

The background is a complex digital collage. It features a large, stylized globe on the right side, composed of many small, glowing blue and white cubes. To the left of the globe, there are several circular data visualizations, including bar charts and pie charts, rendered in a light blue, semi-transparent style. In the foreground, the silhouettes of two people, a man and a woman, are visible from behind, standing and looking towards the digital landscape. The overall color palette is dominated by blues and whites, with a dark, almost black, background that makes the glowing elements stand out. The title text is centered in the upper half of the image, overlaid on a semi-transparent white band.

An Overview: Working on the “Workforce”

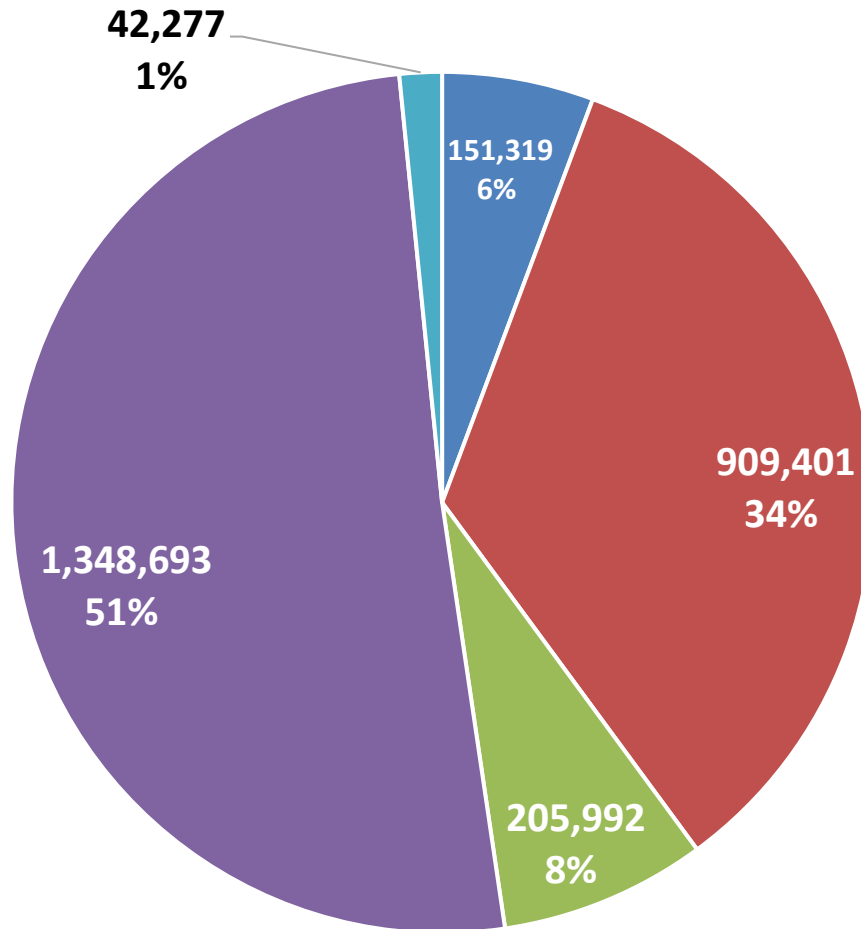
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Key Points

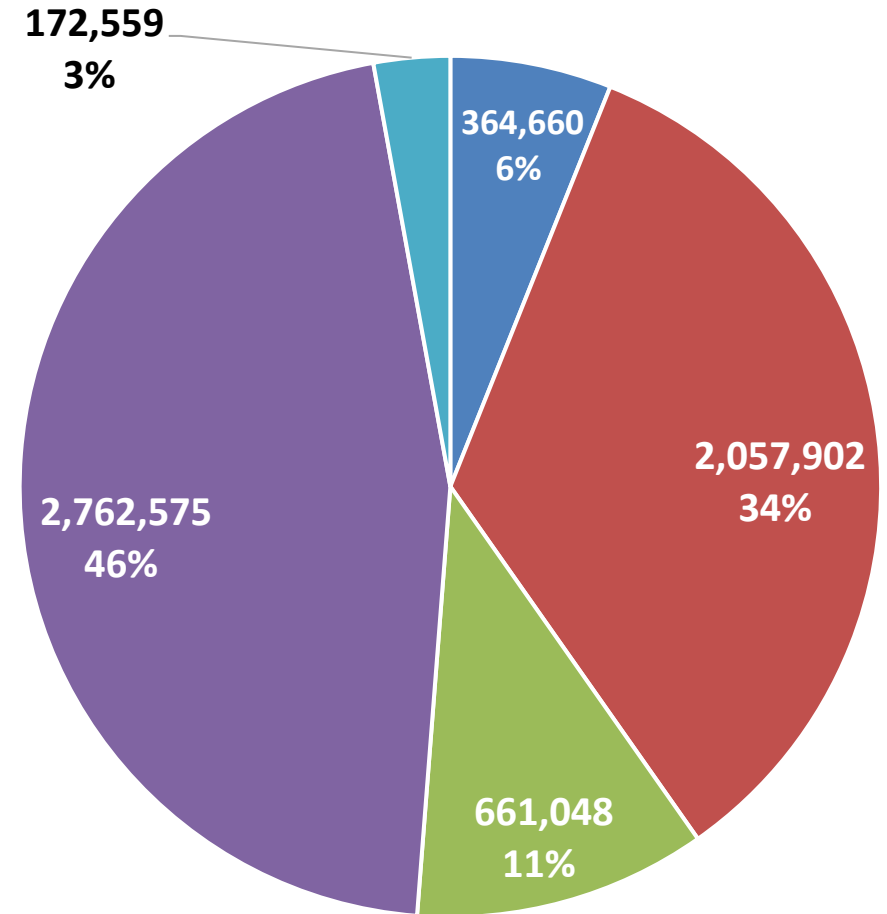
- The occupations that have an over-representation of workers-of-color tend to have the lowest wages.
- Lowest-wage workers have fared the worst in the pandemic economy, with employment rates declining some 23 percent since January 2020 for workers making less than \$27K annually.
- Growth in middle-wage occupations has stagnated; while many common low-wage occupations are paying less today, in real terms, than they did five years ago.
- Occupations in high demand clusters have held up well compared to the job market overall.

Who Is Metro Atlanta's Workforce?

