

The page features several decorative elements: a solid green rectangle in the top left corner; a thin horizontal line extending from the green rectangle to the right, ending at a small yellow square; a thin vertical line extending from the yellow square down to the bottom, ending at another small yellow square; a thin horizontal line extending from the left edge to the second yellow square; and a large, thin, light-brown arc that starts near the top right and curves down to the second yellow square.

White Collar, Blue Collar, Gray Hair: The Changing Composition Of Georgia's Workforce

May 2007



White Collar, Blue Collar, Gray Hair: The Changing Composition of Georgia's Workforce

**Report Prepared by Anita Stowell-Ritter, AARP
With Assistance from Georgia Budget and Policy Institute and
the Georgia Department of Labor**

**Copyright © 2007
AARP
Knowledge Management
601 E Street NW
Washington, DC 20049
<http://www.aarp.org/research/>
Reprinting with Permission**

AARP is a nonprofit, nonpartisan membership organization that helps people 50+ have independence, choice and control in ways that are beneficial and affordable to them and society as a whole. We produce *AARP The Magazine*, published bimonthly; *AARP Bulletin*, our monthly newspaper; *AARP Segunda Juventud*, our bimonthly magazine in Spanish and English; *NRTA Live & Learn*, our quarterly newsletter for 50+ educators; and our website, www.aarp.org. AARP Foundation is an affiliated charity that provides security, protection, and empowerment to older persons in need with support from thousands of volunteers, donors, and sponsors. We have staffed offices in all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands.

Acknowledgements

This document is a reflection of the vision and commitment of AARP Georgia, Georgia Budget and Policy Institute, and the Georgia Department of Labor. This project could not have been successful without the leadership and cooperation of Ken Mitchell, State Director, AARP Georgia, Alan Essig, Executive Director, Georgia Budget and Policy Institute, and Michael L. Thurmond, Commissioner, Georgia Department of Labor.

Many persons participated in the preparation of this document including John K. Lawrence, Assistant Director, Georgia Department of Labor, Ralph Towler, Chief Program Operations, Georgia Department of Labor, and Joe Newsome, Chief Program Operations, Georgia Department of Labor.

We also want to recognize The Georgia Hispanic Chamber of Commerce, The Georgia Black Chamber of Commerce, The Metro Atlanta Chamber of Commerce, and the Georgia Chamber of Commerce for support in reviewing the report and promoting its continued use.

Numerous AARP staff and volunteers also played key roles in the development of this document. We wish to thank the Georgia State Executive Committee members for their guidance and review of the manuscript. Yolanda Hallas, Matthew McWilliams, and CeeCee Zachery, AARP Georgia State Office, also supported the preparation of the manuscript in numerous ways in the design and planning of the project, management oversight, manuscript preparation and review, and cover design. Numerous AARP Knowledge Management staff were also vital to the development and finalization of this report. They include Rachelle Cummins, Jennifer Sauer, Joanne Binette, Cheryl Barnes, Darlene Matthews, Crystal Glover, and Cassandra Burton.

The author is especially grateful to those AARP staff who peer reviewed the report: Kathi Brown, Strategic Issues Research; Sara Rix, Public Policy Institute; and Craig Langford, Office of Social Impact. Deborah Russell, Outreach and Services and Clare Hushbeck, AARP State Affairs are acknowledged for their on-going leadership and contribution to older workers programs and issues.

Anita Stowell-Ritter, AARP Knowledge Management authored the report with assistance from Sarah Beth Gehl, Georgia Budget and Policy Institute. For information about this report contact either Anita Stowell-Ritter at 202-434-6205 or Sarah Beth Gehl at 404-420-1324, extension 102.

Note: AARP paid for all costs associated with reproduction of this document.



May 23, 2007

Dear Fellow Georgians:

The workforce of the Georgia, like most of the nation, is about to undergo a significant demographic transformation that presents us with great opportunities and challenges. It can also be explained very simply: we're getting older.

The good news for us is that this is not cause for alarm or gloom and doom prognostications, and that is not what this report is about. This report is about analyzing the data and identifying a clear direction that will make this transition successful for both individuals and employers. We are completely confident that this is possible.

As you will read in this report, during the next two decades, some job classifications will be growing and others will be declining. At the same time, the 55+ workforce will be growing at four times the rate of the overall labor force while the 25-to-54 workforce is will not growing much at all.

The result, older workers who want to stay in the workforce will not only be welcomed – they'll be needed to fill projected employment shortages. The key will be to identify growing industries for placement, while helping businesses create employment practices and human resource policies that allow a thriving aging workforce to help businesses grow.

We also know from research and anecdotal evidence that this employment need may be a perfect fit for the "boomer" generation. This is not likely to be a sedentary, detached, retirement generation. Early evidence suggests that the boomer generation will leave the same society changing markers on the notion of retirement that they have left on nearly every other chronological signpost they have passed. Extended careers and the idea of "re-careering" will become commonplace discussions and the subject of future public policy discussions, literature, and even movies.

We believe that this report is a good first step in identifying the employment needs and job opportunities that will exist for workers and employers during the next 20 years. With a little planning, we can create a workforce that will keep Georgia growing and successful.

Ken Mitchell
Georgia State Director
AARP



May 23, 2007

Dear Fellow Georgians,

We at the Georgia Budget and Policy Institute believe that credible data and thoughtful analysis are important tools in the work of developing responsible policy. As part of our mission, we strive to provide reliable, accessible and timely analyses to promote greater state government fiscal accountability as a way to improve services to Georgians in need and to promote quality of life for all Georgians. Thus, it is our pleasure to be engaged as a partner with AARP to study data on workforce opportunities over the next decade and how those opportunities will impact aging workers.

Workforce opportunities will bring challenges as well. One of those challenges will be the need to generate and sustain meaningful placements for individuals who, because of limited family income or life planning choices, desire to work well beyond traditional retirement ages of 65 or 70. It is critical for state policymakers to appreciate that the viability of aging workers is affected by many overlapping public policy issues—transportation, healthcare, education, housing, technology, and others.

Ensuring the productivity of Georgia's aging workers will result in benefits to the state's economic strength, revenue-generating capacity, and social well-being. GBPI looks forward to working with all of our partners in this proactive approach to anticipating and planning for Georgia's future.

Sincerely,

Alan Essig
Executive Director



GEORGIA DEPARTMENT OF LABOR

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

MICHAEL L. THURMOND
COMMISSIONER

Dear Fellow Georgians,

At an early age we begin the process of lifelong learning. Our lives are shaped by experience and the education we receive. Often these define the work we do. Likewise, the type of work we do defines who we are. We work and look forward to a time when we can retire.

More and more people today approach retirement as an opportunity not to sit back and relax, but to shift gears and move on to the next phase of life. And that next phase often involves work – but on different terms.

No one can escape reality – baby boomers are aging and there are not enough younger workers ready to replace this demographic phenomenon. We are aware of this challenge and look forward to being ready as these changes occur.

We are fortunate to have partners like the AARP and the Georgia Budget and Policy Institute that share our mission to stay abreast of workforce trends and to move ahead with strategies that will ensure economic prosperity for all Georgians and all organizations that do business in Georgia. This publication furthers that mission and I am pleased to be a partner in this effort.

Sincerely,

Michael L. Thurmond

TABLE OF CONTENTS

	Page
REPORT OVERVIEW	1
INTRODUCTION.....	3
ABOUT THE DATA.....	7
PART I: GEORGIA EMPLOYMENT PROJECTIONS 2004-2014.....	9
Georgia Sector Employment.....	10
Georgia: Growing Industries.....	12
Georgia: Declining Industries	14
Georgia: Occupational Employment by Education and Training.....	16
Georgia: Growing Occupations	17
Georgia: Declining Occupations.....	22
PART II: PROFILES OF GEORGIA OCCUPATIONS.....	24
Occupational Profiles: About the Data	25
 Georgia’s Jobs Requiring Short-Term On-The-Job Training	27
Occupational Profiles Jobs Requiring Short-Term On-The-Job Training	32
 Georgia’s Jobs Requiring Moderate-Term On-The-Job Training	83
Occupational Profiles of Jobs Requiring Moderate-Term On-The-Job Training	89
 Georgia’s Jobs Requiring Long-Term On-The-Job Training	118
Occupational Profiles of Long-Term On-The-Job Training Classification	120
 Georgia’s Jobs Requiring Work Experience in Related Occupations	127
Occupational Profiles of Jobs Requiring Work Experience in Related Occupations	128
 Georgia’s Jobs Requiring Post-Secondary Vocational Training	133
Occupational Profiles of Jobs Requiring Post-Secondary Vocational Training ..	134
 Georgia’s Jobs Requiring Associate’s Degrees	139
Occupational Profiles of Jobs Requiring Associate’s Degrees	140
 Georgia’s Jobs Requiring Bachelor’s Degrees	145
Occupational Profiles of Jobs Requiring Bachelor’s Degrees.....	147
 Georgia’s Jobs Requiring Advanced Degrees	162
Occupational Profiles of Jobs Requiring Advanced Degrees	163
Appendix I: Listing of All Georgia’s Department of Labor Occupations.....	172

Report Overview

The age mix of Georgia's population will shift between 2005 and 2025. The 65 and over population will grow significantly while those under age 24 will shrink as a proportion of the total state population.¹ At the same time, Georgia's economy will be expanding, with projections showing significant job growth in the coming years. These two trends will result in fewer entrants into the job market at a time of increased demand for workers.

As the proportion of younger workers declines, employers will need to reach out to mature workers to maintain their competitive edge. To attract and retain mature workers, employers may need to embrace a new vision of how work is done. They may need to offer flexible work schedules, telecommuting options, training and education, and phased retirement - all options that mature workers prefer.

In addition to implementing innovative programs, policies, and practices, workforce planners, career counselors, employers, policy-makers, and aging service administrators will require information about the age, salary levels, and educational attainment of workers in key growth and declining occupations. This report provides a wealth of information for these stakeholders about employment projections and ties it to the availability of mature workers.

This resource guide is divided into two sections. The first section provides a detailed overview of Georgia employment projections for 2004 to 2014 based on data from the Georgia Department of Labor (DOL), Workforce Information & Analysis Division. Projections of Georgia's employment by industry show the continued expansion of the service sector over the next decade. Schools, restaurants, hospitals, and employment agencies will lead the growth industries; and, the teachers, waiters and waitresses, and nurses filling those establishments will lead the occupational growth. Occupations requiring short-term on-the-job training will dominate the growth occupations, representing a full 35 percent of all occupations by 2014.

Expanding on the first section's broad overview of projected growth and decline occupations, the second section of this report provides more detailed information about each of the highlighted occupations. Occupational profiles have been developed to describe the age, wages and salary, and educational attainment mix for each occupation. In addition, included is a comparative analysis of the wages and salary and educational attainment of workers who will be 55+ in 2014 workers currently in the Georgia labor force who will be less than 55+ in 2014. These profiles are organized under each of the Georgia Department of Labor defined training categories (e.g., short-term on-the-job training).

¹U.S. Census Bureau, *Projections of the Population, By Age and Sex, of States: 1995 to 2025* available at <http://www.census.gov/population/projections/state/stpage.txt> May 4, 2007.

These data have been used to identify those workers 55+ most at risk of displacement over the next several years and explore occupations with similar skills sets that may offer transitional opportunities. In addition, it provides employers a snapshot of those occupations that may experience a skill and talent drain as segments of their workforce approach traditional retirement age leave the workforce. The appendix to this report also includes a listing of all occupations and projected changes in employment occurring between 2004 and 2014.

This project is unique. Historically, the Georgia DOL has provided detailed data on projected employment trends; however, age data have not been available. The American Community Survey's PUMS data contained labor force information by age, education, and wages and salary, but it was not linked to employment trends. This resource guides successfully blends data from both of these databases. In addition, this report combines the energies and resources of three key organizations: AARP Georgia, Georgia Budget and Policy Institute, and Georgia Department of Labor. This partnership was necessary to the development of this guide and is essential to the legacy of the effort. Not only are these groups committed to making this critical information available, but they are also essential actors in bringing about the needed changes to meet the evolving dynamics of Georgia's labor force.

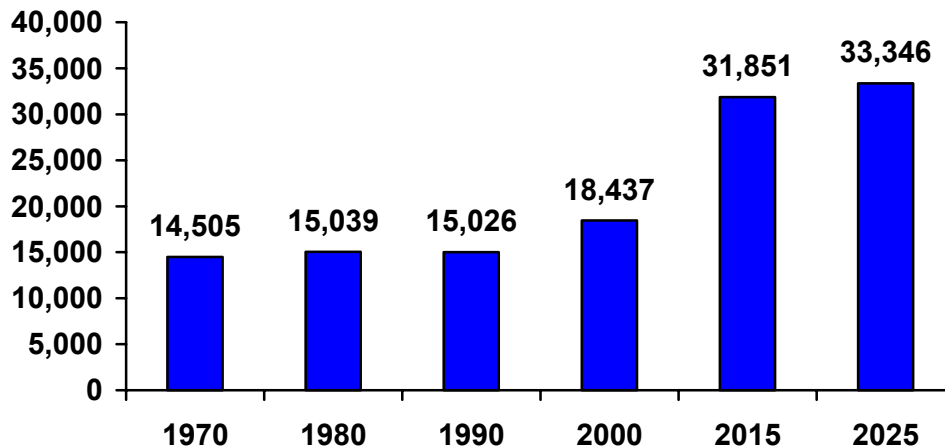
The long-term health of the Georgia economy is a direct reflection of the number of available workers coupled with the skills and knowledge these workers possess. Now is the time to develop sound policies, programs, and practices to address the shifting composition of the labor force. We offer this report and its data-driven look at the Georgia workforce as a first step in understanding Georgia's evolving and maturing workforce.

Introduction

The Bureau of Labor Statistics (BLS) estimates that between 2004 and 2014 the U.S. labor force will increase by 15 million workers to total 162.1 million workers. Over this period, the labor force will be significantly affected by the aging of the baby-boom cohort, those born between 1946 and 1964. In fact, the 55+ age workforce will grow at four times the rate of the overall labor force. This segment of the workforce is expected to grow at 4.1 percent annually as compared to the 25-to-54 years of age growth rate of 0.3 percent. Growth in the labor force consisting of those less than 25 years of age is expected to be flat. The following table presents past and projected information on the number of workers 55+ from 1970 through 2025.²

Past and Projected Number of Workers Age 55 1970-2025

In Thousands

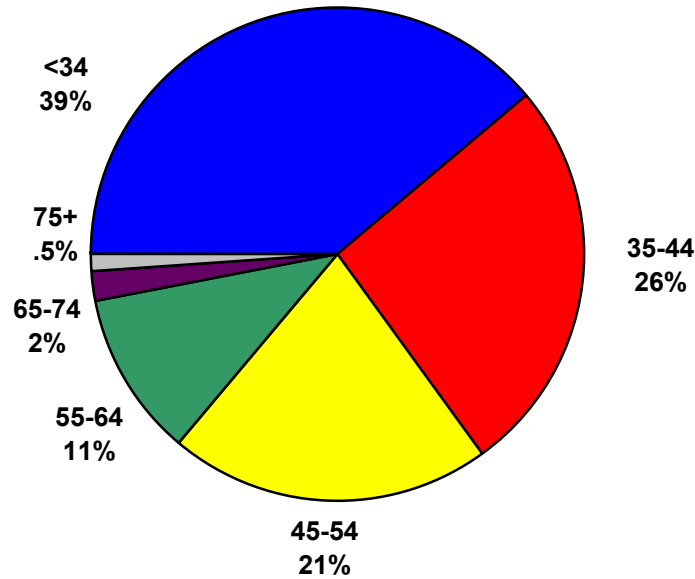


Source: *Older Workers Demographic Trends Pose Challenges for Employers and Workers*, United States General Accounting Office, November 2001.

² While the Department of Labor projections provide data through 2014, no comparable data are available of the numbers of older workers for this same timeframe. The U.S. General Accounting Office data represents the closest approximation on the number of older workers available for the end-point of the employment projection period.

Like the U.S. labor force, the age composition of the Georgia labor force is also shifting. The following graph uses PUMS data to provide a baseline for Georgia labor force participants by age in 2005.

**2005 Georgia Labor Force*
By Age**



Source: 2005 American Community Survey's Public-Use Microdata Sample data.

*Note: The labor force is defined as anyone who is currently employed or unemployed seeking employment.

To understand the impending shifts in the availability of workers, it is necessary to examine Georgia population projections. The following table emphasizes the demographic shift in the age of the Georgia population between 2005 and 2025. The proportion of the 65+ Georgia population is growing substantially, while the proportion of younger workers ages 18 to 24 is shrinking as a proportion of Georgia's overall population mix. This shift will have a significant influence on the availability of new entrants into the Georgia labor force.

**Georgia Population Projections in Percent
by Age: 2005 to 2025**

Age Category	2005	2015	2025
	%	%	%
0-4	7	7	6
5-17	19	17	17
18-24	10	10	9
25-64	54	53	50
65+	10	13	17

Source: U.S. Census Bureau, Projections of the Population, By Age and Sex, of States: 1995 to 2025 available at <http://www.census.gov/population/projections/state/stpage.txt> May 4, 2007.

Older workers, like those younger, are employed in a broad array of occupations. Like younger workers, a majority (62%) of older workers are employed in white-collar occupations. However, older workers are more concentrated in blue collar and service occupations than their younger counterparts. The following table provides data on the number of older workers by occupation in 2000.

Occupations of Workers Age 55-64 and 65-75 in 2000

Occupation	Number of Workers		Proportion of Total Occupation	
	55-64	65-74	55-64	65-74
Executive, Administrator, Manager	2,376,268	553,003	12.0	2.8
Professional	2,296,711	498,714	11.3	2.4
Administrative Support	1,927,958	529,227	10.5	2.9
Sales	1,610,556	533,841	10.5	3.5
Technician	331,563	32,138	7.4	0.7
Production, Craft, Repair	1,367,729	223,508	9.4	1.5
Machine Operator, Assembly	695,672	105,748	9.3	1.4
Transportation	653,316	193,120	11.9	3.5
Farm, Forest, Fishing	391,057	197,984	12.5	6.3
Laborers, Handlers	374,737	74,724	7.2	1.4
Services	1,829,659	499,328	10.6	2.9
All occupations	13,855,226	3,441,334	10.6	2.6

Source: *Older Workers Demographic Trends Pose Challenges for Employers and Workers, United States General Accounting Office, November 2001.*

The long-term health of the Georgia economy is a direct reflection of the number of available workers coupled with the skills and knowledge those workers possess. Employers will become increasingly reliant on older workers especially if they experience skill shortages as older workers retire and fewer younger workers enter the labor force. To date, few employers have established concrete plans to anticipate potential labor shortages. Programs to encourage older workers to remain active in the labor force will be needed. Now is the time to develop sound policies, programs, and practices to address the shifting composition of the labor force.

Every two years the Georgia Department of Labor releases employment projections for a ten-year period. The state department has gained national recognition for *Georgia Workforce 2012: a Comprehensive Analysis of Long-term Employment Trends*, which examines trends by industry, occupation, and educational requirements. The Department has worked with the authors in synthesizing this same data on the 2004-2014 labor force projections.

To understand the impact of the aging workforce on specific Georgia industries and occupations, additional data are needed on the age composition of specific growth and declining occupations, as well as, the comparative education and wage levels of older and younger workers. The DOL data unfortunately contain only very limited age-based data. Alternatively, the American Community Survey's Public-Use Microdata Sample (PUMS) has data on the age, education, and wages of specific occupations by state.

The authors have successfully extracted Georgia data from both the BLS and PUMS databases and linked it to specific Georgia occupations.

This report is segmented into two parts. The first section examines the Georgia employment projections for 2004-2014. The second section includes specific occupational profiles. This section organizes the profiles by the general Georgia Department of Labor training requirements for the specific occupation (e.g. short-term training, etc).

Each section contains an overview of employment trends and identifies specific worker and employer challenges as well as a matrix of all occupations contained in the category. The matrix includes information on estimated annual job creation and percent of the occupation 55+ in 2014, as well as the median wage and educational levels for these workers. For each occupation, a two-page abstract has been developed. The first page focuses on general information about the occupation including age, educational, and wage distributions. The second page provides a comparative wage and educational attainment analysis for workers who will be 55+ in 2014 and for those age 55 and younger.

This report has numerous uses and audiences. State educational and workforce planners can gain useful insight into occupations and workers most likely affected by anticipated shifts in employment. They can use the data to investigate programs, policies, and practices that will engage the state and affected population in making informed and effective transitions.

Educational institutions and career counselors can use the data to inform workers about pending employment transitions and to assist workers to find a ‘good fit’ in the state’s future workforce.

Older workers as well as those younger can use this document as a guide to make informed choices about the potential fit in future growth occupations.

The future health of the Georgia economy and the well-being of employers will be partly dependent on how well they understand and plan for the changing composition of the labor force. This guide is a critical component in understanding and exploring these impending changes.

About The Data

The data contained in this report come from two sources: Georgia Department of Labor, Workforce Information & Analysis Division 2004-2014 Employment Projections and the 2005 American Community Survey's Public-Use Microdata Sample data. State-specific data are available from each of these datasets.

The employment data from the Georgia Department of Labor (DOL) projections were used in preparation of Part I of this report: Georgia Employment Projections 2004-2014. Data from the 2005 American Community Survey's Public-Use Microdata Sample (PUMS) were used in the development of Part II of this report: Occupational Profiles.

The DOL data were released in late 2006 and are the most current information on employment in Georgia. These data were gleaned from employer-provided reports on specific occupations. These data contain information on projected growth and decline by occupation. They also provide estimated hourly earnings and a standard educational attainment guideline.

The PUMS data became available in early 2007. This dataset contains the most up-to-date Georgia state resident profiles. The data are self-reported data and gathered through a survey of a representative sample of state residents. The earnings data were drawn from a variable called salaries and wages from past 12 months. The PUMS data describe how many days respondents have worked in the past year. These data cannot be easily translated for part- or full-time workers, since they do not account for workers who have worked part of the year. Thus, for many workers who reported annual earnings of less than \$1,000 may be a reflection of the fact that they worked part-time or part-year.

While the PUMS data contained information on a broad array of issues, those data used in this project focused on occupations, age, and wages. The occupational categories are similar to those contained in the DOL data, but are not completely identical. Not all occupational categories that appear in the DOL data are included in the PUMS data. For example, in the DOL data there are two categories of assemblers and fabricators: Team Assemblers and Fabricators and Miscellaneous Assemblers and Fabricators. In the PUMS data these two categories are combined. Another major difference between the two datasets is reflected in educational occupations. In the DOL data, educators are categorized as elementary, middle school, and secondary teachers. In the PUMS data, the elementary and middle school teachers are combined into a single category.

Due to differences in the data collection methods, there are other differences in the data. For example, the number of employees in a specific occupational category contained in DOL may differ from those projected in the PUMS data. A case in point is the data on Accountants and Auditors. There is a substantial variation between the two estimates. The Georgia Department of Labor speculates that PUMS data may include bookkeepers who have categorized themselves as accountants and auditors.

The Georgia DOL graphics were extracted intact from the DOL dataset. To use the PUMS data, however, the data set was modified. In the PUMS data, the occupation was listed as a title (string variable). Unfortunately, data in an SPSS file cannot be manipulated using a string variable. The occupation variable had to be converted into a numeric code to prepare occupational reports by age, education, and earnings. These data were based totally on 2005 data. In addition, the age of the individual workers had to be adjusted to reflect the age of the worker in 2014.

This document contains information on occupations in Georgia experiencing the greatest growth or decline. For growth occupations, the author analyzes occupations that are projected to grow by at least 5,000 new jobs over the ten-year period. For declining occupations, the focus is on those occupations that are projected to experience a loss of at least 400 over the period. There is one exception: occupations categorized under the three advanced degree categories (Master's, Doctoral, or First Time Professional Degree), will grow by about 1,000 jobs over the period are examined.

All questions about the methodology can be directed to Anita Stowell-Ritter by calling 202-434-6205 or by email (aritter@aarp.org).

Part I

**Georgia Employment Projections
2004-2014**

Georgia Industry Employment Projections: 2004-2014

Georgia's Sector Employment

The momentum of the service sector is projected to continue through 2014, as illustrated in Figure 1. Professional and Business Services will lead the growth sectors, with 32.5 percent projected job growth from 2004 to 2014. Four other service industry sectors will have higher job growth than the projected overall employment growth of 18.2 percent: Health Care and Social Assistance (32.2%), Leisure and Hospitality (26.3%), Education Services (25.1%), and Other Non-Government Services (20.6%). The only sector with exceptional growth outside the service arena is Construction, which is projected to have employment growth of 21.0 percent between 2004 and 2014.

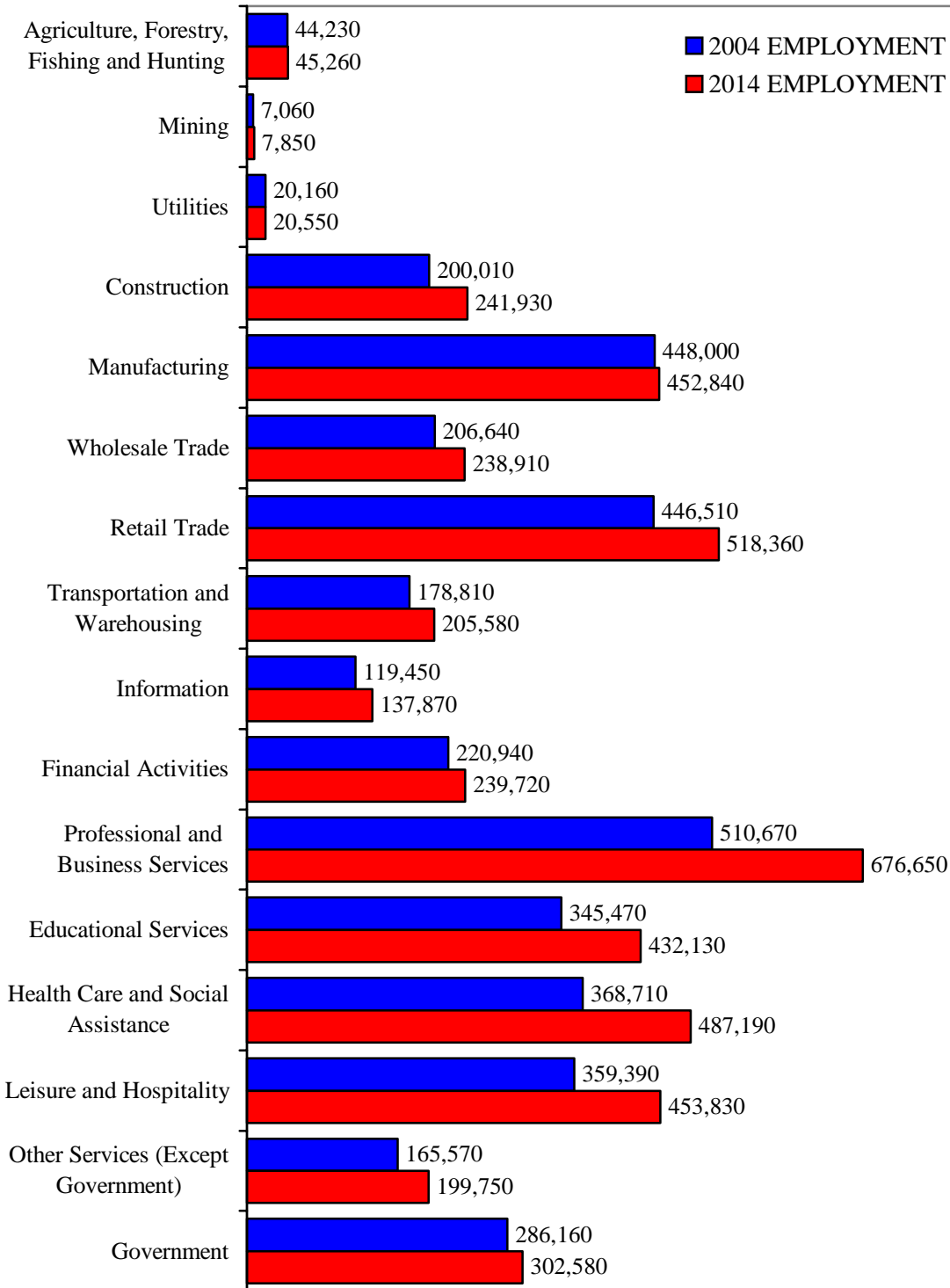
Retail Trade, Wholesale Trade, Transportation and Warehousing, and Information sectors will grow in the range of 15 to 16 percent, slightly below overall employment growth. Financial Activities is projected to grow by 8.5 percent over the decade, while Government employment other than education and health will increase by 5.7 percent. At the low end of the growth spectrum are Agriculture, Forestry, Fishing, and Hunting (2.3%), Utilities (1.9%), and Manufacturing (1.1%).

With the high growth of the service sector and the minimal growth in Manufacturing, several sectors are slated to overtake Manufacturing employment. While

Manufacturing employment was second only to Professional and Business Services in 2004, it is projected to trail Retail Trade, Health and Social Assistance, Leisure and Hospitality, and Professional & Business Services employment by 2014.

Georgia Service Sectors	Georgia Goods-Producing Sectors
<ul style="list-style-type: none"> ■ Utilities ■ Wholesale Trade ■ Retail Trade ■ Transportation and Warehousing ■ Information ■ Financial Activities ■ Professional and Business Services ■ Education Services ■ Health Care and Social Assistance ■ Leisure and Hospitality ■ Other Services (except Government) ■ Government 	<ul style="list-style-type: none"> ■ Agriculture, Forestry, Fishing, and Hunting ■ Mining ■ Construction ■ Manufacturing

Figure 1: Georgia Sector Employment, 2004-2014



Source: Georgia Department of Labor, Workforce Information & Analysis Division

Note: Georgia DOL includes public education and health industries in the Educational Services and Health Care and Social Assistance sectors, rather than in the Government sector. Likewise, the Postal Service is included in the Transportation and Warehousing sector rather than the Government sector.

Georgia: Growing Industries

A closer look at the growth industries within the sectors shows a few industries accounting for the majority of job growth. Figure 2 displays the top 20 industries for projected job growth between 2004 and 2014. Combined, these 20 industries contribute 57.2 percent of total expected job growth among the 276 industries for which data is available. In addition, these fast growing industries are already and will continue to be among the largest industries in the state. The top five growing industries are also the largest industries in terms of total employment.

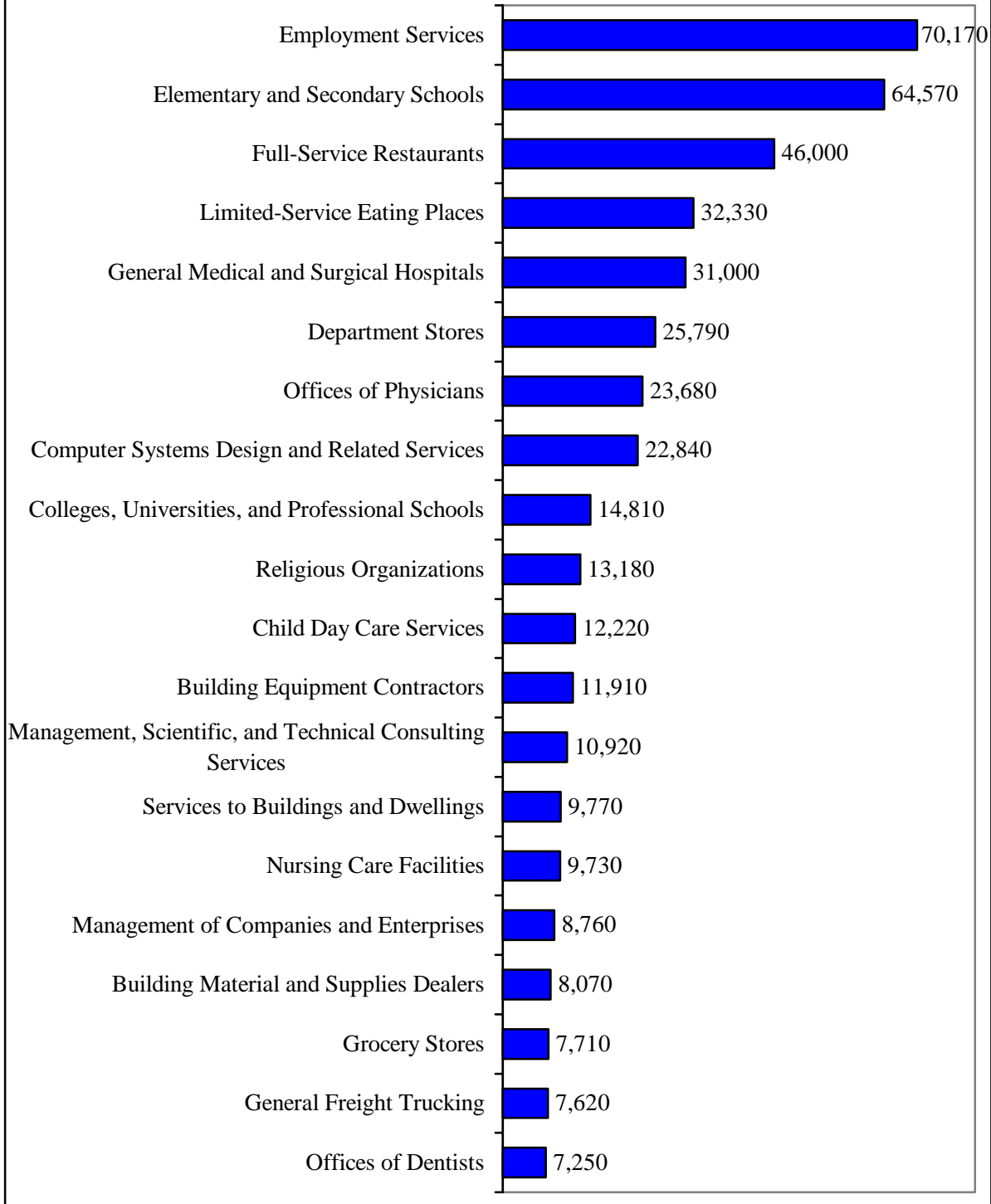
The Professional and Business Services sector and Health and Social Assistance sector each have five industries among the top 20 growth industries. The employment services industry, which is part of the Professional and Business Services sector, leads the list with an estimated 70,170 additional jobs, an increase of 53.3 percent over current employment levels. This industry includes establishments involved in temporary staffing, human resources, and employment agencies, among others. With the projected increase in jobs, the employment services industry will be the second largest industry in the state with 201,890 jobs.

Elementary and secondary schools are the second fastest growing industry, with an estimated 64,570 jobs added by 2014. These additional jobs will take the industry from approximately 250,000 total jobs to 315,000 jobs over the ten year period, keeping the elementary and secondary school industry ahead of all other industries by over 100,000 jobs. (Note: DOL includes both public and private schools in their measure of education industries, rather than including public schools with the government sector.) Although only about one-quarter of the size of the elementary and secondary school industry, higher education is also among the top 20 growth industries, with a projected increase in employment of 14,810 (22.2%).

Restaurants, both full-service and limited-service, will contribute significantly to the employment growth of the next decade. Combined, the two restaurant industries will increase by a projected 78,330 jobs or about 30 percent over current employment levels.

The goods-producing sectors only contribute one industry to the top 20 growth list. The Construction Sector's building equipment contractors is projected to increase in employment by 11,910 jobs (20.0%) from 2004 to 2014.

Figure 2: Top 20 Georgia Industries by Job Growth, 2004-2014



Source: Georgia Department of Labor, Workforce Information & Analysis Division

Note: Self-employed workers are not included in this analysis, but will increase by a projected 33,470 jobs between 2004 and 2014.

Georgia: Declining Industries

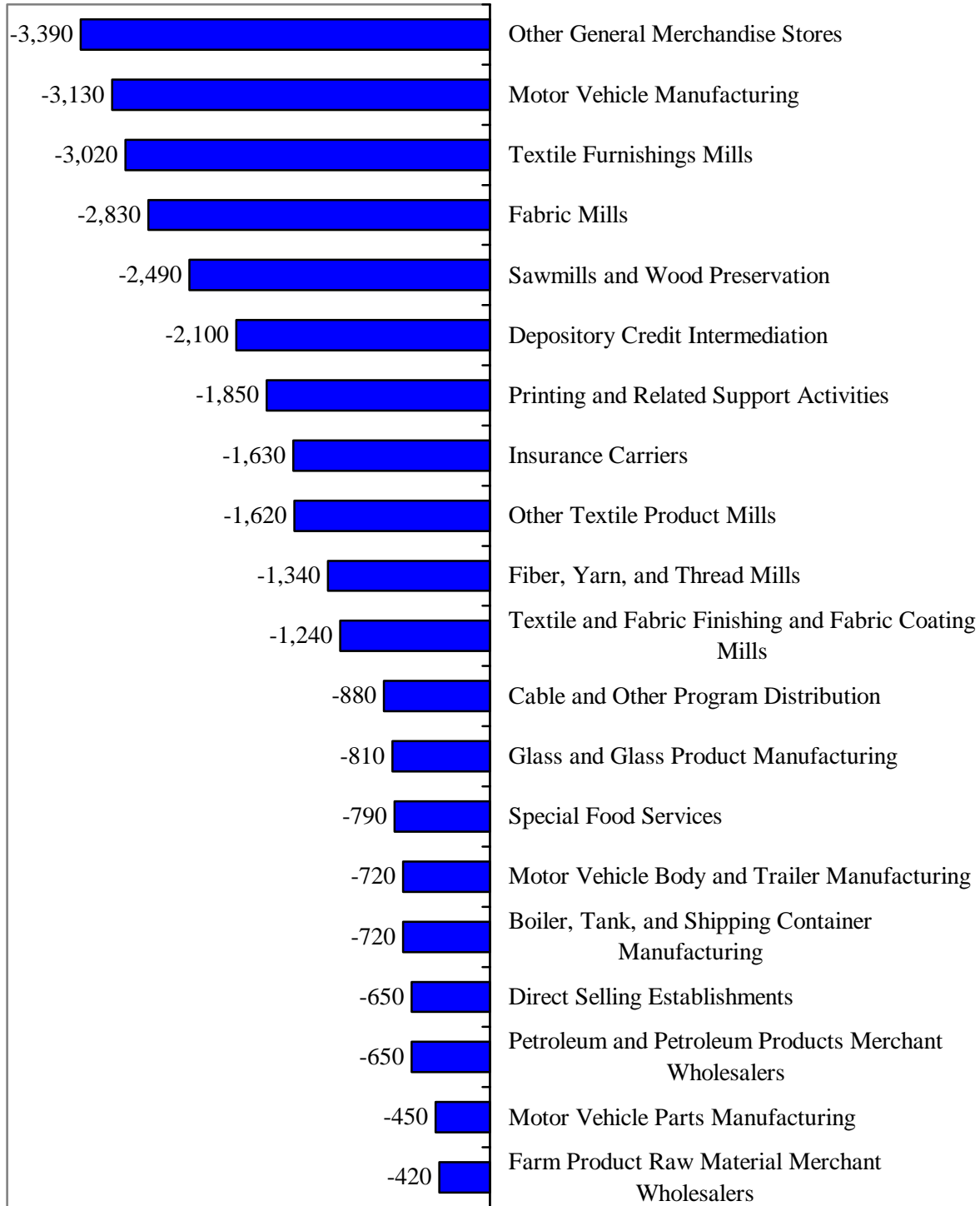
Among the declining industries, the Manufacturing sector dominates, as shown in Figure 3. Twelve of the top 20 declining industries are in the Manufacturing sector. The remaining eight industries are spread across sectors: two in Retail Trade, two in Wholesale Trade, two in Financial Services, one in Leisure and Hospitality, and one in Information. In contrast to the growing industries, the declining industries currently are not among the largest industries. Only four of the twenty declining industries currently exceed 20,000 jobs, while all of the growing industries already surpass that level.

“Other general merchandise stores,” a Retail Trade industry including warehouse clubs and superstores, leads the declining industries with an estimated job loss of 3,390 (25.7%) between 2004 and 2014. This contrasts greatly with its related industry of department stores, which ranks sixth highest among the growing industries in Figure 2. Other general merchandise stores and department stores comprise the General Merchandise subsector of the Retail Trade sector.

Within Manufacturing, motor vehicle production and textile industries are projected to have the largest declines in employment over the next decade. With the closure of Georgia’s large automobile manufacturers, Ford and GM, the declines in employment among motor vehicle manufacturers will be significant. Projections show employment in motor vehicle manufacturing declining by 56.1 percent (3,130 jobs) between 2004 and 2014. In addition, motor vehicle body and trailer manufacturers and motor vehicle parts manufacturers are projected to lose a combined 1,170 jobs. Although these job losses will be significant for the three motor vehicle industries, the larger subsector of Transportation Equipment Manufacturer will not experience an overall decline in employment since the gains in jobs within the aerospace product and parts manufacturer industry will completely offset the motor vehicle industry job losses.

The other major manufacturing losses are clustered in textiles manufacturing. Each of the five industries in the Textile Mills and Textile Product Mills subsectors are projected to decline, with a combined loss of 10,050 jobs or 13.5 percent of employment between 2004 and 2014. Total employment among the five textile industries will decline from 74,700 to 64,650 jobs.

Figure 3: Top 20 Georgia Industries by Job Losses, 2004-2014



Source: Georgia Department of Labor, Workforce Information & Analysis Division

Georgia's Occupational Projections: 2004-2014

Georgia's Occupational Employment by Education and Training

With expected total employment growth of 766,600 jobs in every education and training category will experience growth over the next decade, as shown in Figure 4. While each category will grow in the range of 15 to 30 percent over 2004 employment levels, occupations requiring short-term on-the-job training will far surpass all other education and training categories in terms of the number of new jobs.

Occupations requiring short-term on-the-job training currently constitute the largest education and training category and will continue to do so in 2014, representing 35 percent of all occupations in 2014. Table 1 provides the employment levels in 2004 and projected employment in 2014 of each education and training category, as well as, the average hourly wages for each category in 2006.

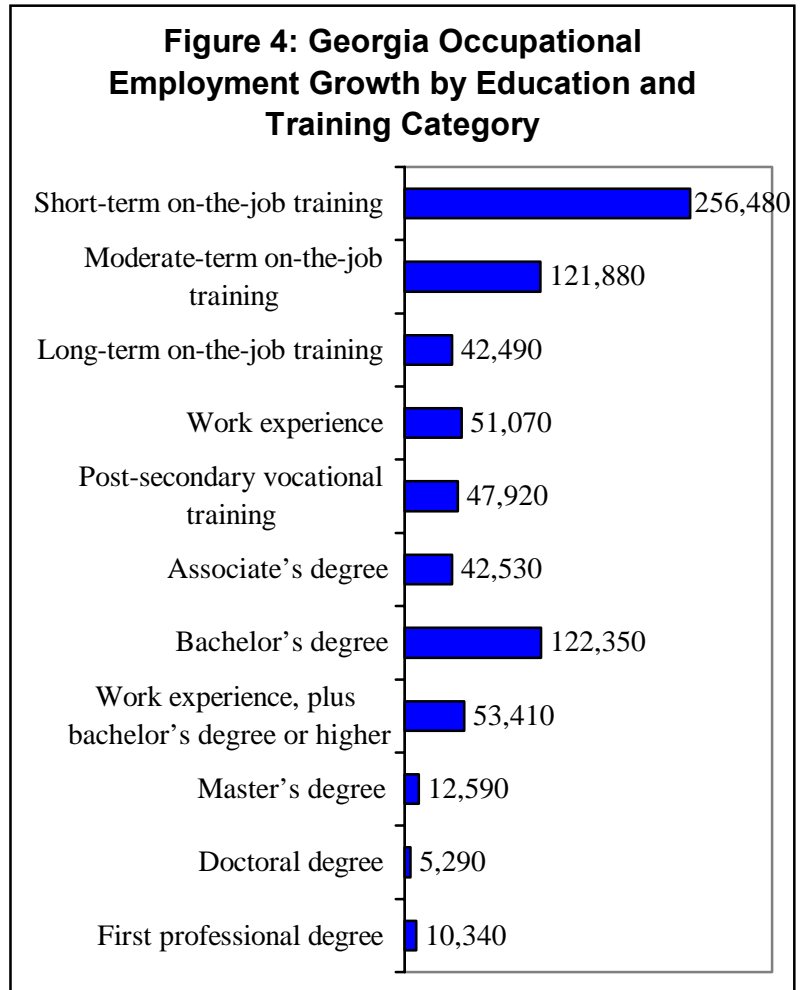


Table 1: Georgia Hourly Wages and Employment by Education and Training Level

	2006 Average Wage	Employment 2004	Employment 2014
Short-term on-the-job training	\$10.19	1,485,770	1,742,250
Moderate-term on-the-job training	\$15.38	890,470	1,012,350
Long-term on-the-job training	\$16.97	264,890	307,380
Work experience	\$22.07	344,320	395,390
Post-secondary vocational training	\$15.19	211,800	259,720
Associate's degree	\$23.03	141,550	184,080
Bachelor's degree	\$27.36	493,950	616,300
Work experience, plus bachelor's degree or higher	\$43.22	239,330	292,740
Master's degree	\$27.12	53,540	66,130
Doctoral degree	\$31.25	19,680	24,970
First professional degree	\$60.77	49,350	59,690

Source: Georgia Department of Labor, Workforce Information & Analysis Division. 2006 Georgia Wage Survey.

Georgia: Growing Occupations

As the schools, restaurants, department stores, and hospitals lead the growth industries, the teachers, waiters and waitresses, salespeople, and nurses filling those establishments will lead the occupations in growth over the next decade. Figures 5 and 6 on the following pages display those occupations with expected job growth of over 5,000 jobs from 2004 to 2014.

The growth occupations are spread widely across fields, with several occupations from the education, healthcare, office support, transportation, restaurant, and computer fields represented, among others. In terms of education and training requirements, the growth occupations are clustered in the short-term on-the-job training, moderate-term on-the-job training, and bachelor's degree categories, as shown in Table 2.

Table 2: Number of Top Growth Georgia Occupations in Each Education and Training Category

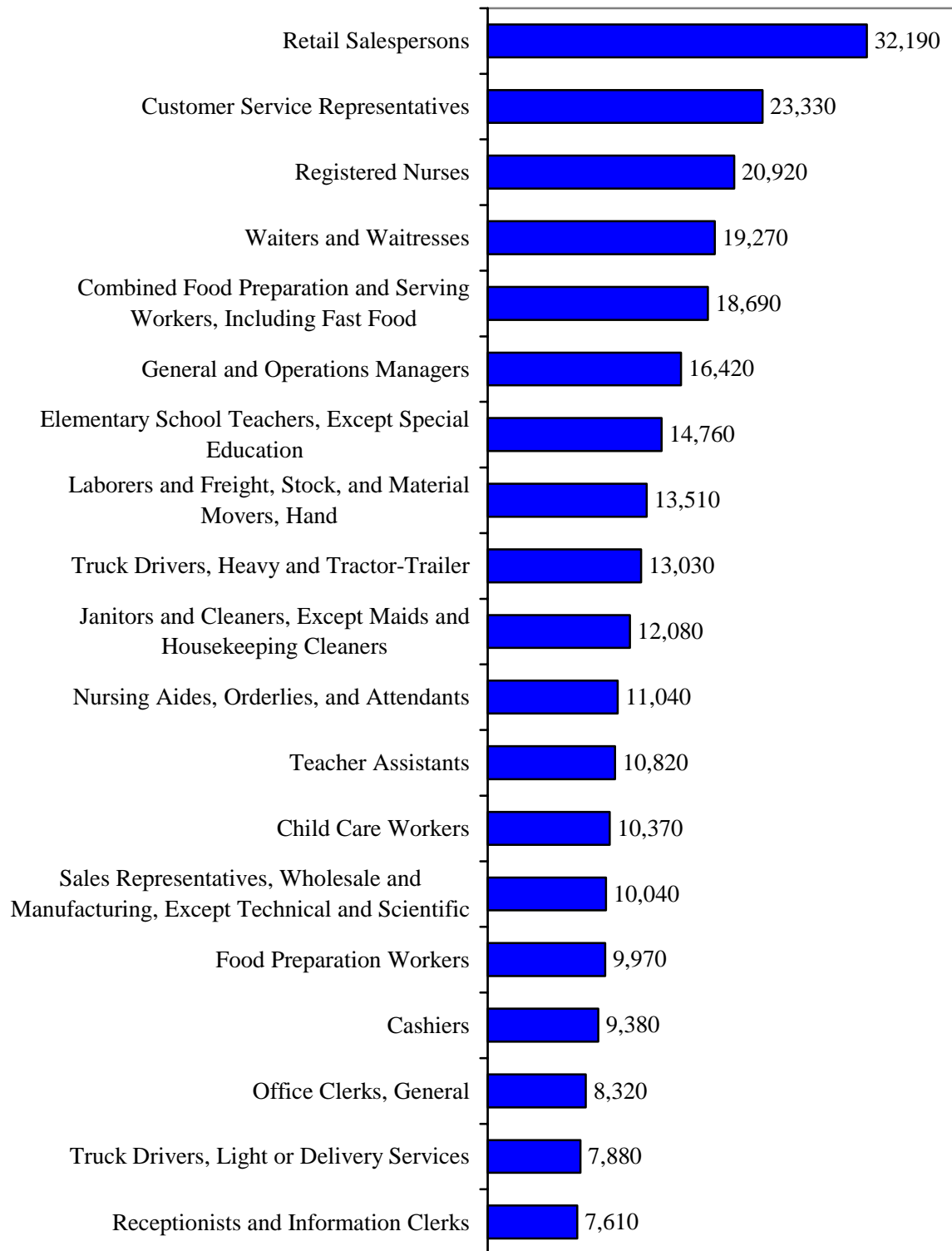
Short-term on-the-job training	18
Moderate-term on-the-job training	8
Long-term on-the-job training	2
Work experience	2
Post-secondary vocational training	2
Associate's degree	2
Bachelor's degree	8
Work experience, plus bachelor's degree or higher	1
Master's degree	0
Doctoral degree	0
First professional degree	0

With projected job growth of 24.3 percent from 2004 to 2014, retail salespersons will remain the largest occupation in Georgia. By 2014, the occupation is expected to attain 164,920 jobs, which places retail salespersons more than 50,000 jobs ahead of the second largest occupation. Customer service representatives and registered nurses follow salespersons, with projected growth of 23,330 jobs and 20,920 jobs, respectively.

While Figures 5 and 6 offer insight into the occupations with high job growth, they do not show a complete picture of job availability. Figure 7 provides this broader look at job availability by presenting both new positions and job replacements available annually. For example, the cashier occupation will grow by 9,380 positions between 2004 and 2014, or 938 annual new positions. However, the cashier occupation will also offer 4,767 annual job replacement positions, through employee retirement, turnover, or other causes. In total, there will be 5,710 annual openings in the cashier field.

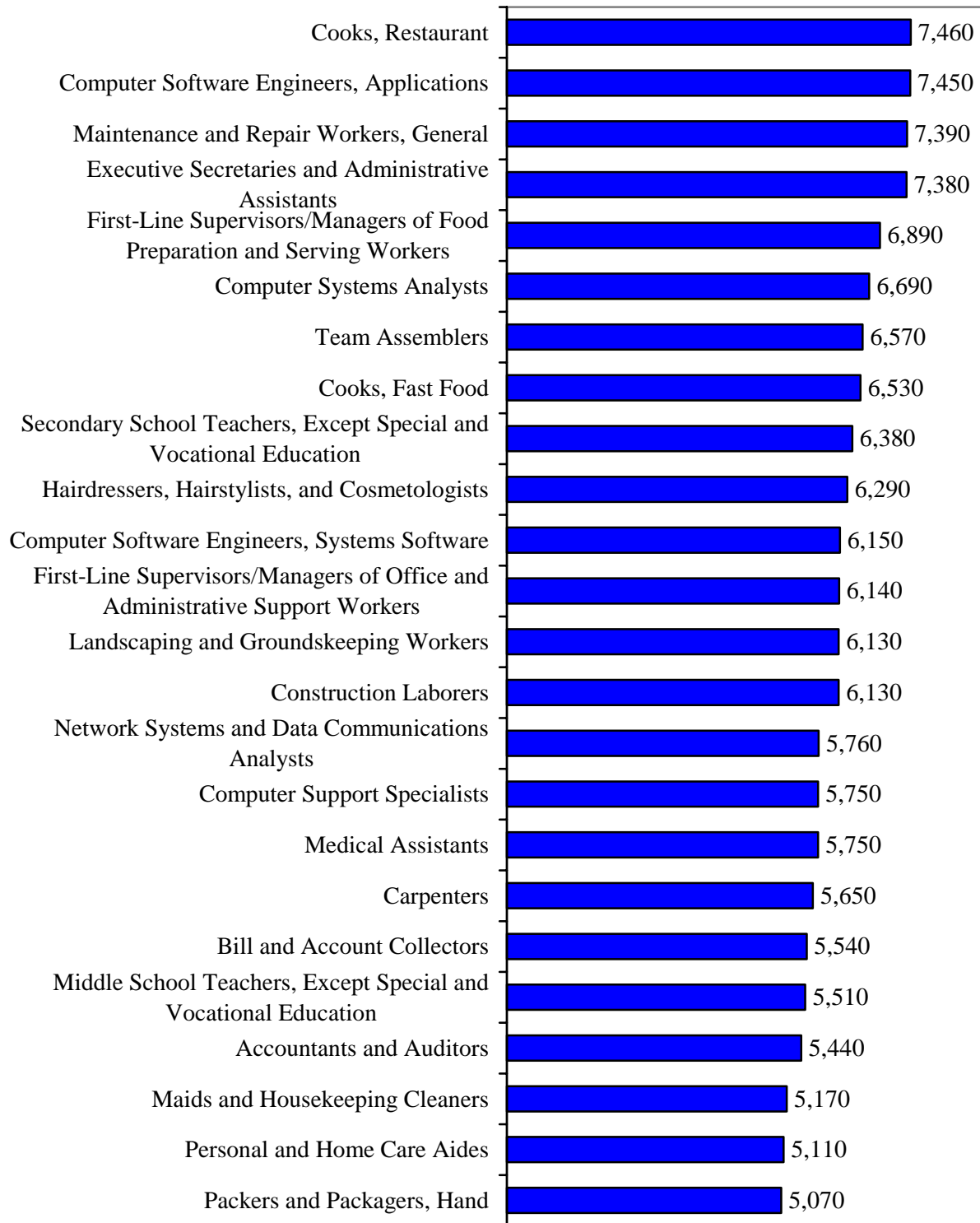
As with job growth, retail salespersons lead the list of annual openings with 4,824 job replacements and 3,221 new positions, or about 8,050 total annual openings. All of the occupations with high annual openings are among the top growth occupations, except one. Stock clerks and order fillers have significant annual openings, but are not on the top growth list because the vast majority of the annual openings are job replacements. Only 36 of the 2,140 annual openings in the occupation are expected to be new positions. Thus, growth in new jobs will only total 360 from 2004 to 2014.

