

GEORGIA



Guide to Workforce Intelligence 2009

Georgia Department of Labor
Michael L. Thurmond, Commissioner

GEORGIA
Guide to
Workforce Intelligence
2009

Georgia Department of Labor
Michael L. Thurmond, Commissioner

Published by
Workforce Information & Analysis Division

Equal Opportunity Employer/Program • Auxiliary Aids and Services
Available upon Request to Individuals with Disabilities



GEORGIA DEPARTMENT OF LABOR

148 ANDREW YOUNG INTERNATIONAL BLVD., N.E. ♦ ATLANTA, GEORGIA 30303-1751

MICHAEL L. THURMOND
COMMISSIONER

Dear Fellow Georgians,

It is my pleasure to again present Georgia Department of Labor's Guide to Workforce Intelligence. One of our priorities is to work with public and private partners to foster an environment that supports existing business, creates new businesses, and revitalizes local economies here in Georgia. To that end, we produce workforce information that enlightens the public and informs policy makers as it measures the status of our state's economy.

The past year and a half has presented many challenges to Georgia's workers and their families. Hard times have come and gone throughout the state's history, but this most recent recession will be one for the record books. The weak housing market, stagnating retail sales, and declining job growth have contributed to the worst job market since the Great Depression. Now is not the time to dwell on negative news, however. Economists predict that a new and different economy will emerge when this recession ends. At the center of that economy will be a job market fueled by innovation and technology.

It is my hope that this publication will provide a perspective on the current and emerging labor market. This is an exciting time to live and work in the great state of Georgia. Although challenges face us, this is an historic opportunity for the public and private sectors to work together, crafting a future that allows all Georgians to reach their full economic potential.

Sincerely,

Michael L. Thurmond



An Equal Opportunity Employer

Report Overview

The recession that officially began in December 2007 started slowly in Georgia. While nonfarm employment (not seasonally adjusted) increased for the first five months of 2008, the rate of growth was anemic. By May 2008, statewide employment had dropped by more than 11,000 from May 2007. The job market continued to deteriorate rapidly throughout the summer; by the close of 2008, the deficit of 11,000 had spiraled to 146,000 jobs lost.

Annual average job losses from 2007 to 2008 leveled out at 43,000. Most of these jobs were lost in goods-producing industries, where the greatest losses were in manufacturing, followed by construction. Service-producing job gains in government plus educational and health services were offset by losses in retail trade and private employment services.

More than half of the state's jobs -nearly 60 percent- are located in the Atlanta metropolitan area, where a corresponding proportion of the 2008 job losses occurred. The Atlanta job market attracts many new residents, so that most of Georgia's fastest growing counties are part of the metro region, as well. Consequently, when the recession hit Georgia, most of Atlanta's job losses were not in manufacturing but construction. Atlanta also lost a larger proportion of jobs in service-producing industries than did the state as a whole.

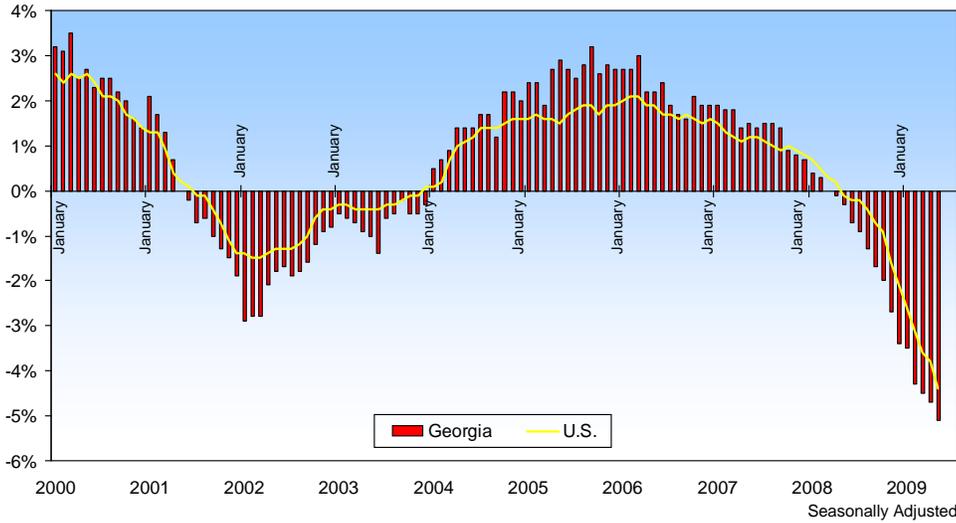
Many parts of Georgia skirted Atlanta's fate in 2008. Job growth occurred in 44 counties located throughout Georgia and in every corner of the state. The Athens, Macon, Gainesville, Valdosta and Warner Robins metropolitan areas also recorded job growth. The remaining nine of Georgia's metropolitan areas, however, felt the full brunt of the recession. Manufacturing was hardest hit, accounting for nearly a third of all initial claims filed for unemployment insurance (UI) in the state.

Georgia's seasonally adjusted unemployment rate climbed steadily throughout 2008, from 5.2 percent in January until it peaked at 7.5 percent in December. The annual average unemployment rate grew from 4.6 percent in 2007 to 6.4 percent in 2008.

Job declines continued into 2009, with over-the-year losses topping 200,000. By May 2009, Georgia's preliminary seasonally adjusted jobless rate hit 9.7 percent and exceeded 10 percent in 81 of the state's 159 counties. All metro areas were losing jobs. Record numbers of jobless workers have exhausted their state UI benefits during 2009; many are receiving extended benefits and supplements legislated by the federal government in both 2008 and 2009.

Mass layoffs and business closings occur every year, even when economies are growing. The opposite is also true – new businesses open and existing businesses expand, despite recessionary periods. Through the use of graphs, charts and maps, this report examines the expansions and contractions of this major recession.

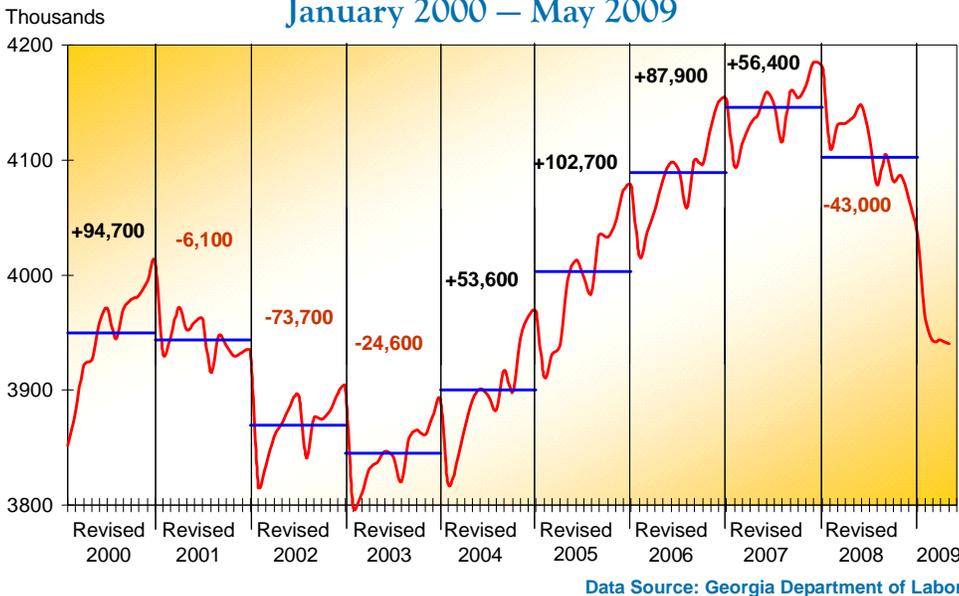
Over-the-Year Percent Change in Jobs Georgia and U.S. January 2000 – May 2009



Data Source: U.S. Department of Labor and Georgia Department of Labor

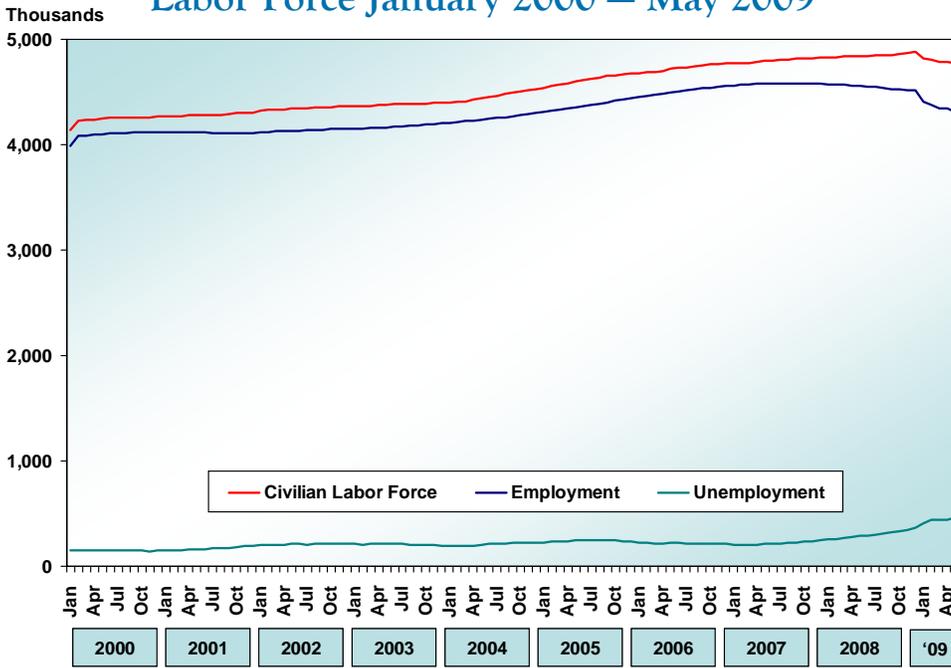
During periods of expansion, Georgia has grown faster than the nation while during periods of decline, Georgia's rate of job loss has exceeded that of the nation. Georgia's higher than average rates of population growth and job growth stimulated the construction industry and increased consumer demand for goods and services in both the public and private sectors. The current recession has resulted in significant declines in construction, construction-related manufacturing and retail trade that have contributed to the larger than average declines in Georgia's job market.

Non-Ag Employment – Georgia January 2000 – May 2009



The year 2000 represents the last of eight consecutive years of strong job growth with steady increases during the first half of the year, a seasonal summer slump, and holiday increases followed by a post-holiday slump in January. The recession in 2001 was followed by three years of employment decline. Not until 2005 did Georgia regain the level of employment seen in 2000. The current recession began in 2007, marking the start of an employment decline. That decline may be yet to hit its lowest point.

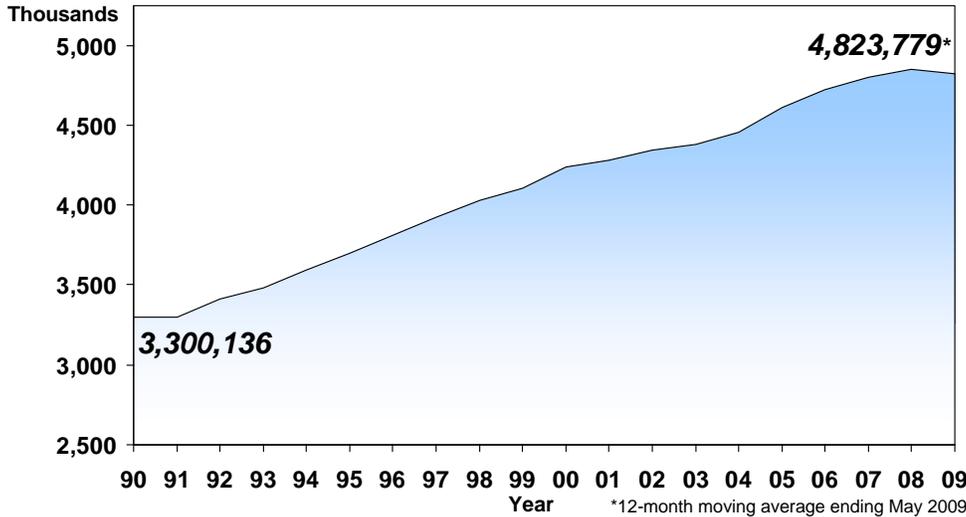
Labor Force January 2000 – May 2009



Data Source: Georgia Department of Labor

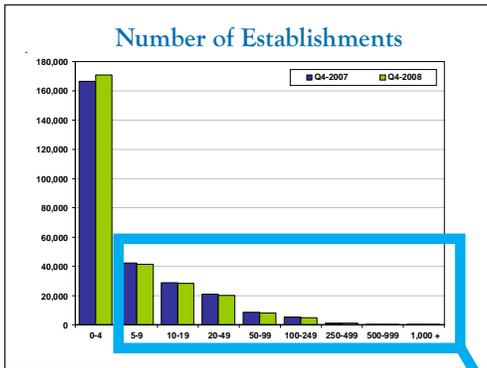
In retrospect, the current decade will stand as an historic period where the economy moved at varying rates of growth and decline from year to year. From a distance the data series through 2007 appear to be fairly steady, with expanding employment and low unemployment. By 2008, employment is shrinking, unemployment is rising and the total labor force is declining.

Civilian Labor Force – Georgia 1990 – 2009*



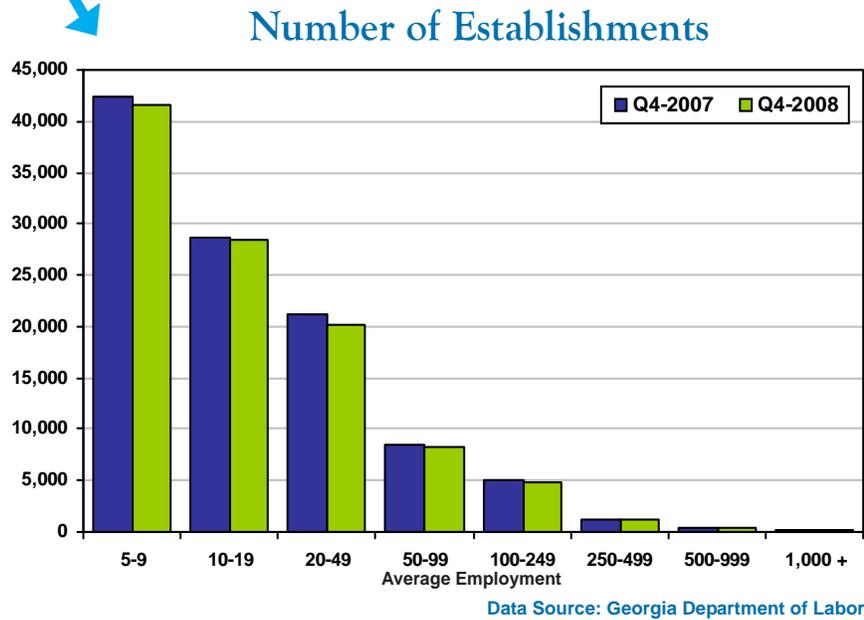
Data Source: Georgia Department of Labor

The civilian labor force consists of slightly more than two-thirds of the “16 and over” population. Georgia is populous and fast-growing. It attracts many working-age people seeking employment opportunities. The labor force has had slight dips only when job gains slowed or declined, such as occurred in the early '90s.

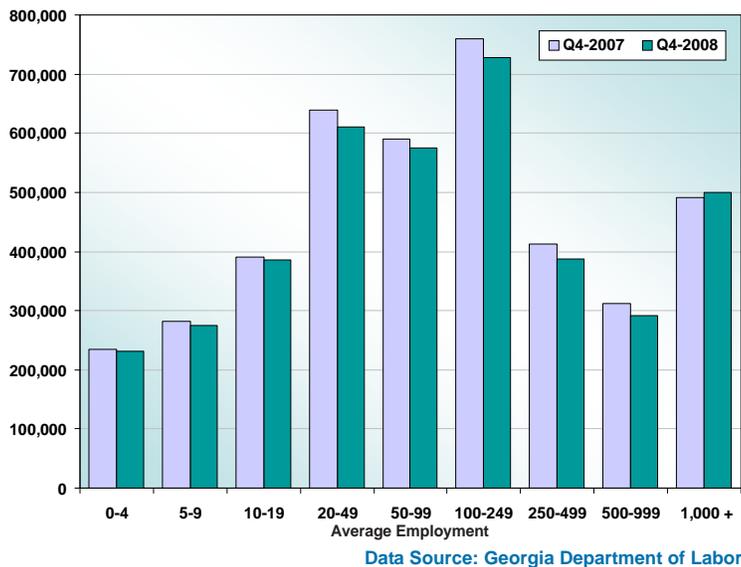


By removing the 0-4 employer group from the large graph, details about all other size classes become clearer. Establishment size-class data show that the vast majority (62 percent) of employers in Georgia are small establishments with 0-4 employees. Every size class except the smallest and largest groups lost establishments from 2007 to 2008. The number of small establishments actually grew, while the number of largest establishments remained unchanged.

As shown above in the small graph, the number of establishments that report 0-4 employees vastly outnumber the number of establishments in all other categories combined.



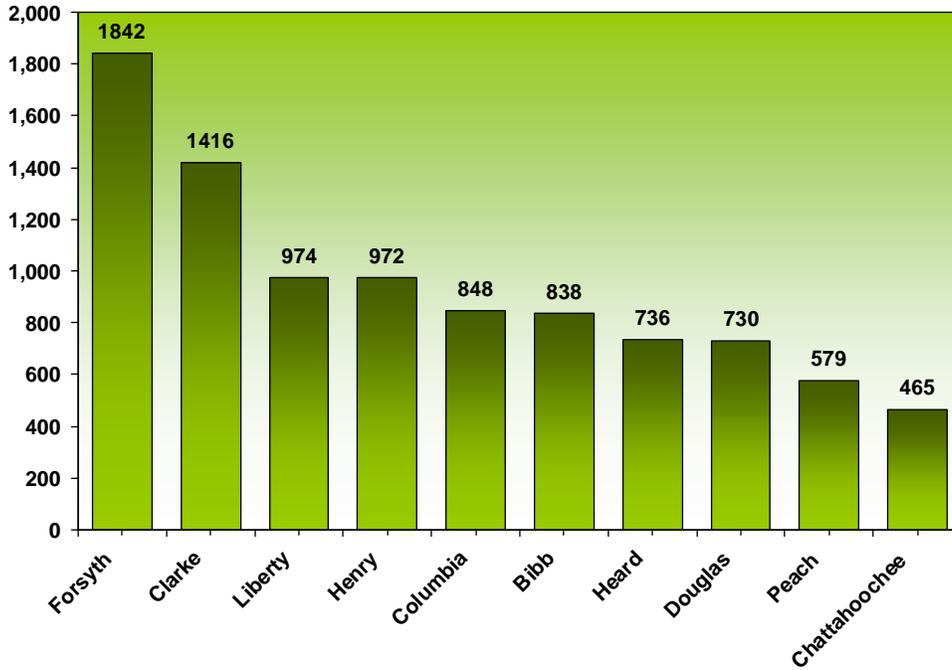
Number of Jobs



The above graph showing the number of establishments tells but half the story. The other half is the number of jobs those establishments provide. Jobs declined in all but the largest group of establishments.

