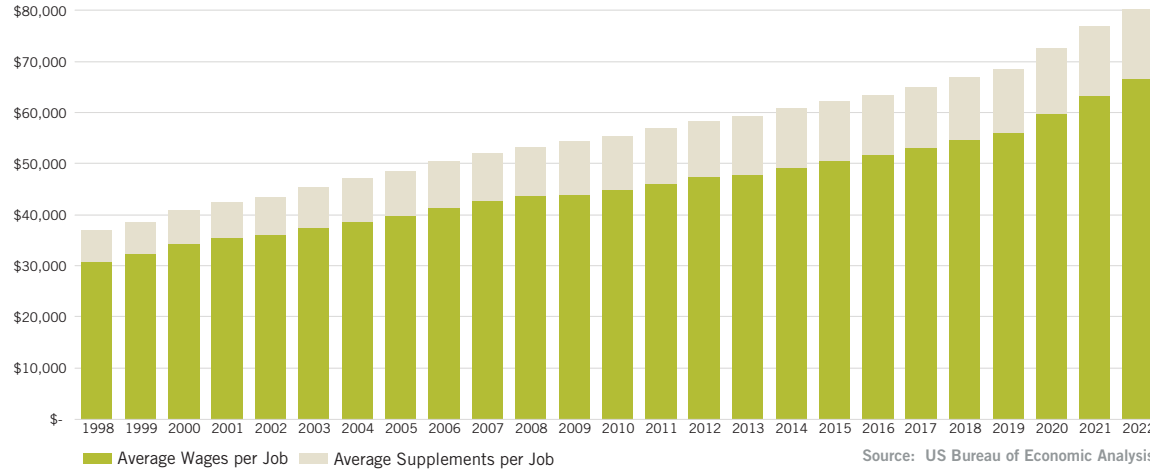


3.94 million (69.7%) Fully Employed Workforce

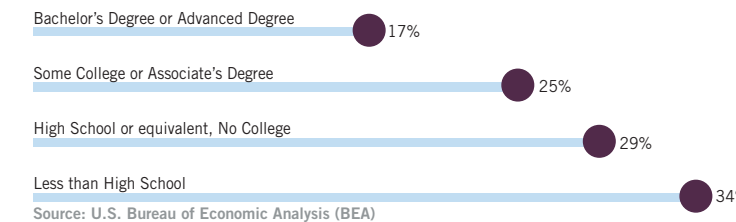
Source: 2018-2022 Public Use Microdata Sample (PUMS), Carl Vinson Institute of Government Analysis

Source: American Community Survey State-to-state migration flows; 2020 ACS data not available

Average wages and supplemental benefits for Georgia employees have grown at a similar rate (123% and 116% respectively) over the past 25 years. Wages have accounted for about 85% of total compensation for Georgia employees. Note: supplemental benefits are defined as employer contributions for insurance, retirement, and government social insurance.



Individual proprietorships, or business with no paid employees, in Georgia increased from 1.5 million in 2017 to 1.9 million in 2021. Much of that growth happened in transportation and warehousing (including ride share, truck driving, etc) and administrative services (including travel agents, janitorial/landscaping services, etc).



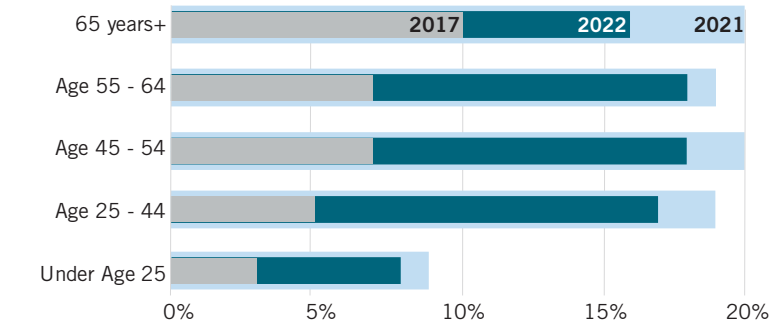
Between 2018 and 2022, average monthly wages in Georgia saw significant increases across all educational attainment levels. For people with less than a high school diploma the 34% increase brought them from \$3,372 to \$4,523 while people with the highest education attainment saw a 17% increase from \$7,267 to \$8,519 per month.

