



UNIVERSITY OF  
**GEORGIA**

Carl Vinson  
Institute of Government

*Georgia Workforce and  
Economic Resilience Center*



**GEORGIA'S**  
**WORKFORCE**  
**CONFERENCE**

# Agenda

- Georgia's Population 101
- Snapshot Introduction
- Demographic changes & Georgia's workforce



# What is the population of Georgia?

- A. 8.5 million
- B. 9.6 million
- C. 11 million
- D. 12.8 million

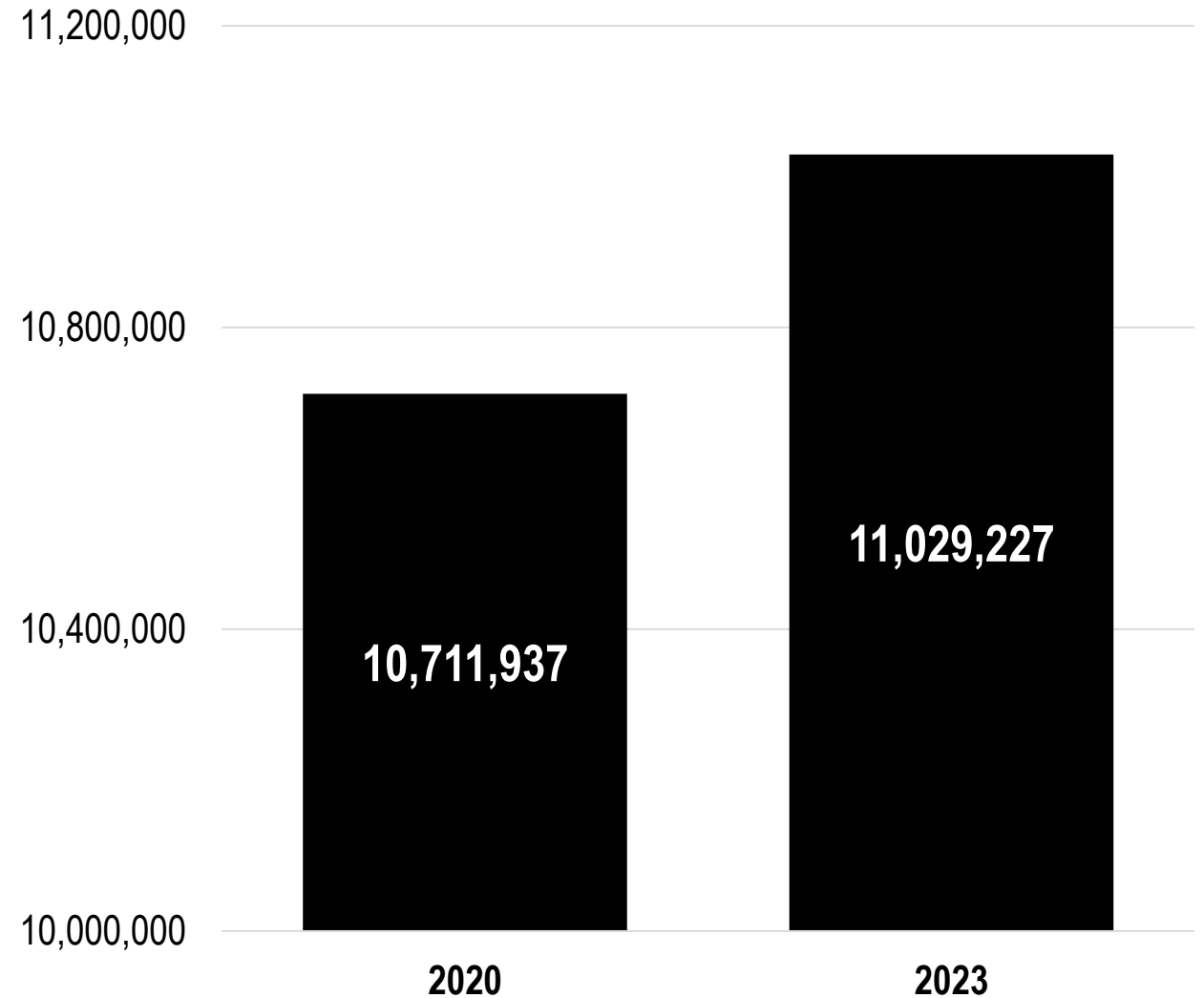


# What is the population of Georgia?

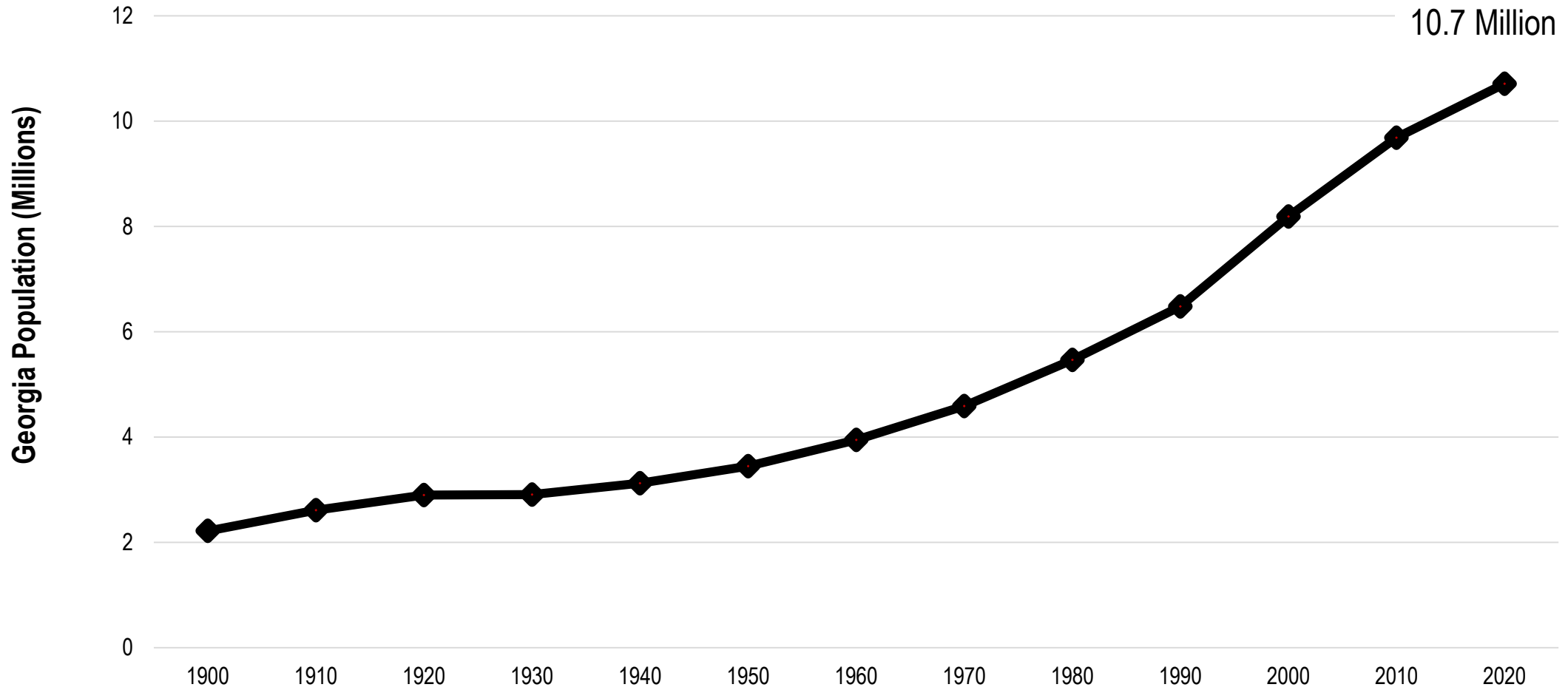
**C. 11 million**



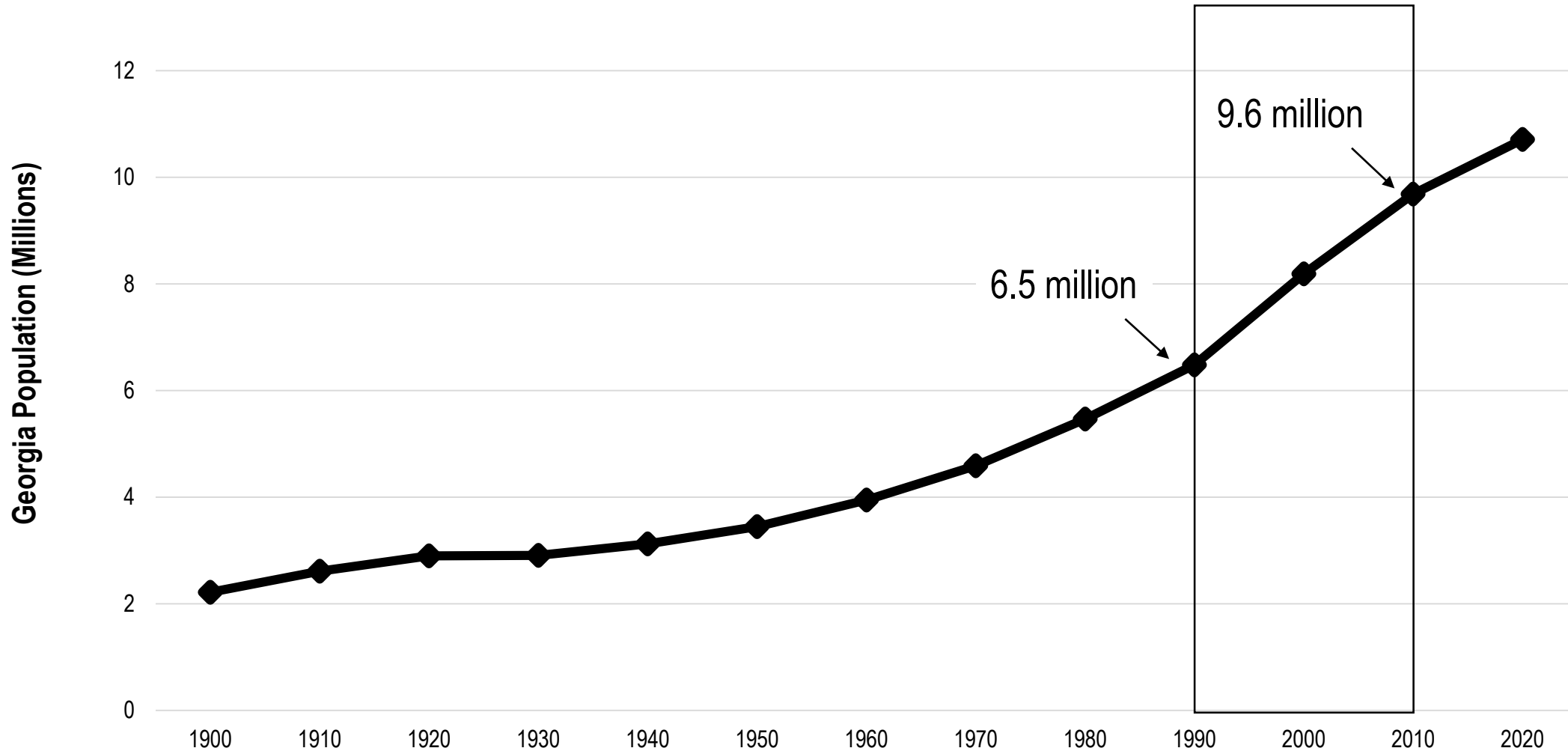
# Georgia's Population increased by ~315,000 between 2020 Census and 2023 Estimates



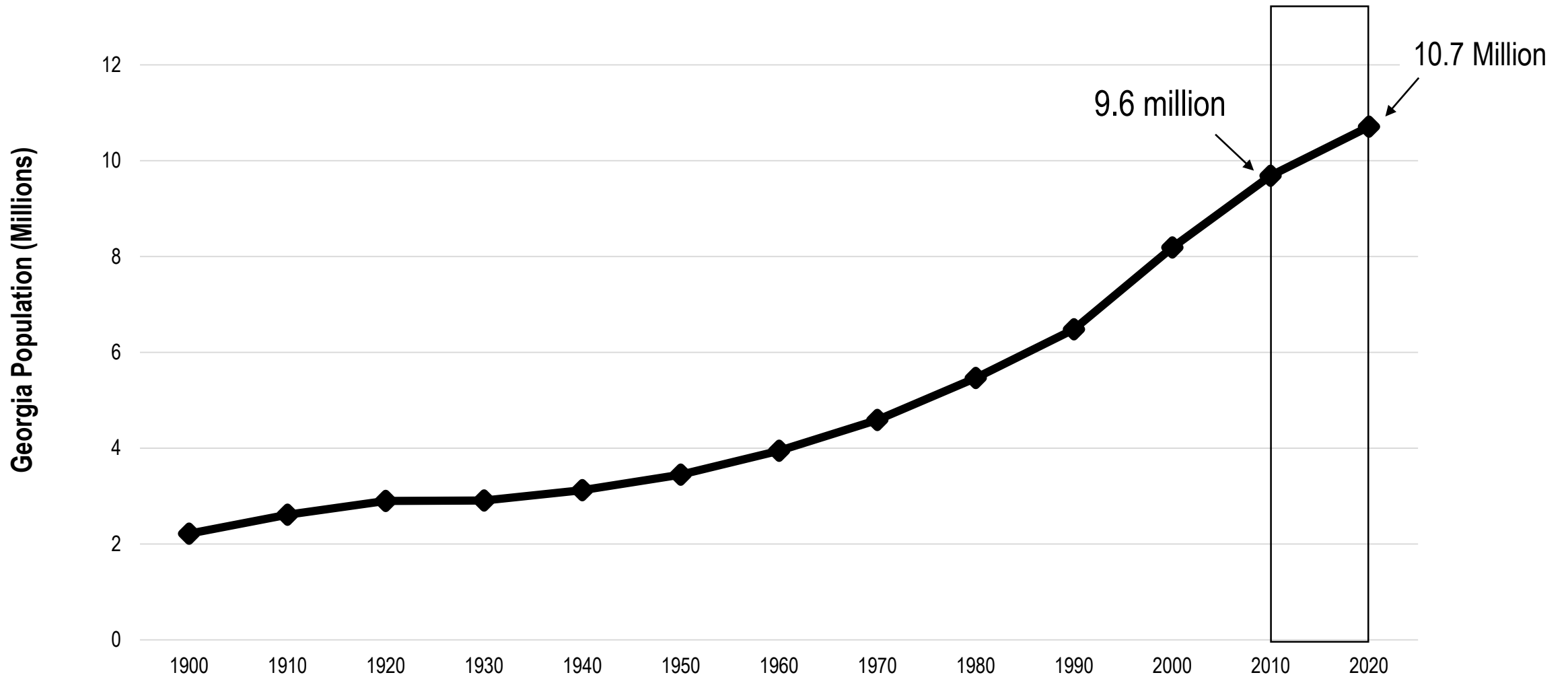
# Georgia's Population Growth since 1900