Even with the decreases in employment in the other categories, most individuals are still employed by smaller establishments. Approximately 2.1 million employees are employed by businesses with fewer than 100 total employees. An additional 1.1 million individuals are employed by businesses with 100 – 499 employees. Less than 800,000 people are employed by an establishment with more than 500 employees.

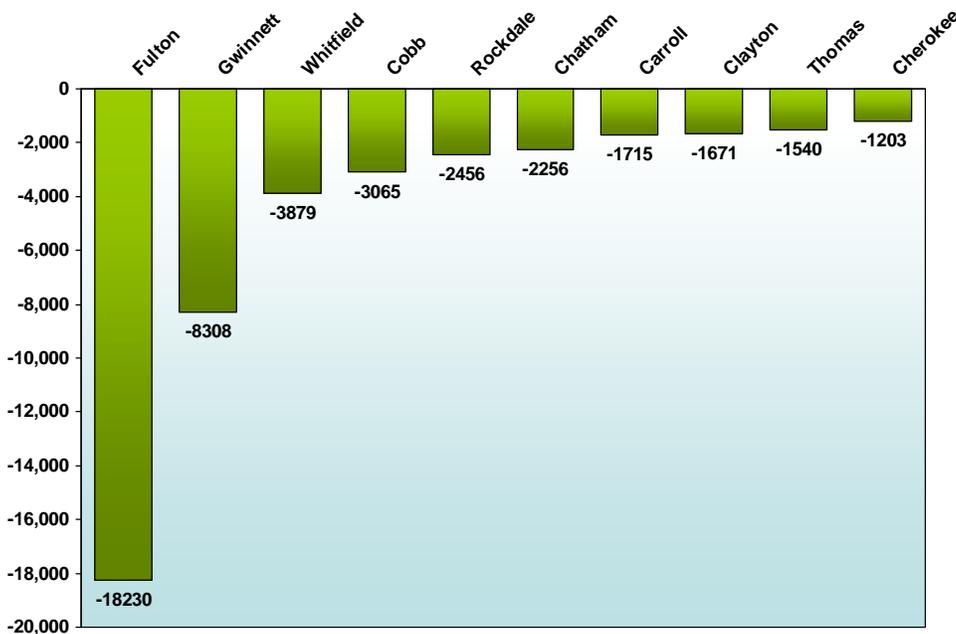
Industry Employment – Counties with Greatest Job Gains 2007 – 2008



Data Source: Georgia Department of Labor

Georgia experienced job gains and losses in 2008 in both large and small counties. Nine of the top 10 job gains occurred in metropolitan counties, with Peach County the exception.

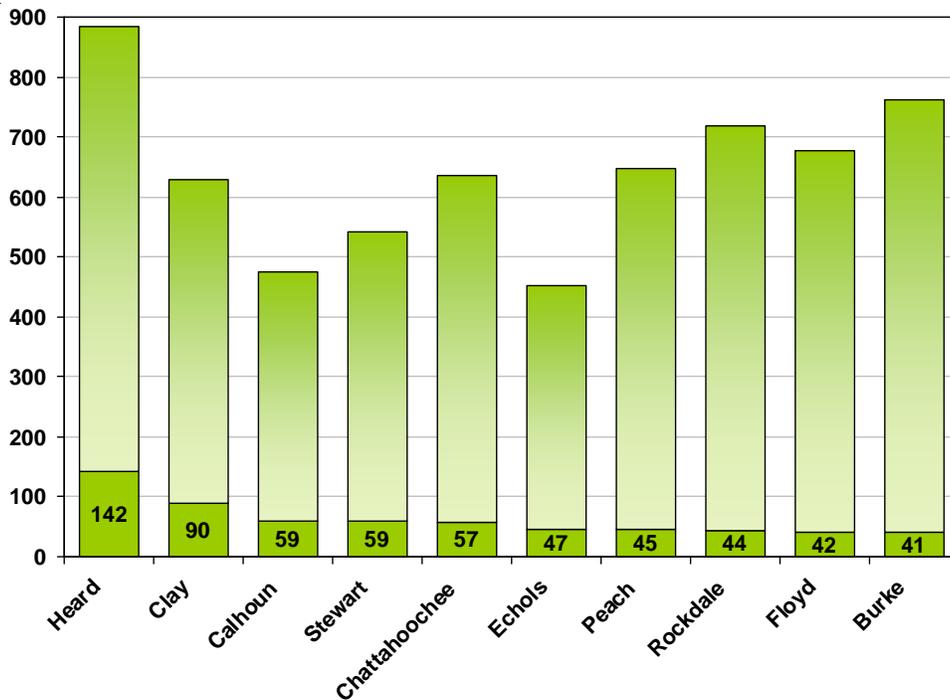
Industry Employment – Counties with Greatest Job Loss 2007 – 2008



Data Source: Georgia Department of Labor

The loss of 44,000 jobs statewide, however, dwarfed job increases. Of the 115 counties to lose jobs, nine of the top 10 were metropolitan counties, with only Thomas County the exception. Forsyth County, which had the largest gain in the state, gained approximately 1,800 jobs, while Fulton's job losses were more than 18,000.

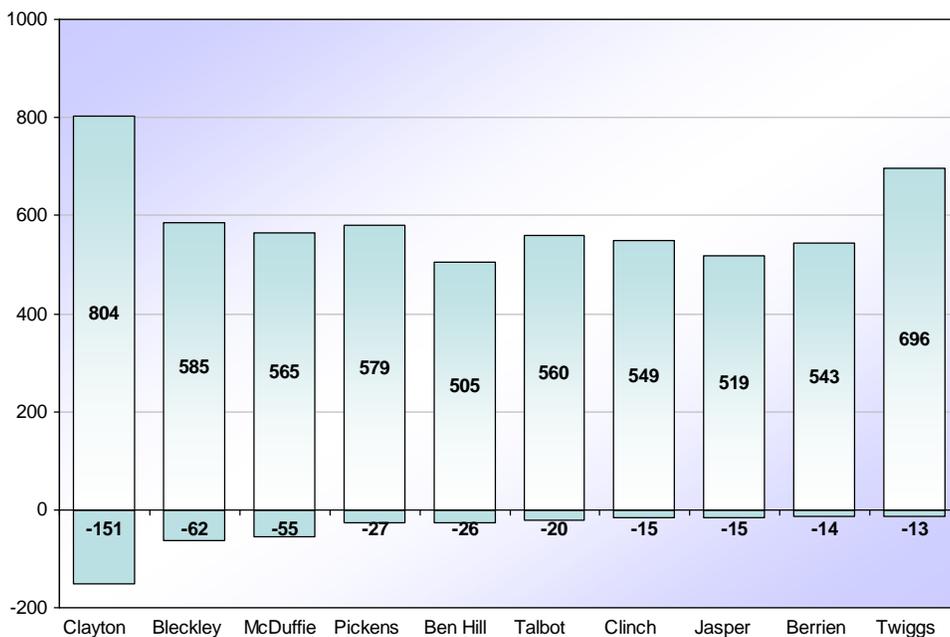
Average Weekly Wage – Counties with Greatest Increase 2007– 2008



Data Source: Georgia Department of Labor

While the economy has recently been less than stellar, wages have shown some growth in 128 Georgia counties. Many of these counties, however, lost jobs in 2008. Wage gains can occur through the addition of jobs paying higher than average wages or the loss of jobs that pay below average wages. This chart is based on the top 10 counties with the most growth in their average weekly wage. The statewide average weekly wage is \$819; only Heard County exceeds the state average.

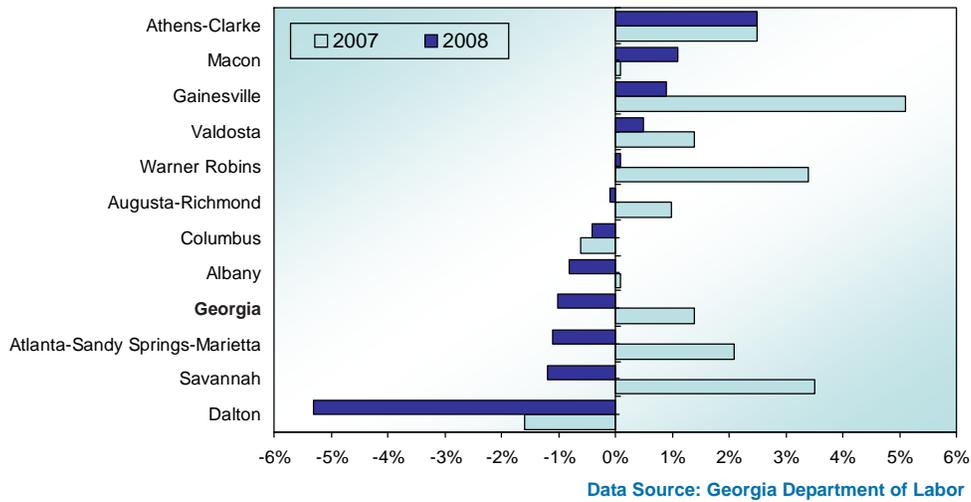
Average Weekly Wage – Counties with Greatest Decrease 2007 – 2008



Data Source: Georgia Department of Labor

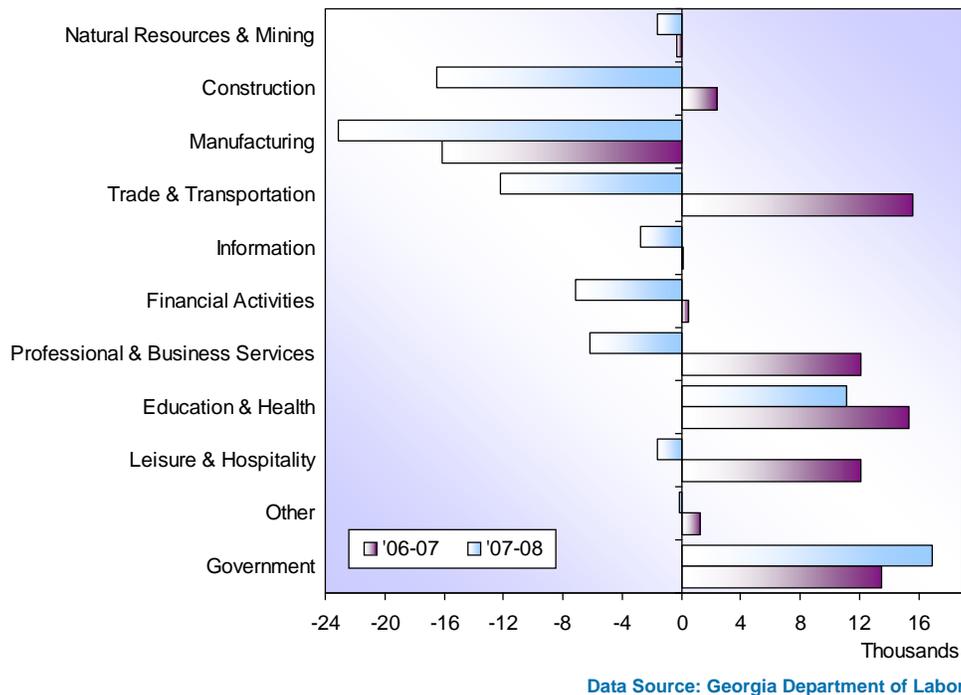
Additional factors can affect wages. Average weekly wages equal the total dollars paid, including bonuses and incentive pay, to all employees both hourly and salaried. The current recession has hindered the ability of workers to earn bonuses or incentive pay. In addition to permanent layoffs and closings during 2008, there were also many short-term layoffs and reduced hours impacting wages statewide.

Georgia and Metropolitan Statistical Areas Annual Employment Growth Rates 2007 and 2008



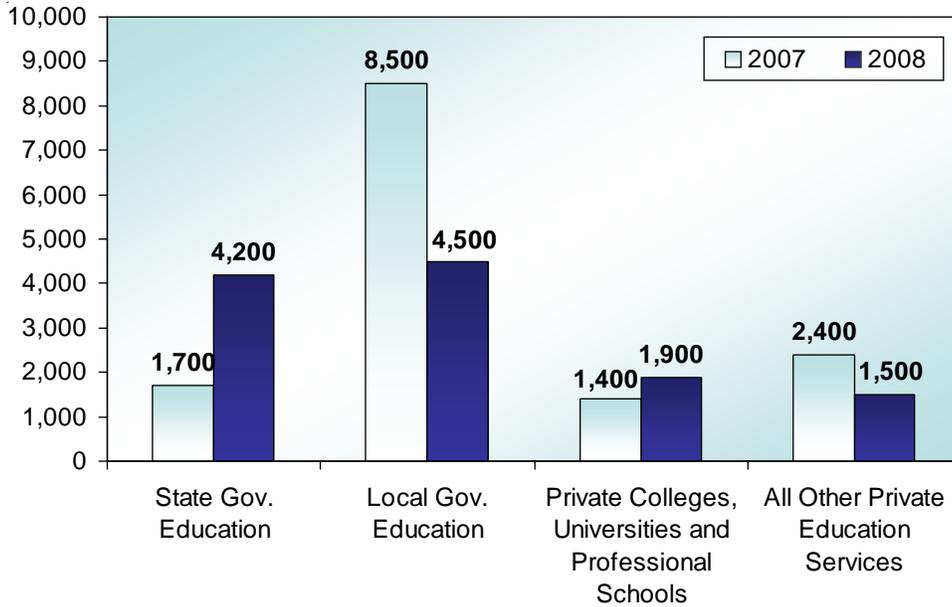
In 2007, the state of Georgia and nine of 11 Metropolitan Statistical Areas (MSAs) showed positive employment growth rates, which ranged from .01 to 5 percent. In 2008, only five of the MSAs showed positive employment growth, which ranged from .01 to 2.5 percent. The state and remaining six MSAs had negative growth, which ranged from -.01 to -5.3 percent.

Georgia Industry Employment Numerical Change 2007 and 2008



Employment by industry shows that in 2007, nine of 11 major industry groups had job growth while only Natural Resources/Mining and Manufacturing showed lost jobs. By the end of 2008, the picture was reversed. Rather than two industries declining, only two were growing. Education and Health plus the Government Sector were the two industry sectors with positive growth.

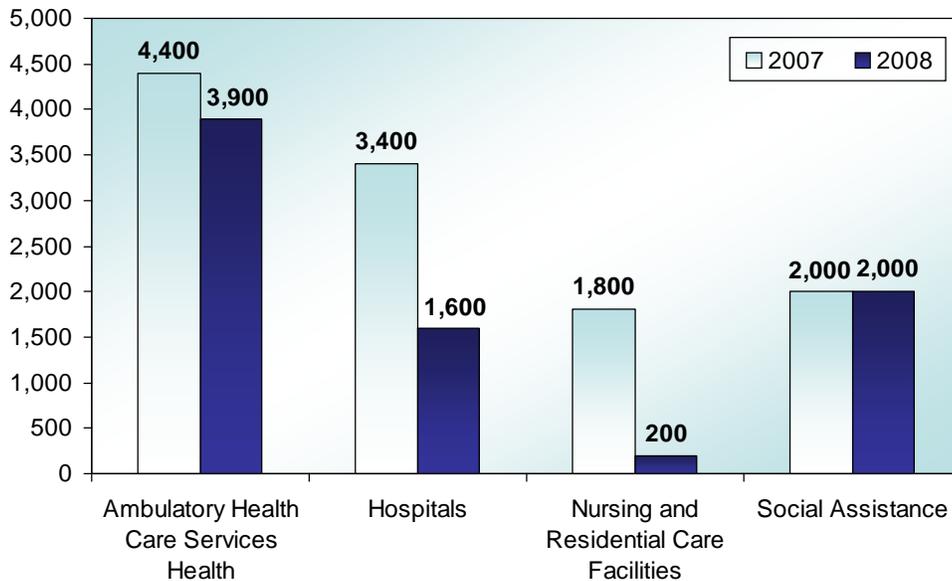
Public and Private Education Services Job Growth 2007 and 2008



Data Source: Georgia Department of Labor

To look at education services more closely, public and private sector education data have been broken out into greater detail. State and Local Education have been removed from the larger government group to provide a more accurate picture of education growth in the state. Only Other Private Education Services showed less growth in 2008.

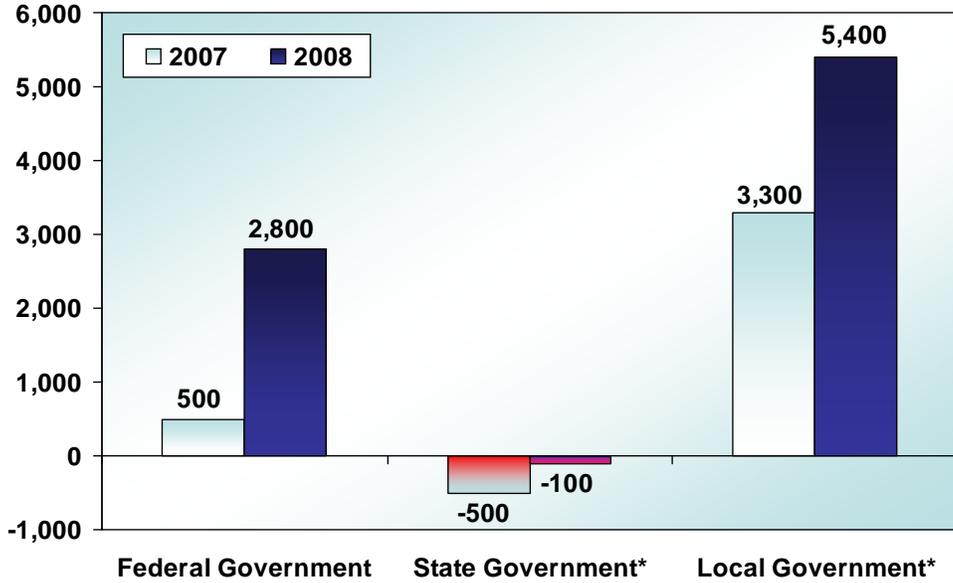
Private Health Care and Social Assistance Job Growth 2007 and 2008



Data Source: Georgia Department of Labor

The private health care industry continued to grow in 2008, but at a decreasing rate. The largest healthcare group, Ambulatory Health Care Services, also experienced the largest growth in both years. Included in this group are offices of physicians, dentists, other health practitioners, therapists, outpatient care centers, laboratories, home health care and ambulance services. Public sector health care data are excluded from this graph. The largest component of Social Assistance is Child Day Care Services.