Composition of the Workforce

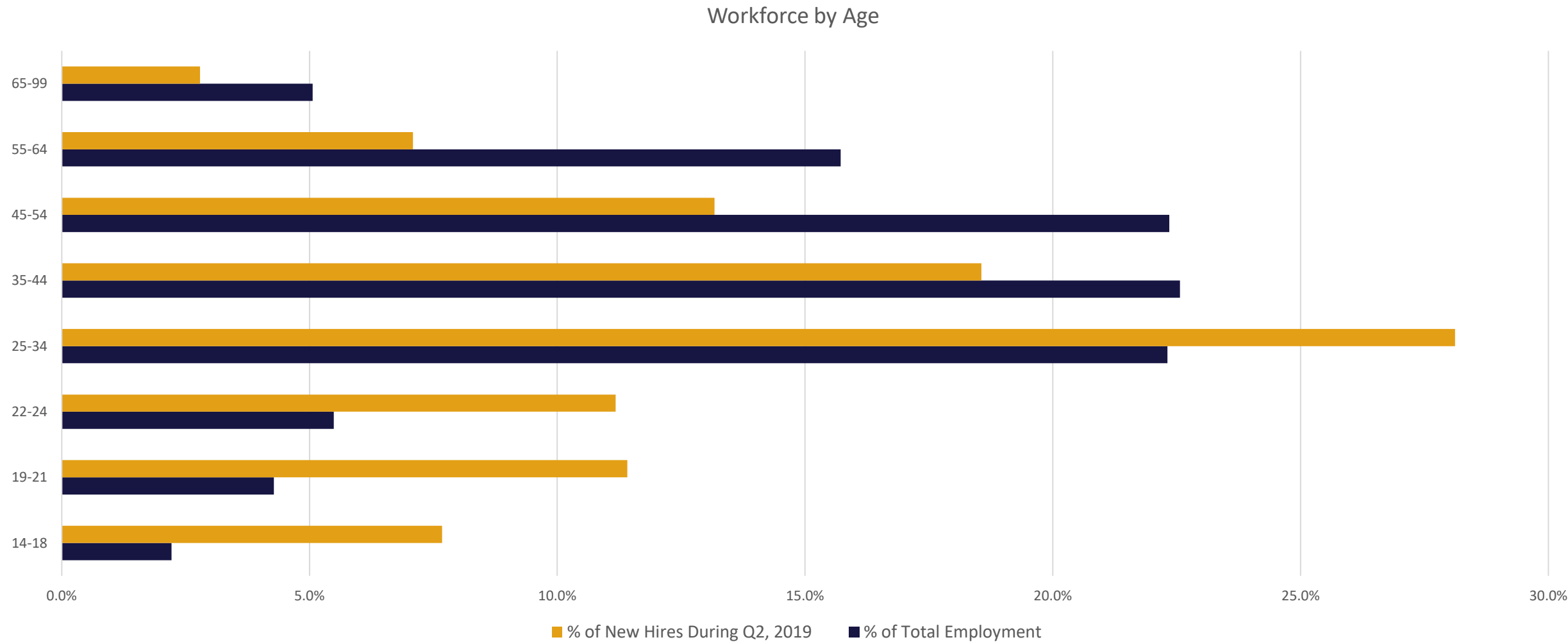


Composition of the Population



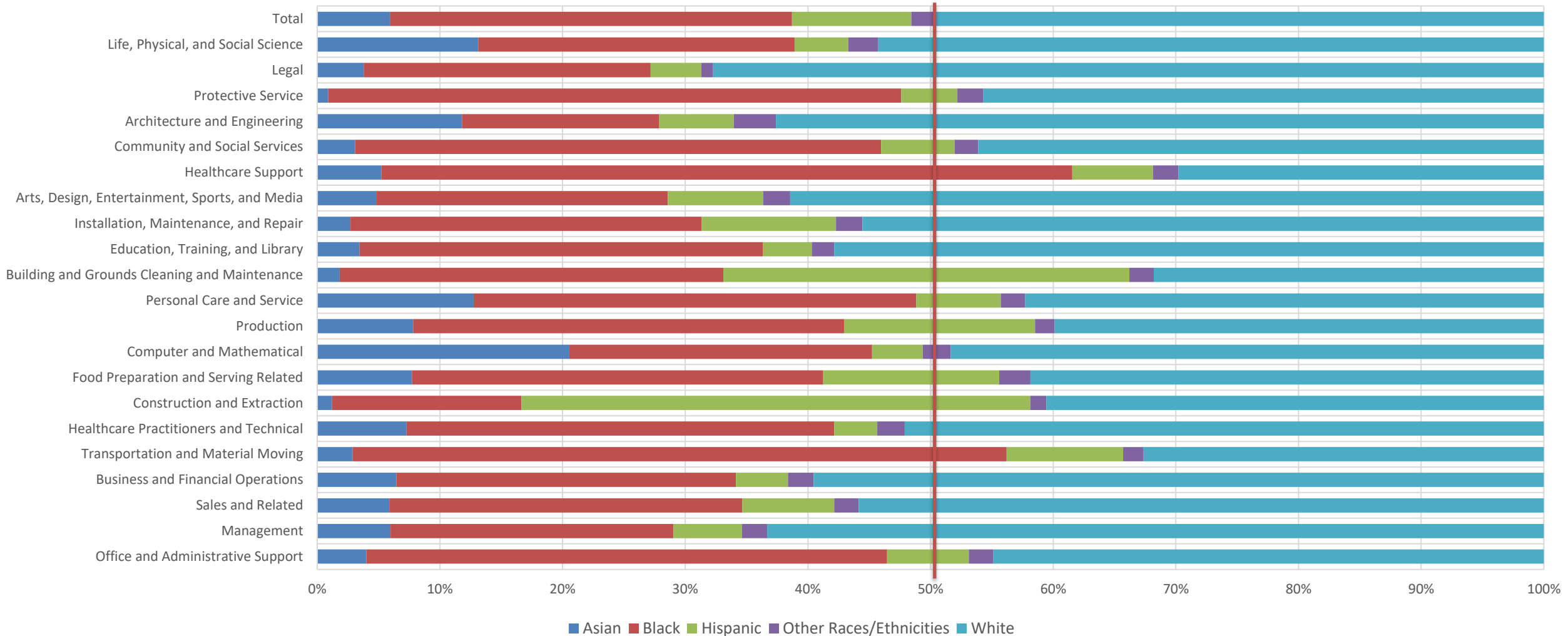
The relatively older White population results in a larger share for Whites in the workforce than in the population as a whole. Conversely, the relatively younger Hispanic population contributes to their higher share of population than of the workforce.

Demographics of our Workforce: Age Composition



The 35-44 and 45-54 cohorts comprise the largest overall age group shares of the workforce. New hiring, though, is most concentrated in the workforce “entry-level” cohort of ages 25-34. The smallest share of new hiring is in the 65+ age group

Race/Ethnicity Composition by Occupation



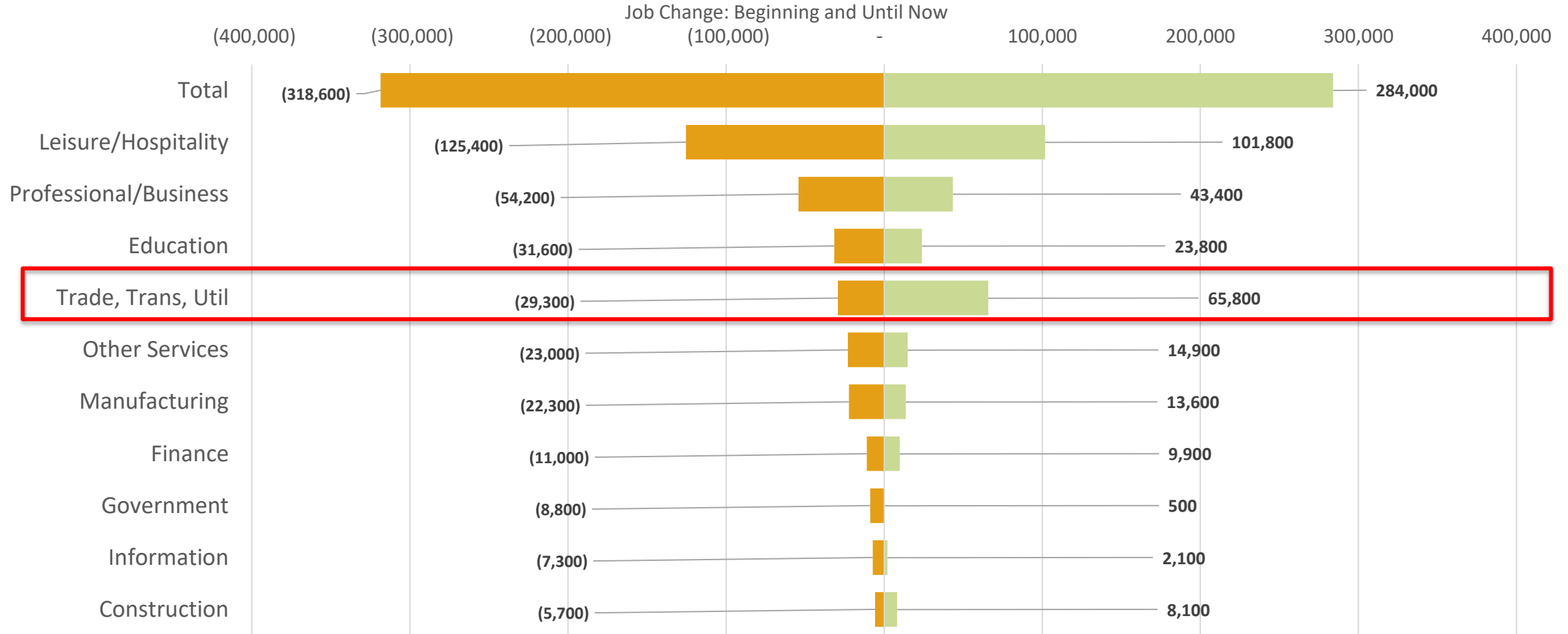
White workforce is over-represented in higher-wage jobs such as Management and Legal. Black workers have relatively higher shares of lower-wage Personal Care and Service and Transportation/ Material Moving occupations. Hispanic workers are concentrated in Construction. The Asian workforce is most clustered in Computer and Mathematical.

Gender Composition by Occupation



Females fill far higher shares of the jobs in Healthcare sectors, as well as Office and Administrative support—and the lower wages align with the inequity in earnings across gender. Males are over-represented in higher-wage areas such as Architecture/ Engineering, but also in “manual labor” sectors such as Construction and Transportation/Material Moving.