# Three Million New Georgians in Two Decades

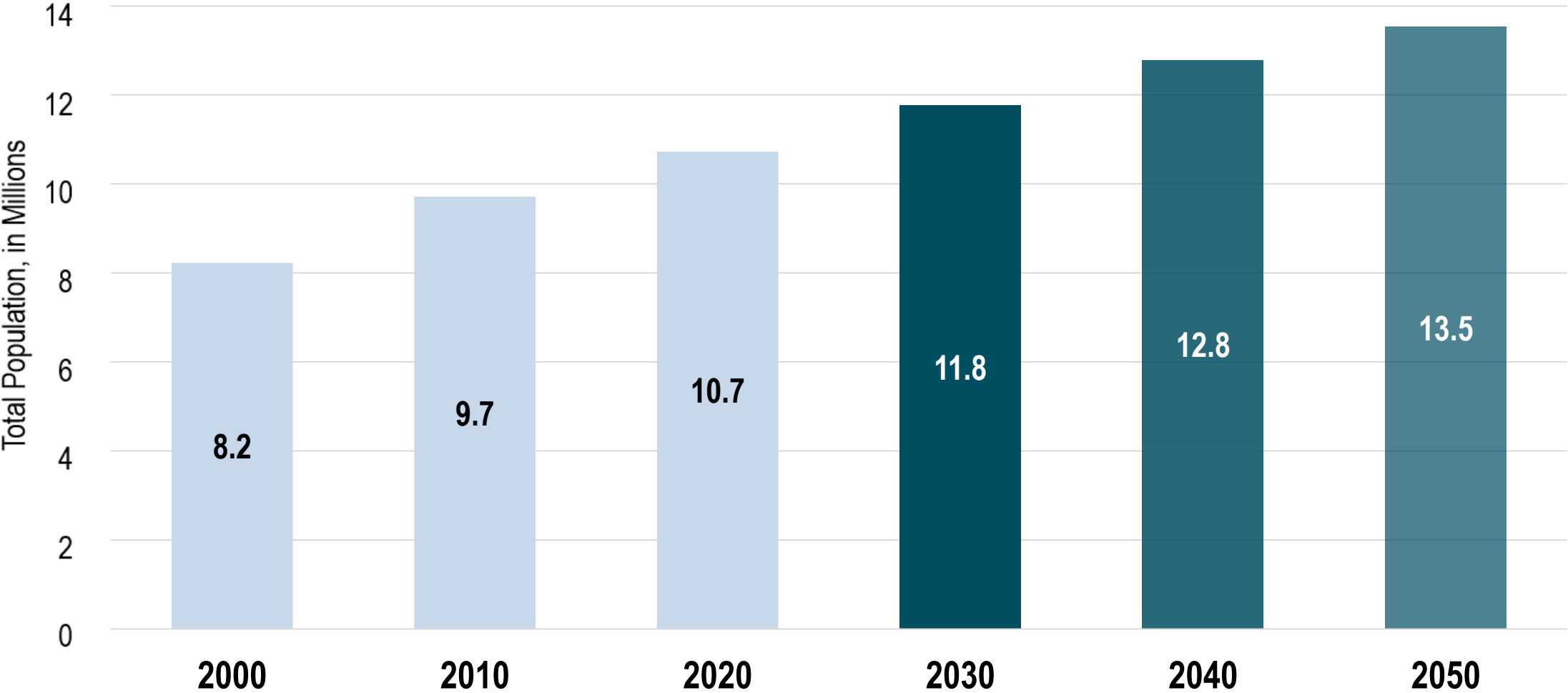


# Georgia Population Increases by 1 million in 2010s





# Georgia's Population Growth is Projected to Continue



How do populations change?

How do populations change?

What does this have to do with workforce?

# Three Components of Population Change

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1. **Births**
2. Deaths
3. **Migration**



# GEORGIA WORKFORCE PIPELINE SNAPSHOT

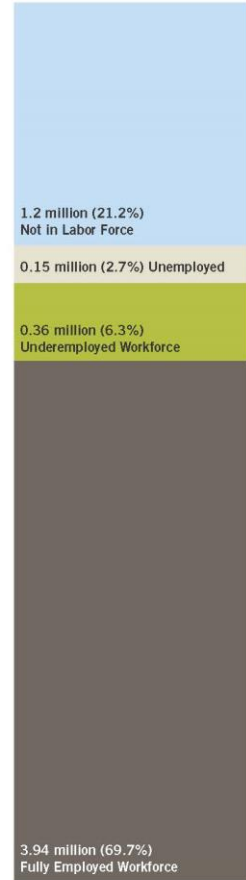


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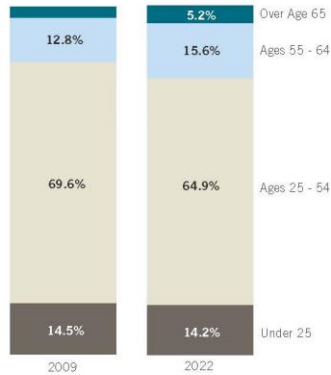
2024

# GEORGIA WOR

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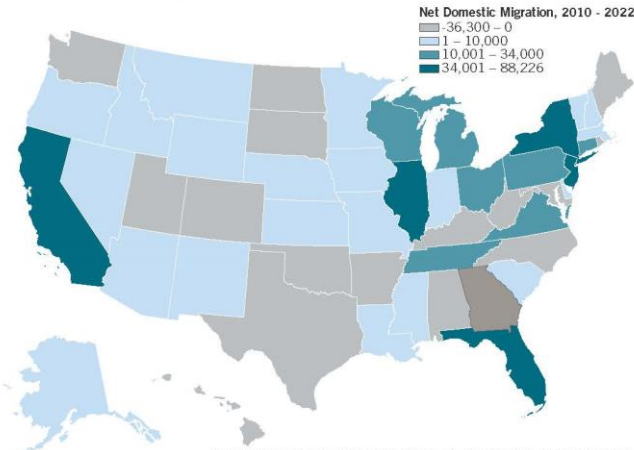
Source: 2018-2022 Public Use Microdata Sample (PUMS), Carl Vinson Institute of Government Analysis



Source: American Community Survey, 2005-09 ACS; 2018-2022 ACS

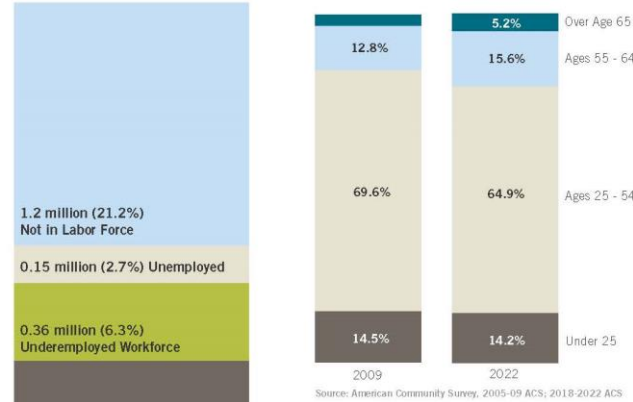
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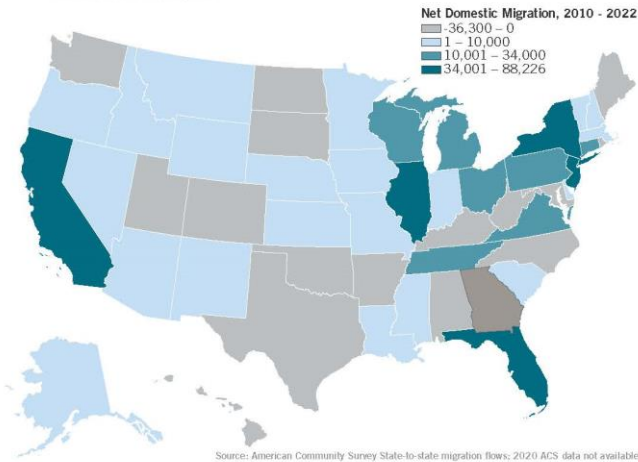
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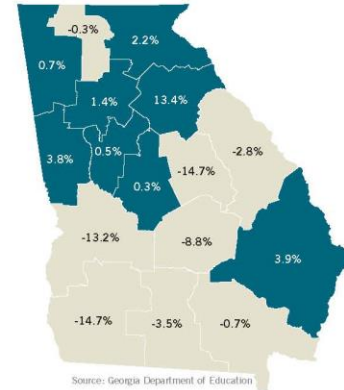
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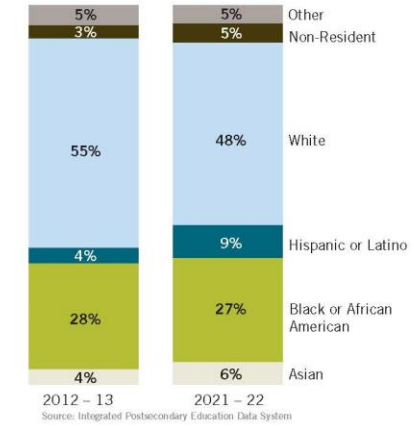
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# GEORGIA WORKFORCE PIPELINE SNAPSHOT | EDUCATION

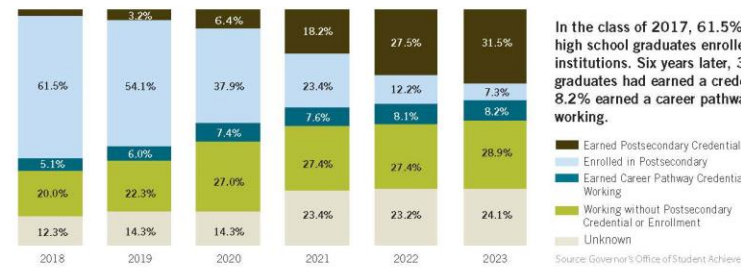
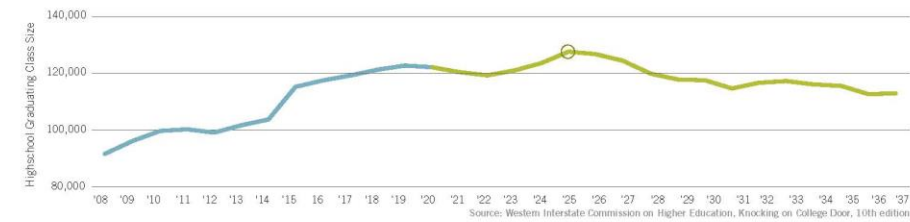
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Degree completions from Georgia public post-secondary institutions have become increasingly diverse in the past decade with significant gains in the Asian and Hispanic populations.