Government Job Growth 2007 and 2008

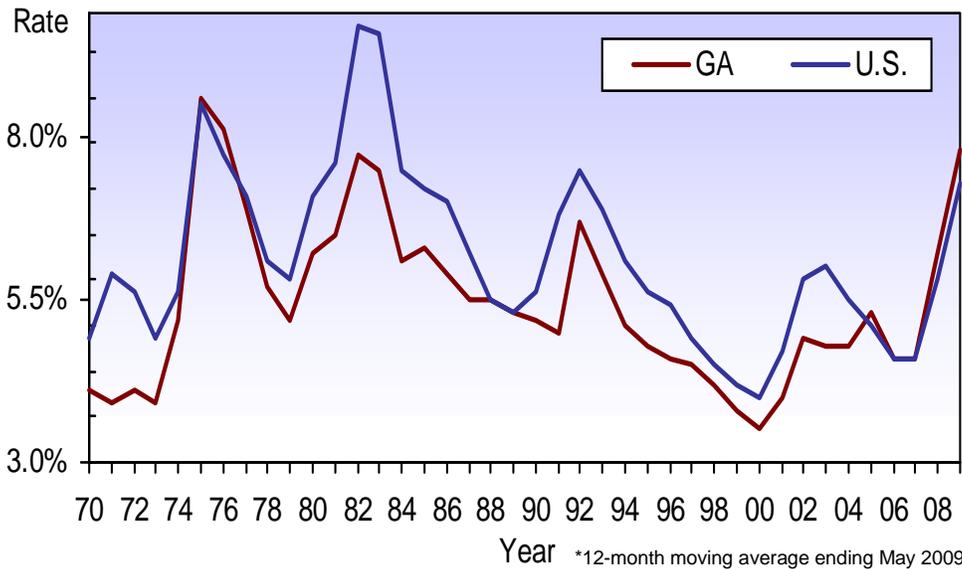


*State and Local Government excl. Educational Services

Data Source: Georgia Department of Labor

Growth in Federal Government employment in Georgia can be largely attributed to homeland security and defense spending. Local Government employment is population driven. Despite the current recession and weakened job market, Georgia still remains an attractive destination, and the trend of domestic and international migration has not yet subsided. Without Local and State Education, State Government employment fell for two consecutive years due to declining revenues.

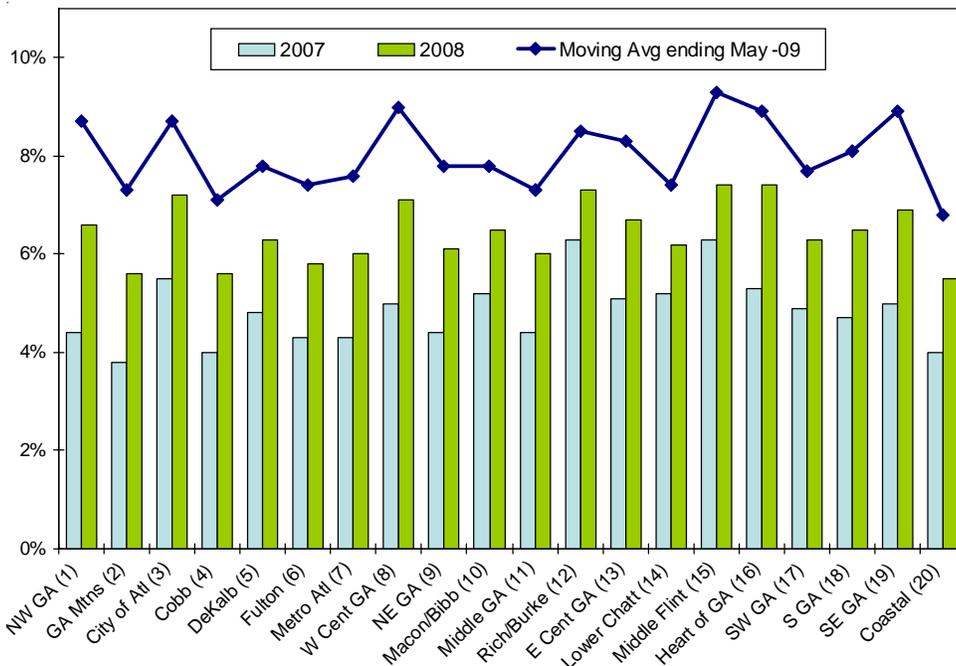
Total Unemployment Rate Georgia and U.S. 1970 – 2009*



*12-month moving average ending May 2009
Data Source: Georgia Department of Labor and U.S. Department of Labor

The U.S. annual average unemployment rate peaked in 1982 at 9.7 percent. Georgia's annual average unemployment rate peaked in 1975 at 8.6 percent. In 2000, after a long period of economic expansion, unemployment rates bottomed out at 3.5 percent (GA) and 4.0 percent (US). Georgia's 12-month moving average unemployment rate ending in May 2009 was 7.8 percent and rising with record-breaking monthly rates.

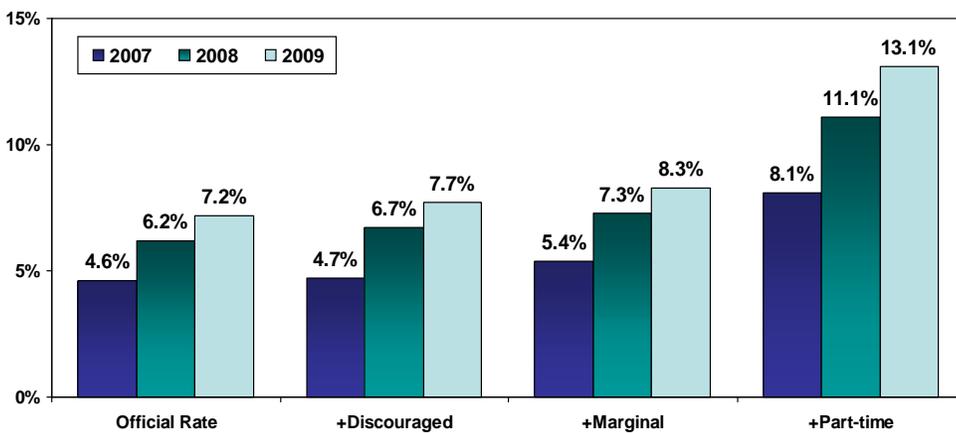
Annual Unemployment Rates Workforce Investment Act (WIA) Areas



Data Source: Georgia Department of Labor

The average annual unemployment rates for 2007, 2008 and 2009 (12-month moving average ending May 2009) have shown steady increases for every Workforce Investment Act (WIA) Area across the state. The average increase over the three time periods is slightly more than three percentage points.

Alternative Measures of Unemployment Georgia 2007, 2008 and 2009



Note: Annual average data for 2007 and 2008 equal calendar years; 2009 data equal four calendar quarters ending March 31, 2009

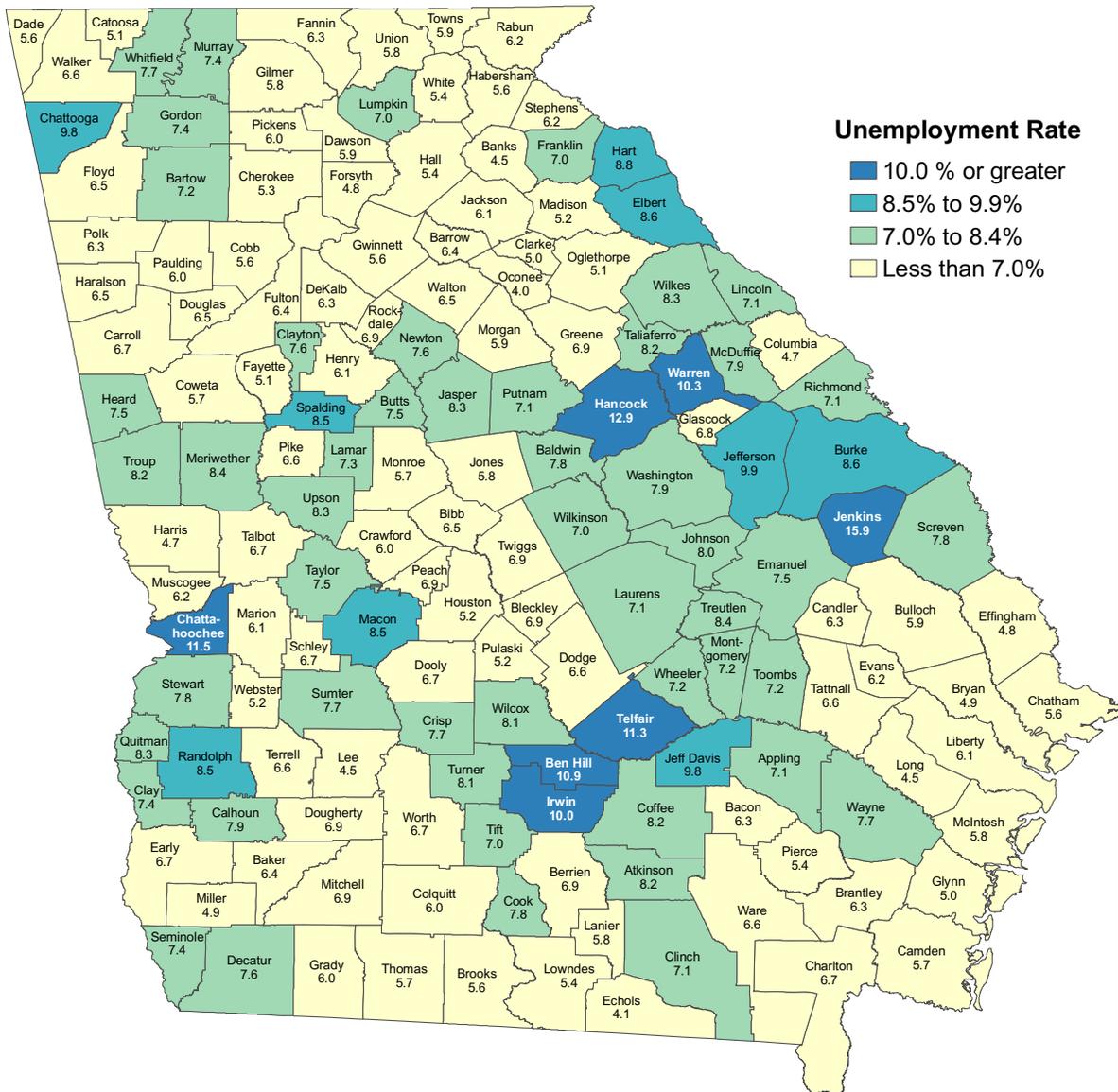
Data Source: Georgia Department of Labor; U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey

Official counts of the unemployed require that a person must have looked for work within the past four weeks. This graph shows the effect on the unemployment rate when discouraged workers, other marginally attached workers and involuntary part-time workers are added to the official count of the unemployed (marginally attached individuals wanted and were available for work but had not looked for work in the four weeks preceding the survey).

Unemployment Rate in Georgia Counties*

2008 Annual Averages

Georgia's 2008 annual average unemployment rates showed seven counties with rates exceeding 10 percent. The state rate did not break 6 percent until June 2008. Rates were beginning to worsen by the end of the year with 7.1 percent in November, but the worst was yet to come.



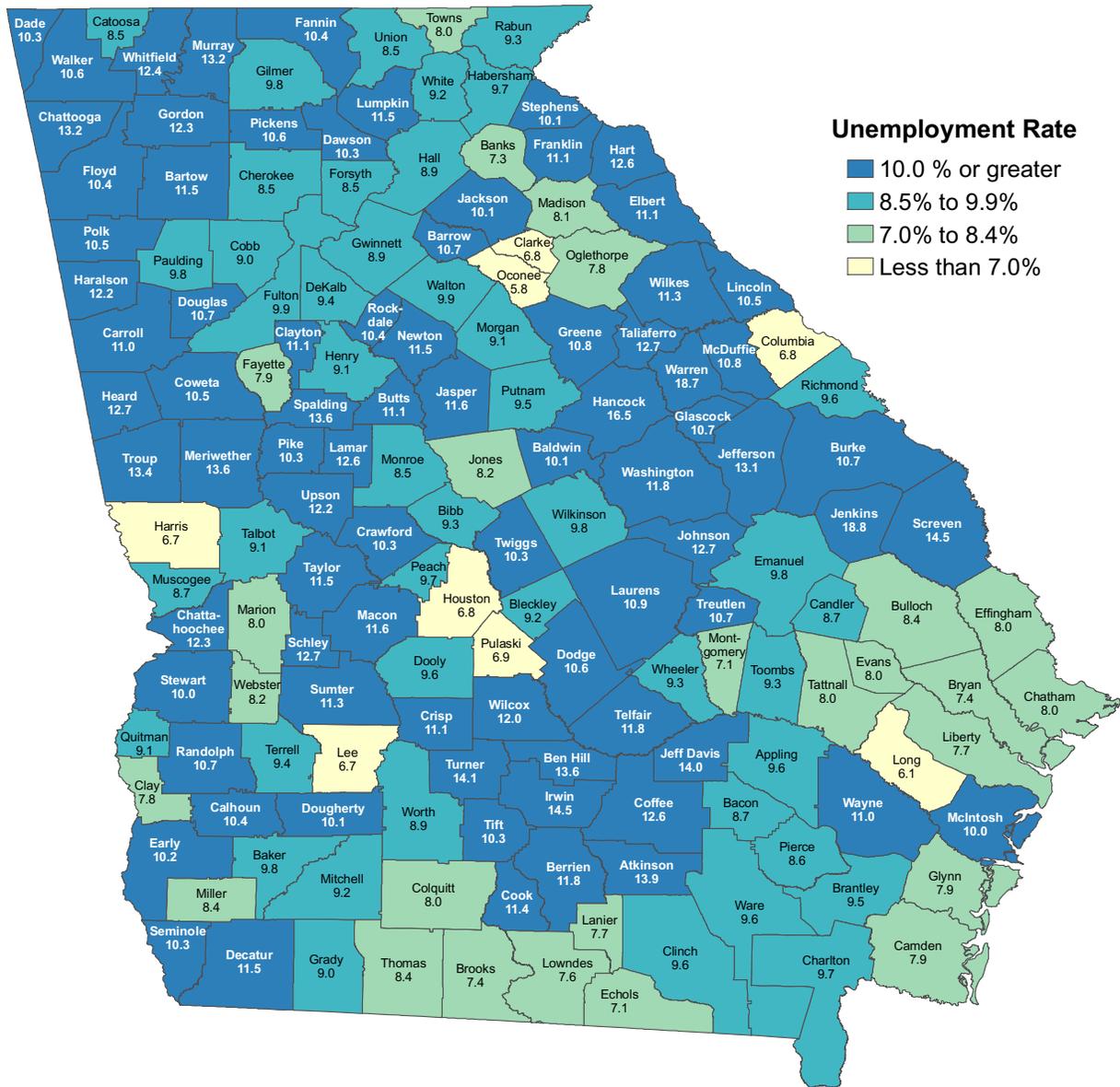
Georgia's Unemployment Rate: 6.2%
U.S. Unemployment Rate: 5.8%
 *Rates not seasonally adjusted

Data Source: Georgia Department of Labor and U.S. Department of Labor

Unemployment Rate in Georgia Counties*

May 2009

The unemployment situation deteriorated rapidly in 2009. The preceding map showed seven counties with unemployment rates above 10 percent; the map below shows only seven counties with rates below seven percent. By May 2009, there were 81 Georgia counties with double-digit unemployment rates.