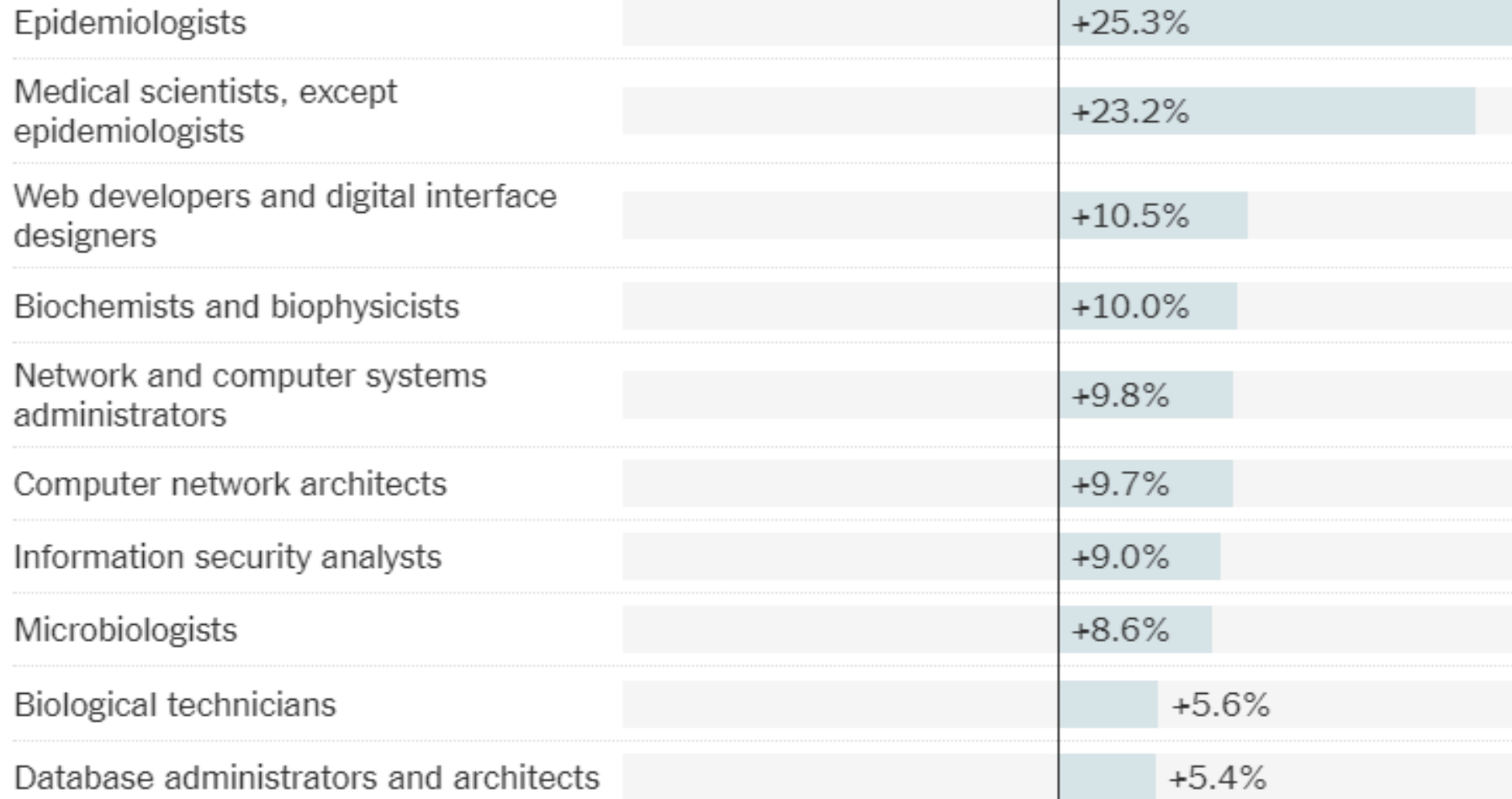
Tale of Two Times



The orange bars above show job loss by sector in the March and April 2020 “crash”; the green bars indicate extent of the recovery (net increase) since May of 2020. “Now”, there is still a net deficit of almost 35,000 jobs. As for sectors, only Trade/Transportation/Utilities (includes e-commerce and warehousing) has fully recovered from the pandemic plunge.

There Will Clearly Be Some Winners based on BLS's “Strong-Pandemic Impact” Scenario

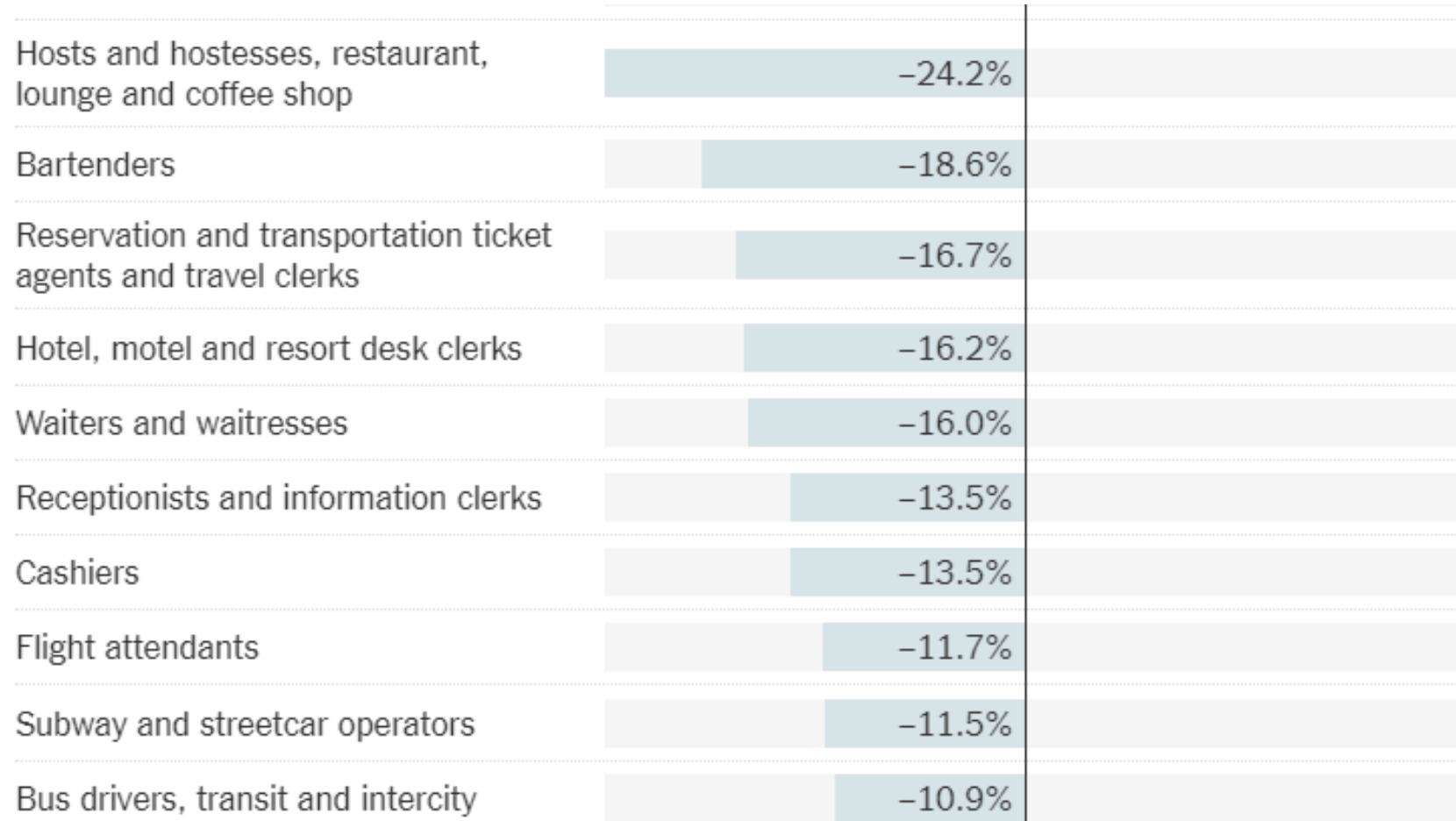
The rates of change (shaded in blue) indicate by sector the pandemic-driven increase in jobs over the baseline projection (that did not include any pandemic effects). Health and web-related jobs are seen as spiking.



Source: Bureau of Labor Statistics, via NY Times - <https://www.nytimes.com/2021/02/22/upshot/jobs-future-pandemic.html>

But Some Occupations Could Continue to Struggle based on BLS's "Strong-Pandemic Impact" Scenario

The rates of change (shaded in blue) indicate by sector the pandemic-driven decline in jobs below the baseline projection (that did not include any pandemic effects). Food and travel occupations suffer the most.

