

# GEORGIA WORKFORCE PIPELINE SNAPSHOT



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



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



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



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



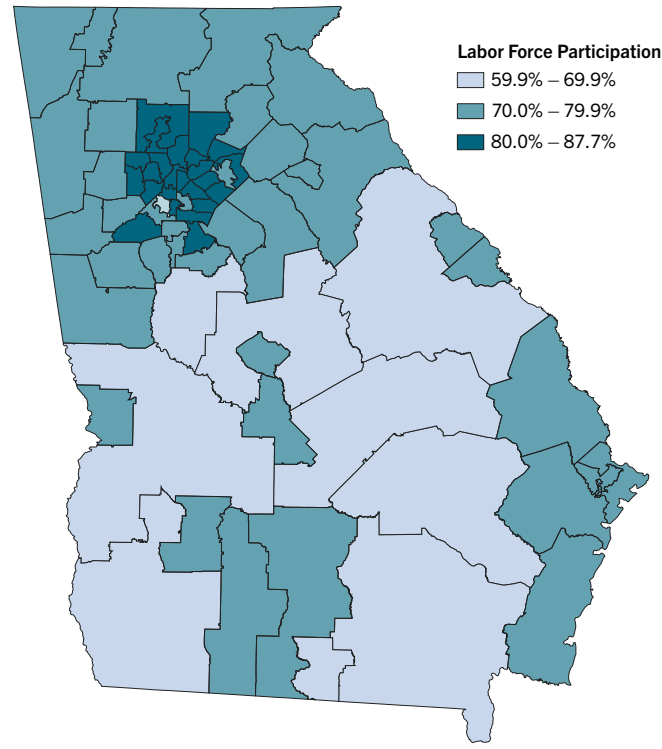
Georgia Workforce and  
Economic Resilience Center

*Carl Vinson Institute of Government*

**UNIVERSITY OF GEORGIA**

# GEORGIA WORKFORCE PIPELINE SNAPSHOT | LABOR MARKET

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

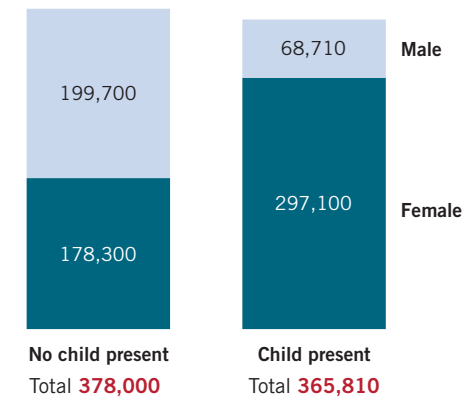


Source: U. S. Census Bureau. Note: Public Use Microdata Areas contain no fewer than 100,000 people, are based on county population, and may be multiple counties or parts of single counties.

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

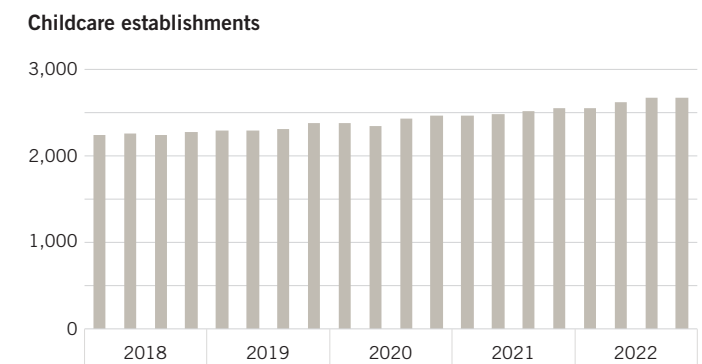
| Age                   | 2009 | 2021 |
|-----------------------|------|------|
| Under 25              | 55%  | 57%  |
| 25–44                 | 83%  | 81%  |
| 45–64                 | 72%  | 72%  |
| 65–74                 | 23%  | 25%  |
| Over 75               | 5%   | 7%   |
| All Georgians Age 16+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