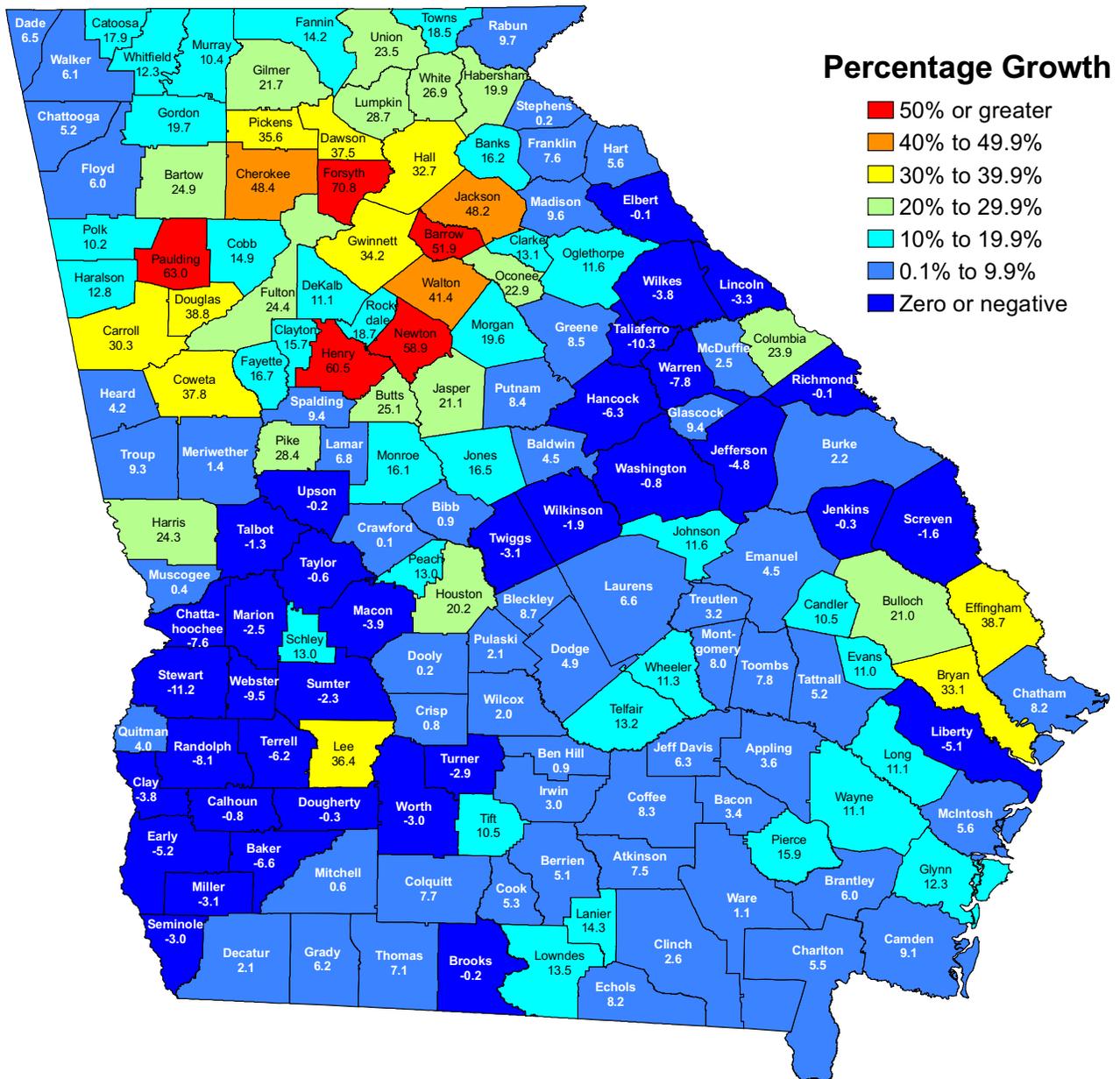
Georgia's Unemployment Rate: 9.5%
 U.S. Unemployment Rate: 9.1%
 *Rates not seasonally adjusted

Data Source: Georgia Department of Labor and U.S. Department of Labor

Georgia Population Growth

2000 to 2008

Population that grew by 20 percent in Georgia was mainly in the metropolitan areas, primarily Atlanta. Other metro areas show slightly higher rates of growth than do the majority of counties. Counties in the southern half of the state tend to fall in the 0.0 to 9.9 percent range unless they are near a metro area. Five counties – Barrow, Forsyth, Paulding, Henry and Newton – had over 50 percent growth, followed closely by Cherokee and Jackson with 48 percent each. On the other end of the spectrum, 35 counties showed no growth or lost population.

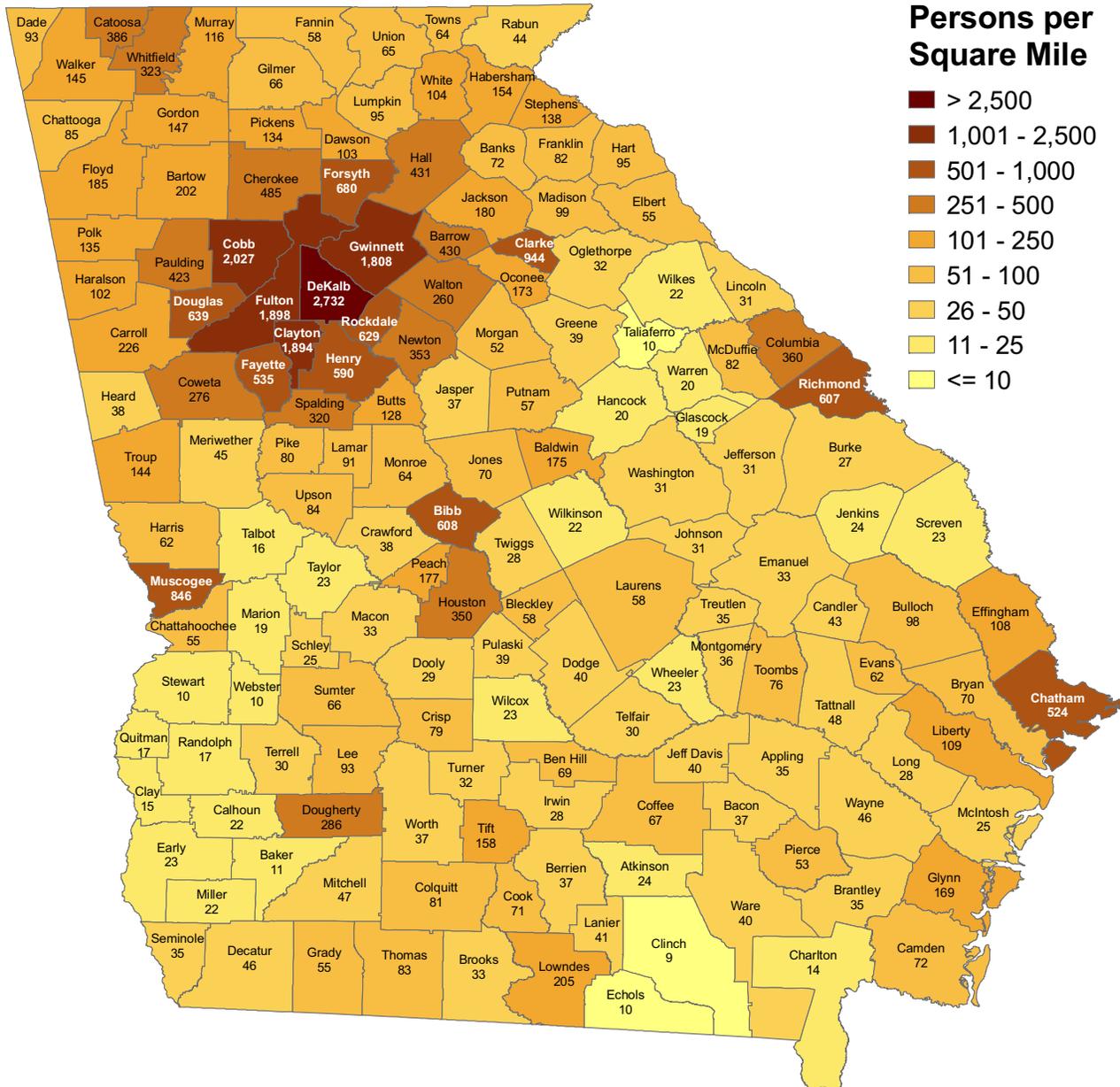


Data Source: U.S. Census Bureau

Georgia Population

2008 Density

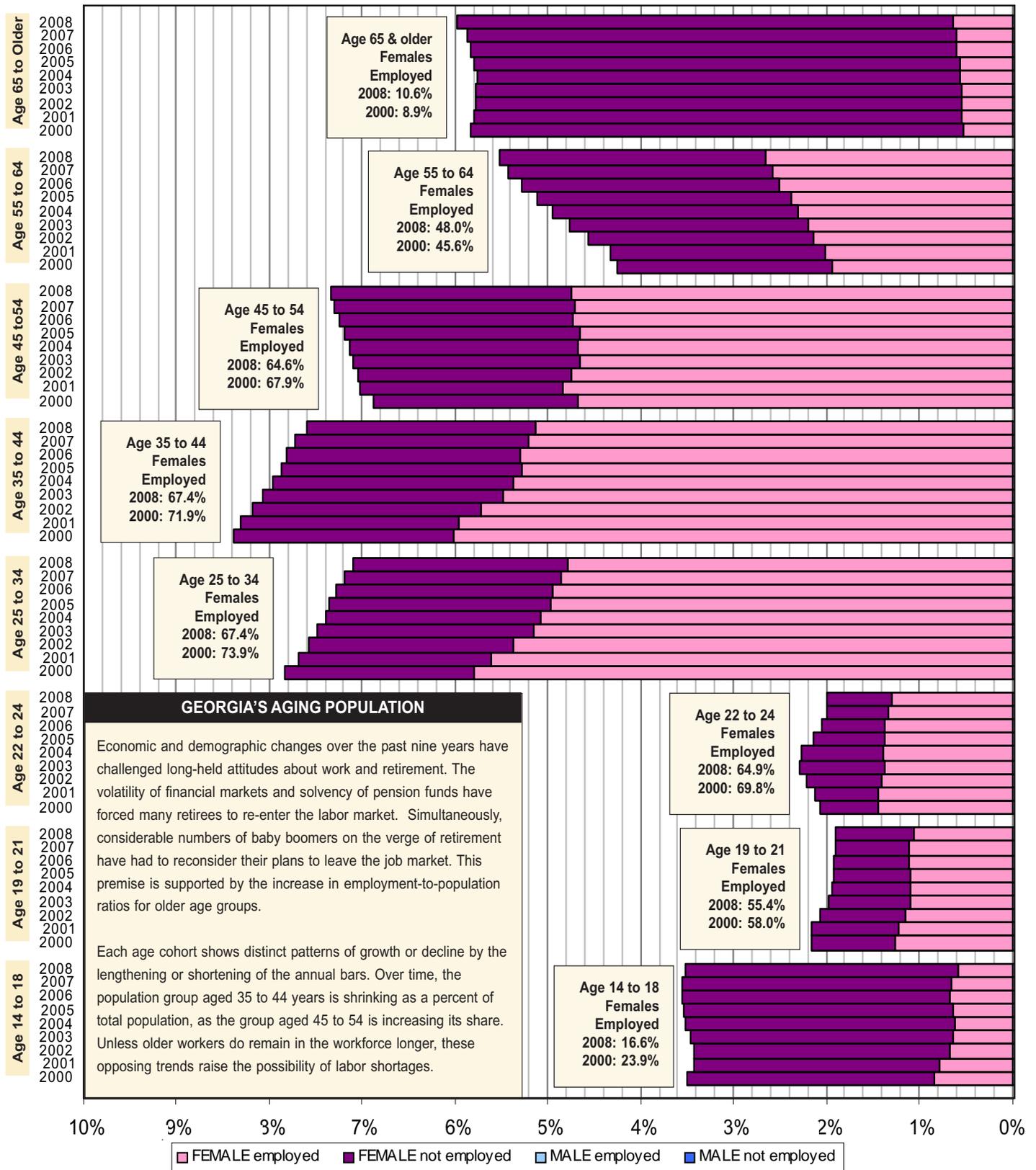
Population density tends to follow some of the same patterns as population growth. More metropolitan areas have much denser population than do more rural areas. DeKalb County is the only Georgia county to average more than 2,500 people per square mile.



Data Source: U.S. Census Bureau

Multi-Year Age-Gender Pyramid Chart

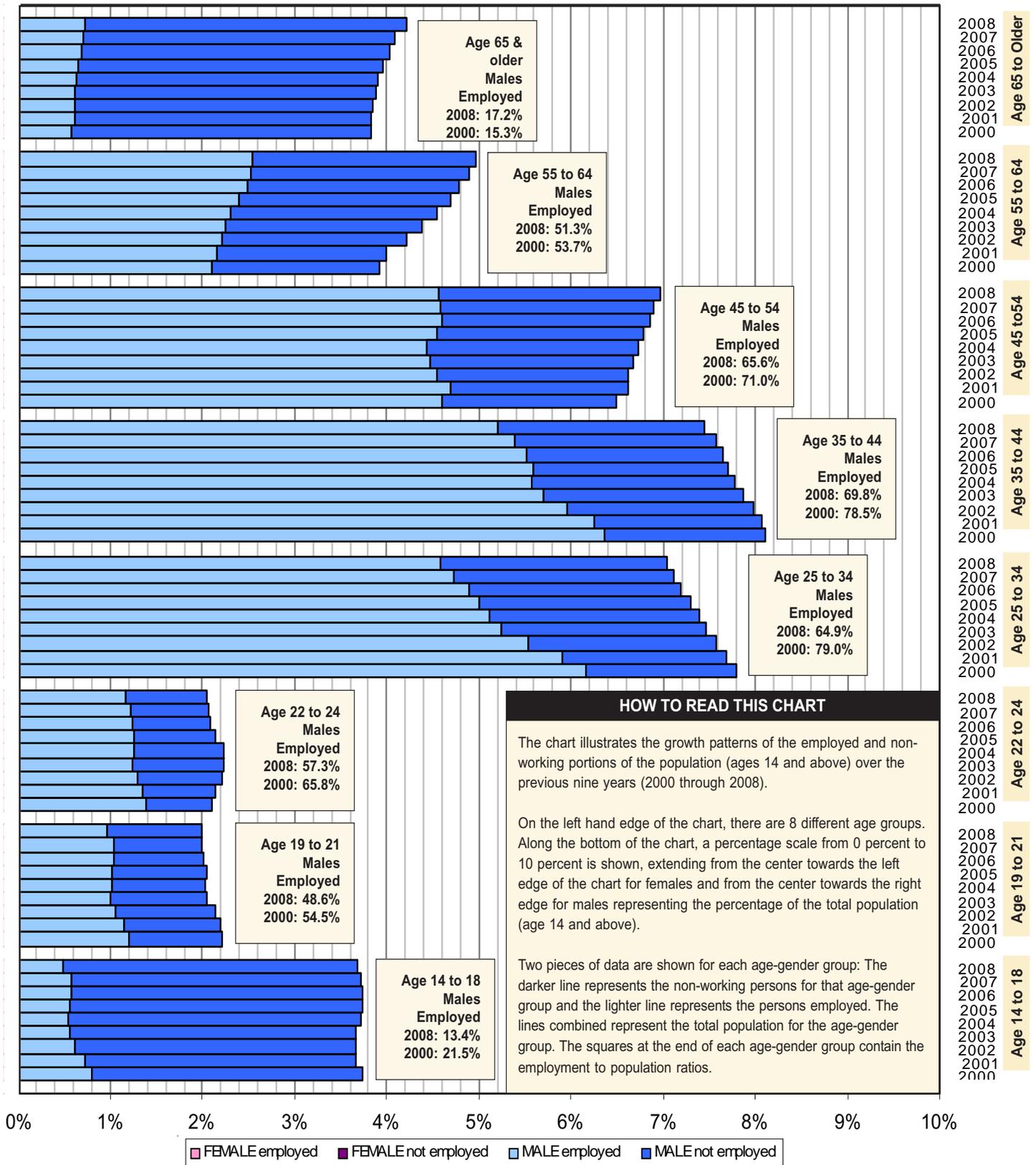
Showing Percentages of Civilian Population and Employed Population for the State of Georgia, Years 2000 through 2008



Data Source: Stage Single Year of Age and Sex Population Estimates - Civilian (July 1 estimate) and LED QWI Total Employment (end of 2nd quarter)

Multi-Year Age-Gender Pyramid Chart

Showing Percentages of Civilian Population and Employed Population for the State of Georgia, Years 2000 through 2008

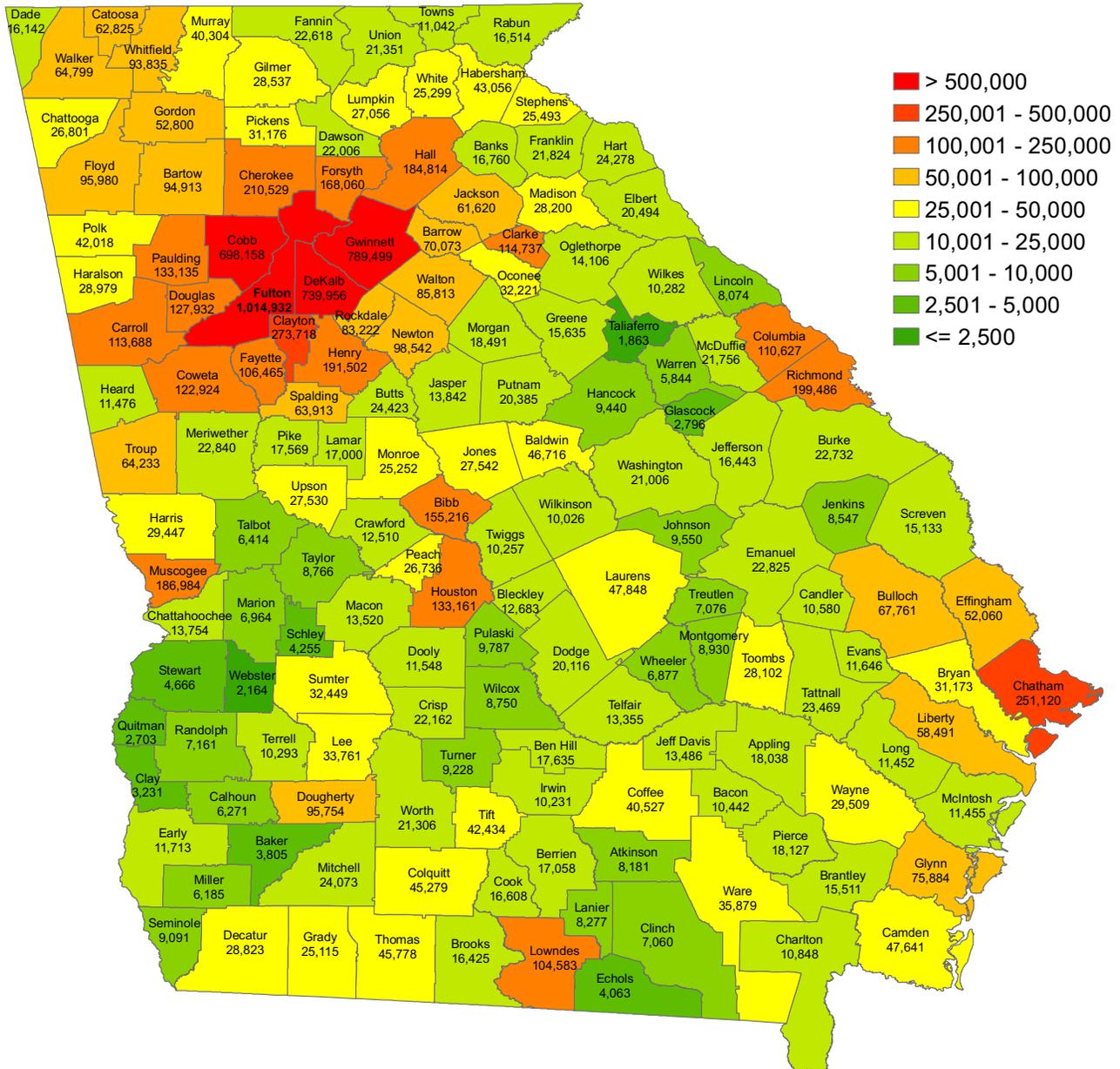


Data Source: Stage Single Year of Age and Sex Population Estimates - Civilian (July 1 estimate) and LED QWI Total Employment (end of

Georgia Population

2008 Estimates

Georgia's 2008 population estimates have a number of hot spots depicted below in fiery colors of oranges and reds. These counties have more than 50,000 residents. In 2008, Fulton County grew beyond 1 million in population.