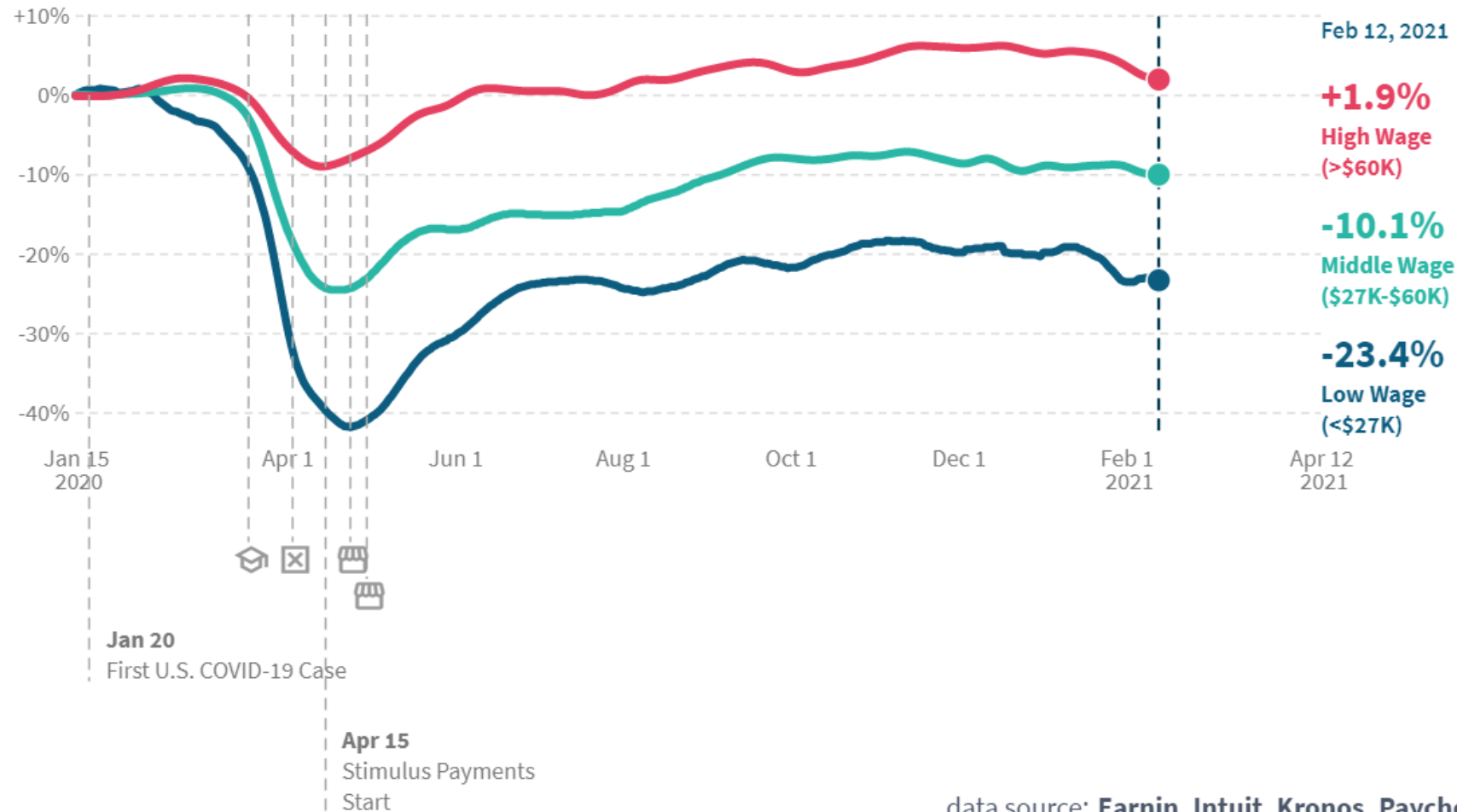


Source: Bureau of Labor Statistics, via NY Times - <https://www.nytimes.com/2021/02/22/upshot/jobs-future-pandemic-.html>

It's The Low Wage Workers Who Are Suffering

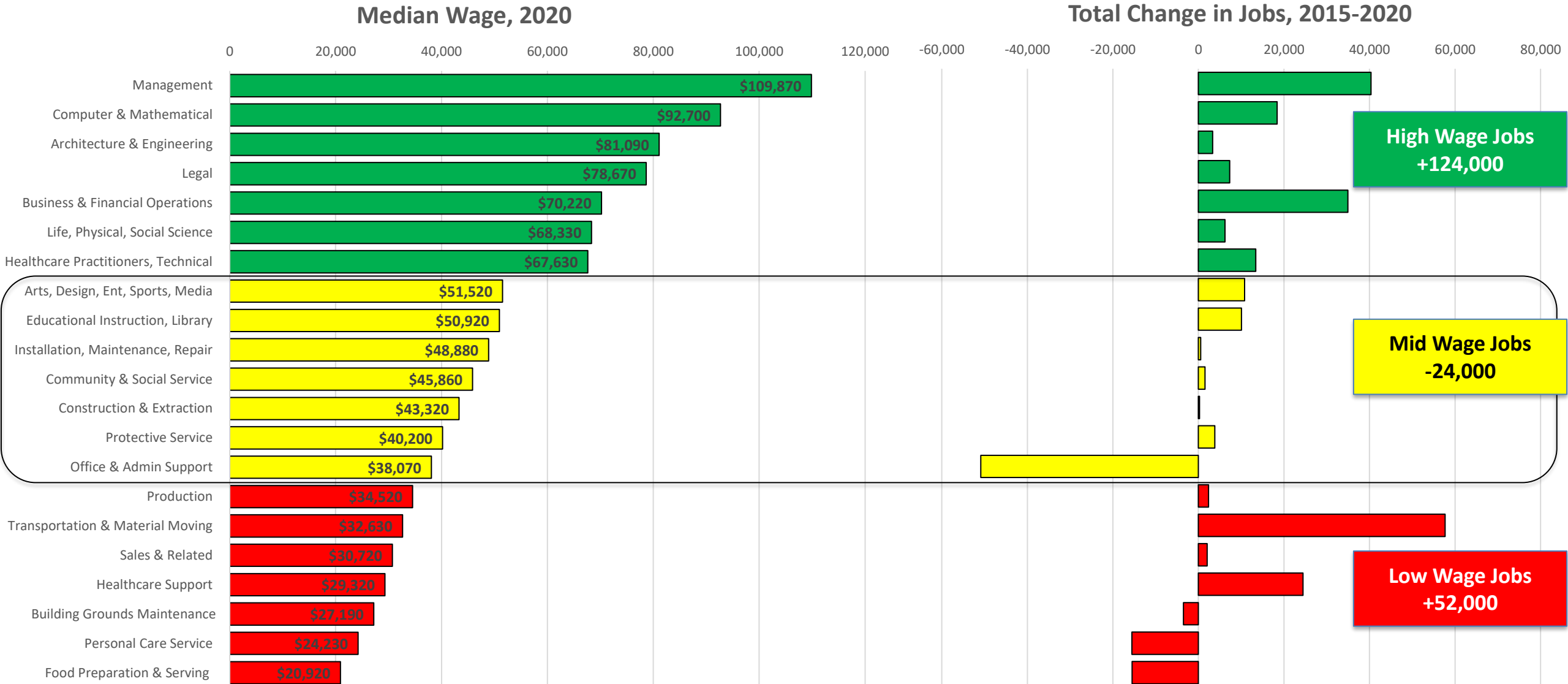
In **Atlanta**, as of February 12 2021, employment rates among workers in the bottom wage quartile decreased by **23.4%** compared to January 2020 (not seasonally adjusted).

DOWNLOAD CHART 



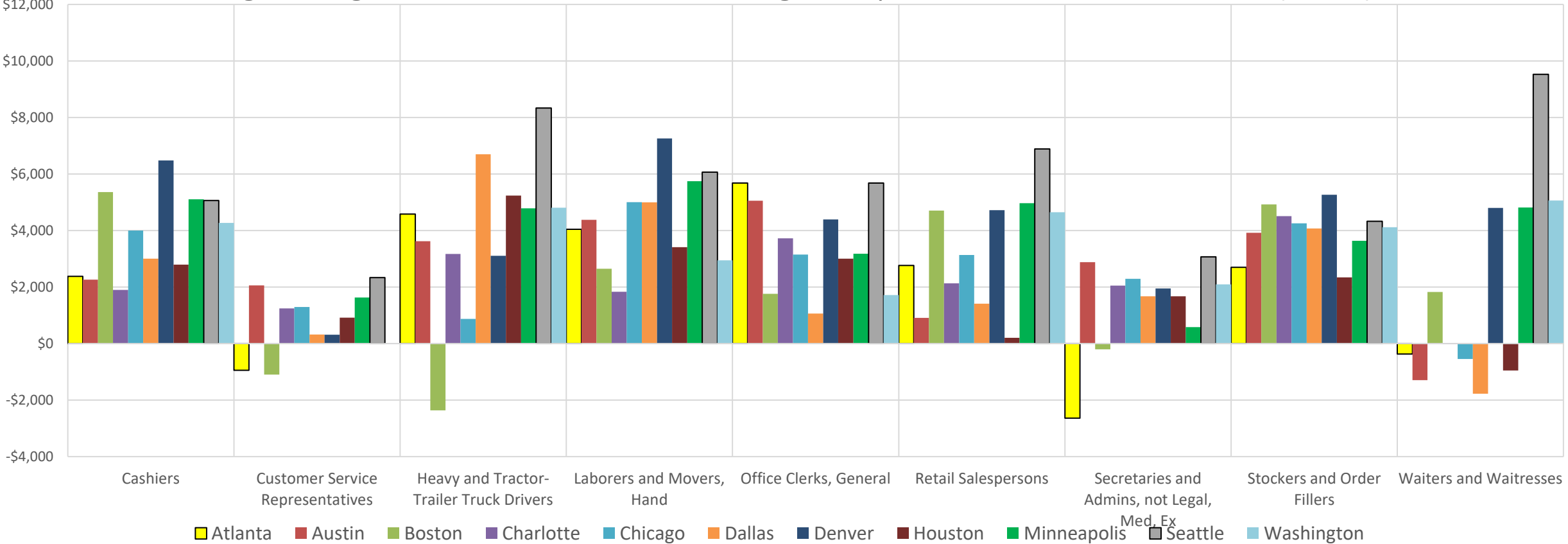
data source: **Earnin, Intuit, Kronos, Paychex**