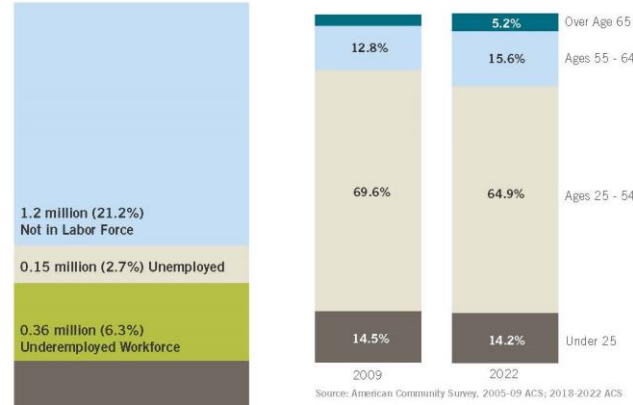
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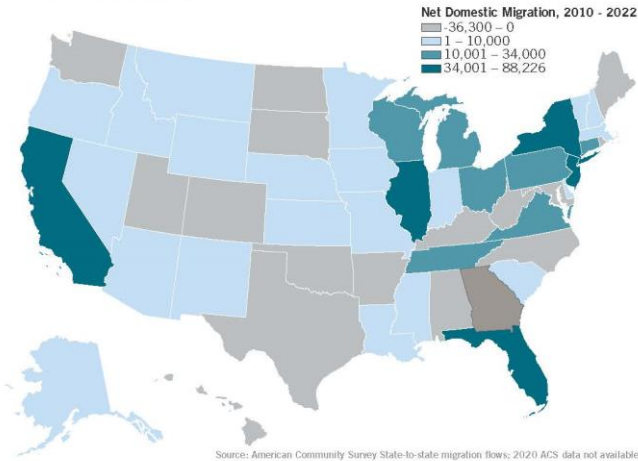
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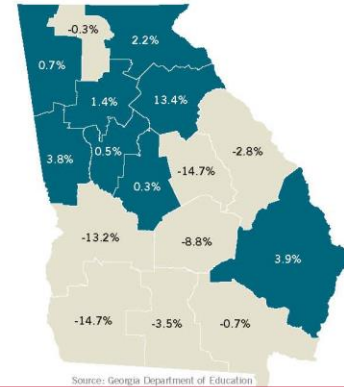
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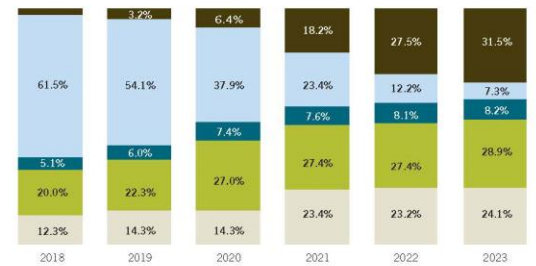
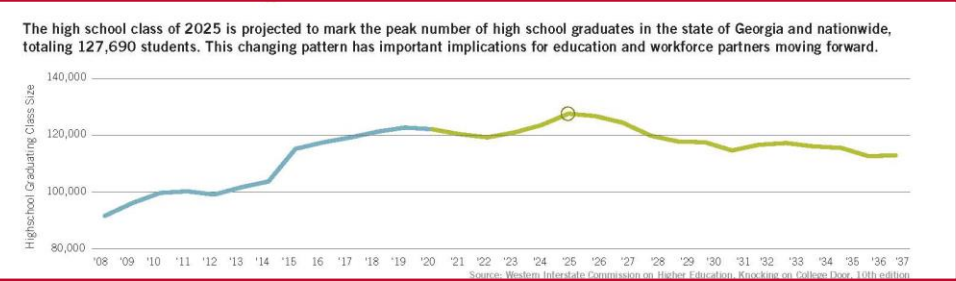
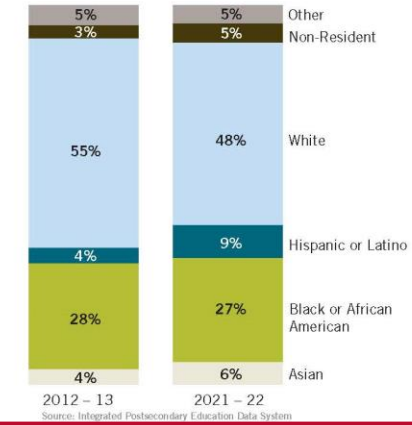
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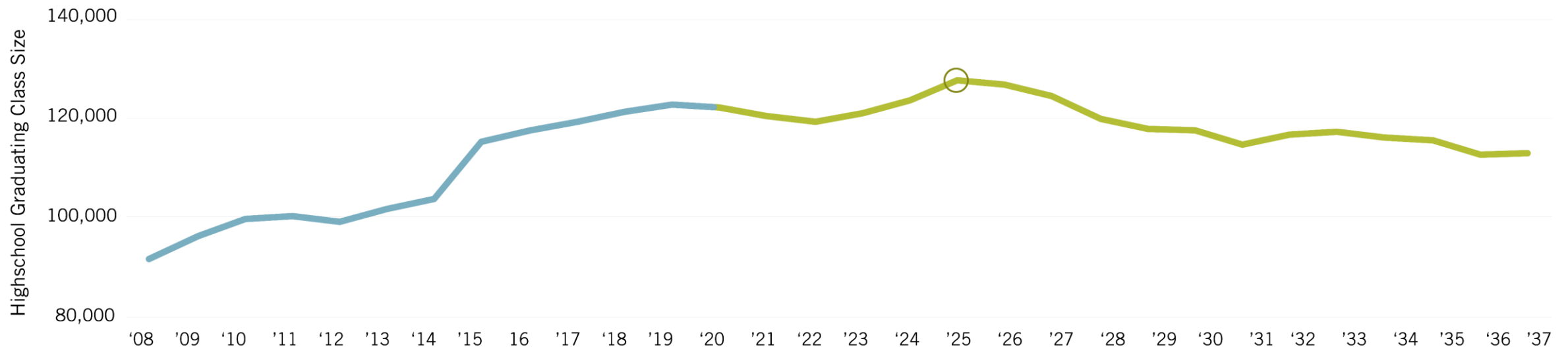


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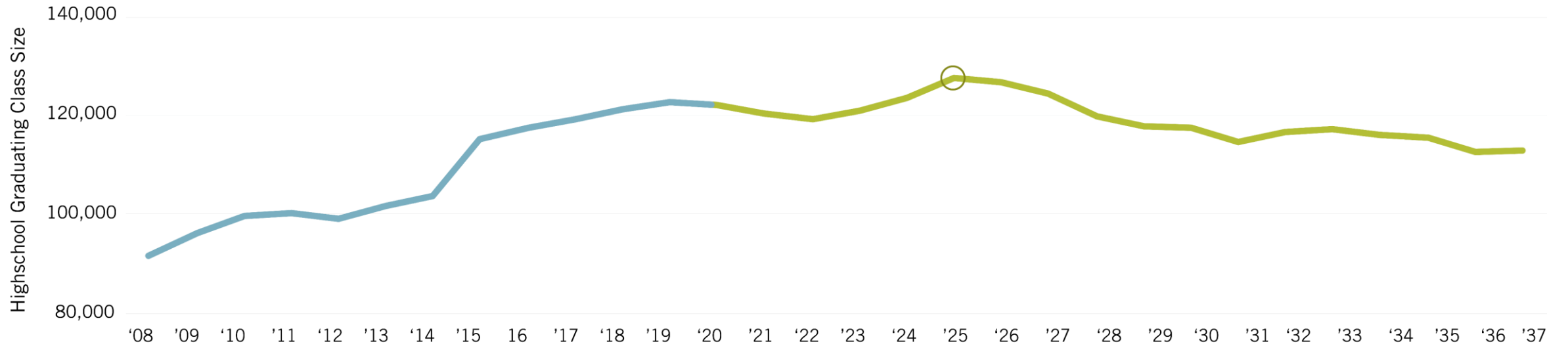


# The 'Demographic Cliff' is here

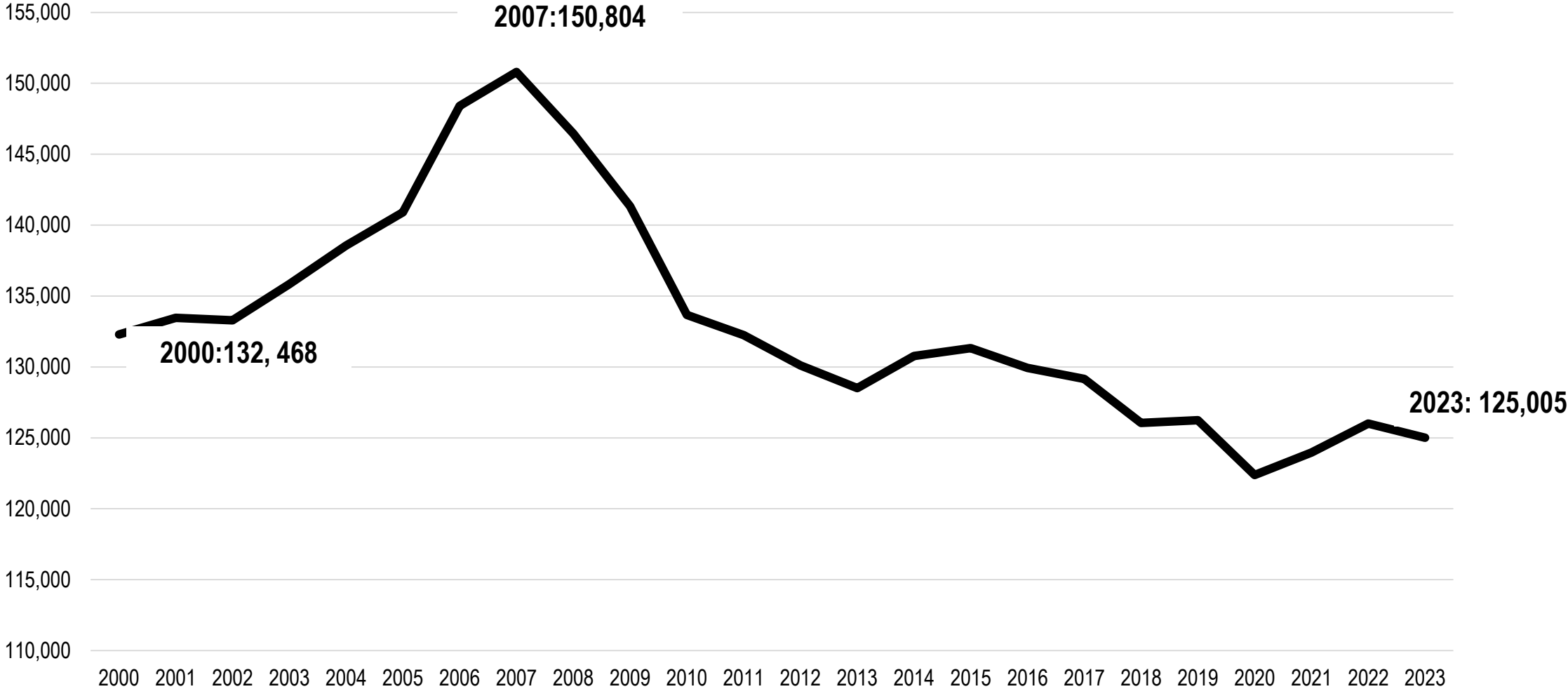
- 2026 is projected to be the peak number of high school graduates in Georgia



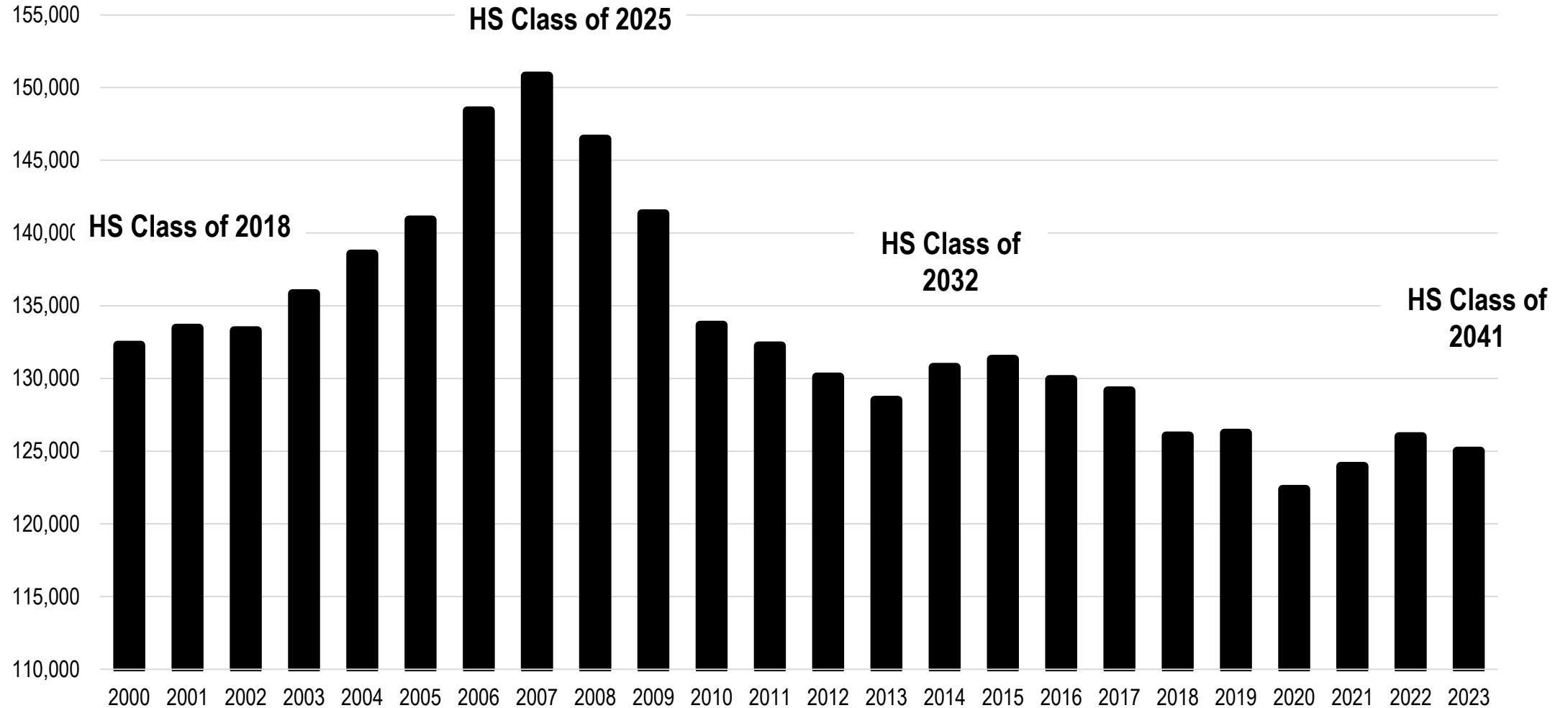
# Why?