Figure 5: Top Georgia Occupations for Job Growth of at Least 7,500, 2004-2014



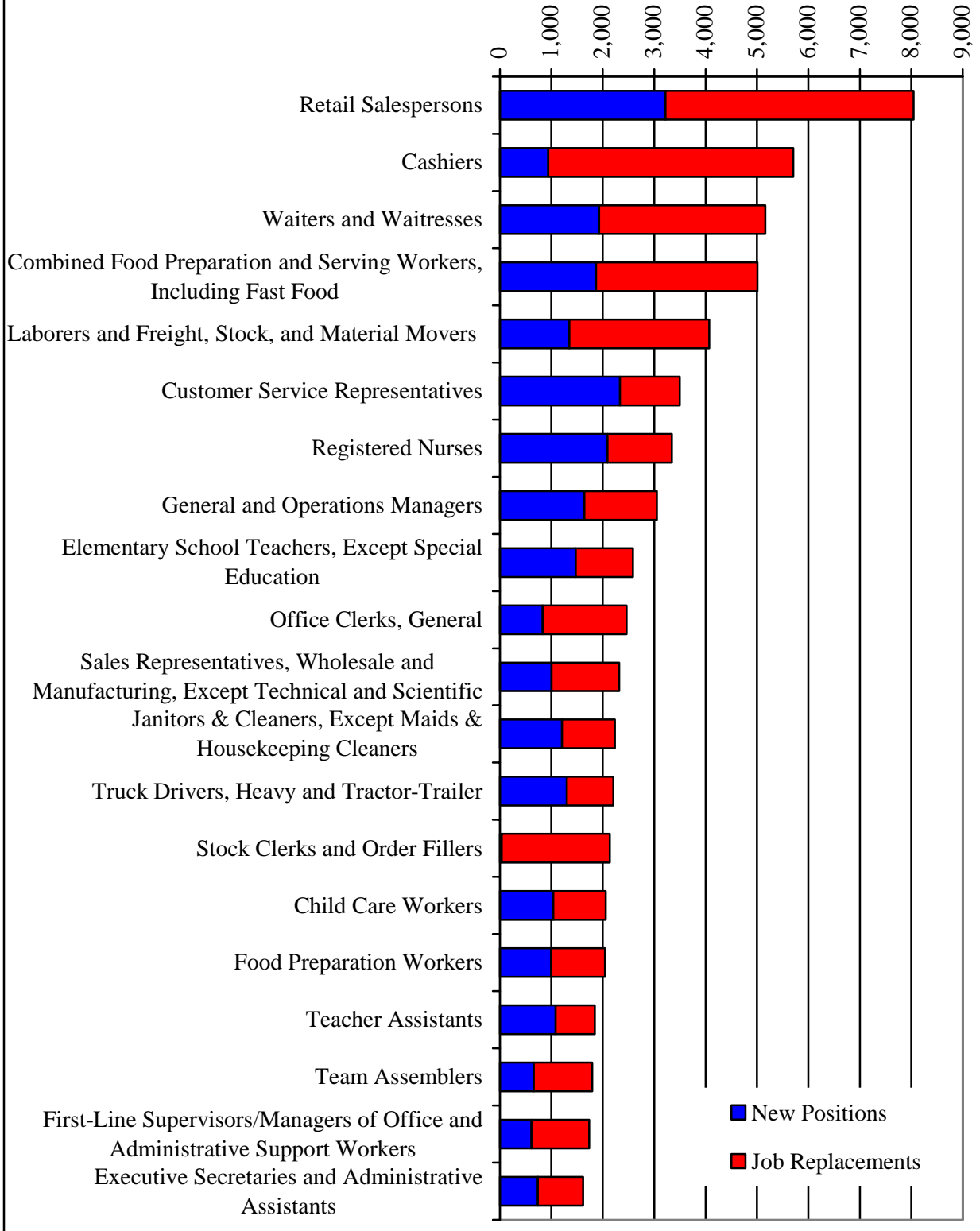
Source: Georgia Department of Labor, Workforce Information & Analysis Division

Figure 6: Top Georgia Occupations for Job Growth of 5,000-7,500, 2004-2014



Source: Georgia Department of Labor, Workforce Information & Analysis Division

Figure 7: Top Georgia Occupations for Annual Openings, 2004-2014



Source: Georgia Department of Labor, Workforce Information & Analysis Division

Georgia: Declining Occupations

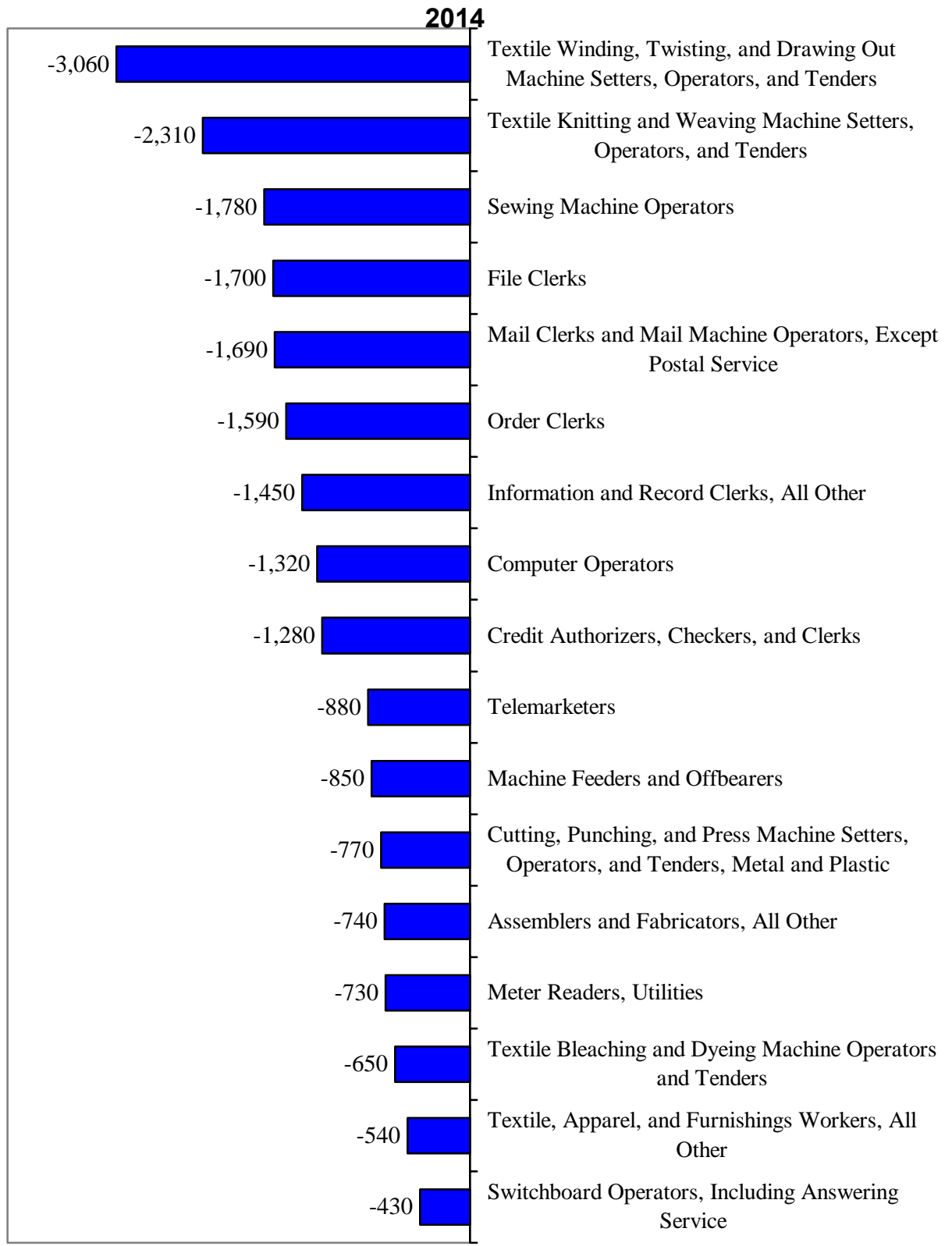
With the expected decline in certain manufacturing industries, as discussed previously, it is not surprising that several occupations on the declining occupations list are in the production field. Figure 8 displays the top 17 occupations with declining employment from 2004 to 2014. Seven occupations on the list are classified as production occupations, such as, textile workers and machine operators. Office and Administrative Support occupations represent a greater portion of declining occupations, though, with a total of eight occupations among the top 17 occupations with declining employment. Within the Office and Administrative Support occupations, a myriad of clerk positions, such as, file clerks, order clerks, and mail clerks, are projected to decline over the next decade.

Other than production and office/administrative support occupations, one sales and related occupation and one transportation and material moving occupation are expected to decline. Telemarketers, part of the sales occupations, are expected to experience a loss of 880 jobs by 2014, or 8.7 percent of the current 10,070 jobs. Machine feeders and offbearers, part of the transportation occupations, are projected to lose 850 jobs, or 16.9 percent of the current 5,040 jobs.

All of the top declining occupations are in short-term, moderate-term, and long-term on-the-job training categories, as shown in Table 3. Ten of the top 17 declining occupations are in the short-term on-the-job training category and six of the top 17 declining occupations are in the moderate-term on-the-job training category. Textile knitting and weaving machine setters, operators, and tenders is the only declining occupation that requires long-term on-the-job training.

Short-term on-the-job training	10
Moderate-term on-the-job training	6
Long-term on-the-job training	1
Work experience	0
Post-secondary vocational training	0
Associate's degree	0
Bachelor's degree	0
Work experience, plus bachelor's degree or higher	0
Master's degree	0
Doctoral degree	0
First professional degree	0

Figure 8: Top Georgia Occupations for Job Losses, 2004-



Source: Georgia Department of Labor, Workforce Information & Analysis Division

Part II

Profiles of Georgia Occupations

Occupational Profiles: About the Data

The data contained in this section of the report was drawn from the 2005 American Community Survey's Public-Use Microdata Sample (PUMS). As such, it represents the Georgia labor force at a specific point in time. When reviewing the following profiles, keep in mind that the projections are based solely on the Georgia labor force as it was configured in 2005. The profiles do not include workers who entered or will enter the labor force between 2005 and 2014.

Because of this qualification, it is important to recognize that these profiles represent examples of what the labor force might look like in 2014. Workers are constantly entering and leaving the labor force, transitioning from one job to another, and upgrading their knowledge and skills.

These profiles, however, provide the most up-to-date data available and can be used as baseline markers to consider the needs and demands of the future labor force. These data highlight those older workers who are at risk of job displacement and those occupations that may experience talent and skill drains as segments of their workforce approach traditional retirement age.

This section of the report is organized by education and training categories provided by the Georgia Department of Labor:

- Short-term on-the-job Training
- Moderate-term on-the-job Training
- Long-term on-the-job Training
- Work Experience in a Related Occupation
- Postsecondary Vocational Training
- Associate's Degree
- Bachelor's Degree
- Master's Degree
- Doctoral Degree
- First Professional Degree

Because occupations requiring an advanced degree will increase by smaller numbers than other occupations requiring less up-front training, the Master's Degree, Doctoral Degree, and the First Professional Degree jobs are grouped under the category of Advanced Degree.

Due to the great numbers of jobs experiencing growth and decline, the author made a decision to limit the scope of the analysis. In general, only those jobs expected to increase by 5,000 or more jobs over the 2004-2014 timeframe are examined. Declining occupations were analyzed only if they were projected to experience a loss of 400 jobs or more over the period. There is one exception. For those jobs grouped into the Advanced Degree category, none are experiencing growth of 5,000 jobs or more. To maintain some focus on these occupations, the

author chose to look at those occupations expected to increase by 1,000 jobs or more during the projection period.

Note: Data contained in this section reflect the 2005 Georgia labor force. As such, it presents a picture of what the labor force might look like in 2014. However, numbers trends and situations influence the actual composition of the labor force. As such, these data can be used to consider potential scenarios but do not represent actual projections.

Georgia's Jobs Requiring Short-Term On-The-Job Training

Of all occupational training categories, this classification is the most dynamic. Seventeen occupations are expected to expand by at least 5,000 jobs between 2004 and 2014. Nine occupations are estimated to decline over the same period by at least 500 positions.

Georgia's Jobs Requiring Short-Term On-the-Job Training Growth Occupations				
<i>Job Title</i>	<i>Estimated Annual Jobs Created**</i>	<i>% 2005 Workers 55+ In 2014*</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
Child Care Workers	1,000	30%	<\$1,000	HS or Less
Landscaping and Grounds Keeping Workers	600	22%	<\$1,000	HS or Less
Maids and Housekeeping Cleaners	500	43%	<\$1,000	HS or Less
Cashiers	900	16%	\$1,000-\$9,999	HS or Less
Combined Food Preparation and Serving Workers with Fast Food	1,900	22%	\$1,000-\$9,999	HS or Less
Food Preparation Workers	1,000	21%	\$1,000-\$9,999	HS or Less
Personal and Home Care Aides	500	61%	\$1,000-\$9,999	HS or Less
Waiters and Waitresses	1,900	10%	\$1,000-\$9,999	HS or Less

*Based on 2005 American Community Survey's Public-Use Microdata Sample data. ** Based on Bureau of Labor Statistics Georgia Labor Force Projections 2004-2014.

Georgia's Jobs Requiring Short-Term On-the-Job Training Growth Occupations (Continued)

<i>Job Title</i>	<i>Estimated Annual Jobs Created**</i>	<i>% 2005 Workers 55+ In 2014*</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
Bill and Account Collectors	600	22%	\$10,000-\$19,999	HS or Less
General Office Clerks	800	37%	\$10,000-\$19,999	Some College
Hand Packers and Packagers	500	38%	\$10,000-\$19,999	HS or Less
Janitor/Building Cleaners	1,200	48%	\$10,000-\$19,999	HS or Less
Laborers, Freight, Stock, and Materials Movers	1,350	24%	\$10,000-\$19,999	HS or Less
Receptionists and Information Clerks	700	32%	\$10,000-\$19,999	Some College
Retail Sales Workers	3,200	35%	\$10,000-\$19,999	Some College
Teacher Assistants	1,100	44%	\$10,000-\$19,999	HS or Less

**Based on 2005 American Community Survey's Public-Use Microdata Sample data. ** Based on Bureau of Labor Statistics Georgia Labor Force Projections 2004-2014.*

By 2014, the percentages of workers 55+ employed in the 17 growth occupations will range from a low of ten percent in the waiter and waitress category to a high of 61 percent in the personal and home care occupation. For half of the growth occupations, at least one-third of workers will be 55+ in 2014.

For the declining occupations, the percentage of workers in each occupation who will be 55+ in 2014 will range from a low of 22 percent for utility meter readers to a high of 57 percent for switchboard operators. For nearly all of these occupations, at least 30 percent of the workforce will be age 55+ in 2014.

Georgia's Jobs Requiring Short-Term On-the-Job Training Declining Occupations

<i>Job Title</i>	<i>Estimated Annual Jobs Lost**</i>	<i>% 2005 Workers 55+ In 2014*</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
Correspondence and Order Clerks	200	30%	\$10,000-\$19,999	HS or Less
Credit Authorizers	100	35%	\$20,000-\$34,999	Some College
File Clerks	200	33%	\$10,000-\$19,999	HS or less
Information and Records Clerks	150	45%	\$20,000-\$34,999	Some College
Mail Clerks and Mail Machine Operators	200	45%	\$10,000-\$19,999	HS or Less
Switchboard Operators	50	57%	\$10,000-\$19,999	HS or Less
Telemarketers	90	36%	<\$1000	Some College
Textile, Apparel, and Furnishing Workers	50	36%	\$20,000-\$34,999	HS or Less
Utility Meter Readers	70	22%	\$20,000-\$34,999	HS or Less

**Based on 2005 American Community Survey's Public-Use Microdata Sample data. ** Based on Georgia's Department of Labor, Workforce Information & Analysis Division's Labor Force Projections 2004-2014*

There is an assumption that of all occupational training classifications, workers can readily move from a declining occupation to a growth occupation in this category because limited training and/or prior experience is required. Yet, there are some apparent differences in the salary range of older workers in this training classification.

For the growth occupations requiring short-term-on-the-job training, the median salary range indicated by workers 55+ was between \$10,000 and \$19,999 per year in 2005. Half of all older workers in this category, in fact, earned less than \$10,000 annually. Three of the occupations had median annual earnings of less than \$1,000.

For slightly less than half of declining occupations short-term-on-the-job training, workers 55+ reported annual earnings between \$20,000 and \$34,999 in 2005. Workers in four job categories (credit authorizers; information and records clerks; textile, apparel and finishing workers; and utility meter readers) will experience difficulty in retaining this salary level if they choose to shift to another job within the same training level. Given their limited training, it will be difficult to move up the occupational hierarchy without retraining and skill upgrading.

For two of the categories (credit authorizers and information and records clerks) the median educational attainment level in 2005 was some college. Workers in these two occupational classifications may experience few barriers to obtaining reemployment in those occupations experiencing growth, but they may experience a drop in earnings. Jobs requiring similar skill sets exist in the growth occupations.

For the remaining two classifications (textile, apparel, and furnishing workers and utility meter readers) workers may experience difficulties finding jobs that require similar skill sets even at a reduced salary level.

Switchboard operators may be specifically at risk of displacement since nearly three in five workers in this job category will be 55+ in 2014. An examination of the growth occupations with a similar median salary range--\$10,000 to \$19,999--reveals that there is no occupation requiring a similar skill set. Again, workers in this occupation will require additional training or skills upgrades to make a smooth job transition. Workers 55+ who experience job loss in declining occupations may also require counseling and support services as they explore new career paths.

Businesses with job openings in the growth occupations short-term-on-the-job training will likewise experience some challenges in filling available job openings. For three growth occupations, 40 percent or more of their workforces will be 55+ in 2014 (maids and housekeeping cleaners, teachers' assistants, and personal and home care aides). The maids and housekeeping cleaners category is expected to increase by about 500 new openings per year at the same time as many currently employed in these jobs are nearing retirement age.

Given the low median salary of this occupation (less than \$1,000 per year), it may be particularly difficult for employers to attract new entrants in to the field.

Businesses that employ personal and home care workers will likewise be challenged to find new entrants into this field. It is projected that approximately 500 new jobs will open per year. Although the salaries are slightly higher than for maids and housekeepers – between \$1,000 and \$9,999 per annum – more than three in five current workers will be at or near traditional retirement age in 2014.

Educational institutions requiring teachers' assistants may experience similar difficulties attracting needed workers. More than four in ten current workers will be at or near traditional retirement age in 2014. Even though the median wage reported by workers 55+ in 2005 was \$10,000 to \$19,999, it is expected that this occupational category will grow by over 1,000 new jobs per year.

Though retail sales workers and janitor/building cleaners reported median annual earning of between \$10,000 and \$19,999, these jobs are still considered low-income jobs. Both of these jobs will experience substantial annual growth rates. Retail sales workers have been projected to expand by over 3,000 jobs per year, and janitors and building cleaners are expected to grow by 1,200 each year. Slightly more than one in three retail sales workers will be at or near traditional retirement age in 2014, while nearly half of janitors and building cleaners will be close to retirement. Finding new entrants, as well as, replacement workers for these jobs may present a challenge to employers based on the sheer number of employees needed.

**Occupational Profiles for Georgia's
Jobs Requiring
Short-Term On-The-Job Training

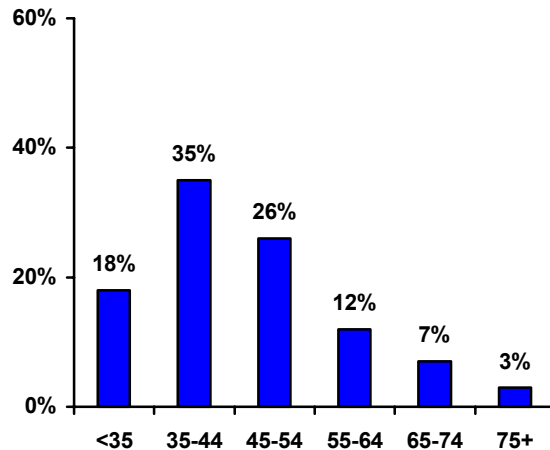
In Alphabetical Order**

Bill and Account Collectors

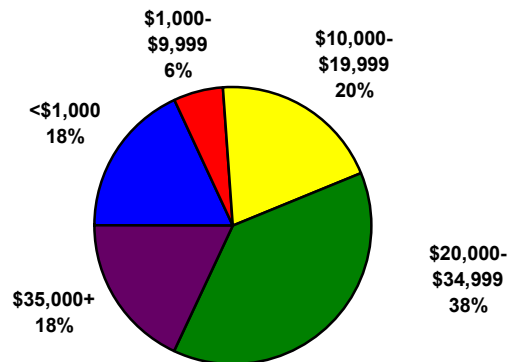
Overview

- Growth Occupation: On average, close to 600 jobs will be created per year over the ten- year period. This occupation has a low income range.
- In 2014, more than half of bill and account collectors will be under age 45, and more than one in five will be age 55+.
- DOL estimates the median wage of bill and account collectors as \$10.19/hour. About one in four bill and account collectors in 2005 reported they earned less than \$10,000. About two in ten reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, nearly half had a high school diploma or less, while only seven percent say they had at least a bachelor's degree.

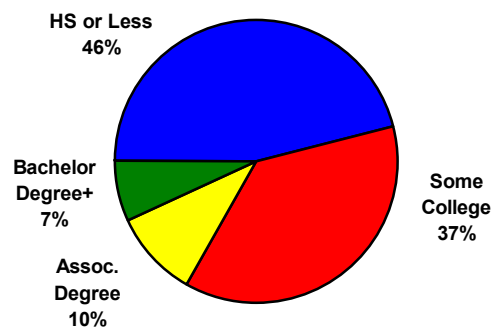
**Age Distribution in 2014
Of 2005 Labor Force
(N=9,379)**



**Wages and Salary Distribution (2005)
(N=9,379)**



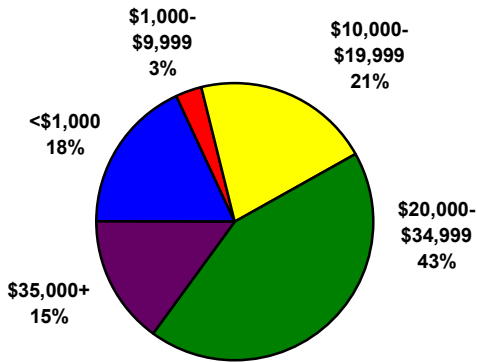
**Educational Attainment (2005)
(N=9,379)**



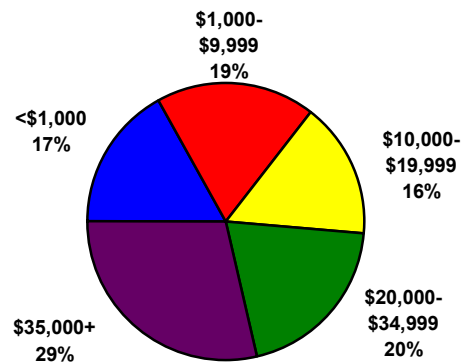
Bill and Account Collectors Comparative Wage and Education Profiles by Age Groups

- A majority of both younger and older workers report they have a high school education or less. More younger workers than their older counterparts indicate they have an associate's degree.
- Older workers are about twice as likely as those younger to report annual earnings of \$35,000 or more. They are also more likely to indicate they earn between \$1,000 and \$9,999 per year. Twice as many younger workers say they earn between \$20,000 and \$34,999 per year compared to older workers.

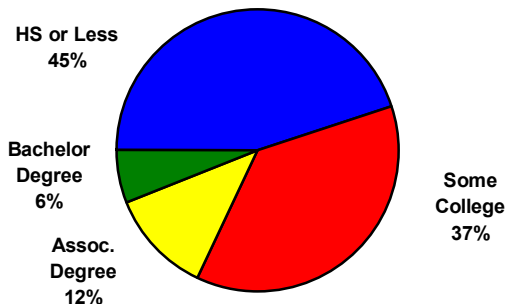
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=7,440)**



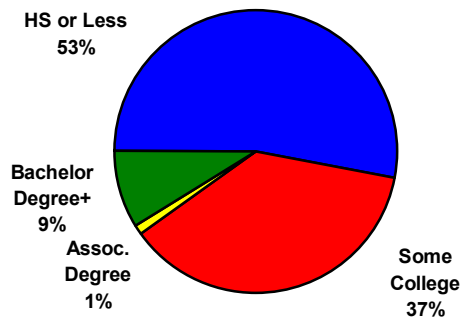
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=1,939)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=7,440)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=1,939)**

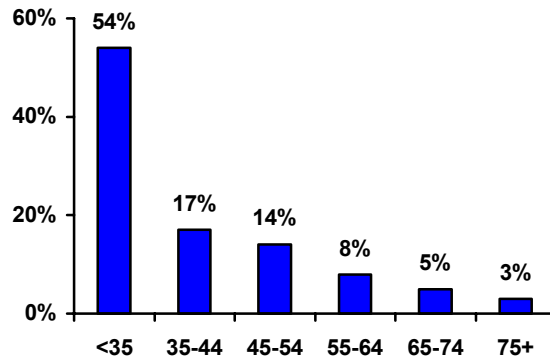


Cashiers

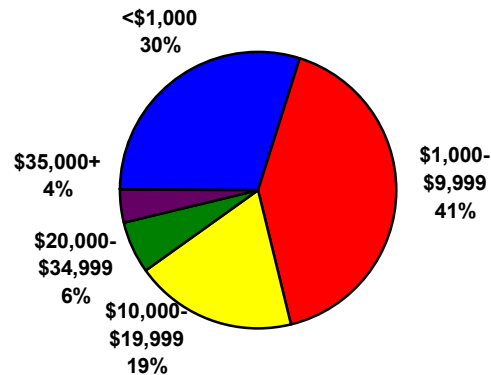
Overview

- Growth Occupation: On average, over 900 new jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, more than seven in ten cashiers will be under age 45, and one in six will be age 55+.
- DOL estimates the median wage of cashiers as \$10.19/hour. More than seven in ten cashiers in 2005 reported they earned less than \$10,000. Four percent earned \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, more than seven in ten cashiers had a high school diploma or less. Five percent had at least a bachelor's degree.

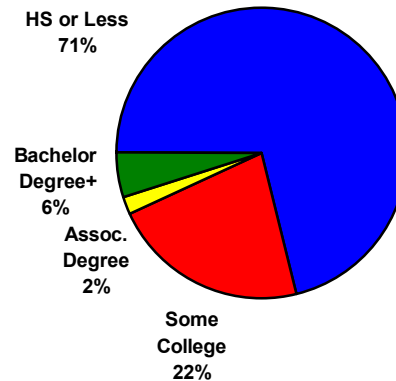
**Age Distribution in 2014
Of 2005 Labor Force
(N=123,742)**



**Wages and Salary Distribution (2005)
(N=123,742)**



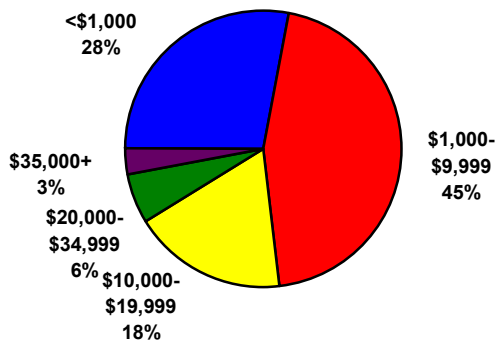
**Educational Attainment (2005)
(N=123,742)**



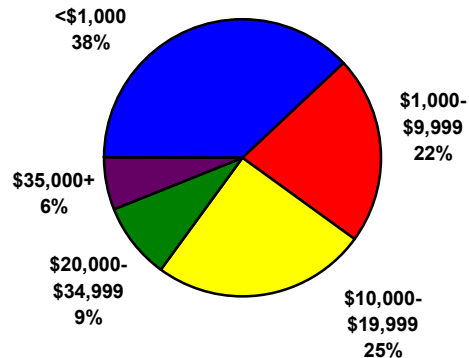
Cashiers Comparative Wage and Education Profiles by Age Groups

- Majorities of both younger and older workers indicate they have a high school education or less. However, older workers are three times as likely as those younger to say they have at least a bachelor's degree.
- Younger workers are more likely than those older to report earning between \$1,000 and \$9,999 annually. Older workers, alternatively, are more likely to say they earn less than \$1,000 per year.

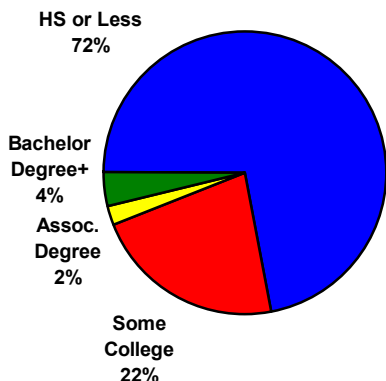
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=121,367)**



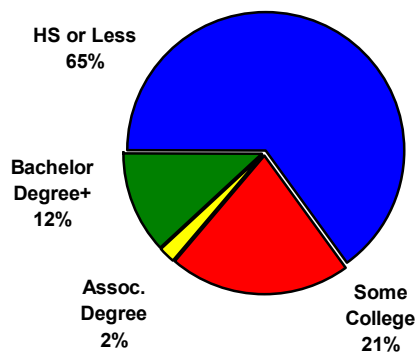
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=22,898)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=121,367)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=22,898)**

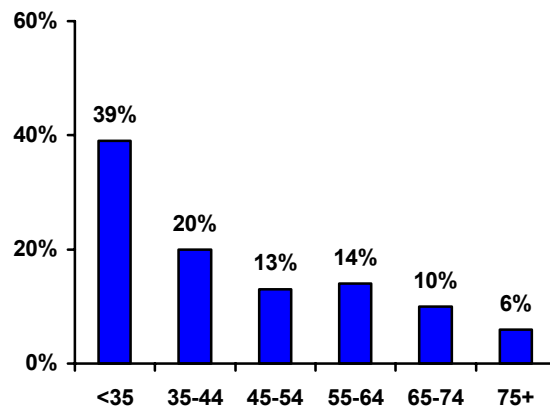


Child Care Workers

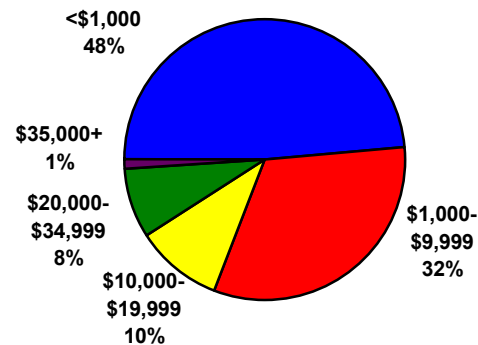
Overview

- **Growth Occupation:** On average, over 1,000 new jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, about three in five child care workers will be under the age of 45. Three in ten will be age 55+.
- DOL estimates the median wage of child care workers as \$10.19/hour. Four in five child care workers earned less than \$10,000 with a majority of these earning less than \$1,000. Only one percent reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, more than half of child care workers had a high school degree or less. One in ten had at least a bachelor's degree.

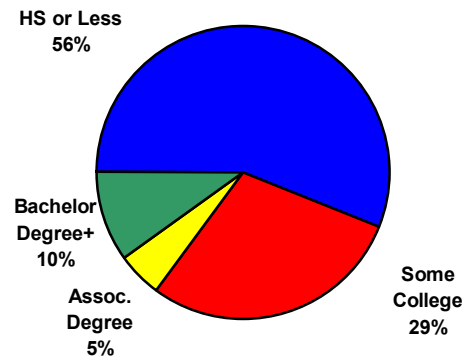
**Age Distribution in 2014
Of 2005 Labor Force
(N=47,888)**



**Wages and Salary Distribution (2005)
(N=47,888)**



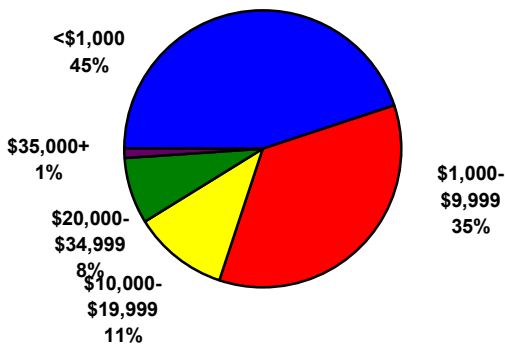
**Educational Attainment (2005)
(N=47,888)**



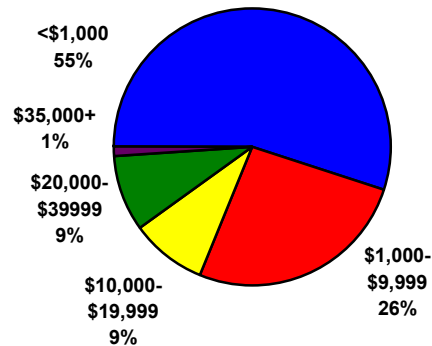
Child Care Workers Comparative Wage and Education Profiles by Age Groups

- More older workers than younger workers say they have a high school education or less. Younger workers are twice as likely as older workers to report they have at least a bachelor's degree.
- More older than younger workers report earning less than \$1,000 per year. Alternatively, more younger workers report earning between \$1,000 and \$9,999 per year.

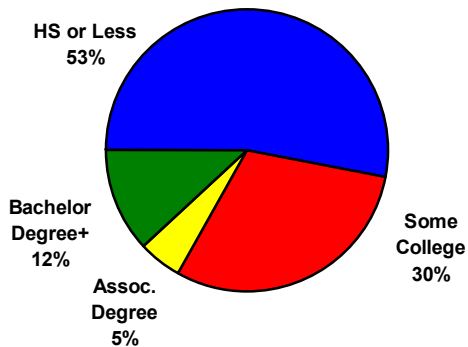
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=34,095)**



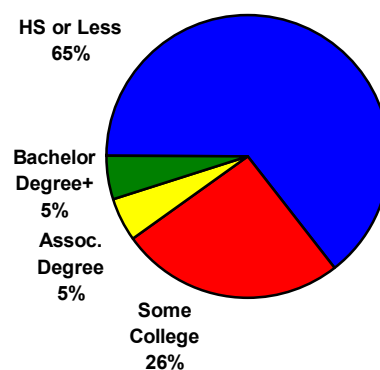
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=13,793)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=34,095)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=13,793)**

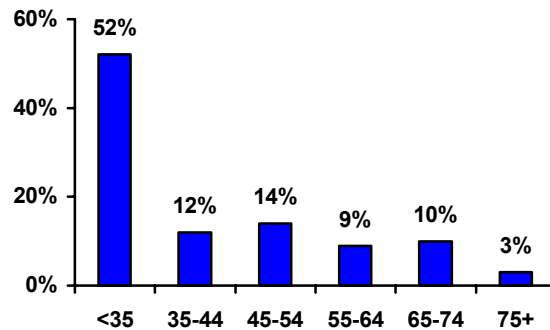


Combined Food Preparation and Serving Workers with Fast Food

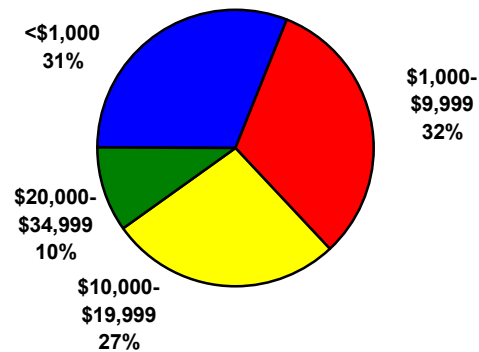
Overview

- Growth Occupation: On average, approximately 1,900 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, two-thirds of food preparation and serving workers will be under age 45, and less than one in four will be age 55+.
- DOL estimates the median wage of these workers as \$10.19/hour. About two-thirds of food preparation and serving workers in 2005 reported they earned less than \$10,000. None reported they earned \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, more than eight in ten workers in this category had a high school diploma or less. None had a bachelor's degree or higher.

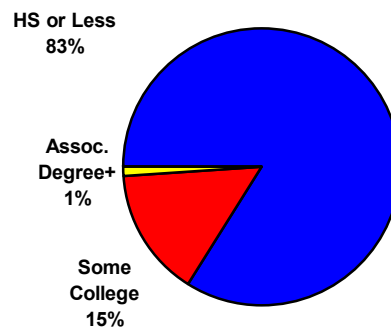
**Age Distribution in 2014
Of 2005 Labor Force
(N=13,375)**



**Wages and Salary Distribution (2005)
(N=13,375)**



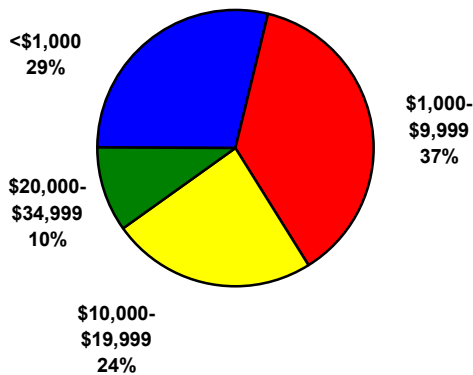
**Educational Attainment (2005)
(N=13,375)**



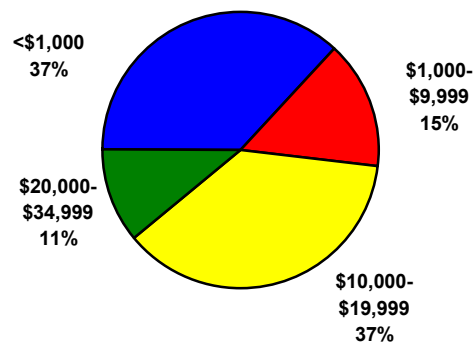
Combined Food Preparation and Serving Workers Comparative Wage and Education Profiles by Age Groups

- Slightly more younger workers than those older workers report they have a high school education or less, while more older workers say they have some college.
- No workers report that they earn \$35,000 or more. More older workers say they earn between \$10,000 and \$19,999 per year, while younger workers are more likely to indicate they earn between \$1,000 and \$9,999 per annum.

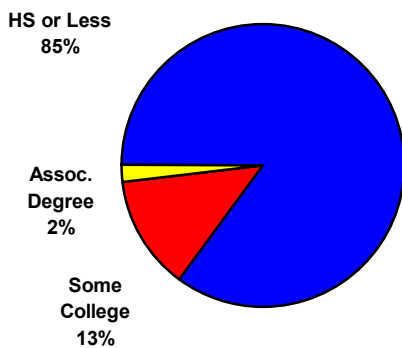
**Wages and salary Distribution (2005)
Less Than Age 55 in 2014
(N=10,392)**



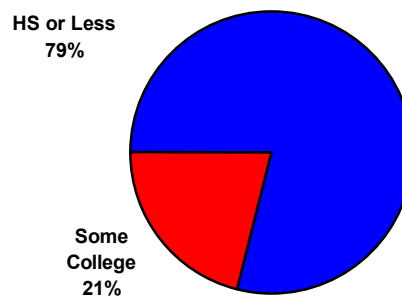
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=2,983)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=10,392)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=2,983)**

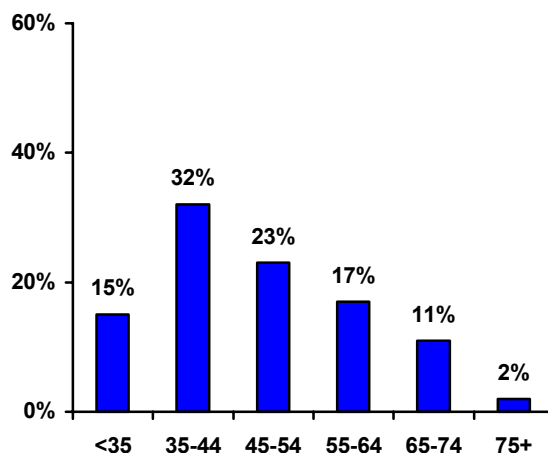


Correspondence and Order Clerks

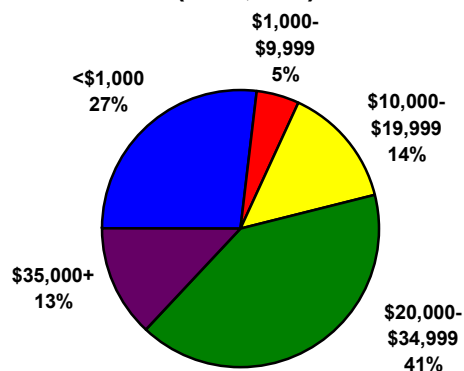
Overview

- Declining Occupation: On average, nearly 200 jobs will be lost per year over the ten-year period. Low to moderate income range.
- In 2014, nearly half of these clerks will be under age 45, and three in ten will be age 55+.
- DOL estimates the median wage of these clerks as \$10.19/hour. One in three of these clerks reported they earned less than \$10,000, and about one in eight earned \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, more than half of these workers said they had a high school diploma or less, while nearly one in five had at least a bachelor's degree.

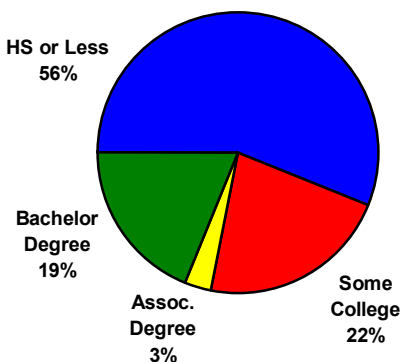
**Age Distribution in 2014
Of 2005 Labor Force
(N=7,761)**



**Wages and Salary Distribution (2005)
(N=7,761)**



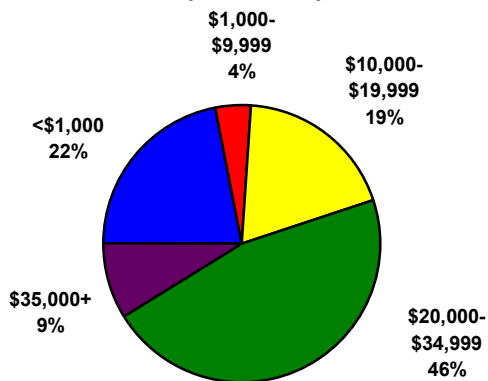
**Educational Attainment (2005)
(N=7,761)**



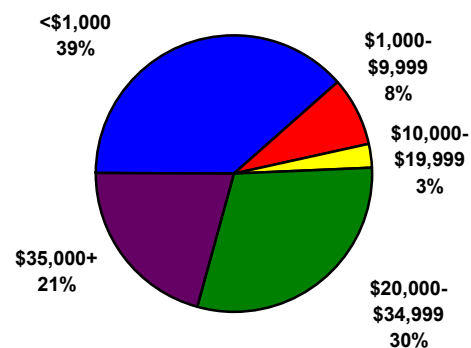
Correspondence and Order Clerks Comparative Wage and Education Profiles by Age Groups

- Workers age 55 and older are more likely than those younger to report that they have a high school education or less, while younger workers are more prone to say they have a bachelor's degree.
- More older workers than younger workers say they earn at least \$35,000 annually; they are also more likely to say they earn less than \$1,000 per year. Younger workers are more likely than their older counterparts to indicate they earn between \$20,000 and \$34,999 per annum.

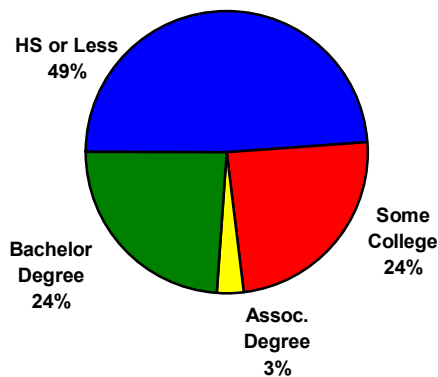
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=5,383)**



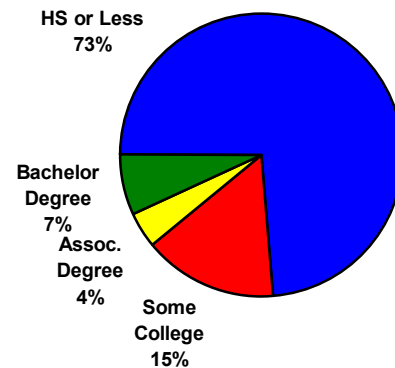
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=2,378)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=5,383)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=2,378)**

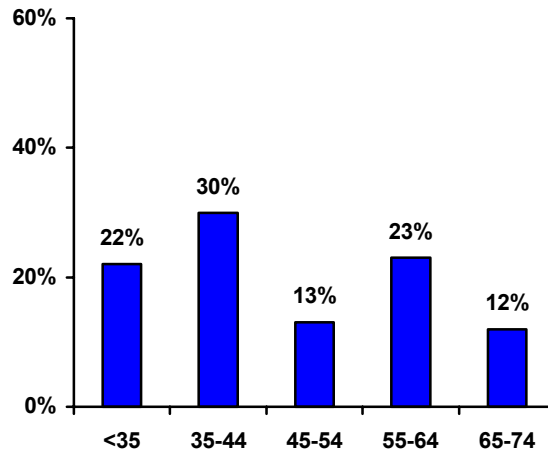


Credit Authorizers

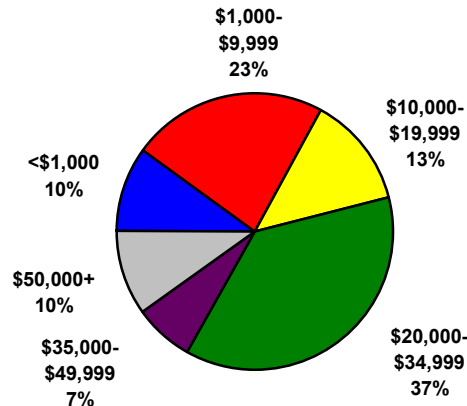
Overview

- **Declining Occupation:** On average, over 100 jobs will be lost per year over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, more than half of credit authorizers will be under age 45, and slightly more than one-third will be age 55+.
- DOL estimates the median wage of credit authorizers as \$10.19/hour. One in three said they earned less than \$10,000 per year, while more than two in ten reported earning \$35,000+. Of these, ten percent reported earning \$50,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, slightly more than three in ten had a high school diploma or less, while one in five had at least a bachelor's degree. Of these, six percent had an advanced degree.

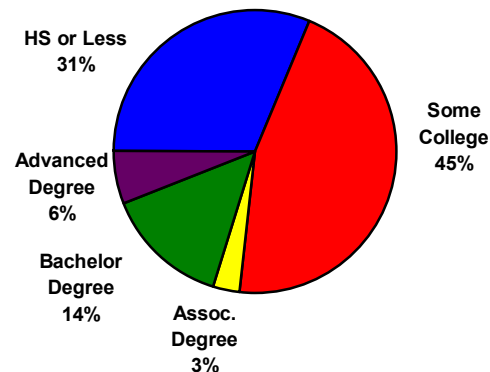
**Age Distribution in 2014
Of 2005 Labor Force
(N=2,437)**



**Wages and Salary Distribution (2005)
(N=2,437)**



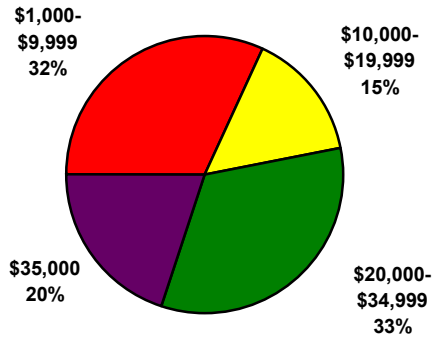
**Educational Attainment (2005)
(N=2,437)**



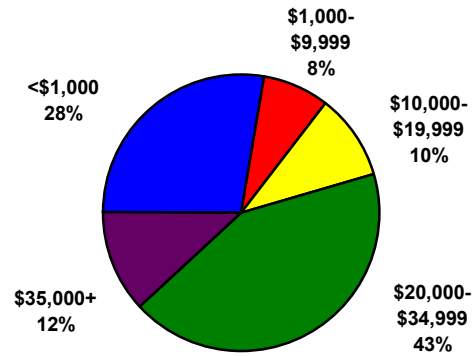
Credit Authorizers Comparative Wage and Education Profiles by Age Groups

- Older workers are more likely than younger ones to say they have a high school education or less. Alternatively, younger workers are more likely to indicate they have some college.
- More older workers than those younger say they earn less than \$1,000 per year. Alternatively, more younger workers report earning between \$1,000 and \$9,999 annually. Significantly more younger workers also report earning at least \$35,000 annually.

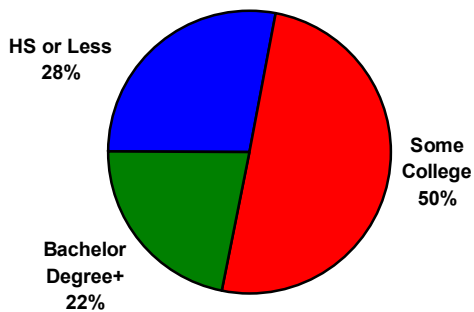
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=1,589)**



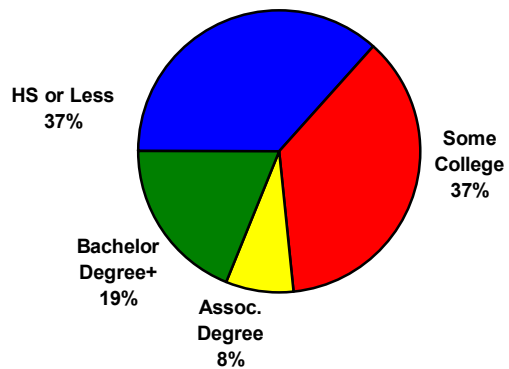
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=848)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=1,589)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=848)**

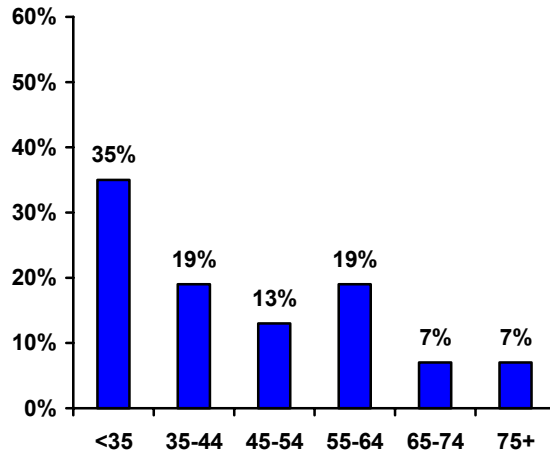


File Clerks

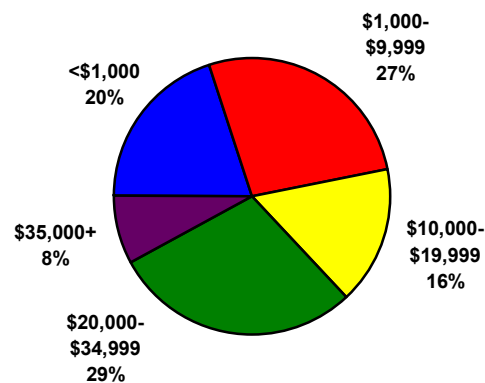
Overview

- Declining Occupation: On average, nearly 200 jobs will be lost per year over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, more than half of file clerks will be under age 45, and one in three will be age 55+.
- DOL estimates the median wage of file clerks as \$10.19/hour. Nearly half reported earning less than \$10,000, while seven percent reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, more than four in ten had a high school diploma or less, while slightly more than one in eight had at least a bachelor's degree.

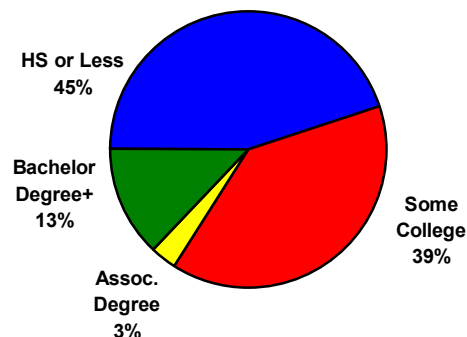
**Age Distribution in 2014
Of 2005 Labor Force
(N=17,019)**



**Wages and Salary Distribution (2005)
(N=17,019)**



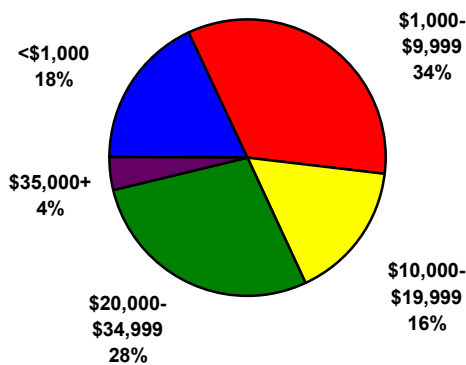
**Educational Attainment (2005)
(N=17,019)**



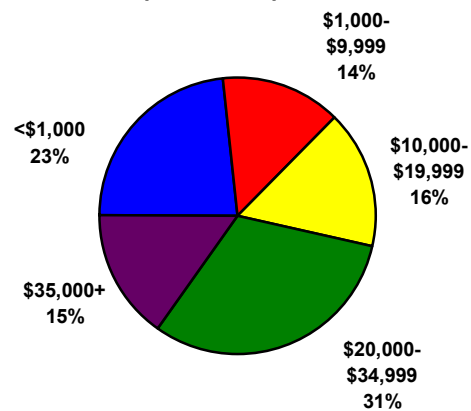
File Clerks Comparative Wage and Education Profiles by Age Groups

- Workers age 55 and older are more likely than those younger to report that they have a high school education or less, while younger workers are more prone to say they have some college. There is no difference between the two groups among those who report they have at least a bachelor's degree.
- More older workers than younger workers say they earn at least \$35,000 annually. Younger workers are more likely to say they earn between \$1,000 and \$9,999 per year.

