

An Overview: Working on the “Workforce”



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Landscape: Players and Projects

Atlanta Regional



Connecting Talent with Opportunity
A proud partner of the American Job Center network



ARC Research & Analytics has traditionally supported the Workforce Business Solutions group's efforts to develop and update the Regional WorkSource Plan for the 10-county area (comprising five Workforce Investment Boards (WIBs), along with a WorkSource area for the remainder of the 10- county area). Over the last few years and currently, R &A has done workforce data work (a) in support of the Metro Atlanta Workforce Exchange (MAX) and (b) as part of the team for the National Workforce Fund Economic Mobility Grant.

The Analysis Flow

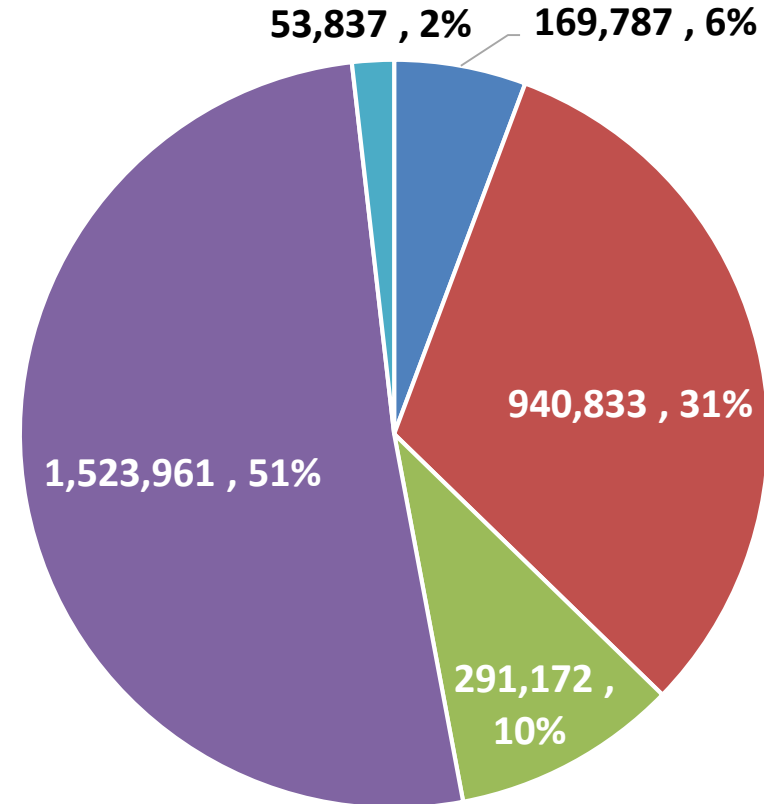


Data support has sought to provide an overview of the national and regional landscape, to profile local conditions and reveal competitive advantages, to define target growth clusters, and to inform possible career paths.

Who Is Metro Atlanta's Workforce?

Composition of the Workforce by Race/Ethnicity

- Asian
- Black or African American
- Hispanic or Latino
- White
- Other



The workforce of the region is more heavily slanted to white, non-Hispanic populations because of the lower concentrations (shares) of minority population in the 16-64 grouping that defines the labor force, BUT it's important to note that labor force participation rates are higher among non-white populations.

Demographics of our Workforce

Workforce Characteristics: Age

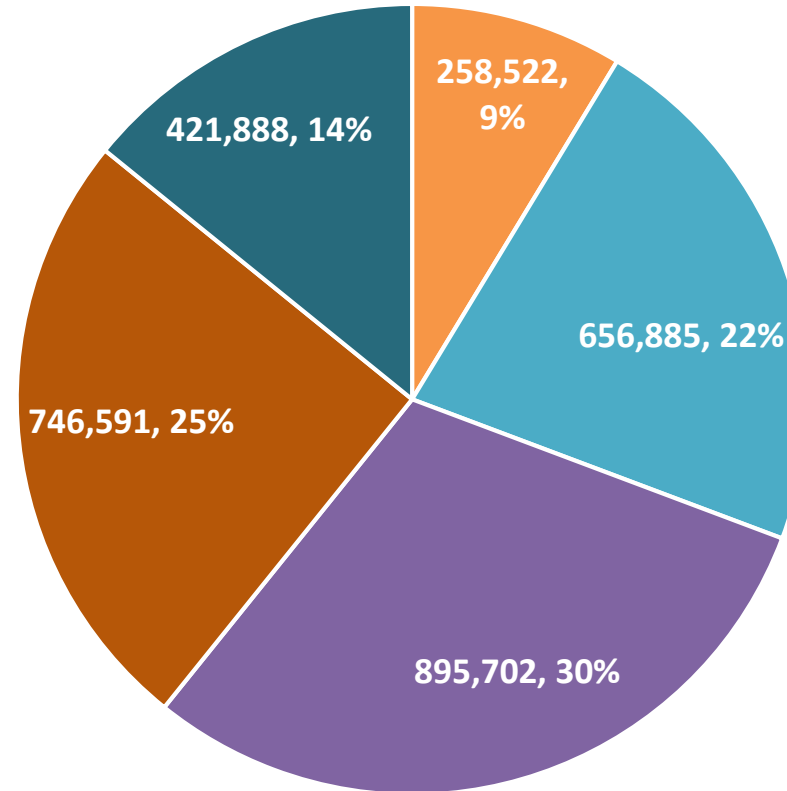


While participation rates for 65+ workers have surged in recent years, the 25-64 cohorts still account for almost 80% of total employed residents in the economy. As the 14-24 group does account for almost 30% of new job placements (in lower-wage sectors or in temp jobs), the 25-64 share of new hires falls to about 65%.

Who Is Metro Atlanta's Workforce

Workforce Composition By Education

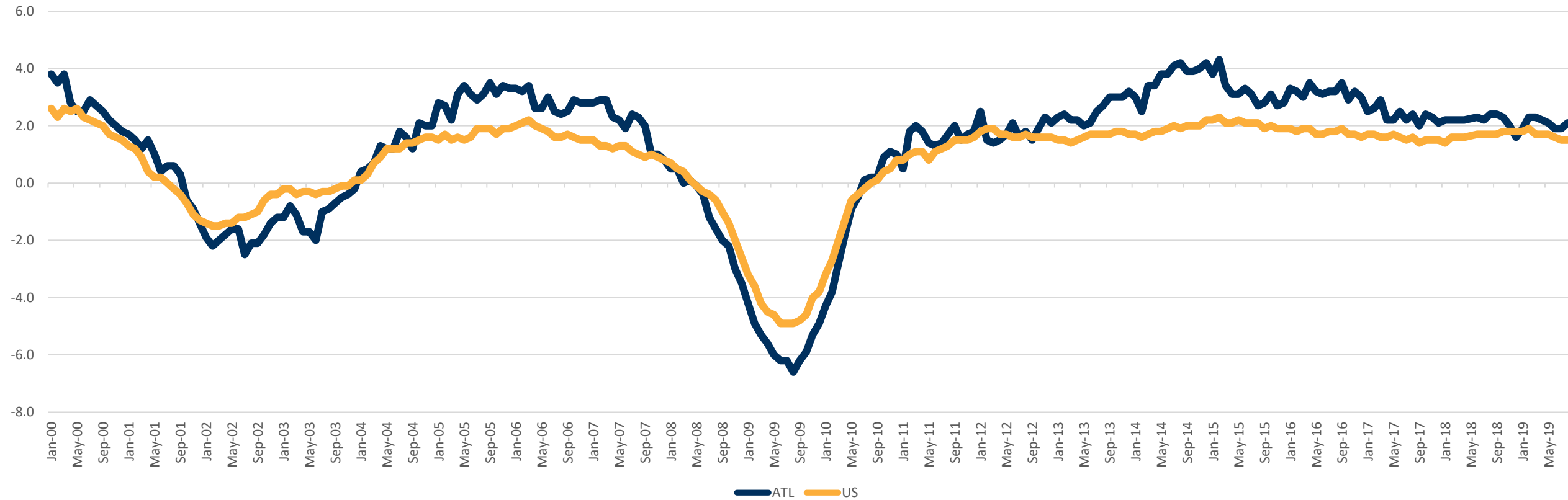
- Less than High School
- High School Diploma or GED
- Some College or Associate's Degree
- Bachelor's Degree
- Graduate Degree



It is increasingly an economy for the educated. The share of non-high school graduates in the workforce is less than 10%, and only 30% of the labor force has a high school degree or less. Almost 40% of the workforce has a bachelor's degree (and as later slides show, even that level does not meet the "employer ask" for education). The remaining 30% have some college or an associates' degree.