# Number of Births are Falling in Georgia

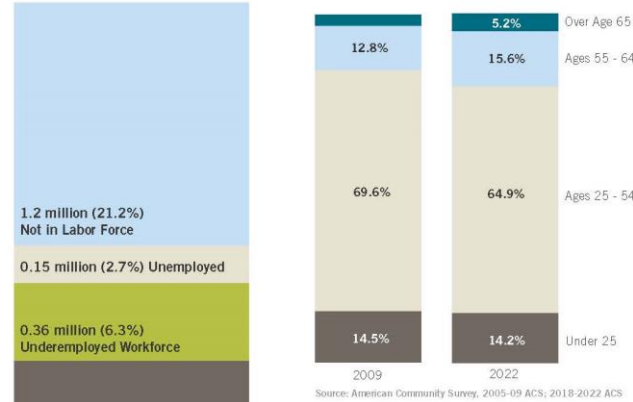


# Declining Births impacts Education and Workforce



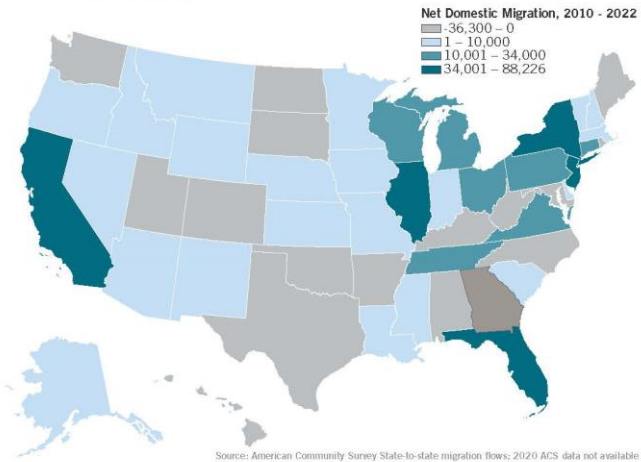
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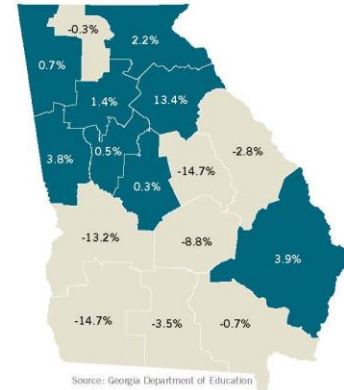
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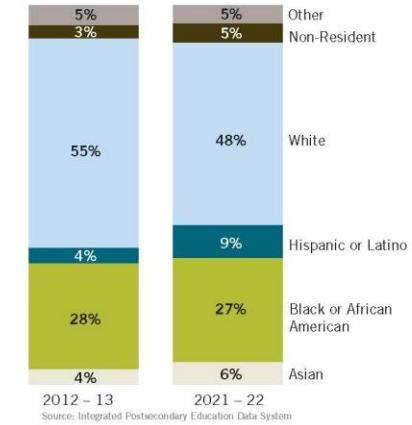
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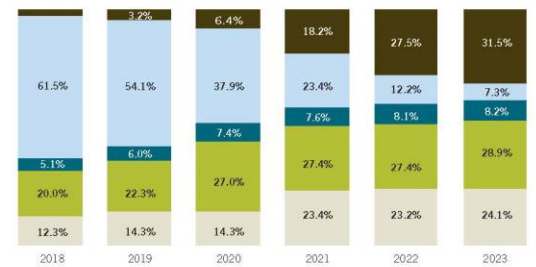
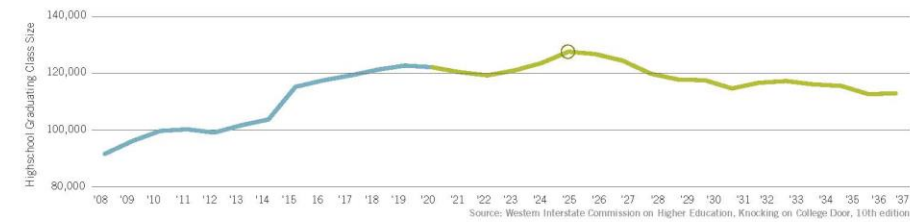
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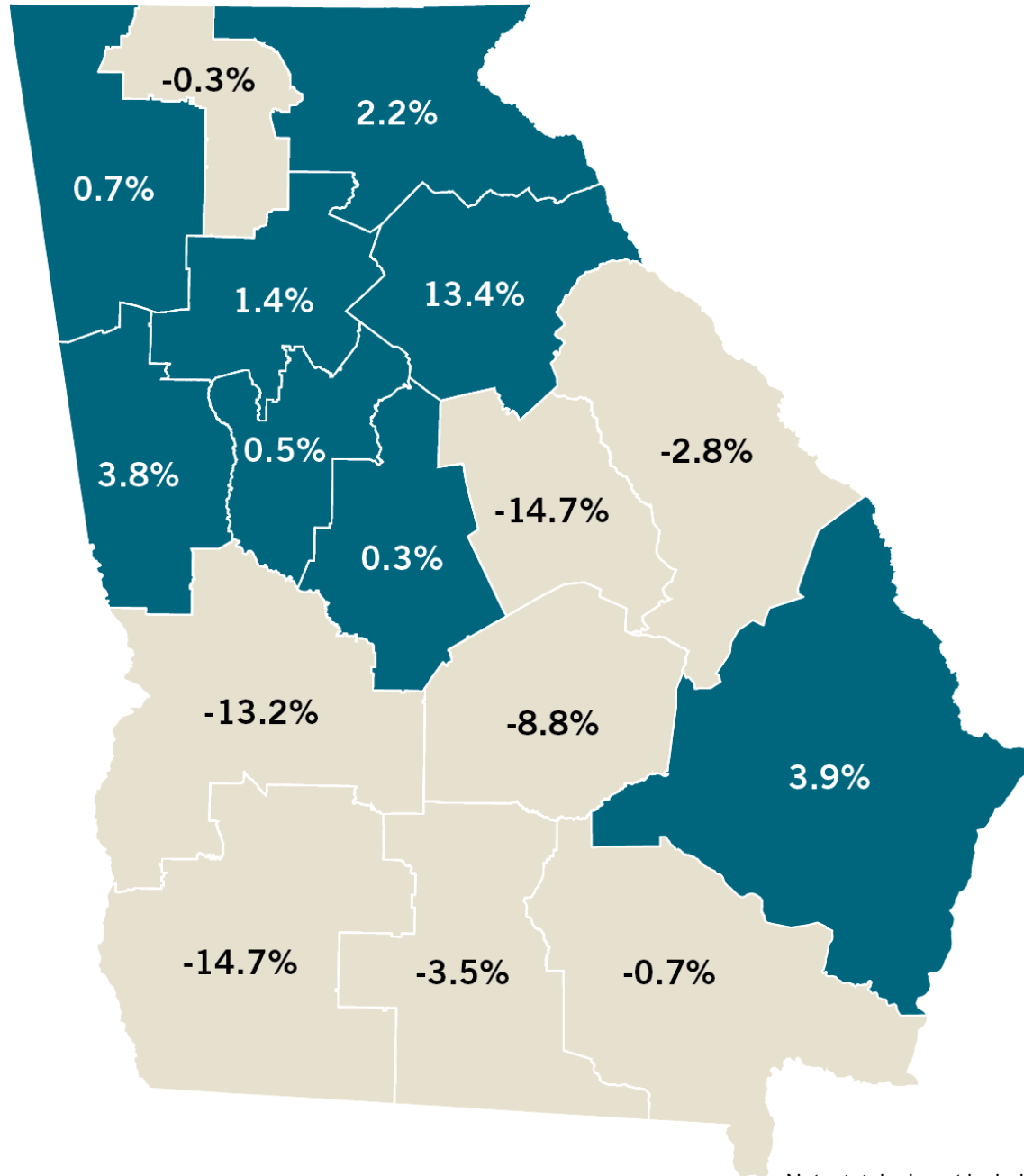
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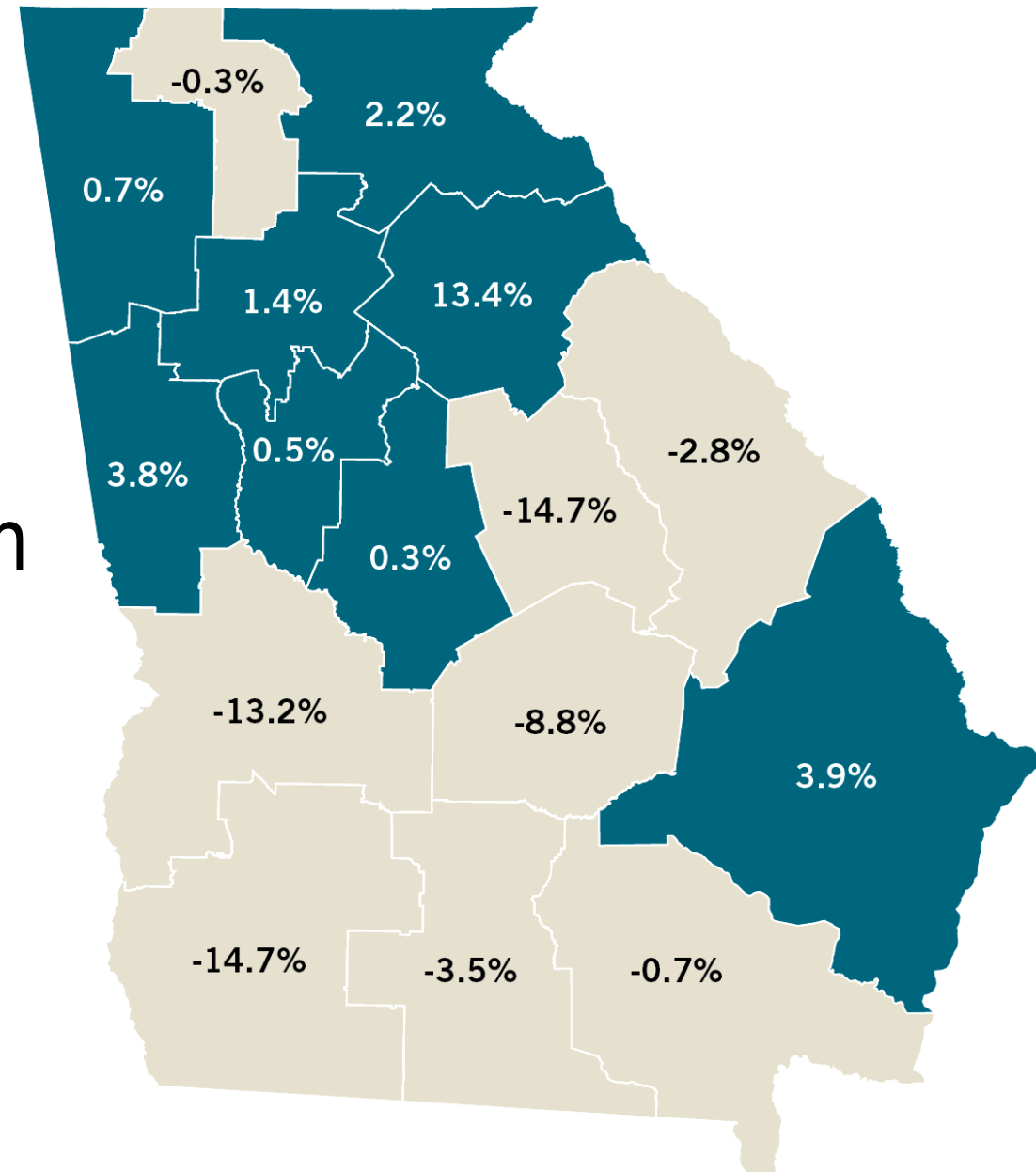


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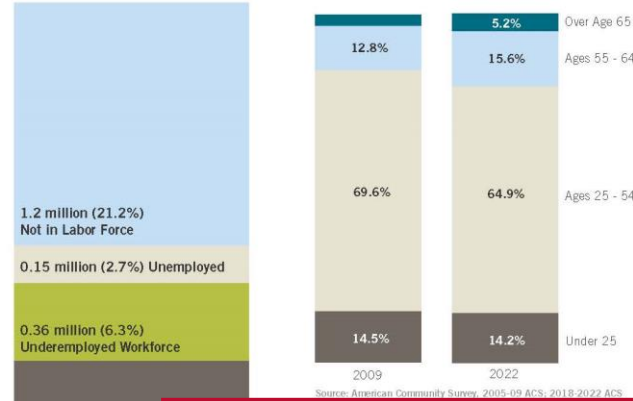
# Declining number of births already impacting local school systems

- K-12 Enrollments have declined in half of the Regional Education Service Areas (RESAs) over the past ten years