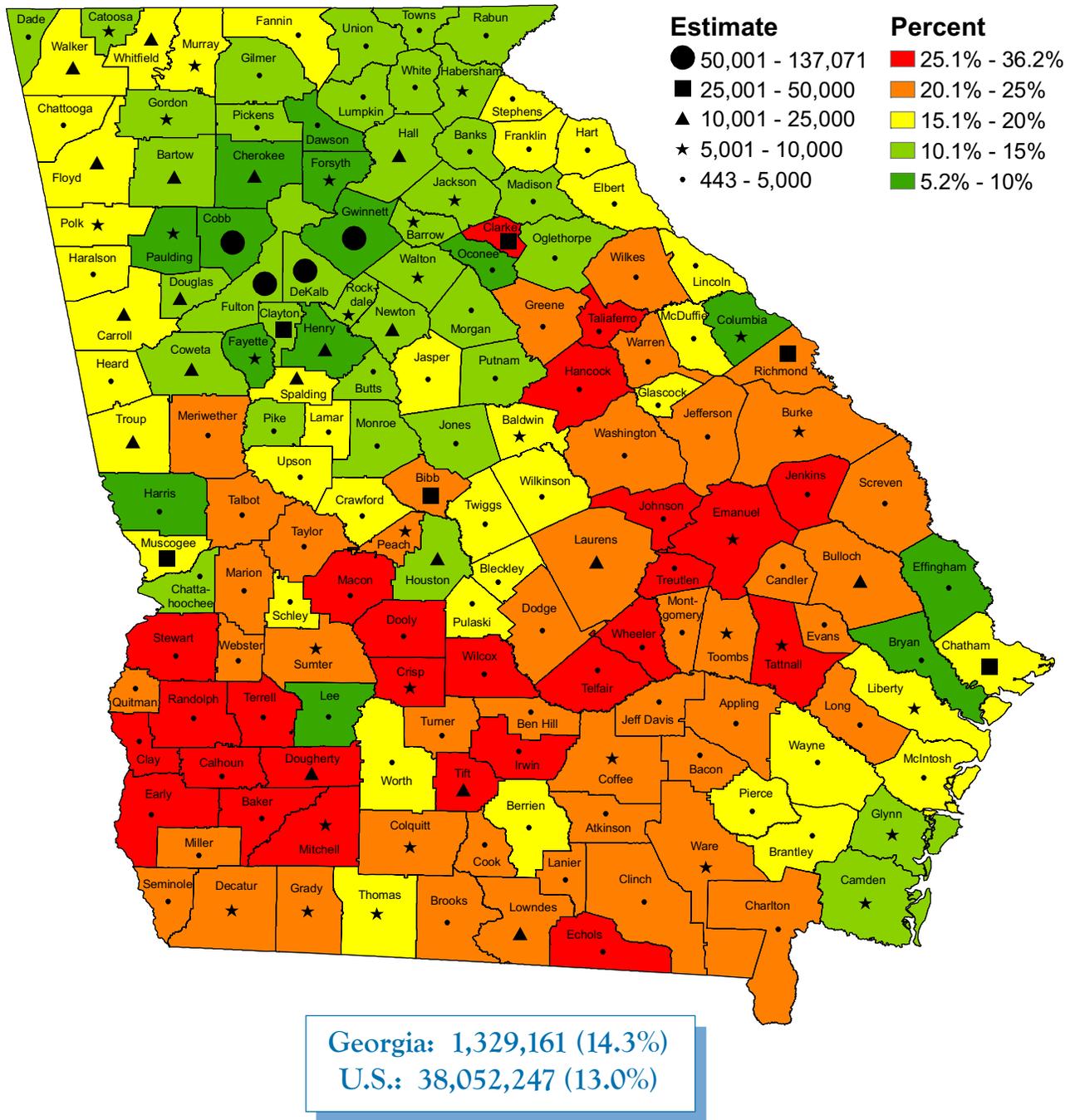
Georgia: 9,685,744
U.S.: 304,059,724

Data Source: U.S. Census Bureau

Poverty Estimates - All Ages

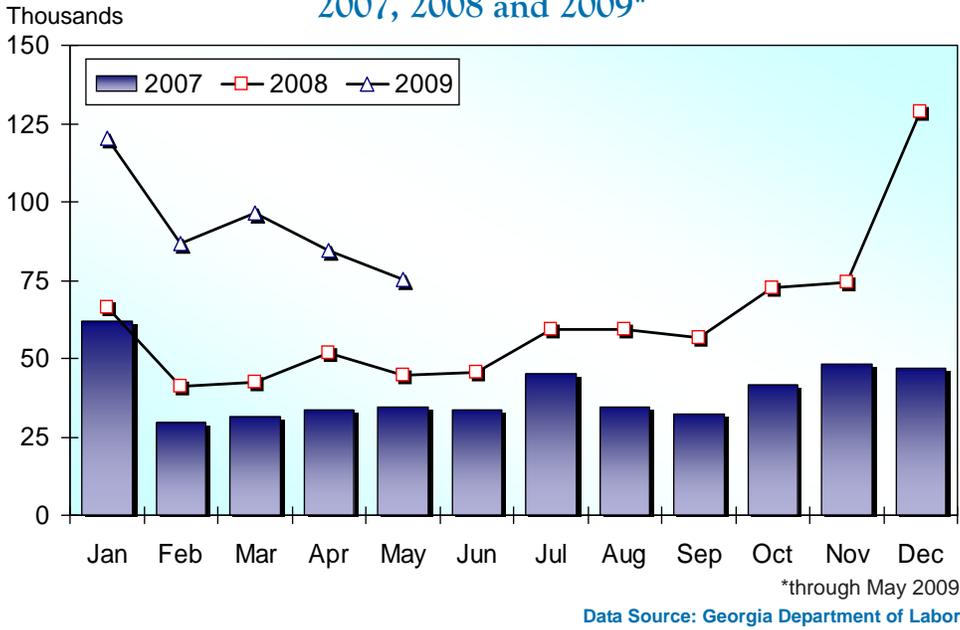
2007

The color of the county indicates the percentage of persons in the county who live in poverty. The marker in each county indicates the actual number of persons living in poverty. Some counties that have very low percentages of people in poverty have significantly higher numbers of actual individuals living in poverty.



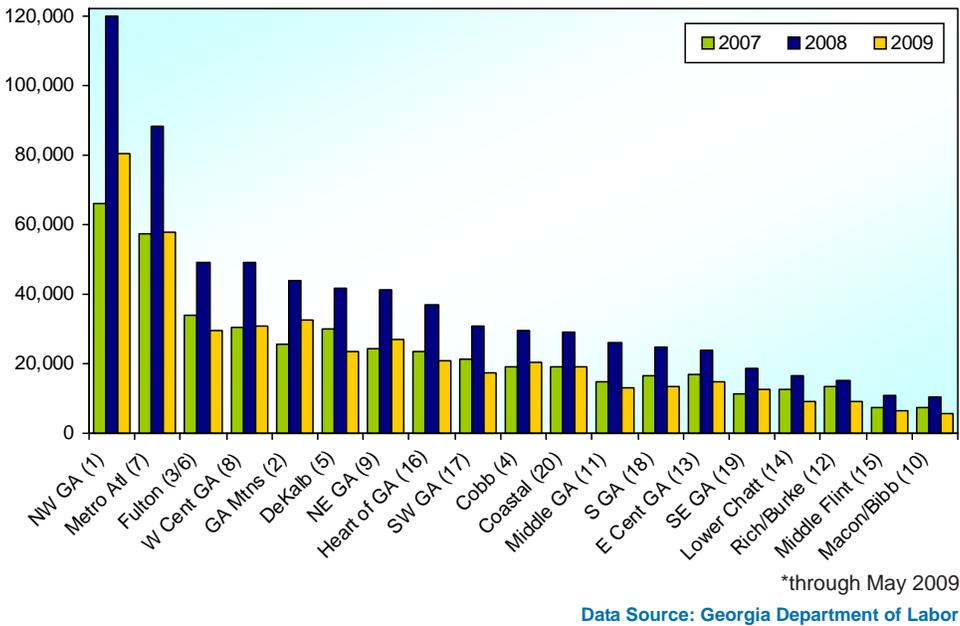
Data Source: US Census Small Area Income and Poverty Estimates

Georgia Initial Claims 2007, 2008 and 2009*



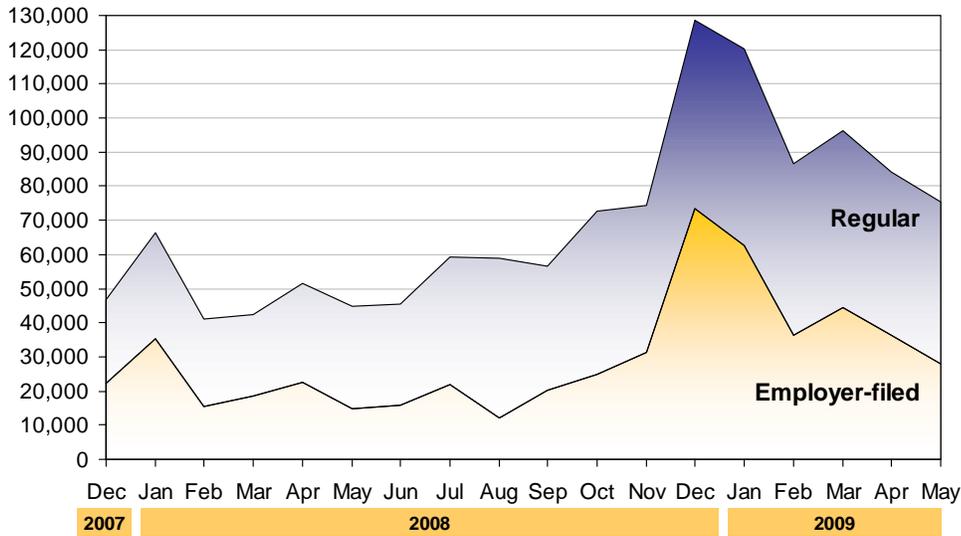
Georgia's initial claims for unemployment insurance (UI) rose to 742,488 during 2008, a 57 percent increase over 2007. In August the over-the-year growth was significant (more than 70 percent) when compared to a year ago. The number of initial claims filed in December was the second largest ever recorded in Georgia. In 2009, initial claims remained higher than the year before, although the gap has begun to close.

Initial Claims by WIA Area 2007, 2008 and 2009*



Most Workforce Investment Act (WIA) Areas experienced substantial increases in initial claims filings in 2008. The areas with the highest net increases in initial claims were Northwest Georgia, Metro Atlanta and West Central Georgia. The areas with the highest percent increase were Northwest Georgia at 81 percent, Middle Georgia at 78 percent and Northeast Georgia at 70 percent. After only five months in 2009, seven areas have already exceeded their 2007 annual initial claims totals.

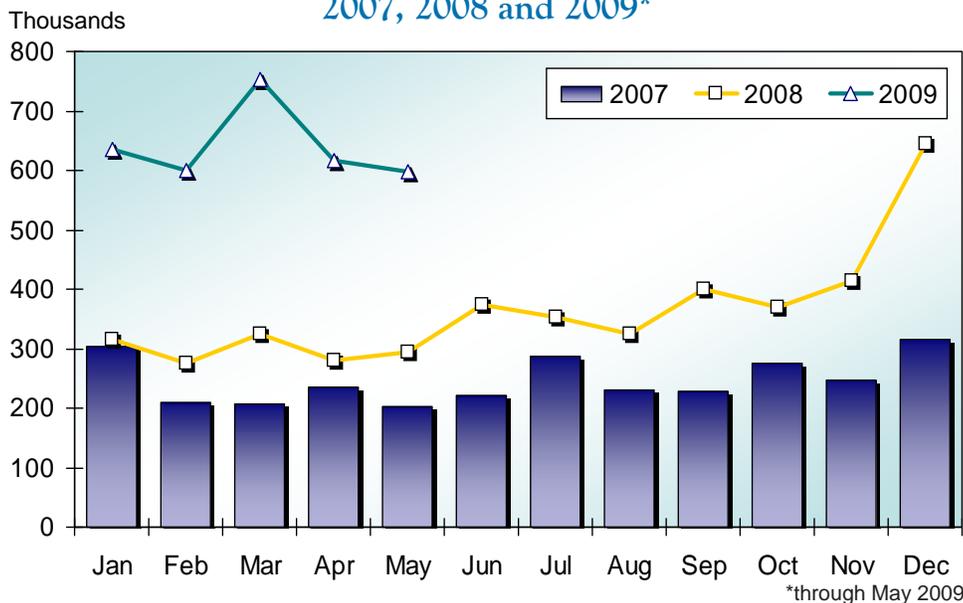
Regular and Employer-filed Initial Claims December 2007 – May 2009



Data Source: Georgia Department of Labor

Georgia employers can file UI claims electronically on behalf of their employees, under specific conditions: full-time employees who remain attached to the employer, or employees who worked less than full-time due to a lack of work. From December 2007 to May 2009, these employer-filed or partial claims accounted for a significant portion of initial claims, ranging from a high of 57 percent in December 2008 to a low of 20 percent in August 2008.

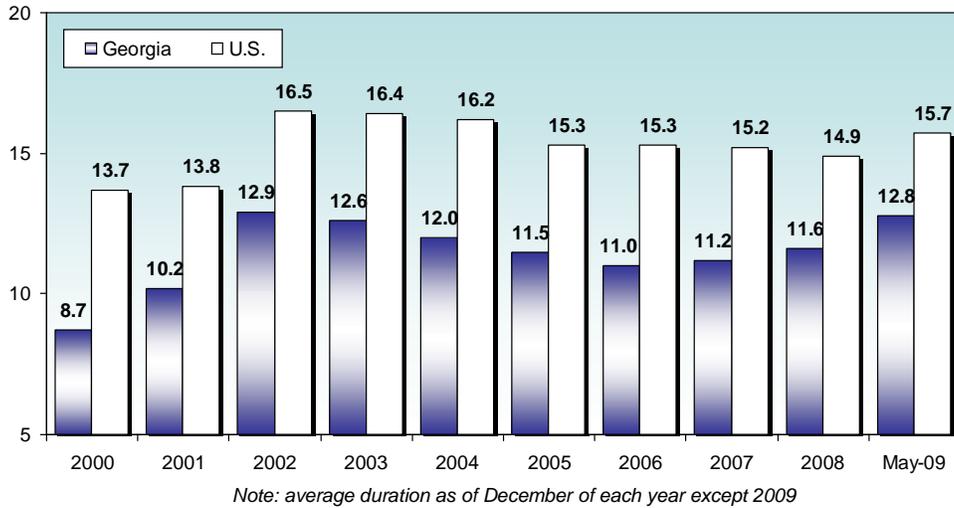
Georgia Continued Claims 2007, 2008 and 2009*



Data Source: Georgia Department of Labor

Continued claims represent the weeks of unemployment for which individuals certify their eligibility. Such individuals must have been previously determined eligible for UI benefits. Georgia's continued claims for unemployment insurance benefits rose from 2.9 million in 2007 to 4.3 million in 2008, an increase of 48 percent. The March 2009 figure of 753,000 continued claims was the largest monthly figure ever recorded in Georgia.

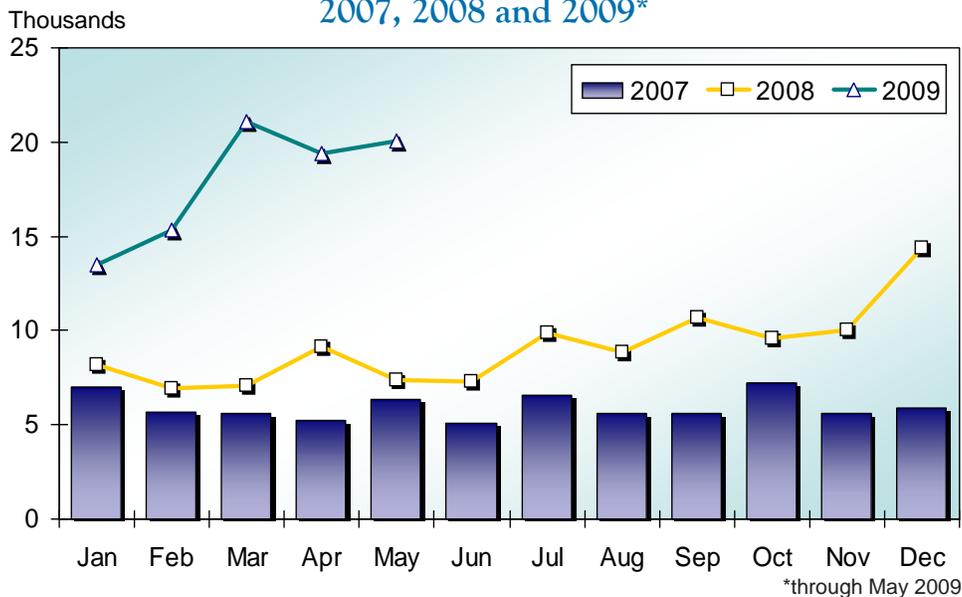
Average Duration: Georgia Compared to U.S. 2000 – 2009



Data Source: Georgia Department of Labor

Average duration refers to the number of weeks an individual receives unemployment insurance benefits. At the start of 2008, the average duration in Georgia stood at 11.2 weeks, but had crept up to 11.6 weeks by December. At that time, the state figure was 3.3 weeks lower than the national average of 14.9 weeks, still one of the lowest in the nation. By May 2009, Georgia's average duration had climbed to 12.8 weeks.