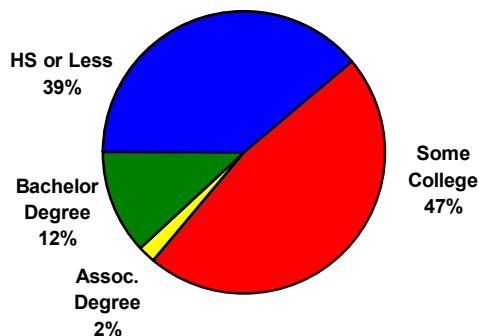
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=11,387)**



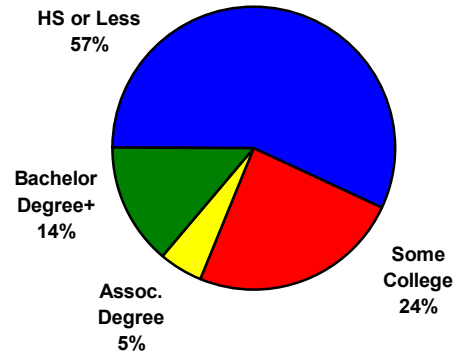
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=5,632)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=11,387)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=5,632)**

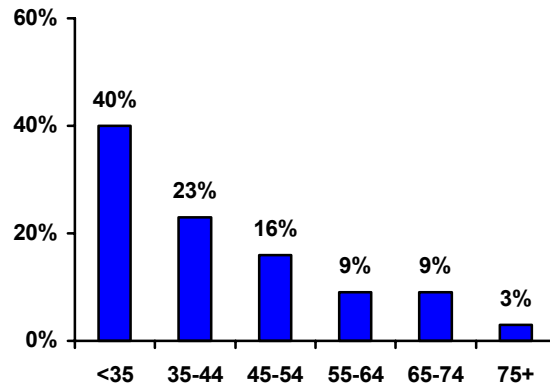


Food Preparation Workers

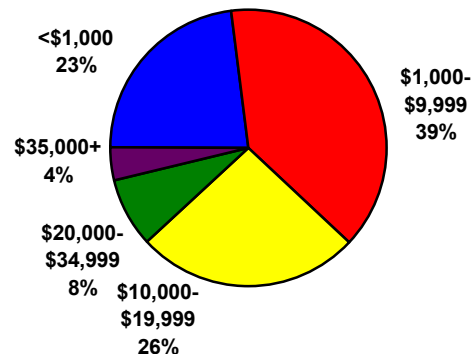
Overview

- **Growth Occupation:** On average, 1,000 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, nearly two in three food preparation workers will be under age 45, and slightly more than one in five will be age 55 or older.
- DOL estimates the median wage of food preparation workers as \$10.19/hour. Nearly two-thirds of food preparation workers in 2005 reported they earned less than \$10,000. Only four percent reported they earned \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, about three-fourths of food preparation workers had a high school diploma or less. Only five percent said they had at least a bachelor's degree.

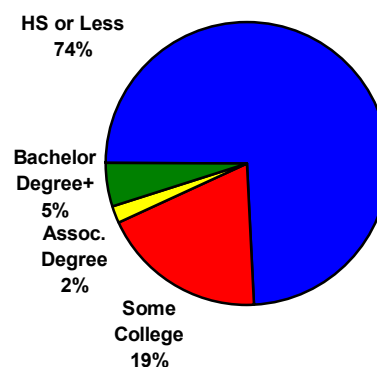
**Age Distribution in 2014
Of 2005 Labor Force
(N=19,801)**



**Wages and Salary Distribution (2005)
(N=19,801)**



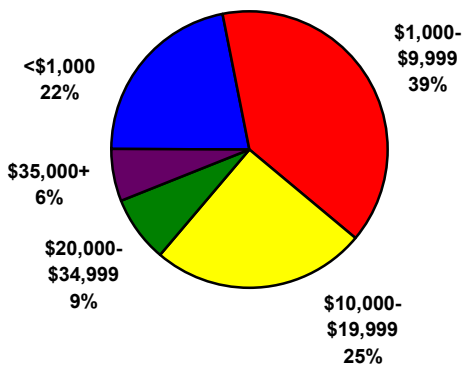
**Educational Attainment (2005)
(N=19,801)**



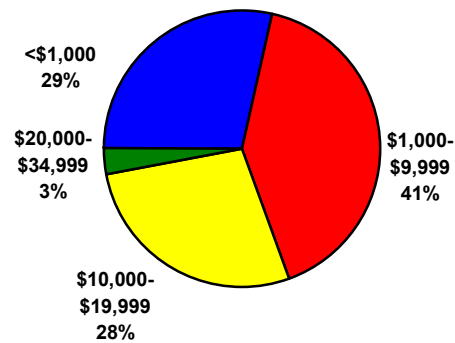
Food Preparation Workers Comparative Wage and Education Profiles by Age Groups

- Older and younger workers have similar educational attainment profiles. Slightly more older workers than younger workers report they have a high school education or less.
- No older worker reports earning at least \$35,000 per year, while six percent of younger workers report earnings at this level. Younger workers are slightly more likely to report annual earnings of between \$20,000 and \$34,999. Alternatively, older workers are slightly more likely to say they earn less than \$1,000 per annum.

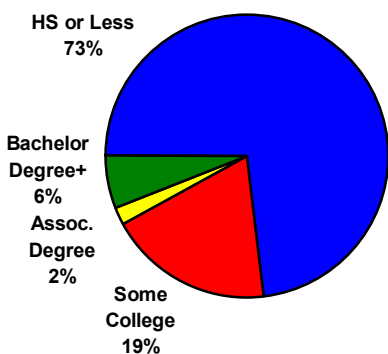
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=15,698)**



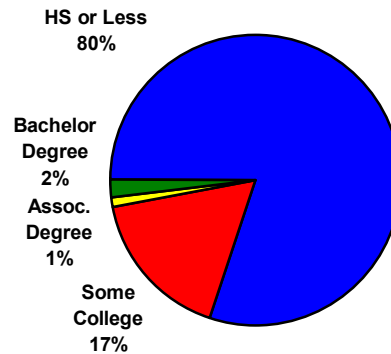
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=4,103)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=15,698)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=4,103)**

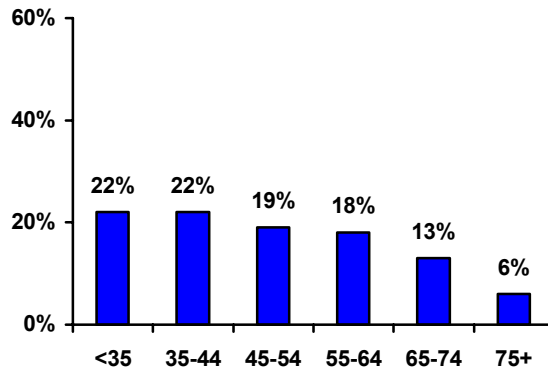


General Office Clerks

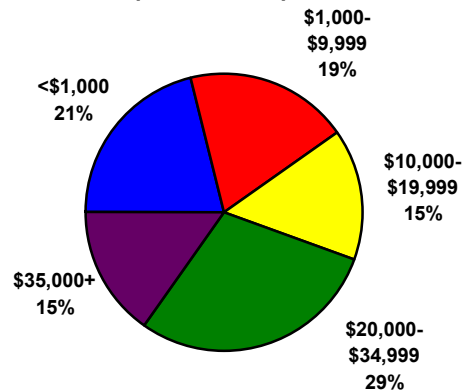
Overview

- **Growth Occupation:** On average, over 800 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, more than four in ten general office clerks will be under age 45, and about the same percentage will be age 55+.
- DOL estimates the median wage of general office clerks as \$10.19/hour. Four in ten general office clerks in 2005 reported they earned less than \$10,000. Nearly one in six reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, about four in ten had a high school diploma or less, while slightly more than one in six had at least a bachelor's degree.

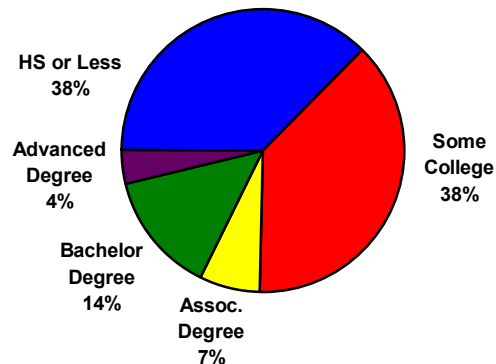
**Age Distribution in 2014
Of 2005 Labor Force
(N=39,420)**



**Wages and Salary Distribution (2005)
(N=39,420)**



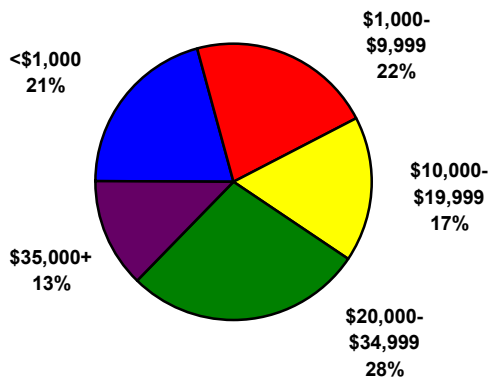
**Educational Attainment (2005)
(N=39,420)**



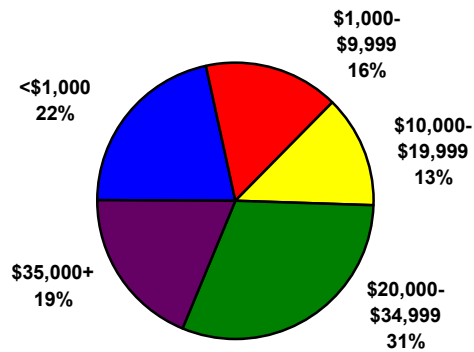
General Office Clerks Comparative Wage and Education Profiles by Age Groups

- Younger workers report slightly higher educational attainment than older workers. More younger workers report having at least a bachelor's degree, while more older workers indicate they have an associate's degree.
- Overall, more older workers than those younger report earning \$20,000 or more per year. More younger workers report annual earnings between \$1,000 and \$9,999.

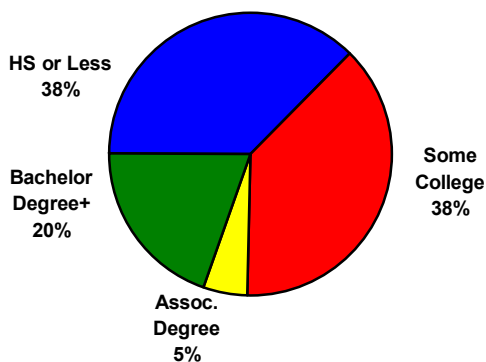
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=24,773)**



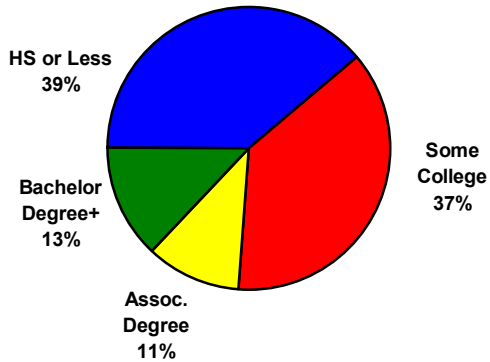
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=14,647)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=24,773)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=14,647)**

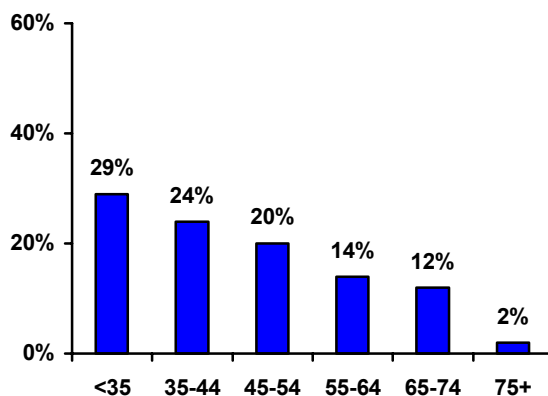


Hand Packers and Packagers

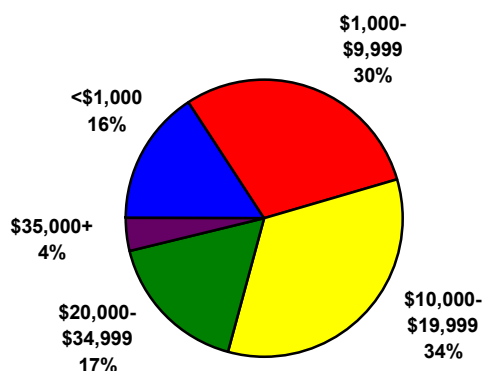
Overview

- Growth Occupation: On average, 500 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, more than half of hand packers and packagers will be under age 45, and slightly more than one in four will be age 55+.
- DOL estimates the median wage of hand packers and packagers as \$10.19/hour. Nearly half of hand packers and packagers in 2005 reported they earned less than \$10,000. Only four percent reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, more than eight in ten had a high school diploma or less.

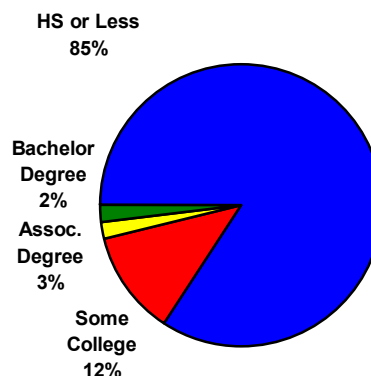
**Age Distribution in 2014
Of 2005 Labor Force
(N=16,475)**



**Wages and Salary Distribution (2005)
(N=16,475)**



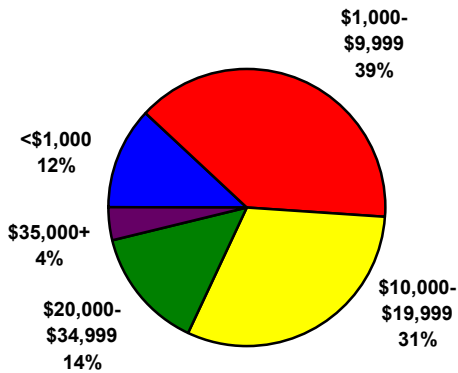
**Educational Attainment (2005)
(N=16,475)**



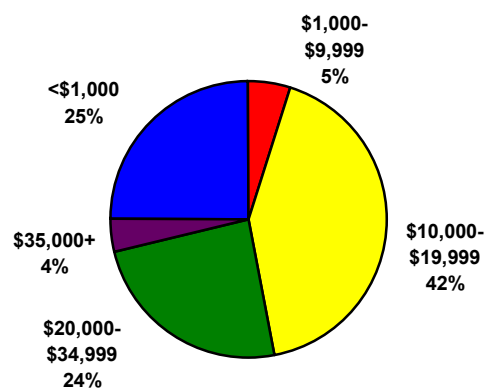
Hand Packers and Packagers Comparative Wage and Education Profiles by Age Groups

- Older workers are both more likely to say they have a high school education or less and to report they have at least a bachelor's degree. Alternatively, younger workers are more likely to indicate they have some college.
- More older than younger workers report they have annual earnings of less than \$1,000 per year. Alternatively, more younger members report that they earn between \$1,000 and \$9,999 annually. Equal but small percentages of both age groups report earning at least \$35,000 per year.

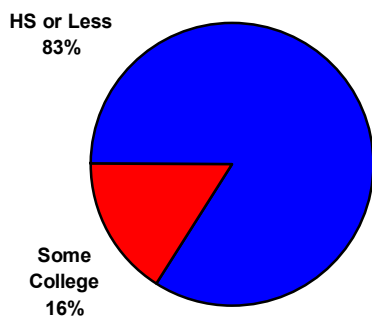
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=11,895)**



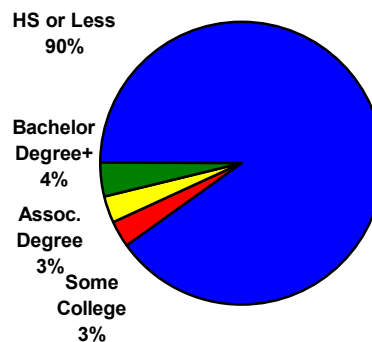
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=4,580)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=11,895)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=4,580)**

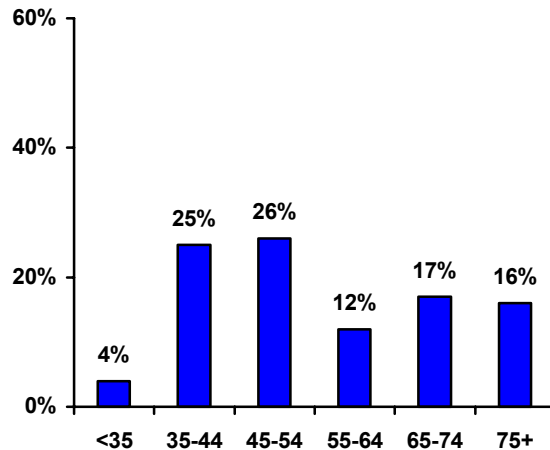


Information and Records Clerks

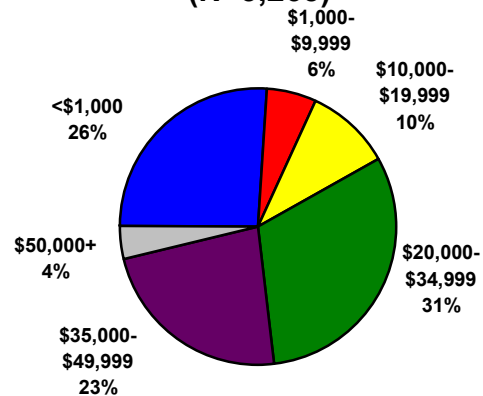
Overview

- **Declining Occupation:** On average, about 150 jobs will be lost per year over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, about three in ten information and records clerks will be under age 45, and nearly half will be age 55+.
- DOL estimates the median wage of information and records clerks as \$10.19/hour. Slightly less than one in three earned less than \$10,000, while about three in ten reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, slightly more than one in eight had a high school diploma or less, while one in four had at least a bachelor's degree. Of these, five percent had an advanced degree.

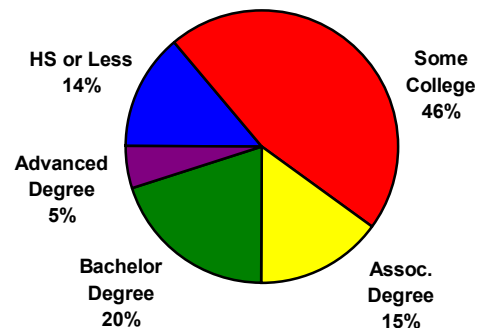
**Age Distribution in 2014
Of 2005 Labor Force
(N=3,265)**



**Wages and Salary Distribution (2005)
(N=3,265)**



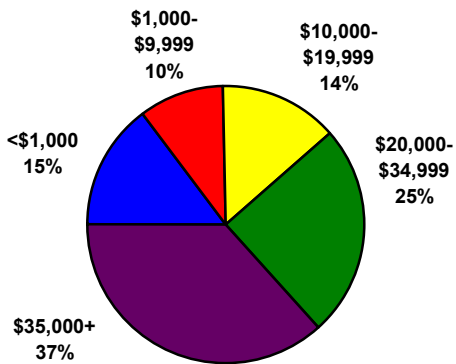
**Educational Attainment (2005)
(N=3,265)**



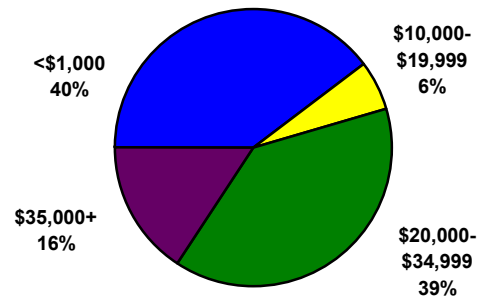
Information and Records Clerks Comparative Wage and Education Profiles by Age Groups

- More older than younger workers report they have an associate's degree. More younger workers say they have some college. Similar percentages of both age groups say they have at least a bachelor's degree.
- Twice as many younger workers than older workers report earning \$35,000 or more a year. Alternatively, nearly three times as many older workers report earning less than \$1,000 annually. They are also more likely to indicate annual earnings between \$20,000 and \$34,999 per annum.

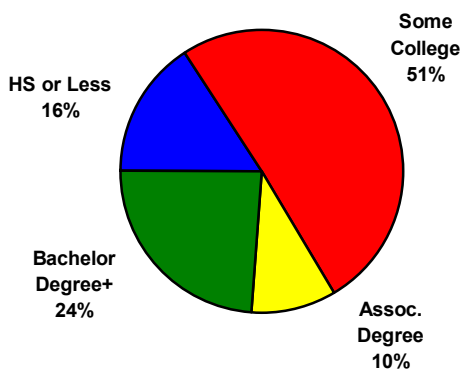
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=1,808)**



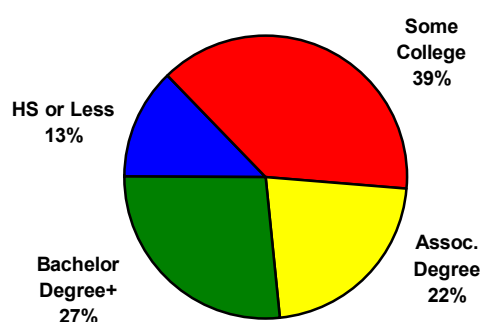
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=1,457)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=1,808)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=1,457)**

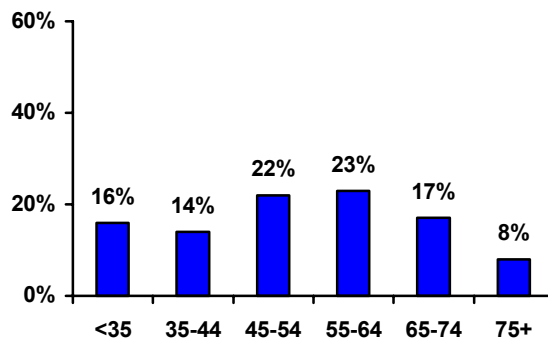


Janitors/Building Cleaners

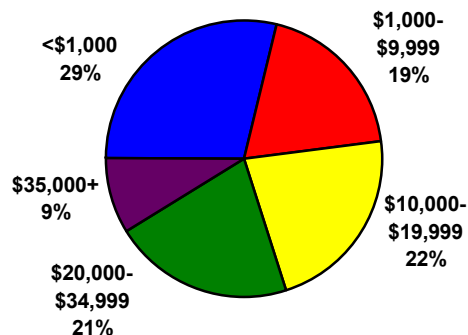
Overview

- **Growth Occupation:** On average, 1,200 jobs will be created per year over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, three in ten janitors and building cleaners will be under age 45, and nearly half will be age 55+.
- DOL estimates the median wage of janitors and building cleaners as \$10.19/hour. Nearly half of janitors and building cleaners in 2005 report they earned less than \$10,000. Only nine percent reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, about eight in ten janitors and building cleaners had a high school diploma or less. Only four percent reported having a bachelor's degree.

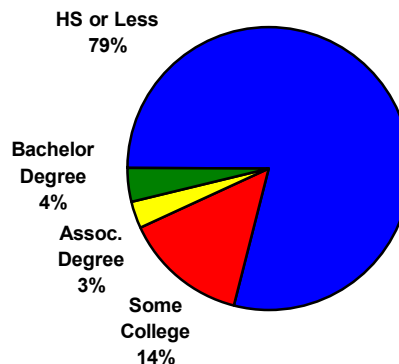
**Age Distribution in 2014
Of 2005 Labor Force
(N=87,549)**



**Wages and Salary Distribution (2005)
(N=87,549)**



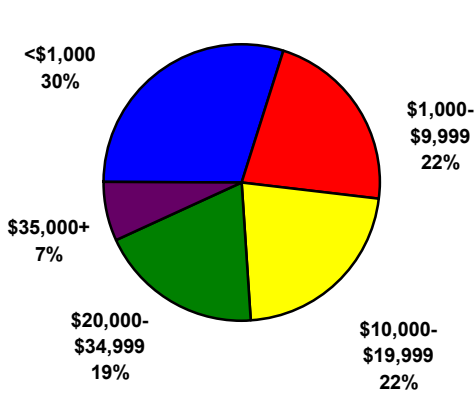
**Educational Attainment (2005)
(N=87,549)**



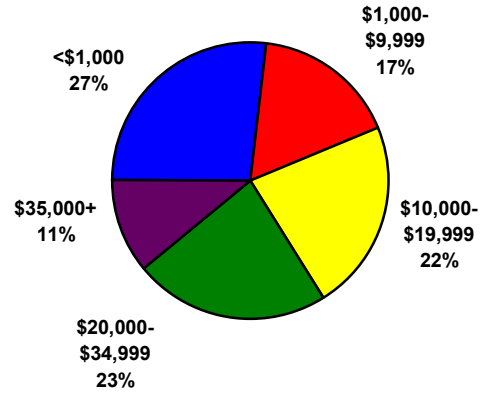
Janitors/Building Cleaners Comparative Wage and Education Profiles by Age Groups

- The educational attainment profiles of the two age groups are similar.
- The wages and salary profiles of the two groups are similar.

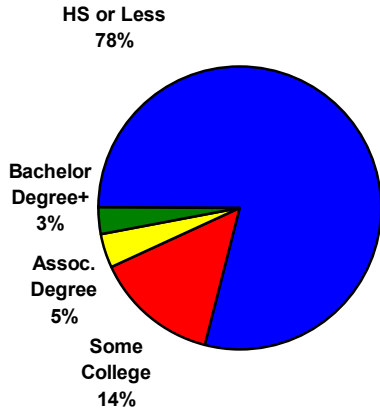
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=45,287)**



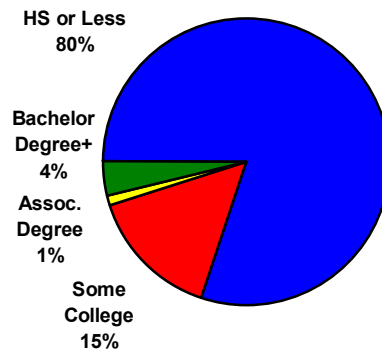
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=42,262)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=45,287)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=42,262)**

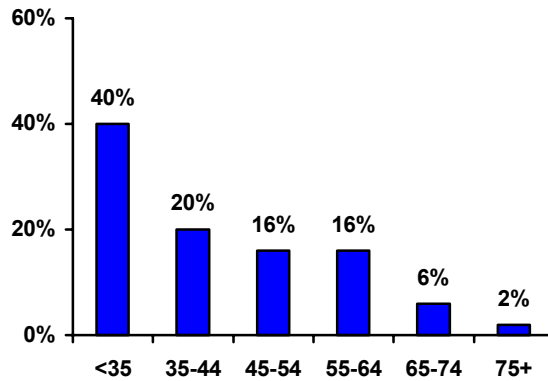


Laborers, Freight, Stock, and Materials Movers

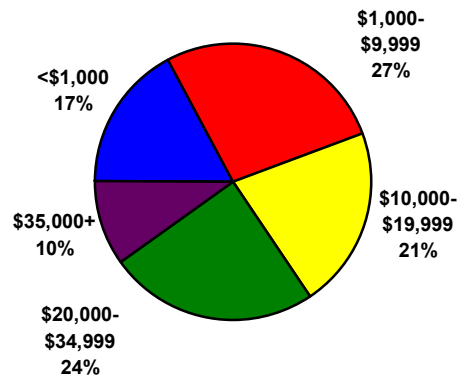
Overview

- **Growth Occupation:** On average, approximately 1,350 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, three in five laborers and movers will be under age 45, and one in four will be age 55+.
- DOL estimates the median wage of laborers and movers as \$10.19/hour. More than four in ten laborers and movers in 2005 reported they earned less than \$10,000. Only ten percent reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, three-quarters of laborers and movers had a high school diploma or less, while only four percent had at least a bachelor's degree.

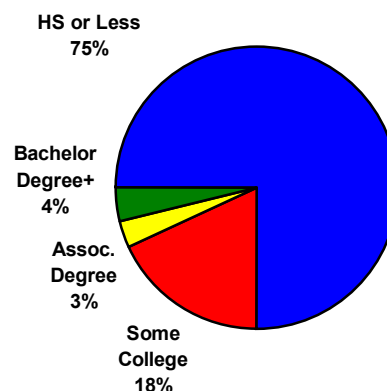
**Age Distribution in 2014
Of 2005 Labor Force
(N=87,819)**



**Wages and Salary Distribution (2005)
(N=87,819)**



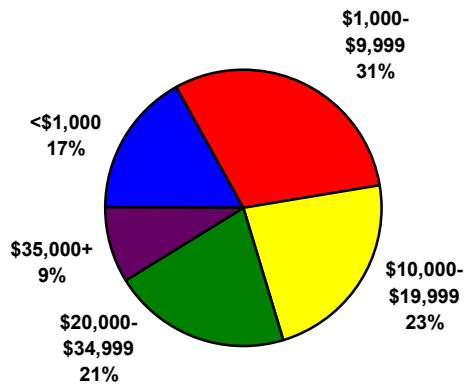
**Educational Attainment (2005)
(N=87,819)**



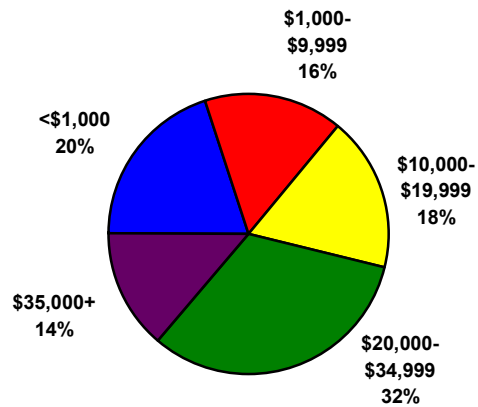
Laborers, Freight, Stock, and Materials Movers Comparative Wage and Education Profiles by Age Groups

- The educational attainment profiles of both age groups are similar.
- More older workers than younger workers report earning between \$20,000 and \$34,999. Alternatively, younger workers are more likely to say their annual earnings are between \$1,000 and \$9,999.

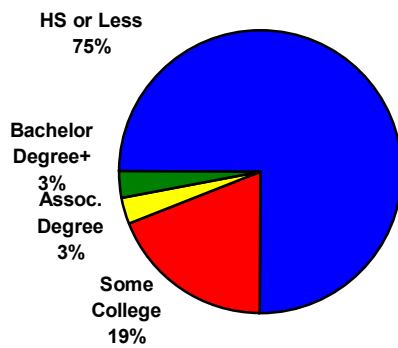
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=66,669)**



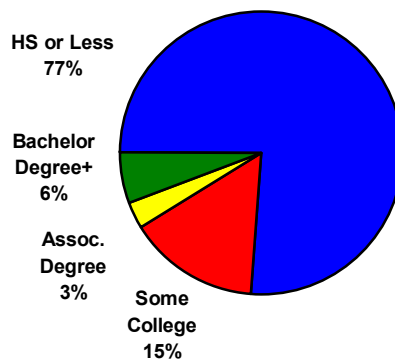
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=21,150)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=66,669)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=21,150)**

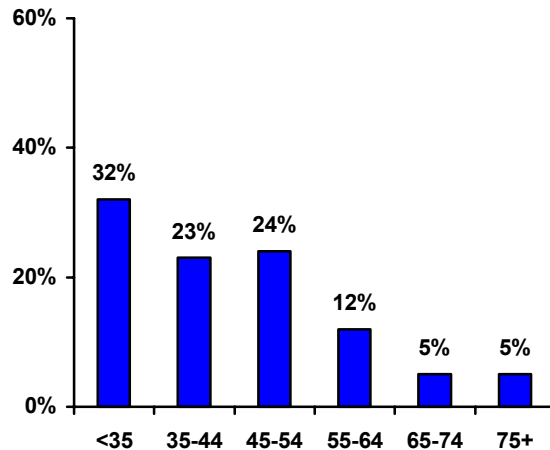


Landscaping and Grounds Keeping Workers

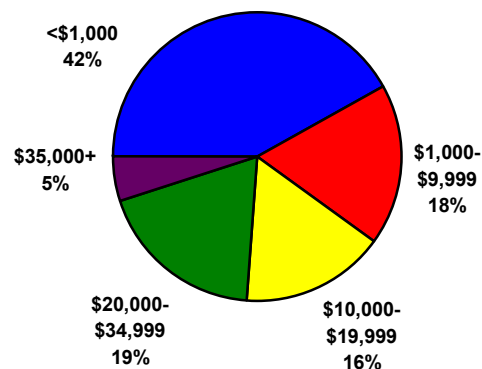
Overview

- Growth Occupation: On average, 600 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, more than half of landscaping and grounds keeping workers will be under age 45, and slightly more than two in ten will be age 55+.
- DOL estimates the median wage of landscaping and grounds keeping workers as \$10.19/hour. Six in ten landscaping and grounds keeping workers in 2005 reported they earned less than \$10,000. Only five percent reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, nearly eight in ten had a high school diploma or less, while only five percent said they had at least a bachelor's degree.

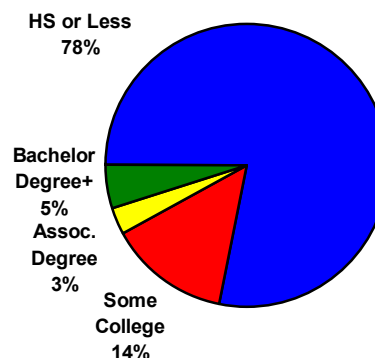
**Age Distribution in 2014
Of 2005 Labor Force
(N=48,619)**



**Wages and Salary Distribution (2005)
(N=48,619)**



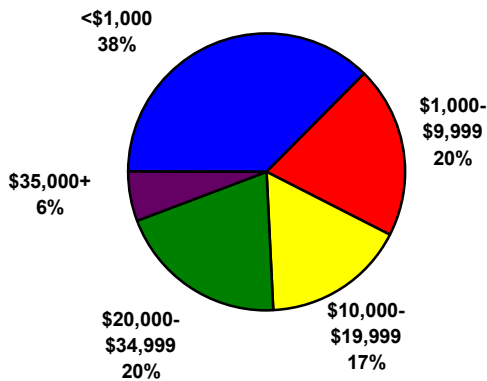
**Educational Attainment (2005)
(N=48,619)**



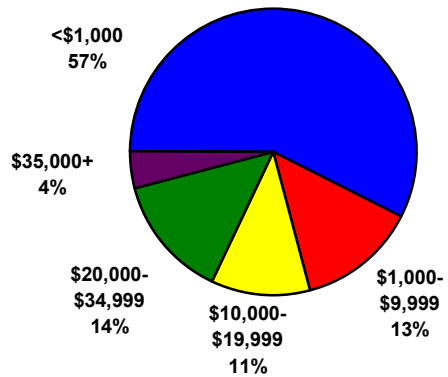
Landscaping and Grounds Keeping Workers Comparative Wage and Education Profiles by Age Groups

- Significantly more younger workers than older workers report they have a high school education or less, while higher percentages of older workers report they have at least a bachelor's degree.
- Nearly three in five older workers report they earn less than \$1,000 per year compared to about four in ten younger workers. More younger workers, alternatively, report earning between \$1,000 and \$34,999 per year.

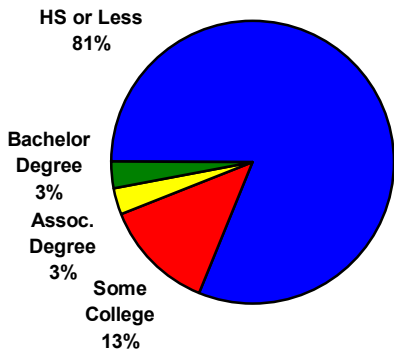
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=38,372)**



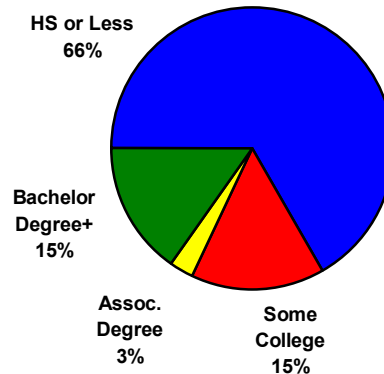
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=10,247)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=38,372)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=10,247)**

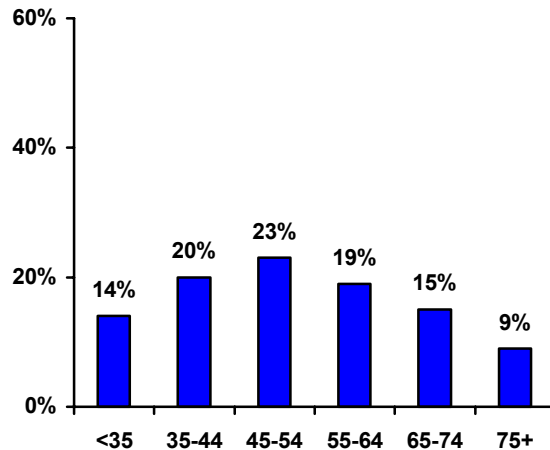


Maids and Housekeeping Cleaners

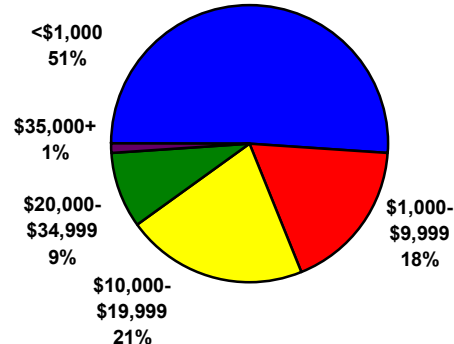
Overview

- **Growth Occupation:** On average, 500 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, slightly more than one-third of maids and housekeeping cleaners will be under age 45, and more than four in ten will be age 55+.
- DOL estimates the median wage of maids and housekeeping cleaners as \$10.19/hour. About seven in ten maids and housekeeping cleaners in 2005 reported they earned less than \$10,000. One percent said they earned \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, more than eight in ten had a high school diploma or less, while only five percent said they had at least a bachelor's degree.

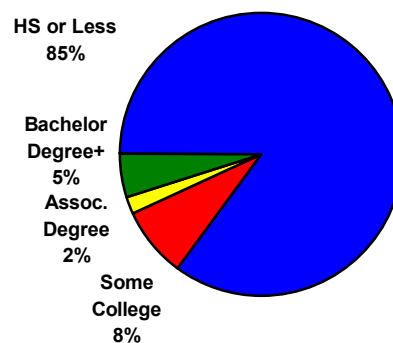
**Age Distribution in 2014
Of 2005 Labor Force
(N=51,501)**



**Wages and Salary Distribution (2005)
(N=51,501)**



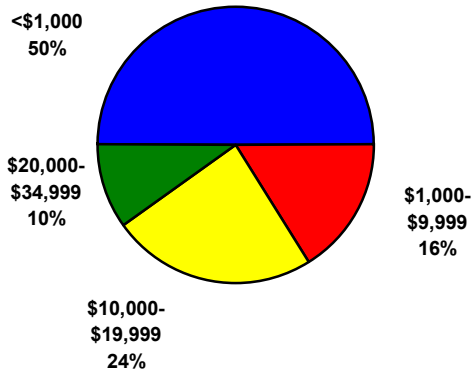
**Educational Attainment (2005)
(N=51,501)**



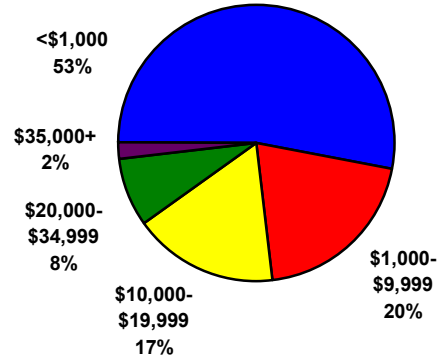
Maids and Housekeeping Cleaners Comparative Wage and Education Profiles by Age Groups

- While eight in ten workers in both age groups report they have a high school education or less, more younger than older workers say they have a bachelor's degree.
- Overall, the wages and salary profiles of the two age segments are similar; however, slightly more younger workers than older workers report annual earnings between \$10,000 and \$19,999.

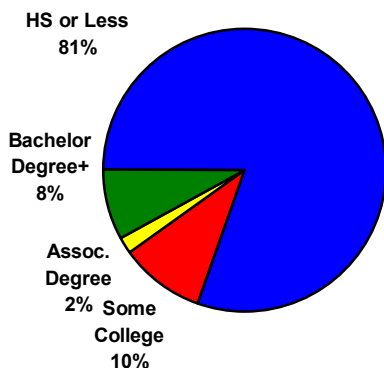
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=29,465)**



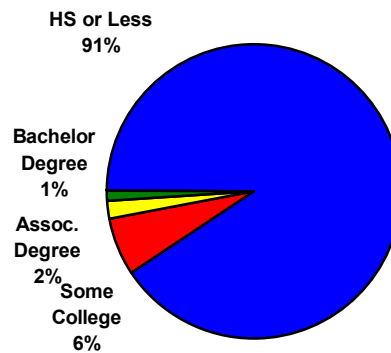
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=22,036)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=29,465)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=22,036)**

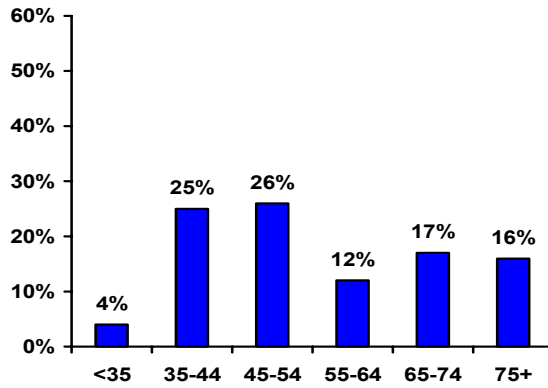


Mail Clerks and Mail Machine Operators

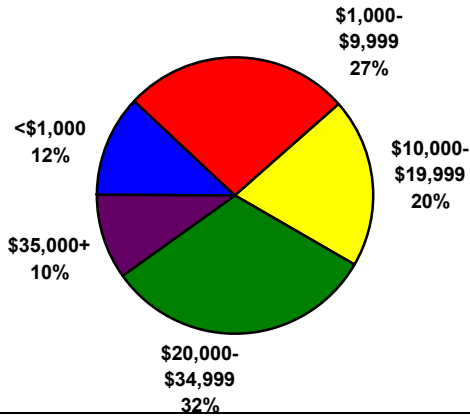
Overview

- **Declining Occupation:** On average, about 200 jobs will be lost per year over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, more than three in ten mail clerks and mail machine operators will be under age 45, and more than four in ten will be age 55+.
- DOL estimates the median wage of mail clerks and mail machine operators as \$10.19/hour. Nearly four in ten mail clerks and mail machine operators in 2005 reported they earned less than \$10,000. Ten percent reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, nearly six in ten had a high school diploma or less, while about one in five had a bachelor's degree.

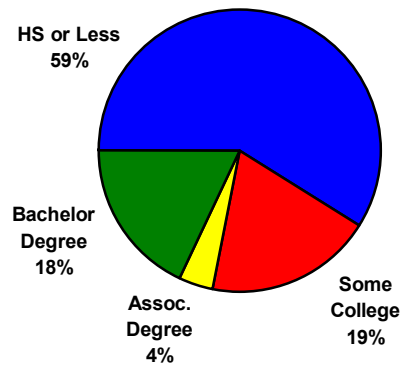
**Age Distribution in 2014
Of 2005 Labor Force
(N=3,664)**



**Wages and Salary Distribution (2005)
(N=3,664)**



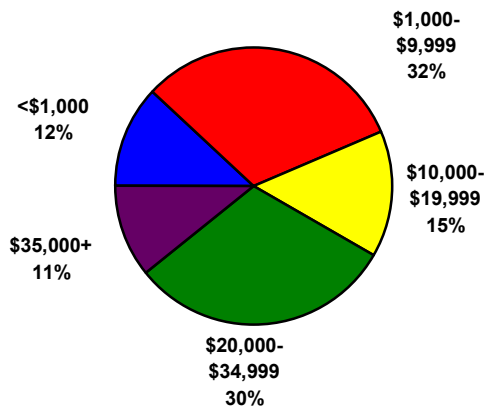
**Educational Attainment (2005)
(N=3,664)**



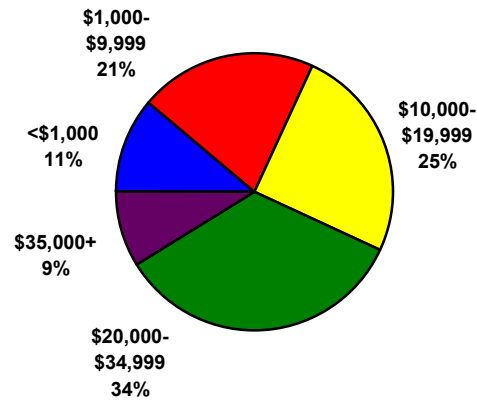
Mail Clerks and Mail Machine Operators Comparative Wage and Education Profiles by Age Groups

- Older workers are more likely than younger workers to say they have at least a bachelor's degree, while younger workers are more prone to report they have an associate's degree.
- More younger workers than older ones report they have an annual earned income between \$1,000 and \$9,999 per year, while more older workers indicate their annual earnings are between \$10,000 and \$19,999.

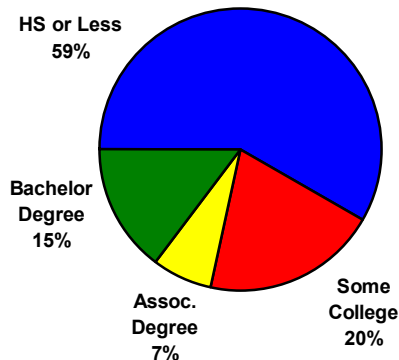
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=2,010)**



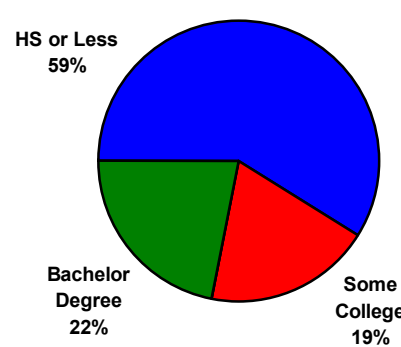
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=1,654)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=2,010)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=1,654)**

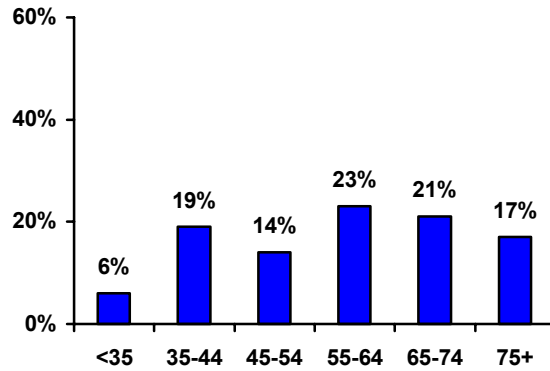


Personal and Home Care Aides

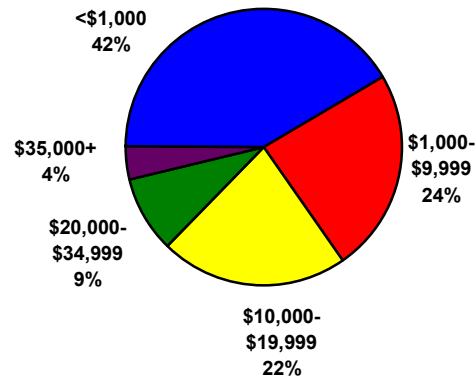
Overview

- Growth Occupation: On average, 500 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, one in four personal and home care aides will be under age 45, and six in ten will be age 55+.
- DOL estimates the median wage of personal and home care aides as \$10.19/hour. Two-thirds of personal and home care aides in 2005 reported they earned less than \$10,000. Only four percent reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, nearly three in four had a high school diploma or less, while only six percent said they had at least a bachelor's degree.

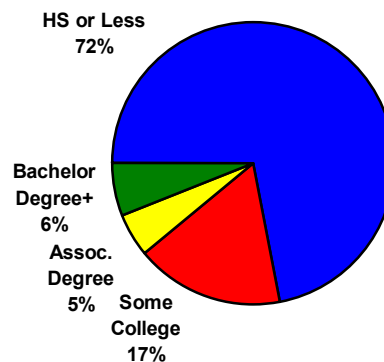
**Age Distribution in 2014
Of 2005 Labor Force
(N=26,315)**



**Wages and Salary Distribution (2005)
(N=26,315)**



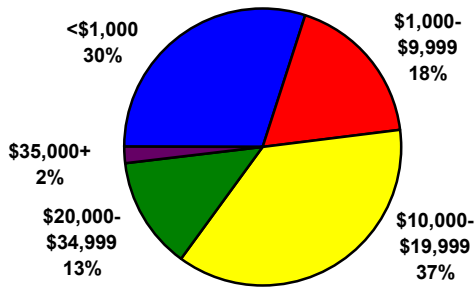
**Educational Attainment (2005)
(N=26,315)**



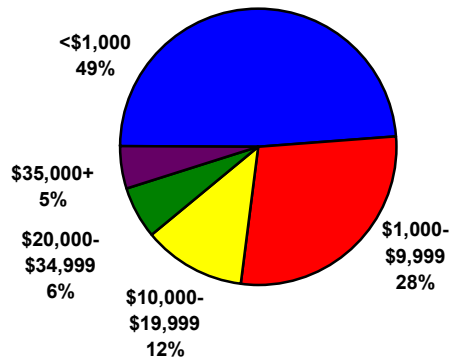
Personal and Home Care Aides Comparative Wage and Education Profiles by Age Groups

- Significantly more older workers than those younger workers report they have a high school education or less. More younger workers indicate they have some college or an associate's degree.
- Nearly half of older workers report they have an annual earned income of less than \$1,000 compared to three in ten younger workers. Younger workers are more likely to indicate they earn between \$10,000 and \$34,999 per year.

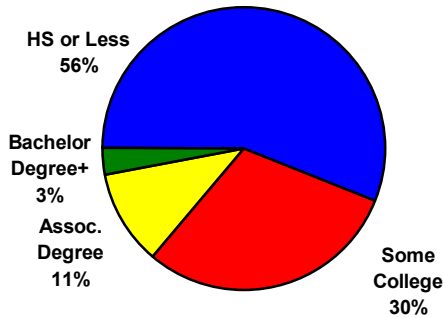
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=5,056)**



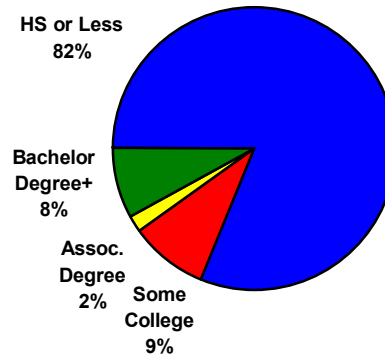
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=7,971)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=5,056)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=7,971)**

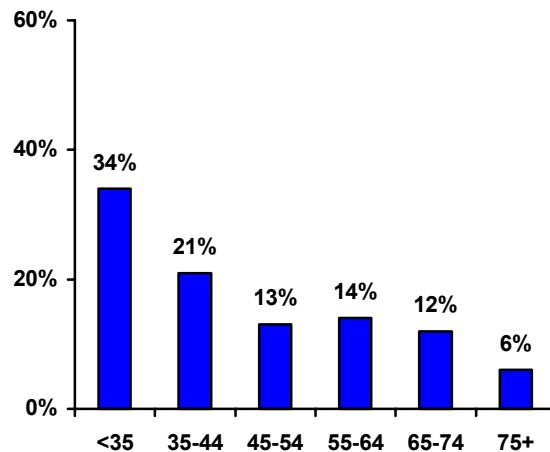


Receptionists and Information Clerks

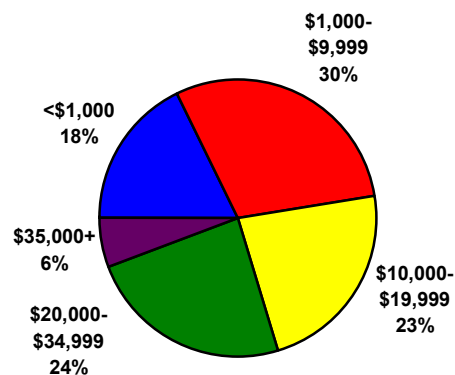
Overview

- **Growth Occupation:** On average, over 700 jobs will be created per year over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, more than half of receptionists and information clerks will be under age 45, and one in three will be age 55+.
- DOL estimates the median wage of receptionists and information clerks as \$10.19/hour. Nearly half of these workers in 2005 reported they earned less than \$10,000. Only six percent reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, nearly half had a high school diploma or less, while one in eight had at least a bachelor's degree.