# GEORGIA WOR

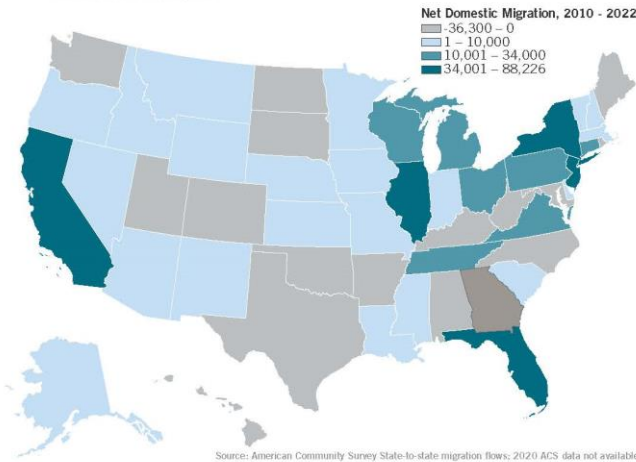
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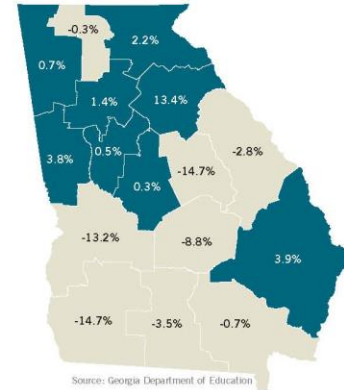
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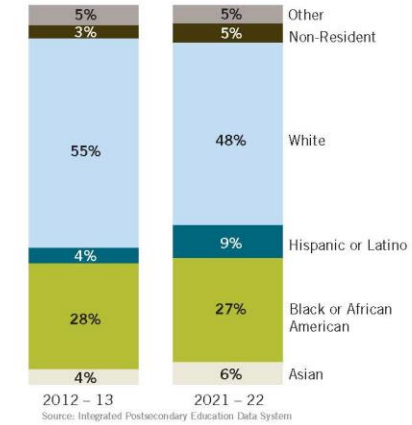
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# GEORGIA WORKFORCE PIPELINE SNAPSHOT | EDUCATION

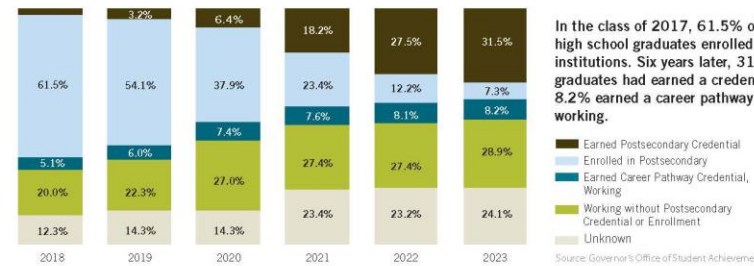
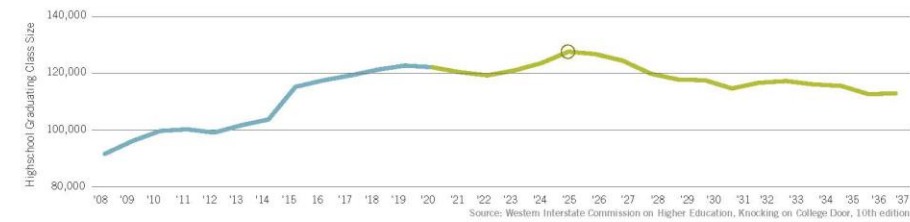
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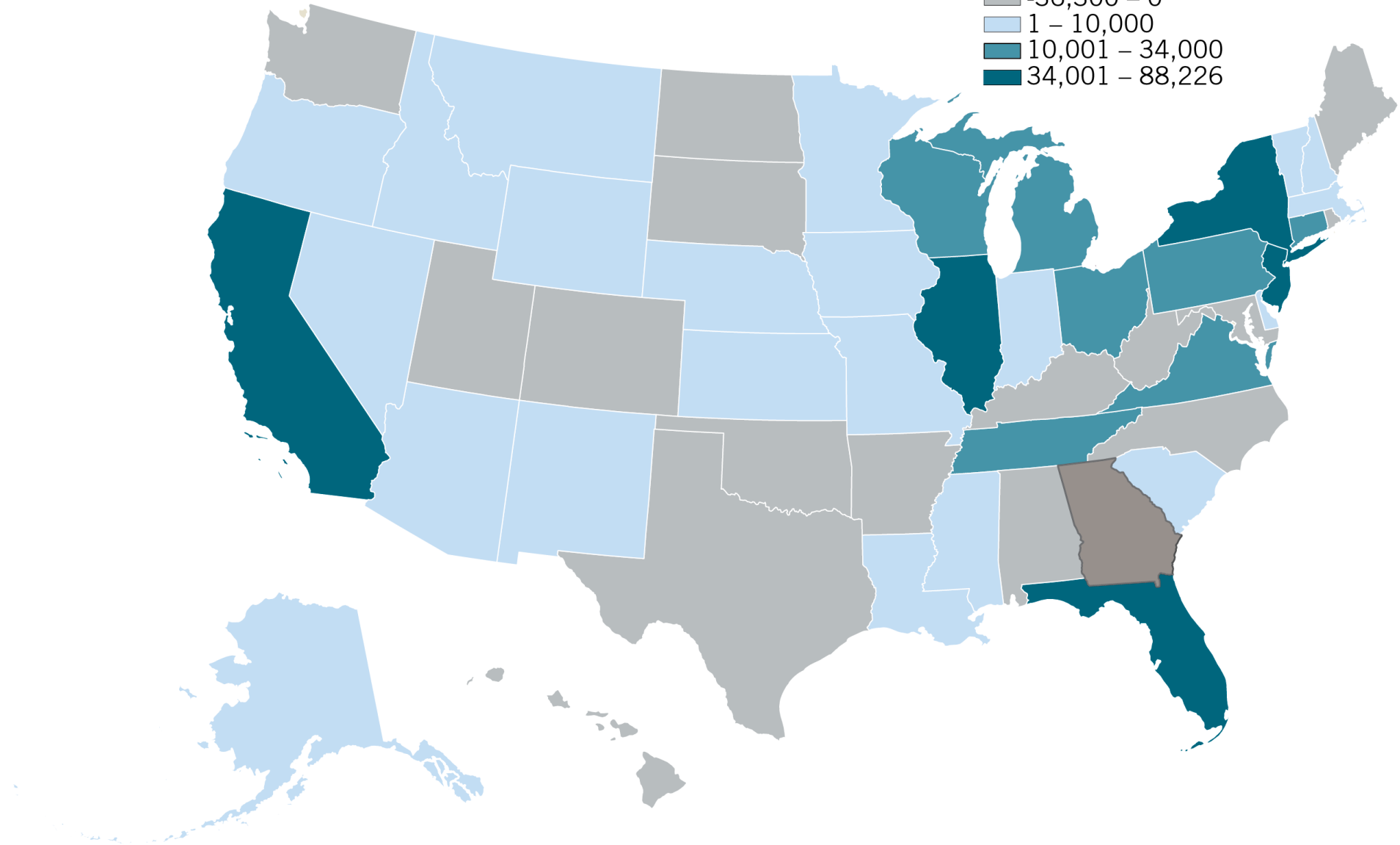
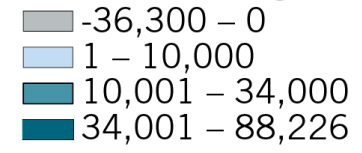
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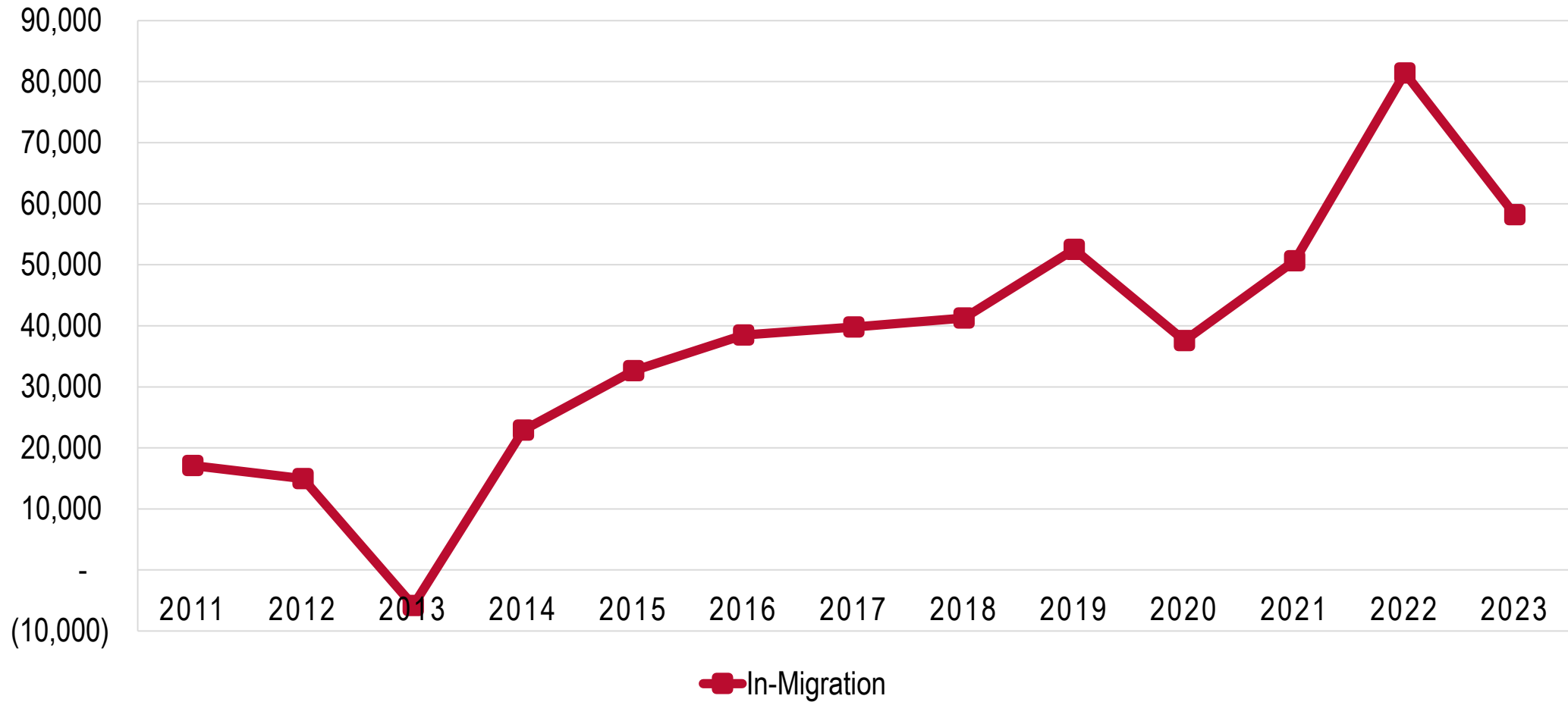
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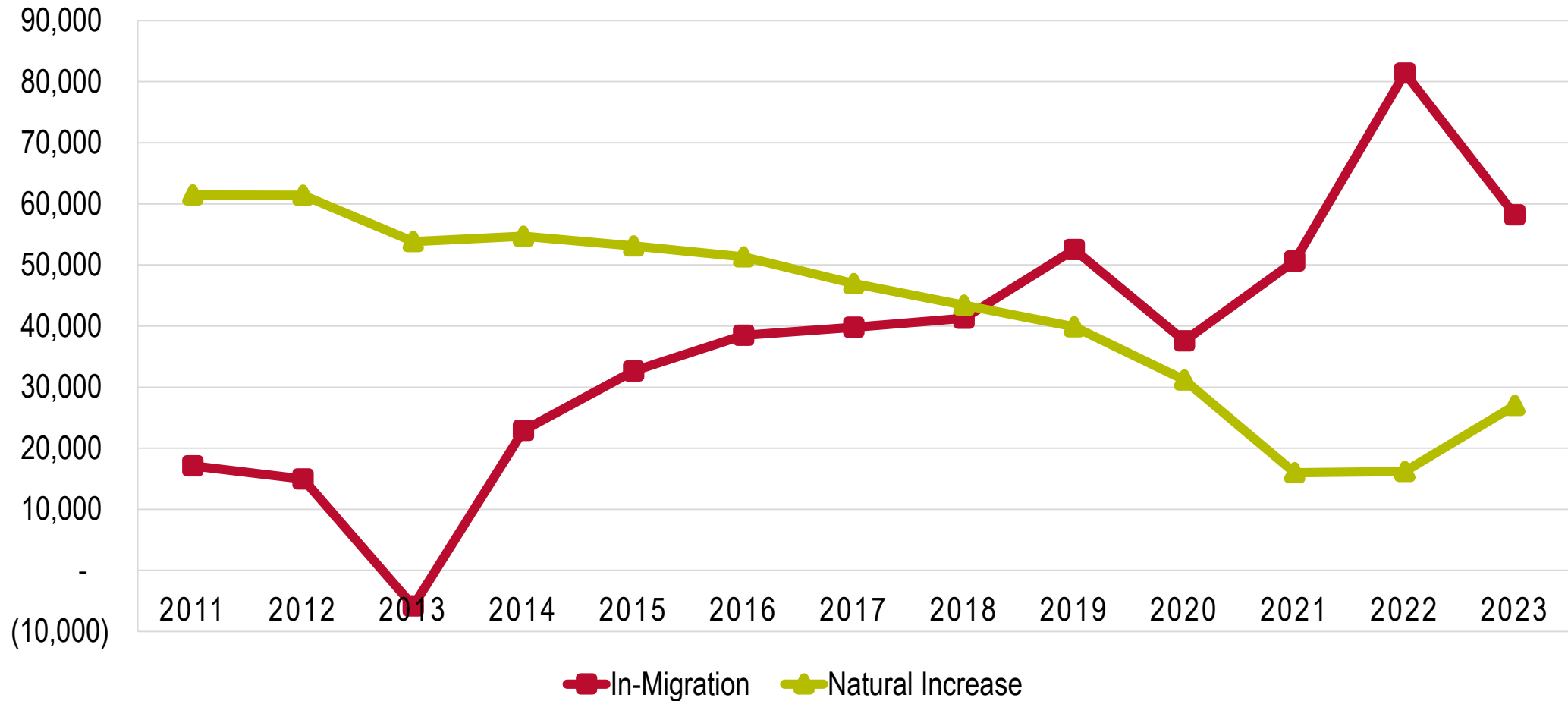
### Net Domestic Migration, 2010 - 2022