Metro Atlanta Outperforming Nation Last 6 Years, but Trending Back to National Average

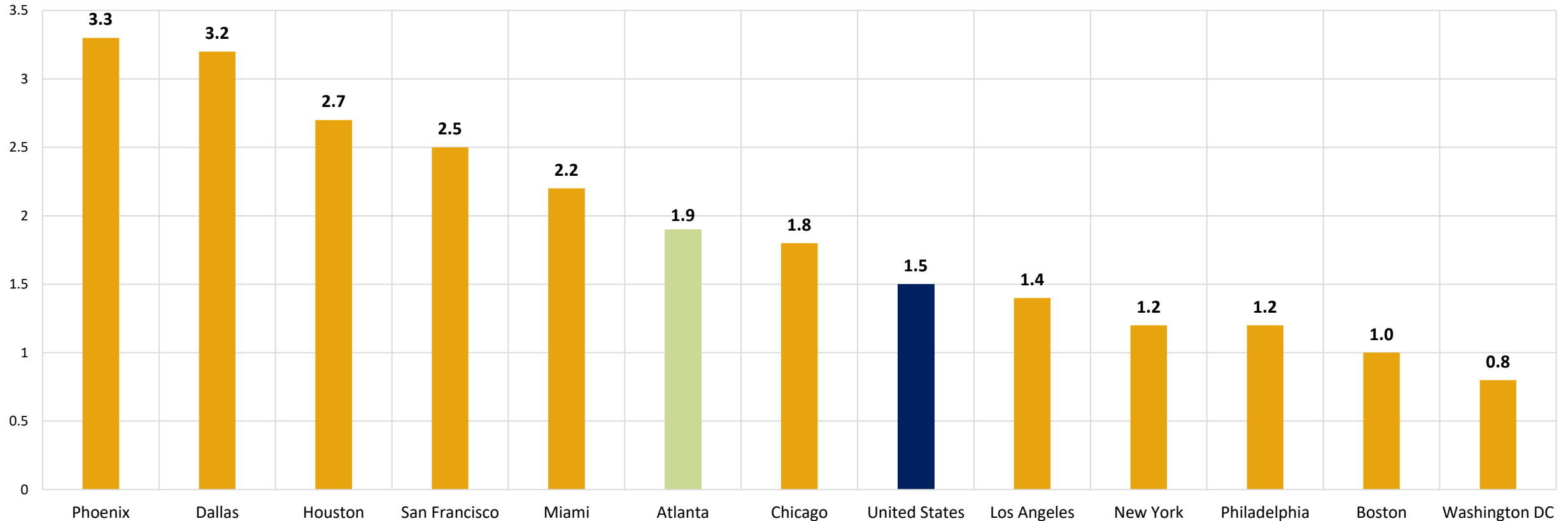
Year Over Year Percent Change in Non-Farm Total Employment, August 2018 – August 2019



The Atlanta metro still holds a competitive advantage in job growth over the nation as a whole, but that advantage has diminished since early 2016. The recession hit the Atlanta economy hard, and from 2007 to early 2013, we lagged or kept even with national growth rates. From 2013 to early 2018 our growth exceeded the nation's, with the relative gap (and our growth rate) the greatest in early 2015.

Metro Atlanta #6 in job growth, year-over-year

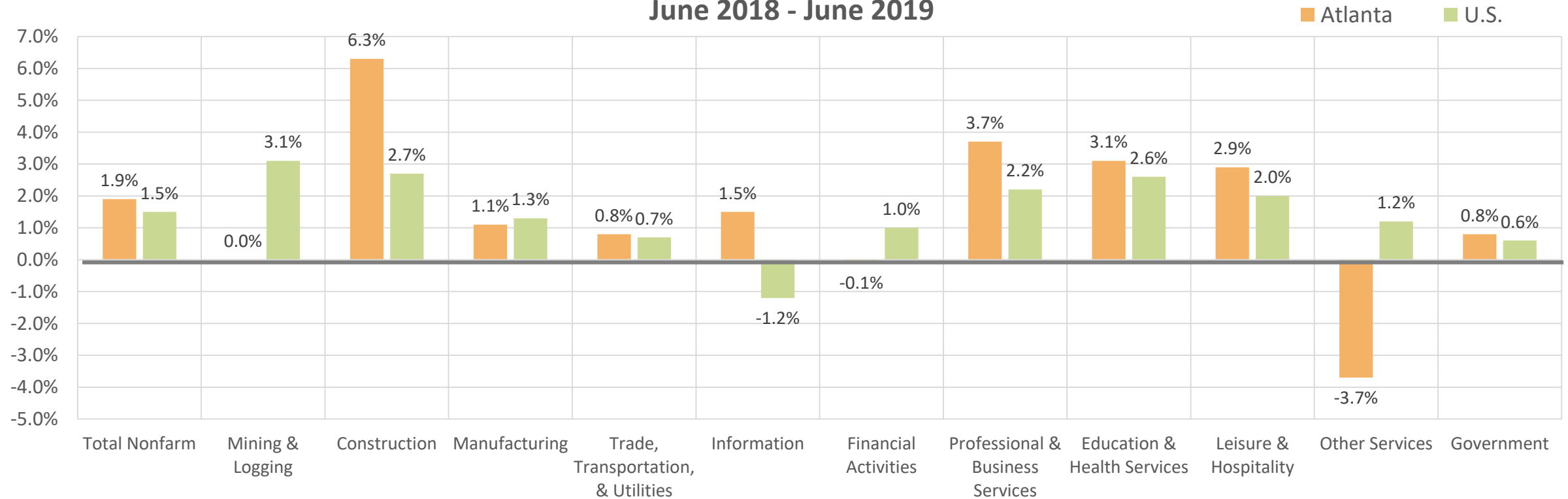
Year-Over-Year Percent Job Growth June 2018- June 2019



This chart compares recent year to year job growth rates for the 12 largest US metros. From June 2018 to June 2019, the Atlanta metro has grown faster (1.9%) than the US as a whole (1.5%) , but ranks 6th — in the middle — among the metros. Atlanta did rank 2nd and 3rd on these year to year rates for most of the 2013 to 2018 period, often trailing just Dallas and/or Houston.

Growth by Industry Supersector

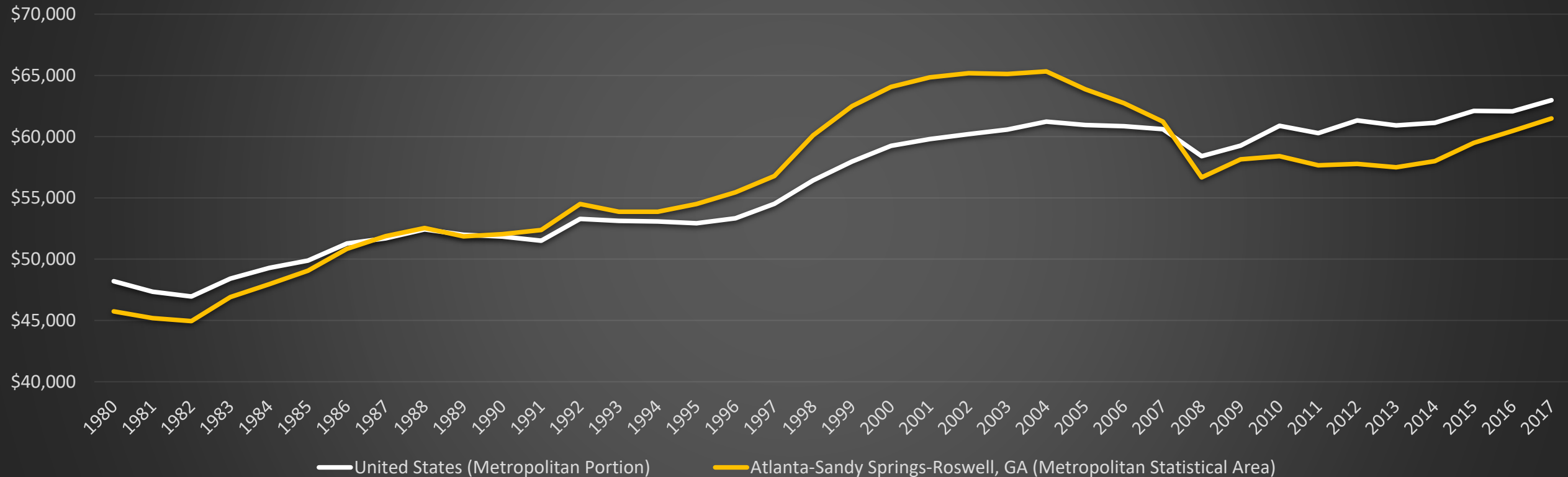
Year-Over-Year Percent Change in Employment, By Super Sector
June 2018 - June 2019



This chart provides growth rate detail by aggregated NAICS industry groups. As seen on the previous slide, Atlanta's overall growth rate exceeds the nation. In 7 of the 12 supersectors, Atlanta has grown faster than the nation, most notably in the larger Professional & Business Services, Education and Health Services, and Leisure Hospitality supersectors. The smaller but mighty construction sector has rebounded even more strongly than for the US as a whole. Growth in Trade and Government sectors has lagged regionally and nationally. It's likely that the drop in the small Other Services sector, regionally, is a result of job code reclassification.

It's About Wages, and...