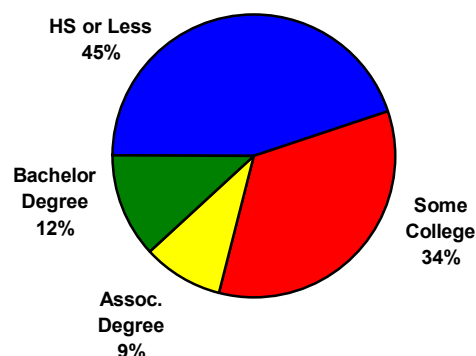
**Age Distribution in 2014
Of 2005 Labor Force
(N=42,313)**



**Wages and Salary Distribution (2005)
(N=42,313)**



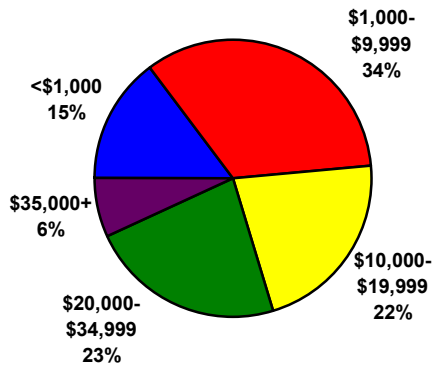
**Educational Attainment (2005)
(N=42,313)**



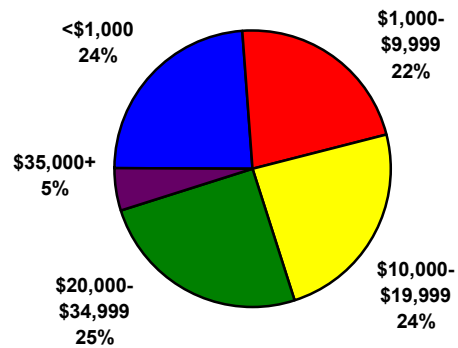
Receptionists and Information Clerks Comparative Wage and Education Profiles by Age Groups

- More older than younger workers report they have either a high school education or less or a bachelor's degree. Alternatively, more younger workers indicate they have some college or an associate's degree.
- Older workers are significantly more likely than younger workers to report earning less than \$1,000 per year. They also are twice as likely to indicate they earn at least \$35,000 per year. More younger than older workers say they have annual earnings between \$1,000 and \$9,999.

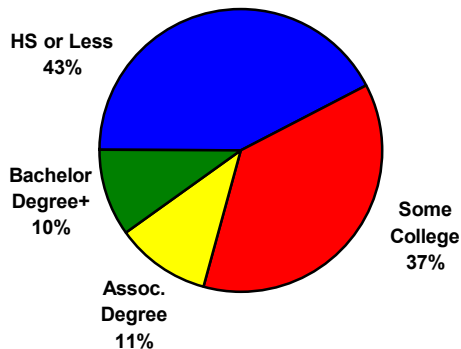
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=28,825)**



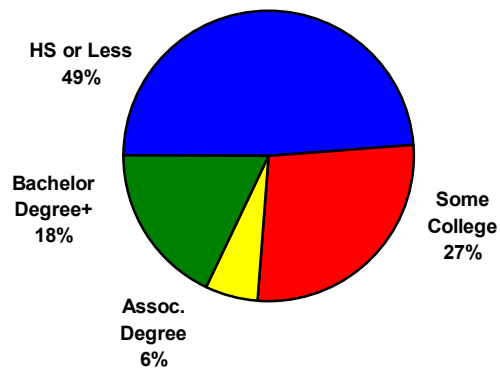
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=13,488)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=28,825)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=13,488)**

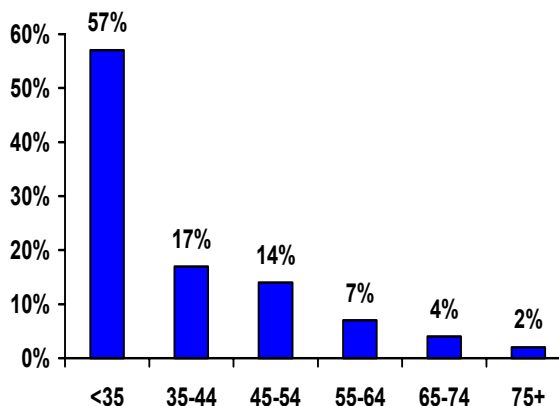


Retail Sales Workers

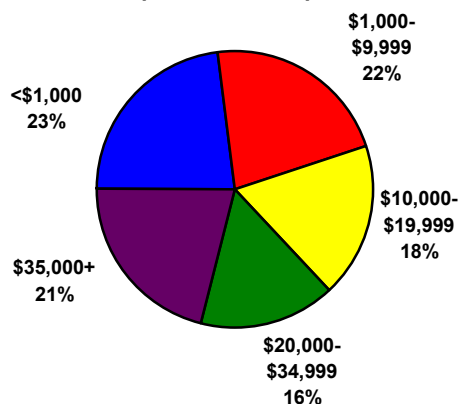
Overview

- **Growth Occupation:** On average, 3,200 new jobs will be created yearly over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, about half of those in retail sales will be under age 45, and slightly more than one in three will be age 55+.
- DOL estimates the median wage of those in retail sales as \$10.19/hour. More than four in ten of those in retail sales in 2005 reported they earned less than \$10,000. One in five reported earning \$35,000+, with six percent reporting \$75,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, slightly more than four in ten had a high school diploma or less, while about one in five had at least a bachelor's degree.

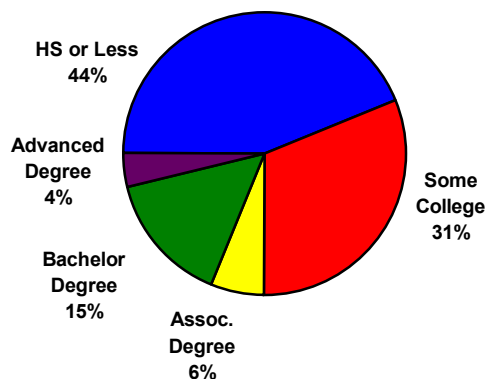
**Age Distribution in 2014
Of 2005 Labor Force
(N=135,038)**



**Wages and Salary Distribution (2005)
(N=135,038)**



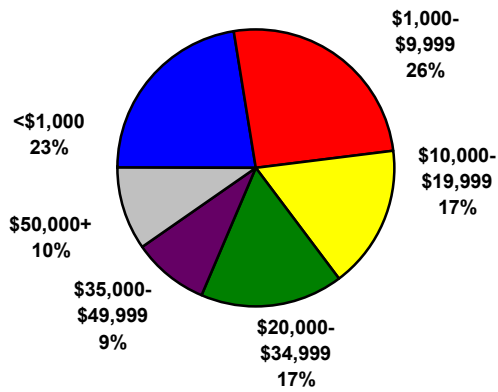
**Educational Attainment (2005)
(N=135,038)**



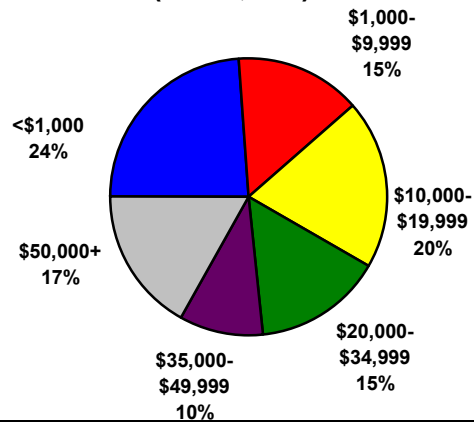
Retail Sales Workers Comparative Wage and Education Profiles by Age Groups

- More younger than older workers say they have a high school education or less. Alternatively, slightly more older workers report they have at least a bachelor's degree.
- Older workers are more likely to report annual earned incomes of \$35,000 or greater. However, younger workers are more likely to say their annual earned income ranges between \$1,000 and \$9,999.

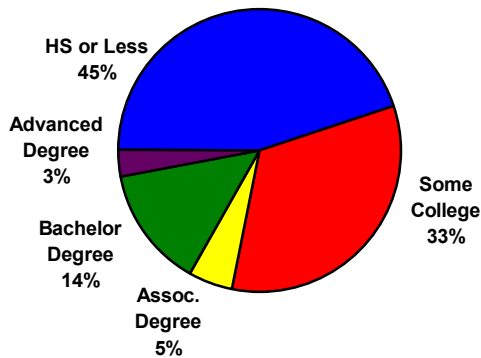
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=87,972)**



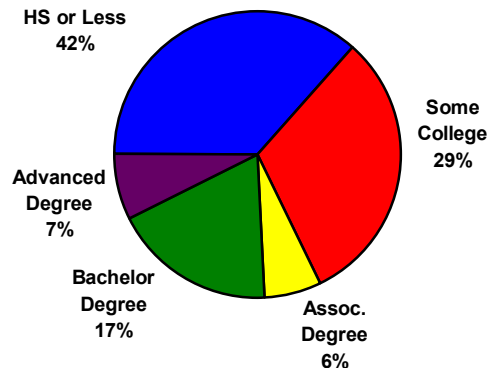
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=47,066)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=87,972)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=47,066)**

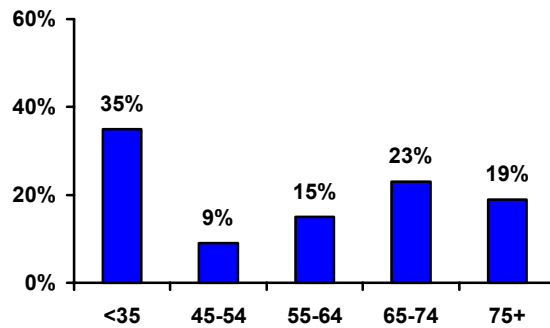


Switchboard Operators

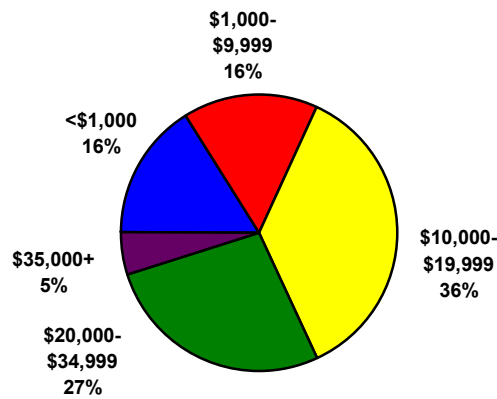
Overview

- **Declining Occupation:** On average, about 50 jobs will be lost per year over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, more than one in four switchboard operators will be under age 45, and more than half will be age 55+.
- DOL estimates the median wage of switchboard operators as \$10.19/hour. Nearly one in three switchboard operators in 2005 report they earned less than \$10,000. Five percent report earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, eight in ten had a high school diploma or less, while about one in ten had a bachelor's degree.

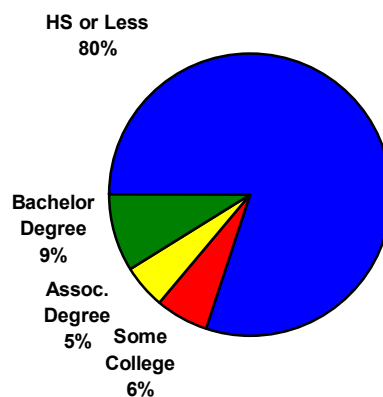
**Age Distribution in 2014
Of 2005 Labor Force
(N=1,861)**



**Wages and Salary Distribution (2005)
(N=1,861)**



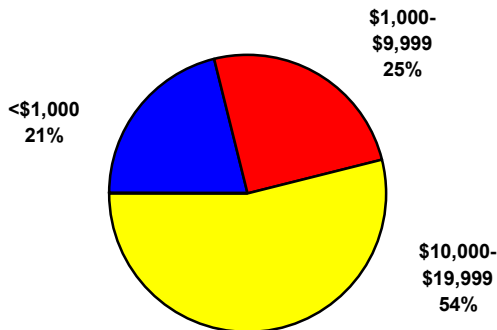
**Educational Attainment (2005)
(N=1,861)**



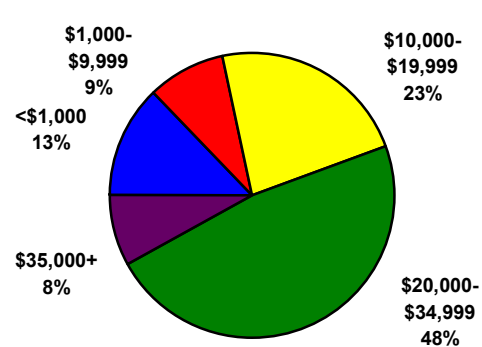
Switchboard Operators Comparative Wage and Education Profiles by Age Groups

- The vast majority of older and younger workers indicate that they have a high school education or less. One in five younger workers report they have a bachelor's degree. None of the older workers have a bachelor's degree; alternatively, they indicate they have some college or an associate's degree.
- Older workers have higher annual earnings than those younger. All younger workers report earning less than \$20,000 per year. More than half of older workers say they earn at least \$20,000 per year with nearly one in ten indicating they earn \$35,000 or more.

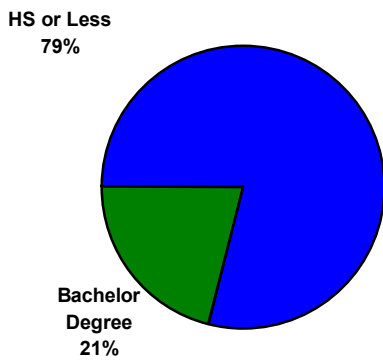
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=812)**



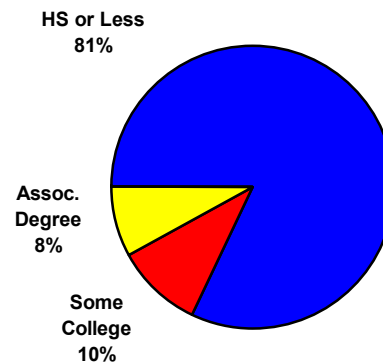
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=1,049)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=812)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=1,049)**

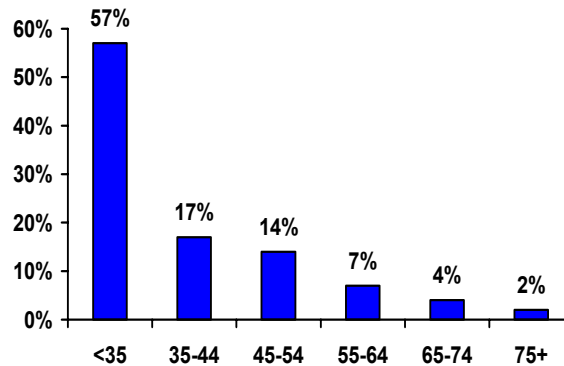


Teachers' Assistants

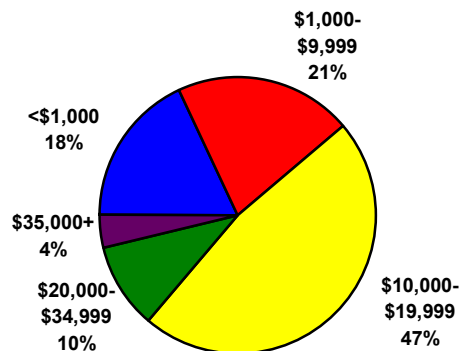
Overview

- **Growth Occupation:** On average, 1,100 new jobs will be created yearly over the ten-year period. This occupation has a low income range.
- In 2014, slightly less than three in ten teachers' assistants will be under age 45, and slightly more than four in ten will be age 55+.
- DOL estimates the median wage of teachers' assistants as \$10.19/hour. Nearly four in ten teachers' assistants in 2005 reported they earned less than \$10,000. Only four percent indicated they earned \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, half had a high school diploma or less, while about one in six had at least a bachelor's degree.

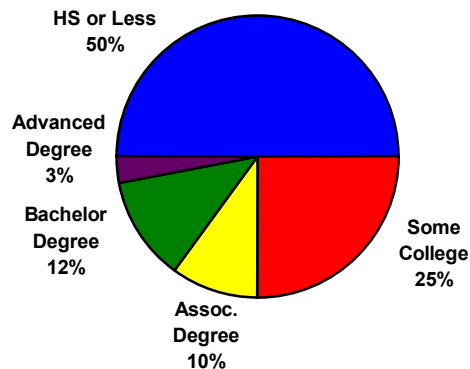
**Age Distribution in 2014
Of 2005 Labor Force
(N=32,538)**



**Wages and Salary Distribution (2005)
(N=32,538)**



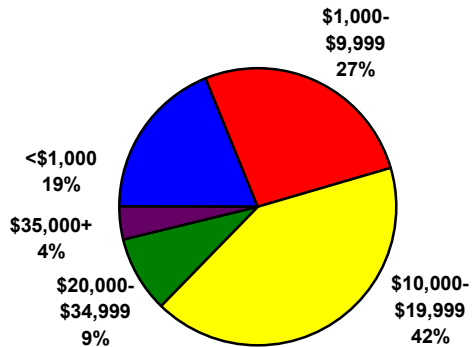
**Educational Attainment (2005)
(N=32,538)**



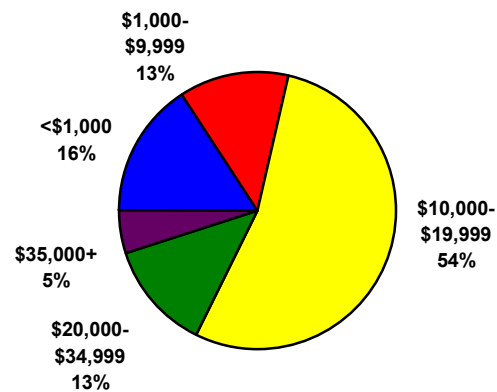
Teachers' Assistants Comparative Wage and Education Profiles by Age Groups

- Older workers are more likely than younger ones to say they have a high school education or less. They are also more likely to report they have at least a bachelor's degree. Alternatively, younger workers are more likely to indicate they have an associate's degree.
- Younger workers are more likely than their older counterparts to report they earn between \$1,000 and \$9,999. Older workers are more likely to say they earn between \$10,000 and \$19,999.

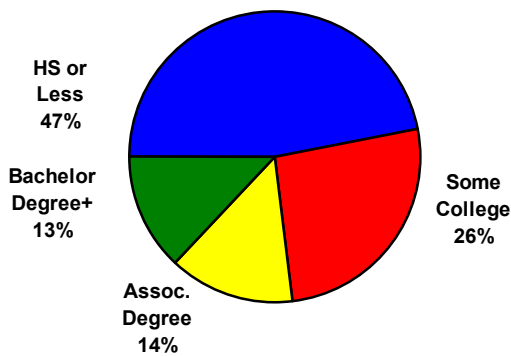
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=18,332)**



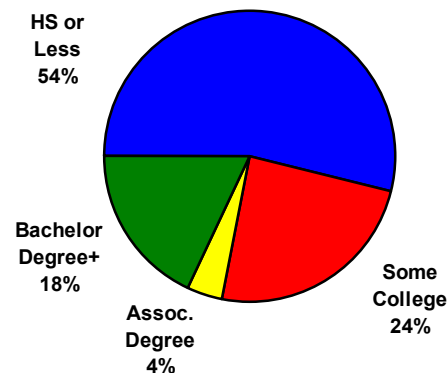
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=14,206)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=18,332)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=14,206)**

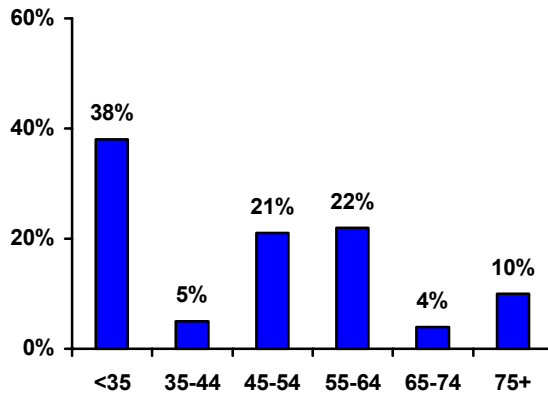


Telemarketers

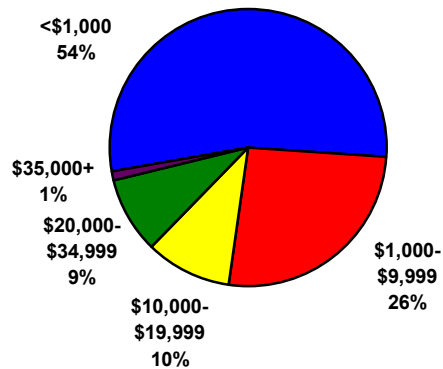
Overview

- Declining Occupation: On average, 90 jobs will be lost per year over the ten-year period. This occupation has a low income range.
- In 2014, more than four in ten telemarketers will be under age 45, and slightly fewer will be age 55+.
- DOL estimates the median wage of telemarketers as \$10.19/hour. Eight in ten telemarketers in 2005 reported they earned less than \$10,000. Only one percent reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, more than half had a high school diploma or less, while five percent had a bachelor's degree.

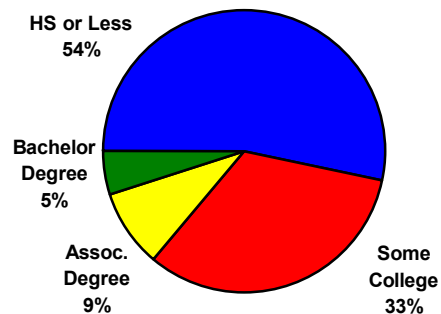
**Age Distribution in 2014
Of 2005 Labor Force
(N=5,829)**



**Wages and Salary Distribution (2005)
(N=5,829)**



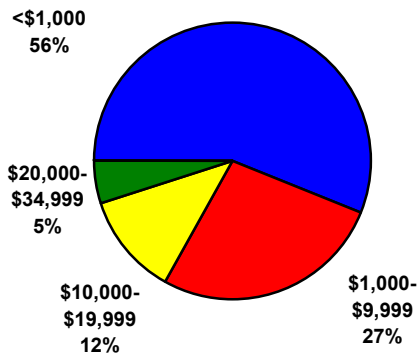
**Educational Attainment (2005)
(N=5,829)**



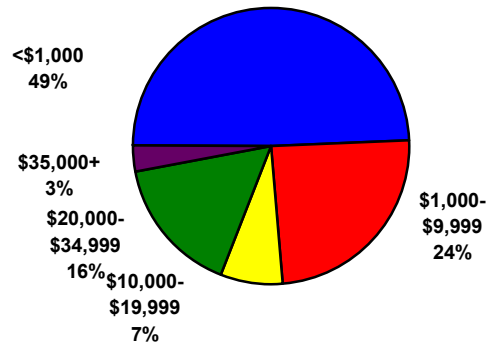
Telemarketers Comparative Wage and Education Profiles by Age Groups

- Younger workers are more likely than their older counterparts to report they have a high school education or less. Alternatively, more older workers say they have some college or an associate's degree.
- Younger and older workers have similar earned income profiles. About half or more report earning less than \$1,000 per year.

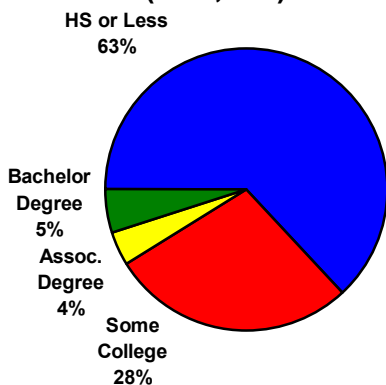
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=3,726)**



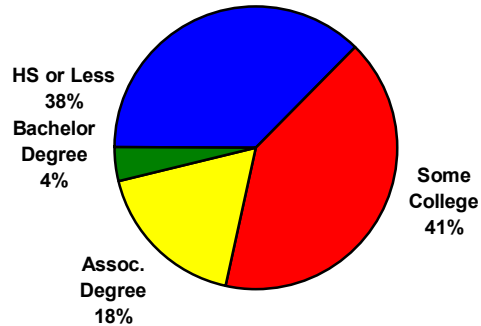
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=2,103)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=3,726)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=2,103)**

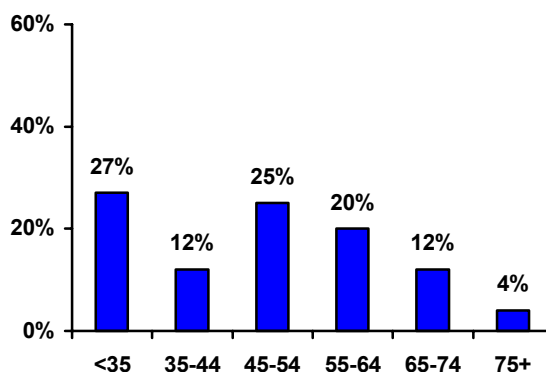


Textile, Apparel, and Furnishing Workers

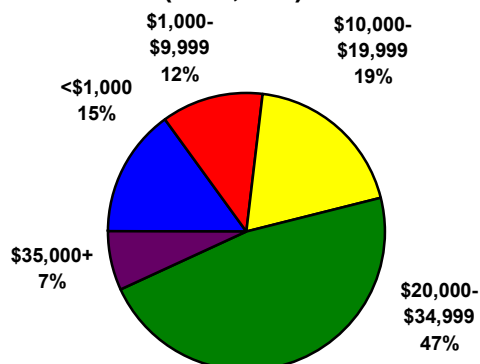
Overview

- Declining Occupation: On average, 50 jobs will be lost per year over the ten-year period. This occupation has a low income range.
- In 2014, about four in ten textile, apparel, and furnishing workers will be under age 45, and slightly more than one in three will be age 55+.
- DOL estimates the median wage of textile, apparel, and furnishing workers as \$10.19/hour. Nearly three in ten textile, apparel, and furnishing workers in 2005 reported they earned less than \$10,000. Seven percent reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, the vast majority of these workers had a high school degree or less. Slightly more than one in ten had some college training.

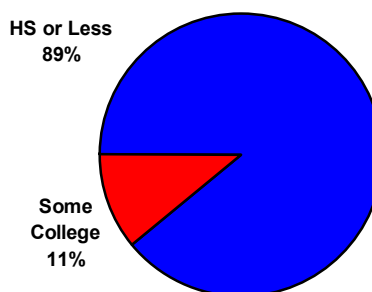
**Age Distribution in 2014
Of 2005 Labor Force
(N=5,744)**



**Wages and Salary Distribution (2005)
(N=5,744)**



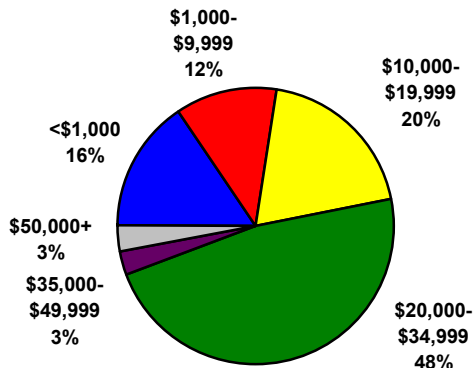
**Educational Attainment (2005)
(N=5,744)**



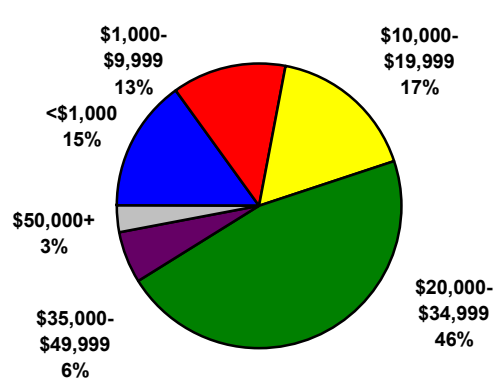
Textile, Apparel, and Furnishing Workers Comparative Wage and Education Profiles by Age Groups

- The vast majority of younger and older workers report they have a high school education or less.
- The earned income profiles of both groups of workers are similar. About half of each group report earnings between \$20,000 and \$34,999 per year. Three percent of workers in each group report earning \$50,000 or more per year.

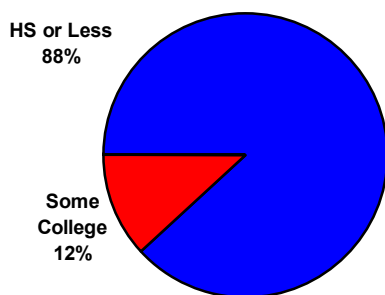
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=3,652)**



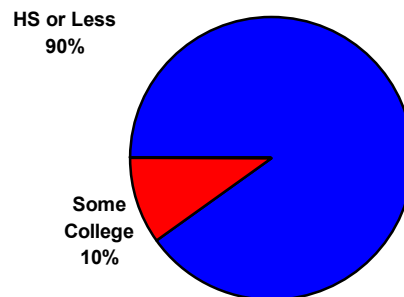
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=2,901)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=3,653)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=2,091)**

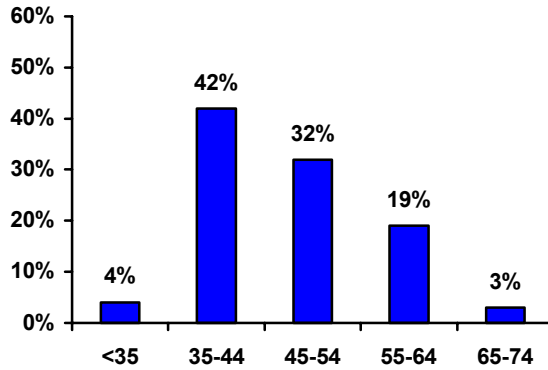


Utility Meter Readers

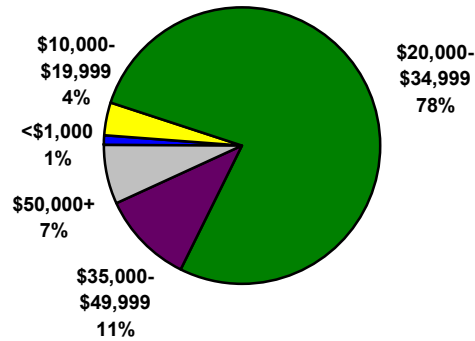
Overview

- Declining Occupation: On average, 70 jobs will be lost per year over the ten-year period. Moderate income range.
- In 2014, about half of utility meter readers will be under age 45, and slightly more than one in five will be age 55+.
- DOL estimates the median wage of utility meter readers as \$10.19/hour. Only one percent of utility meter readers in 2005 reported they earned less than \$10,000. About one in five reported earning \$35,000+, with seven percent reporting \$50,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, seven in ten had a high school diploma or less. None reported having a bachelor's degree.

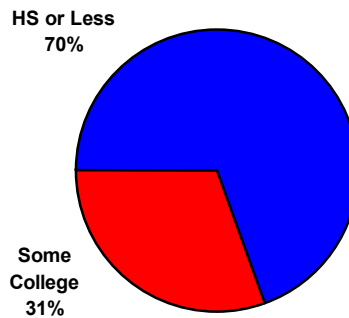
**Age Distribution in 2014
Of 2005 Labor Force
(N=2,319)**



**Wages and Salary Distribution (2005)
(N=2,319)**



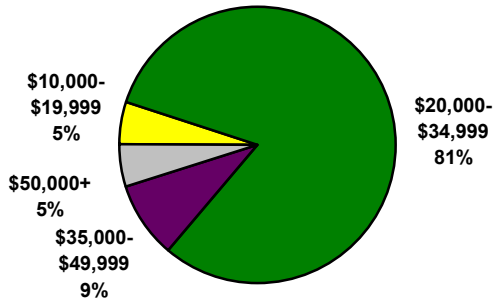
**Educational Attainment (2005)
(N=2,319)**



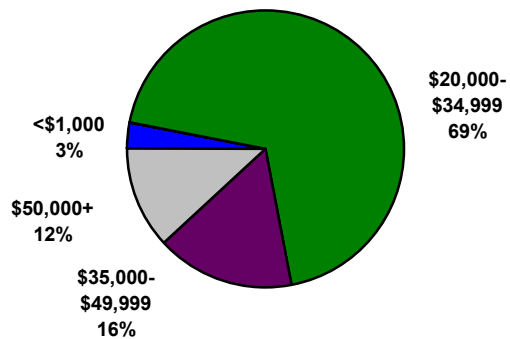
Utility Meter Readers Comparative Wage and Education Profiles by Age Groups

- More older workers than younger workers say they have a high school education or less. Younger workers are three times as likely as older ones to report they have some college.
- While majorities of older and younger workers say they earn between \$20,000 and \$34,999, more younger workers fall into this category. Twice as many older as younger workers report earning at least \$35,000 a year.

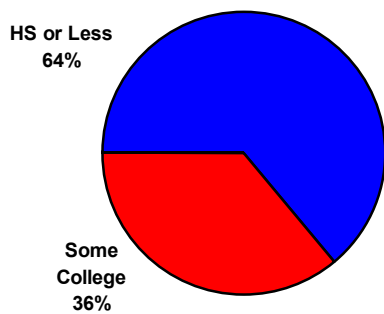
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=1,813)**



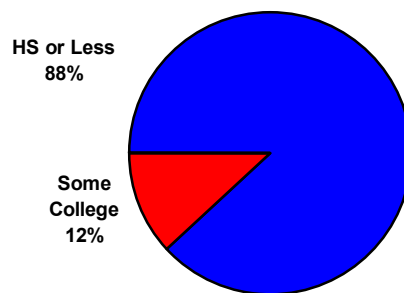
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=506)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=1,813)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=506)**

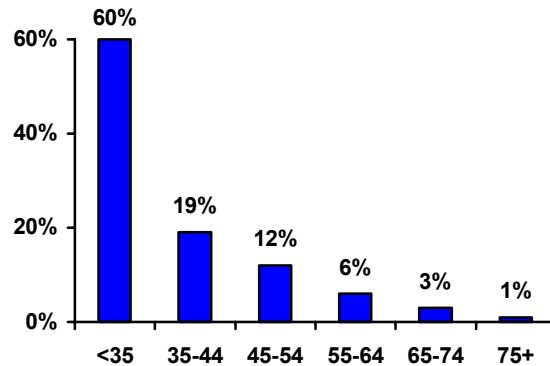


Waiters and Waitresses

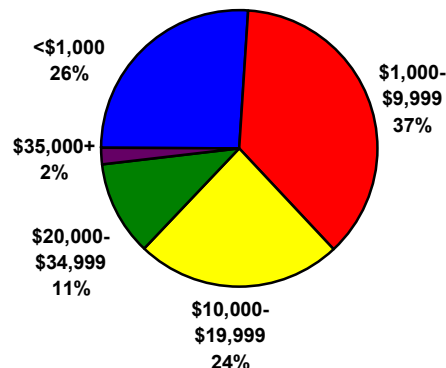
Overview

- **Growth Occupation:** On average, more than 1,900 new jobs will be created yearly over the ten-year period. This occupation has a low income range.
- In 2014, about eight in ten waiters and waitresses will be under age 45, and one in ten will be age 55+.
- DOL estimates the median wage of waiters and waitresses as \$10.19/hour. Slightly more than six in ten waiters and waitresses in 2005 reported they earned less than \$10,000. Very few reported earning \$35,000+.
- DOL includes this occupation in the short-term-on-the-job training category. In 2005, six in ten had a high school diploma or less, while fewer than one in ten had at least a bachelor's degree.

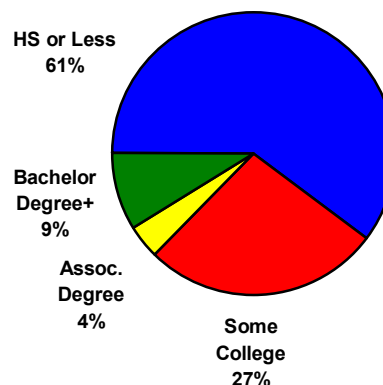
**Age Distribution in 2014
Of 2005 Labor Force
(N=85,910)**



**Wages and Salary Distribution (2005)
(N=85,910)**



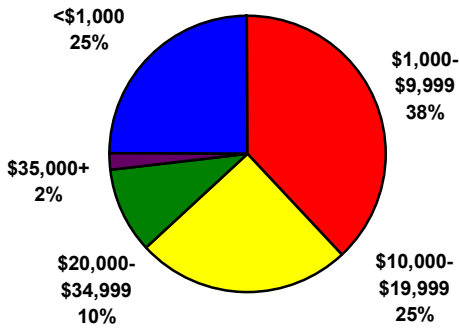
**Educational Attainment (2005)
(N=85,910)**



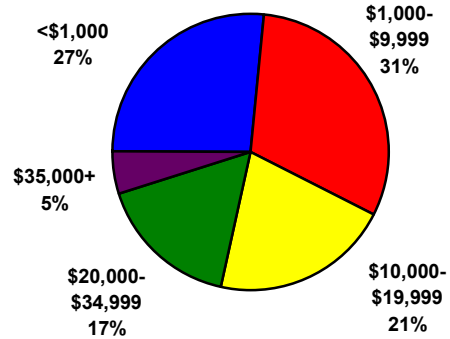
Waiters and Waitresses Comparative Wage and Education Profiles by Age Groups

- More older workers than younger workers say they have at least a bachelor's degree, while nearly twice as many younger as older workers report they have some college.
- Older workers are more likely to report they earn \$20,000 or more annually than younger workers. More younger workers say they earn between \$1,000 and \$9,999 annually.

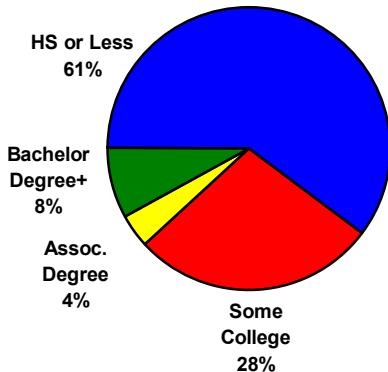
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=77,595)**



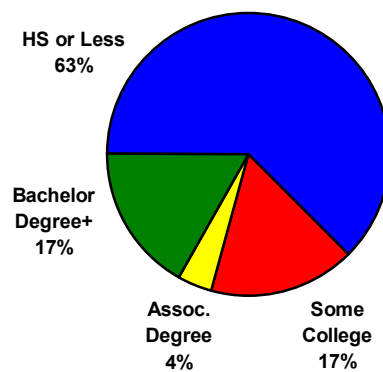
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=8,315)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=77,595)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=8,315)**



Georgia's Jobs Requiring Moderate-Term On-The-Job-Training

While not as dynamic as the short-term on-the-training occupations, there is significant growth and decline in jobs that require moderate-term on-the-job training. Nine occupations in this category are expected to expand by at least 5,000 jobs and five occupations are estimated to experience a decline of at least 500 jobs.

By 2014, the percentages of workers age 55+ employed in the nine growth occupations that require moderate-term-on-the-job training are expected to range from a low of 19 percent in the medical assistant category to a high of 47 percent in the general maintenance and repair workers category. For half of these growth occupations, at least one-third of workers will be 55+ in 2014.

**Georgia's Jobs Requiring
Moderate-Term On-the-Job Training
Growth Occupations**

<i>Job Title</i>	<i>Estimated Annual Jobs Created**</i>	<i>% 2005 Workers 55+ In 2014*</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
Construction Laborers	600	21%	\$1,000-\$9,999	HS or Less
Assemblers and Fabricators	700	32%	\$10,000-\$19,999	HS or Less
Customer Service Representatives	2,300	26%	\$20,000-\$34,999	Some College
Delivery Service or Light Truck Drivers	1,300	41%	\$20,000-\$34,999	HS or Less
Executive Secretaries and Administrative Assistants	700	46%	\$20,000-\$34,999	Some College
General Maintenance and Repair Workers	740	47%	\$20,000-\$34,999	HS or Less
Medical Assistants	600	19%	\$20,000-\$34,999	Some College
Tractor Trailer or Heavy Truck Drivers	1,300	28%	\$20,000-\$34,999	HS or Less
Wholesale and Manufacturing Sales Representatives	1,000	41%	\$50,000-\$74,999	Bachelor's Degree

**Based on 2005 American Community Survey's Public-Use Microdata Sample data. ** Based on Bureau of Labor Statistics Georgia Labor Force Projections 2004-2014*

For the declining occupations, the percentage of workers in each occupation who will be 55+ in 2014 will range from a low of 28 percent for cutting, punching, press machine setter and operators to a high of 44 percent for textile winding, twisting, and drawing out setters and operators. For nearly all declining occupations, at least 30 percent of the workforce will be age 55+ in 2014.

Georgia's Jobs Requiring Moderate-Term On-the-Job Training Declining Occupations				
<i>Job Title</i>	<i>Estimated Annual Jobs Lost**</i>	<i>% 2005 Workers 55+ In 2014*</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
Sewing Machine Operators	200	37%	\$10,000-\$19,999	HS or Less
Textile Winding, Twisting, and Drawing Out Setters and Operators	300	44%	\$10,000-\$19,999	HS or Less
Textile Bleaching and Dyeing Machine Operators	65	31%	\$10,000-\$19,999	HS or Less
Cutting, Punching, Press Machine Setters and Operators	80	28%	\$20,000-\$34,999	HS or Less
Computer Operators	130	40%	\$35,000-\$49,999	Associate's Degree

**Based on 2005 American Community Survey's Public-Use Microdata Sample data. **Based on Georgia Department of Labor, Workforce Information & Analysis Division's Labor Force Projections 2004-2014*

Growth occupations included in this category represent a range of educational attainment and median salary levels. For growth occupations, median earned income levels for workers 55+ range from \$1,000-\$9,999 to \$50,000-\$74,999. The lowest earned income level includes only one occupation – construction laborer. Workers in this occupation in 2005 had a median educational level of high school or less. Wholesale and manufacturing sales representatives reported earning over \$50,000 per year in 2005 and had a median educational level of a bachelor's degree.

Most of the growth occupations in this category earned between \$20,000 and \$34,999 in 2005. There is a mix of median educational attainment levels. Half of workers 55+ had a high school education or less, while the remainder had some college.

Most workers who will be 55+ in 2014 and who are employed in the declining occupations had a high school education or less in 2005. However, computer operators had a median education attainment of an associate's degree.

For three of the occupations – sewing machine operators; textile winding, twisting, and drawing out setters and operators; and textile bleaching and dyeing machine operators – the median earned income range was \$10,000 to \$19,999 in 2005. Workers who will be 55+ in 2014 and who are employed as cutting, punching, press machine setter and operators reportedly earned between \$20,000 and \$34,999. The highest reported earnings in this category was for computer operators, who said they earn between \$35,000 and \$49,999 per annum in 2005.

Sewing machine operator is the most at-risk occupation among all declining occupations. This occupation is expected to decline by about 200 jobs per year. There is no clear skill match in either the short-term or moderate-term on-the-job training occupational category. It is likely that these workers will need additional training to make a smooth job transition.

The two textile occupations and the cutting, punching, press machine operators will experience lower levels of decline. However, like the sewing machine operator, there is no ready skill set match among growing occupations in either the short-term or moderate term on-the-job training category. As such, if workers in these job categories are to make a smooth job transition they will need additional training and support.

Of all computer-related occupations, only the computer operator occupation is expected to decline. If computer operators who will be 55+ in 2014 are willing to upgrade their education and skills, they may be able to transition from this skill level to higher skill occupations such as computer support specialists, network systems and data communications analysts, computer scientists and systems analysts, and computer software engineers. Workers 55+ who are network systems and data computer support specialists and communications analysts in 2005 had a median educational level of an associate's degree, while the other two had at least a bachelor's degree.

For all declining occupations, retraining and up-graded skills will be fundamental to making a smooth employment transition.

The fastest growing occupation in this training classification is customer service representatives. It is projected to increase by more than 2,000 jobs per year between 2004 and 2014. Slightly more than one in four workers will be 55+ and at or nearing traditional retirement age. Employers may still experience difficulty recruiting adequate numbers of new

employees since the younger segment of the labor force is growing at a much slower rate than its historical average.

Truck driver occupations, both those in the light truck and delivery service and those in the heavy truck and tractor-trailer categories, will also experience significant expansion of employment opportunities. Both categories are expected to grow by over 1,000 jobs per year. Employers who will be looking to hire delivery service and light truck drivers, however, may experience the greatest challenge since a significant percentage of their current workforce will be near or at traditional retirement age. More than four in ten workers will be 55+ in 2014.

Employers with general maintenance and repair workers will experience the greatest challenge. While this occupation is expected to grow by fewer than 1,000 jobs per year, nearly half of their labor force will be 55+ in 2014. While this job pays slightly higher salaries than other occupations requiring a high school degree or less, the sheer growth in the new job openings coupled with openings created by current workers leaving the workforce for retirement or health reasons may make it more challenging for employers seeking to fill jobs in this occupational category.

The median annual salary for wholesale and manufacturing sales representatives who will be 55+ in 2014 was between \$50,000 and \$74,999 in 2005 with slightly more than one in ten reporting earned incomes of \$125,000 and over. Jobs in this employment category are expected to increase by 1,000 per year between 2004 and 2014. The median educational level for 55+ workers was a bachelor's degree in 2005. By 2014, however, more than two in five of these workers will be nearing or at retirement age. Given the high income potential, workers will likely be drawn to this occupation; however, given the slower growth in younger workers, employers may experience some difficulties in recruiting qualified candidates.

Like the wholesale and manufacturing sales representative category, more than four in ten executive secretaries and administrative assistants will be 55+ in 2014. This occupational category is expected to grow by about 700 new jobs between 2004 and 2014. Employers seeking new entrants into the occupation and trying to fill replacement positions created by those exiting the field may experience difficulty recruiting qualified candidates. Workers who will be 55+ in 2014 had a median salary of \$20,000 to \$34,999 in 2005 and a median educational level of some college.

In 2014, about one in five employees categorized as construction laborers and medical assistants will be 55+. Both occupations are projected to increase by about 600 jobs per year over the ten-year timeframe. Recruiting construction laborers may be more difficult for employers than for medical assistants. The median salary for construction laborers who will be 55+ in 2014 was between \$1,000 and \$9,999 in 2005 as compared to medical assistants (\$20,000-\$34,999).

According to DOL projections, the team assemblers and fabricators occupational category will experience growth over the ten-year period, while the demand for miscellaneous assemblers and fabricators will decline. No distinction is made in the PUMS data between these two occupational categories.

Occupational Profiles for Georgia's Jobs Requiring Moderate-Term On- The-Job Training

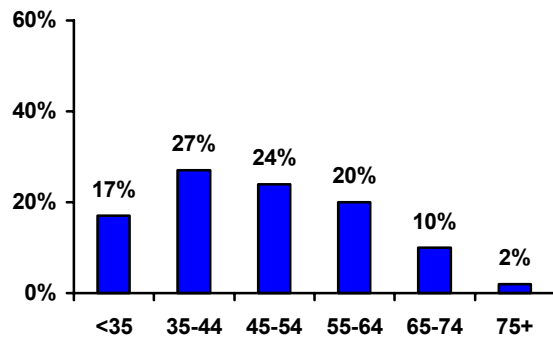
In Alphabetical Order

Assemblers and Fabricators – Team and Miscellaneous

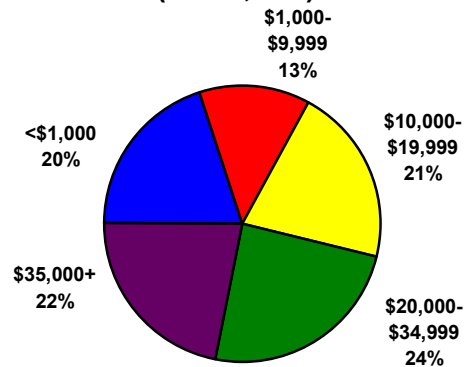
Overview

- Growth Occupation: On average, nearly 700 new jobs will be created yearly over the ten-year period for team assemblers, while miscellaneous assemblers will decline by about 75 jobs per year. This occupation has a moderate to low income range.
- In 2014, more than four in ten team assemblers will be under age 45, and nearly one-third will be age 55+.
- DOL estimates the median wage of assemblers as \$15.38/hour. One-third of assemblers in 2005 reported they earned less than \$10,000. Slightly more than one in five reported earning \$35,000+.
- DOL includes this occupation in the moderate-term on-the-job training category. In 2005, more than eight in ten had a high school diploma or less, while one in eight had some college. Three percent said they had at least a bachelor's degree.

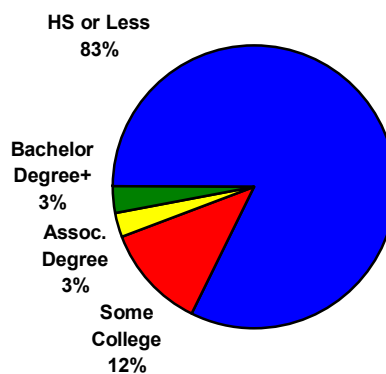
**Age Distribution in 2014
Of 2005 Labor Force
(N=45,624)**



**Wages and Salary Distribution (2005)
(N=45,624)**



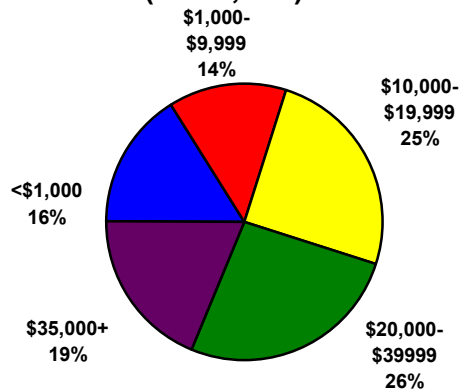
**Educational Attainment (2005)
(N=45,624)**



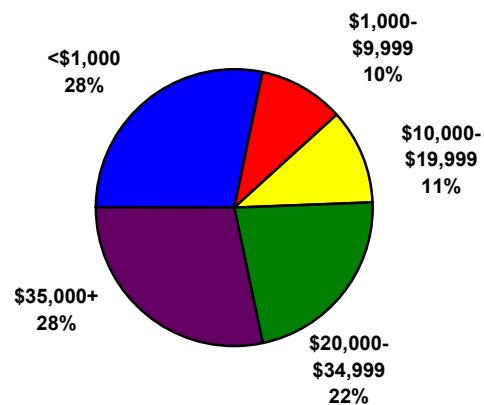
Assemblers and Fabricators – Team and Miscellaneous Comparative Wage and Education Profiles by Age Groups

- Older and younger workers are most likely to report they have a high school education or less.
- Older workers are more likely than their younger counterparts to say they earn less than \$1,000 per year, as well as, reporting earnings of at least \$35,000 per year. Alternatively, younger workers are more likely to report higher annual earnings in each of the other categories.

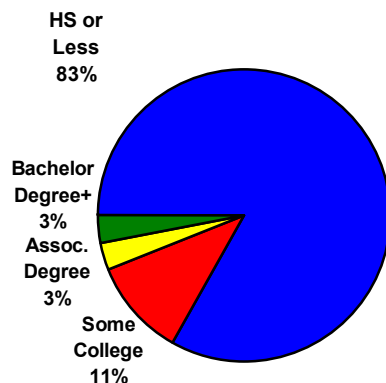
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=30,755)**



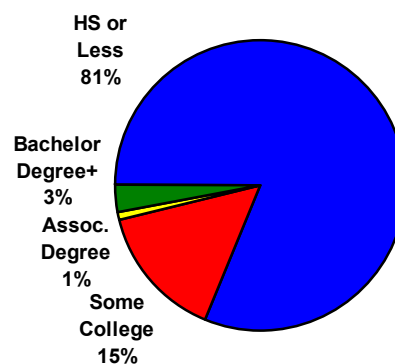
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=14,869)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=30,755)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=14,869)**

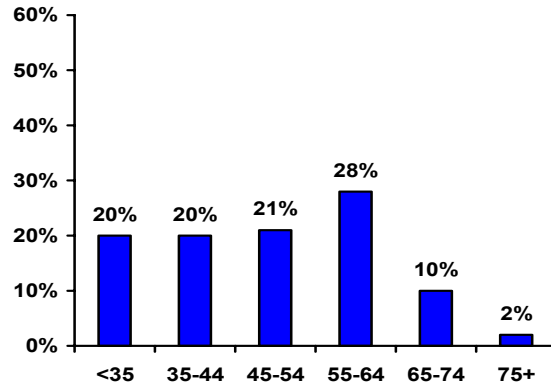


Computer Operators

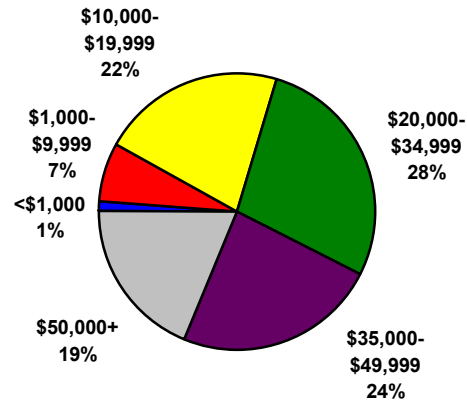
Overview

- Declining occupation: Approximately 130 will be lost per year over the ten-year period. This occupation has a moderate to high income range.
- In 2014, about four in ten computer operators will be under age 45, and the same percentage will be age 55+.
- DOL estimates the median wage of computer operators as \$15.06/hour. Nearly ten percent earned less than \$10,000 per year, while more than four in ten reported earning \$35,000+. Of these, about one in five earned \$50,000+.
- DOL includes this occupation in the moderate-term on-the-job training category. In 2005, more than three in ten had a high school diploma or less, while more than one in five had at least a bachelor's degree. Of these, three percent had an advanced degree.