	19 - 21	22 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 - 99
2018	\$ 1,354	\$ 2,265	\$ 3,608	\$ 4,946	\$ 5,738	\$ 5,558	\$ 4,046
2019	\$ 1,420	\$ 2,376	\$ 3,756	\$ 5,109	\$ 5,919	\$ 5,705	\$ 4,155
2020	\$ 1,504	\$ 2,519	\$ 3,969	\$ 5,349	\$ 6,209	\$ 5,992	\$ 4,526
2021	\$ 1,696	\$ 2,763	\$ 4,327	\$ 5,768	\$ 6,634	\$ 6,364	\$ 4,799
2022	\$ 1,872	\$ 3,019	\$ 4,703	\$ 6,168	\$ 7,009	\$ 6,663	\$ 4,936
Percentage Change, 2018 - 2022	38.3%	33.3%	30.3%	24.7%	22.2%	19.9%	22.0%

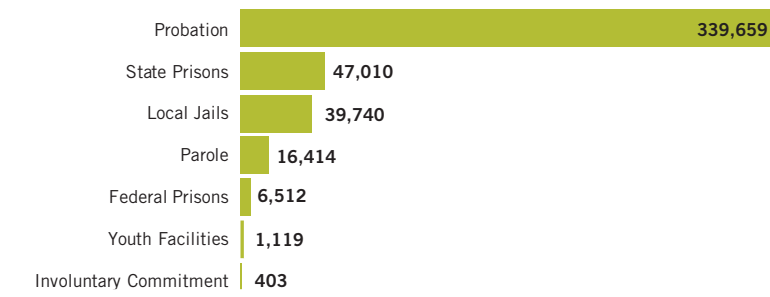
From 2018 to 2022, younger employees in Georgia saw the steepest rise in weekly wages, while across the board, wages increased by 20% or more over the same five-year period.

Source: Quarterly Workforce Indicators, U.S. Census Bureau

The share of Georgians working from home peaked in 2021. The latest data from 2022 shows that the share of Georgians working from home declined across all age-groups.



451,000 Georgians were in a correctional facility or under community supervision in 2023. As the figure above shows, approximately 340,000, or 75% of those Georgians in contact with the criminal justice system were on probation.

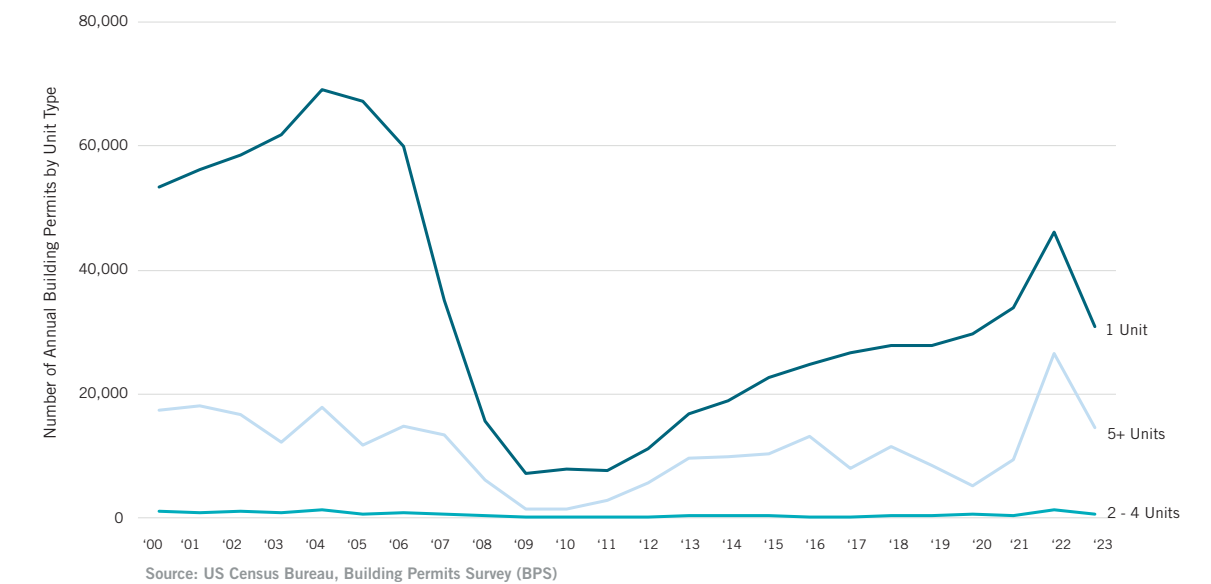


The reasons for not working have remained relatively constant between 2022 and 2024 among Georgians over the age of 18. However, there are two exceptions: those who are ill or have disabilities, and those who are laid off or furloughed. Both groups roughly doubled between 2022 and 2024; from 15.1% to 28.8% for the those who are ill or have disabilities and 6.0% to 12.9% for those laid off or furloughed.

Note: Data for 2022 values was collected from March 2nd to March 14th. Data for 2024 values were collected from February 6th to March 4th.