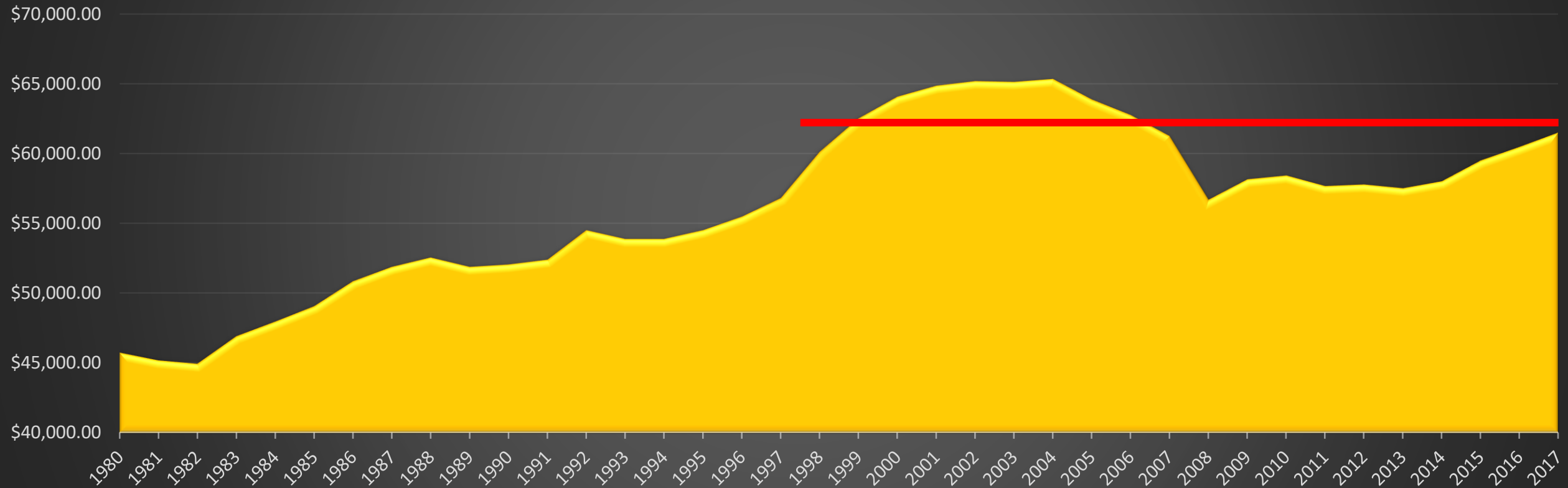
Average Earning Per Job (\$2017)



While our job growth compares favorably to the country, the same isn't true with our wage growth. For the 1990-2007 period, we had a comparative advantage on wages, but from the onset of the Great Recession all the way through 2017 our average earnings have trailed those of the nation. Final averages from this data series aren't ready yet for 2018, and while overall wages ticked up--the gap between us and the nation remained.

It's About Helping Workers Move Ahead, and...

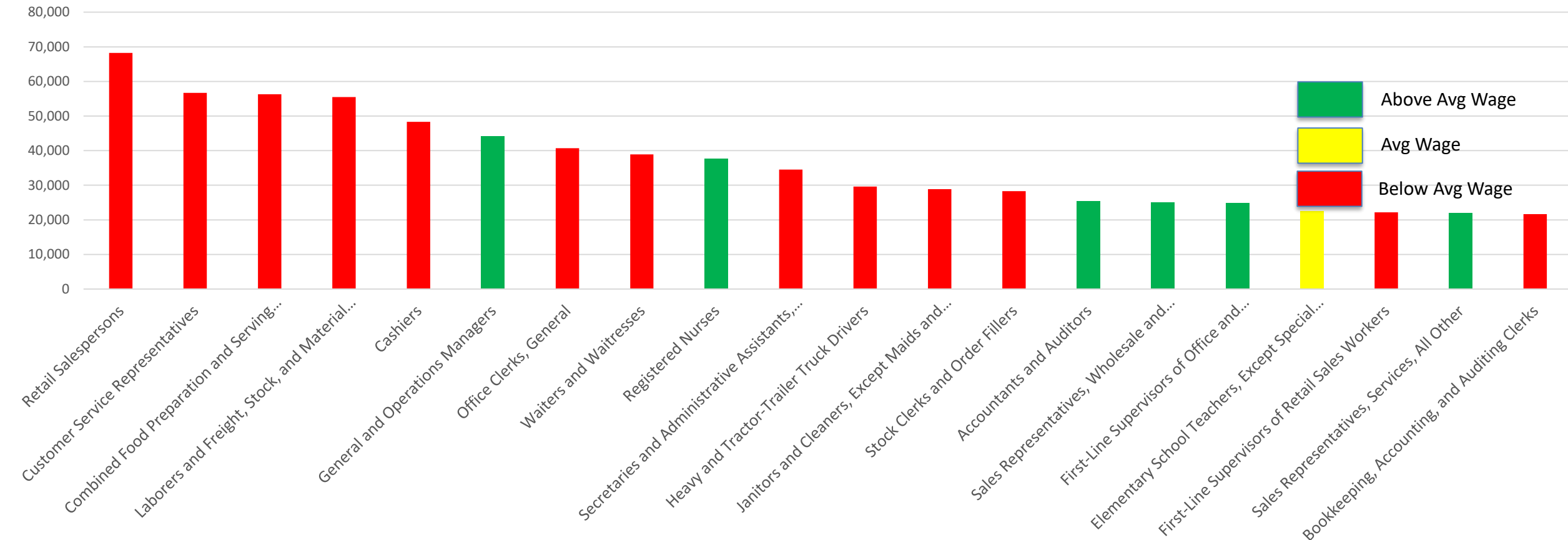
Average Earning Per Job – Metro Atlanta (\$2017)



Focusing on the 2000 to 2017 period, in Atlanta only, the visual story becomes more dramatic. In 2017 dollars, Atlanta has seen no real wage growth over that period. From 2000-2005, wages grew, but started to decrease even before the Great Recession hit. Only recently (2017) did we get back to the real average earnings of 2007 (and we're still a tick below 2000 levels).

Top Occupations in 10 County Area

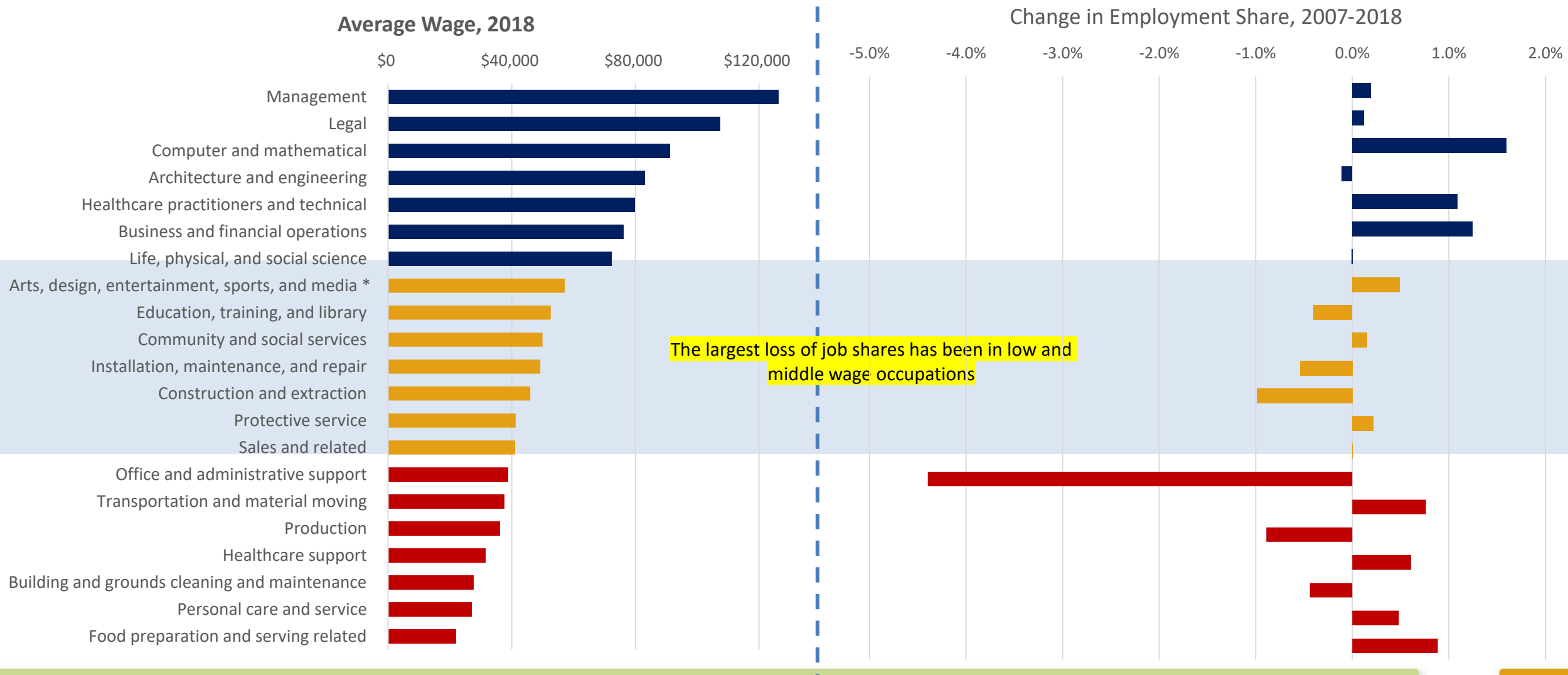
Top Occupations by Total Employment



More detailed wage trends are often difficult to tease out at the industry level (particularly for supersectors) so this chart looks at the top 20 Atlanta occupations, in terms of job base. Concerningly, 13 of the top 20 occupations have wages below the average for the economy. Only two of the top 10 occupations—General and Operations Managers and Registered Nurses- have above-average wages, and interestingly these jobs are some of the toughest to fill in our region.