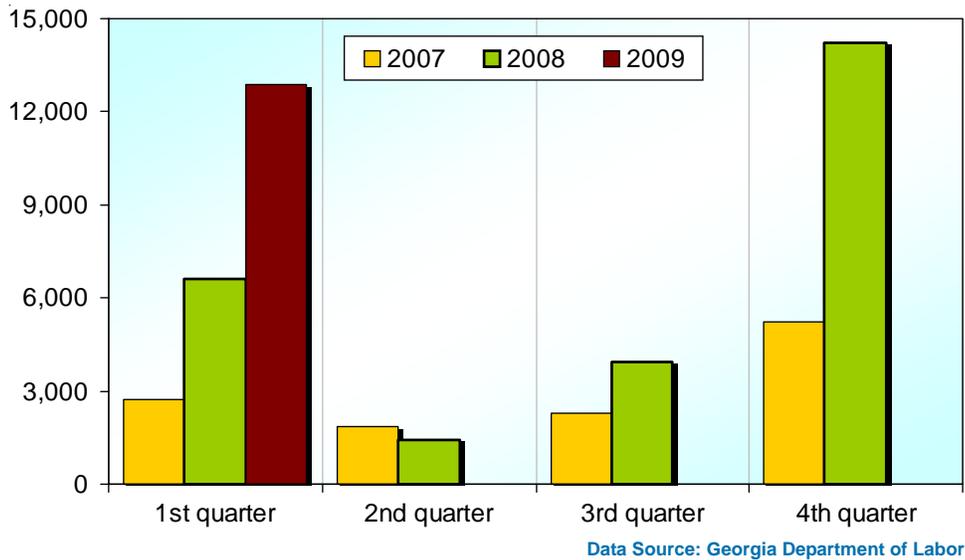
Georgia Benefit Exhaustions 2007, 2008 and 2009*



Data Source: Georgia Department of Labor

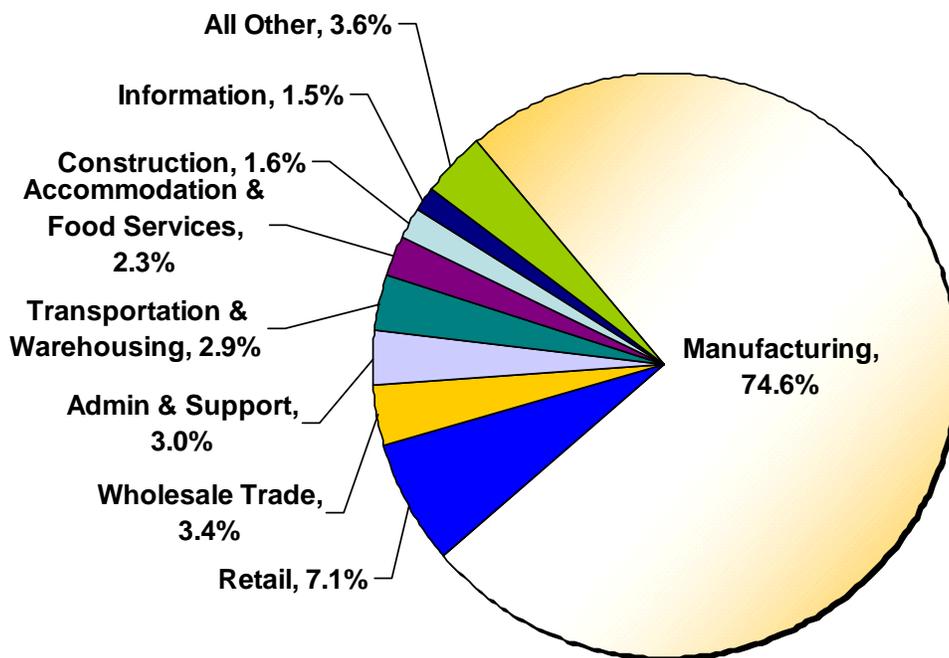
Benefit exhaustions refers to the number of beneficiaries drawing the final payment of their original entitlement of regular state UI benefits. During 2008 in Georgia, 109,407 beneficiaries exhausted benefits, an increase of 53 percent over the 2007 total. The number of exhaustions for 2008 was the fourth highest on record behind 1975, 2002 and 2003. Benefit exhaustion for March, April and May of 2009 were the three highest monthly figures ever recorded in Georgia.

Georgia Mass Layoff Statistics (MLS) Confirmed Initial Claimants 2007 – 2009



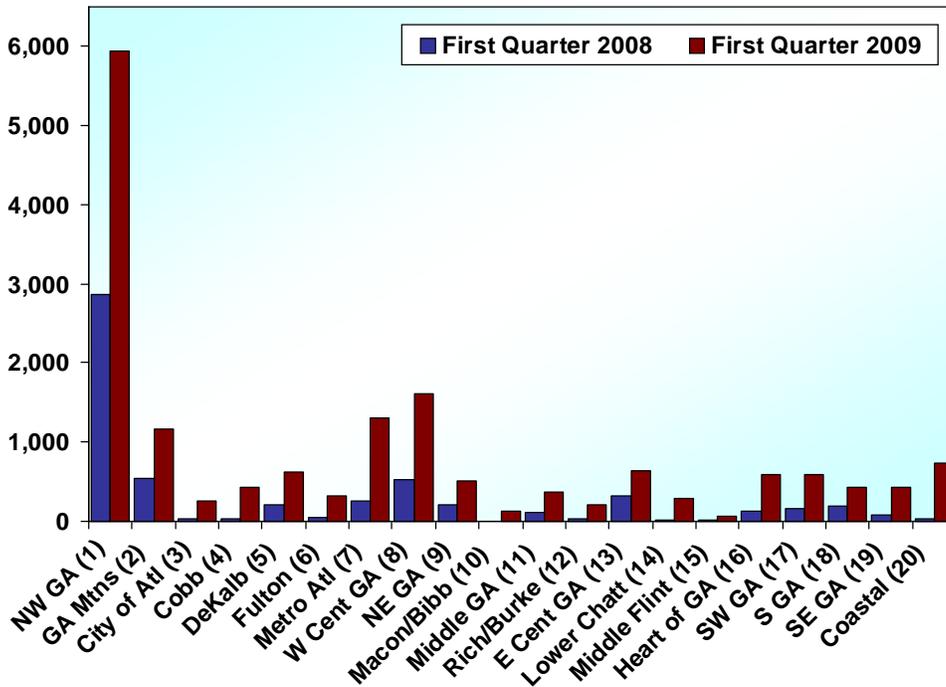
A Mass Layoff Statistics (MLS) event occurs when a private sector non-farm employer has at least 50 initial claims for unemployment insurance filed against that company during a five-week period, and 50 or more workers are separated from their jobs for at least 31 days. In 2008, there were 112 events affecting 28,848 workers; increases from 2007 were 78 percent and 138 percent, respectively. Mass layoffs set record highs in the fourth quarter of 2008, with similar layoff activity in the first quarter of 2009.

2008 Georgia Mass Layoff Statistics (MLS) Workers: Percentage by Industry



In 2008, 75 percent of all mass layoffs occurred in the Manufacturing Sector. The majority of these layoffs were in the Textile Mill Sub-sector, with additional layoffs coming in the Textile Product Mills and Transportation Equipment Sub-sectors. In 2000, there were 4,200 workers in manufacturing affected by mass layoffs. By 2008, the number of affected workers rose to 21,500.

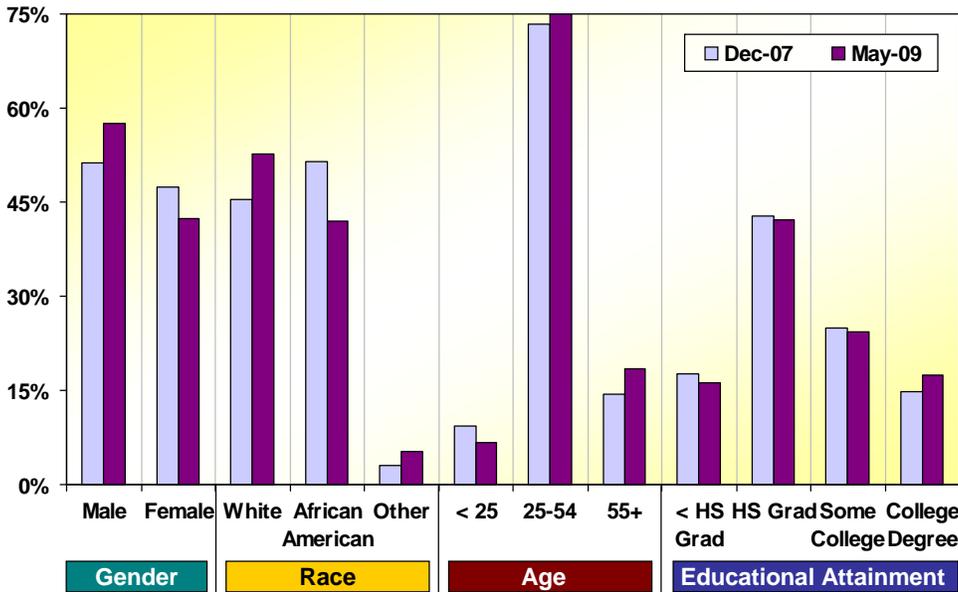
Mass Layoff Statistics (MLS) Initial Claims by WIA Area



Data Source: Georgia Department of Labor

When comparing the number of MLS claims filed for the first quarter of 2008 to the first quarter of 2009, the increases are significant. Every WIA area showed marked increases in the numbers of claims filed. The increase in the Northwest Georgia area was especially dramatic. Claims doubled, tripled and even quadrupled in number, as companies across the state laid off workers.

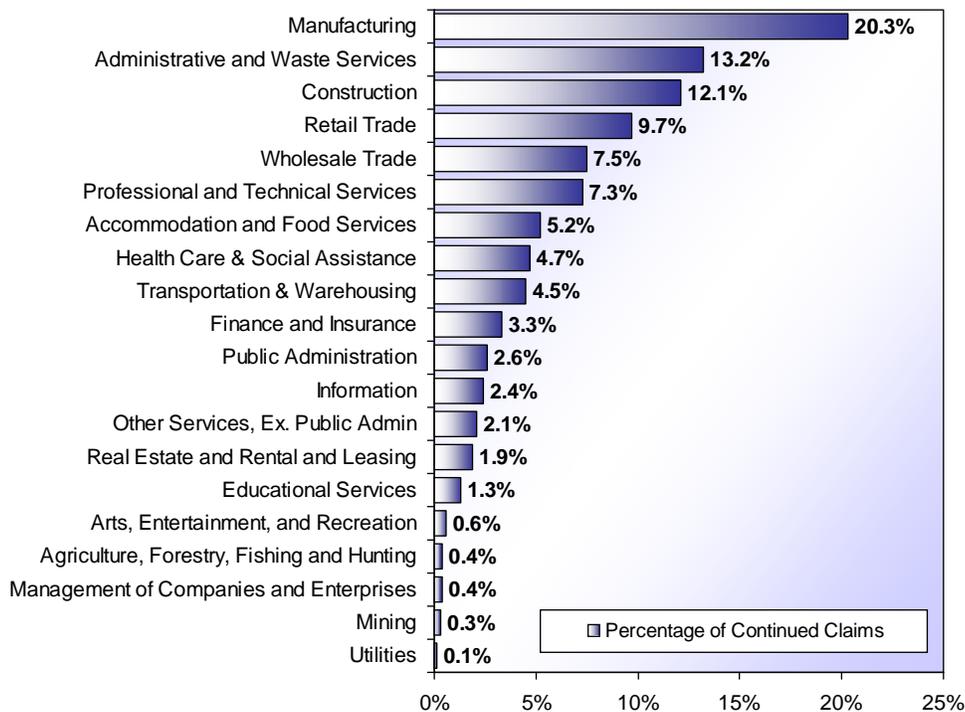
Characteristics of Georgia's Insured Unemployed



Data Source: Georgia Department of Labor, Workforce Information & Analysis, Continued Claims Data

This graph compares characteristics of the insured unemployed (unemployed workers receiving unemployment insurance benefits) from December 2007, the official beginning of the current recession, to May 2009. Over this period, larger percentages of men were receiving benefits than were women, Whites outnumbered African Americans, the percentage of older workers increased and there were larger percentages of college-educated workers receiving benefits.

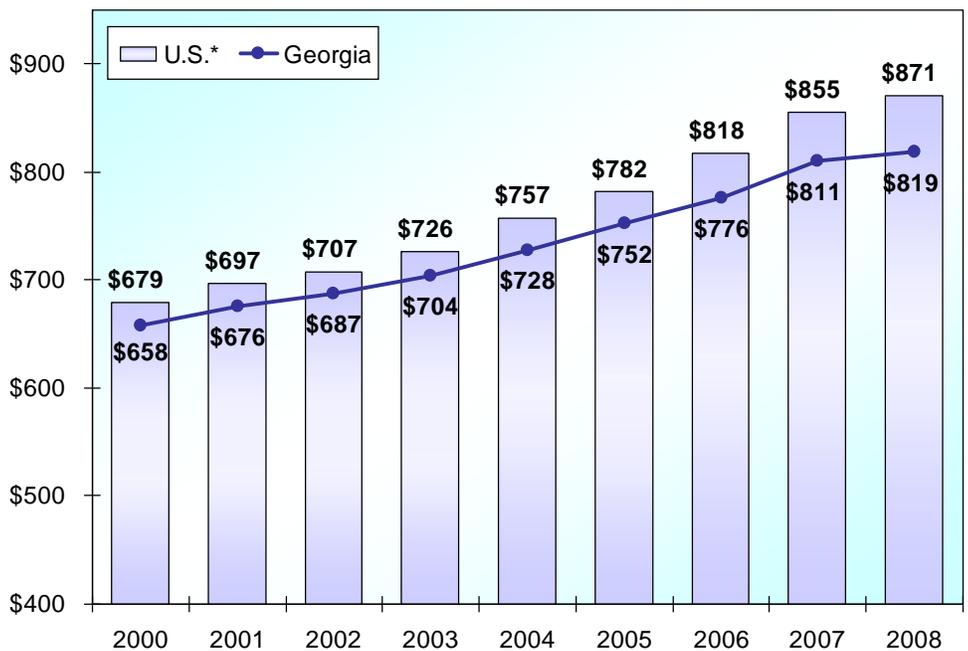
Characteristics of Georgia's Insured Unemployed Industry Detail – May 2009



Data Source: Georgia Department of Labor, Workforce Information & Analysis, Continued Claims Data

More than half the insured unemployed were formerly working in four industry sectors: Manufacturing, Administrative and Waste Services, which includes temporary employment services, Construction, and Retail Trade. Manufacturing and Construction are typically male-dominated industries, which have experienced the largest job losses over the past year.

Average Weekly Wage Georgia and U.S. 2000 – 2008



* U.S. annual average calculated for October 2007 to September 2008

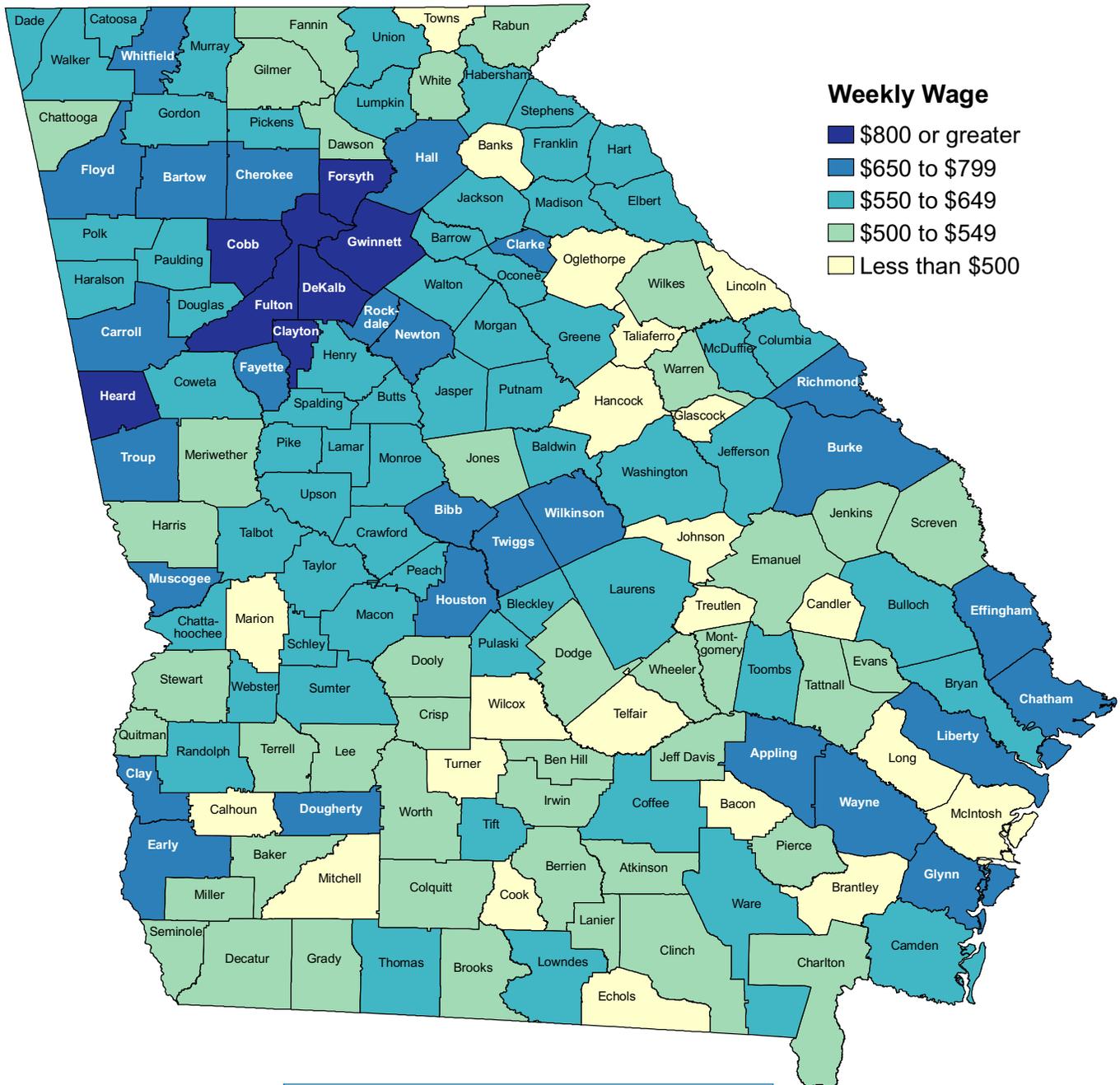
Data Source: Georgia Department of Labor; U.S. Department of Labor, Bureau of Labor Statistics

Wage growth and job growth are both indicators of the health of the economy. From 2007 to 2008 Georgia's average weekly wage grew by only \$8, or less than 1 percent. This ranks as Georgia's worst year this decade for wage growth; it followed Georgia's best year, when wages grew by 4.5 percent (2007). Calendar year 2008 average weekly wages are not yet available for the U.S., but for the period October 2007 to November 2008, U.S. wages grew by \$16 or 1.9 percent.