Where Did Middle Wage Jobs Go?



And Why Are Wages Stuck Here More So Than Elsewhere... at Least for Some Occupations?

Change in Wages, 2015-2020, Common Low-Wage Occupations -- Selected Peer Metros (\$2020)

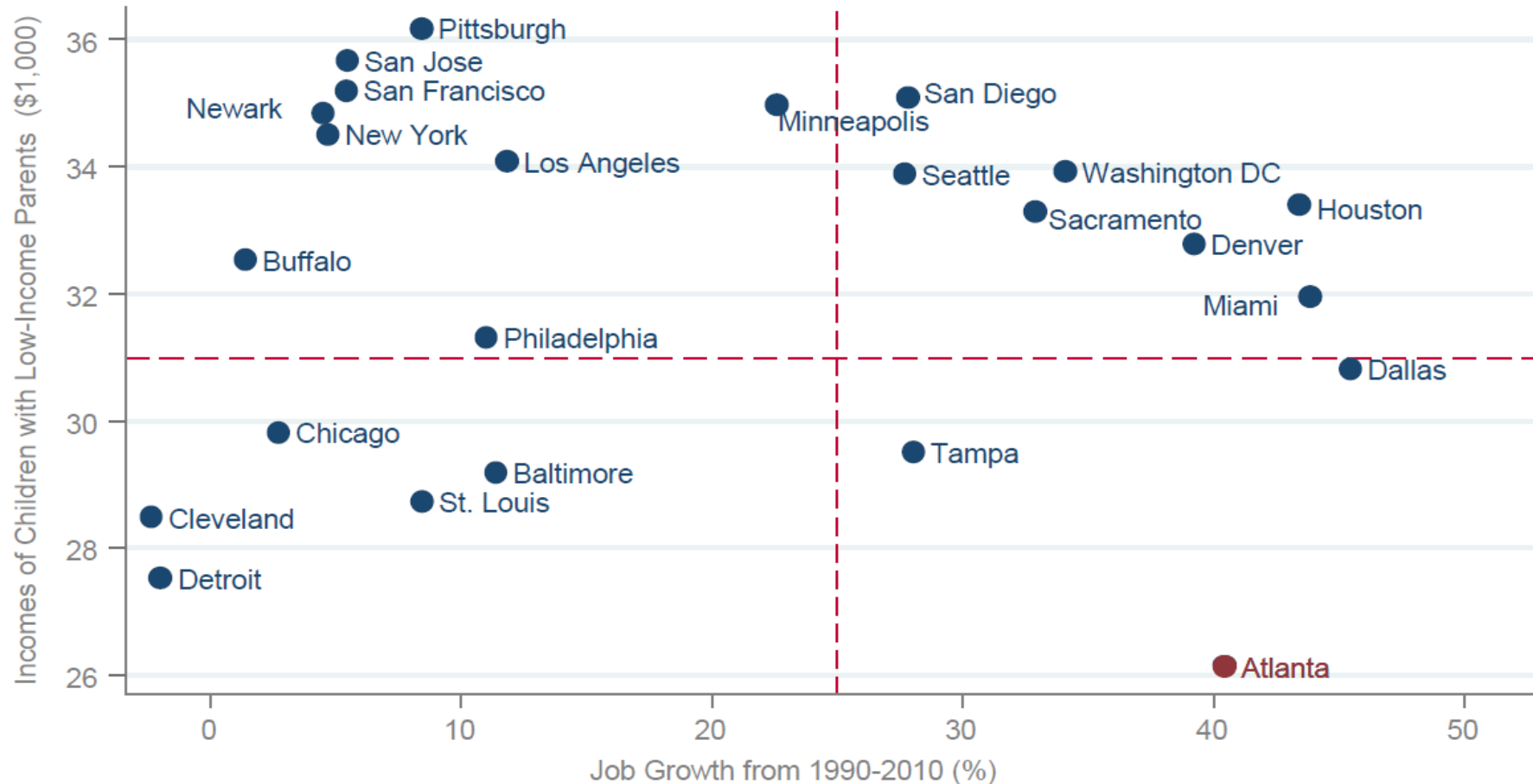


The yellow bars show the Atlanta 2015-2020 wage trends for lower-wage occupations; there are real declines in wages over the period in Customer Service Reps, Secretaries/ Admins, and Waiters/ Waitresses. And further, in the low-wage occupations in which there are wage increases, Atlanta trails most peer metros, except in the case of Office Clerks.

So It's REALLY About Economic Mobility

Job Growth and Economic Mobility in the 25 Largest Metro Areas

Low-Income Children Who Grow up in Atlanta are not Benefiting from Economic Growth

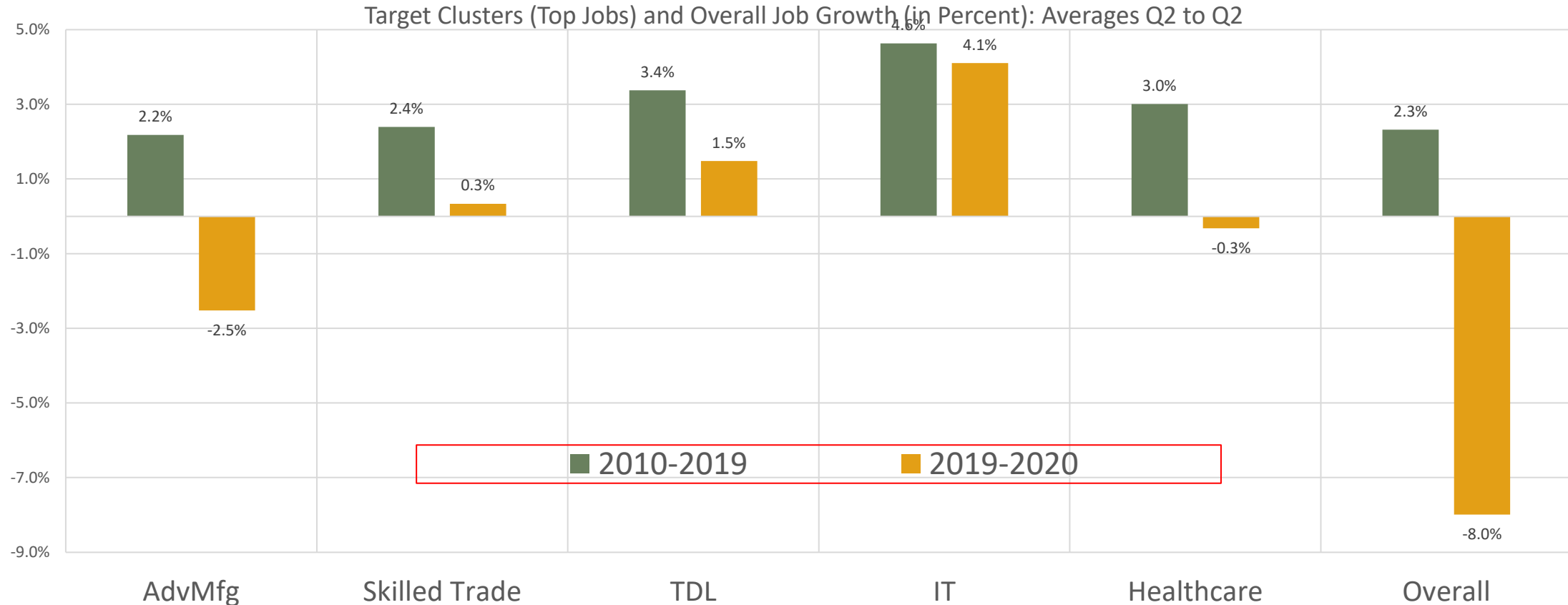


While Atlanta trailed only three of the 25 largest metros in job growth from 1990-2010 (x-axis), our metro came last (of the 25) in generational income growth for the children of lower-income residents (y-axis).