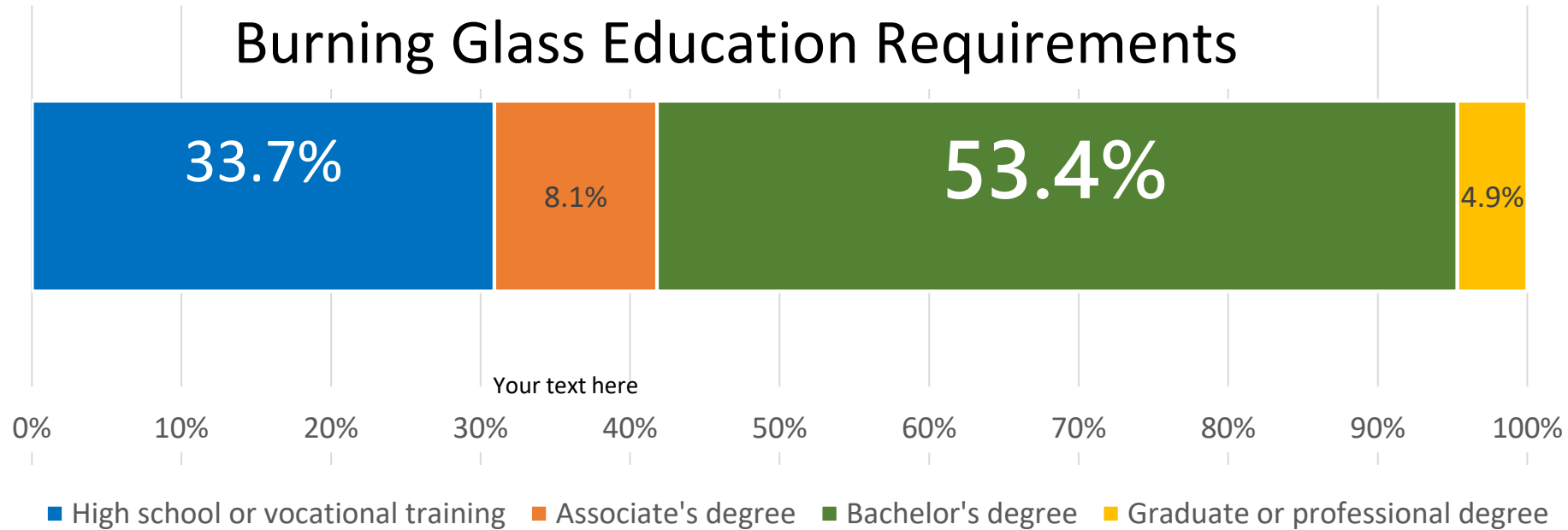
Wages of Major Occupations and Change in Employment Share

Middle-wage jobs were 30% of the economy in 2007, but 29% in 2018; they contributed 20% of the growth 2007-2018; High-wage jobs were 22% of the economy in 2007, increased to 26% in 2018; accounted for 60% of the job growth 2007-2018; Low-wage jobs were 48% of the economy in 2007, dropped to 45% by 2018, accounted for only 20% of the job growth 2007-2018

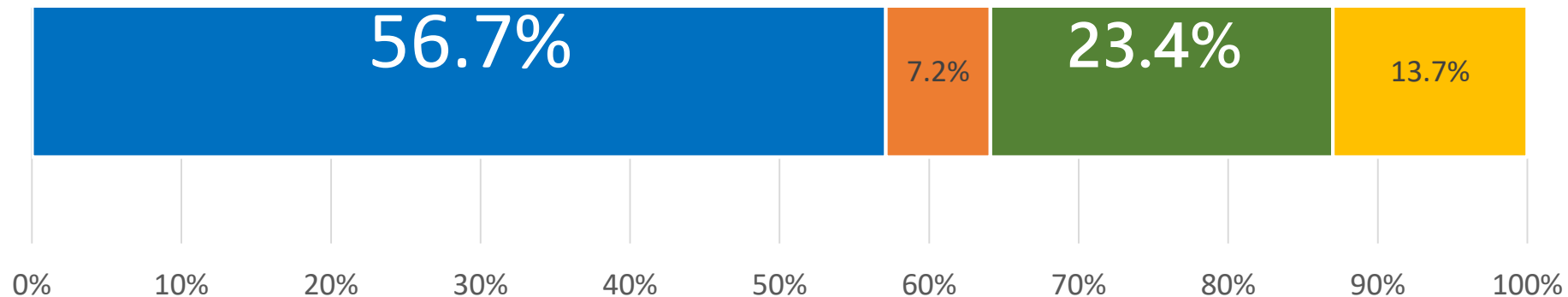


It's About A Qualifications Gap

Burning Glass Education Requirements



While employers ask for a bachelors or more for half of their job openings as of August 2019, only a bit over a third of the labor force has that level of education.