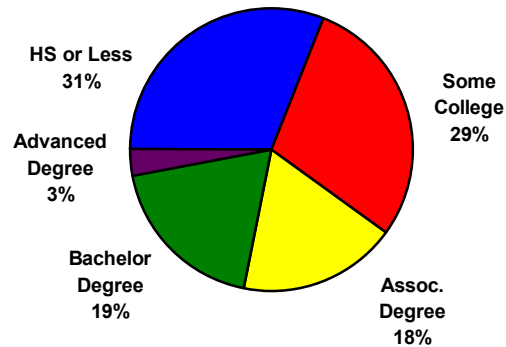
**Age Distribution in 2014
Of 2005 Labor Force
(N=6,106)**



**Wages and Salary Distribution (2005)
(N=6,106)**



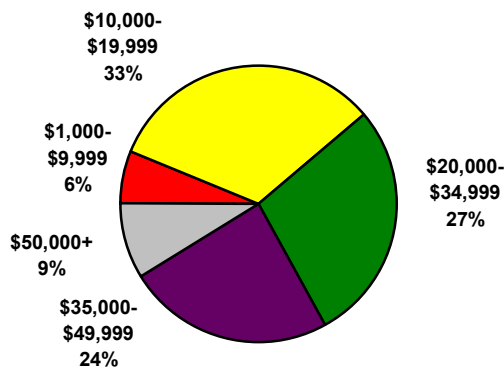
**Educational Attainment (2005)
(N=6,106)**



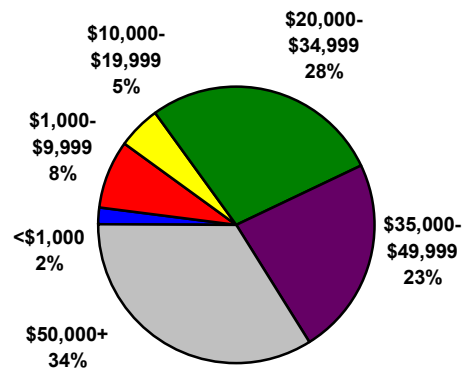
Computer Operators Comparative Wage and Education Profiles by Age Groups

- Older workers have more formal education than younger workers. Nearly one in ten have an advanced degree and about one in four have a bachelor's degree. More younger workers report they have a high school education or less.
- A third of older workers say they earn at least \$50,000 per year compared to less than one in ten younger workers. Younger workers are more likely to report that they earn between \$10,000 and \$19,999 annually.

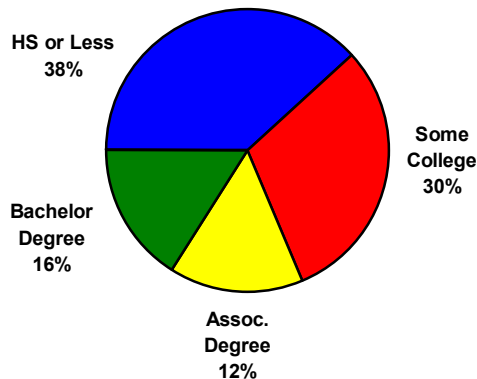
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=3,666)**



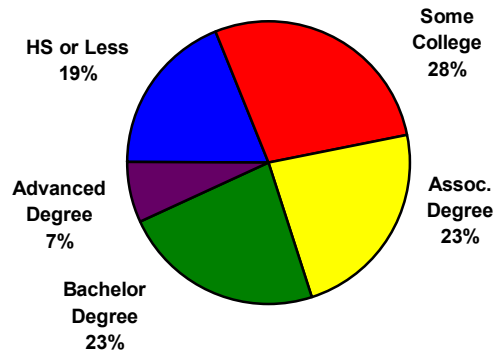
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=2,440)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=3,668)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=2,550)**

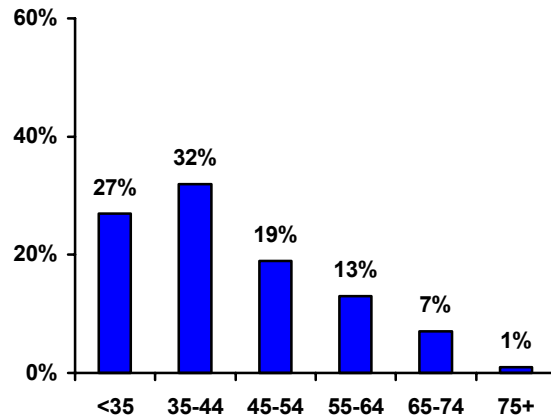


Construction Laborers

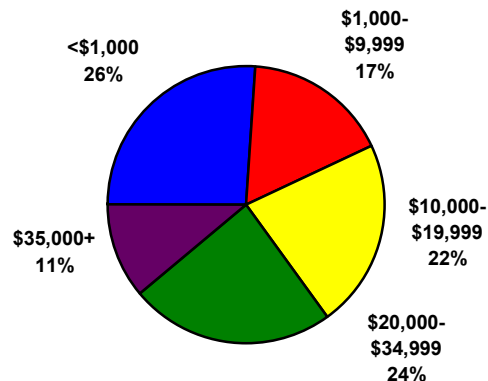
Overview

- **Growth Occupation:** On average, 600 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, nearly six in ten construction laborers will be under age 45, and two in ten will be age 55+.
- DOL estimates the median wage of construction laborers as \$15.38/hour. More than four in ten construction laborers in 2005 reported they earned less than \$10,000. Slightly more than one in ten reported earning \$35,000+.
- DOL includes this occupation in the moderate-term on-the-job training category. In 2005, more than eight in ten had a high school diploma or less, while only four percent say they had at least a bachelor's degree.

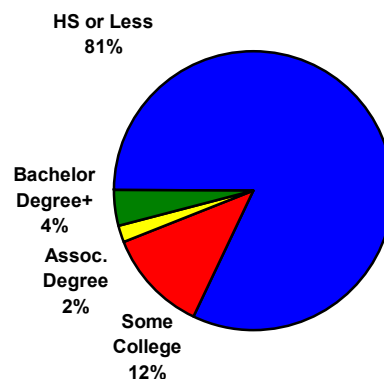
**Age Distribution in 2014
Of 2005 Labor Force
(N=76,761)**



**Wages and Salary Distribution (2005)
(N=76,761)**



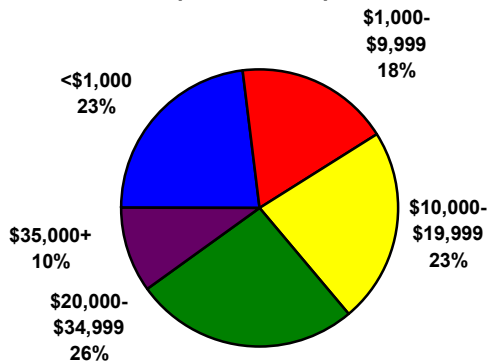
**Educational Attainment (2005)
(N=76,761)**



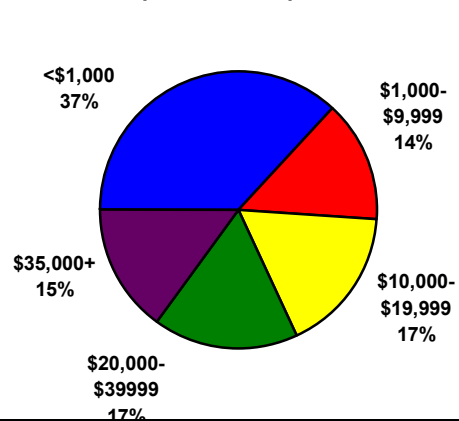
Construction Laborers Comparative Wage and Education Profiles by Age Groups

- Majorities of both older and younger workers report they have a high school education or less. Slightly more older workers say they have a bachelor's degree.
- More younger than older workers report earning between \$20,000 and \$34,999 per year. Older workers, alternatively, are more likely to say they earn less than \$1,000 annually.

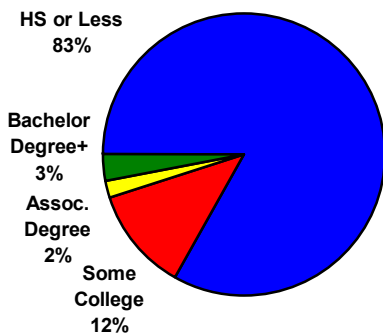
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=60,544)**



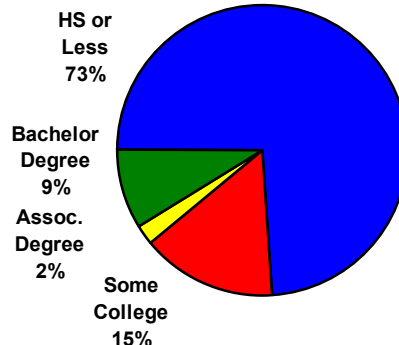
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=16,217)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=60,544)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=16,217)**

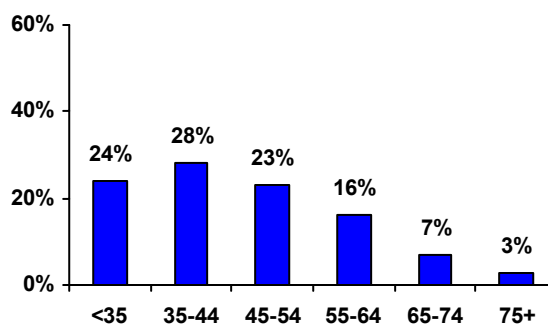


Customer Service Representatives

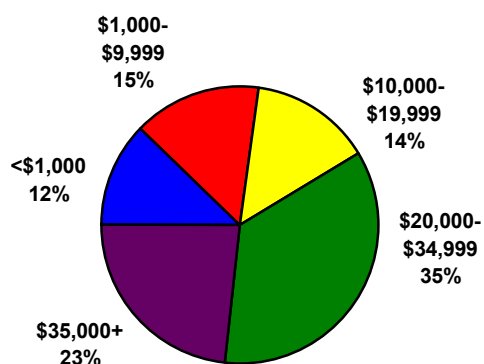
Overview

- Growth Occupation: On average, approximately 2,300 jobs will be created per year over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, more than half of customer service representatives will be under age 45, and a quarter will be age 55+.
- DOL estimates the median wage of customer service workers as \$15.38/hour. More than one in four of these workers in 2005 reported they earned less than \$10,000, while nearly the same percentage earned \$35,000+.
- DOL includes this occupation in the moderate-term on-the-job training category. In 2005, more than one in three had a high school education or less, while slightly more than one in five had at least a bachelor's degree.

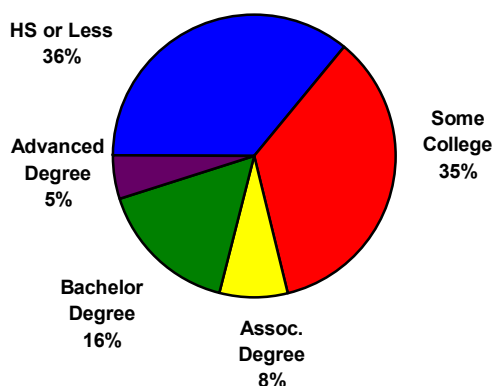
**Age Distribution in 2014
Of 2005 Labor Force
(N=82,144)**



**Wages and Salary Distribution (2005)
(N=82,114)**



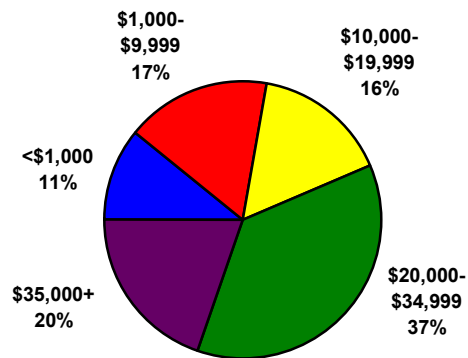
**Educational Attainment (2005)
(N=82,144)**



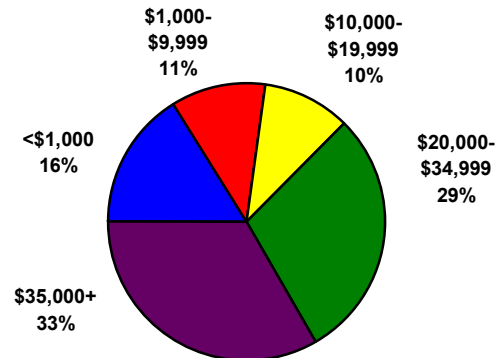
Customer Service Representatives Comparative Wage and Education Profiles by Age Groups

- Significantly more younger workers than older workers have at least a bachelor's degree.
- Significantly more older workers than younger workers report earning \$35,000 or more per year. More younger workers than older workers report earning between \$20,000 and \$34,999 per year.

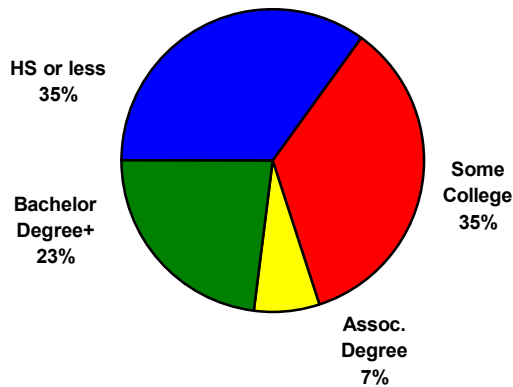
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=61,246)**



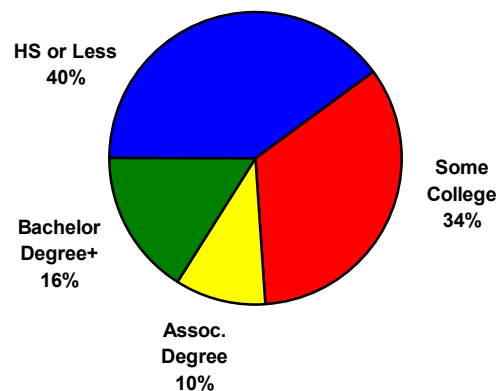
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=20,898)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=61,246)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=20,898)**

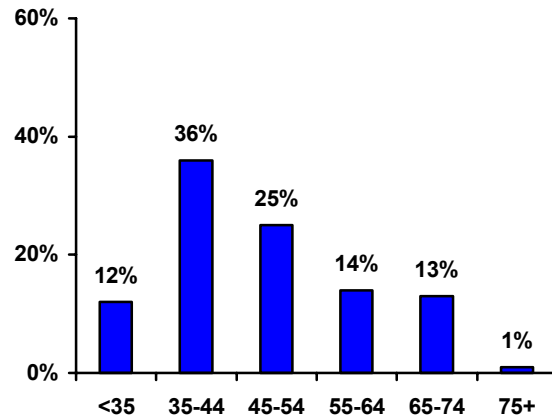


Cutting, Punching, and Press Machine Setters and Operators

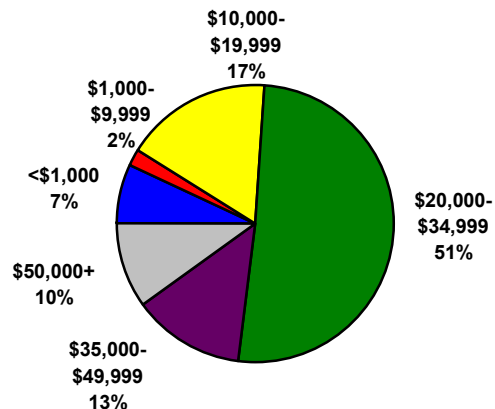
Overview

- **Declining Occupation:** On average, 80 jobs will be lost per year over the ten-year period. This occupation has a moderate income range.
- In 2014, nearly half of these machine operators will be under age 45, and slightly less than three in ten will be age 55+.
- DOL estimates the median wage of these machine operators as \$15.38/hour. Only nine percent earned less than \$10,000, while nearly one in four earned \$35,000+. Ten percent reported earning \$50,000+.
- DOL includes this occupation in the moderate-on-the-job training category. In 2005, nearly two-thirds had a high school diploma or less and an additional one in three reported having some college training. While none reported having a bachelor's degree, two percent said they have a master's degree.

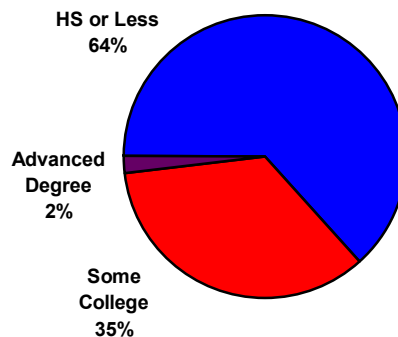
Age Distribution in 2014 Of 2005 Labor Force (N=3,029)



Wages and Salary Distribution (2005) (N=3,029)



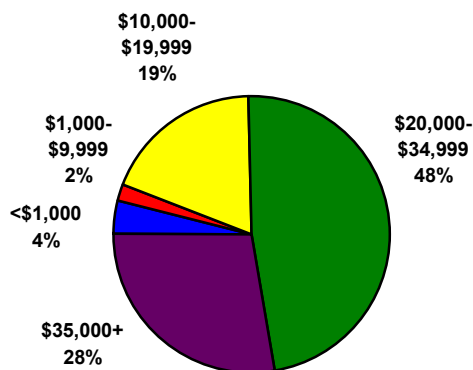
Educational Attainment (2005) (N=3,029)



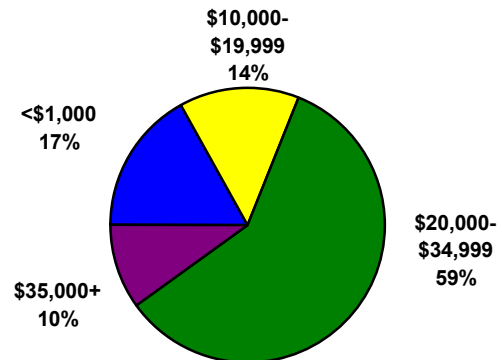
Cutting, Punching, and Press Machine Setters and Operators Comparative Wage and Education Profiles by Age Groups

- Significantly more older workers than younger workers report they have a high school education or less, while more younger workers have some college. However, six percent of older workers say they have an advanced degree, while none of their younger counterparts have a college degree.
- More older workers than younger workers report earning less than \$1,000 during the prior year. More younger workers report earning at least \$35,000 per year than older workers, while more older workers than younger workers say they earn between \$20,000 and \$34,999 per year.

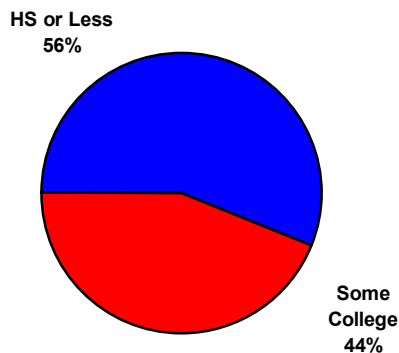
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=2,196)**



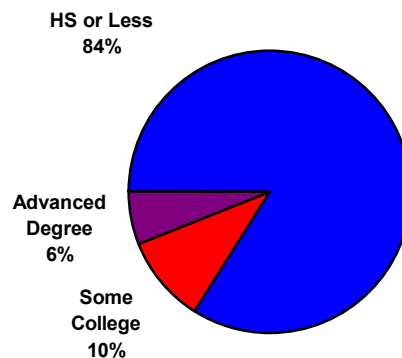
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=833)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=2,196)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=833)**

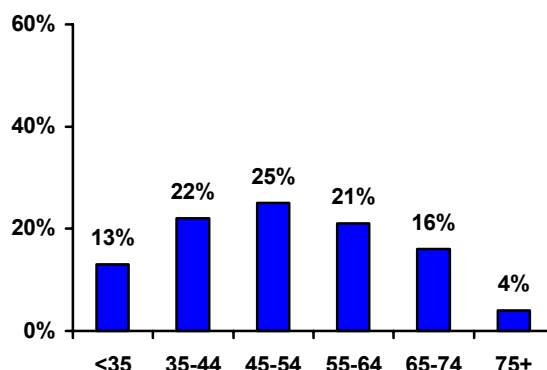


Delivery Service or Light Truck Drivers

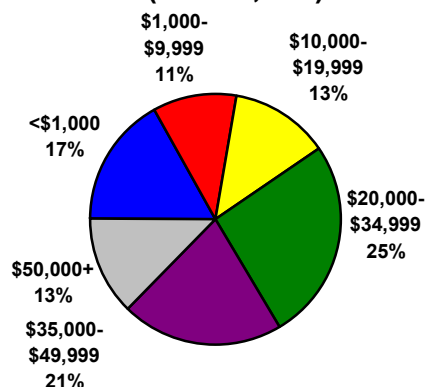
Overview

- Growth Occupation: On average approximately 1,300 new positions will be created yearly over the ten-year period. This occupation has a moderate to low income range.
- In 2014, about four in ten delivery service or light truck drivers will be under age 45 and about the same percentage will be age 55+.
- DOL estimates the median wage of delivery service or light truck drivers as \$15.38/hour. About three in ten delivery service or light truck drivers in 2005 reported they earned less than \$10,000. Slightly more than four in ten reported earning \$35,000+ with one in eight of these saying \$50,000+.
- DOL includes this occupation in the moderate-term on-the-job training category. In 2005, seven in ten had a high school diploma or less, while five percent said they had a bachelor's degree.

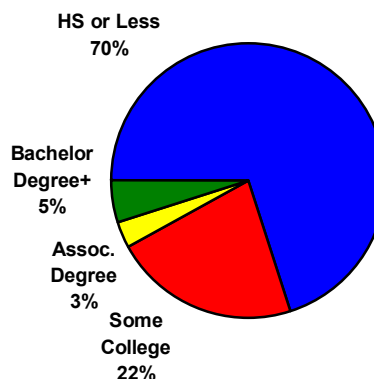
Age Distribution in 2014 Of 2005 Labor Force (N=135,420)



Wages and Salary Distribution (2005) (N=135,420)



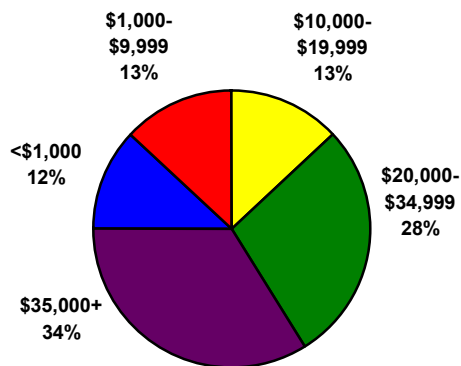
Educational Attainment (2005) (N=135,420)



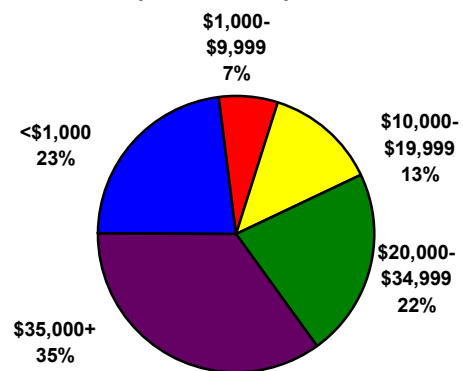
Delivery Service or Light Truck Drivers Comparative Wage and Education Profiles by Age Groups

- The educational attainment profiles of older and younger workers are similar. The majority of these workers report they have a high school education or less.
- Nearly twice as many older as younger workers report earning less than \$1,000 per year. Alternatively, nearly twice as many younger workers report earning between \$1,000 and \$9,999 per annum.

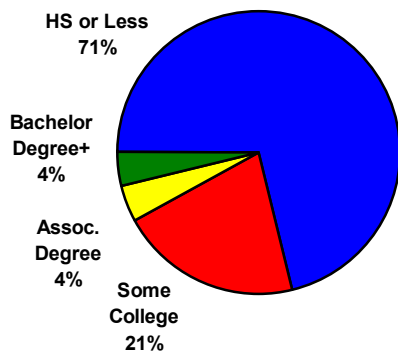
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=80,620)**



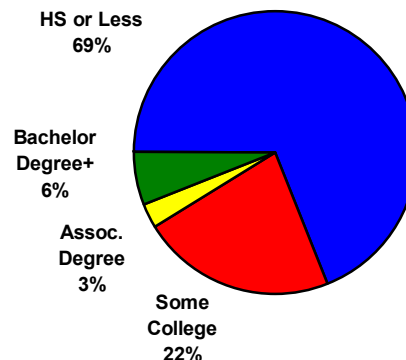
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=54,800)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=80,620)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=54,800)**

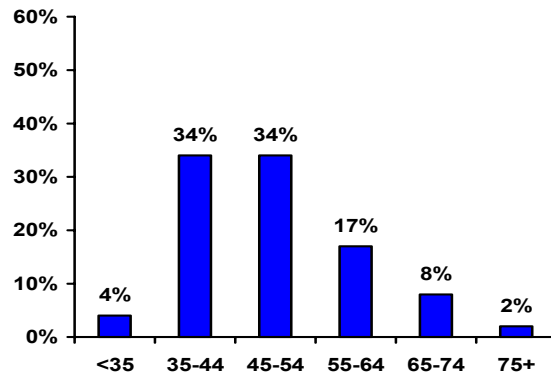


Executive Secretaries and Administrative Assistants

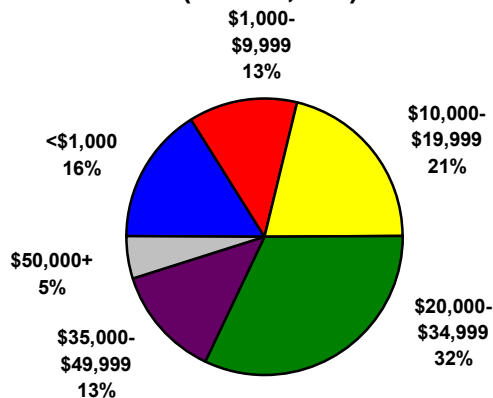
Overview

- **Growth Occupation:** On average, over 700 jobs will be created per year over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, about one in three secretaries and administrative assistants will be under age 45, and nearly half will be age 55+.
- DOL estimates the median wage of secretaries and administrative assistants as \$15.38/hour. About three in ten secretaries and administrative assistants in 2005 reported they earned less than \$10,000. Slightly more than one in six reported earning \$35,000+. Of these, five percent reported earning \$50,000+.
- DOL includes this occupation in the moderate-on-the-job training category. In 2005, nearly four in ten had a high school diploma or less, while one in six had at least a bachelor's degree.

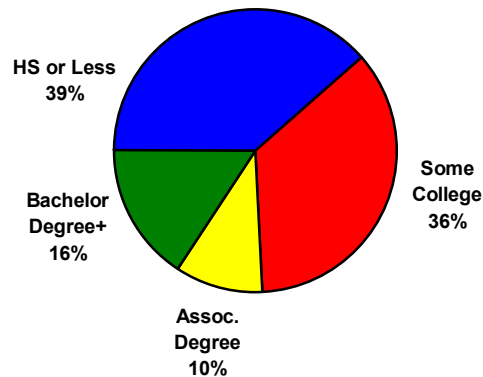
**Age Distribution in 2014
Of 2005 Labor Force
(N=149,775)**



**Wages and Salary Distribution (2005)
(N=149,775)**



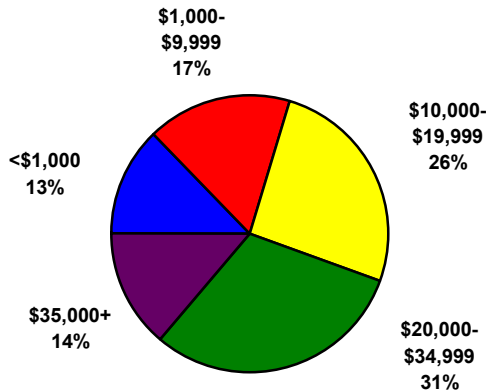
**Educational Attainment (2005)
(N=149,775)**



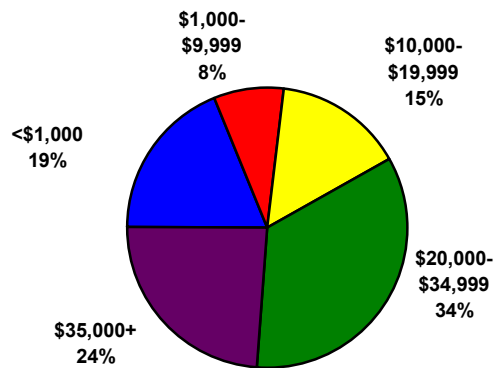
Executive Secretaries and Administrative Assistants Comparative Wage and Education Profiles by Age Groups

- More older workers than younger workers say they have a high school education or less. Similar percentages of younger and older workers indicate they have at least a bachelor's degree.
- Older workers are more likely to report they earn \$35,000 or more annually than younger workers. More older workers say they earn less than \$1,000 per year.

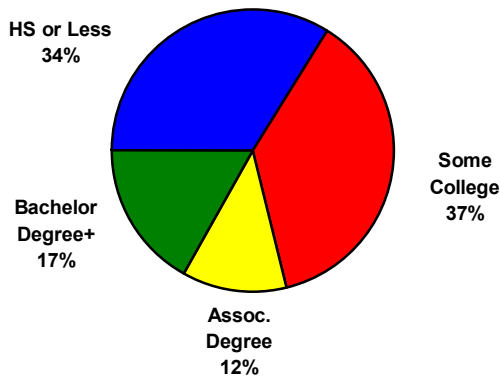
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=80,531)**



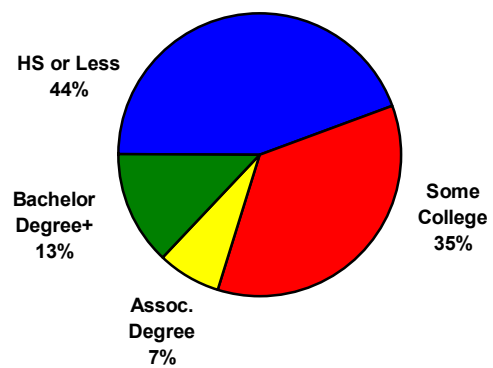
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=69,244)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=80,531)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=69,244)**

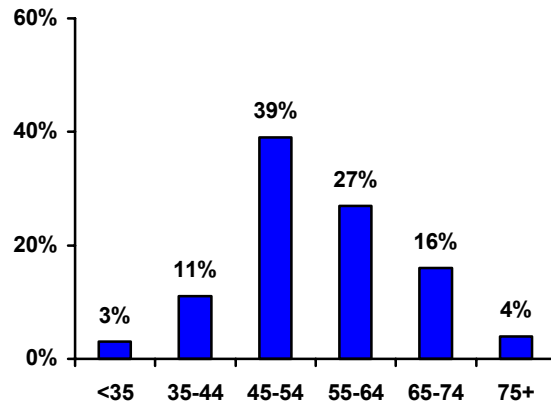


General Maintenance and Repair Workers

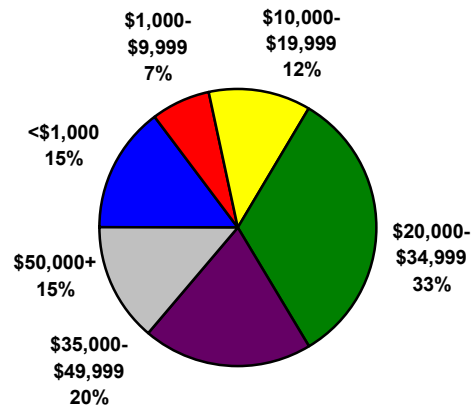
Overview

- **Growth Occupation:**
Approximately 740 jobs will be created per year over the ten- year period. This occupation has a moderate to high income range.
- In 2014, about one in six maintenance and repair workers will be under age 45, and nearly half will be age 55+.
- DOL estimates the median wage of maintenance and repair workers as \$15.38/hour. Slightly more than two in ten maintenance and repair workers in 2005 reported they earned less than \$10,000. Slightly more than one in three reported earning \$35,000+, with about one in six reporting they earned \$50,000+.
- DOL includes this moderate-on-the-job training category. In 2005, more than seven in ten had a high school diploma or less, while only three percent say they had at least a bachelor's degree.

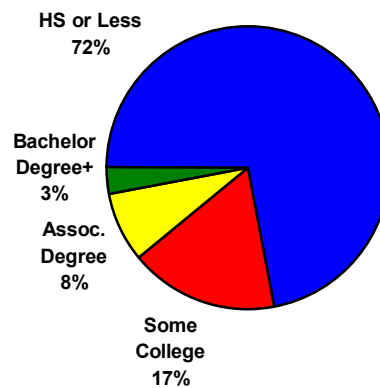
**Age Distribution in 2014
Of 2005 Labor Force
(N=16,262)**



**Wages and Salary Distribution (2005)
(N=16,262)**



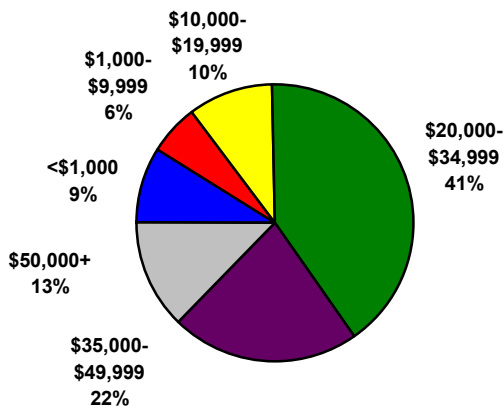
**Educational Attainment (2005)
(N=16,262)**



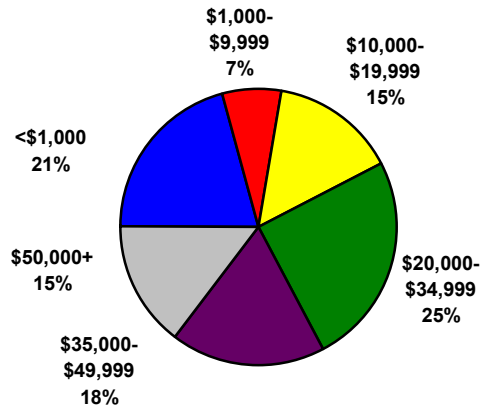
General Maintenance and Repair Workers Comparative Wage and Education Profiles by Age Groups

- Older and younger workers have similar educational attainment profiles.
- Similar percentages of older and younger workers report earning at least \$35,000 per year. Significantly more younger than older workers, however, indicate that they had annual earnings of \$20,000 to \$34,999. More than twice as many older workers as younger workers say they earn less than \$1,000 per year.

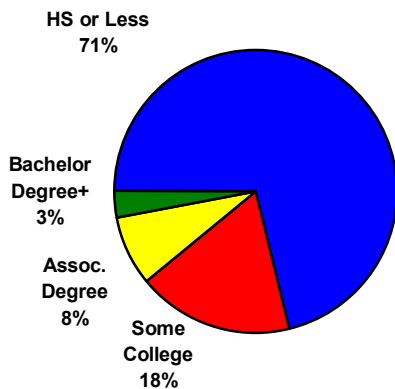
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=8,715)**



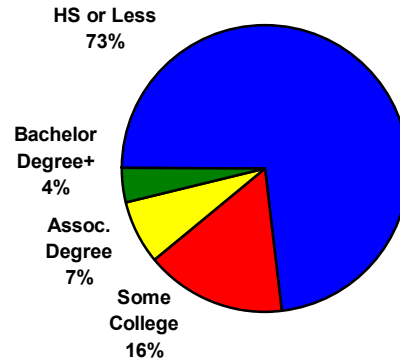
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=7,547)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=8,715)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=7,547)**

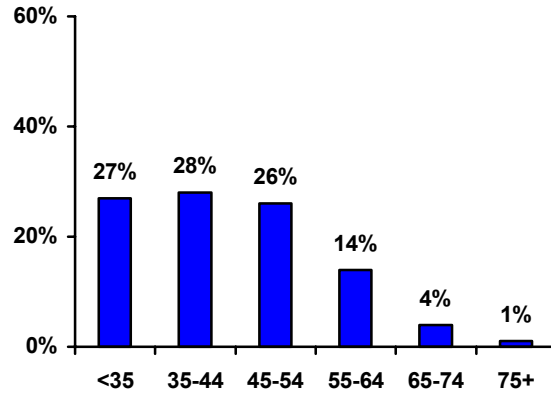


Medical Assistants

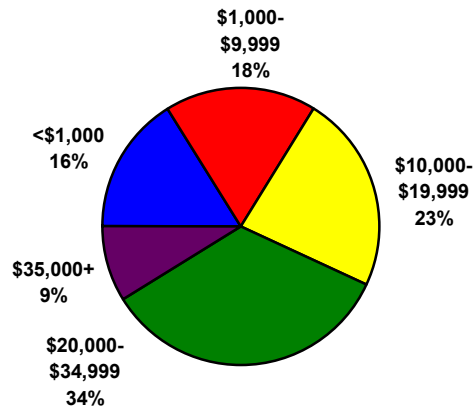
Overview

- Growth Occupation: On average, nearly 600 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, more than half of medical assistants will be under age 45, and about two in ten will be age 55+.
- DOL estimates the median wage of medical assistants as \$15.38/hour. Slightly more than one-third of medical assistants in 2005 reported they earned less than \$10,000. Slightly less than one in ten reported earning \$35,000+.
- DOL includes this occupation in the moderate-term on-the-job training category. In 2005, about four in ten had a high school diploma or less, while only six percent said they had at least a bachelor's degree.

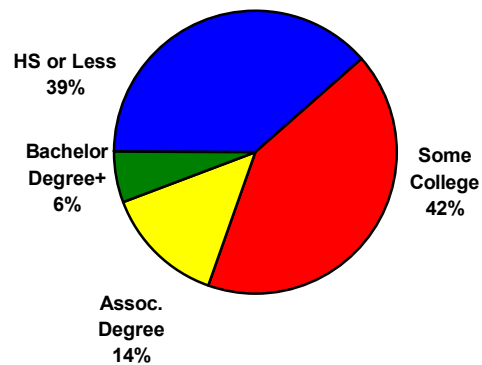
**Age Distribution in 2014
Of 2005 Labor Force
(N=26,315)**



**Wages and Salary Distribution (2005)
(N=26,315)**



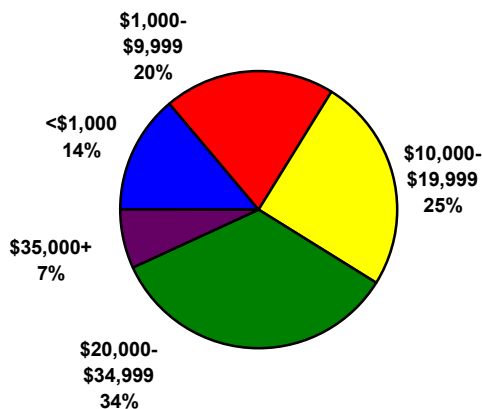
**Educational Attainment (2005)
(N=26,315)**



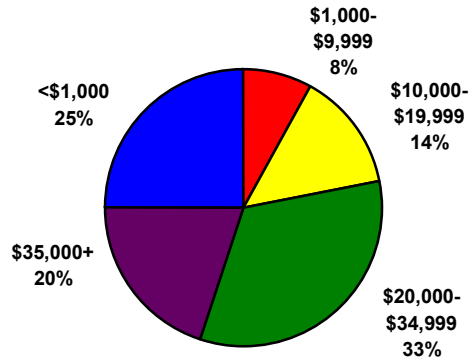
Medical Assistants Comparative Wage and Education Profiles by Age Groups

- Older workers are more likely than younger ones to report they have a high school education or less. Younger workers, alternatively, are more likely to report they have some college or an associate's degree.
- More older workers than younger one report they have an annual earned income of at least \$35,000, while more younger workers indicate their annual earnings are between \$10,000 and \$19,999. Alternatively, more older workers say they earn less than \$1,000 annually.

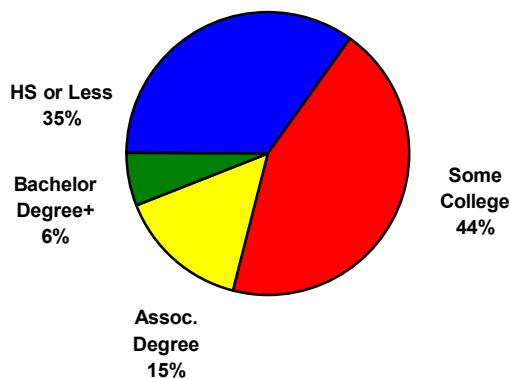
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=21,355)**



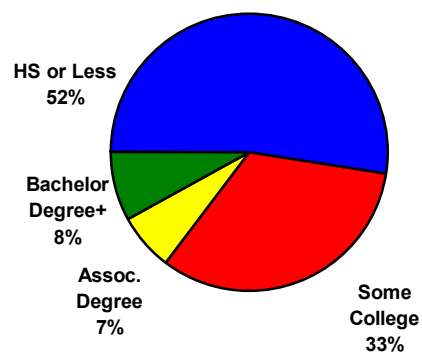
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=4,960)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=21,355)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=4,960)**

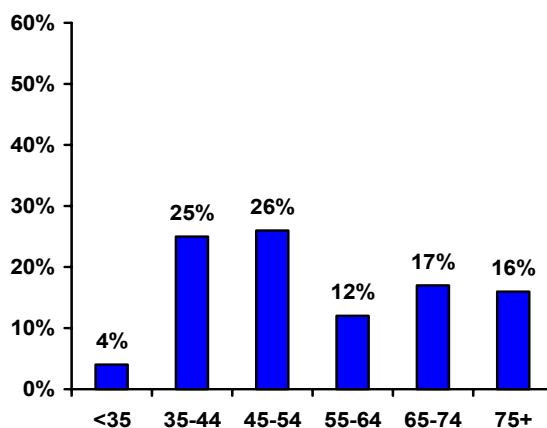


Sewing Machine Operators

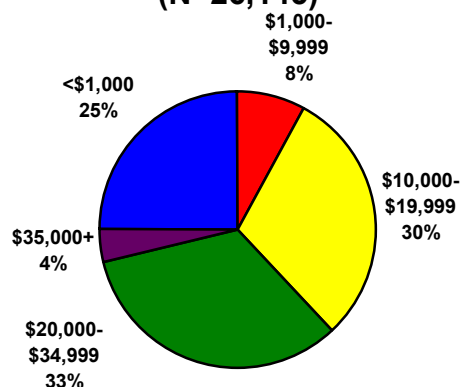
Overview

- **Declining Occupation:** On average, nearly 200 jobs will be lost per year over the ten-year period. This occupation has a low income range.
- In 2014, more than one in three sewing machine operators will be under age 45, and nearly four in ten will be age 55+.
- DOL estimates the median wage of sewing machine operators as \$15.38/hour. One in three sewing machine operators in 2005 reported they earned less than \$10,000. Four percent reported earning \$35,000+.
- DOL includes this occupation in the moderate-term on-the-job training category. In 2005, nearly nine in ten had a high school diploma or less, while two percent had a bachelor's degree.

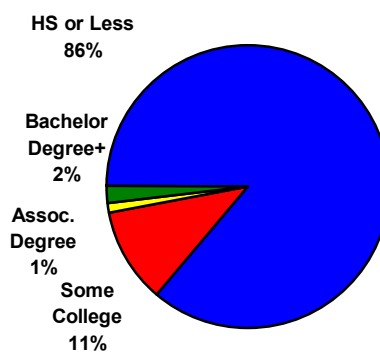
**Age Distribution in 2014
Of 2005 Labor Force
(N=26,145)**



**Wages and Salary Distribution (2005)
(N=26,145)**



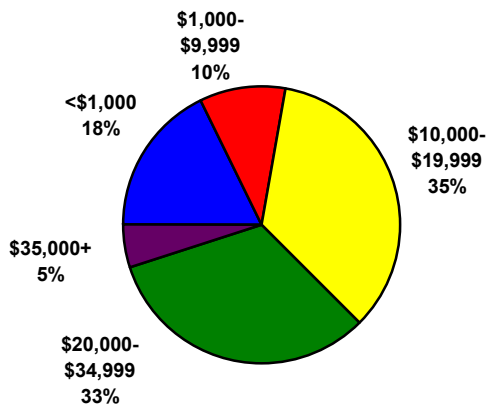
**Educational Attainment (2005)
(N=26,145)**



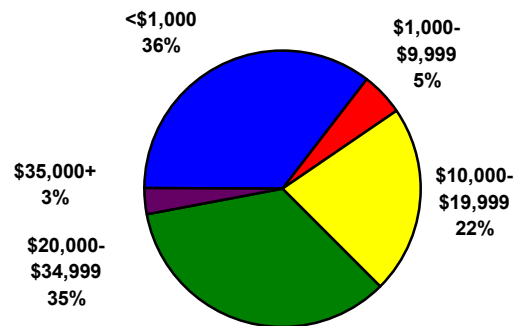
Sewing Machine Operators Comparative Wage and Education Profiles by Age Groups

- The educational profiles of older and younger workers are very similar. The majority of workers in both age groups say they have a high school education or less.
- Twice as many older than younger workers say they earn less than \$1,000 per year, while younger workers are more likely to report that they have annual earned incomes between \$10,000 and \$19,999.

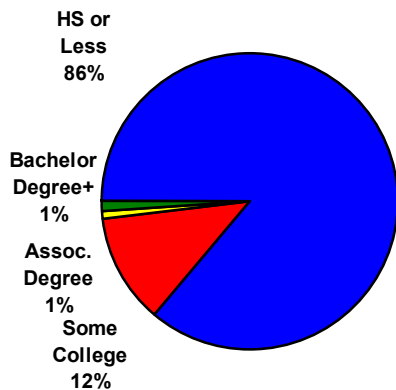
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=16,515)**



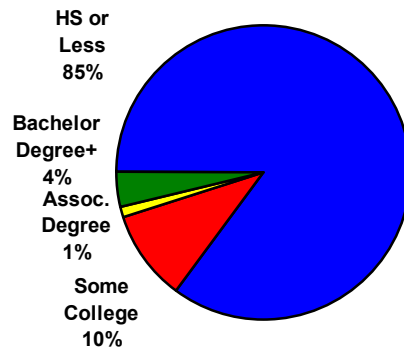
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=9,630)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=16,515)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=9,630)**

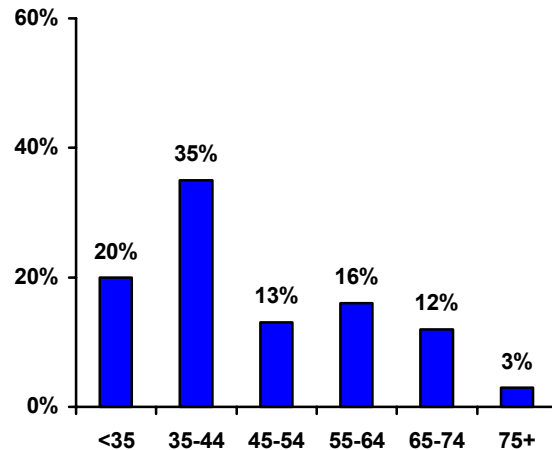


Textile Bleaching and Dyeing Machine Operators

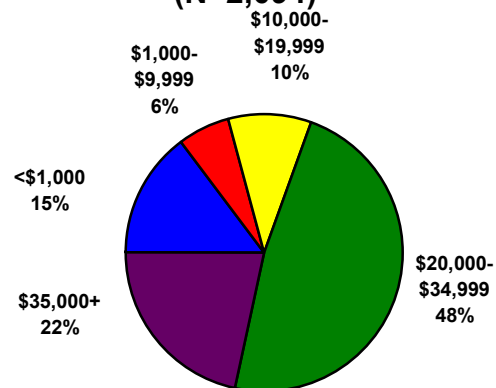
Overview

- **Declining Occupation:** On average, 65 jobs will be lost per year over the ten-year period. This occupation has a moderate income range.
- In 2014, slightly more than half of textile bleaching and dyeing machine operators will be under age 45, and slightly more than three in ten will be 55+.
- DOL estimates the median wage of textile bleaching and dyeing machine operators as \$15.38/hour. One in five textile bleaching and dyeing machine operators in 2005 reported they earned less than \$10,000. Slightly more than one in five reported earning \$35,000+.
- DOL includes this occupation in the moderate-term on-the-job training category. In 2005, seven in ten had a high school degree or less. Only four percent reported they had a bachelor's degree.

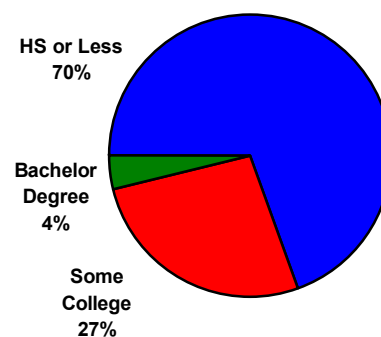
**Age Distribution in 2014
Of 2005 Labor Force
(N=2,094)**



**Wages and Salary Distribution (2005)
(N=2,094)**



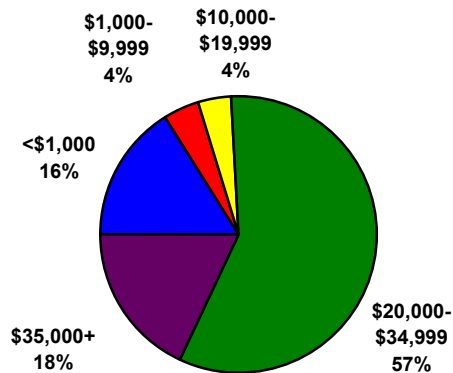
**Educational Attainment (2005)
(N=2,094)**



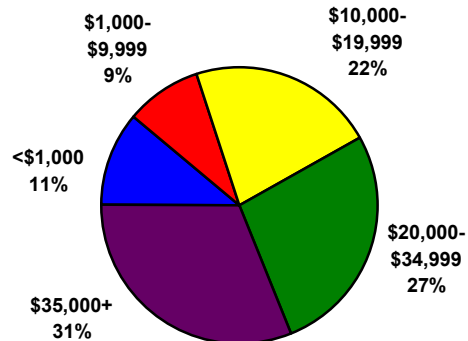
Textile Bleaching and Dyeing Machine Operators Comparative Wage and Education Profiles by Age Groups

- Majorities of both younger and older workers have a high school education or less. A few younger workers have a bachelor's degree, while more older workers report they have some college.
- Significantly more older workers than younger workers report annual earnings of at least \$35,000. Nearly twice as many younger workers, however, say they earn between \$20,000 and \$34,999 per year.

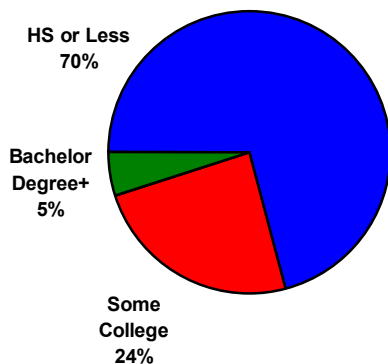
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=1,442)**



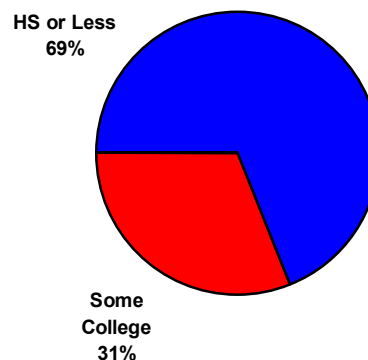
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=652)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=1,442)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=652)**

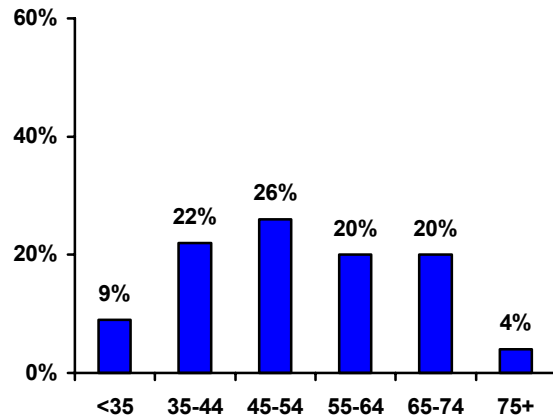


Textile Winding, Twisting, and Drawing Out Setters and Operators

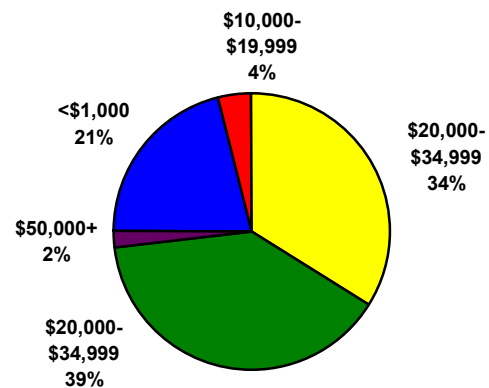
Overview

- Declining Occupation: On average, 300 jobs will be lost per year over the ten- year period. This occupation has a moderate to low income range.
- In 2014, three in ten textile workers will be under age 45, and more than four in ten will be age 55+.
- DOL estimates the median wage of these textile workers as \$15.38/hour. One in four workers reported earning less than \$10,000, while more than four in ten said they earned \$35,000+.
- DOL includes this occupation in the moderate-term on-the-job training category. In 2005, nearly all had a high school diploma.

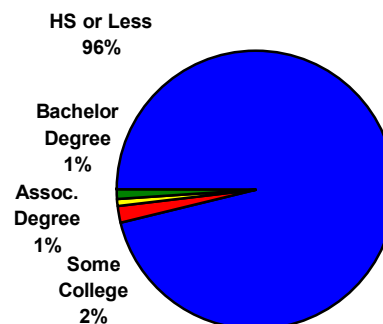
Age Distribution in 2014 Of 2005 Labor Force (N=10,849)



Wages and Salary Distribution (2005) (N=10,849)



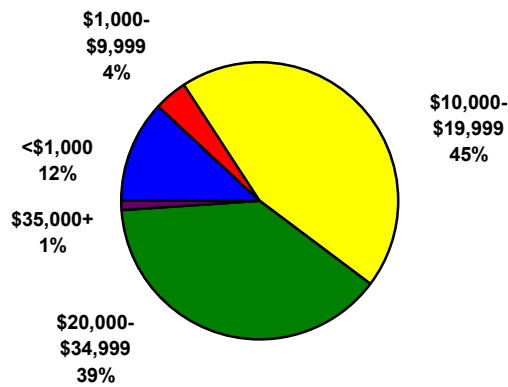
Educational Attainment (2005) (N=10,849)



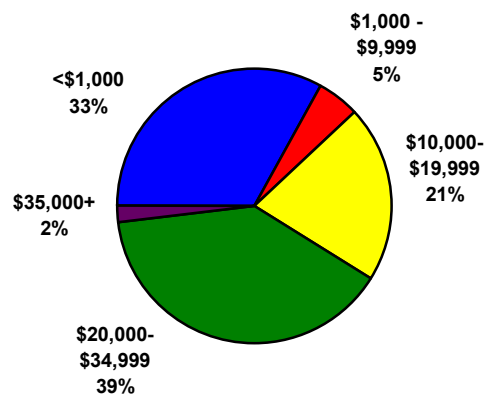
Textile Winding, Twisting, and Drawing Out Setters and Operators Comparative Wage and Education Profiles by Age Groups

- The vast majority of both younger and older workers have a high school education or less. About one in ten younger workers report having some college or either an associate's or bachelor's degree.
- About three times as many older as younger workers report earning less than \$1,000 per year. Twice as many younger workers as older workers, however, report earning between \$10,000 and \$19,999 per year.