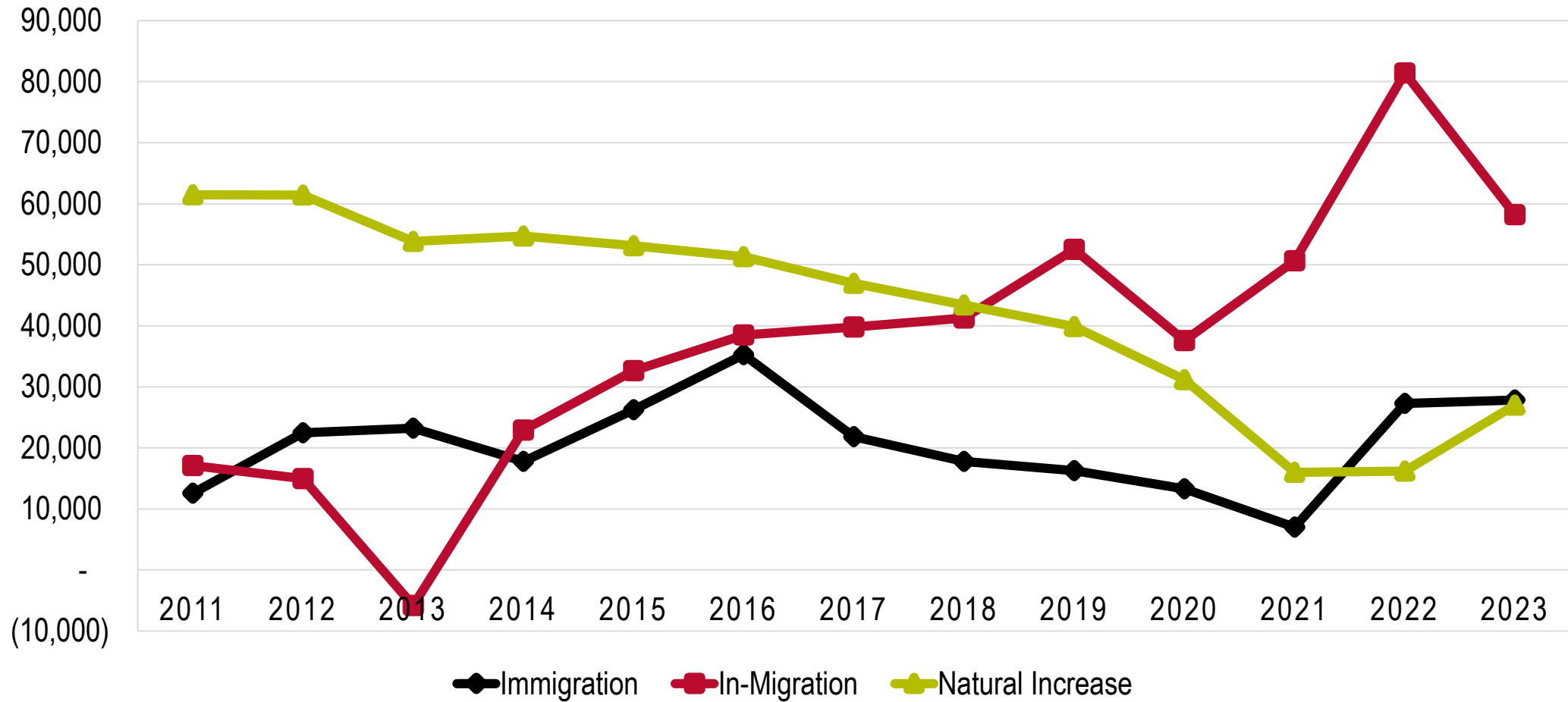
# Georgia is Net Importer of People



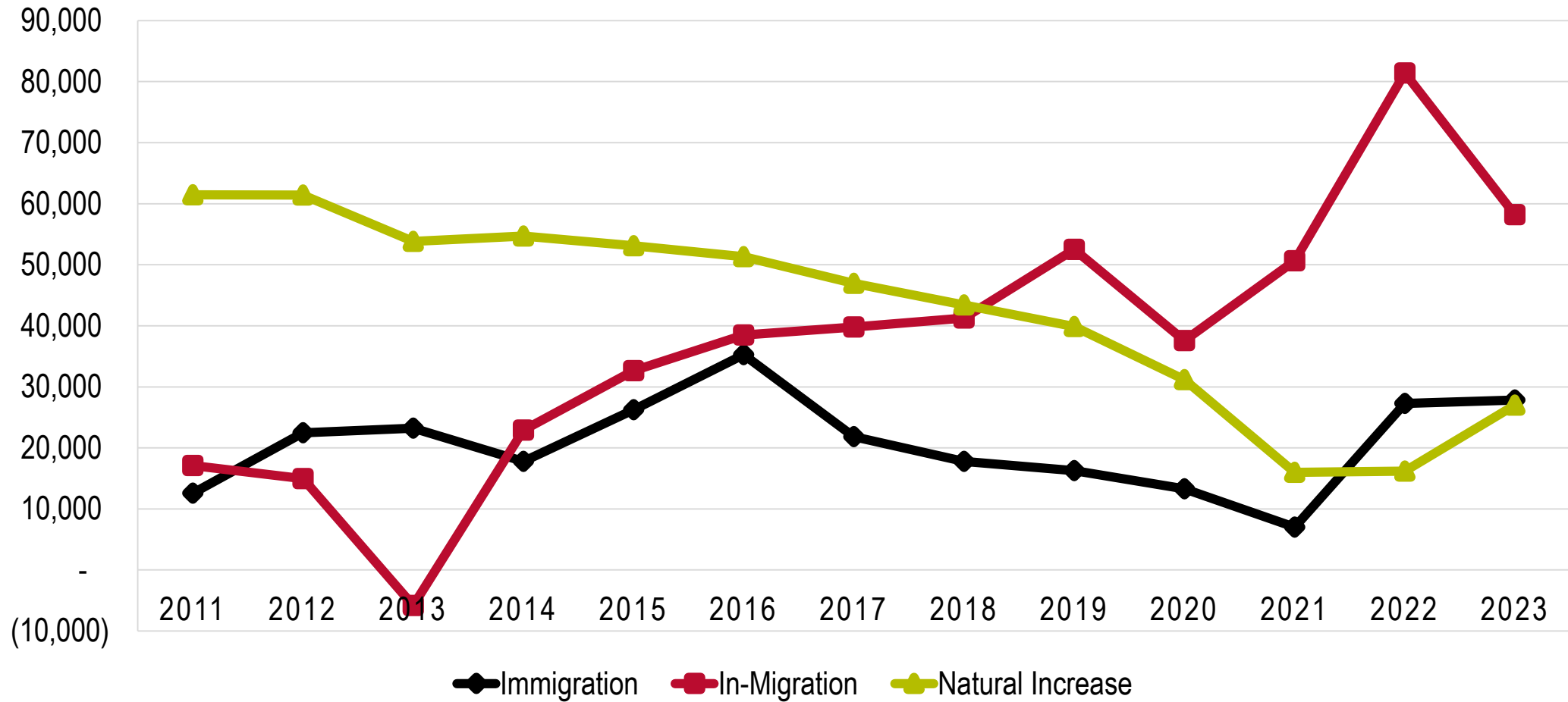
# Meanwhile, Natural Increase is Slowing