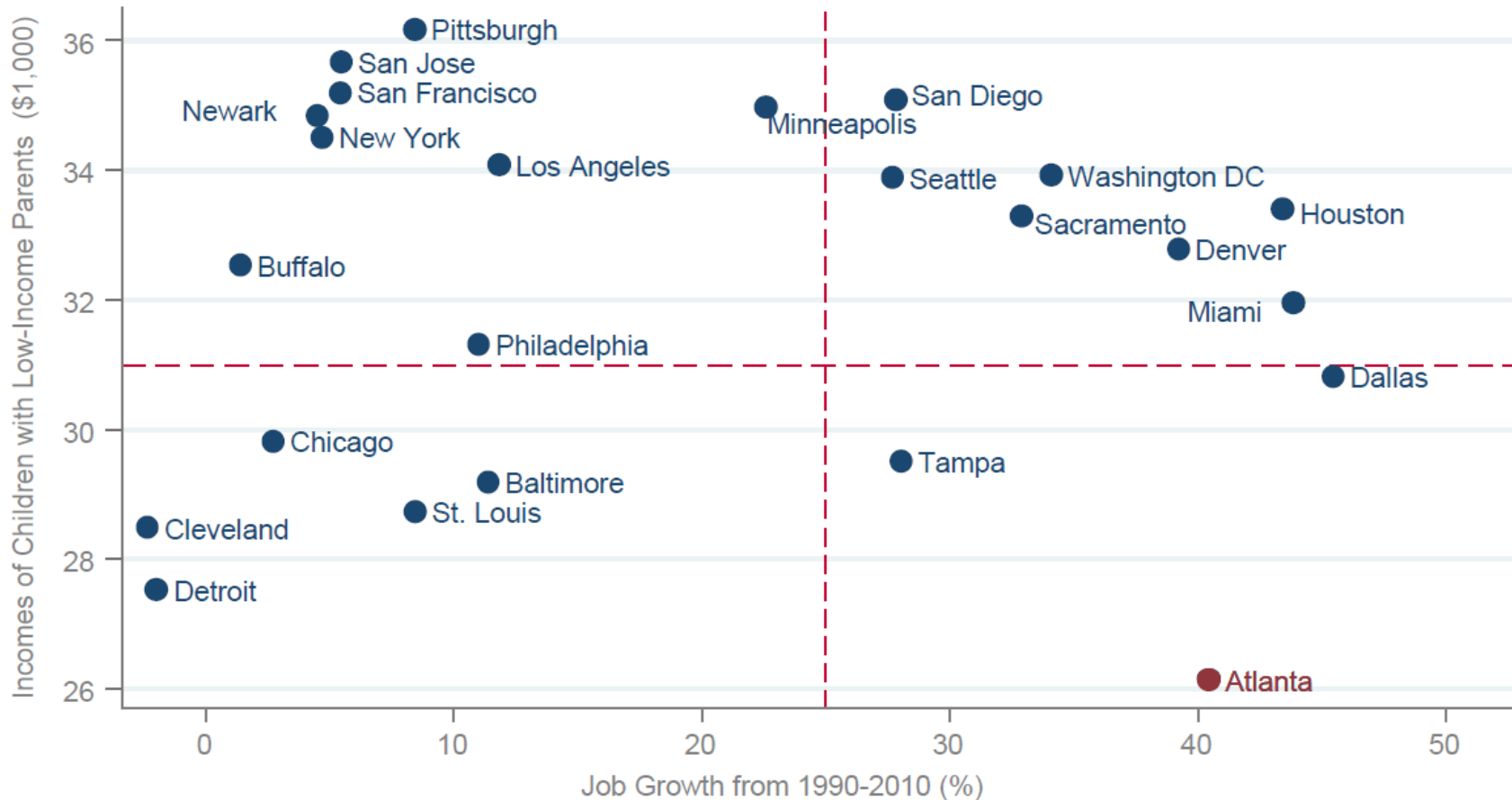


Population Educational Attainment Age 25+

It's 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



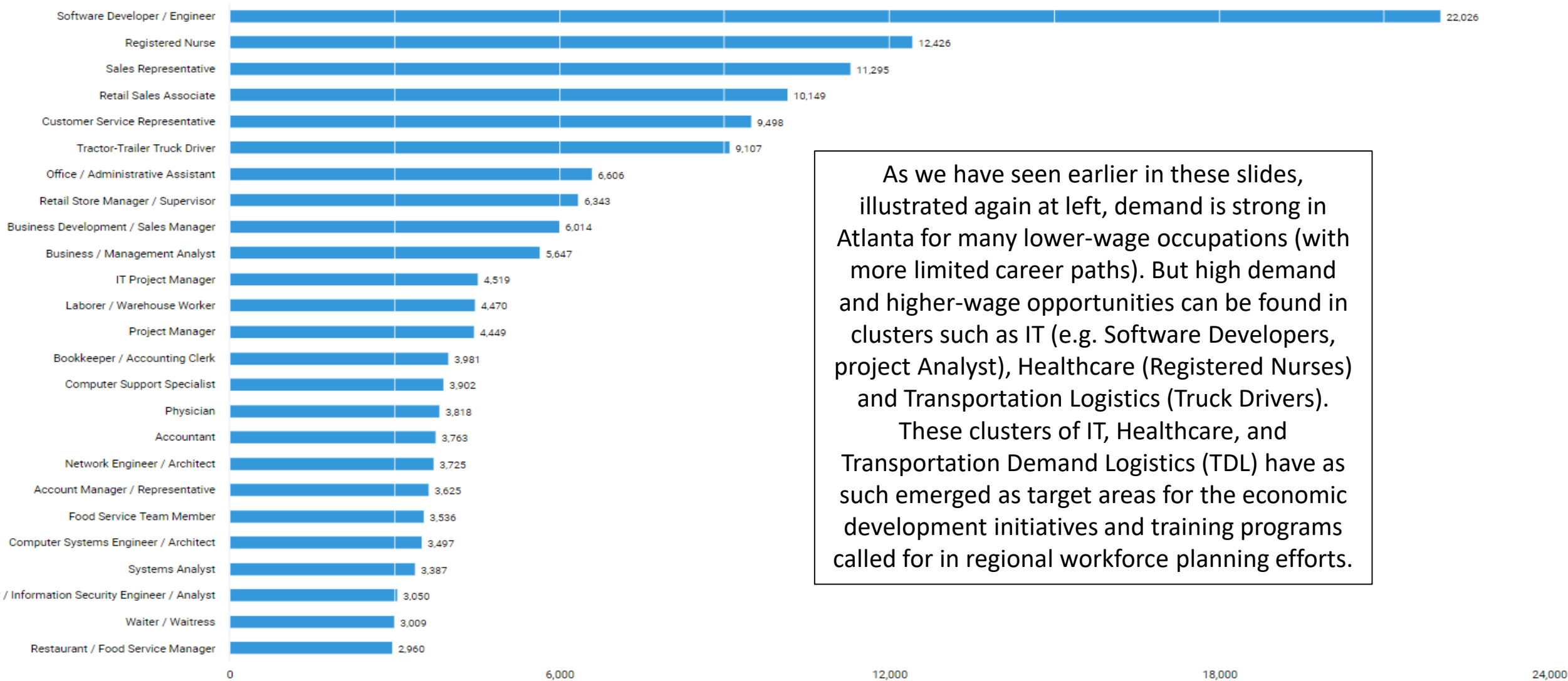
Growth in the job base has not led to economic mobility of the Atlanta population. Looking at the 25 largest metro areas (based on 2010 population size), Atlanta's job growth ranked 4th 1990-2010, but the ending incomes of children with low-income parents ranked last over that period.

Overview: High Demand Occupations



Job Postings by Occupations

Jan. 1, 2019- Aug. 27, 2019

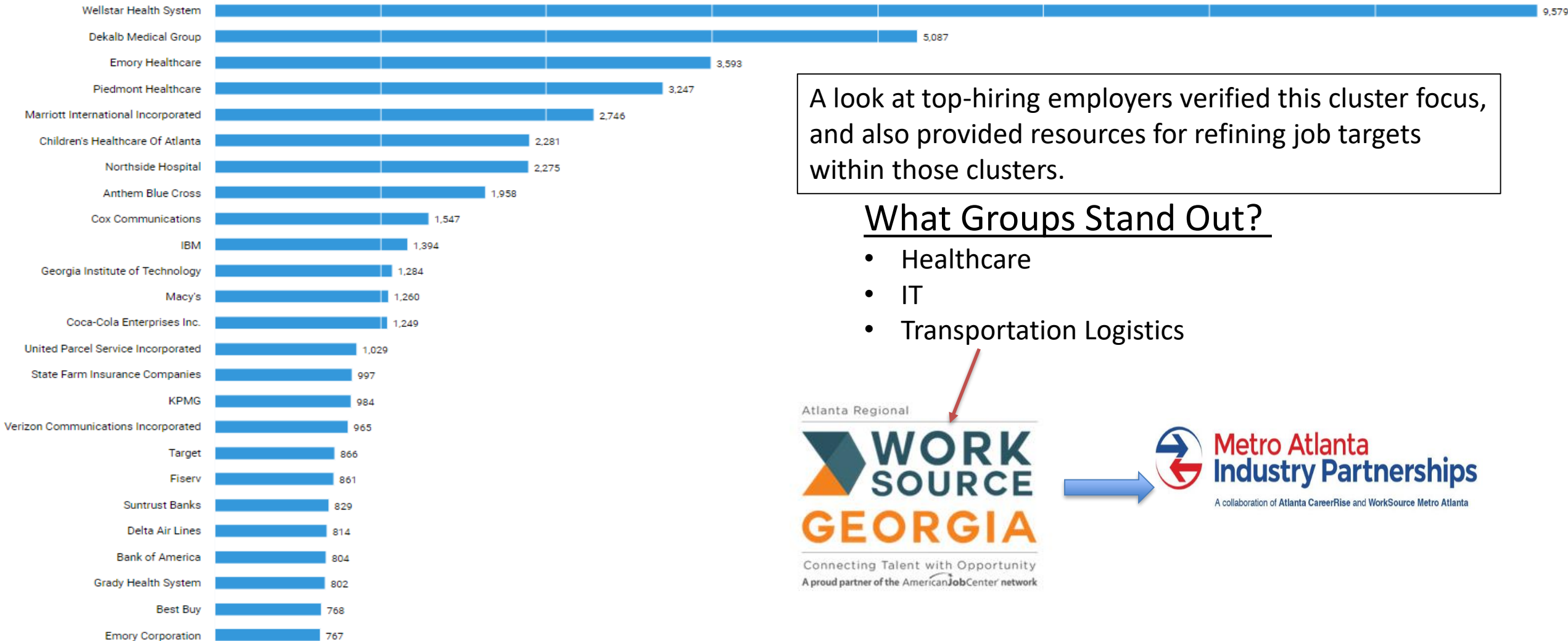


As we have seen earlier in these slides, illustrated again at left, demand is strong in Atlanta for many lower-wage occupations (with more limited career paths). But high demand and higher-wage opportunities can be found in clusters such as IT (e.g. Software Developers, project Analyst), Healthcare (Registered Nurses) and Transportation Logistics (Truck Drivers).

These clusters of IT, Healthcare, and Transportation Demand Logistics (TDL) have as such emerged as target areas for the economic development initiatives and training programs called for in regional workforce planning efforts.

Who's Hiring?

Jan. 1, 2019- Aug. 27, 2019



A look at top-hiring employers verified this cluster focus, and also provided resources for refining job targets within those clusters.

What Groups Stand Out?