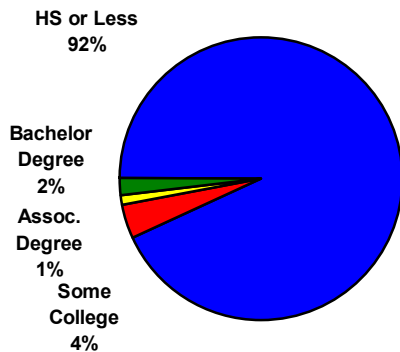
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=6,124)**



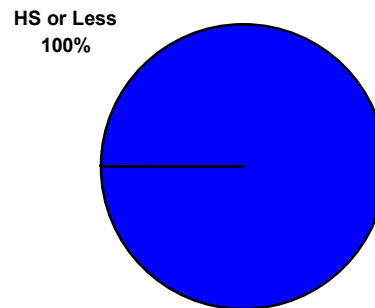
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=4,725)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=6,124)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=4,725)**

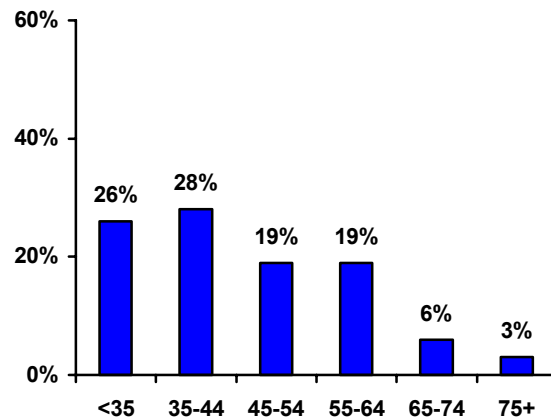


Tractor Trailer or Heavy Truck Drivers

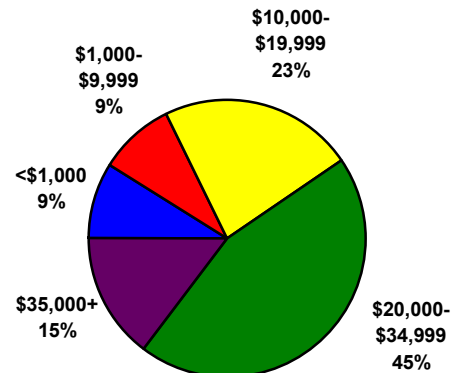
Overview

- **Growth Occupation:** On average, 1,300 jobs will be created per year over the ten-year period. This occupation has low income potential.
- In 2014, more than half of tractor trailer or heavy truck drivers will be under age 45, and fewer than three in ten will be age 55+.
- DOL estimates the median wage of tractor trailer or heavy truck drivers as \$15.38/hour. Slightly more than one in six tractor trailer or heavy truck drivers in 2005 reported they earned less than \$10,000. About one in six reported earning \$35,000+.
- DOL includes this occupation in the moderate-term on-the-job training category. In 2005, about eight in ten had a high school diploma or less, while only three percent had at least a bachelor's degree.

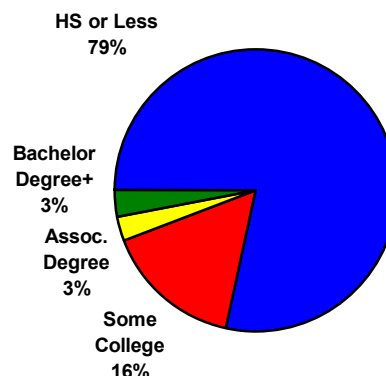
**Age Distribution in 2014
Of 2005 Labor Force
(N=38,933)**



**Wages and Salary Distribution (2005)
(N=38,933)**



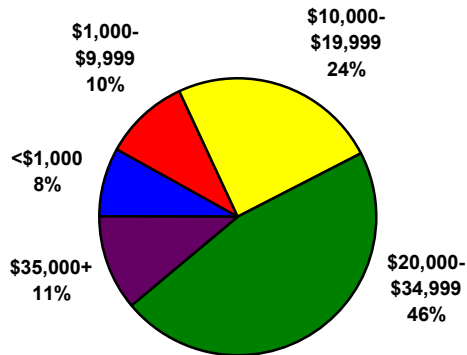
**Educational Attainment (2005)
(N=38,933)**



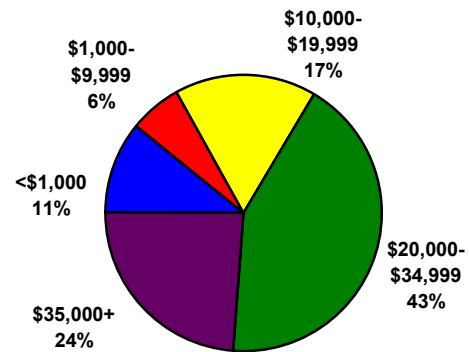
Tractor Trailer or Heavy Truck Drivers Comparative Wage and Education Profiles by Age Groups

- The educational attainment profiles of older and younger workers are similar. The majority of these workers report they have a high school education or less.
- Older workers are more likely to report they earn \$35,000 or more annually than younger workers. Slightly more younger than older workers say they have annual earnings between \$10,000 and \$19,999.

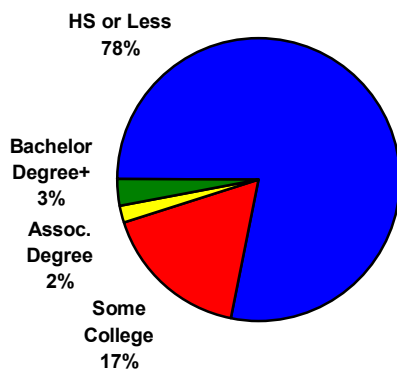
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=28,010)**



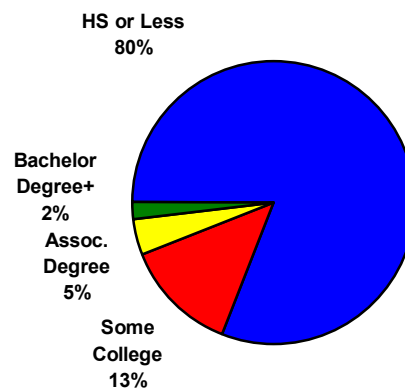
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=10,923)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=28,010)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=10,923)**

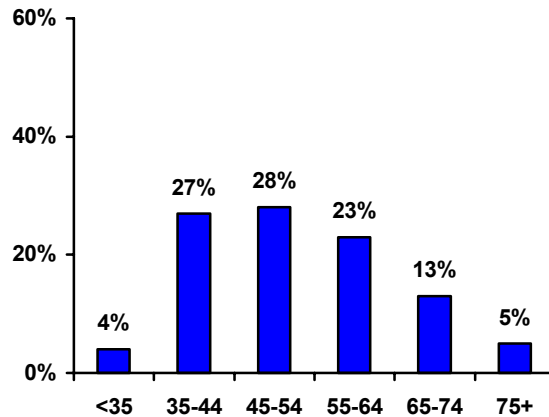


Wholesale and Manufacturing Sales Representatives

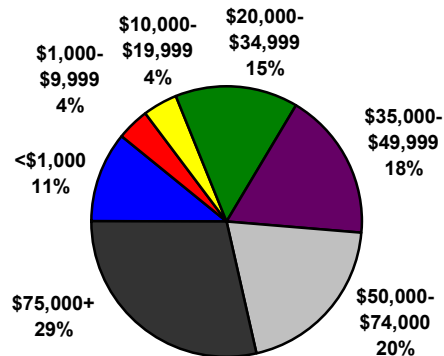
Overview

- **Growth Occupation:** On average, 1,000 jobs will be created per year over the ten-year period. This occupation has a moderate to high income range.
- In 2014, more than three in ten sales representatives will be under age 45, and four in ten will be age 55+.
- DOL estimates the median wage of sales representatives as \$15.38/hour. In 2005, one in eight sales representatives reported they earned less than \$10,000. More than two in three reported earning \$35,000+. Of these, about three in ten say they earn \$75,000+.
- DOL includes this occupation in the moderate-term on-the-job training category. In 2005, two in ten had a high school diploma or less. More than six in ten had at least a bachelor's degree, with two in ten reporting an advanced degree.

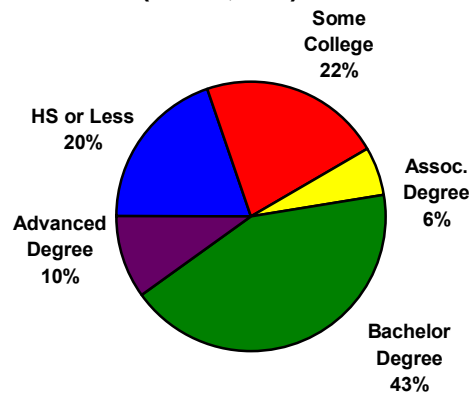
**Age Distribution in 2014
Of 2005 Labor Force
(N=62,054)**



**Wages and Salary Distribution (2005)
(N=62,054)**



**Educational Attainment (2005)
(N=62,054)**

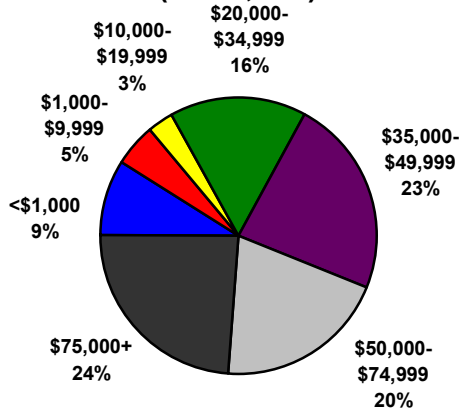


Wholesale and Manufacturing Sales Representatives Comparative Wage and Education Profiles by Age Groups

- While more older workers than younger ones report they have a high school education or less, more younger workers report they have a bachelor's degree. Equal percentages of older and younger workers have advanced degrees.
- Overall, older workers report higher wages than younger workers. More than one in three older workers say they earn at least \$75,000 per year compared to slightly more than one in four younger workers. More younger workers report earning between \$35,000 and \$49,999 per year.

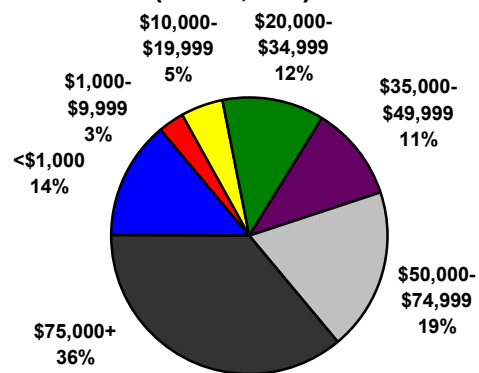
Wages and Salary Distribution (2005)

Less Than Age 55 in 2014 (N=36,794)



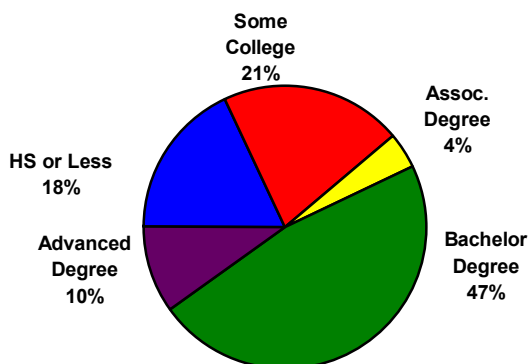
Wages and Salary Distribution (2005)

Age 55+ in 2014 (N=25,260)



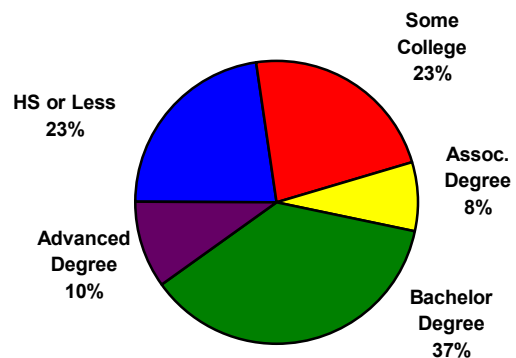
Educational Attainment (2005)

Less Than Age 55 in 2014 (N=36,794)



Educational Attainment (2005)

Age 55+ in 2014 (N=25,260)



Georgia's Jobs Requiring Long-Term On-The-Job Training

Growth and decline in jobs that require long-term on-the-job training is modest. Two occupations – cooks and carpenters—are expected to grow, while only one occupation is expected to decline – textile knitting and weaving machine operators.

By 2014, the percentage of workers in the 2005 labor force who will be 55+ employed as either cooks or carpenters is estimated to be slightly more than one in four. Alternatively, 49 percent of the textile knitting and weaving operators will be 55+.

Georgia's Jobs Requiring Long-Term on the Job Training Growth Occupations				
<i>Job Title</i>	<i>Estimated Annual Jobs Created**</i>	<i>% 2005 Workers 55+ In 2014*</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
Carpenters	600	26%	\$1,000-\$9,999	HS or Less
Cooks	1,400	27%	\$10,000-\$19,999	HS or Less

**Based on 2005 American Community Survey's Public-Use Microdata Sample data ** Based on Bureau of Labor Statistics Georgia Labor Force Projections 2004-2014*

Long-Term on the Job Training Declining Occupations				
<i>Job Title</i>	<i>Estimated Annual Jobs Lost**</i>	<i>% 2005 Workers 55+ In 2014*</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
Textile Knitting and Weaving Machine Operators	230	49%	\$10,000-\$19,999	HS or Less

**Based on 2005 American Community Survey's Public-Use Microdata Sample data. ** Based on Georgia Department of Labor, Workforce Information & Analysis Division's Labor Force Projections 2004-2014*

The median educational level of 55+ workers in all three occupations in 2005 was high school or less. Carpenters age 55+ reported earning between \$1,000 and \$9,999 per year, while the other two occupations in 2005 had a median salary range of \$10,000 to \$19,999.

With more than 200 jobs lost per year, textile knitting and machine operators are at-risk. Almost half of workers in this occupation who were in the 2005 labor force will be 55+ in 2014. There are no growth occupations requiring a similar skill set. Workers in this occupation will need retraining and skills upgrade to make a smooth job transition.

Growth in the cook category will be greater than for the carpenter classification. New jobs for cooks are expected to expand by about 1,400 positions per year, while job growth for carpenters will be less than half with about 600 openings per year. Cooks and carpenters who worked in 2005 and who will be 55+ in 2014 had a median educational level of high school or less. Cooks, however, reported higher median earnings in 2005 than carpenters (\$10,000 to \$19,999 vs. \$1,000 to \$9,999).

Occupational Profiles for Georgia's Jobs Requiring Long-Term On-The-Job Training

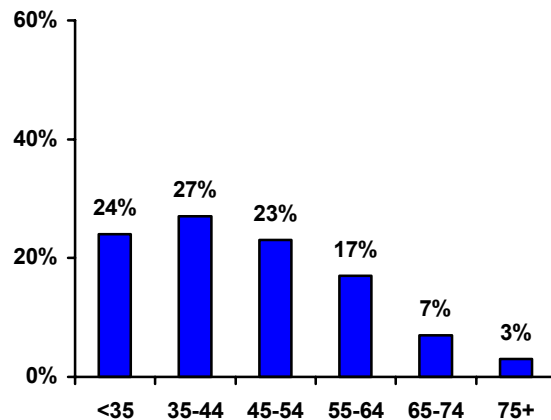
In Alphabetical Order

Carpenters

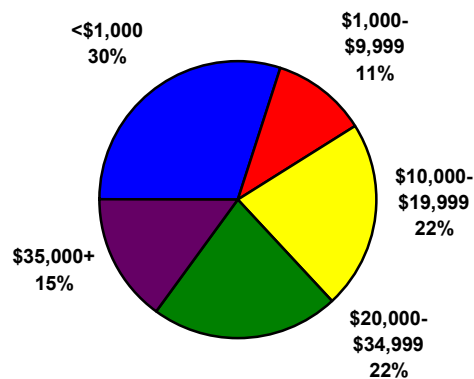
Overview

- Growth Occupation: On average, nearly 600 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, half of carpenters will be under age 45, and slightly more than one in four will be age 55+.
- DOL estimates the median wage of carpenters as \$16.97/hour. More than four in ten carpenters in 2005 reported they earned less than \$10,000. About one in six reported earning \$35,000+.
- DOL includes this in the long-term-on-the-job training category. In 2005, eight in ten had a high school diploma or less, while only four percent said they had at least a bachelor's degree.

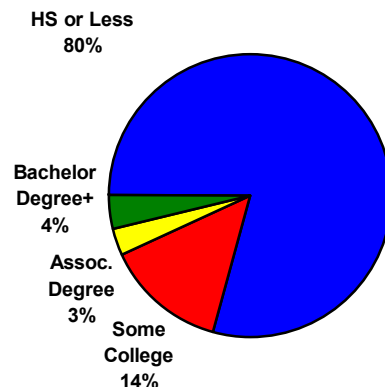
**Age Distribution in 2014
Of 2005 Labor Force
(N=64,968)**



**Wages and Salary Distribution (2005)
(N=64,968)**



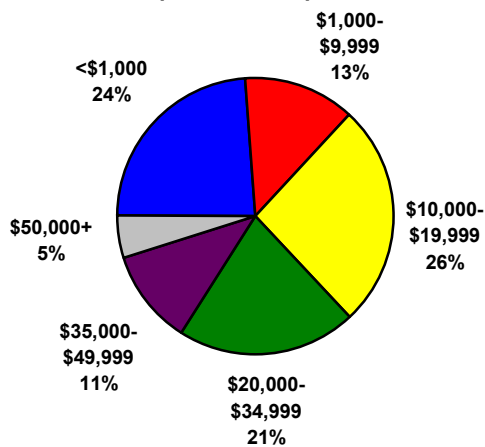
**Educational Attainment (2005)
(N=64,968)**



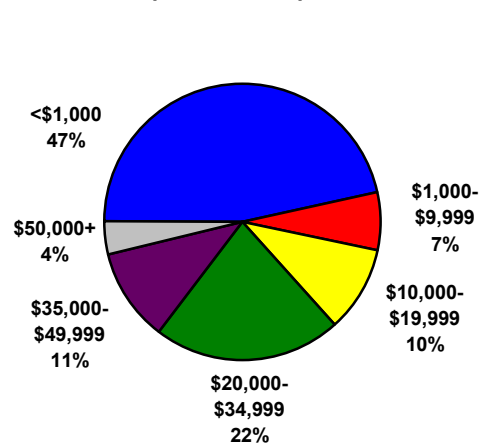
Carpenters Comparative Wage and Education Profiles by Age Groups

- Majorities of younger and older workers report they have a high school degree or less.
- Twice as many older as younger workers say they earn less than \$1,000 per year. More younger workers report earning between \$1,000 and \$19,999 per year.

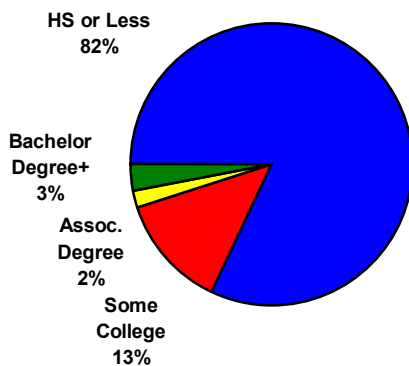
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=47,933)**



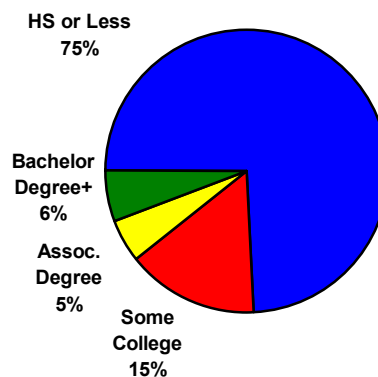
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=17,035)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=47,933)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=17,035)**

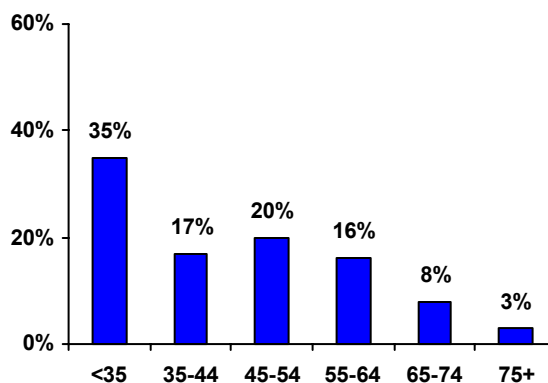


Cooks – Restaurant and Fast Food

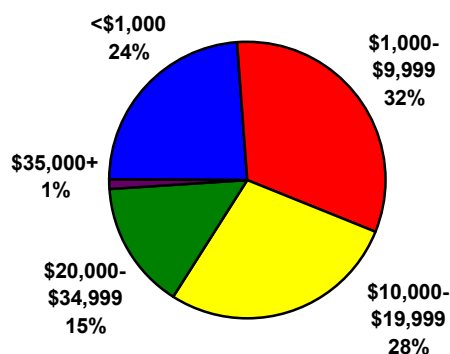
Overview

- Growth Occupation: On average, 1,400 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, more than half of cooks will be under age 45. About three in ten will be age 55+.
- DOL estimates the median wage for fast food cooks as \$10.19/hour, while restaurant cooks earned an estimated \$16.97/hour. More than half of cooks in 2005 reported they earned less than \$10,000. Only one percent said they earned \$35,000+.
- DOL includes fast food cooks in the short-term-on-the-job training category and restaurant cooks in the long-term-on-the-job training category. In 2005, more than eight in ten cooks had a high school diploma or less. Three percent said they had at least a bachelor's degree.

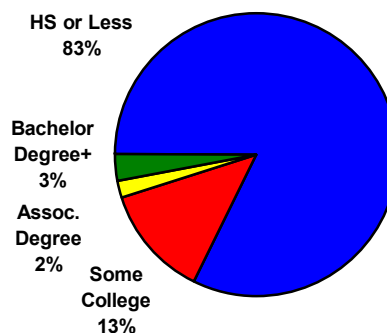
**Age Distribution in 2014
Of 2005 Labor Force
(N=78,574)**



**Wages and Salary Distribution (2005)
(N=78,574)**



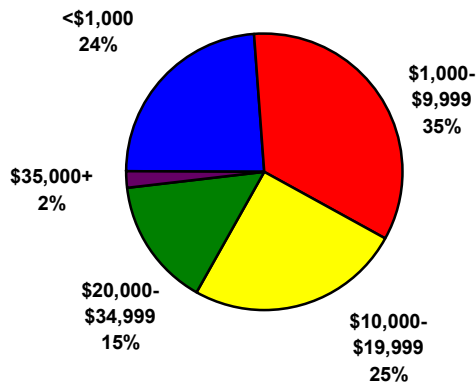
**Educational Attainment (2005)
(N=78,574)**



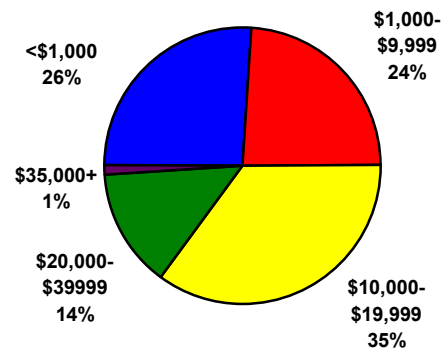
Cooks – Restaurant and Fast Food Comparative Wage and Education Profiles by Age Groups

- There are no distinctions between the two age groups relative to educational attainment.
- While there are no differences between the salaries and wages of the two age groups at the low and high end of the income spectrum, more of the older age group earn between \$10,000 and \$19,999 than the younger age group. Alternatively, more younger workers earn between \$1,000 and \$9,999 than older workers.

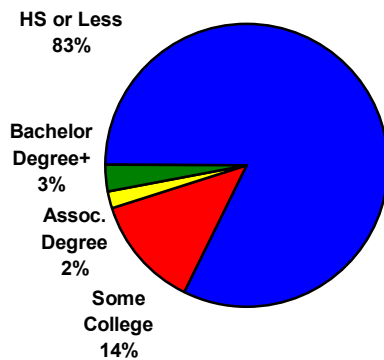
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=56,993)**



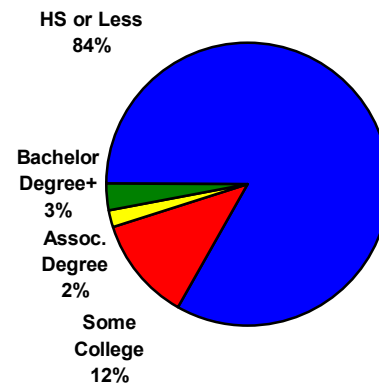
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=21,581)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=56,993)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=21,581)**

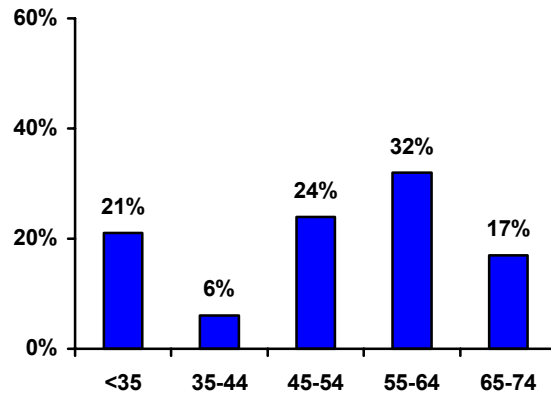


Textile Knitting and Weaving Machine Operators

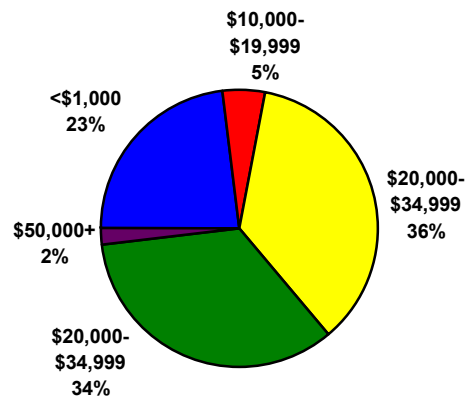
Overview

- **Declining Occupation:** On average, more than 230 jobs will be lost per year over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, about three in ten textile workers will be under age 45, and nearly half will be age 55+.
- DOL estimates the median wage of these textile workers as \$16.97/hour. Nearly three in ten earned less than \$10,000, while nearly four in ten reported earning \$35,000+.
- DOL includes this occupation in the long-term-on-the-job training category. In 2005, nearly nine in ten had a high school diploma or less, while fewer than one in ten had at least a bachelor's degree. Of these, five percent had an advanced degree.

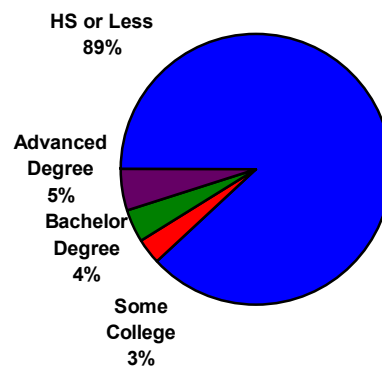
Age Distribution in 2014 Of 2005 Labor Force (N=2,127)



Wages and Salary Distribution (2005) (N=2,127)



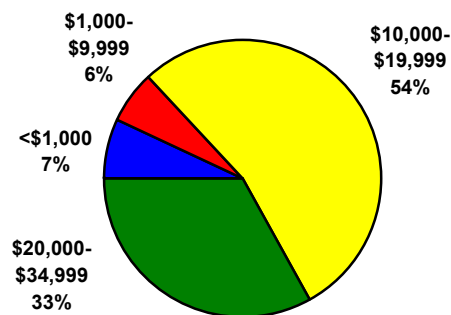
Educational Attainment (2005) (N=2,127)



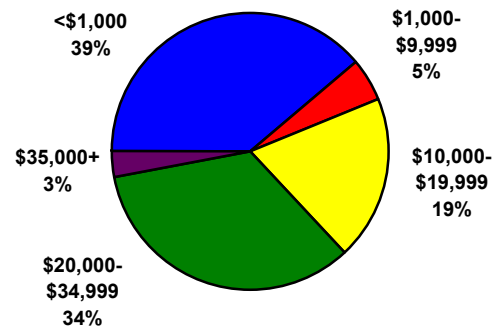
Textile Knitting and Weaving Machine Operators Comparative Wage and Education Profiles by Age Groups

- The majority of both younger and older workers have a high school education or less. Notably, one in ten older workers have an advanced degree, while younger workers are more likely to say they have a bachelor's degree or some college.
- About two in five older workers report they earn less than \$1,000 per year compared to only six percent of younger workers. Younger workers alternatively are more likely to report earning between \$10,000 and \$19,999 per year.

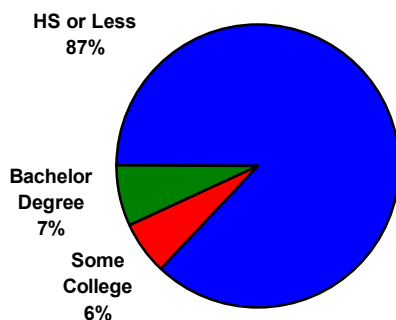
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=1,076)**



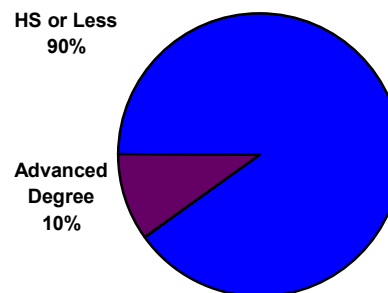
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=1,051)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=1,076)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=1,051)**



Georgia's Jobs Requiring Work Experience in Related Occupations

It is estimated that two occupations that required work experienced in related occupations are expected to increase by more than 600 jobs per year: First-Line Supervisors, Food Preparation and Serving and First Line Supervisors: Office and Administration.

Work Experience in Related Occupation Growth Occupations				
<i>Job Title</i>	<i>Estimated Annual Jobs Created**</i>	<i>% 2005 Workers 55+ In 2014</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
First-Line Supervisors: Food Preparation and Serving	700	34%	\$10,000-\$19,999	HS or Less
First Line Supervisors: Office and Administration	600	43%	\$20,000-\$34,999	Some College

**Based on 2005 American Community Survey's Public-Use Microdata Sample data. ** Based on Georgia Department of Labor, Workforce Information & Analysis Division's Labor Force Projections 2004-2014*

Office and administrative supervisors are generally better educated and earn more than supervisors in the food preparation and serving occupations. Office and administrative supervisors 55+ in 2005 had a median educational level of some college and median annual earnings between \$20,000 and \$34,999. Supervisors in food serving and preparation had a median educational level of high school or less and report earnings of between \$10,000 and \$19,999 per year.

**Occupational Profiles for
Georgia's Jobs Requiring
Work Experience in Related
Occupation Training**

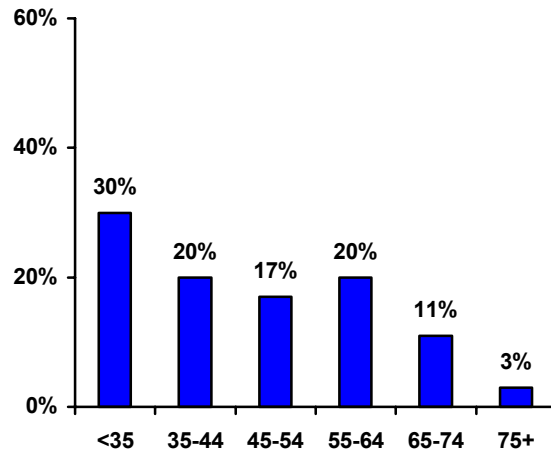
In Alphabetical Order

First-Line Supervisors, Food Preparation and Serving

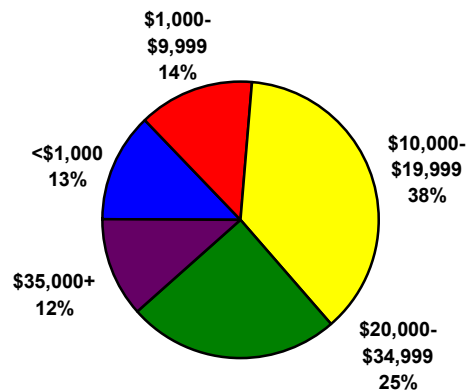
Overview

- Growth Occupation: On average, nearly 700 jobs will be created per year over the ten-year period. Moderate to This occupation has a low income range.
- In 2014, half of food preparation and serving supervisors will be under age 45, and slightly more than one in three will be age 55+.
- DOL estimates the median wage of food preparation and serving supervisors as \$22.07/hour. About three in ten food preparation and serving supervisors in 2005 reported they earned less than \$10,000. One in eight reported earning \$35,000+, and, of these, five percent said they earned \$50,000+.
- DOL includes this occupation in the work experience in related occupation category. In 2005, six in ten had a high school diploma or less, while slightly less than one in ten had at least a bachelor's degree.

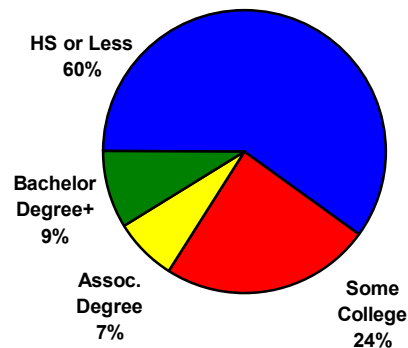
Age Distribution in 2014 Of 2005 Labor Force (N=23,737)



Wages and Salary Distribution (2005) (N=23,737)



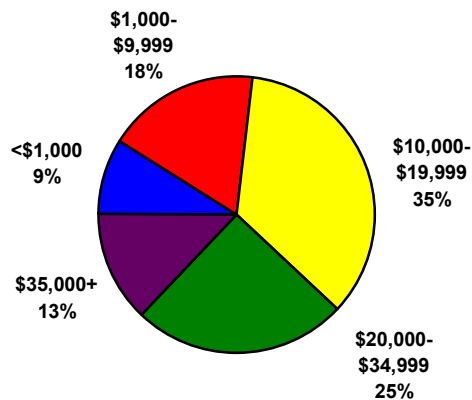
Educational Attainment (2005) (N=23,737)



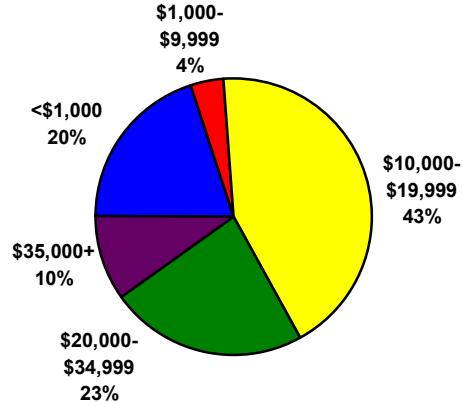
First Line Supervisors, Food Preparation and Serving Comparative Wage and Education Profiles by Age Groups

- Older workers are more likely than those younger to say they have a high school degree or less, while younger workers are more likely than their older counterparts to indicate they have some college.
- Older workers are twice as likely as those younger to report they earn less than \$1,000 per year. Younger workers, however, are more likely to say their annual earned incomes falls between \$1,000 and \$9,999 per year, while more older workers report earning between \$10,000 and \$19,999 per year.

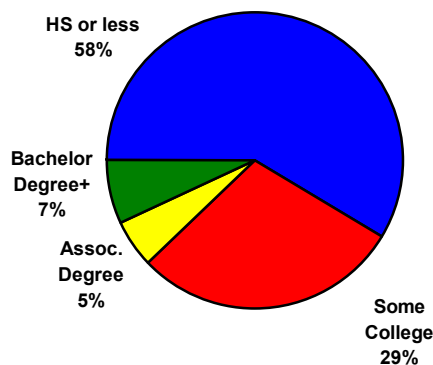
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=15,842)**



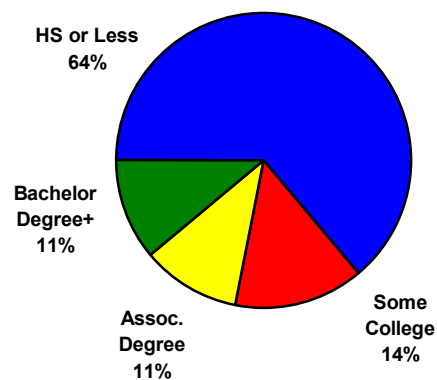
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=7,895)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=15,842)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=7,895)**

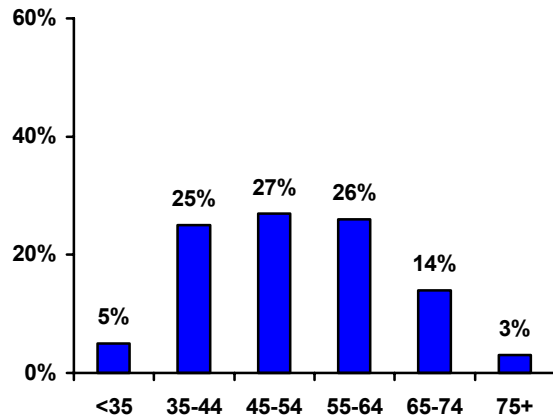


First-Line Supervisors and Managers: Office and Administration

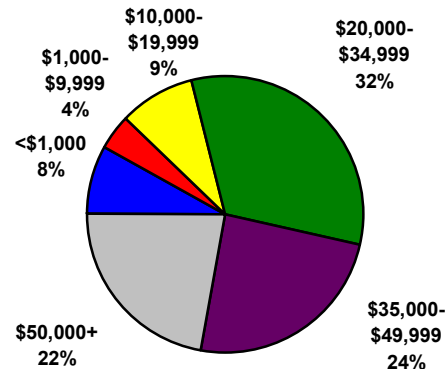
Overview

- Growth Occupation: On average, 600 jobs will be created each year over the ten-year period. This occupation has a moderate to high income range.
- In 2014, three in ten office and administrative supervisors and managers will be under age 45, and more than four in ten will be age 55+.
- DOL estimates the median wage of office and administrative supervisors and managers as \$22.07/hour. Nearly half reported earning \$35,000+, with more than two in ten earning more than \$50,000+. One in eight said they earned less than \$10,000.
- DOL includes this occupation in the work experience in a related occupation category. In 2005, one in three had a high school diploma or less, while slightly more than one in five had at least a bachelor's degree.

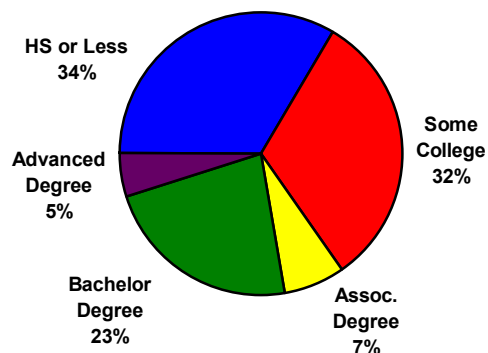
Age Distribution in 2014 Of 2005 Labor Force (N=60,528)



Wages and Salary Distribution (2005) (N=60,528)



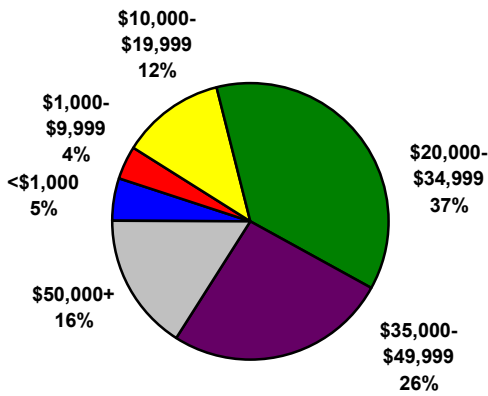
Educational Attainment (2005) (N=60,528)



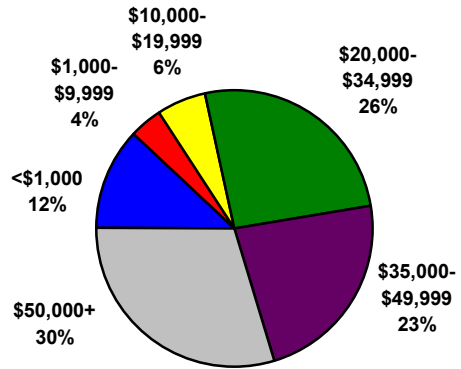
First-Line Supervisors and Managers: Office and Administration Comparative Wage and Education Profiles by Age Groups

- Older workers are slightly more likely than their younger counterparts to either say they have a high school degree or less or to report they have an advanced degree. Younger workers, however, are more prone to report they have some college.
- Older workers are nearly twice as likely as younger workers to report earning at least \$50,000 annually. They are also twice as likely to say they earn less than \$1,000 per year. Younger workers are more likely to indicate they earn between \$10,000 and \$34,999 than those older.

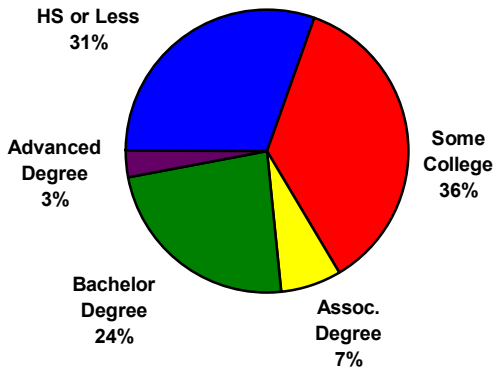
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=34,196)**



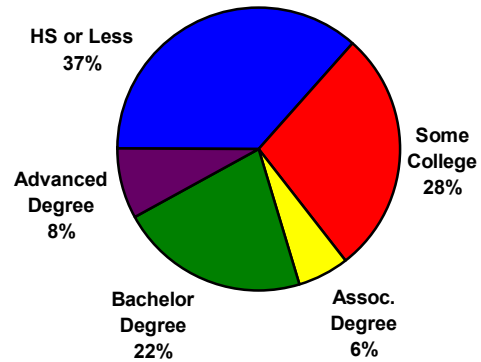
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=26,332)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=34,196)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=26,332)**



Georgia's Jobs Requiring Post-Secondary Vocational Training

Employment transitions in jobs that require the post-secondary vocational training will be minimal; only two occupations – hairdresser, hairstylist, and cosmetologist and nursing, psychiatric, and home health aides – are expected to be among the fast growing occupations.

Georgia's Jobs Requiring Post-Secondary Vocation Training Growth Occupations				
<i>Job Title</i>	<i>Estimated Annual Jobs Created**</i>	<i>% 2005 Workers 55+ In 2014*</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
Hairdressers, Hairstylists, and Cosmetologists	630	27%	<\$1,000	HS or Less
Nursing, Psychiatric, and Home Health Aides	1,500	30%	\$10,000- \$19,999	HS or Less

**Based on 2005 American Community Survey data. ** Based on Georgia Department of Labor, Workforce Information & Analysis Division's Labor Force Projections 2004-2014*

It is estimated that more than 600 new jobs in the hairdressers, hairstylists, and cosmetologists occupation will be created each year between 2004 and 2014. Nursing, psychiatric, and home health aides are projected to grow by approximately 1,500 per year. More than one in four workers in this category will be 55+ in 2014. Median earnings reported by hairdressers, hairstylists, and cosmetologists was less than \$1,000 per year in 2005. Alternatively, nursing, psychiatric, and home health aides said they earned between \$10,000 and \$19,999 per year. These workers in 2005 had a median educational attainment of high school or less.

Given the low median salary range, it will likely be difficult to recruit full-time workers into these occupations.

Occupational Profiles for Georgia's Jobs Requiring Post-Secondary Vocational Training

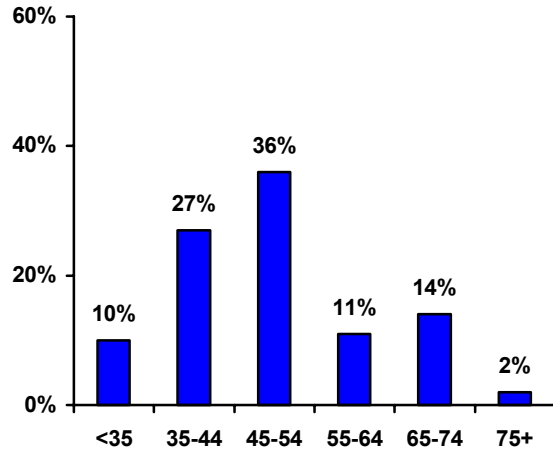
In Alphabetical Order

Hairdressers, Hairstylists, and Cosmetologists

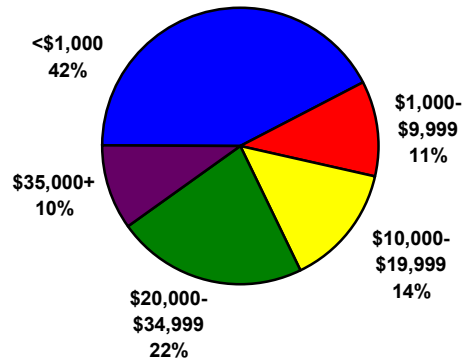
Overview

- **Growth Occupation:** On average, 630 new positions will be created yearly over the ten-year period. This occupation has a low income range.
- In 2014, slightly less than four in ten hairdressers, hairstylists, and cosmetologists will be under age 45, and slightly more than one in four will be age 55+.
- DOL estimates the median wage of this category of worker as \$15.19/hour. Slightly more than half of these workers in 2005 reported they earned less than \$10,000+. One in ten reported earning \$35,000+.
- DOL includes this occupation in the post- secondary vocational training category. In 2005, more than half had a high school diploma or less while fewer than one in ten had a bachelor's degree.

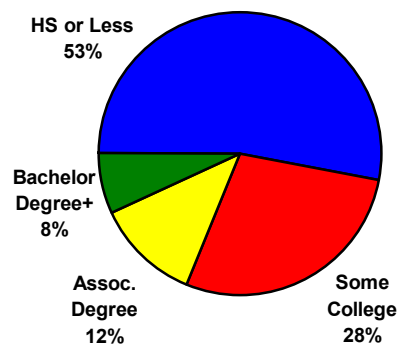
Age Distribution in 2014
(N=29,180)



Wages and Salary Distribution (2005)
(N=29,180)



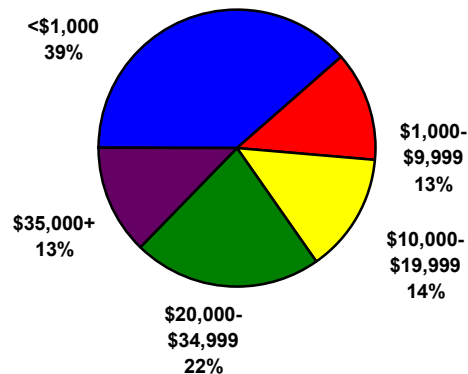
Educational Attainment (2005)
(N=29,180)



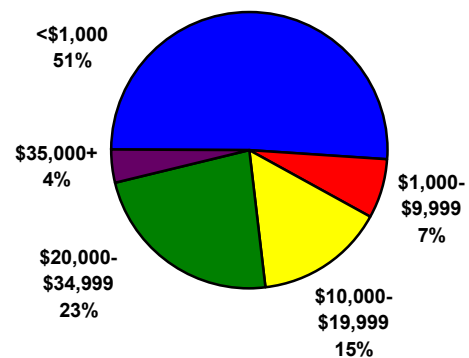
Hairdressers, Hairstylists, and Cosmetologists Comparative Wage and Education Profiles by Age Groups

- Workers age 55 and older are more likely than those younger to report that they have a high school education or less, while younger workers are more prone to say they have some college or an associate's degree.
- More older than younger workers say they earn less than \$1,000 annually. Alternatively, more younger workers report earning \$35,000 or more per year.

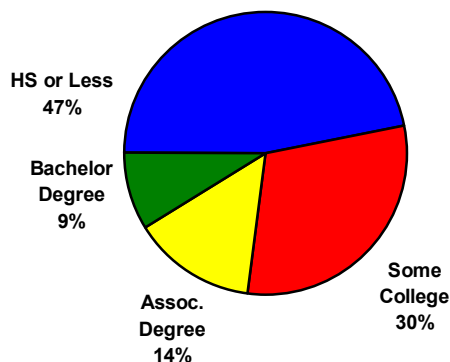
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=21,353)**



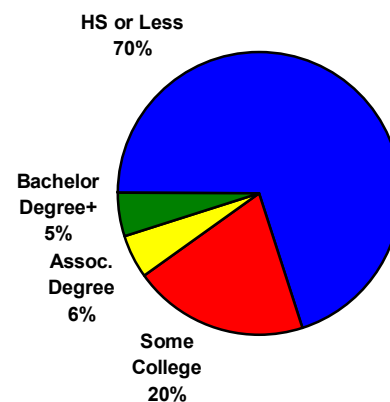
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=7,827)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=21,353)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=7,827)**

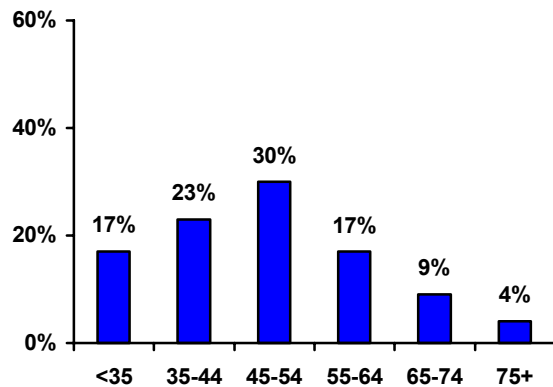


Nursing, Psychiatric, and Home Health Aides

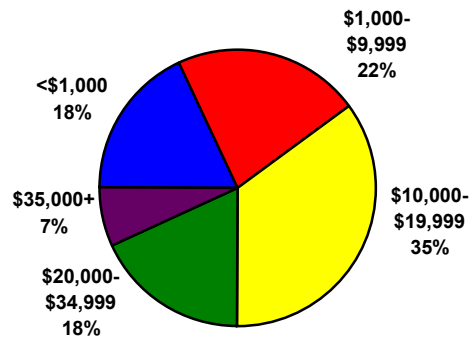
Overview

- Growth Occupation: On average, 1,500 jobs will be created per year over the ten-year period. This occupation has a low income range.
- In 2014, four in ten of these aides will be under age 45, and three in ten will be age 55+.
- DOL estimates the median wage of home health and psychiatric aides as \$10.19/hour. For home health aides, it is estimated to be \$15.19/hour. Four in ten aides in 2005 reported they earned less than \$10,000, while only seven percent earned \$35,000+.
- DOL includes these occupations in the short-term-on-the-job training category, and the home health aides as post-secondary vocational training. In 2005, about two in three aides had a high school diploma or less.

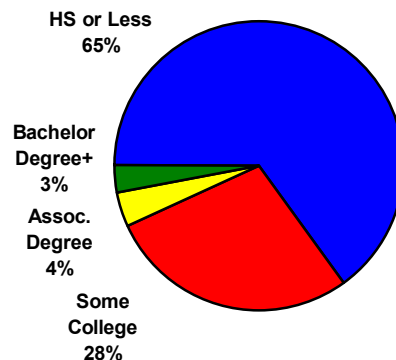
**Age Distribution in 2014
Of 2005 Labor Force
(N=54,590)**



**Wages and Salary Distribution (2005)
(N=54,590)**



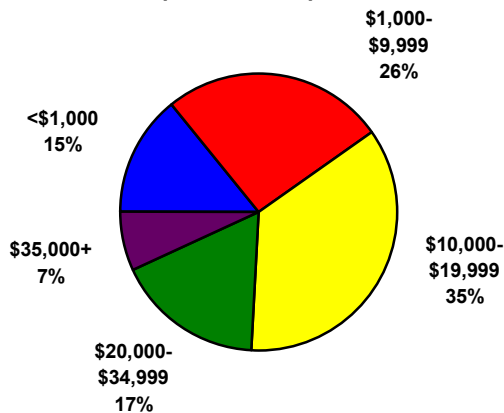
**Educational Attainment (2005)
(N=54,590)**



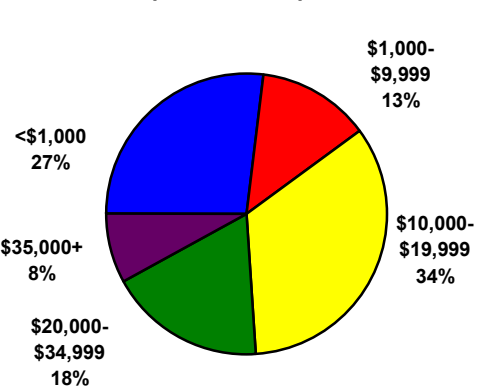
Nursing, Psychiatric, and Home Health Aides Comparative Wage and Education Profiles by Age Groups

- Overall the educational profiles of both age groups are similar; however, slightly more younger workers than older say they have some college.
- Nearly twice as many older workers as those younger say they earn less than \$1,000 per year. Significantly more younger workers, however, report earning between \$1,000 and \$9,999 per year.

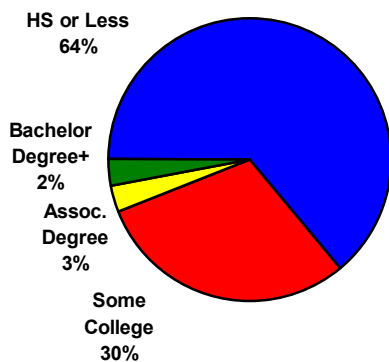
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=38,334)**



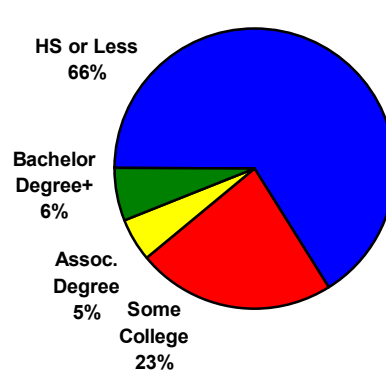
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=16,256)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=38,334)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=16,256)**



Georgia's Jobs Requiring an Associate's Degree

Only two occupations that require an associate's degree are expected to experience significant growth between 2004 and 2014: computer support specialists and registered nurses. On average, approximately 600 new jobs in the computer support specialist occupation will be created each year between 2004 and 2014. Demand for registered nurses, however, will increase by about 2,100 jobs per year. Three in ten computer support specialists in this job will be 55+ by 2014. Computer support specialists 55+ report they had a median educational level of an associate's degree and earn between \$20,000 and \$34,999 in 2005. Registered nurses report annual earnings between \$35,000 and \$49,999 in 2005.