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

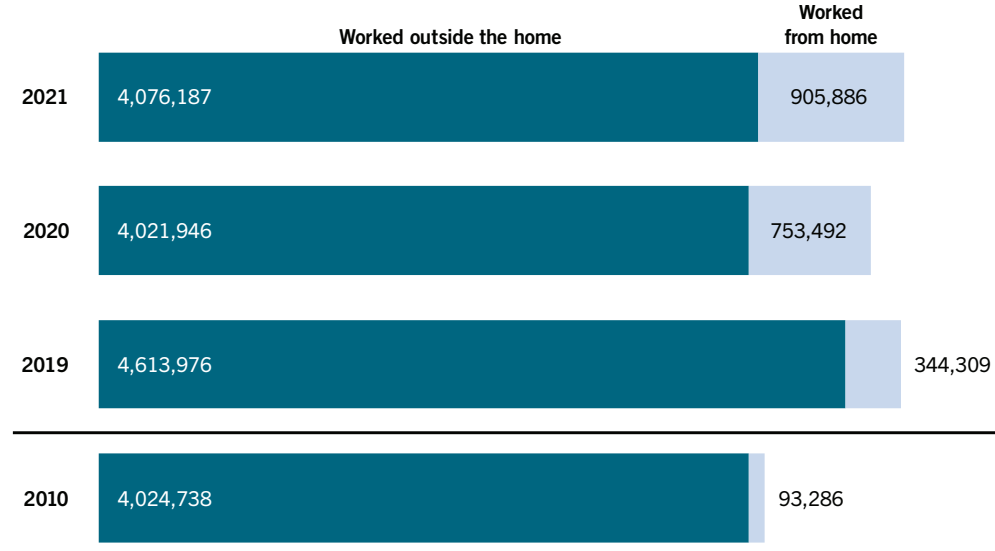
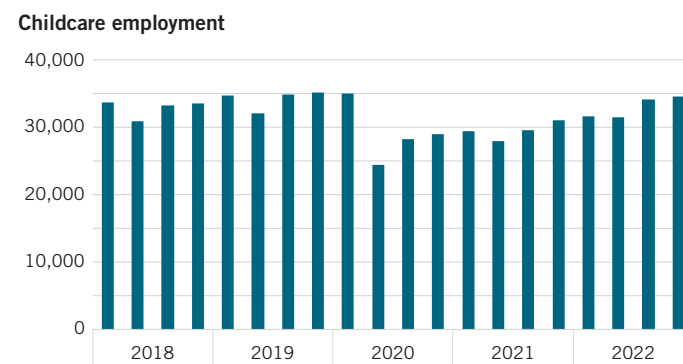


Source: U. S. Census Bureau, 2016-2020.

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



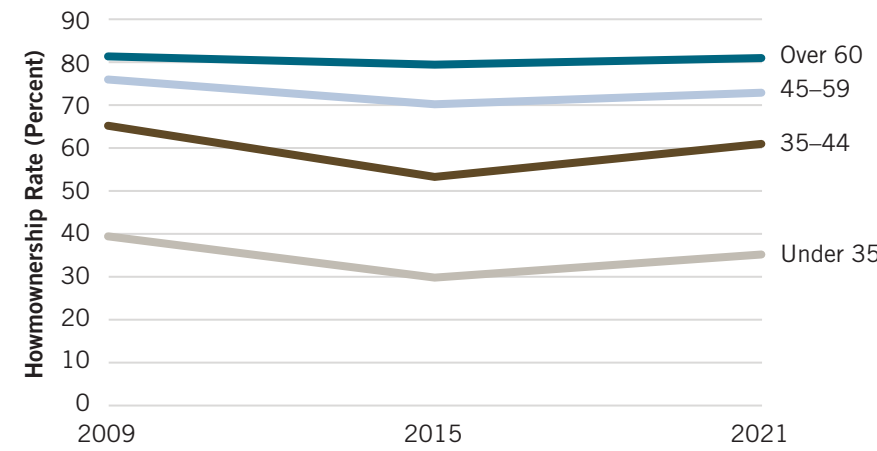
Source: U. S. Bureau of Labor Statistics.



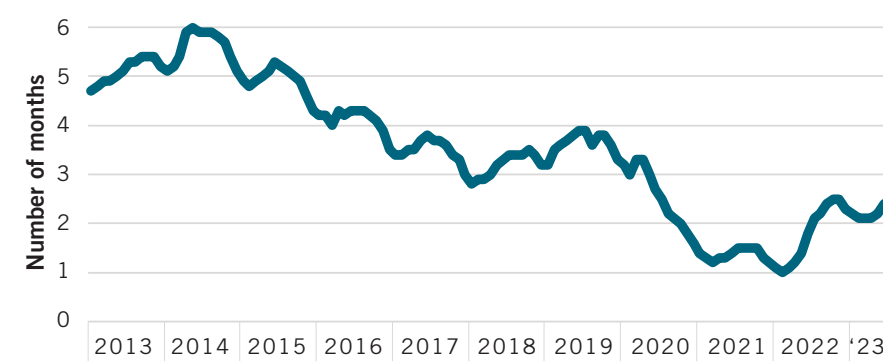
Source: U. S. Census Bureau.

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

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



Source: U. S. Census Bureau.



Source: Georgia Association of Realtors.