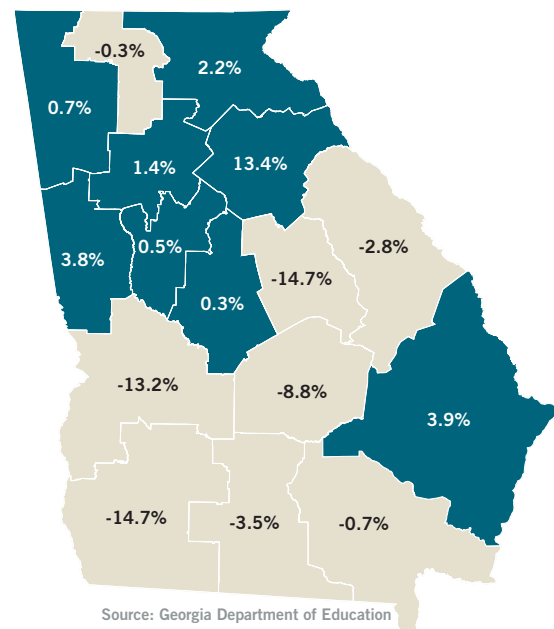
Reason for not working (besides retired)	2022	2022%	2024	2024%
I did not want to be employed at this time	153,317	8.7%	64,091	3.6%
I am/was caring for children not in school or daycare	180,525	10.2%	130,868	7.4%
I am/was caring for an elderly person	18,289	1.0%	40,022	2.3%
I am/was sick or disabled	267,017	15.1%	512,722	28.8%
I am/was laid off or furloughed	106,487	6.0%	229,315	12.9%
My employer closed temporarily or went out of business	57,600	3.3%	58,775	3.3%
I do/did not have transportation to work	59,589	3.4%	50,491	2.8%
I was caring for or sick with COVID or concerned about getting it	239,890	13.6%	N/A	N/A
Other reason	497,978	28.2%	513,867	28.9%
Did not report	184,622	10.5%	177,378	10.0%
Total	1,765,314		1,777,529	

Source: US Census Bureau Household Pulse Survey

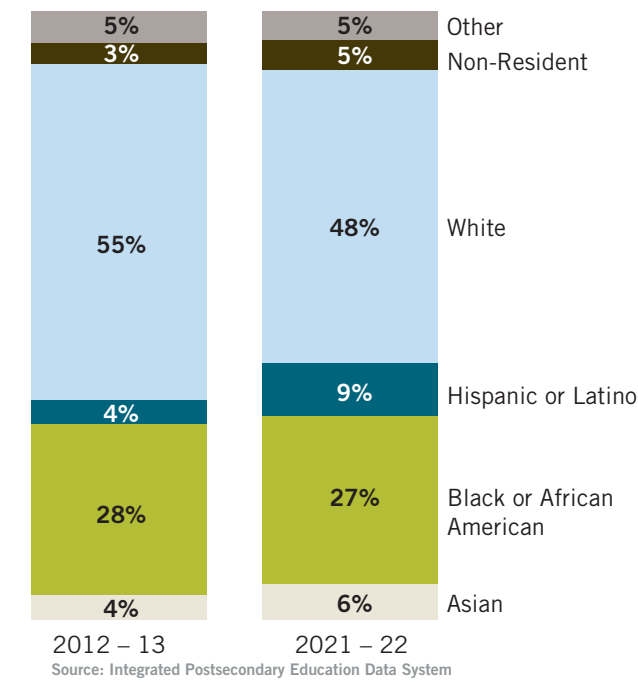


The number of building permits has fluctuated widely over the past 25 years. The number of permits peaked in 2007, plummeted during the Great Recession, and has recently increased. Amid the fluctuation in permits, two consistent patterns hold: most permitted units are single-family units, and very few two to four unit building permits are issued.