Georgia's Jobs Requiring an Associate's Degree Growth Occupations				
<i>Job Title</i>	<i>Estimated Annual Jobs Created**</i>	<i>% 2005 Workers 55+ In 2014*</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
Computer Support Specialists	600	29%	\$20,000- \$34,999	Associate's Degree
Registered Nurses	2,100	41%	\$35,000- \$49,999	Associate's Degree

**Based on 2005 American Community Survey's Public-Use Microdata Sample data. **Based on Georgia Department of Labor, Workforce Information & Analysis Division's Labor Force Projections 2004-2014*

Employers may wish to explore recruitment strategies that encourage those currently employed as computer operators (a declining occupation) to move to computer support specialist positions. In general, these workers who will be 55+ in 2014 are better educated than their younger counterparts. Three in ten had at least a bachelor's degree compared to only one in six of those in the younger cohorts. These workers' formal education plus their work experience may make them a particularly valuable asset to potential employers.

Occupational Profiles for Georgia's Jobs Requiring An Associate's Degree

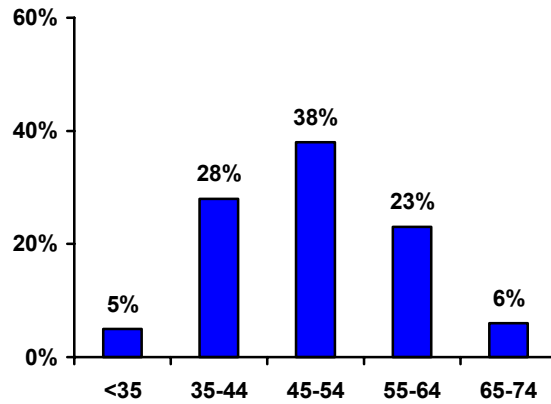
In Alphabetical Order

Computer Support Specialists

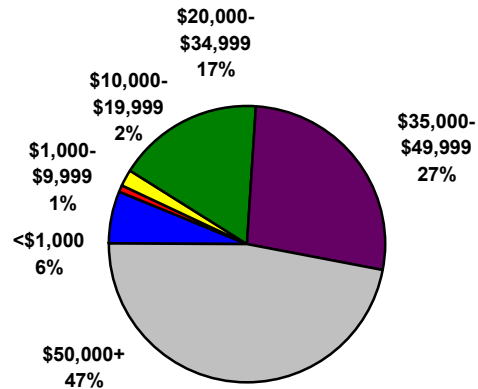
Overview

- **Growth Occupation:** On average, nearly 600 jobs will be created per year over the ten-year period. This occupation has a moderate to high income range.
- In 2014, one-third of computer support specialists will be under age 45, and nearly three in ten will be age 55+.
- DOL estimates the median wage of computer support specialists as \$23.03/hour. Fewer than one in ten computer support specialists in 2005 reported they earned less than \$10,000. Nearly half report earning \$50,000+. One percent of these reported they earned \$100,000+.
- DOL includes this occupation in the associate's degree category. In 2005, nearly two in ten had a high school diploma or less, while about nearly half had at least a bachelor's degree. Of these, one in ten had an advanced degree.

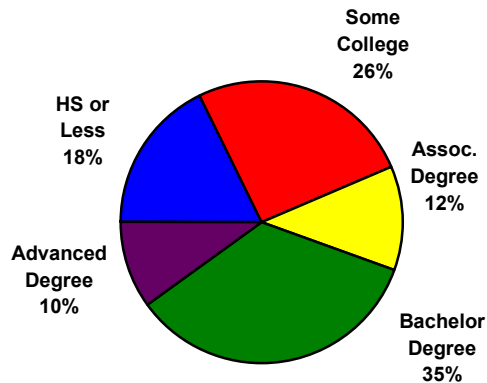
**Age Distribution in 2014
Of 2005 Labor Force
(N=17,480)**



**Wages and Salary Distribution (2005)
(N=17,480)**



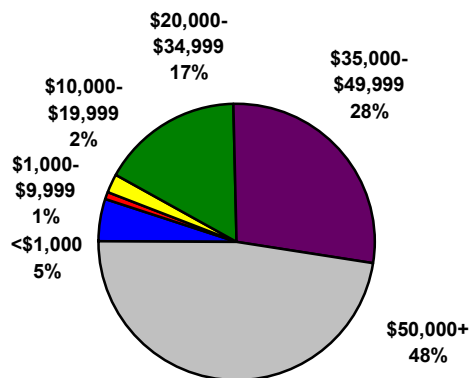
**Educational Attainment (2005)
(N=17,480)**



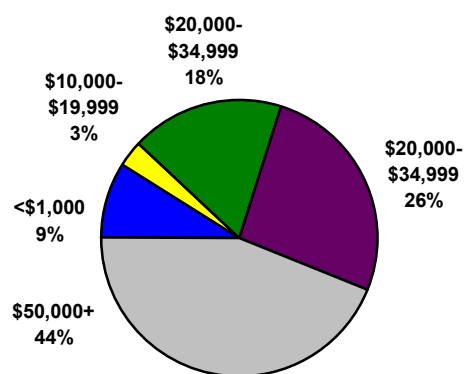
Computer Support Specialists Comparative Wage and Education Profiles by Age Groups

- Older workers are twice as likely as those younger to say they have an advanced degree. Younger workers are more likely to report they have a high school education or less or to say they have a bachelor's degree.
- Nearly half of both older and younger workers report earning at least \$50,000.

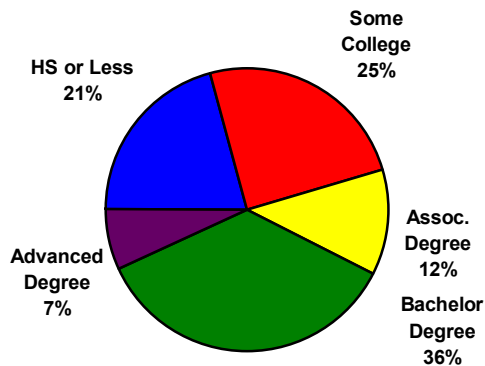
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=12,449)**



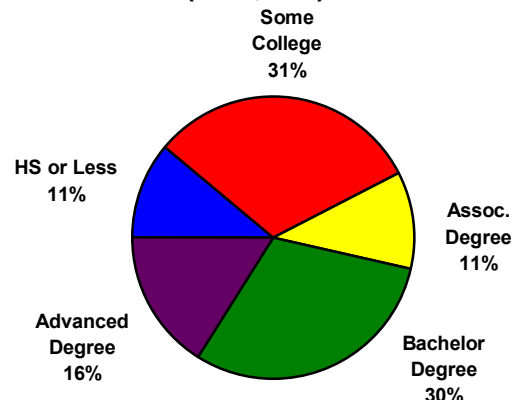
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=5,031)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=12,449)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=5,031)**

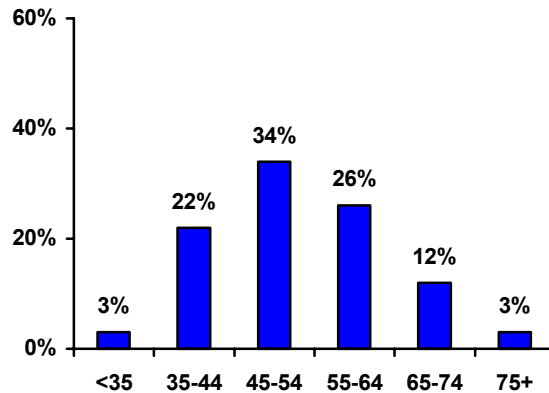


Registered Nurses

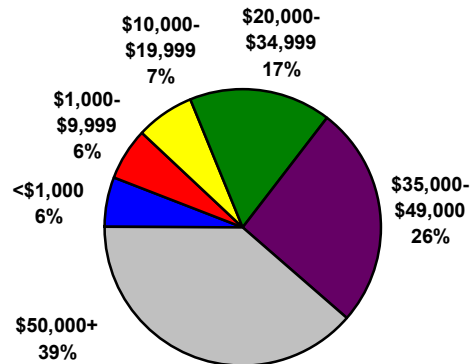
Overview

- **Growth Occupation:** On average, 2,100 jobs will be created per year over the ten-year period. This occupation has a moderate to high income range.
- In 2014, one in four registered nurses will be under age 45, and slightly more than two in five will be age 55+.
- DOL estimates the median wage of registered nurses as \$23.03/hour. One in eight registered nurses in 2005 reported they earned less than \$10,000. More than two in three reported earning \$35,000+. Eighteen percent said they earned \$75,000+.
- DOL includes this occupation in the associate's degree category. In 2005, more than half said they had at least a bachelor's degree, with one in eight of these saying they had an advanced degree. None reported they had a high school degree or less.

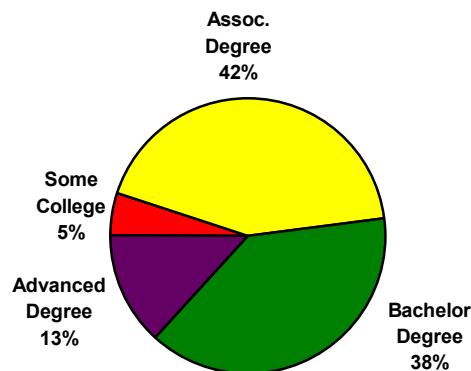
**Age Distribution in 2014
Of 2005 Labor Force
(N=78,307)**



**Wages and Salary Distribution (2005)
(N=78,307)**



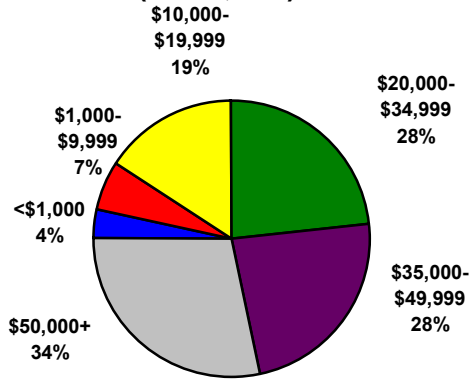
**Educational Attainment (2005)
(N=78,307)**



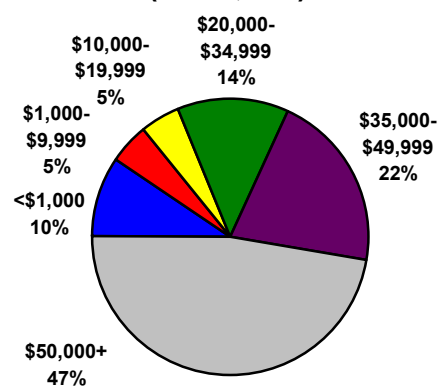
Registered Nurses Comparative Wage and Education Profiles by Age Groups

- Slightly more older workers than those younger say they have an advanced degree, while more younger workers report they have a bachelor's degree.
- Nearly half of older workers report they earn at least \$50,000 per year compared to only a third of younger workers. Younger workers are more likely to say they earn between \$10,000 and \$34,999 annually.

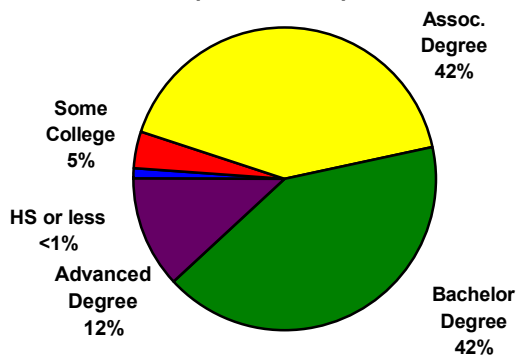
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=46,303)**



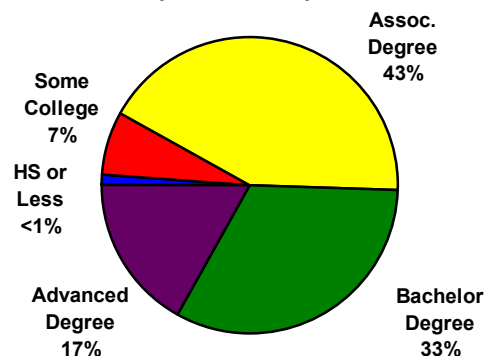
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=32,004)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=46,303)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=32,004)**



Georgia's Jobs Requiring a Bachelor's Degree

Seven occupations that require a bachelor's degree training are expected to grow by at least 5,000 new jobs between 2004 and 2014. The greatest growth will occur for two occupations: elementary/middle school teachers and general operations managers.

Georgia's Jobs Requiring a Bachelor's Degree Growth Occupations				
<i>Job Title</i>	<i>Estimated Annual Jobs Created**</i>	<i>% 2005 Workers 55+ In 2014*</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
Accountants and Auditors	540	38%	\$35,000-\$49,999	Bachelor's Degree
Elementary/Middle School Teachers	2,000	40%	\$35,000-\$49,999	Bachelor's Degree
Network Systems and Data Communications Analysts	575	22%	\$35,000-\$49,999	Associate's Degree
Secondary School Teachers	640	40%	\$35,000-\$49,999	Advanced Degree
Computer Scientists and Systems Analysts	700	27%	\$50,000+	Bachelor's Degree
Computer Software Engineers	600	27%	\$50,000+	Bachelor's Degree
General/Operations Manager	1,600	39%	\$50,000+	Some College

**Based on 2005 American Community Survey's Public-Use Microdata Sample data. **Based on Georgia Department of Labor, Workforce Information & Analysis Division's Labor Force Projections 2004-2014*

By 2014, the percentage of workers who will then be 55+ and employed in the eight growth occupations ranges from a low of 22 percent in the network systems and data communications analyst category to a high of 40 percent in the two teacher categories. For half of these growth occupations, about two in five or more workers will be 55+ in 2014.

As expected, given the higher educational requirement, these occupations in 2005 had among the higher salary levels. For three of the occupations, computer scientists and systems analysts, computer software engineers, and

general/operations managers, median annual earned incomes of workers 55+ exceed \$50,000 per year. The remaining occupations had median salaries between \$35,000 and \$49,999 per year.

Even though occupations in this category are expected to have at least a bachelor's degree, for one occupation – general/operations managers – the median educational attainment for 55+ workers was an associate's degree in 2005. Alternatively, for one occupation – secondary school teachers – the median education level was an advanced degree.

The challenge for employers will be finding qualified workers to fill these new jobs as well as to replace those jobs vacated by workers due to retirement. This will be especially true for elementary/middle school teachers and secondary school teachers where at least 40 percent of workers currently employed in these occupations will be 55+.

Occupational Profiles for Georgia's Jobs Requiring a Bachelor's Degree

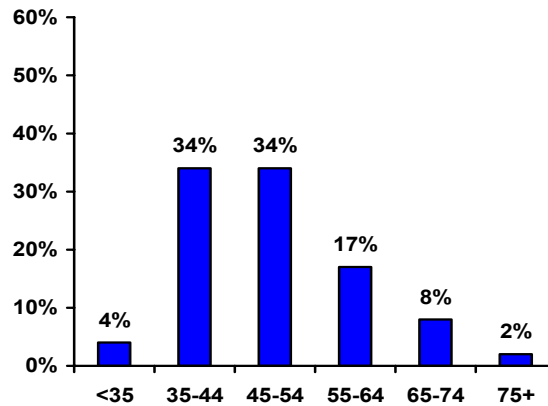
In Alphabetical Order

Accountants and Auditors

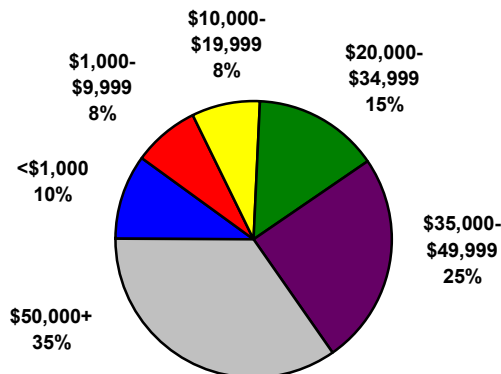
Overview

- Growth Occupation: On average, 540 jobs will be created per year over the ten-year period. This occupation has a moderate to high income range.
- In 2014, more than one in three accountants and auditors will be under age 45, and nearly four in ten will be age 55+.
- DOL estimates the median wage of accountants and auditors as \$27.36/hour. Slightly more than one in six accountants and auditors in 2005 reported they earned less than \$10,000. More than one in three reported earning \$50,000+. About seven percent of these reported they earn \$100,000+.
- DOL includes this occupation in the bachelor's degree category. In 2005, only nine percent had a high school diploma or less, while nearly two-thirds had at least a bachelor's degree. Of these, nearly two in ten had an advanced degree.

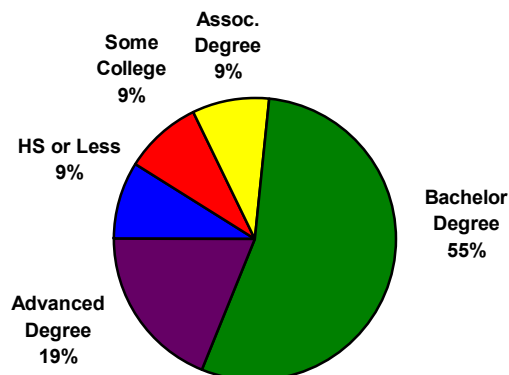
**Age Distribution in 2014
Of 2005 Labor Force
(N=68,318)**



**Wages and Salary Distribution (2005)
(N=68,318)**



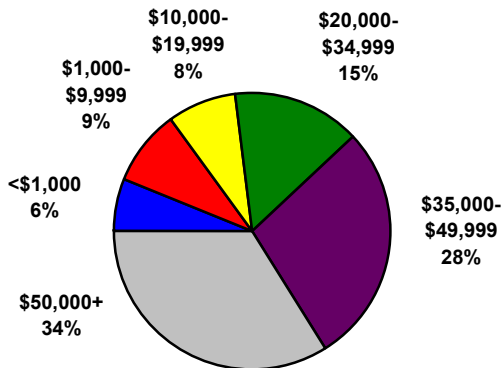
**Educational Attainment (2005)
(N=68,318)**



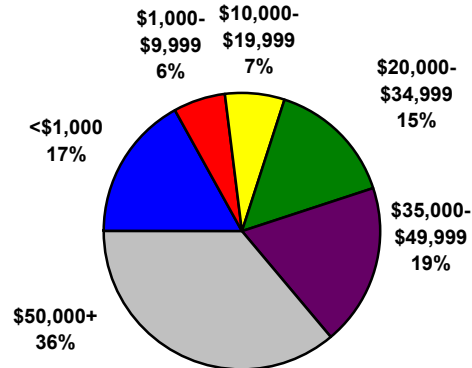
Accountants and Auditors Comparative Wage and Education Profiles by Age Groups

- Older workers are more likely than their younger counterparts to report they have a high school diploma or less education. Alternatively, younger workers are more likely to indicate they have a bachelor's degree.
- Similar percentages of older and younger workers report earning at least \$50,000 annually. More older workers than their younger counterparts, however, indicate they earn less than \$1,000 annually. Alternatively, younger workers are more likely to say they earn between \$35,000 and \$49,999 per year than those who are older.

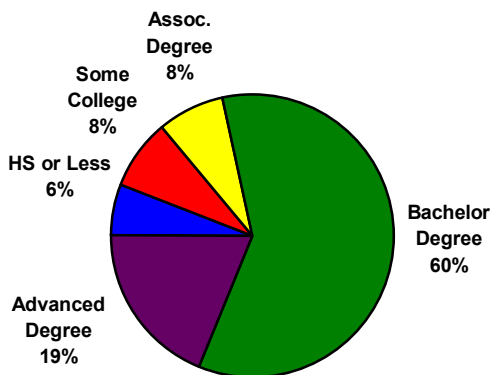
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=42,400)**



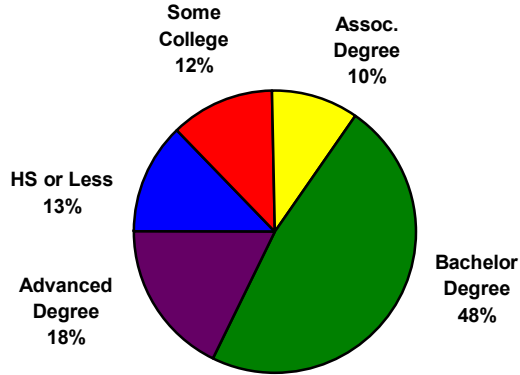
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=25,918)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=42,400)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=25,918)**

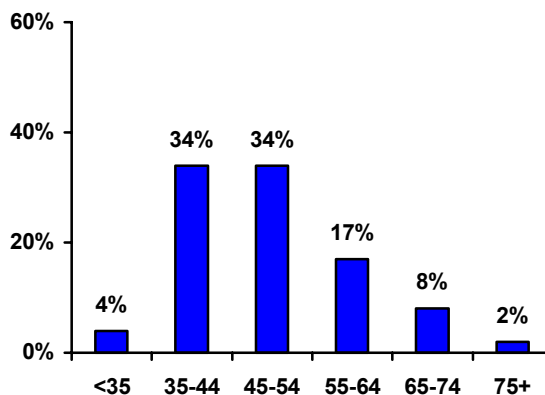


Computer Scientists and Systems Analysts

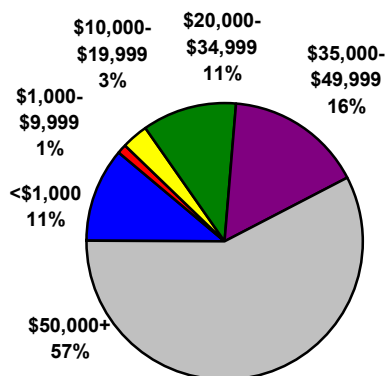
Overview

- **Growth Occupation:** On average, nearly 700 jobs will be created per year over the ten-year period. This occupation has a high income range.
- In 2014, nearly four in ten computer scientists and systems analysts will be under age 45, and more than one in four will be age 55+.
- DOL estimates the median wage of computer scientists and systems analysts as \$27.36/hour. Slightly more than one in ten computer scientists and systems analysts in 2005 reported they earned less than \$10,000. Nearly six in ten reported earning \$50,000+. Of these, ten percent said they earned \$100,000+.
- DOL includes this occupation in the bachelor's degree category. In 2005, only eight percent had a high school diploma or less, while nearly two in three had at least a bachelor's degree. Of these, one in five had an advanced degree.

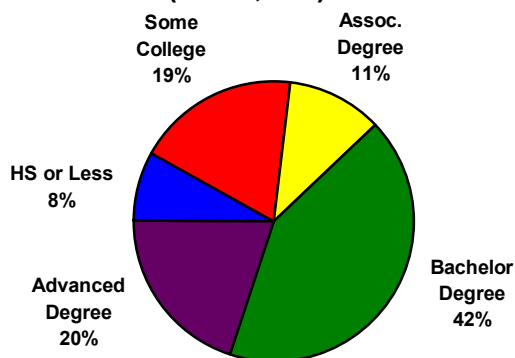
**Age Distribution in 2014
Of 2005 Labor Force
(N=28,774)**



**Wages and Salary Distribution (2005)
(N=28,774)**



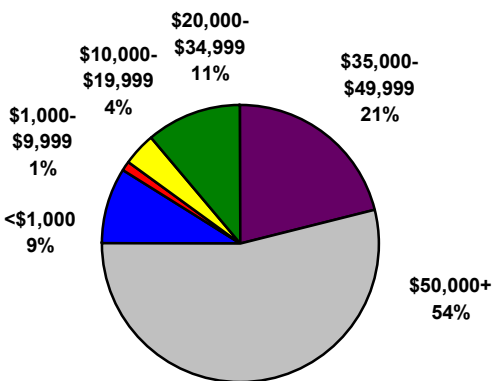
**Educational Attainment (2005)
(N=28,774)**



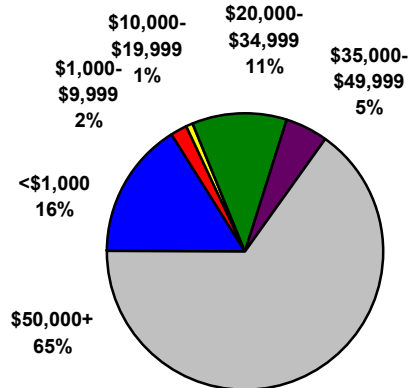
Computer Scientists and Systems Analysts Comparative Wage and Education Profiles by Age Groups

- Significantly more older workers report having an advanced degree than those younger; alternatively, more younger workers say they have a bachelor's degree.
- More older workers report earning at least \$50,000 per year than those younger. Younger workers are more likely to report earning between \$35,000 and \$49,999.

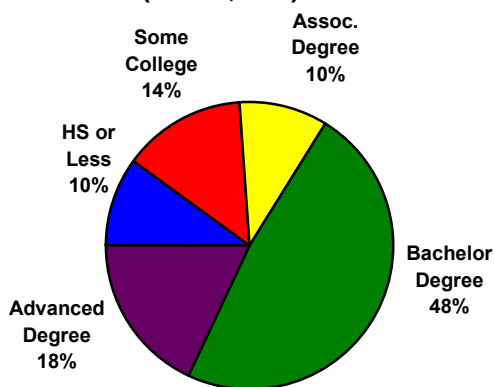
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=20,927)**



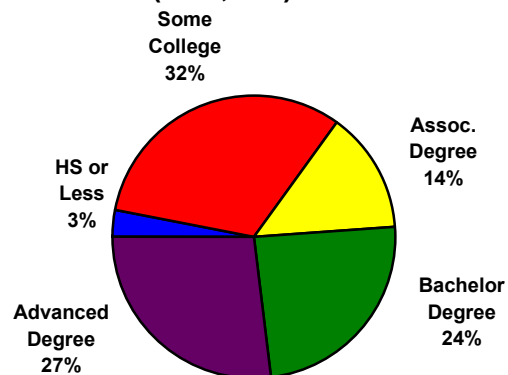
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=7,847)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=20,927)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=7,847)**

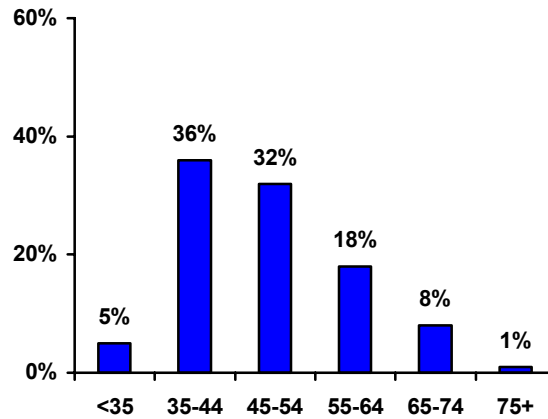


Computer Software Engineers

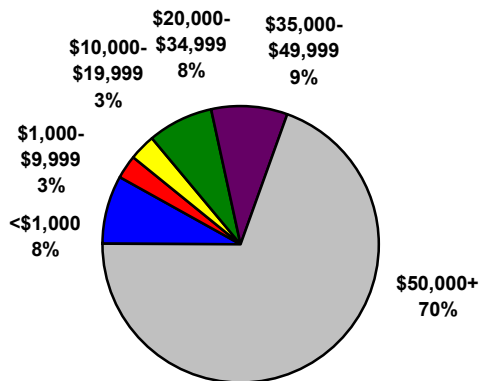
Overview

- **Growth Occupation:** On average, 600 jobs will be created per year over the ten-year period. This occupation has a moderate to high income range.
- In 2014, nearly three in four computer software engineers will be under age 45, and slightly more than one in four will be age 55+.
- DOL estimates the median wage of computer software engineers as \$27.36/hour. One in seven computer software engineers in 2005 reported they earned less than \$10,000. Seven in ten reported earning \$50,000+. About fourteen percent of these reported they earn \$100,000+.
- DOL includes this occupation in the bachelor's degree category. In 2005, only four percent had a high school diploma or less, while more than three in four had at least a bachelor's degree. Of these, more than one in four had an advanced degree.

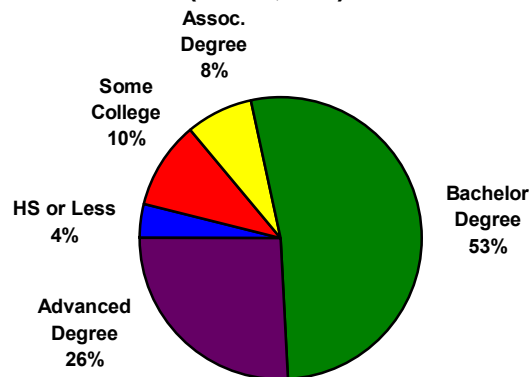
**Age Distribution in 2014
Of 2005 Labor Force
(N=22,621)**



**Wages and Salary Distribution (2005)
(N=22,621)**



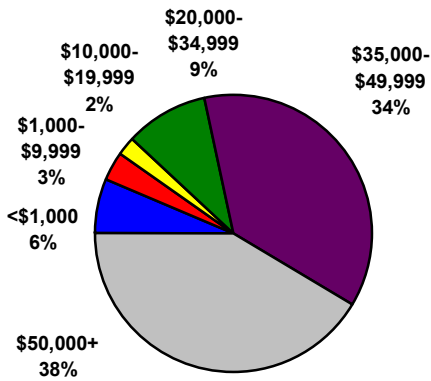
**Educational Attainment (2005)
(N=22,621)**



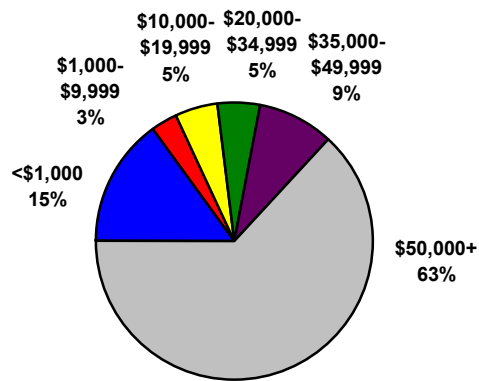
Computer Software Engineers Comparative Wage and Education Profiles by Age Groups

- About a quarter of both age groups report they have an advanced degree. Slightly more younger workers than older ones indicate they have a bachelor's degree.
- Significantly more older workers than younger ones say they earn at least \$50,000 per year. Almost three times as many younger workers as older ones report earnings between \$35,000 and \$49,999 per year. At the same time, twice as many older workers say they earn less than \$1,000 per annum.

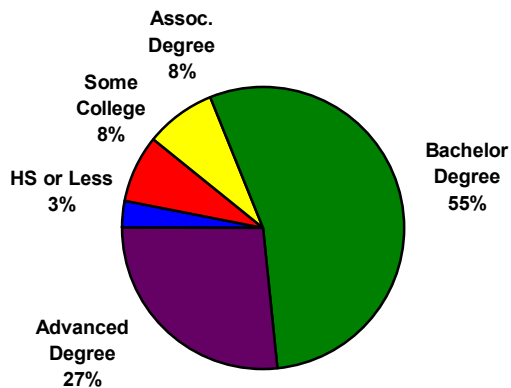
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=16,692)**



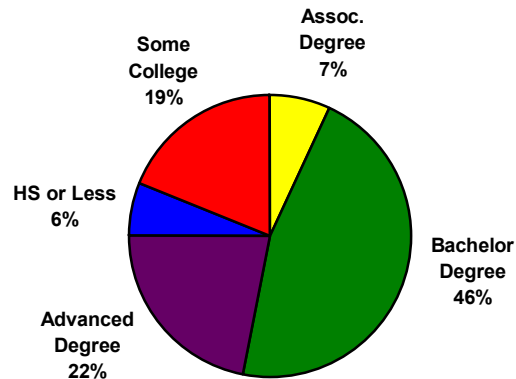
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=5,929)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=16,692)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=5,929)**

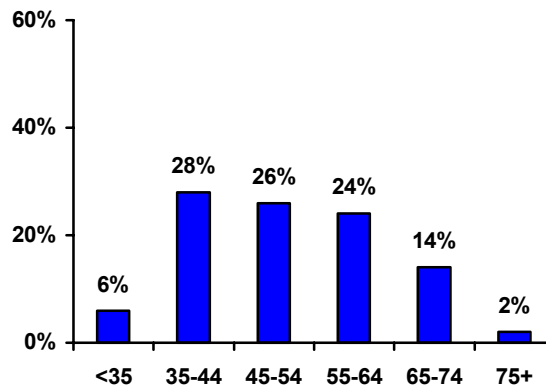


Elementary/Middle School Teachers

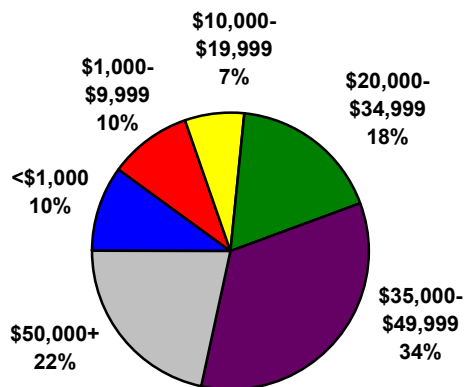
Overview

- Growth Occupation: On average, more than 2,000 jobs will be created per year over the ten-year period. This occupation has a moderate income range.
- In 2014, slightly more than one in three of these teachers will be under age 45, and four in ten will be age 55+.
- DOL estimates the median wage of these teachers as \$27.36/hour. One in five reported earning less than \$10,000. More than half of these teachers in 2005 report they earned \$35,000+ with slightly more than one in five earning \$50,000+.
- DOL includes this occupation in the bachelor's degree category. In 2005, more than nine in ten had at least a bachelor's degree with nearly half having an advanced degree.

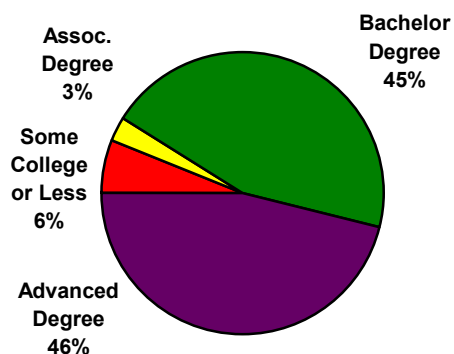
Age Distribution in 2014 Of 2005 Labor Force (N=133,117)



Wages and Salary Distribution (2005) (N=133,117)



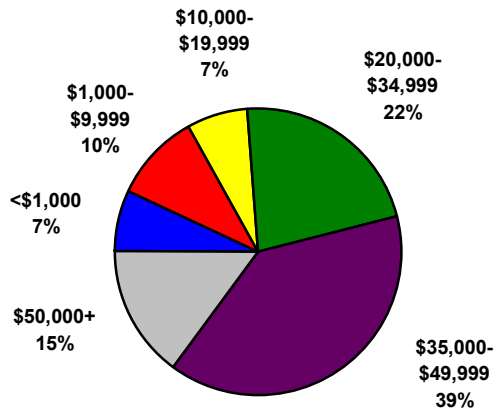
Educational Attainment (2005) (N=133,117)



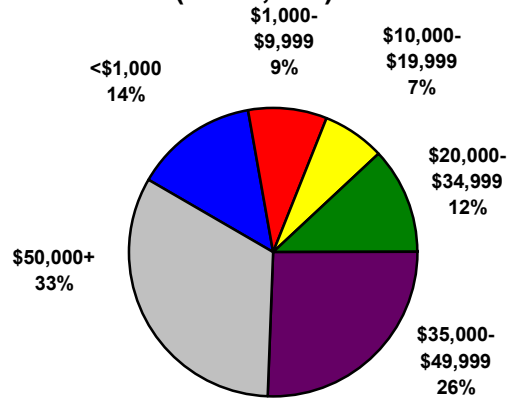
Elementary and Middle School Teachers Comparative Wage and Education Profiles by Age Groups

- More older workers than younger ones have advanced degrees, while younger workers are more likely to report they have a bachelor's degree.
- Twice as many older workers as younger workers earn \$50,000 or year or more, while younger workers are more likely to say they earn between \$35,000 and \$49,999 annually. At the same time, nearly twice as many older workers as younger workers say they earn less than \$1,000 per year.

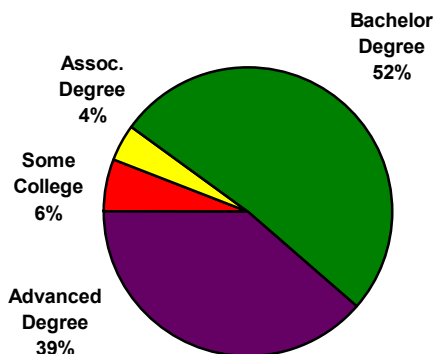
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=79,560)**



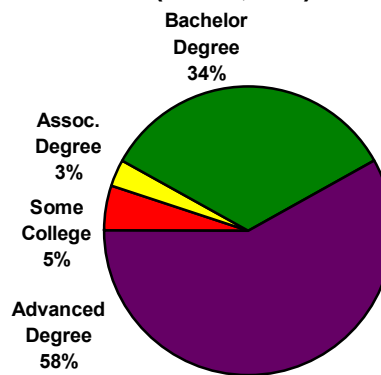
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=53,557)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=79,560)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=53,557)**

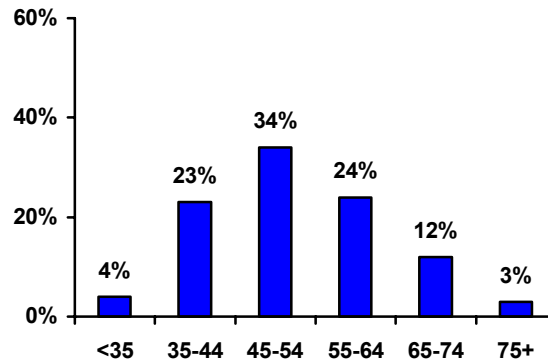


General/Operations Managers

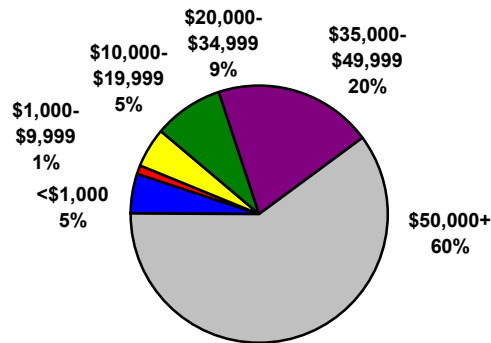
Overview

- **Growth Occupation:** On average, more than 1,600 jobs will be created per year over the ten-year period. This occupation has a moderate to high income range.
- In 2014, nearly three in ten of these managers will be under age 45, and about four in ten will be age 55+.
- DOL estimates the median wage of these managers as \$43.22/hour. Fewer than one in ten reported they earned less than \$10,000, with six in ten of these managers earning \$50,000+. Thirteen percent indicated they earned \$125,000+.
- DOL includes this occupation in the bachelor's degree plus work experience category. In 2005, nearly half of workers had at least a bachelor's degree. Of these, fourteen percent had an advanced degree. Fewer than one in four had a high school diploma or less.

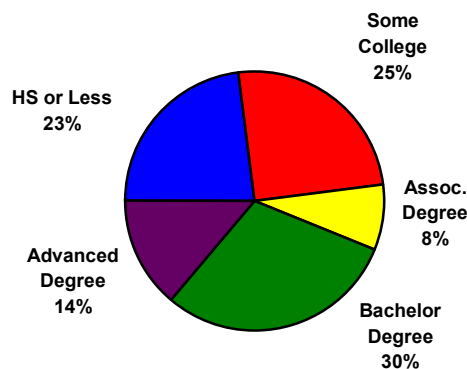
Age Distribution in 2014 Of 2005 Labor Force (N=29,630)



Wages and Salary Distribution (2005) (N=29,630)



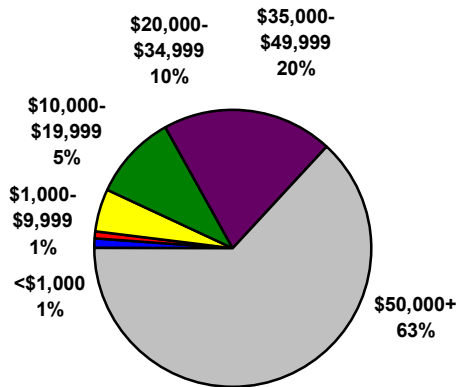
Educational Attainment (2005) (N=29,630)



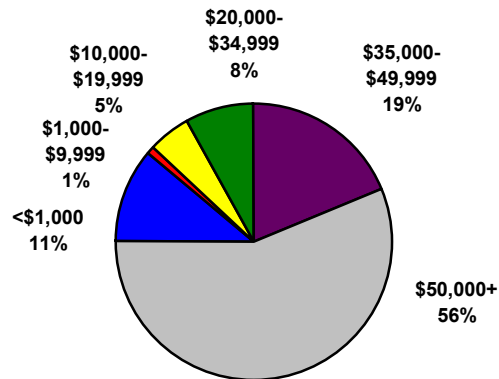
General/Operations Managers Comparative Wage and Education Profiles by Age Groups

- Overall, the educational profiles of older and younger workers are similar.
- A majority of these workers report earning at least \$50,000 per year; however, slightly more younger than older workers report earnings at this level. More older workers than their younger counterparts, however, indicate they earn less than \$1,000 annually.

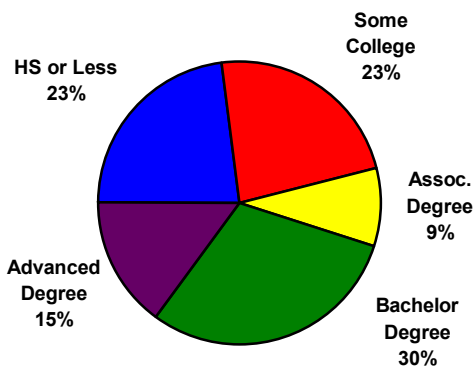
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=18,145)**



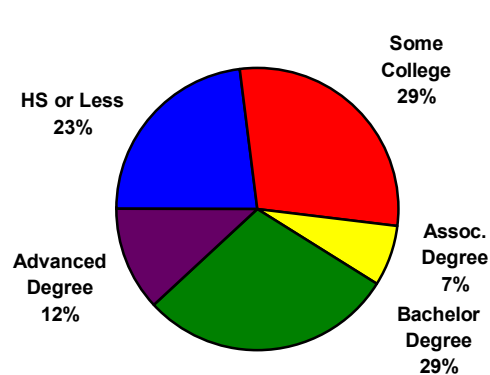
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=11,485)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=18,145)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=11,485)**

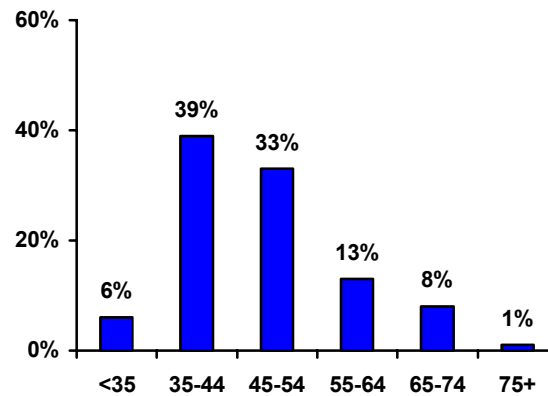


Network Systems and Data Communications Analysts

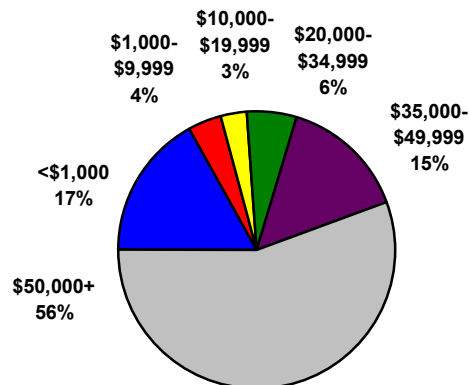
Overview

- Growth Occupation: On average, 575 jobs will be created per year over the ten-year period. This occupation has a moderate to high income range.
- In 2014, nearly half of these analysts will be under age 45, and more than one in five will be age 55+.
- DOL estimates the median wage of these analysts as \$27.36/hour. Slightly more than two in ten network systems and data communications analysts in 2005 reported they earned less than \$10,000. More than half reported earning \$50,000+. About six percent of these reported they earned \$100,000+.
- DOL includes this occupation in the bachelor's degree category. In 2005, only nine percent had a high school diploma or less, while nearly six in ten had at least a bachelor's degree. Of these, nearly one in ten had an advanced degree.

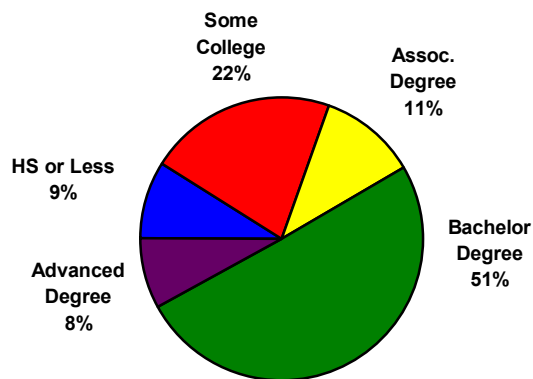
Age Distribution in 2014 Of 2005 Labor Force (N=28,774)



Wages and Salary Distribution (2005) (N=28,774)



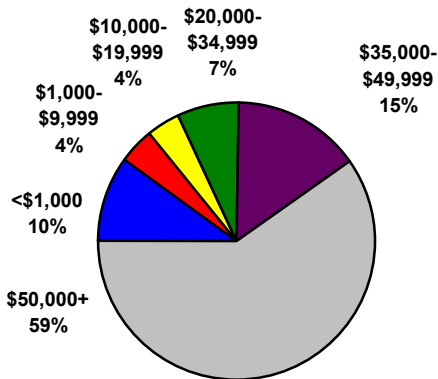
Educational Attainment (2005) (N=28,774)



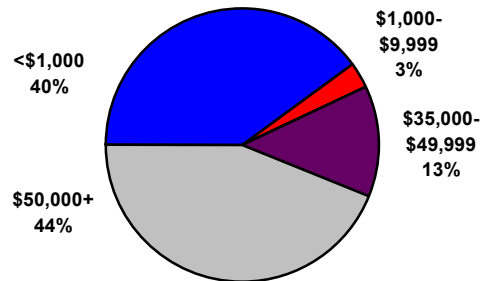
Network Systems and Data Communications Analysts Comparative Wage and Education Profiles by Age Groups

- Similar percentages of both age groups report having an advanced degree; however, significantly more younger workers than older ones have a bachelor's degree. Alternatively, more older workers say they have some college or an associate's degree. Nearly twice as many older as younger workers indicate they have a high school education or less.
- Nearly three in five younger workers earn more than \$50,000 per year as compared to slightly more than two in five older workers. Four times as many older workers as younger ones indicate they earn less than \$1,000 per year.

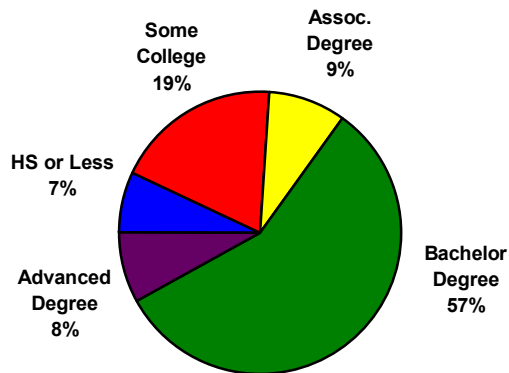
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=8,996)**



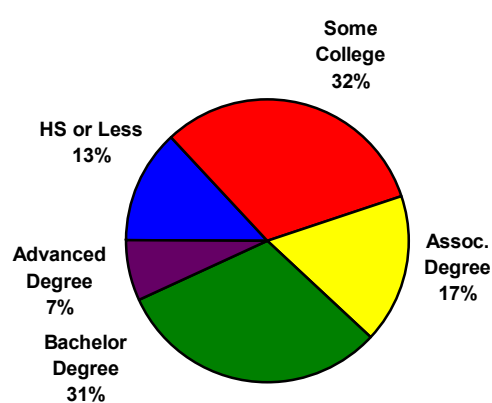
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=2,608)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=8,996)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=2,608)**

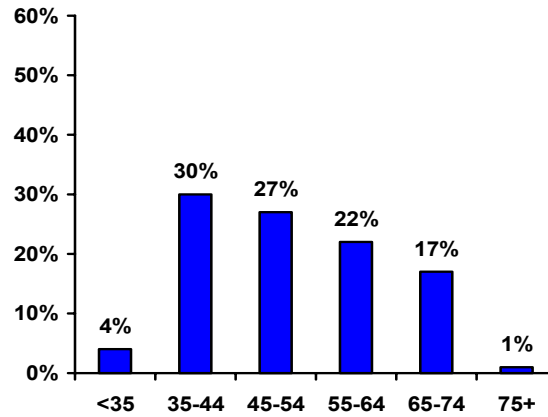


Secondary School Teachers

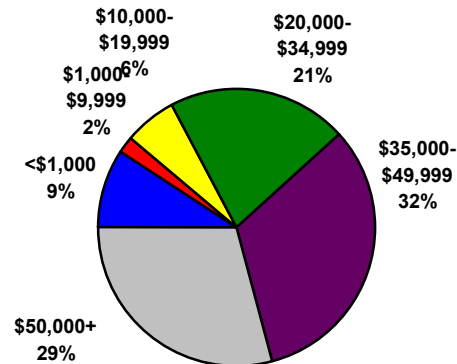
Overview

- **Growth Occupation:** On average, 640 new jobs will be created yearly over the ten-year period. This occupation has a moderate to high income range.
- In 2014, slightly more than three in ten secondary school teachers will be under age 45, and more than four in ten will be age 55+.
- DOL estimates the median wage of secondary school teachers as \$27.36/hour. Slightly more than one in ten secondary school teachers in 2005 reported they earned less than \$10,000. Six in ten reported earning \$35,000+ with nearly three in ten earning \$50,000+.
- DOL includes this occupation in the bachelor's degree or higher category. In 2005, about four in ten had a bachelor's degree and more than half had a master's degree or higher.

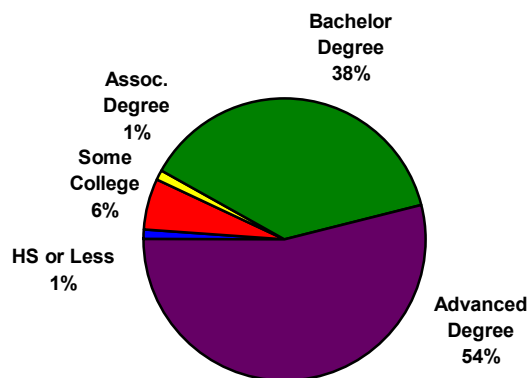
**Age Distribution in 2014
Of 2005 Labor Force
(N=22,539)**



**Wages and Salary Distribution (2005)
(N=22,539)**



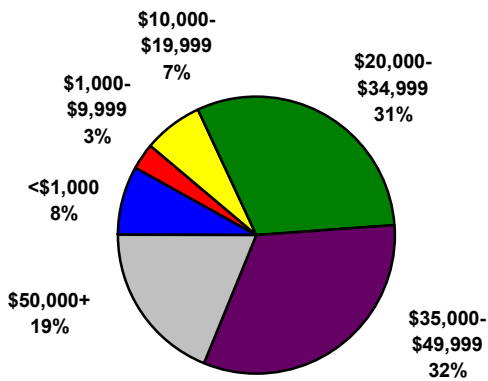
**Educational Attainment (2005)
(N=22,539)**



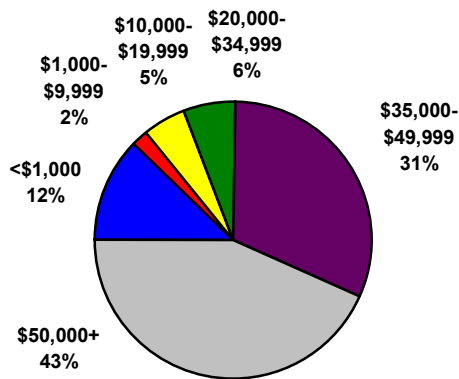
Secondary School Teachers Comparative Wage and Education Profiles by Age Groups

- Overall, older workers are more highly educated than younger ones. More than two-thirds of older workers have an advanced degree compared to under half of younger workers. Younger workers are more likely to report they have a bachelor's degree.
- More than two in five older workers report earning at least \$50,000 per year, while slightly fewer than one in five younger workers report earnings at this level. More younger workers say they earn between \$20,000 and \$34,999 per year.