# International Migration Steady Contributor to Georgia Growth

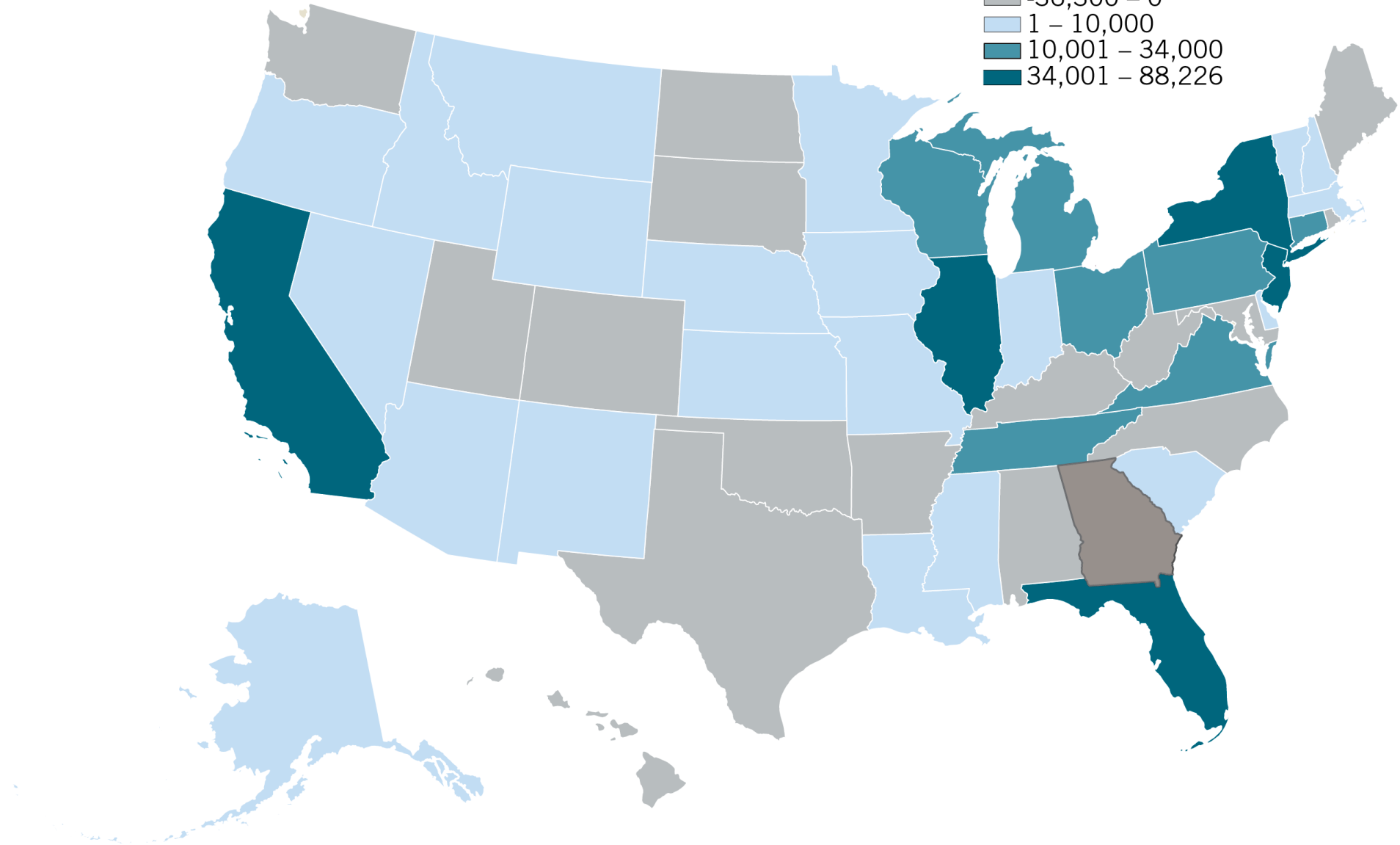


# Domestic Migration is Essential to Georgia's Growth

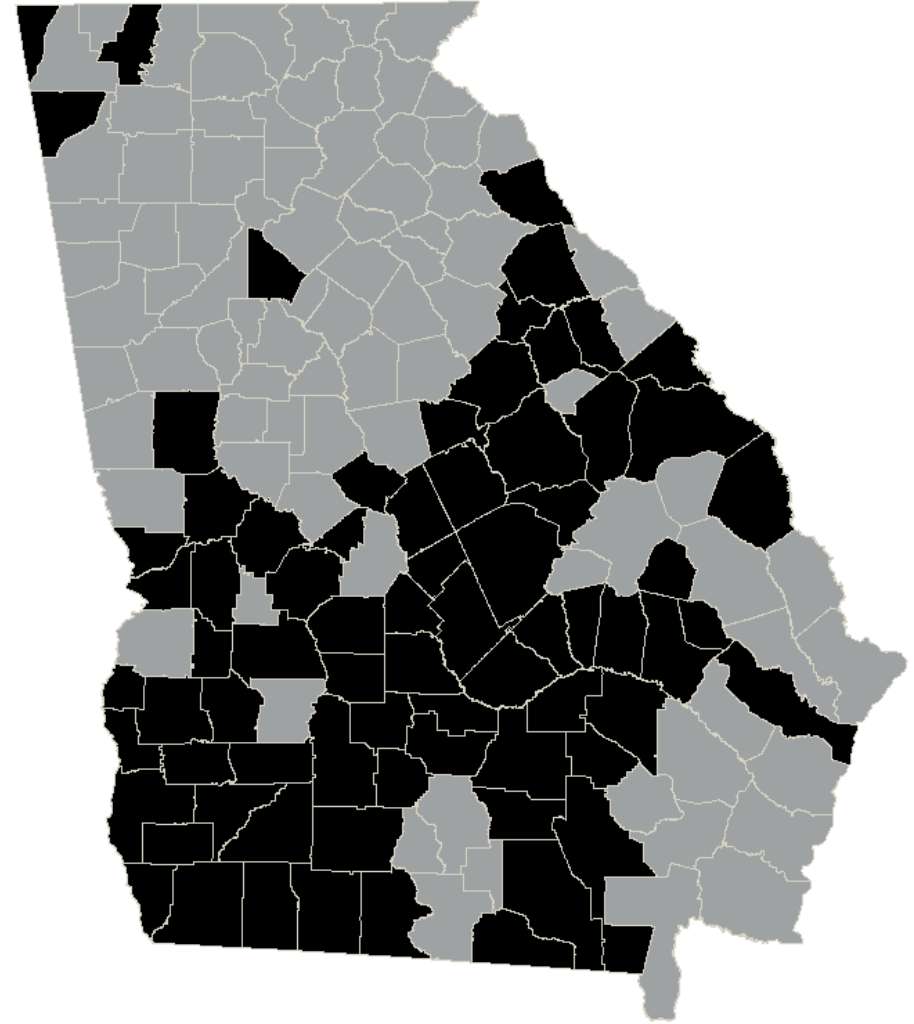


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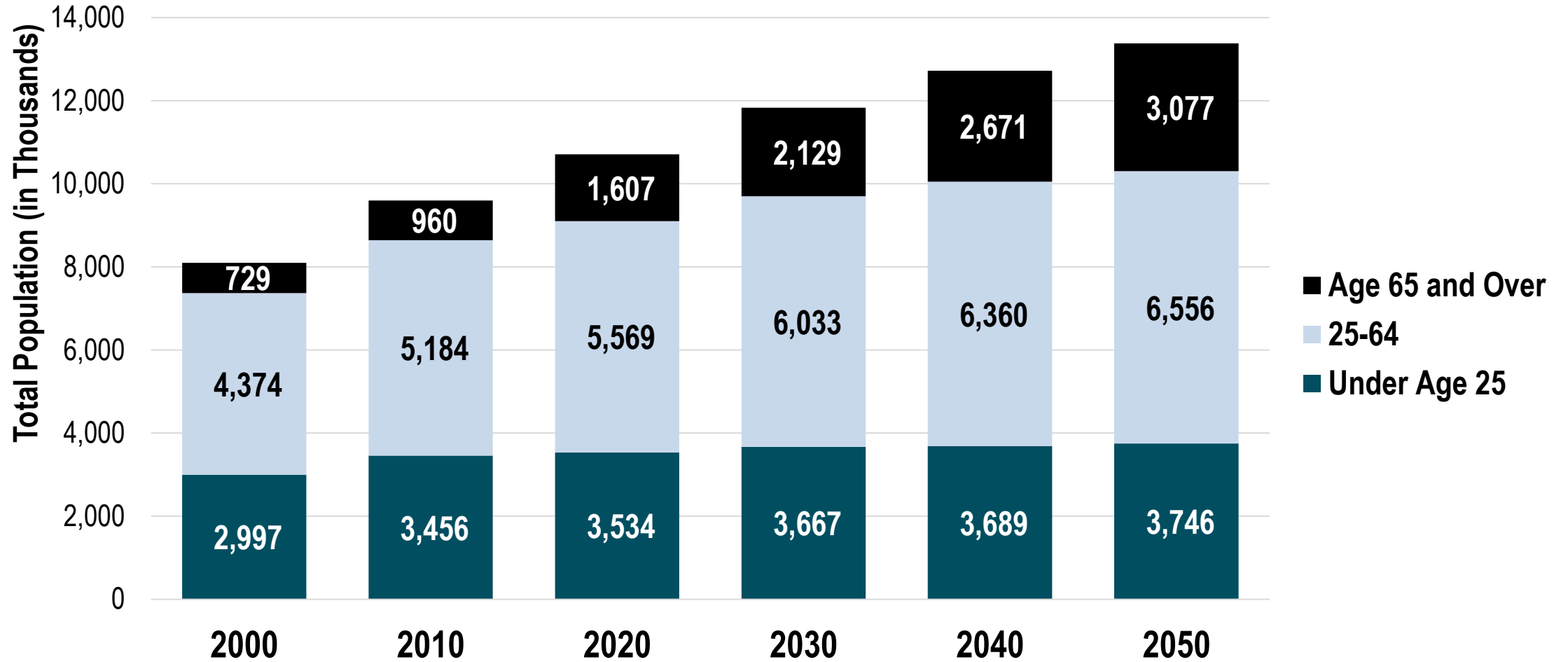
- 36,300 – 0
- 1 – 10,000
- 10,001 – 34,000
- 34,001 – 88,226



# Nearly half of Georgia counties exhibited negative net migration between 2011 and 2022

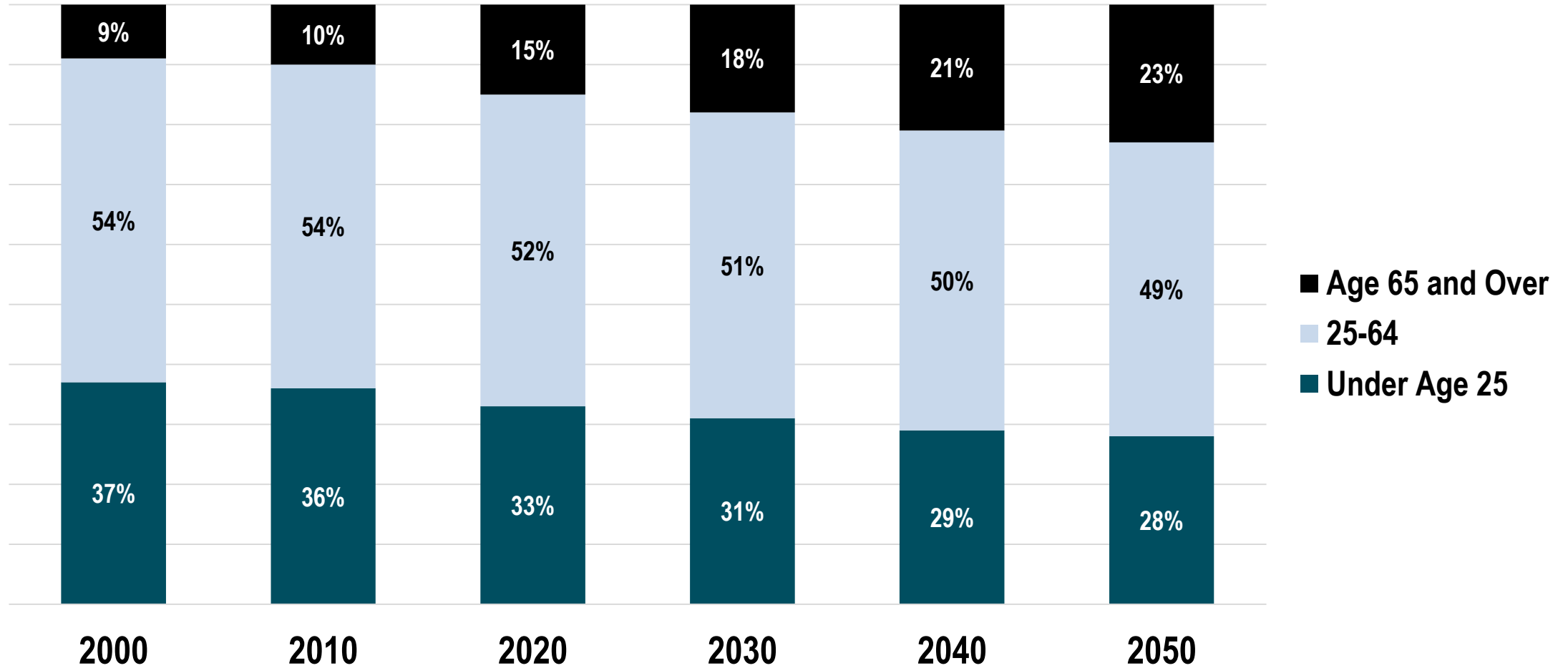


# Georgia's Population is Aging



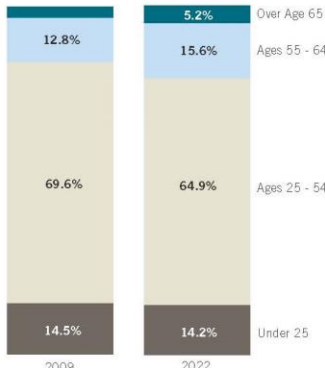
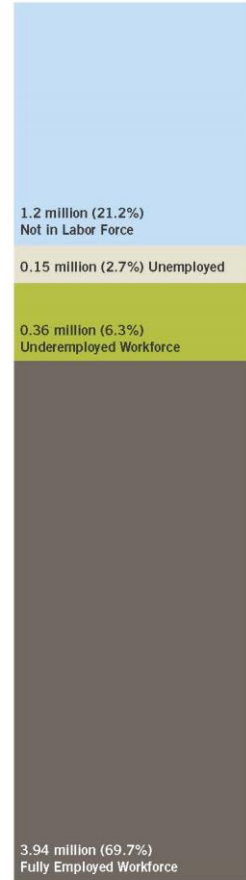


# Georgia's Changing Age Distribution



# GEORGIA WORK

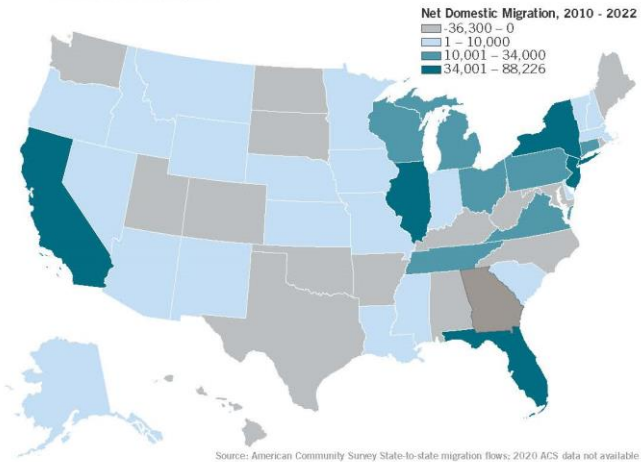
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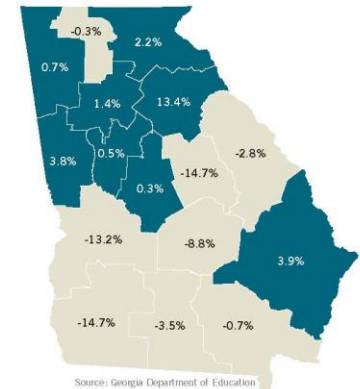
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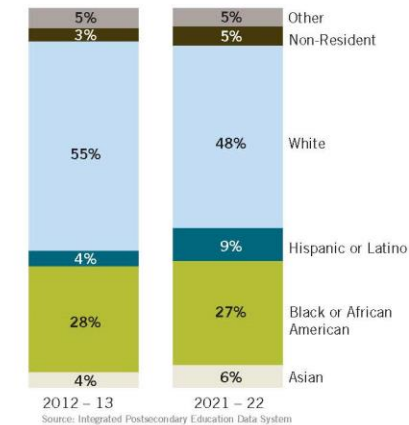
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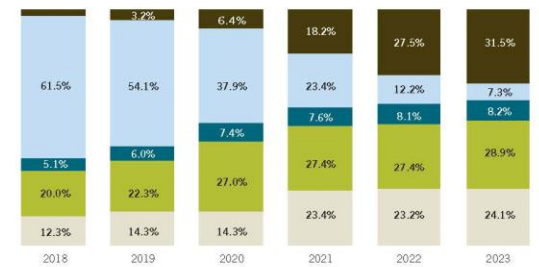
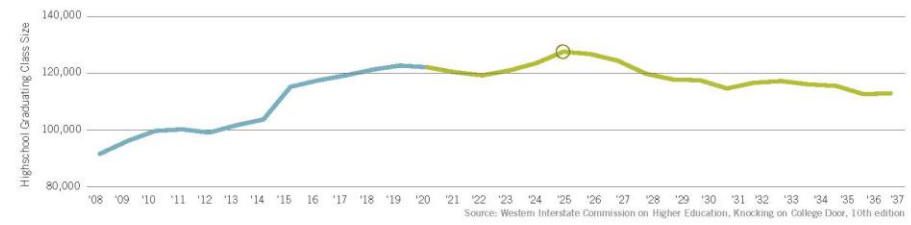
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Degree completions from Georgia public post-secondary institutions have become increasingly diverse in the past decade with significant gains in the Asian and Hispanic populations.