Average Weekly Wage in Georgia Counties

2008 Annual Averages

There were only seven counties that fall into the highest wage group; six out of the seven counties with \$800 or more in average weekly wages were in the metro Atlanta area. There were 22 counties scattered throughout the state having average weekly wages of less than \$500.

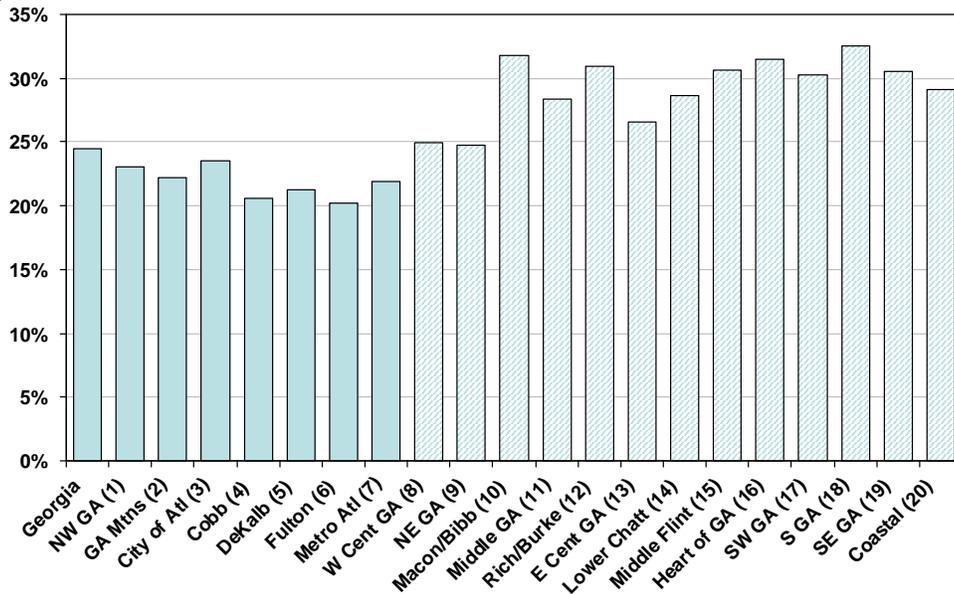


Georgia Average Weekly Wage: \$819

Data Source: Georgia Department of Labor

Percentage of Primary Job Holders Earning Less Than \$1,200 Month

Georgia and Workforce Investment Act (WIA) Areas

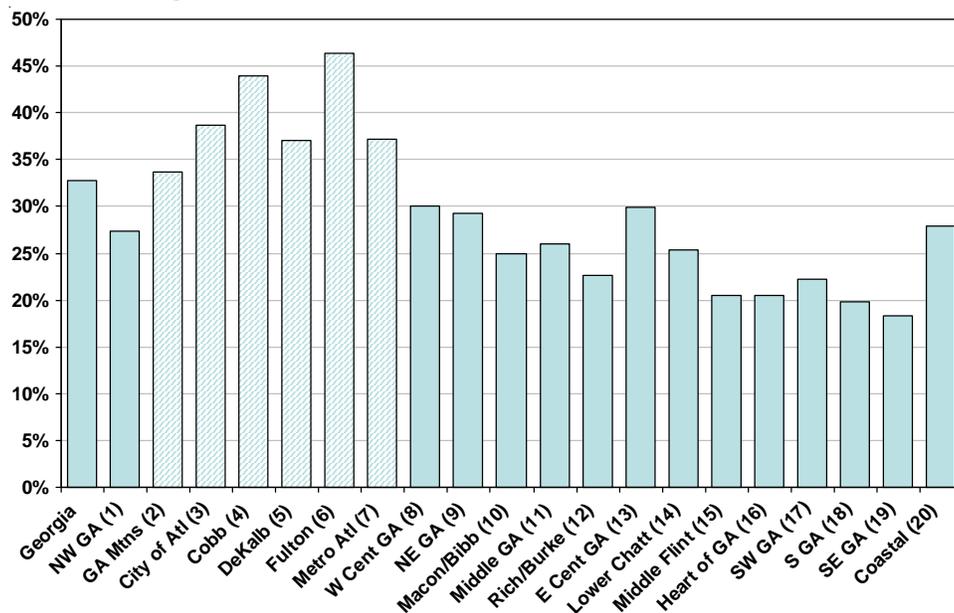


Data Source: U.S. Census Bureau; Local Employment Dynamics – Based on Home Area

The Census Bureau's Local Employment Dynamics On-the-Map program provides information on primary jobs by the amount of income earned on a monthly basis. Slightly less than one-fourth (24.4 percent) of Georgia workers earn less than \$1,200 per month, or \$14,400 annually for their primary job. Thirteen of Georgia's 20 WIA areas exceed the state average for number of working individuals earning less than \$1,200 per month.

Percentage of Primary Job Holders Earning More Than \$3,400 a Month

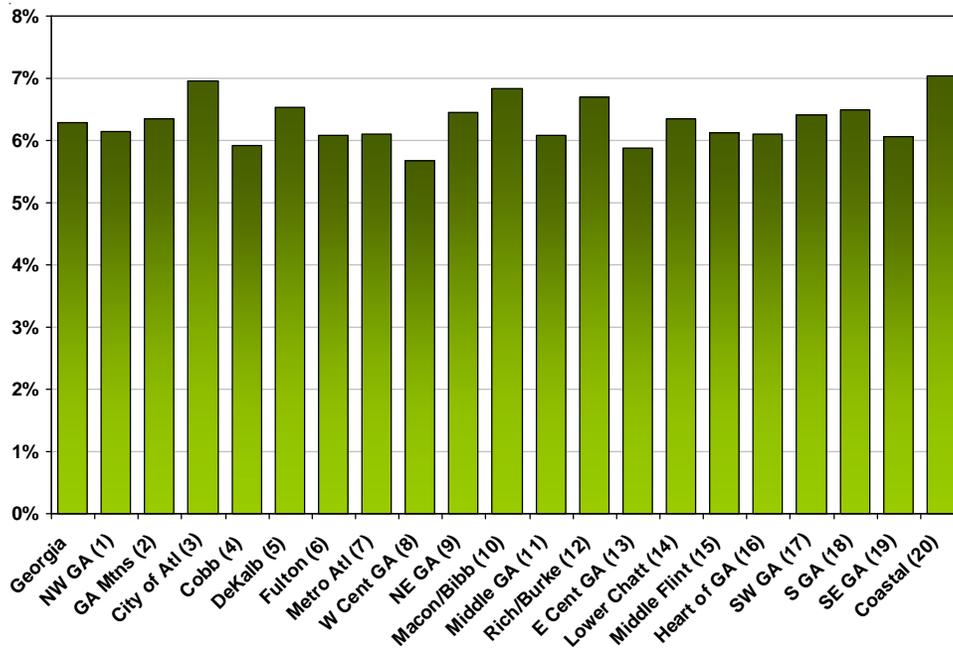
Georgia and Workforce Investment Act (WIA) Areas



Data Source: U.S. Census Bureau; Local Employment Dynamics – Based on Home Area

Approximately one-third (32.7 percent) of Georgia workers earn more than \$3,400 per month or \$40,800 annually for their primary job. Only six of Georgia's 20 WIA areas have higher percentages of earners than the state average in this highest earnings group. In fact, half of all WIA areas have less than 28 percent of their workers included in this group.

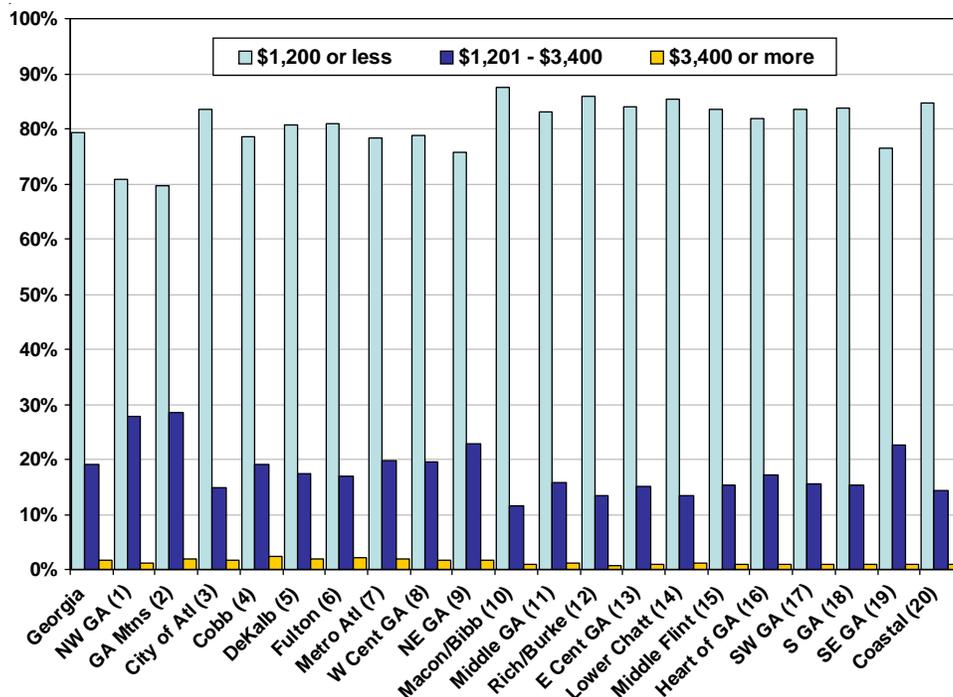
Secondary Jobs As a Percentage of Total Jobs Georgia and Workforce Investment Act (WIA) Areas



Data Source: U.S. Census Bureau; Local Employment Dynamics – Based on Home Area

The Census Bureau's Local Employment Dynamics (LED) On-the-Map Program also identifies multiple job holders. If multiple jobs appear for the same job holder, primary and secondary jobs are designated based on earnings. LED identifies approximately 250,000 secondary jobs worked in Georgia, or slightly over 6 percent of all Georgians who work. Rates of secondary job holders in WIA Areas range from about 5.5 percent in West Central Georgia to nearly 7 percent in the City of Atlanta and Coastal Georgia.

Wages Earned By Percentage of Secondary Job Holders Georgia and Workforce Investment Act (WIA) Areas



Data Source: U.S. Census Bureau; Local Employment Dynamics – Based on Home Area

Approximately 70 to 86 percent of all secondary job holders in WIA Areas earn \$1,200 per month or less at their secondary job. Between 10 and 30 percent of all other secondary jobs fall into the two higher income categories. For each of these occupations held, the worker is making more money in their primary job, including the 2.5 percent of multiple job holders that earn more than \$3,400 per month at their secondary job.

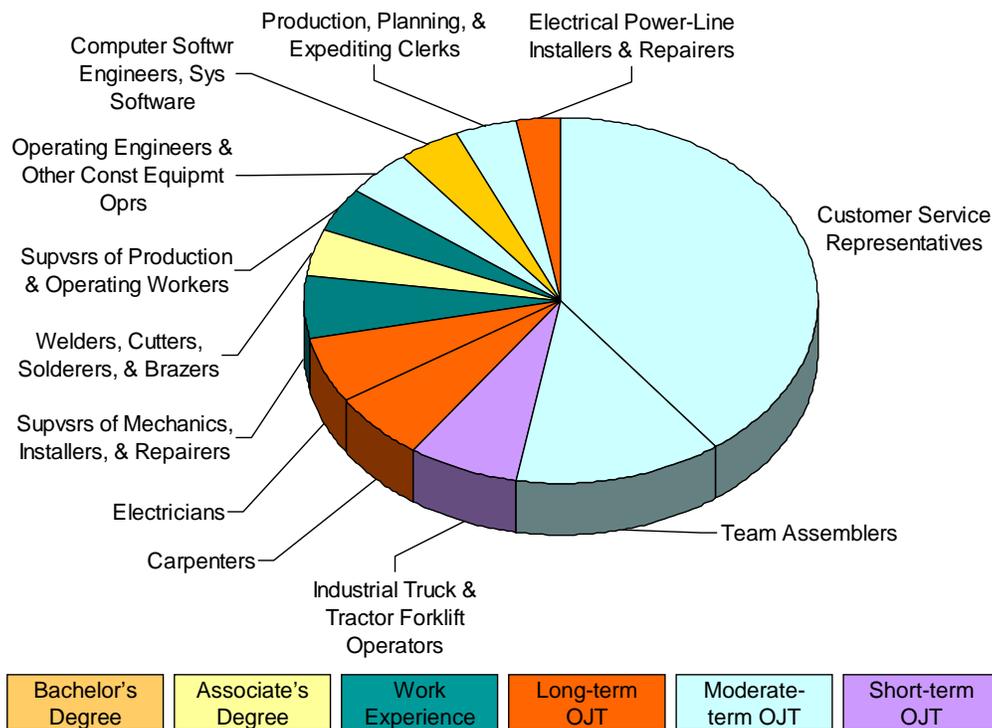
Looking Ahead

With an economic recovery yet to appear on the horizon, it is hard to predict what exactly awaits the employers and citizens of Georgia. Recovery will surely happen, but it is quite possible that the decade will end with Georgia's economy still in recovery.

Many workforce professionals are anticipating a green recovery as a focus on energy efficiency replaces both white and blue collar jobs with new green collar jobs. The "green movement" currently sweeping the nation is impacting work, workers, economic planners and developers in many different ways. Both the complexity of emerging green occupations and green influence on regular jobs make it extremely difficult to measure and definitions of green jobs are still under development at the state and national levels. This new way of doing business will certainly impact the economic recovery.

Displaced workers from lost industry jobs will continue to be retrained and prepared for new careers. Many of these individuals will attend Georgia's Technical Colleges to obtain the skills and knowledge needed to further their careers. The decline in the current economy is being seen as the perfect time to retrain and prepare for the future recovery.

Top 12 Green-Influenced Jobs Based on Projected Annual Openings

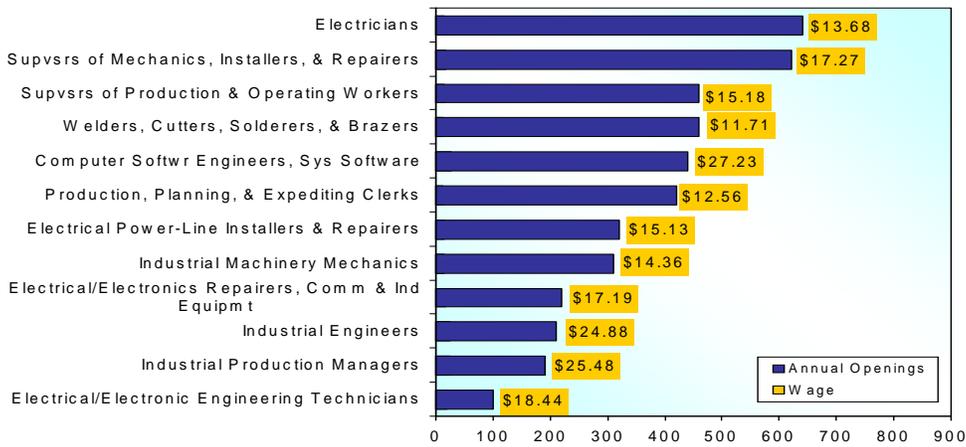


Data Source: National Center for O*NET Development and Georgia Department of Labor

Green-influenced jobs refers to existing occupations that are being performed in a manner that promotes energy efficiency and the conservation of resources. Occupations that have been determined to have a green side to them do not necessarily

mean that every person working in that occupational title is working in a green job. This graph shows the top 12 occupations predicted to show the largest numbers of annual job openings related to green jobs, by level of education required.