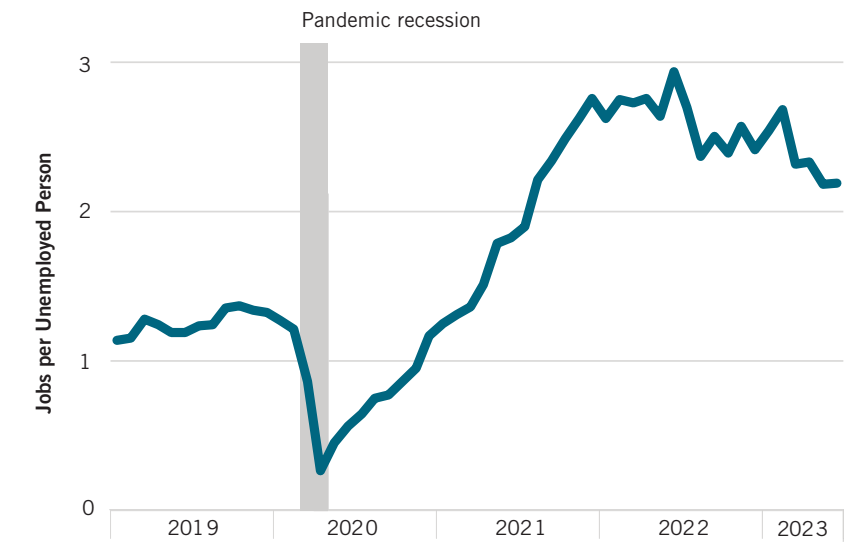
One barrier to housing access for Georgia workers is the availability of homes for sale. The figure on the left shows the months supply of inventory, or the number of homes currently listed for sale compared to the last 12 month's average number of pending sales. Georgia's monthly supply of inventory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

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

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

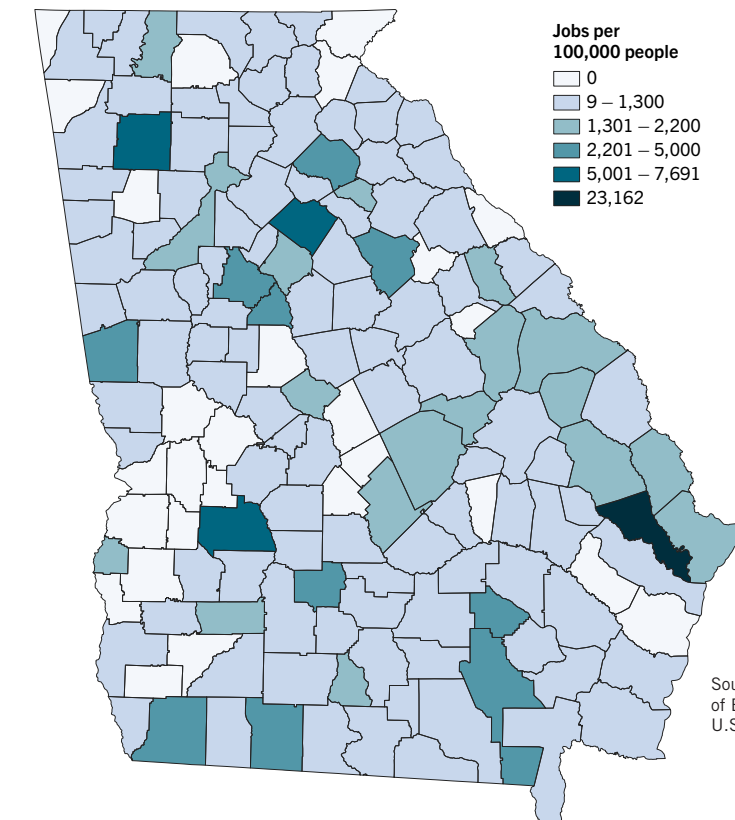
Source: Georgia Department of Economic Development.

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



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

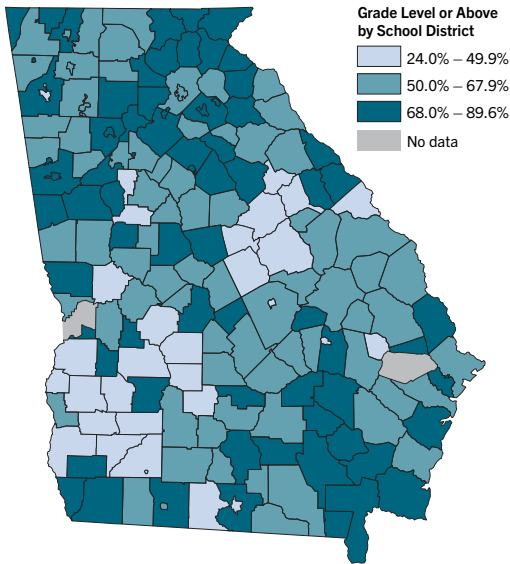
Another way to assess economic development success is to compare job announcements to a county's population. **Bryan County** had by far the most jobs per 100,000 people during FY 2021-2023. Sumter County came in a distant second with 7,691 jobs.