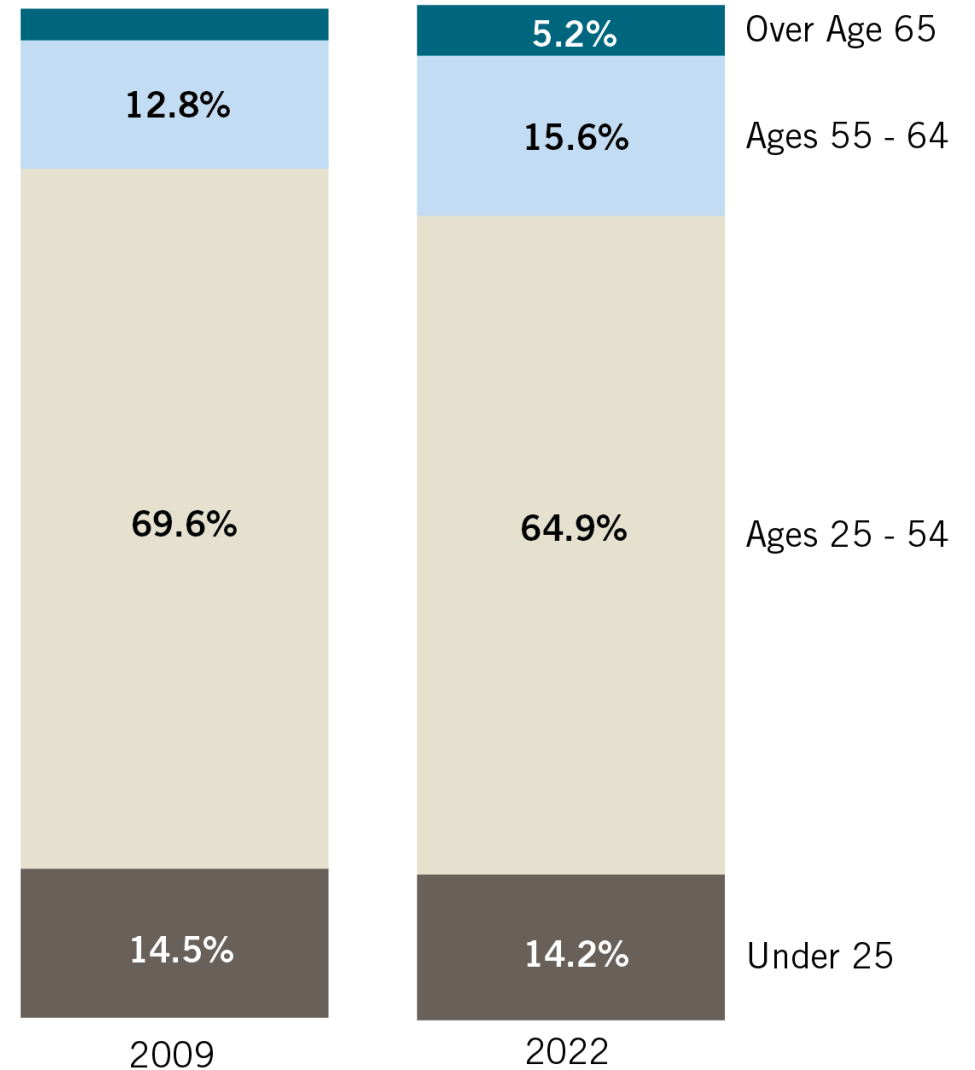
The high school class of 2025 is projected to mark the peak number of high school graduates in the state of Georgia and nationwide, totaling 127,690 students. This changing pattern has important implications for education and workforce partners moving forward.



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.

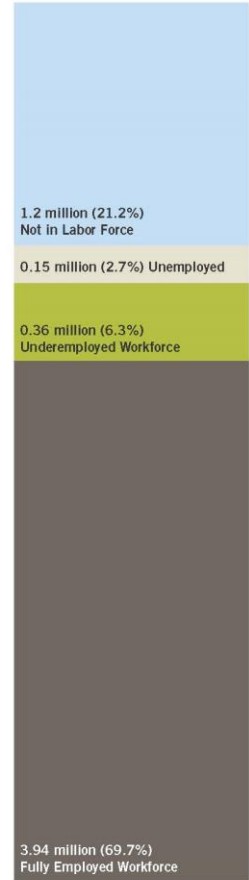
# Georgia's Labor Force is also aging

- More than **1 out of 5** of Georgia workers are over the age of 55
- This is up from 15% in 2009

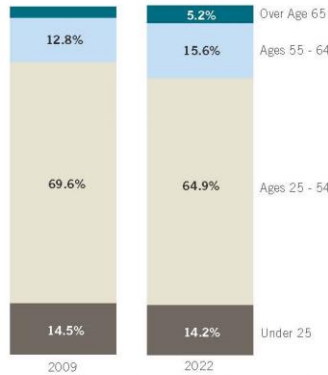


# GEORGIA WOR

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 8.3% 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.



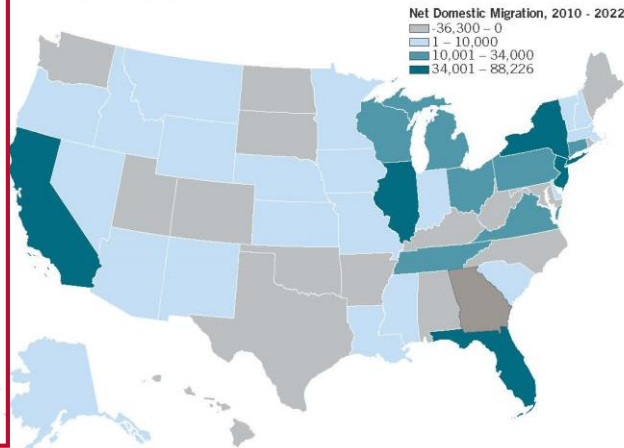
Source: 2018-2022 Public Use Microdata Sample (PUMS), Carl Vinson Institute of Government Analysis



Source: American Community Survey, 2005-09 ACS; 2018-2022 ACS

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.

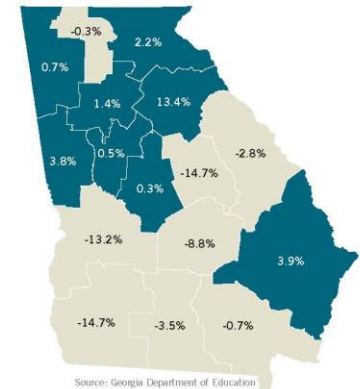
Domestic migration, or people who move to Georgia from other states, propels the peach state's population growth. Between 2010 and 2022, the states with which Georgia had the highest positive net migration were New York, New Jersey, California, and Florida. Conversely, Georgia had negative net migration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



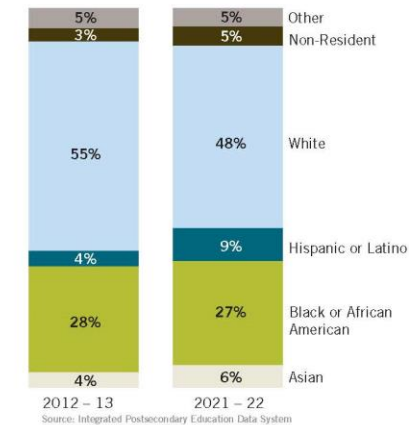
Source: American Community Survey State-to-state migration flows; 2020 ACS data not available.

# GEORGIA WORKFORCE PIPELINE SNAPSHOT | EDUCATION

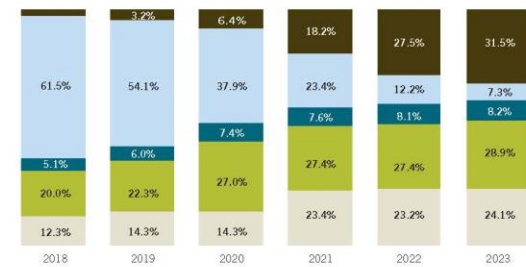
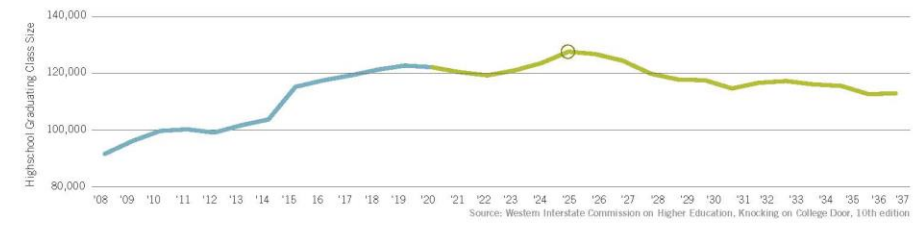
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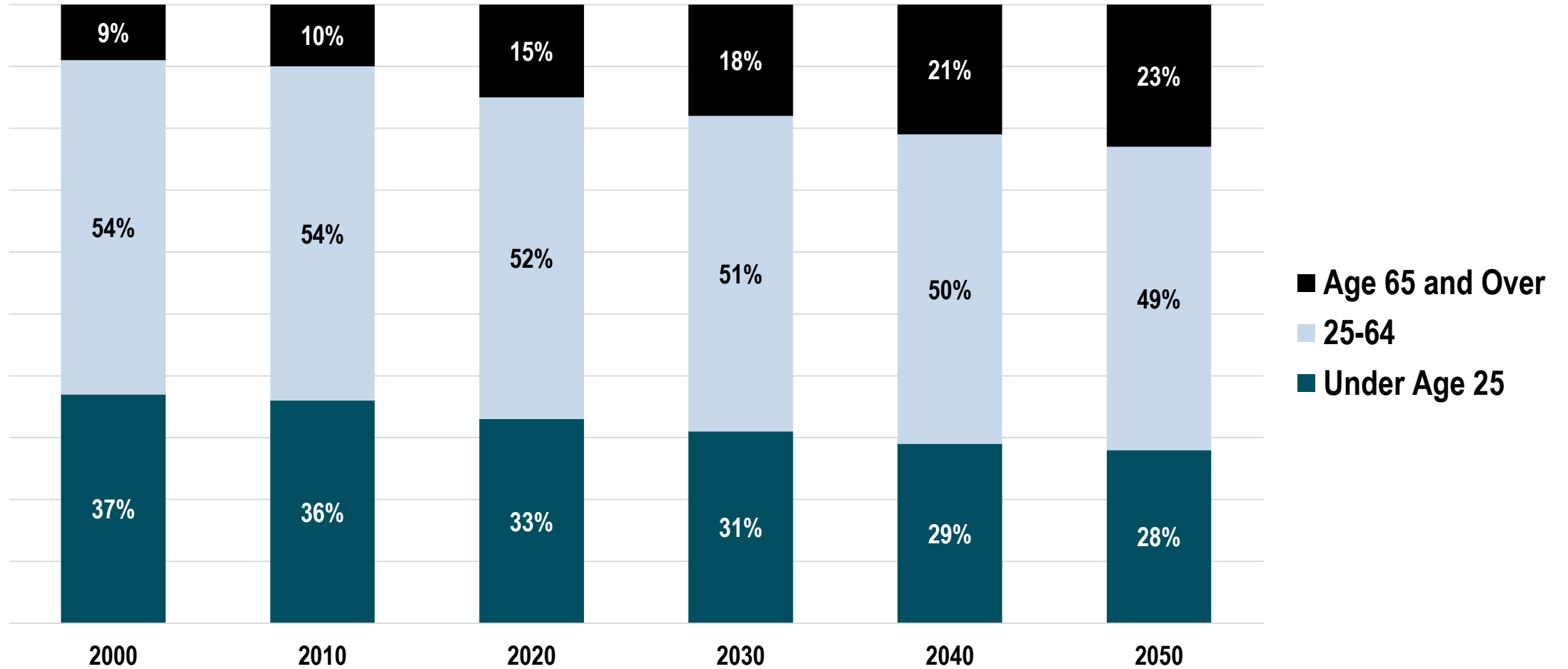


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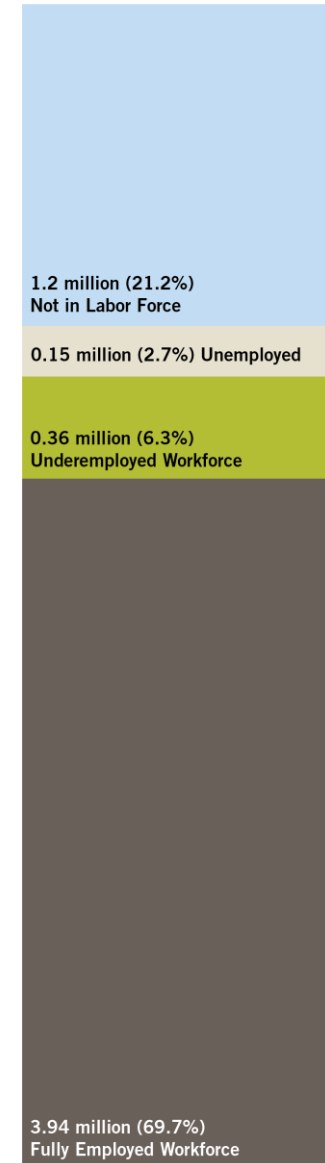
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# Georgia's Changing Age Distribution



# Almost 80% of the 5.7 million working age Georgians are part of the labor force

- ~70% are fully employed
- ~6% work 30 hours or less
- ~3% are unemployed



# The State of Georgia's Workforce

- Georgia's workforce demographics makes the state well positioned to attract more economic development activity
  - Georgia has the 10<sup>th</sup> youngest median age
  - Georgia has the 8<sup>th</sup> largest working-age population in the country
- Population Growth is slowing
  - Declining Births and Aging Population
- The workforce of tomorrow is older and more diverse
- Most working age Georgians are a part of the labor force





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# Breakout 2

November 12, 1:15PM – 2:15PM

Georgia's Model of Career Pathways in Life Sciences	Room K
Power of Purpose: Intentional Alignment Between Industry, Community & Education	Room L
Workforce Strategies that Work for Rural Communities	Room Q
Harnessing the Power of Diverse Talent: Youth and Adults with Disabilities in the Workforce	Room T/U
Transportation Solutions: Industry and Community Approaches to Workforce Transportation	Room R

*All breakout room sessions are located on the 2<sup>nd</sup> floor of the venue*





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