- Healthcare
- IT
- Transportation Logistics



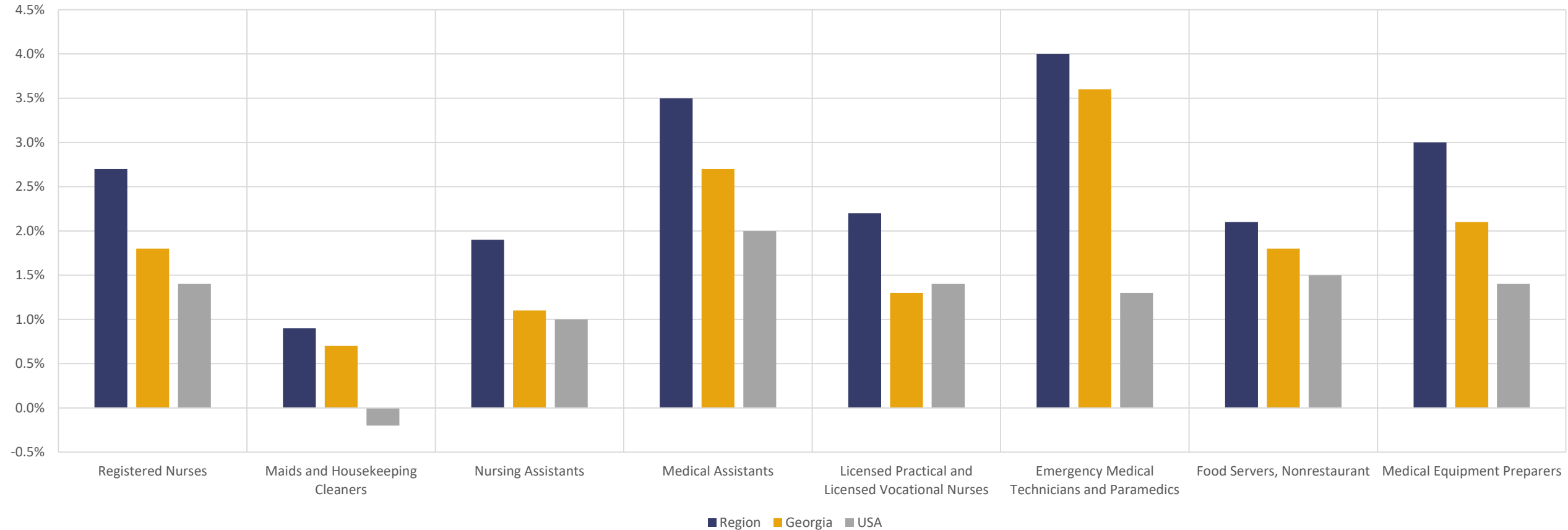
HealthCare Top Jobs – The List

Job	ONET Code	Job Zone	SVP
Food Services Non-Restaurant (FNS)	35-3041.00	1	Below 4.0
Maids and Housekeeping Cleaners (EST)	37-2012.00	2	4.0 to < 6.0
Nursing Assistants (CNA & PCT)	31-1014.00	2	4.0 to < 6.0
Medical Equipment Preparers	31-9093.00	2	4.0 to < 6.0
Medical Assistant	31.9092.00	3	6.0 to < 7.0
Medical Records & Health Information Technicians	29-2071.00	3	6.0 to < 7.0
Licensed Practical Nurse (LPN)	29-2061.00	3	6.0 to < 7.0
Emergency Medical Technician & Paramedics	29-2014.00	3	6.0 to < 7.0
Registered Nurses (ADN & BSN)	29-1141.00	3	6.0 to < 7.0

Metro Atlanta Industry Partnerships (MAIP) worked with metro employers to identify key, in-demand “top job” titles/positions in each of the clusters, which were then translated/crosswalked to standard occupational codes (SOCs) to allow for statistical profiling and analysis. [Job Zone](#) deals with the education level typically needed to meet hiring requirements. [SVP](#) stands for “Specific Vocational Preparation” which is a training industry-specific measure of total years of related training needed to meet a job’s entry threshold.

Healthcare Top Jobs- Employment Change, 10-Year History

Employment Growth, 10-Year History (Avg Annual Change)



Average annual job change in the healthcare top jobs cluster, on the whole, has been 2.3% over the past ten years, compared to 1.4% for the economy overall. Looking at individual top jobs comprising the cluster, the region has a comparative historical growth advantage over the comparable job at the state and national level.

Healthcare Top Jobs—The Top-Line

Title	Employment	Avg Ann Wages
Registered Nurses	37,807	\$74,500
Maids and Housekeeping Cleaners	16,010	\$21,400
Nursing Assistants	15,962	\$28,400
Medical Assistants	11,976	\$34,100
Licensed Practical and Licensed Vocational Nurses	10,109	\$45,000
Emergency Medical Technicians and Paramedics	3,897	\$37,300
Food Servers, Nonrestaurant	2,986	\$23,500
Medical Equipment Preparers	833	\$37,700

Above, top jobs in the Healthcare sector are ranked from most to least jobs across the 10-county economy. The average job for this cluster, at \$47,400, is 10% below the \$52,500 overall average for all jobs. At the individual job level, average wages vary, ranging from \$75K for RNs to \$23.5K for Non-Restaurant Food Servers. 8 of the 9 top jobs have average annual wages lower than the regionwide average (\$52,500) across all occupations.

Healthcare Top Jobs—Details

SOC	Title	Current							10-Year History				10-Year Forecast				
		Four Quarters Ending with 2019q1							Total Change Empl	Avg Ann % Chg in Empl			Total New Demand	Separations		Growth	
		Empl	Avg Ann Wages	LQ	Unempl	Unempl Rate	Online Job Ads	Threshold Qualifications		Region	Georgia	USA		Exits	Transfers	Empl	Avg Ann Rate
00-0000	Total - All Occupations	2,467,404	\$52,500	1.00	n/a	n/a	148,691	n/a	317,290	1.4%	1.0%	0.8%	3,151,695	1,190,069	1,637,653	323,973	1.2%
8617	Healthcare WorkSource Top Jobs	99,580	\$47,400	0.82	2,575	2.7%	7,024	n/a	20,463	2.3%	1.6%	1.1%	111,475	48,398	43,934	19,143	1.8%
29-1141	Registered Nurses	37,807	\$74,500	0.79	380	1.0%	3,527	Bachelor's	8,877	2.7%	1.8%	1.4%	28,365	11,917	9,040	7,408	1.8%
37-2012	Maids and Housekeeping Cleaners	16,010	\$21,400	0.81	810	5.5%	954	Short-term OJT	1,411	0.9%	0.7%	-0.2%	23,939	12,513	9,469	1,956	1.2%
31-1014	Nursing Assistants	15,962	\$28,400	0.68	644	4.4%	676	2-year degree or certificate	2,709	1.9%	1.1%	1.0%	21,731	10,439	8,728	2,564	1.5%
31-9092	Medical Assistants	11,976	\$34,100	1.11	311	2.8%	843	2-year degree or certificate	3,479	3.5%	2.7%	2.0%	18,495	6,042	8,376	4,077	3.0%
29-2061	Licensed Practical and Licensed Vocational Nurses	10,109	\$45,000	0.90	247	2.7%	551	2-year degree or certificate	1,941	2.2%	1.3%	1.4%	9,406	3,816	3,816	1,775	1.6%
29-2041	Emergency Medical Technicians and Paramedics	3,897	\$37,300	0.96	50	1.4%	316	2-year degree or certificate	1,267	4.0%	3.6%	1.3%	3,256	722	1,742	792	1.9%
35-3041	Food Servers, Nonrestaurant	2,986	\$23,500	0.71	115	4.9%	52	Short-term OJT	568	2.1%	1.8%	1.5%	5,061	2,389	2,230	443	1.4%
31-9093	Medical Equipment Preparers	833	\$37,700	0.92	17	2.6%	103	Moderate OJT	211	3.0%	2.1%	1.4%	1,222	560	534	127	1.4%

Sources: JobsEQ® and ARC Research& Analytics/ Neighborhood Nexus
Data as of 2019Q1 unless noted otherwise

This table enhances the data provided on prior slides by adding assessments of location quotients, unemployment, posting activity, threshold qualifications, and forecast demand by job by category (total demand as the sum of exits, transfers, and new growth). The net new growth in top healthcare jobs is a little over 19,000 across the next ten years, with more filled openings total (111,475) than 2019Q1 job base of 99,580.