Overview: High Demand Occupations

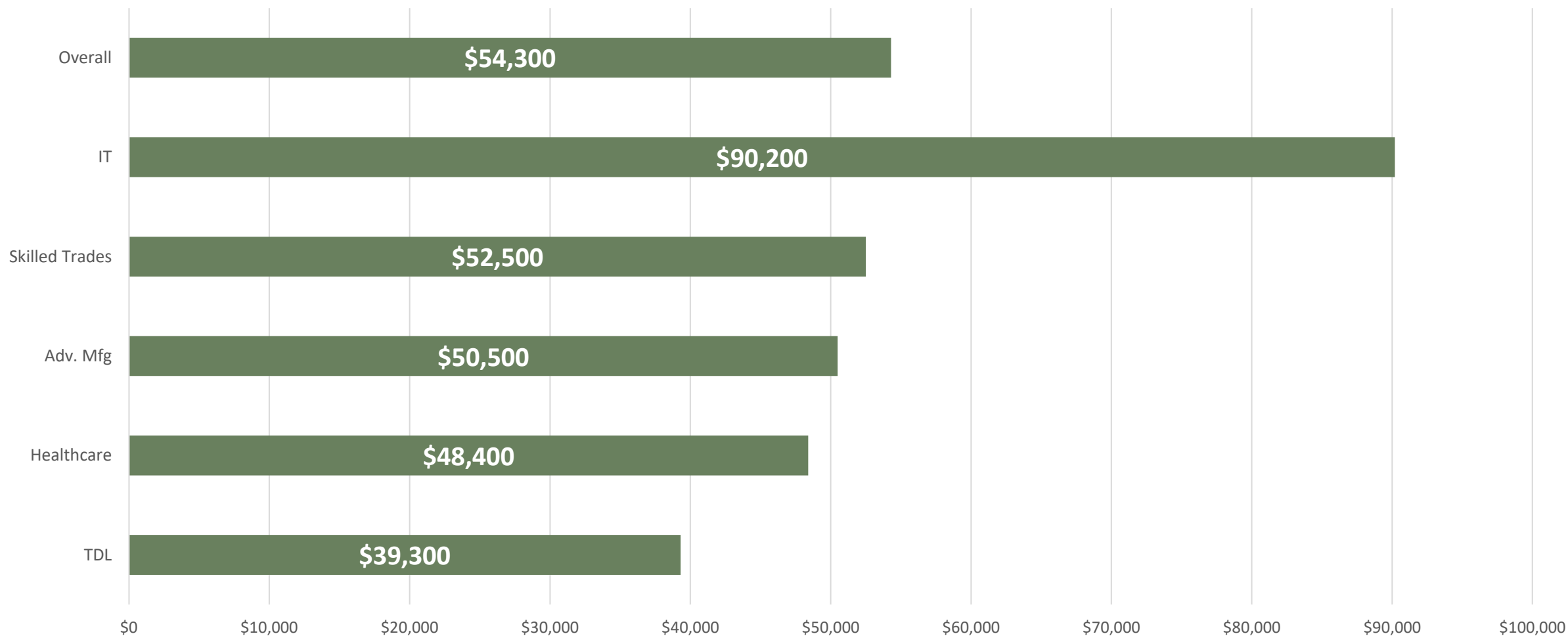


What We THINK We Know About Pandemic Effects on High Demand Clusters



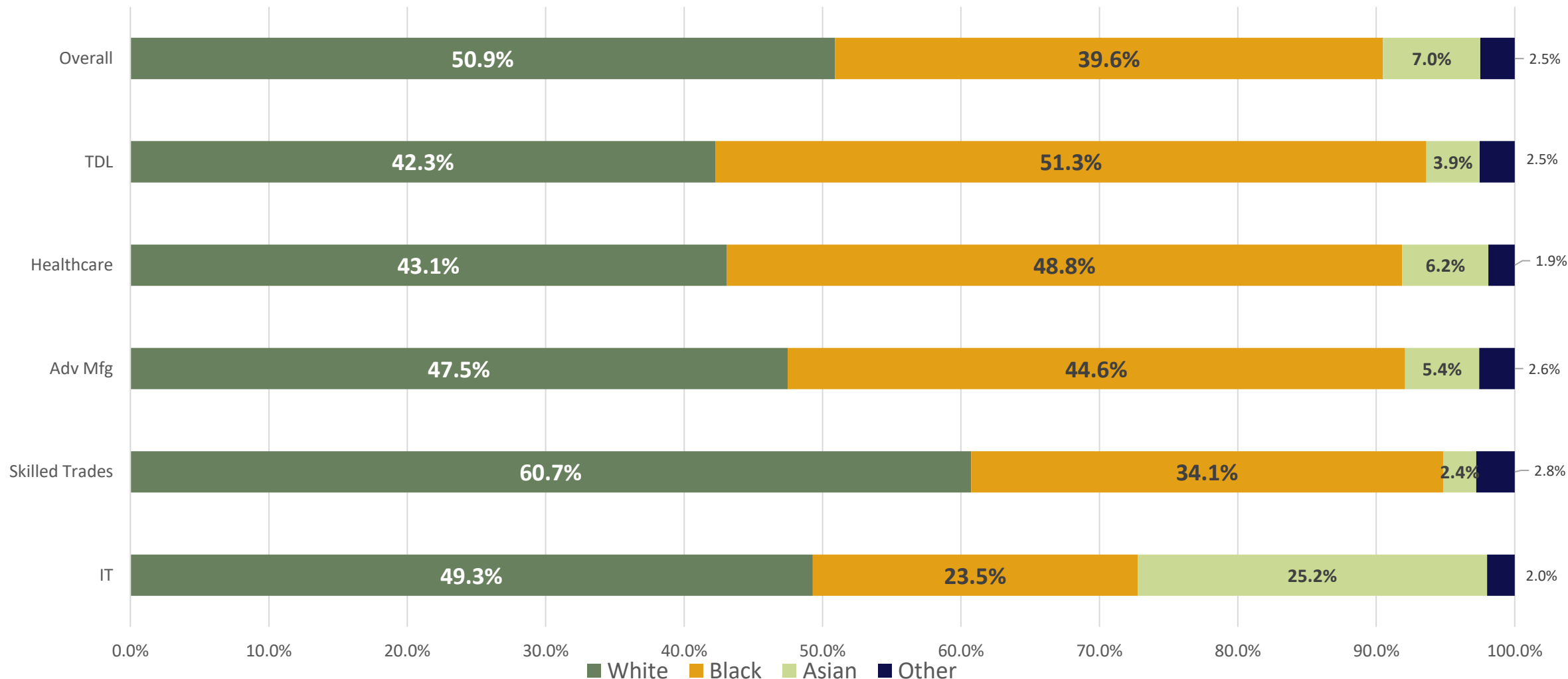
Five target high-demand job training clusters have been identified in state and regional workforce planning and are listed above on the x-axis (horizontal). In the pre-pandemic period of 2010-2019, job growth in all but the Advanced Manufacturing cluster exceeded the 2.3 percent increase of the overall job base. From 2019-2020, the overall job base declined 8 percent, but jobs actually increased in three of the five target clusters.