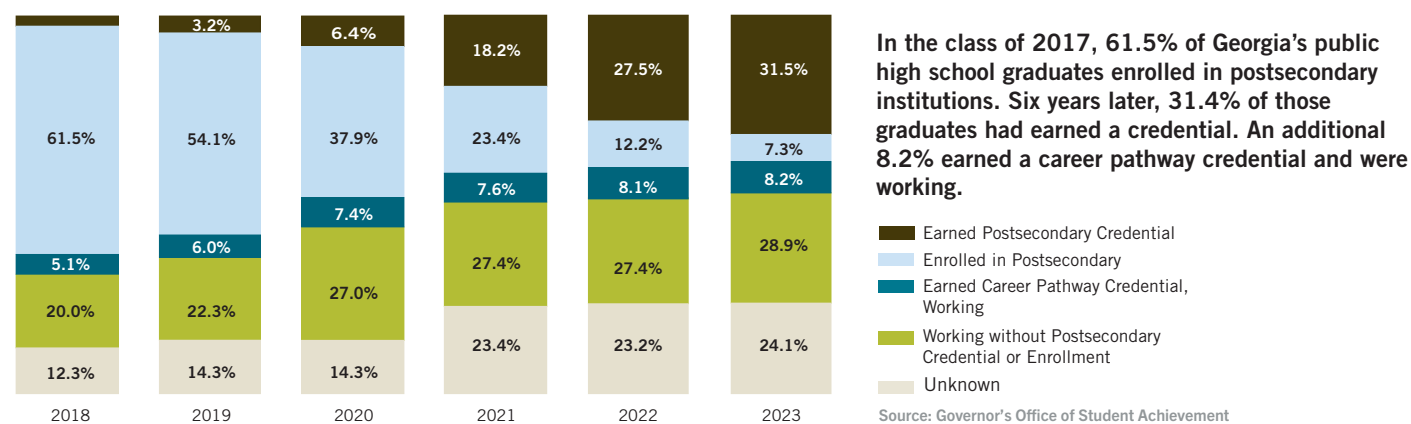
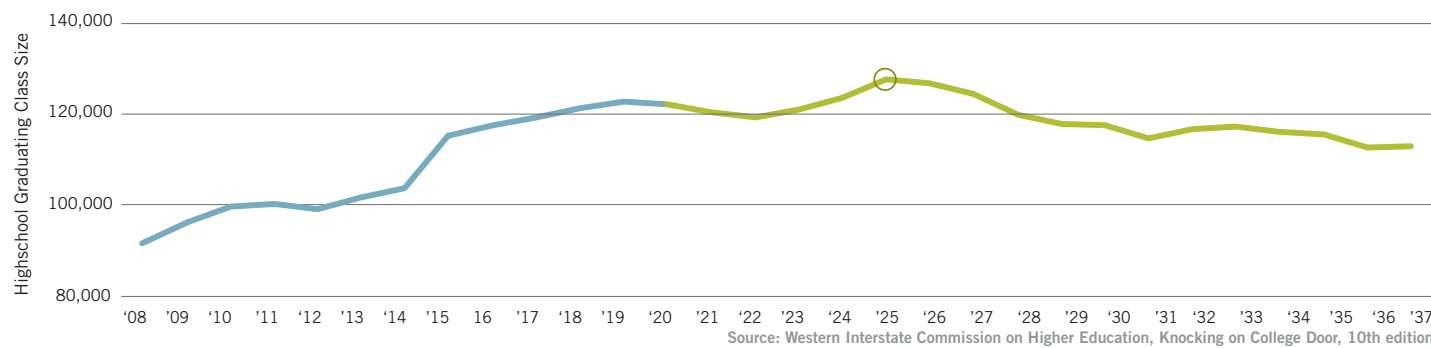
The declining number of births in the state of Georgia has a direct impact on K-12 enrollments. Total enrollments declined in many of the state's Regional Education Service Agencies (RESAs) between 2013-2023. Note: Charter School and DJJ Enrollments are omitted from these numbers.



Degree completions from Georgia public post-secondary institutions have become increasingly diverse in the past decade with significant gains in the Asian and Hispanic populations.



The high school class of 2025 is projected to mark the peak number of high school graduates in the state of Georgia and nationwide, totaling 127,690 students. This changing pattern has important implications for education and workforce partners moving forward.



In the class of 2017, 61.5% of Georgia's public high school graduates enrolled in postsecondary institutions. Six years later, 31.4% of those graduates had earned a credential. An additional 8.2% earned a career pathway credential and were working.

- Earned Postsecondary Credential
- Enrolled in Postsecondary
- Earned Career Pathway Credential, Working
- Working without Postsecondary Credential or Enrollment
- Unknown



The **Georgia Workforce and Economic Resilience Center** is a hub of programs and services designed to support Georgia's continued economic and workforce competitiveness and assist our state, local, and regional partners on workforce and economic development strategy, decision-making, and implementation. In addition to the workforce conference, Center services include data and labor market analysis; professional development; economic impact and incentives modeling; workforce and economic development strategies; downtown and community development and planning; rural development, and more.



Georgia Data is a website developed by the Carl Vinson Institute of Government at the University of Georgia. It contains state- and county-level data on a wide variety of topics, including economics, education, health, labor, and population as well as links to other state data resources. This resource can be accessed at georgiadata.org.



To inquire about assistance or for more information on workforce development services at the Carl Vinson Institute of Government, please contact Greg Wilson at gjwilson@uga.edu or Rebecca Hunt at rcmciver@uga.edu

GEORGIA WORKFORCE PIPELINE SNAPSHOT



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Project contributions by Rebecca Hunt, Taylor Hafley, Greg Wilson, and Jan Coyne of the Carl Vinson Institute of Government at the University of Georgia.

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