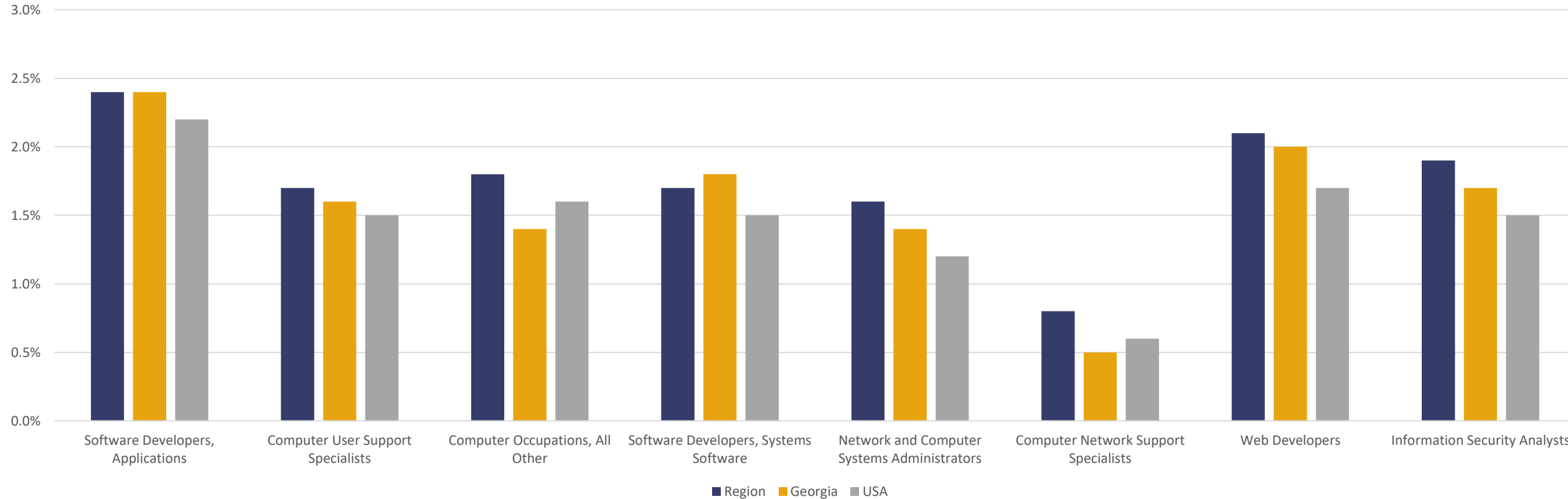
IT Top Jobs –The List

Job	ONET Code	Job Zone	SVP
Computer User/Network Support Specialists	15-1151.00, 15-1152.00	3	6.0 to < 7.0
Software Developers – Applications	15-1132.00	4	7.0 to < 8.0
Software Developers – Web, Systems	15-1133.00, 15-1134.00	4	7.0 to < 8.0
Business Intelligence Analyst	15-1199.08	4	7.0 to < 8.0
Computer System Engineers/Architects	15-1199.02	4	7.0 to < 8.0
Information System Specialist	15-1142.00	4	7.0 to < 8.0
Information Security Analyst	15-1122.00	4	7.0 to < 8.0
IT Project Managers	15-1199.09	4	7.0 to < 8.0

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Information Technology Top Jobs- Employment Change, 10-Year History

Employment Growth, 10-Year History (Avg Annual Change)



Average annual job change in the IT top jobs cluster, on the whole, has been 1.9% over the past ten years, compared to 1.4% for the economy overall. Looking at individual top jobs comprising the cluster, the region has a comparative historical growth advantage over the comparable job at the national level and trails the state only in the rate of growth in jobs for software systems developers.

IT Top Jobs: The Top-Line

Title	Employment	Average Annual Wages
Software Developers, Applications	21,013	\$107,400
Computer User Support Specialists	13,890	\$55,200
Computer Occupations, All Other	12,961	\$93,700
Software Developers, Systems Software	8,729	\$107,000
Network and Computer Systems Administrators	6,887	\$91,100
Computer Network Support Specialists	4,359	\$72,500
Web Developers	2,548	\$82,000
Information Security Analysts	2,118	\$97,200

Above, top jobs in the IT sector are ranked from most to least jobs across the 10-county economy. The average job for this cluster, at \$90,100, is almost twice the \$52,500 overall average for all jobs. At the individual job level, average wages range from \$107K for Software Developers to just over \$55K for Computer User Specialists. All eight top jobs have average annual wages higher than the regionwide average (\$52,500) for all occupations.

IT Top Jobs—The Details

SOC	Title	Current							10-Year History				10-Year Forecast				
		Four Quarters Ending with 2019q1							Total Change	Avg Ann % Chg in Empl			Total New Demand	Separations		Growth	
		Empl	Avg Ann Wages	LQ	Unempl	Unempl Rate	Online Job Ads	Threshold Qualifications	Empl	Region	Georgia	USA		Exits	Transfers	Empl	Avg Ann Rate
00-0000	Total - All Occupations	2,467,404	\$52,500	1.00	n/a	n/a	148,691	n/a	317,290	1.4%	1.0%	0.8%	3,151,695	1,190,069	1,637,653	323,973	1.2%
8618	IT WorkSource Top Jobs	72,505	\$90,100	1.42	1,581	2.2%	14,957	14,957	12,256	1.9%	1.7%	1.6%	68,337	13,254	38,899	16,184	2.0%
15-1132	Software Developers, Applications	21,013	\$107,400	1.42	293	1.4%	3,932	Bachelor's	4,470	2.4%	2.4%	2.2%	22,945	3,401	11,904	7,639	3.1%
15-1151	Computer User Support Specialists	13,890	\$55,200	1.36	400	3.0%	2,890	Short-term OJT	2,205	1.7%	1.6%	1.5%	13,007	2,992	7,630	2,385	1.6%
15-1199	Computer Occupations, All Other	12,961	\$93,700	2.00	396	3.1%	4,162	Bachelor's	2,087	1.8%	1.4%	1.6%	11,309	2,655	6,427	2,228	1.6%
15-1133	Software Developers, Systems Software	8,729	\$107,000	1.30	126	1.4%	39	Bachelor's	1,320	1.7%	1.8%	1.5%	7,406	1,316	4,605	1,486	1.6%
15-1142	Network and Computer Systems Administrators	6,887	\$91,100	1.18	123	1.8%	1,877	Bachelor's	1,013	1.6%	1.4%	1.2%	5,192	1,014	3,404	775	1.1%
15-1152	Computer Network Support Specialists	4,359	\$72,500	1.49	131	3.0%	1	2-year degree or certificate	320	0.8%	0.5%	0.6%	3,742	916	2,336	490	1.1%
15-1134	Web Developers	2,548	\$82,000	1.02	61	2.2%	1,063	2-year degree o	471	2.1%	2.0%	1.7%	2,381	523	1,403	455	1.7%
15-1122	Information Security Analysts	2,118	\$97,200	1.24	52	2.4%	993	Bachelor's	371	1.9%	1.7%	1.5%	2,355	438	1,191	727	3.0%

Source: JobsEQ®

Data as of 2019Q1 unless noted otherwise

This table enhances the data provided on prior slides by adding assessments of location quotients, unemployment, posting activity, threshold qualifications, and forecast demand by job by category (total demand as the sum of exits, transfers, and new growth). The net new growth in top IT jobs is a little over 16,000 across the next ten years, with nearly as many filled openings or “churn” total (68,337) as the 2019Q1 job base of 72,505.

TDL Jobs –The List

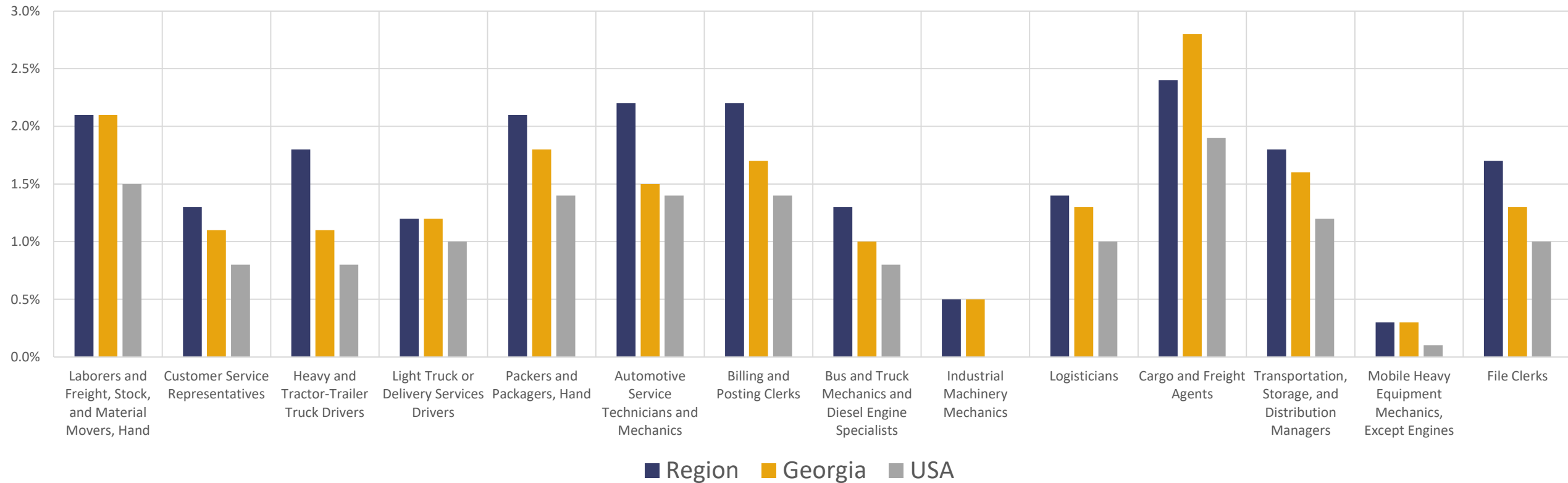
Job	ONET Code	Job Zone	SVP
Clerks (Billing/Posting/Cost/Rate/Statement/File)	43-4071.00, 43-3021.00-02	2	4.0 to < 6.0
Customer Service Representatives	43-4051.00	2	4.0 to < 6.0
Freight Agents/Forwarders	43-5011.00-01	2	4.0 to < 6.0
Light and Heavy Truck Drivers (CDL)	53-3033.00, 53-3032.00	2	4.0 to < 6.0
Package Handlers/E-Commerce Specialists/Laborers & Freight, Stock and Materials Movers/Handlers	53-7064.00, 53-7062.00	2	4.0 to < 6.0
Mechanics (Light, Diesel, Equipment)	49-3023.00, 49-3031.00, 49-9041.00, 49-3042.00	3	6.0 to < 7.0
Logistics Analysts, Logistics Engineers, Logisticians	13-1081.00, 13-1081.00-01, 13-1081.00-02	4	7.0 to < 8.0
Logistics Managers/Storage and Distribution Managers/Transportation Managers	11-3071.03, 11-3071.02, 11-3071.01, 11-3071.00	4	7.0 to < 8.0