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

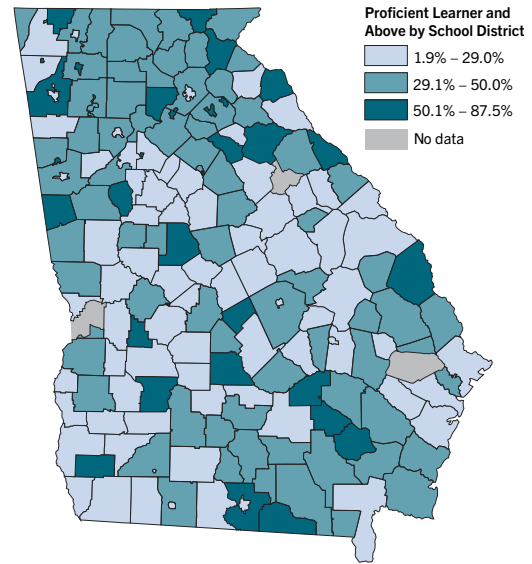
# GEORGIA WORKFORCE PIPELINE SNAPSHOT | EDUCATION

**66%** of Georgia's 3rd grade students read at grade level or above (Lexile  $\geq$  520L) according to the 2023 End of Grade Assessment.



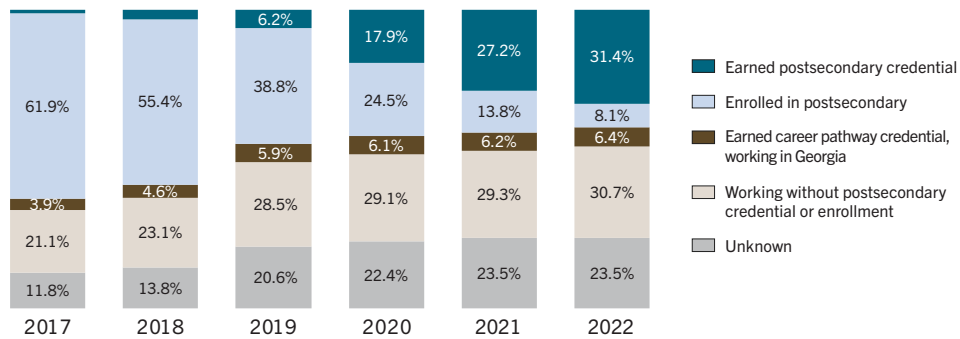
Source: Georgia Department of Education.  
 Note: A student's Lexile score is calculated from a reading test that is linked to a Lexile Framework; the Lexile measure describes the student's reading ability (source: Georgia Department of Education)

**36%** of Georgia's 8th grade students scored proficient or above on their 2023 Mathematics Georgia Milestones assessment.



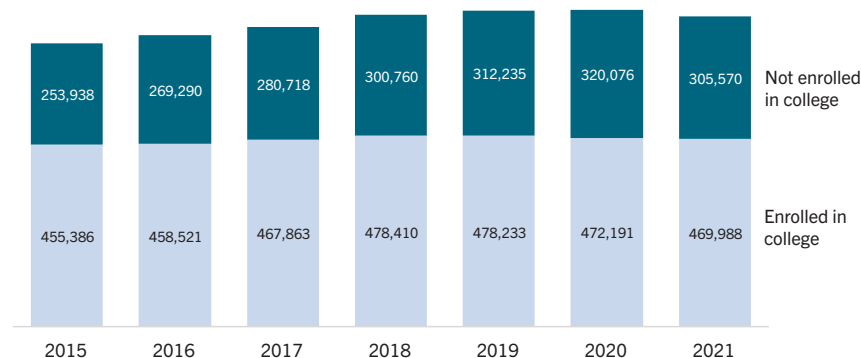
Source: Georgia Department of Education.

Nearly **62%** of Georgia high school students in the class of 2016 enrolled in postsecondary education after graduation. Six years later only **31%** of students completed any kind of postsecondary credential or award.



Source: Governor's Office of Student Achievement.

The proportion of high school graduates going to college dropped from **64%** in 2015 to **61%** in 2021.



Source: Governor's Office of Student Achievement.



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](http://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](mailto:gjwilson@uga.edu)** or Rebecca Hunt at **[rcmciver@uga.edu](mailto:rcmciver@uga.edu)**



## Georgia Workforce and Economic Resilience Center

*Carl Vinson Institute of Government*

**UNIVERSITY OF GEORGIA**

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

Data visualizations by Jan Coyne.

Graphic design by Jake Brower.