Average Wages for High Demand Clusters



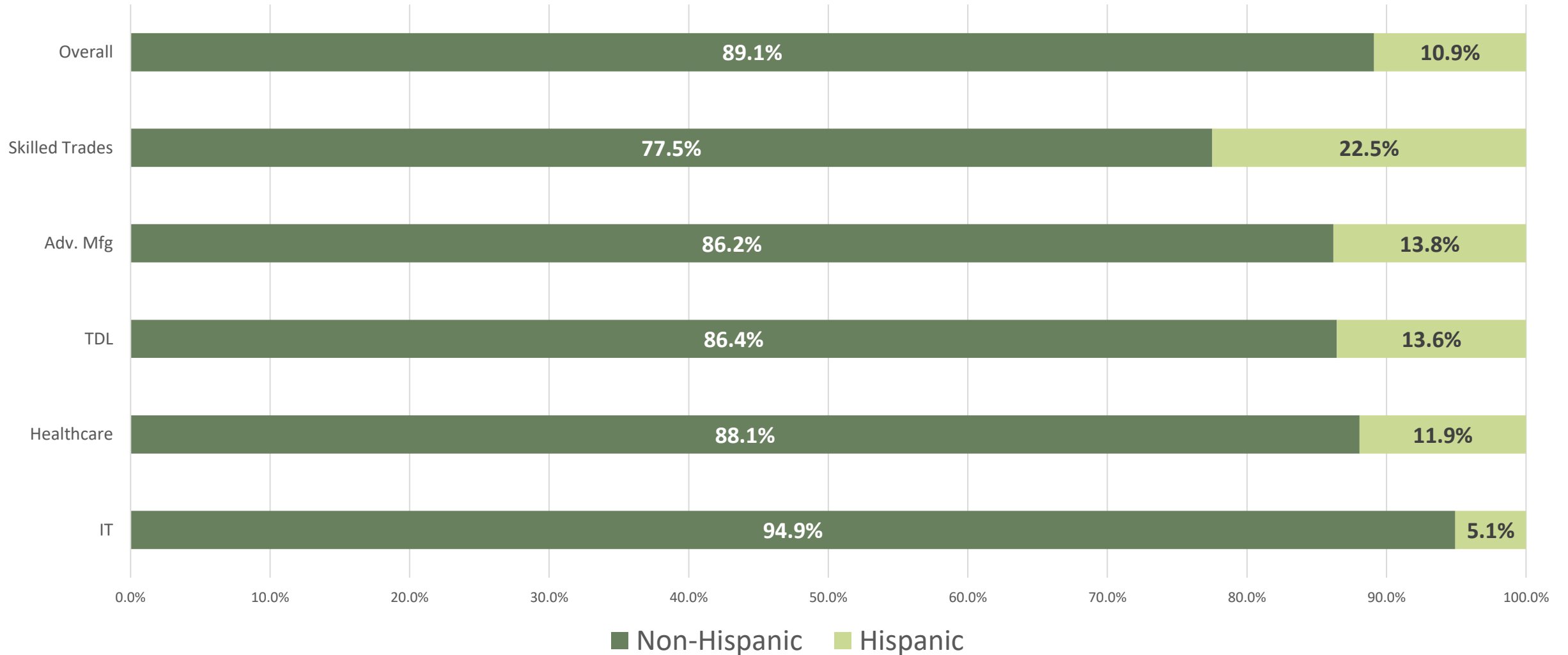
Average wages in the IT cluster are much higher than in the economy overall, and are comparable to three of the remaining clusters. Only in Transportation, Demand, and Logistics (TDL) is the average wage over 10% lower than the overall average—and low barriers of entry are a major advantage for training in this sector.

Race Composition of High Demand Clusters



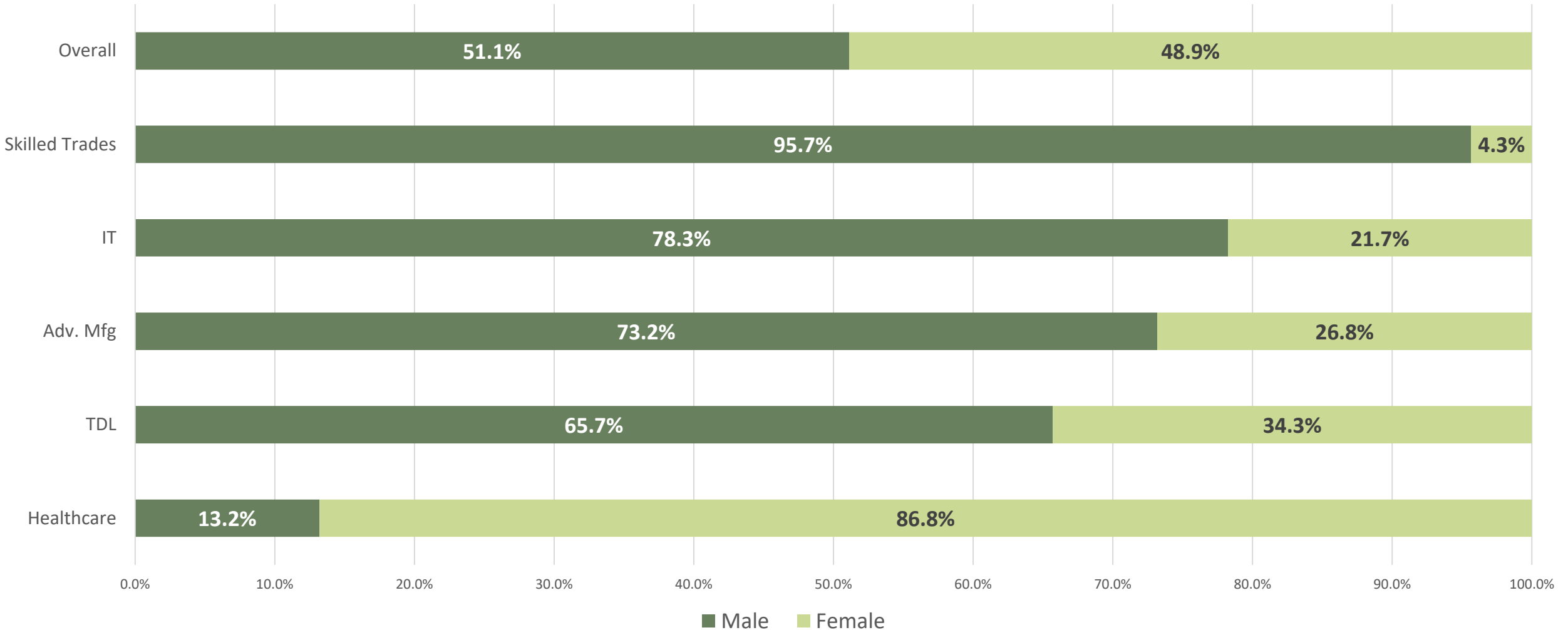
White and Asian populations dominate employment in the higher-wage cluster of IT, while Black workers are over-represented in the relatively lower-wage TDL and Healthcare sectors. Skilled Trades and disproportionately weighted to white workers, as well.

Ethnicity Composition of High Demand Clusters



Hispanic workers hold a disproportionately high share of jobs in most high-demand clusters. In particular in the Skilled Trades sector, more than one in five jobs is filled by someone of Hispanic origin. In the higher- wage IT sector though, only 1 in 20 workers is Hispanic compared to over 1 in 10 for the economy on the whole.

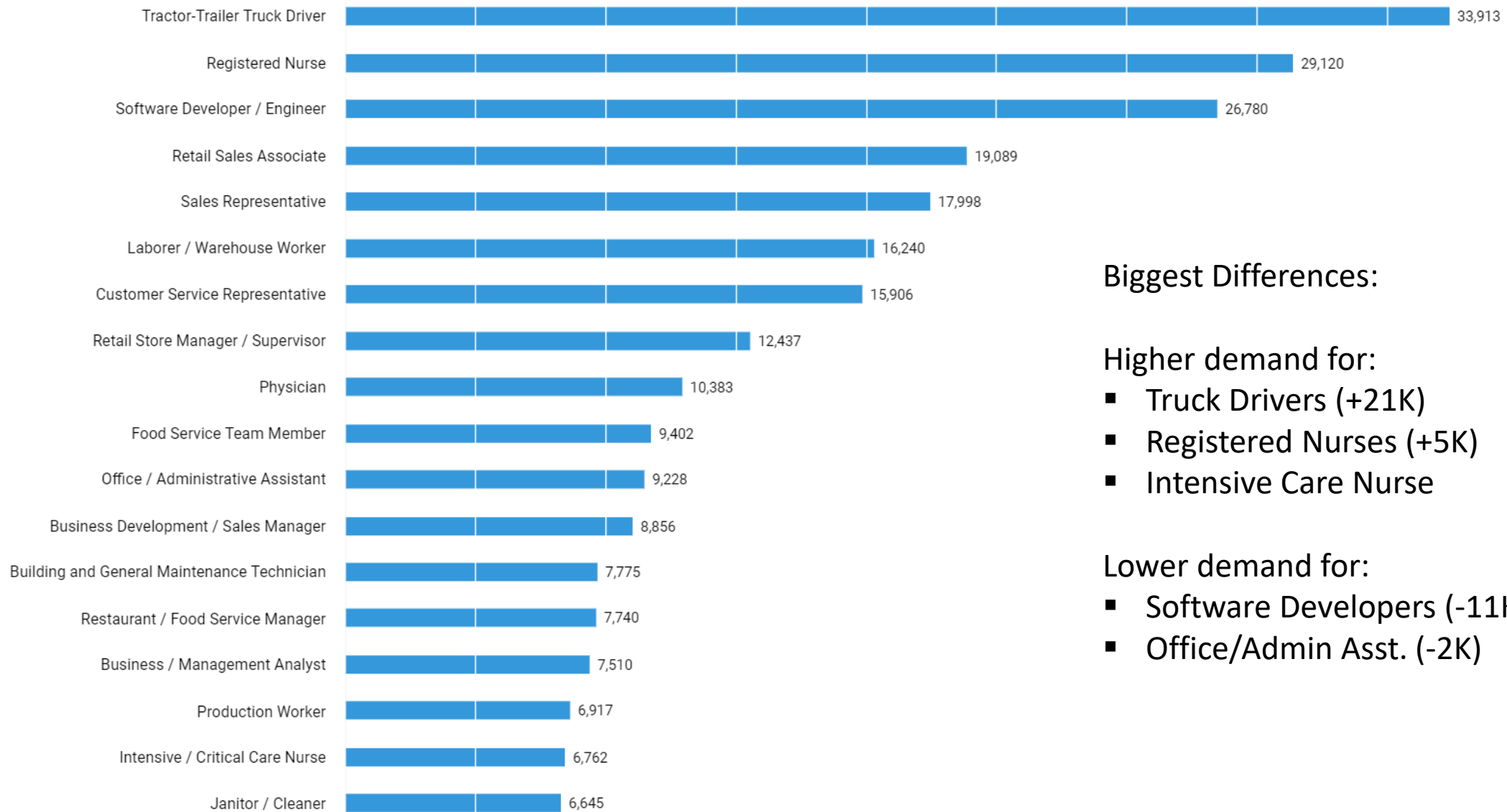
Gender Composition of High Demand Clusters