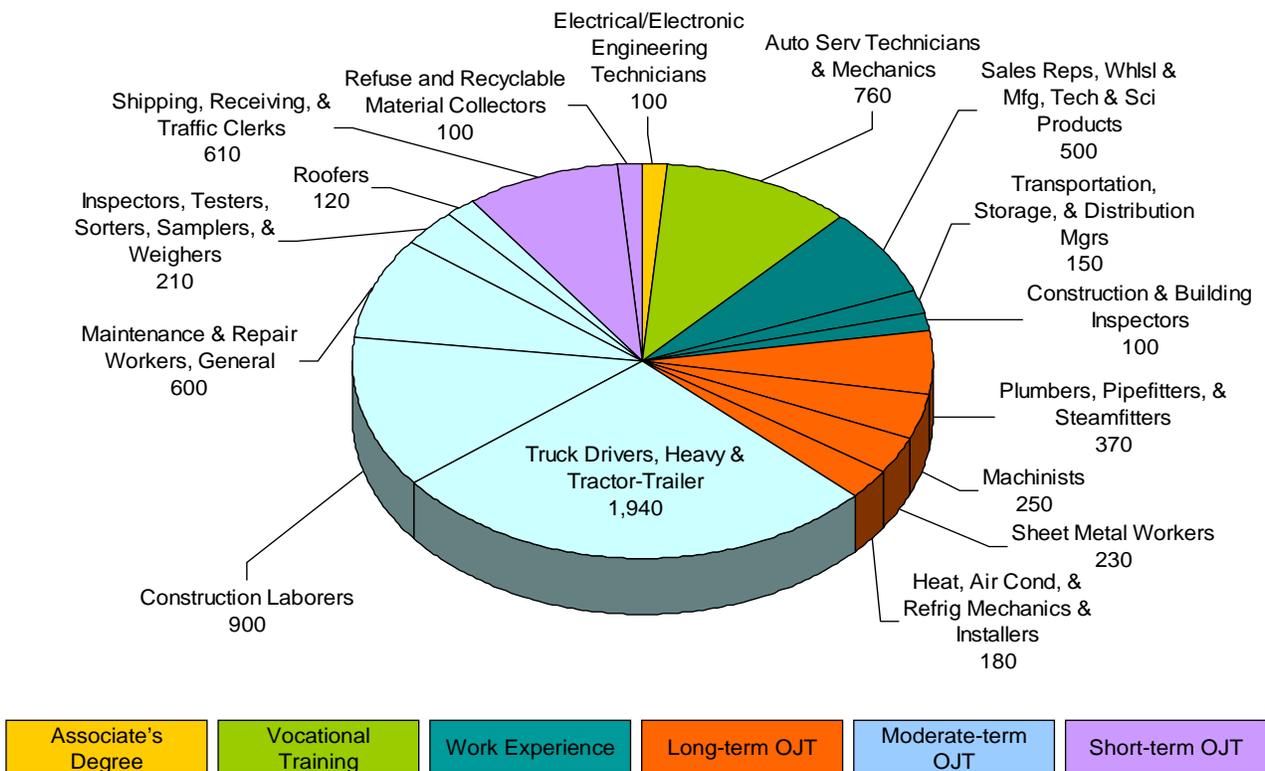
Top 12 Green-Influenced Jobs Annual Openings and Entry Wage



Data Source: National Center for O*NET Development and Georgia Department of Labor

The interest surrounding the green movement has many calling for a green recovery to the current economic crisis. The expectation that green jobs will provide high wages is fueling this belief. This graph lists the top twelve green-influenced occupations based on their entry level hourly wage. The length of the bars indicates the expected number of openings.

Georgia Green-Enhanced Jobs Requiring Associates Degree or Less Expected Annual Openings

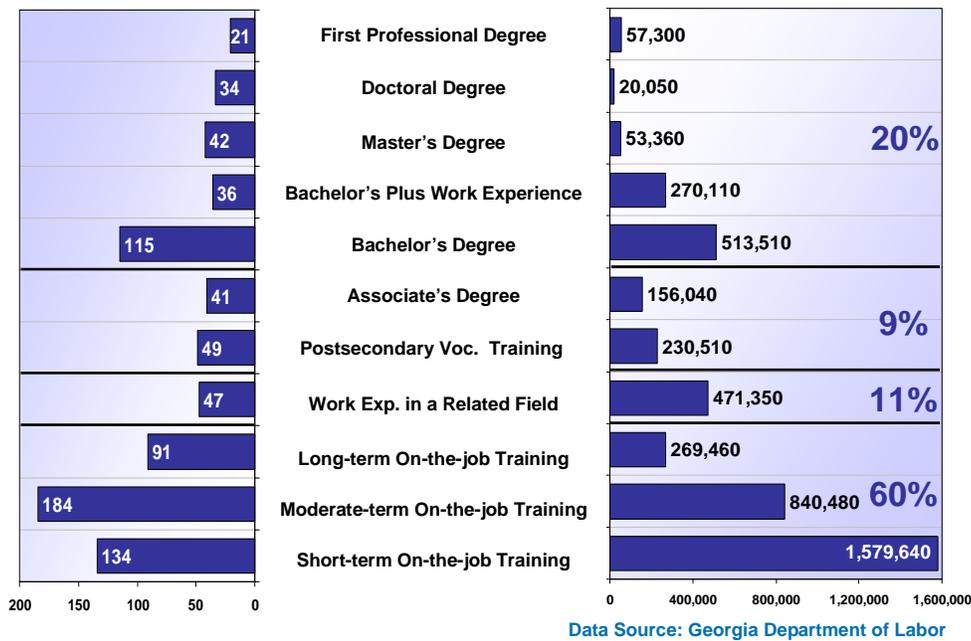


Data Source: National Center for O*NET Development and Georgia Department of Labor

Green-enhanced jobs refer to changes in existing occupations that may require additional skills and training as a result of green activities and new technology. This graph lists occupations that will be impacted by green enhancement. Each of these occupations requires less than an associate's degree

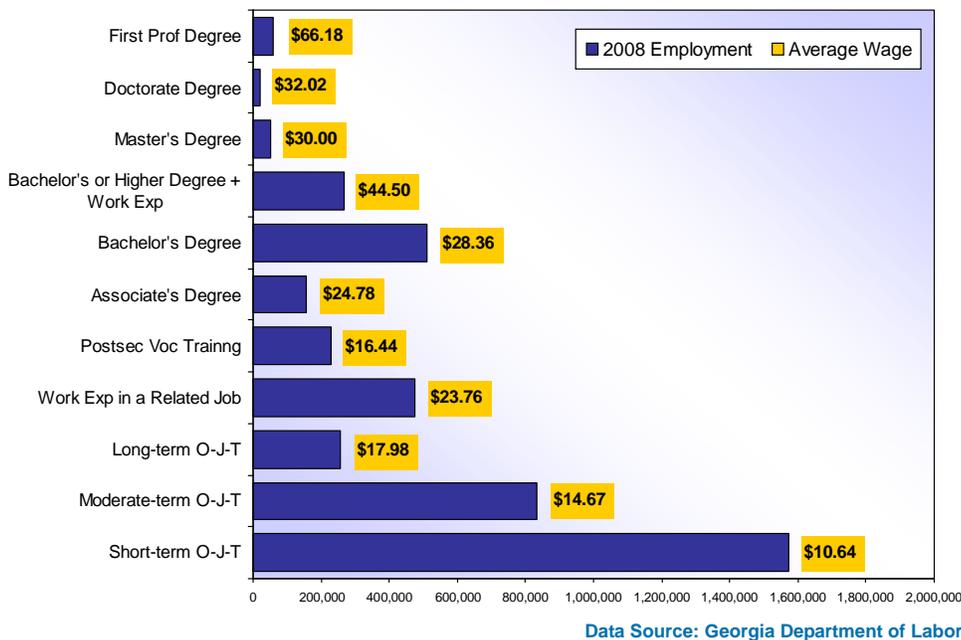
and has a high number of expected annual openings. It is important to note that the jobs represented on these graphs are not solely green jobs but an amalgam of regular jobs with green influence and green-enhanced skills.

Occupational Titles by Education and Training Level and Estimated Number of Jobs



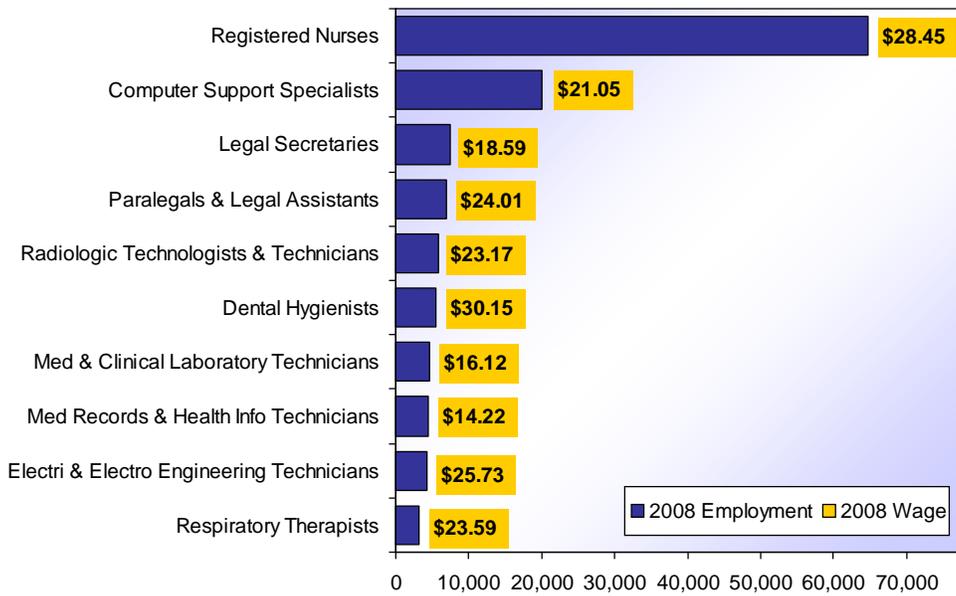
The left side of this chart lists the number of occupational titles that generally require one of eleven levels of education and training listed in the middle. On the right is the actual number of jobs that require that same level of education and training. There are many more occupational titles and actual jobs that fall under the lower education and training levels than there are in the higher levels. Still, the best chance for higher wages, increased mobility and more opportunities for advancement come with obtaining additional education and training beyond high school.

2008 Occupational Employment and Wages By Education and Training Level



Supply and demand help determine wages in the job market. The short-term on-the-job training (OJT) category includes cashiers and retail salespersons, two of the largest occupations in the state, and as long as there are large numbers of applicants for these jobs, wages will remain low. Fewer jobs are available in fields requiring additional training, but the financial rewards in these areas are much greater.

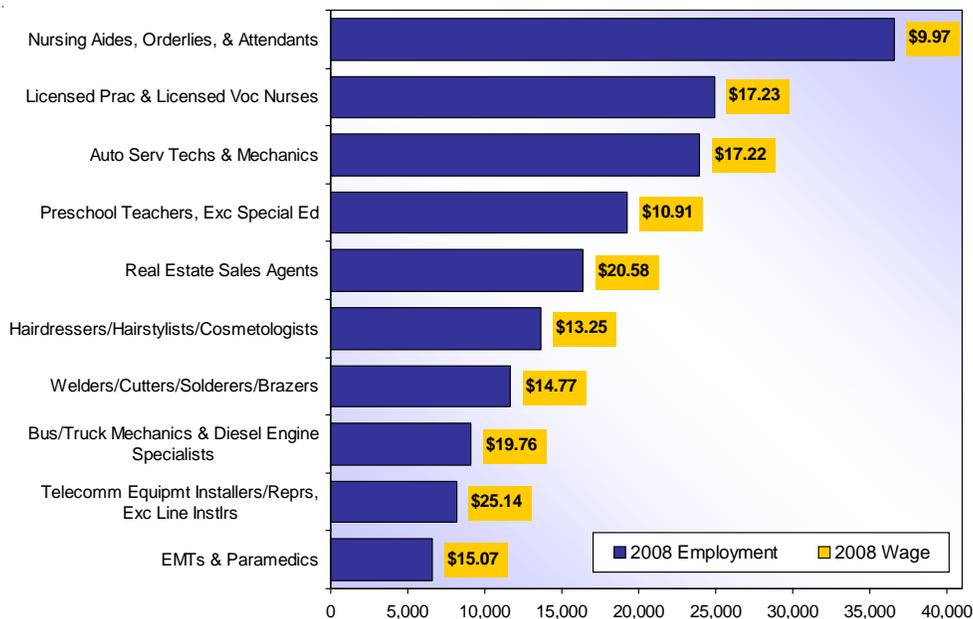
Ten Largest Occupations Requiring an Associate's Degree 2008 Employment and Wages



Data Source: Georgia Department of Labor

For years, students have been told that they must get a four year degree if they want a great job/career. This chart lists the top 10 occupations requiring an associate's degree. All of these occupations have good rates of pay and provide great careers for young people just starting out or experienced workers making a career change.

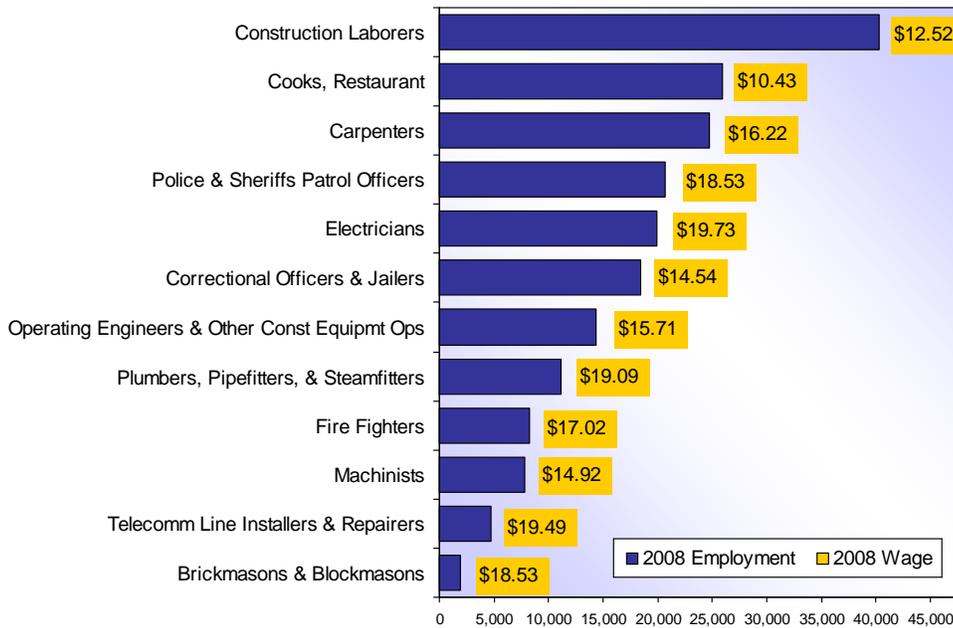
Ten Largest Occupations Requiring Postsecondary Vocational Training 2008 Employment and Wages



Data Source: Georgia Department of Labor

These occupations also require some formal education beyond high school but less than a two year degree. These occupations offer the potential for advancement and good starting wages for very little formal training. Three health care occupations are included on this list that, with additional postsecondary education, can move a worker up the career ladder to other health care careers listed in the previous graph.

Common Apprenticeship Occupations 2008 Employment and Wages



Data Source: Georgia Department of Labor

Apprenticeship occupations are great opportunities for persons who want to do a skilled job but would rather learn in a real-world setting as opposed to a total classroom environment. There are many job opportunities in this category with advancement potential and great starting wages.

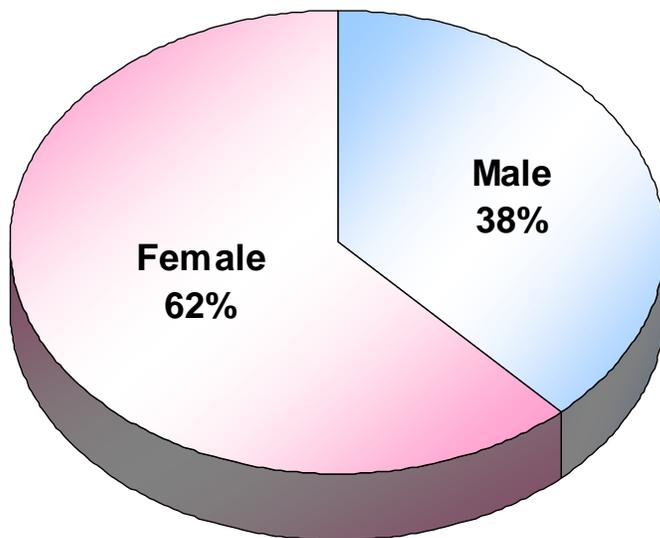
Ten Largest Self-Employed Occupations 2008 Employment and Wages



Data Source: Georgia Department of Labor

Self-employment is an area that provides many opportunities for individuals with drive and determination. This chart lists the most common occupational titles and wages for the top 10 jobs done by self-employed persons. The education and training necessary for these jobs ranges from short-term on-the-job training to a bachelor's degree plus work experience.

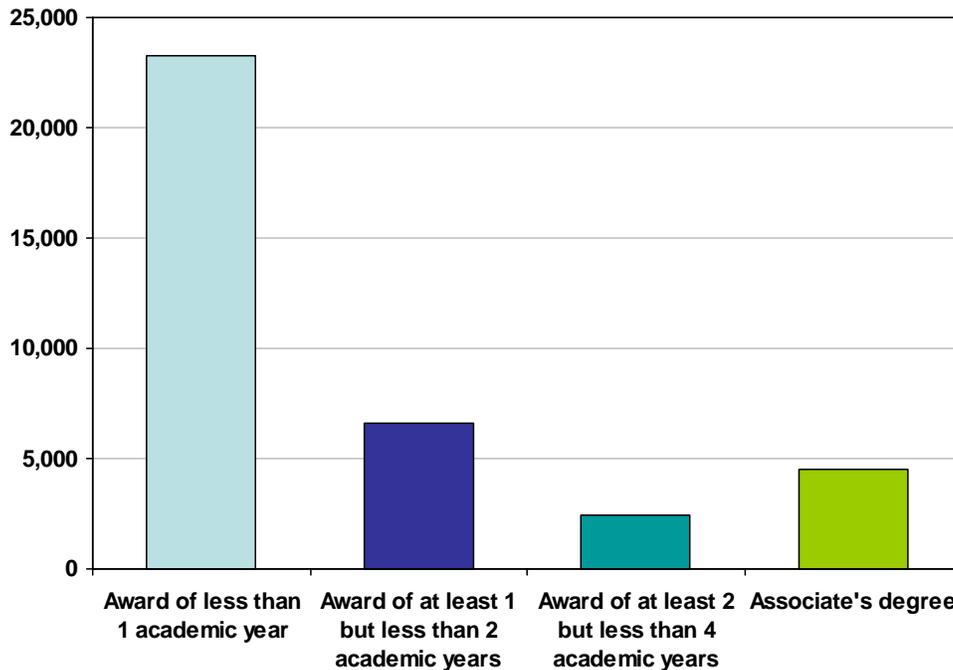
2008 Credit Enrollment by Gender Technical College System of Georgia



Data Source: Technical College System of Georgia

In 2008, the number of females enrolled in courses for credit at Georgia's Technical Colleges outnumbered males almost two to one. Although this ratio has existed for several years, the percentage of males enrolled in technical colleges has increased slightly over the past two years.

2008 Total Awards Technical College System of Georgia



Data Source: Technical College System of Georgia

Georgia Technical College System graduates earning award certificates and degrees are classified into four categories, based on the length of time required to obtain the final credential. The vast majority of awards conferred require less than one academic year to complete.