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TDL Top Jobs

Employment Change, 10-Year History

Employment Growth, 10-Year History (Avg Annual Change)



Average annual job change in the TDL top jobs cluster, on the whole, has been 1.7% over the past ten years, compared to 1.4% for the economy overall. Looking at individual top jobs comprising the cluster, the region has a comparative historical growth advantage over the comparable job at the national level in all cases and trails the state only in the rate of growth in jobs for cargo and freight agents.

Transportation/Distribution/Logistics (TDL) Top Jobs

Title	Employment	Average Annual Wages
Laborers and Freight, Stock, and Material Movers, Hand	64,713	\$28,700
Customer Service Representatives	63,146	\$37,800
Heavy and Tractor-Trailer Truck Drivers	34,608	\$44,500
Light Truck or Delivery Services Drivers	18,031	\$38,600
Packers and Packagers, Hand	12,217	\$24,900
Automotive Service Technicians and Mechanics	12,215	\$44,700
Billing and Posting Clerks	7,976	\$39,700
Bus and Truck Mechanics and Diesel Engine Specialists	4,802	\$48,200
Industrial Machinery Mechanics	4,203	\$53,800
Logisticians	3,698	\$67,600
Cargo and Freight Agents	3,242	\$45,600
Transportation, Storage, and Distribution Managers	2,349	\$115,200
Mobile Heavy Equipment Mechanics, Except Engines	2,028	\$47,600
File Clerks	1,560	\$34,200

Above, top jobs in the TDL sector are ranked from most to least jobs across the 10-county economy. The average job for this cluster, at \$38,000, is only about ¾ as much as the \$52,500 overall average for all jobs. At the individual job level, average wages range widely in this cluster, from \$115K for TDL managers to just under \$25K for Hand Packers and Packagers. 11 of the 14 top jobs have average annual wages that are lower than the regionwide average for all occupations.

TDL Top Jobs—More Detail

SOC	Title	Current							10-Year History				10-Year Forecast				
		Four Quarters Ending with 2019q1							Total Change	Avg Ann % Chg in Empl			Total New Demand	Separations		Growth	
		Empl	Avg Ann Wages ¹	LQ	Unempl	Unempl Rate	Online Job Ads ²	Threshold Qualifications	Empl	Region	Georgia	USA		Exits	Transfers	Empl	Avg Ann Rate
00-0000	Total - All Occupations	2,467,404	\$52,500	1.00	n/a	n/a	148,691	n/a	317,290	1.4%	1.0%	0.8%	3,151,695	1,190,069	1,637,653	323,973	1.2%
8619	TDL WorkSource Top Jobs	234,789	\$38,000	1.24	11,108	5.2%	9,107	n/a	36,181	1.7%	1.4%	1.1%	324,455	115,380	180,128	28,946	1.2%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	64,713	\$28,700	1.40	4,666	7.8%	1,569	Short-term OJT	12,258	2.1%	2.1%	1.5%	103,476	34,531	59,393	9,552	1.4%
43-4051	Customer Service Representatives	63,146	\$37,800	1.39	2,593	4.4%	3,076	Short-term OJT	7,383	1.3%	1.1%	0.8%	89,661	33,705	49,566	6,390	1.0%
53-3032	Heavy and Tractor-Trailer Truck Drivers	34,608	\$44,500	1.11	1,094	3.6%	1,528	2-year degree or certificate	5,513	1.8%	1.1%	0.8%	42,090	15,281	22,922	3,887	1.1%
53-3033	Light Truck or Delivery Services Drivers	18,031	\$38,600	1.14	544	3.5%	770	Short-term OJT	2,065	1.2%	1.2%	1.0%	22,181	7,994	11,991	2,197	1.2%
53-7064	Packers and Packagers, Hand	12,217	\$24,900	1.18	1,097	9.6%	166	Short-term OJT	2,311	2.1%	1.8%	1.4%	20,495	8,714	10,509	1,272	1.0%
49-3023	Automotive Service Technicians and Mechanics	12,215	\$44,700	1.04	355	3.3%	796	2-year degree or certificate	2,428	2.2%	1.5%	1.4%	13,297	4,121	7,727	1,450	1.1%
43-3021	Billing and Posting Clerks	7,976	\$39,700	1.06	237	3.2%	223	Moderate OJT	1,579	2.2%	1.7%	1.4%	9,981	3,718	4,755	1,508	1.7%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	4,802	\$48,200	1.05	53	1.4%	358	Long-Term OJT	578	1.3%	1.0%	0.8%	5,194	1,586	2,915	693	1.4%
49-9041	Industrial Machinery Mechanics	4,203	\$53,800	0.70	42	1.2%	127	Long-Term OJT	213	0.5%	0.5%	0.0%	4,339	1,510	2,309	520	1.2%
13-1081	Logisticians	3,698	\$67,600	1.40	86	2.3%	156	Bachelor's	480	1.4%	1.3%	1.0%	4,243	983	2,751	509	1.3%
43-5011	Cargo and Freight Agents	3,242	\$45,600	2.16	118	4.3%	139	Short-term OJT	677	2.4%	2.8%	1.9%	3,276	1,071	1,728	477	1.4%
11-3071	Transportation, Storage, and Distribution Managers	2,349	\$115,200	1.18	108	4.6%	174	Previous Work Experience	386	1.8%	1.6%	1.2%	2,191	574	1,297	319	1.3%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	2,028	\$47,600	0.89	35	2.3%	14	Long-Term OJT	67	0.3%	0.3%	0.1%	2,281	666	1,353	263	1.2%
43-4071	File Clerks	1,560	\$34,200	0.89	78	5.3%	12	Short-term OJT	242	1.7%	1.3%	1.0%	1,749	928	913	-91	-0.6%
Source: JobsEQ®																	
Data as of 2019Q1 unless noted otherwise																	

This table enhances the data provided on prior slides by adding assessments of location quotients, unemployment, posting activity, threshold qualifications, and forecast demand by job by category (total demand as the sum of exits, transfers, and new growth). The net new growth in top TDL jobs is a little under 29,000 across the next ten years, with far more filled openings or “churn” total (324,455) as the 2019Q1 job base of 234,739.

Coming Soon (via CareerRise and MAX Data Work): *Even MORE Data and Visualizations*

- More Demand Detail: **Qualifications Gap(s) (by Cluster)**
 - Baseline, Specialized, Software Skills
 - Awards and Awards Gaps (CIP to SOC mapping)
- Demographic Crosstab Detail by Workforce Component (**Equity Data**)
 - Components of Labor Force, Employed, Unemployed, and Unemp. Rate
 - Crosstabs of Age|Gender|Race/Ethnicity|Educ. Attainment|Industry| Occupation Family
 - Source: (new) Burning Glass Labor Insight “subtool”
- More **Spatial Detail**—Workforce Investment Board (WIB) areas
- **WIB Participant Data** (Demographics and ‘Training Paths’)
- **Tableau Dashboards**
- (Eventually) WIB Participant Data **Linked** to Dept of Labor wage data



Links for More Information

MAX Website, ALL of it:

<http://metroatlantaexchange.org/>

<http://metroatlantaexchange.org/2019/01/22/max-alert-linkedin-releases-november-2018-workforce-report-on-hiring-trends-and-skills-gap-in-metro-atlanta-2/>

ARC's Website, Specifically:

<https://atlantaregional.org/plans-reports/worksource-metro-atlanta-plan/>

<https://atlantaregional.org/workforce-economy/economic-development/labor-market-information-research/>

Our 33N Blog, Specifically:

<https://33n.atlantaregional.com/friday-factday/friday-factday-wage-changes-for-high-middle-and-low-wage-occupations>

<https://33n.atlantaregional.com/friday-factday/friday-factday-employment-and-wage-growth-by-occupation>

<https://33n.atlantaregional.com/friday-factday/friday-factday-wealth-and-net-worth-in-the-metro>

<https://33n.atlantaregional.com/the-quarter-dashboard>