Men are, with the exception of healthcare, over-represented in all of the high-demand clusters (as compared to a nearly 50/50 split across the workforce overall). This imbalance suggests possible policy initiatives to target women for training in many of these high-demand clusters.

Job Postings by Occupations

April 1, 2020 – March 31, 2021



Biggest Differences:

Higher demand for:

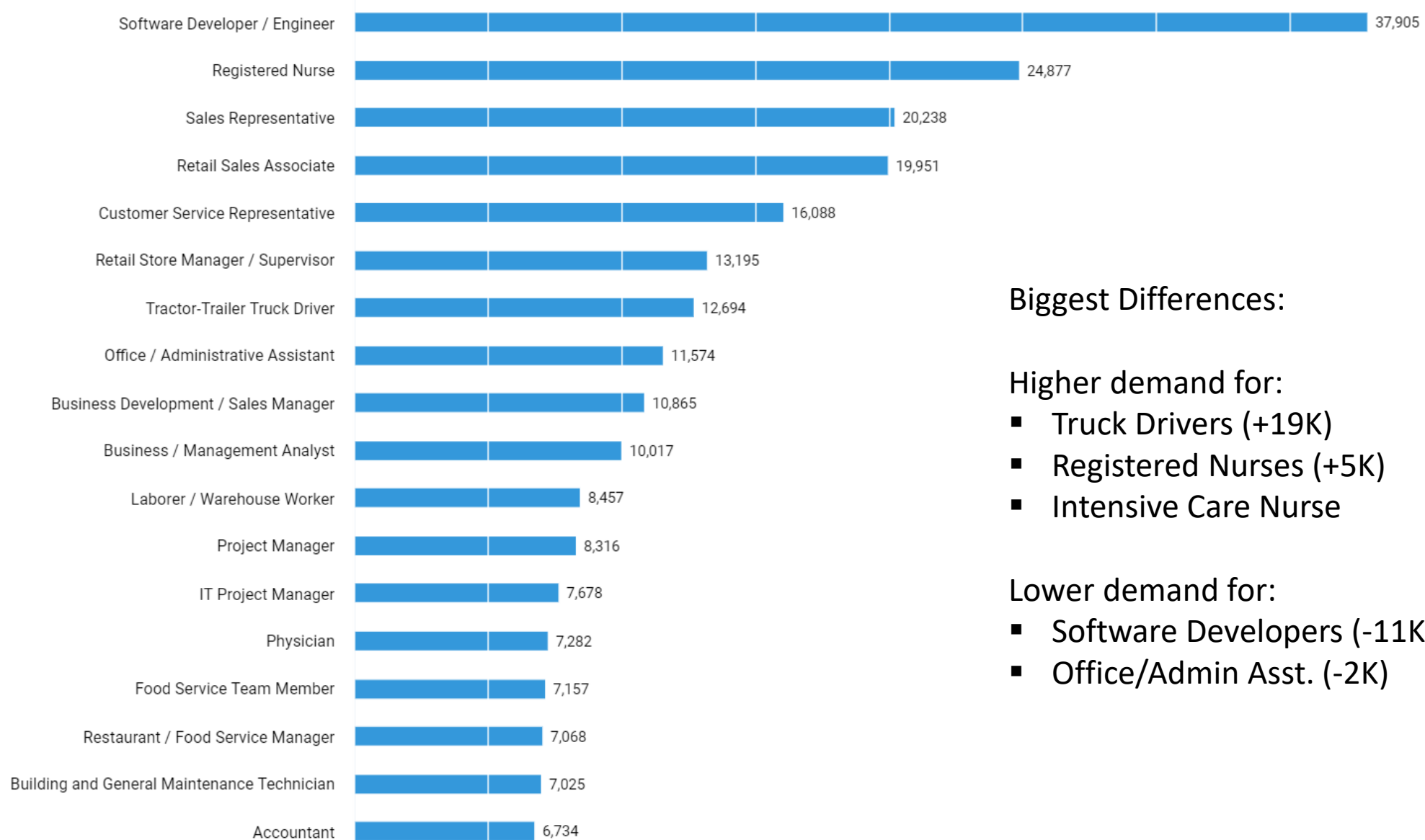
- Truck Drivers (+21K)
- Registered Nurses (+5K)
- Intensive Care Nurse

Lower demand for:

- Software Developers (-11K)
- Office/Admin Asst. (-2K)

Job Postings by Occupations

April 1, 2019- March 31, 2020



Biggest Differences:

Higher demand for:

- Truck Drivers (+19K)
- Registered Nurses (+5K)
- Intensive Care Nurse

Lower demand for:

- Software Developers (-11K)
- Office/Admin Asst. (-2K)

Who's Hiring? Last 60 Days



What Groups Stand Out?

- Healthcare
- IT
- TDL
- Skilled Trades?



For more, visit the CareerRise Dashboard

Total Employment Change for Top Jobs in the ARC Region (Q2 2019 to Q2 2020)

The CareerRise Dashboard covers labor demand and supply on dimensions such as gender, age, race and ethnicity. It also offers quick summaries of these dimensions according to the top job clusters. The image to the right shows how employment in the region's leading job sectors in the year leading up to the pandemic.

The dashboard is available at neighborhoodnexus.org/maps-and-data/workforce-dashboard.

	Q2 - Q3 '19	Q3 - Q4 '19	Q4 '19 - Q1 '20	Q1 - Q2 '20	Q2 '19 - Q2 '20
All Occupations	0.58%	0.61%	0.30%	-2.64%	-1.18%
Retail Salespersons	-0.32%	-0.17%	-0.38%	-5.39%	-6.22%
Laborers and Freight, Sto..	1.30%	1.01%	0.58%	-2.05%	0.81%
Customer Service Repres..	0.88%	1.08%	0.82%	-1.03%	1.75%
Fast Food and Counter W..	0.63%	0.87%	0.31%	-5.78%	-4.06%
Cashiers	-0.18%	0.13%	-0.09%	-2.76%	-2.89%
General and Operations	1.52%	1.58%	0.90%	-1.76%	2.21%
Office Clerks, General	0.72%	0.75%	0.27%	-2.16%	-0.46%
Waiters and Waitresses	-0.06%	-0.04%	-0.51%	-11.01%	-11.54%
Secretaries and Administr..	0.72%	0.77%	0.36%	-1.58%	0.25%
Heavy and Tractor-Trailer ..	1.62%	1.44%	0.55%	-1.04%	2.58%
Registered Nurses	-0.79%	-0.50%	-0.41%	-1.11%	-2.78%
Janitors and Cleaners,	0.26%	-0.13%	-0.75%	-3.81%	-4.41%
Software Developers and ..	1.72%	1.89%	1.29%	0.05%	5.04%
Stockers and Order Fillers	0.53%	0.73%	0.46%	-0.94%	0.78%
First-Line Supervisors of ..	0.70%	0.83%	0.48%	-1.66%	0.34%
Accountants and Auditors	0.62%	0.67%	0.72%	-0.95%	1.05%
Project Management	1.43%	1.54%	0.88%	-0.77%	3.09%
Sales Representatives, W..	0.35%	0.31%	-0.11%	-1.97%	-1.44%
Bookkeeping, Accounting,..	0.23%	0.27%	-0.14%	-2.31%	-1.97%
Sales Representatives of ..	1.44%	1.54%	1.10%	-1.20%	2.89%