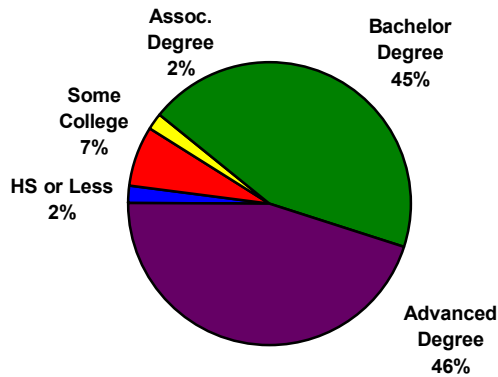
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=18,145)**



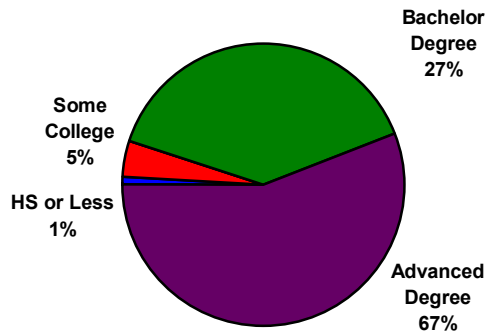
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=11,485)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=18,145)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=11,485)**



Georgia's Jobs Requiring an Advanced Degree

The Georgia Department of Labor describes three advanced degree classifications: Master's Degree, Doctoral Degree, and First Professional Degree. Occupations requiring advanced degrees while experiencing growth are expanding at a slower rate than other training categories. DOL identifies five occupations that are expected to grow by at least 1,000 new openings between 2004 and 2014: Educational, Vocational, and School Counselors; Instructional Coordinators; Lawyers; Pharmacists; and Other Physicians and Surgeon. The PUMS data collapses the Educational, Vocational, School Counselors and the Instructional Coordinators into a single category titled Other Teachers and Instructors. While some of the workers in this category have advanced degrees, there is significant number of workers to who do not have advanced degrees.

Georgia's Jobs Requiring an Advanced Degree Growth Occupations				
<i>Job Title</i>	<i>Estimated Annual Jobs Created**</i>	<i>% 2005 Workers 55+ In 2014*</i>	<i>2005 Median Wage* 55+ Workers</i>	<i>2005 Median Educational Level 55+ Workers*</i>
Other Teachers and Instructors	100	40%	\$10,000- \$19,999	Associate Degree
Lawyers, Judges, Magistrates, and Other Judicial Workers	200	46%	\$50,000- \$74,999	Advanced Degree
Pharmacist	200	40%	\$75,000- \$99,999	Advanced Degree
Other Physicians and Surgeons	140	46%	\$125,000+	Advanced Degree

**Based on 2005 American Community Survey's Public-Use Microdata Sample data. ** Based on Georgia Department of Labor, Workforce Information & Analysis Division's Labor Force Projections 2004-2014*

These occupations will have a significant proportion of the 2005 labor force in the 55+ age group in 2014. Finding qualified workers to fill openings will be harder than typical occupations since the minimum educational requirements require years of training.

Occupational Profiles Georgia's Jobs Requiring an Advanced Degree

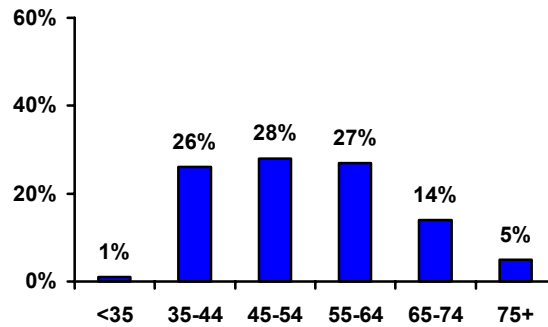
In Alphabetical Order

Lawyers, Judges, Magistrates, and Other Judicial Workers

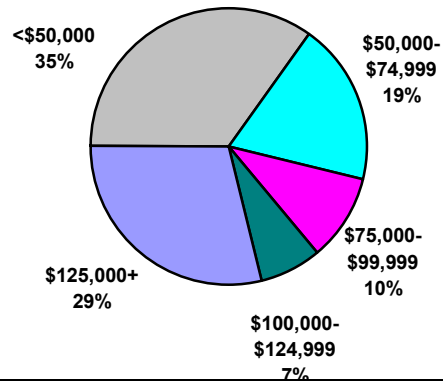
Overview

- Growth Occupation: On average, 200 jobs will be created per year over the ten-year period. This occupation has a high income range.
- In 2014, slightly more than half of lawyers, judges, magistrates, and other judicial workers will be under age 45, and nearly half will be age 55+.
- DOL estimates the median wage of lawyers, judges, magistrates, and other judicial workers as \$60.77/hour. More than one in three lawyers, judges, magistrates, and other judicial workers in 2005 reported they earned at least \$125,000 per year.
- DOL includes this occupation in the first professional degree category. In 2005, the vast majority had an advanced degree.

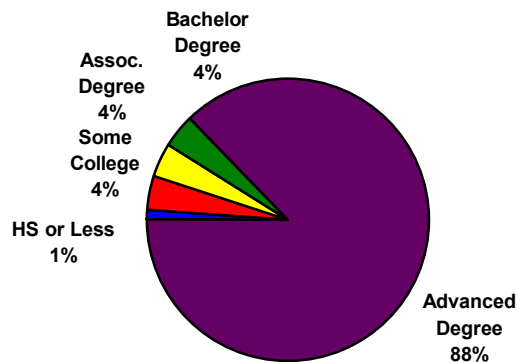
**Age Distribution in 2014
Of 2005 Labor Force
(N=28,515)**



**Wages and Salary Distribution (2005)
(N=28,515)**



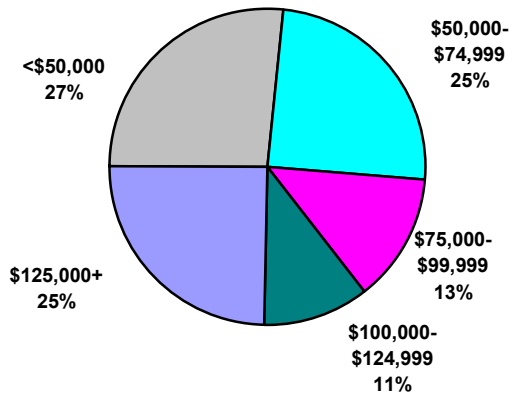
**Educational Attainment (2005)
(N=28,515)**



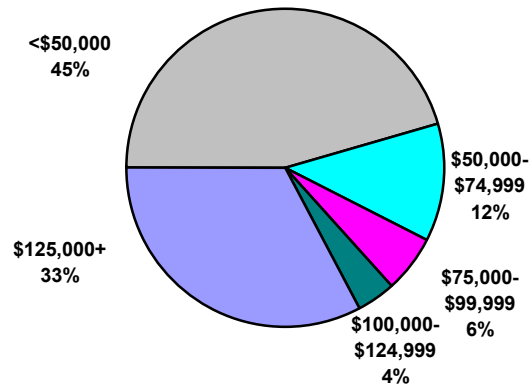
Lawyers, Judges, Magistrates, and Other Judicial Workers Comparative Wage and Education Profiles by Age Groups

- The educational attainment profiles of both older and younger workers are similar.
- Older workers are more likely than their younger counterparts to report earned incomes of at least \$125,000 and less than \$50,000 per year. Alternatively, younger workers are more likely to report annual earnings of between \$50,000 and \$99,999 per year.

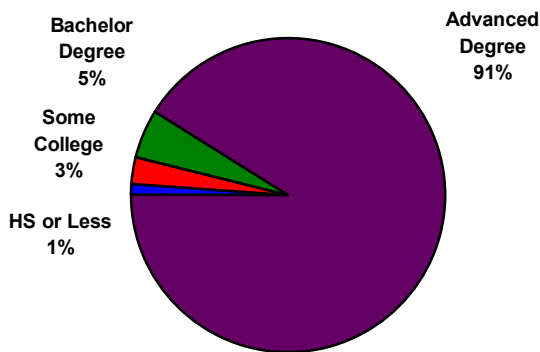
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=15,529)**



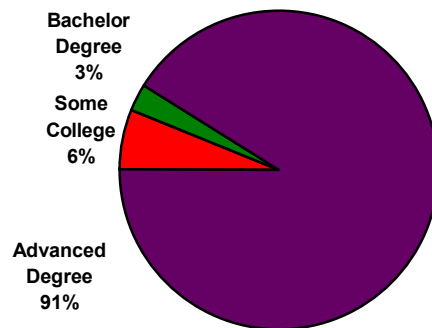
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=12,986)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=15,529)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=12,986)**

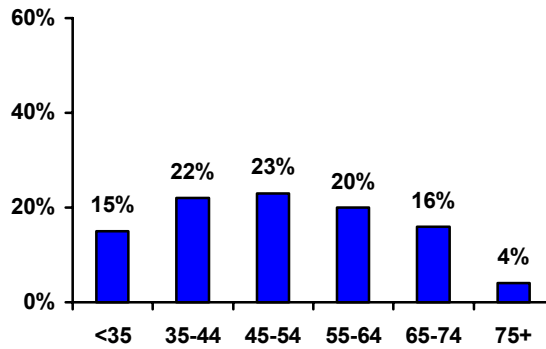


Other Teachers and Instructors

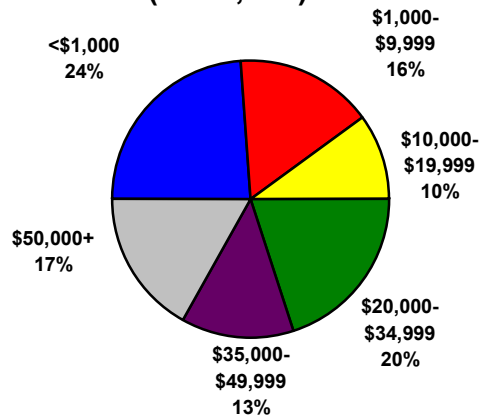
Overview

- Growth Occupation: On average, 100 jobs will be created per year over the ten-year period. This occupation has a low to high income range.
- In 2014, three in five other teachers and instructors will be under age 45, and four in ten will be age 55+.
- DOL estimates the median wage of other teachers and instructors as \$27.12/hour. One in four workers reported earning less than \$1,000 per year, and about one in five indicated they had earned at least \$50,000 per annum.
- DOL includes this occupation in the master's degree category. In 2005, about one in six had an advanced degree while one in three reported they had a bachelor's degree. One in four also reported they had a high school education or less.

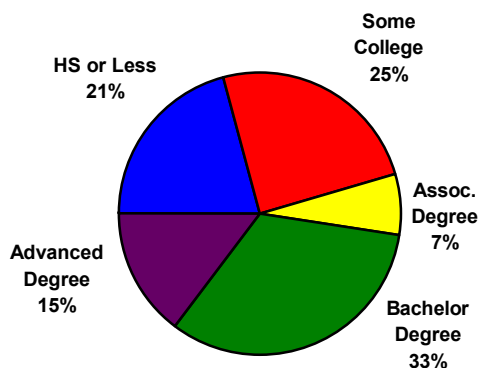
**Age Distribution in 2014
Of 2005 Labor Force
(N=27,714)**



**Wages and Salary Distribution (2005)
(N=27,714)**



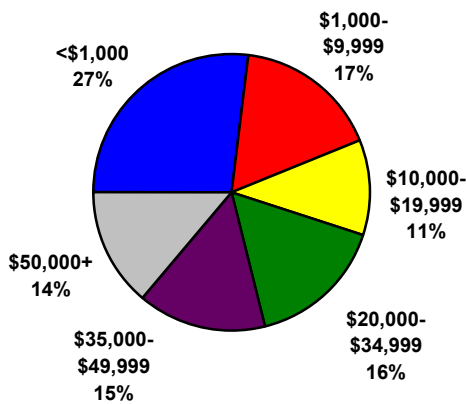
**Educational Attainment (2005)
(N=27,714)**



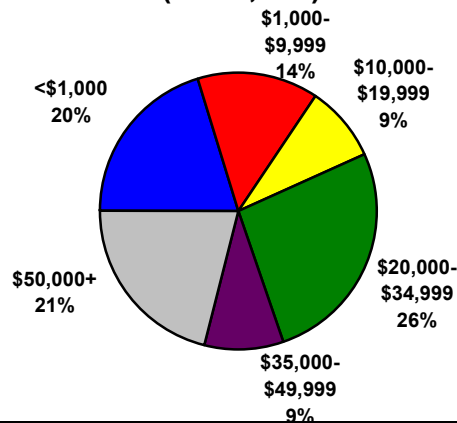
Other Teachers and Instructors Comparative Wage and Education Profiles by Age Groups

- Older workers are more likely than their younger counterparts to report they have an advanced degree. Younger workers are more likely to report they have a high school education or less or some college.
- Slightly higher percentages of older workers report earning at least \$50,000 annually. More younger workers say they have annual earnings of between \$35,000 and \$49,999. Younger workers are also more likely to indicate they earn less than \$1,000 per year.

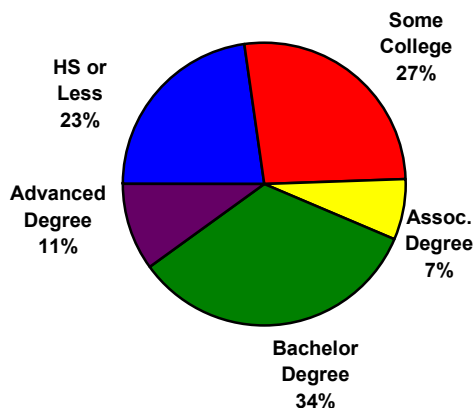
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=16,745)**



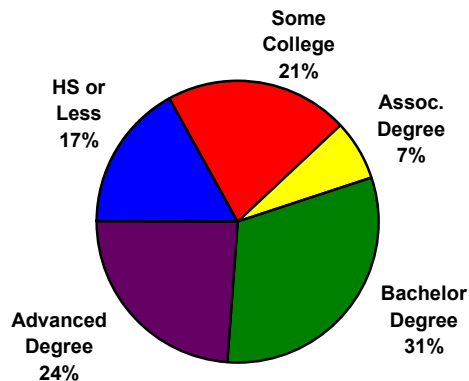
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=10,969)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=16,745)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=10,969)**

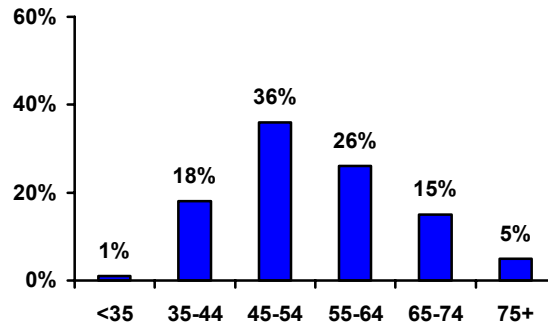


Other Physicians and Surgeons

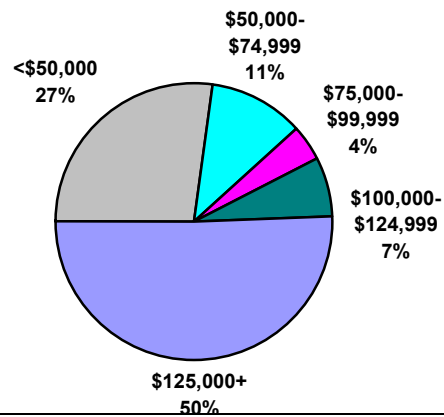
Overview

- Growth Occupation: On average, 140 jobs will be created per year over the ten-year period. This occupation has a high income range.
- In 2014, slightly more than half of other physicians and surgeons will be under age 45, and nearly half will be age 55+.
- DOL estimates the median wage of other physicians and surgeons as \$60.77/hour. Half of other physicians and surgeons in 2005 reported they earned at least \$125,000 per year.
- DOL includes this occupation in the first professional degree category. In 2005, nearly all had an advanced degree.

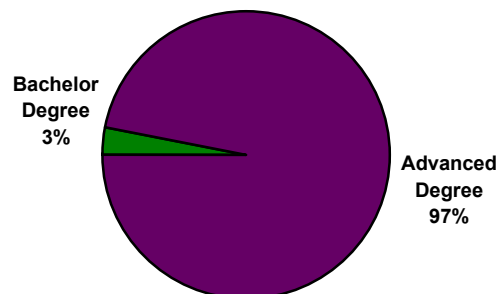
**Age Distribution in 2014
Of 2005 Labor Force
(N=21,017)**



**Wages and Salary Distribution (2005)
(N=21,017)**



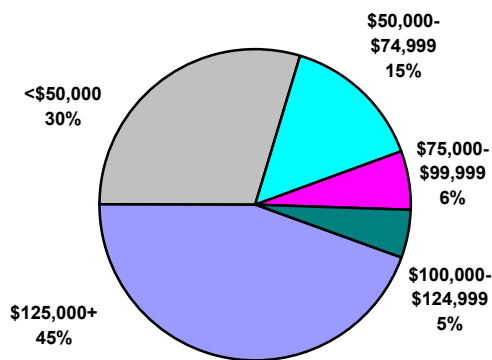
**Educational Attainment (2005)
(N=21,017)**



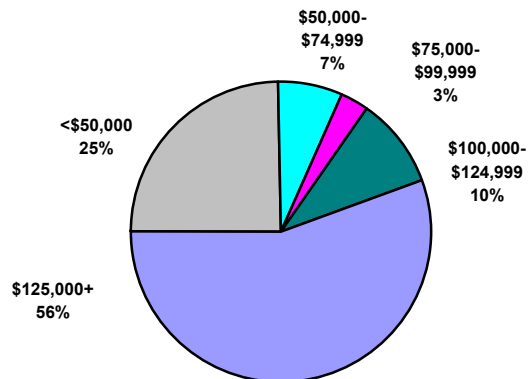
Other Physicians and Surgeons Comparative Wage and Education Profiles by Age Groups

- Older workers are slightly more likely than their younger counterparts to report they have an advanced degree.
- More than half of workers who will be 55+ in 2014 report earnings of at least \$125,000 per year compared to slightly less than half for those under 55.

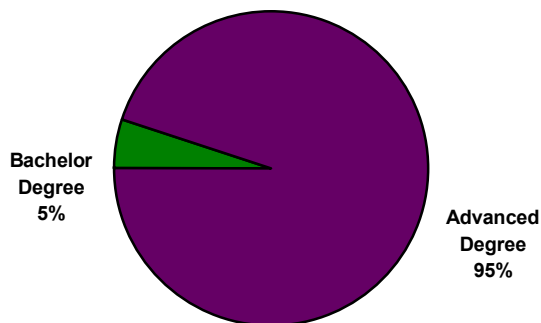
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=11,363)**



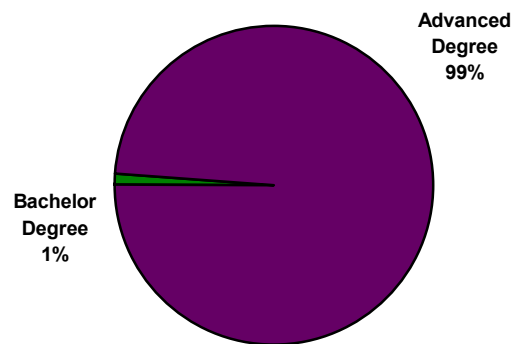
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=9,654)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=11,363)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=9,654)**

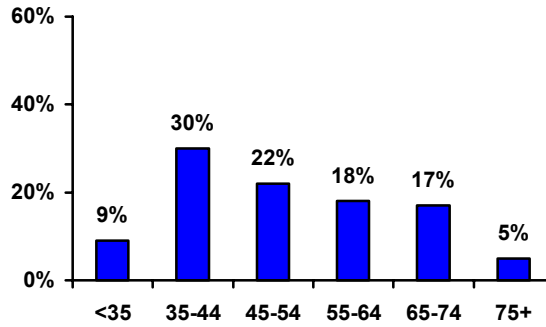


Pharmacists

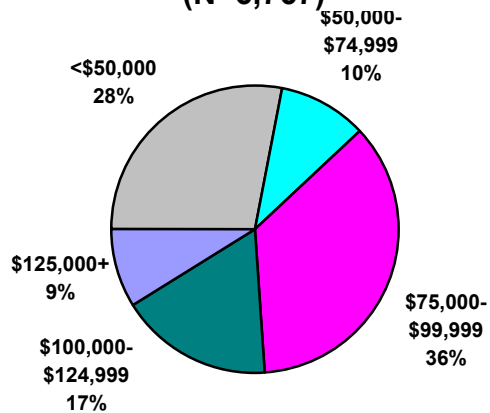
Overview

- Growth Occupation: On average, 200 jobs will be created per year over the ten-year period. This occupation has a high income range.
- In 2014, three in five pharmacists will be under age 45, and four in ten will be age 55+.
- DOL estimates the median wage of pharmacists as \$60.77/hour. One in four pharmacists in 2005 reported they earned at least \$125,000 per year.
- DOL includes this occupation in the first professional degree category. In 2005, nearly two in three had an advanced degree.

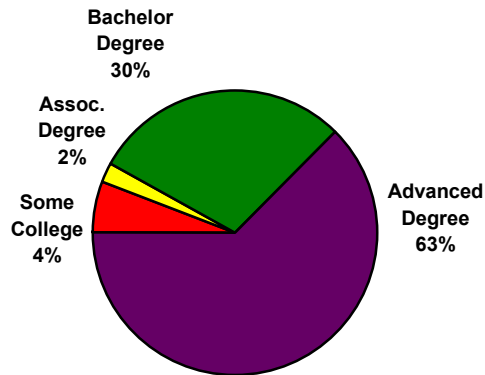
**Age Distribution in 2014
Of 2005 Labor Force
(N=6,767)**



**Wages and Salary Distribution (2005)
(N=6,767)**



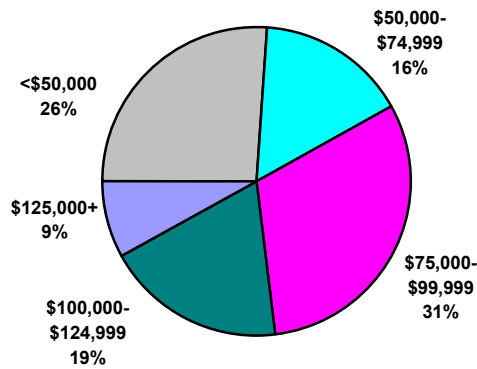
**Educational Attainment (2005)
(N=6,767)**



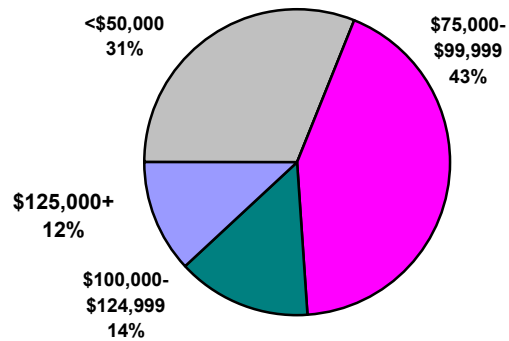
Pharmacists Comparative Wage and Education Profiles by Age Groups

- More younger workers than their older counterparts report they have an advanced degree. Alternatively, more older workers indicate they have a bachelor's degree.
- More than one in four workers in both age groups report earning at least \$100,000 per year. More older workers than those younger say they earn between \$75,000 and \$99,999 annually. Alternatively, one in six younger workers report earning between \$50,000 and \$74,999 per year.

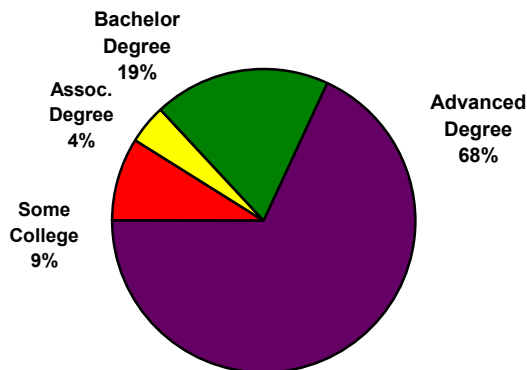
**Wages and Salary Distribution (2005)
Less Than Age 55 in 2014
(N=11,363)**



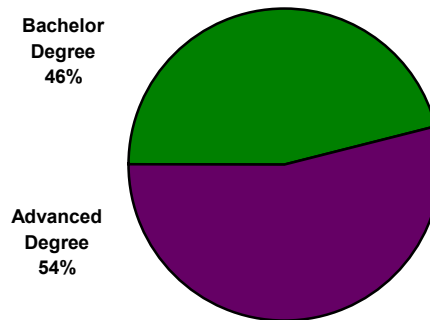
**Wages and Salary Distribution (2005)
Age 55+ in 2014
(N=9,654)**



**Educational Attainment (2005)
Less Than Age 55 in 2014
(N=11,363)**



**Educational Attainment (2005)
Age 55+ in 2014
(N=9,654)**



Appendix I

Listing of All Georgia's Department of Labor Occupations

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
	Total, All Occupations	766,600
11-0000	Management Occupations	*
11-1011	Chief Executives	4,580
11-1021	General and Operations Managers	16,420
11-1031	Legislators	20
11-2011	Advertising and Promotions Managers	340
11-2021	Marketing Managers	1,820
11-2022	Sales Managers	4,560
11-2031	Public Relations Managers	260
11-3011	Administrative Services Managers	2,200
11-3021	Computer and Information Systems Managers	3,400
11-3031	Financial Managers	3,100
11-3041	Compensation and Benefits Managers	420
11-3042	Training and Development Managers	370
11-3049	Human Resources Managers, All Other	460
11-3051	Industrial Production Managers	580
11-3061	Purchasing Managers	*
11-3071	Transportation, Storage, and Distribution Managers	850
11-9011	Farm, Ranch, and Other Agricultural Managers	840
11-9012	Farmers and Ranchers	0
11-9021	Construction Managers	2,700
11-9031	Education Administrators, Preschool and Child Care Center/Program	790
11-9032	Education Administrators, Elementary and Secondary School	1,870
11-9033	Education Administrators, Postsecondary	630
11-9039	Education Administrators, All Other	120
11-9041	Engineering Managers	1,120
11-9051	Food Service Managers	2,230
11-9061	Funeral Directors	-20
11-9081	Lodging Managers	150
11-9111	Medical and Health Services Managers	1,970
11-9121	Natural Sciences Managers	40
11-9131	Postmasters and Mail Superintendents	50
11-9141	Property, Real Estate, and Community Association Managers	870
11-9151	Social and Community Service Managers	650
11-9199	Managers, All Other	1,350

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
13-0000	Business & Financial Operations Occupations	31,990
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	40
13-1021	Purchasing Agents and Buyers, Farm Products	30
13-1022	Wholesale and Retail Buyers, Except Farm Products	440
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	920
13-1031	Claims Adjusters, Examiners, and Investigators	600
13-1032	Insurance Appraisers, Auto Damage	40
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	330
13-1051	Cost Estimators	1,680
13-1061	Emergency Management Specialists	110
13-1071	Employment, Recruitment, and Placement Specialists	2,990
13-1072	Compensation, Benefits, and Job Analysis Specialists	690
13-1073	Training and Development Specialists	1,660
13-1079	Human Resources, Training, and Labor Relations Specialists, All Other	980
13-1081	Logisticians	420
13-1111	Management Analysts	4,780
13-1121	Meeting and Convention Planners	430
13-1199	Business Operations Specialists, All Other	4,380
13-2011	Accountants and Auditors	5,440
13-2021	Appraisers and Assessors of Real Estate	600
13-2031	Budget Analysts	80
13-2041	Credit Analysts	160
13-2051	Financial Analysts	1,180
13-2052	Personal Financial Advisors	3,410
13-2053	Insurance Underwriters	120
13-2061	Financial Examiners	-20
13-2071	Loan Counselors	150
13-2072	Loan Officers	540
13-2081	Tax Examiners, Collectors, and Revenue Agents	-20
13-2082	Tax Preparers	-360
13-2099	Financial Specialists, All Other	190

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
15-0000	Computer & Mathematical Occupations	38,330
15-1011	Computer and Information Scientists, Research	90
15-1021	Computer Programmers	910
15-1031	Computer Software Engineers, Applications	7,450
15-1032	Computer Software Engineers, Systems Software	6,150
15-1041	Computer Support Specialists	5,750
15-1051	Computer Systems Analysts	6,690
15-1061	Database Administrators	1,140
15-1071	Network and Computer Systems Administrators	3,480
15-1081	Network Systems and Data Communications Analysts	5,760
15-1099	Computer Specialists, All Other	510
15-2011	Actuaries	100
15-2021	Mathematicians	-10
15-2031	Operations Research Analysts	280
15-2041	Statisticians	-20
15-2091	Mathematical Technicians	0
15-2099	Mathematical Science Occupations, All Other	50
17-0000	Architecture & Engineering Occupations	9,620
17-1011	Architects, Except Landscape and Naval	670
17-1012	Landscape Architects	350
17-1021	Cartographers and Photogrammetrists	30
17-1022	Surveyors	390
17-2011	Aerospace Engineers	370
17-2021	Agricultural Engineers	0
17-2031	Biomedical Engineers	30
17-2041	Chemical Engineers	130
17-2051	Civil Engineers	1,090
17-2061	Computer Hardware Engineers	220
17-2071	Electrical Engineers	450
17-2072	Electronics Engineers, Except Computer	460
17-2081	Environmental Engineers	280
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	130
17-2112	Industrial Engineers	1,050

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
17-2121	Marine Engineers and Naval Architects	0
17-2131	Materials Engineers	80
17-2141	Mechanical Engineers	470
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	0
17-2161	Nuclear Engineers	0
17-2171	Petroleum Engineers	-10
17-2199	Engineers, All Other	420
17-3011	Architectural and Civil Drafters	200
17-3012	Electrical and Electronics Drafters	70
17-3013	Mechanical Drafters	110
17-3019	Drafters, All Other	140
17-3021	Aerospace Engineering and Operations Technicians	110
17-3022	Civil Engineering Technicians	510
17-3023	Electrical and Electronic Engineering Technicians	670
17-3024	Electro-Mechanical Technicians	10
17-3025	Environmental Engineering Technicians	270
17-3026	Industrial Engineering Technicians	280
17-3027	Mechanical Engineering Technicians	120
17-3029	Engineering Technicians, Except Drafters, All Other	250
17-3031	Surveying and Mapping Technicians	270
19-0000	Life, Physical, and Social Science Occupations	3,020
19-1011	Animal Scientists	10
19-1012	Food Scientists and Technologists	80
19-1013	Soil and Plant Scientists	50
19-1021	Biochemists and Biophysicists	0
19-1022	Microbiologists	40
19-1023	Zoologists and Wildlife Biologists	40
19-1029	Biological Scientists, All Other	-10
19-1031	Conservation Scientists	-50
19-1032	Foresters	-10
19-1041	Epidemiologists	40
19-1042	Medical Scientists, Except Epidemiologists	160
19-1099	Life Scientists, All Other	50
19-2012	Physicists	-20
19-2021	Atmospheric and Space Scientists	-10

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
19-2031	Chemists	70
19-2032	Materials Scientists	40
19-2041	Environmental Scientists and Specialists, Including Health	100
19-2042	Geoscientists, Except Hydrologists and Geographers	30
19-2043	Hydrologists	0
19-2099	Physical Scientists, All Other	-40
19-3011	Economists	-30
19-3021	Market Research Analysts	920
19-3022	Survey Researchers	100
19-3031	Clinical, Counseling, and School Psychologists	770
19-3032	Industrial-Organizational Psychologists	10
19-3039	Psychologists, All Other	-10
19-3041	Sociologists	20
19-3051	Urban and Regional Planners	70
19-3091	Anthropologists and Archeologists	-10
19-3092	Geographers	0
19-3093	Historians	-10
19-3094	Political Scientists	-20
19-3099	Social Scientists and Related Workers, All Other	70
19-4011	Agricultural and Food Science Technicians	100
19-4021	Biological Technicians	0
19-4031	Chemical Technicians	180
19-4041	Geological and Petroleum Technicians	0
19-4061	Social Science Research Assistants	30
19-4091	Environmental Science and Protection Technicians, Including Health	140
19-4092	Forensic Science Technicians	120
19-4093	Forest and Conservation Technicians	-120
19-4099	Life, Physical, and Social Science Technicians, All Other	120
21-0000	Community & Social Services Occupations	14,230
21-1011	Substance Abuse and Behavioral Disorder Counselors	300
21-1012	Educational, Vocational, and School Counselors	1,040
21-1013	Marriage and Family Therapists	60
21-1014	Mental Health Counselors	240
21-1015	Rehabilitation Counselors	250
21-1019	Counselors, All Other	250

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
21-1021	Child, Family, and School Social Workers	1,400
21-1022	Medical and Public Health Social Workers	850
21-1023	Mental Health and Substance Abuse Social Workers	550
21-1029	Social Workers, All Other	90
21-1091	Health Educators	480
21-1092	Probation Officers and Correctional Treatment Specialists	630
21-1093	Social and Human Service Assistants	3,240
21-1099	Community and Social Service Specialists, All Other	1,840
21-2011	Clergy	420
21-2021	Directors, Religious Activities and Education	1,710
21-2099	Religious Workers, All Other	880
23-0000	Legal Occupations	4,920
23-1011	Lawyers	2,490
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	20
23-1022	Arbitrators, Mediators, and Conciliators	170
23-1023	Judges, Magistrate Judges, and Magistrates	170
23-2011	Paralegals and Legal Assistants	1,950
23-2091	Court Reporters	150
23-2092	Law Clerks	160
23-2093	Title Examiners, Abstractors, and Searchers	20
23-2099	Legal Support Workers, All Other	-210
25-0000	Education, Training, and Library Occupations	69,010
25-1011	Business Teachers, Postsecondary	650
25-1021	Computer Science Teachers, Postsecondary	330
25-1022	Mathematical Science Teachers, Postsecondary	330
25-1031	Architecture Teachers, Postsecondary	10
25-1032	Engineering Teachers, Postsecondary	40
25-1041	Agricultural Sciences Teachers, Postsecondary	60
25-1042	Biological Science Teachers, Postsecondary	380
25-1043	Forestry and Conservation Science Teachers, Postsecondary	10
25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	60
25-1052	Chemistry Teachers, Postsecondary	130
25-1053	Environmental Science Teachers, Postsecondary	20
25-1054	Physics Teachers, Postsecondary	80

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
25-1061	Anthropology and Archeology Teachers, Postsecondary	30
25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	80
25-1063	Economics Teachers, Postsecondary	90
25-1064	Geography Teachers, Postsecondary	20
25-1065	Political Science Teachers, Postsecondary	150
25-1066	Psychology Teachers, Postsecondary	320
25-1067	Sociology Teachers, Postsecondary	110
25-1069	Social Sciences Teachers, Postsecondary, All Other	60
25-1071	Health Specialties Teachers, Postsecondary	770
25-1072	Nursing Instructors and Teachers, Postsecondary	340
25-1081	Education Teachers, Postsecondary	720
25-1082	Library Science Teachers, Postsecondary	70
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	60
25-1112	Law Teachers, Postsecondary	80
25-1113	Social Work Teachers, Postsecondary	70
25-1121	Art, Drama, and Music Teachers, Postsecondary	510
25-1122	Communications Teachers, Postsecondary	170
25-1123	English Language and Literature Teachers, Postsecondary	480
25-1124	Foreign Language and Literature Teachers, Postsecondary	150
25-1125	History Teachers, Postsecondary	180
25-1126	Philosophy and Religion Teachers, Postsecondary	120
25-1191	Graduate Teaching Assistants	420
25-1192	Home Economics Teachers, Postsecondary	30
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	90
25-1194	Vocational Education Teachers, Postsecondary	1,390
25-1199	Postsecondary Teachers, All Other	880
25-2011	Preschool Teachers, Except Special Education	3,900
25-2012	Kindergarten Teachers, Except Special Education	2,410
25-2021	Elementary School Teachers, Except Special Education	14,760
25-2022	Middle School Teachers, Except Special and Vocational Education	5,510
25-2023	Vocational Education Teachers, Middle School	80
25-2031	Secondary School Teachers, Except Special and Vocational Education	6,380
25-2032	Vocational Education Teachers, Secondary School	590
25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	2,880
25-2042	Special Education Teachers, Middle School	1,440

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
25-2043	Special Education Teachers, Secondary School	1,170
25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	470
25-3021	Self-Enrichment Education Teachers	2,370
25-3099	Teachers and Instructors, All Other	2,940
25-4011	Archivists	10
25-4012	Curators	0
25-4013	Museum Technicians and Conservators	0
25-4021	Librarians	550
25-4031	Library Technicians	220
25-9011	Audio-Visual Collections Specialists	10
25-9021	Farm and Home Management Advisors	30
25-9031	Instructional Coordinators	2,450
25-9041	Teacher Assistants	10,820
25-9099	Education, Training, and Library Workers, All Other	530
27-0000	Art, Design, Entertainment, Sports, and Media Occupations	8,350
27-1011	Art Directors	110
27-1012	Craft Artists	0
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	0
27-1014	Multi-Media Artists and Animators	140
27-1019	Artists and Related Workers, All Other	50
27-1021	Commercial and Industrial Designers	140
27-1022	Fashion Designers	30
27-1023	Floral Designers	-130
27-1024	Graphic Designers	780
27-1025	Interior Designers	590
27-1026	Merchandise Displayers and Window Trimmers	350
27-1027	Set and Exhibit Designers	10
27-1029	Designers, All Other	110
27-2011	Actors	140
27-2012	Producers and Directors	400
27-2021	Athletes and Sports Competitors	190
27-2022	Coaches and Scouts	660
27-2023	Umpires, Referees, and Other Sports Officials	50
27-2031	Dancers	50
27-2032	Choreographers	110

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
27-2041	Music Directors and Composers	70
27-2042	Musicians and Singers	270
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	20
27-3011	Radio and Television Announcers	180
27-3012	Public Address System and Other Announcers	10
27-3021	Broadcast News Analysts	100
27-3022	Reporters and Correspondents	60
27-3031	Public Relations Specialists	650
27-3041	Editors	460
27-3042	Technical Writers	280
27-3043	Writers and Authors	1,010
27-3091	Interpreters and Translators	200
27-3099	Media and Communication Workers, All Other	10
27-4011	Audio and Video Equipment Technicians	410
27-4012	Broadcast Technicians	230
27-4013	Radio Operators	-10
27-4014	Sound Engineering Technicians	30
27-4021	Photographers	380
27-4031	Camera Operators, Television, Video, and Motion Picture	190
27-4032	Film and Video Editors	20
27-4099	Media and Communication Equipment Workers, All Other	0
29-0000	Healthcare Practitioners & Technical Occupations	*
29-1011	Chiropractors	260
29-1021	Dentists, General	620
29-1022	Oral and Maxillofacial Surgeons	*
29-1023	Orthodontists	70
29-1029	Dentists, All Other Specialists	60
29-1031	Dietitians and Nutritionists	390
29-1041	Optometrists	100
29-1051	Pharmacists	1,930
29-1061	Anesthesiologists	230
29-1062	Family and General Practitioners	550
29-1063	Internists, General	770
29-1064	Obstetricians and Gynecologists	300
29-1065	Pediatricians, General	430
29-1066	Psychiatrists	250

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
29-1067	Surgeons	500
29-1069	Physicians and Surgeons, All Other	1,440
29-1071	Physician Assistants	1,110
29-1081	Podiatrists	0
29-1111	Registered Nurses	20,920
29-1121	Audiologists	30
29-1122	Occupational Therapists	740
29-1123	Physical Therapists	940
29-1124	Radiation Therapists	190
29-1125	Recreational Therapists	70
29-1126	Respiratory Therapists	1,000
29-1127	Speech-Language Pathologists	400
29-1129	Therapists, All Other	80
29-1131	Veterinarians	230
29-1199	Health Diagnosing and Treating Practitioners, All Other	790
29-2011	Medical and Clinical Laboratory Technologists	1,270
29-2012	Medical and Clinical Laboratory Technicians	1,280
29-2021	Dental Hygienists	2,370
29-2031	Cardiovascular Technologists and Technicians	350
29-2032	Diagnostic Medical Sonographers	430
29-2033	Nuclear Medicine Technologists	90
29-2034	Radiologic Technologists and Technicians	1,370
29-2041	Emergency Medical Technicians and Paramedics	2,100
29-2051	Dietetic Technicians	120
29-2052	Pharmacy Technicians	2,210
29-2053	Psychiatric Technicians	30
29-2054	Respiratory Therapy Technicians	30
29-2055	Surgical Technologists	1,000
29-2056	Veterinary Technologists and Technicians	440
29-2061	Licensed Practical and Licensed Vocational Nurses	4,520
29-2071	Medical Records and Health Information Technicians	1,210
29-2081	Opticians, Dispensing	210
29-2091	Orthodontists and Prosthetists	90
29-2099	Health Technologists and Technicians, All Other	450
29-9011	Occupational Health and Safety Specialists	70
29-9012	Occupational Health and Safety Technicians	10
29-9091	Athletic Trainers	130

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
29-9099	Healthcare Practitioners and Technical Workers, All Other	160
31-0000	Healthcare Support Occupations	28,480
31-1011	Home Health Aides	4,050
31-1012	Nursing Aides, Orderlies, and Attendants	11,040
31-1013	Psychiatric Aides	120
31-2011	Occupational Therapist Assistants	120
31-2012	Occupational Therapist Aides	50
31-2021	Physical Therapist Assistants	670
31-2022	Physical Therapist Aides	320
31-9011	Massage Therapists	540
31-9091	Dental Assistants	2,990
31-9092	Medical Assistants	5,750
31-9093	Medical Equipment Preparers	300
31-9094	Medical Transcriptionists	840
31-9095	Pharmacy Aides	290
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	390
31-9099	Healthcare Support Workers, All Other	1,010
33-0000	Protective Service Occupations	*
33-1011	First-Line Supervisors/Managers of Correctional Officers	110
33-1012	First-Line Supervisors/Managers of Police and Detectives	410
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	450
33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	150
33-2011	Fire Fighters	2,340
33-2021	Fire Inspectors and Investigators	-20
33-2022	Forest Fire Inspectors and Prevention Specialists	0
33-3011	Bailiffs	120
33-3012	Correctional Officers and Jailers	1,260
33-3021	Detectives and Criminal Investigators	440
33-3031	Fish and Game Wardens	*
33-3041	Parking Enforcement Workers	10
33-3051	Police and Sheriff's Patrol Officers	3,530
33-3052	Transit and Railroad Police	10
33-9011	Animal Control Workers	80

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
33-9021	Private Detectives and Investigators	230
33-9032	Security Guards	4,180
33-9091	Crossing Guards	240
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	880
33-9099	Protective Service Workers, All Other	-170
35-0000	Food Preparation & Serving Related Occupations	85,370
35-1011	Chefs and Head Cooks	460
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	6,890
35-2011	Cooks, Fast Food	6,530
35-2012	Cooks, Institution and Cafeteria	1,870
35-2013	Cooks, Private Household	0
35-2014	Cooks, Restaurant	7,460
35-2015	Cooks, Short Order	890
35-2019	Cooks, All Other	10
35-2021	Food Preparation Workers	9,970
35-3011	Bartenders	1,610
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	18,690
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	1,730
35-3031	Waiters and Waitresses	19,270
35-3041	Food Servers, Nonrestaurant	620
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	1,670
35-9021	Dishwashers	3,930
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	3,110
35-9099	Food Preparation and Serving Related Workers, All Other	660
37-0000	Building & Grounds Cleaning & Maintenance Occupations	27,180
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	1,380
37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	1,400
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	12,080
37-2012	Maids and Housekeeping Cleaners	5,170
37-2019	Building Cleaning Workers, All Other	30
37-2021	Pest Control Workers	580

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
37-3011	Landscaping and Groundskeeping Workers	6,130
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	130
37-3013	Tree Trimmers and Pruners	120
37-3019	Grounds Maintenance Workers, All Other	160
39-0000	Personal Care and Service Occupations	*
39-1021	First-Line Supervisors/Managers of Personal Service Workers	1,750
39-2011	Animal Trainers	230
39-2021	Nonfarm Animal Caretakers	2,130
39-3021	Motion Picture Projectionists	-40
39-3031	Ushers, Lobby Attendants, and Ticket Takers	150
39-3091	Amusement and Recreation Attendants	1,850
39-3092	Costume Attendants	10
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	200
39-3099	Entertainment Attendants and Related Workers, All Other	320
39-4011	Embalmers	*
39-4021	Funeral Attendants	120
39-5011	Barbers	140
39-5012	Hairdressers, Hairstylists, and Cosmetologists	6,290
39-5091	Makeup Artists, Theatrical and Performance	40
39-5092	Manicurists and Pedicurists	90
39-5093	Shampooers	240
39-5094	Skin Care Specialists	520
39-6011	Baggage Porters and Bellhops	180
39-6012	Concierges	70
39-6021	Tour Guides and Escorts	200
39-6022	Travel Guides	30
39-6031	Flight Attendants	620
39-6032	Transportation Attendants, Except Flight Attendants and Baggage Porters	90
39-9011	Child Care Workers	10,370
39-9021	Personal and Home Care Aides	5,110
39-9031	Fitness Trainers and Aerobics Instructors	1,230
39-9032	Recreation Workers	1,320
39-9041	Residential Advisors	620
39-9099	Personal Care and Service Workers, All Other	570

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
41-0000	Sales & Related Occupations	70,960
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	4,740
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	1,090
41-2011	Cashiers	9,380
41-2021	Counter and Rental Clerks	3,750
41-2022	Parts Salespersons	-390
41-2031	Retail Salespersons	32,190
41-3011	Advertising Sales Agents	810
41-3021	Insurance Sales Agents	500
41-3031	Securities, Commodities, and Financial Services Sales Agents	510
41-3041	Travel Agents	0
41-3099	Sales Representatives, Services, All Other	1,620
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	3,300
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	10,040
41-9011	Demonstrators and Product Promoters	440
41-9012	Models	10
41-9021	Real Estate Brokers	320
41-9022	Real Estate Sales Agents	2,160
41-9031	Sales Engineers	340
41-9041	Telemarketers	-880
41-9091	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	-270
41-9099	Sales and Related Workers, All Other	1,300
43-0000	Office & Administrative Support Occupations	68,760
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	6,140
43-2011	Switchboard Operators, Including Answering Service	-430
43-2021	Telephone Operators	-340
43-2099	Communications Equipment Operators, All Other	-20
43-3011	Bill and Account Collectors	5,540
43-3021	Billing and Posting Clerks and Machine Operators	720
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,750
43-3051	Payroll and Timekeeping Clerks	1,290
43-3061	Procurement Clerks	-90
43-3071	Tellers	380

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
43-4011	Brokerage Clerks	90
43-4021	Correspondence Clerks	-20
43-4031	Court, Municipal, and License Clerks	830
43-4041	Credit Authorizers, Checkers, and Clerks	-1,280
43-4051	Customer Service Representatives	23,330
43-4061	Eligibility Interviewers, Government Programs	-10
43-4071	File Clerks	-1,700
43-4081	Hotel, Motel, and Resort Desk Clerks	1,200
43-4111	Interviewers, Except Eligibility and Loan	1,050
43-4121	Library Assistants, Clerical	400
43-4131	Loan Interviewers and Clerks	70
43-4141	New Accounts Clerks	-80
43-4151	Order Clerks	-1,590
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	790
43-4171	Receptionists and Information Clerks	7,610
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	-300
43-4199	Information and Record Clerks, All Other	-1,450
43-5011	Cargo and Freight Agents	0
43-5021	Couriers and Messengers	-200
43-5031	Police, Fire, and Ambulance Dispatchers	640
43-5032	Dispatchers, Except Police, Fire, and Ambulance	690
43-5041	Meter Readers, Utilities	-730
43-5051	Postal Service Clerks	200
43-5052	Postal Service Mail Carriers	800
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	440
43-5061	Production, Planning, and Expediting Clerks	1,860
43-5071	Shipping, Receiving, and Traffic Clerks	2,160
43-5081	Stock Clerks and Order Fillers	350
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	-160
43-6011	Executive Secretaries and Administrative Assistants	7,380
43-6012	Legal Secretaries	1,400
43-6013	Medical Secretaries	700
43-6014	Secretaries, Except Legal, Medical, and Executive	200
43-9011	Computer Operators	-1,320
43-9021	Data Entry Keyers	40
43-9022	Word Processors and Typists	-40

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
43-9031	Desktop Publishers	170
43-9041	Insurance Claims and Policy Processing Clerks	150
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	-1,690
43-9061	Office Clerks, General	8,320
43-9071	Office Machine Operators, Except Computer	-280
43-9081	Proofreaders and Copy Markers	40
43-9111	Statistical Assistants	110
43-9199	Office and Administrative Support Workers, All Other	650
45-0000	Farming, Fishing, and Forestry Occupations	3,380
45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	290
45-1012	Farm Labor Contractors	0
45-2011	Agricultural Inspectors	40
45-2021	Animal Breeders	120
45-2041	Graders and Sorters, Agricultural Products	120
45-2091	Agricultural Equipment Operators	170
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	2,300
45-2093	Farmworkers, Farm and Ranch Animals	100
45-2099	Agricultural Workers, All Other	50
45-3011	Fishers and Related Fishing Workers	-40
45-3021	Hunters and Trappers	20
45-4011	Forest and Conservation Workers	40
45-4021	Fallers	-20
45-4022	Logging Equipment Operators	260
45-4023	Log Graders and Scalers	-50
45-4029	Logging Workers, All Other	-20
47-0000	Construction & Extraction Occupations	41,540
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	4,840
47-2011	Boilermakers	190
47-2021	Brickmasons and Blockmasons	500
47-2022	Stonemasons	110
47-2031	Carpenters	5,650
47-2041	Carpet Installers	200
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	80

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
47-2043	Floor Sanders and Finishers	110
47-2044	Tile and Marble Setters	150
47-2051	Cement Masons and Concrete Finishers	1,370
47-2053	Terrazzo Workers and Finishers	100
47-2061	Construction Laborers	6,130
47-2071	Paving, Surfacing, and Tamping Equipment Operators	570
47-2072	Pile-Driver Operators	*
47-2073	Operating Engineers and Other Construction Equipment Operators	3,460
47-2081	Drywall and Ceiling Tile Installers	780
47-2082	Tapers	40
47-2111	Electricians	3,830
47-2121	Glaziers	430
47-2131	Insulation Workers, Floor, Ceiling, and Wall	70
47-2132	Insulation Workers, Mechanical	140
47-2141	Painters, Construction and Maintenance	1,840
47-2142	Paperhangers	10
47-2151	Pipelayers	1,000
47-2152	Plumbers, Pipefitters, and Steamfitters	2,750
47-2161	Plasterers and Stucco Masons	60
47-2171	Reinforcing Iron and Rebar Workers	60
47-2181	Roofers	980
47-2211	Sheet Metal Workers	1,140
47-2221	Structural Iron and Steel Workers	410
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	190
47-3012	Helpers--Carpenters	450
47-3013	Helpers--Electricians	430
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	60
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	1,040
47-3016	Helpers--Roofers	210
47-3019	Helpers, Construction Trades, All Other	-40
47-4011	Construction and Building Inspectors	650
47-4021	Elevator Installers and Repairers	110
47-4031	Fence Erectors	130
47-4041	Hazardous Materials Removal Workers	260
47-4051	Highway Maintenance Workers	720
47-4061	Rail-Track Laying and Maintenance Equipment Operators	-100

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	120
47-4091	Segmental Pavers	*
47-4099	Construction and Related Workers, All Other	130
47-5021	Earth Drillers, Except Oil and Gas	70
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	0
47-5041	Continuous Mining Machine Operators	0
47-5042	Mine Cutting and Channeling Machine Operators	30
47-5049	Mining Machine Operators, All Other	0
47-5051	Rock Splitters, Quarry	10
47-5071	Roustabouts, Oil and Gas	*
47-5081	Helpers--Extraction Workers	30
47-5099	Extraction Workers, All Other	30
49-0000	Installation, Maintenance, and Repair Occupations	28,040
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	3,070
49-2011	Computer, Automated Teller, and Office Machine Repairers	480
49-2021	Radio Mechanics	-20
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	520
49-2091	Avionics Technicians	80
49-2092	Electric Motor, Power Tool, and Related Repairers	50
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	110
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	560
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	*
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	80
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	200
49-2098	Security and Fire Alarm Systems Installers	430
49-3011	Aircraft Mechanics and Service Technicians	320
49-3021	Automotive Body and Related Repairers	620
49-3022	Automotive Glass Installers and Repairers	80
49-3023	Automotive Service Technicians and Mechanics	4,010
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,690
49-3041	Farm Equipment Mechanics	40
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	640

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
49-3043	Rail Car Repairers	-60
49-3051	Motorboat Mechanics	80
49-3052	Motorcycle Mechanics	70
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	220
49-3091	Bicycle Repairers	20
49-3092	Recreational Vehicle Service Technicians	30
49-3093	Tire Repairers and Changers	330
49-9011	Mechanical Door Repairers	*
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	-20
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,250
49-9031	Home Appliance Repairers	440
49-9041	Industrial Machinery Mechanics	740
49-9042	Maintenance and Repair Workers, General	7,390
49-9043	Maintenance Workers, Machinery	260
49-9044	Millwrights	80
49-9045	Refractory Materials Repairers, Except Brickmasons	10
49-9051	Electrical Power-Line Installers and Repairers	710
49-9052	Telecommunications Line Installers and Repairers	610
49-9061	Camera and Photographic Equipment Repairers	0
49-9062	Medical Equipment Repairers	230
49-9063	Musical Instrument Repairers and Tuners	10
49-9064	Watch Repairers	10
49-9069	Precision Instrument and Equipment Repairers, All Other	110
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	160
49-9092	Commercial Divers	0
49-9093	Fabric Menders, Except Garment	0
49-9094	Locksmiths and Safe Repairers	200
49-9095	Manufactured Building and Mobile Home Installers	100
49-9096	Riggers	70
49-9097	Signal and Track Switch Repairers	*
49-9098	Helpers--Installation, Maintenance, and Repair Workers	1,420
49-9099	Installation, Maintenance, and Repair Workers, All Other	550

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
51-0000	Production Occupations	18,340
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	2,520
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	*
51-2021	Coil Winders, Tapers, and Finishers	-170
51-2022	Electrical and Electronic Equipment Assemblers	40
51-2023	Electromechanical Equipment Assemblers	-40
51-2031	Engine and Other Machine Assemblers	-10
51-2041	Structural Metal Fabricators and Fitters	270
51-2091	Fiberglass Laminators and Fabricators	120
51-2092	Team Assemblers	6,570
51-2093	Timing Device Assemblers, Adjusters, and Calibrators	0
51-2099	Assemblers and Fabricators, All Other	-740
51-3011	Bakers	870
51-3021	Butchers and Meat Cutters	700
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,720
51-3023	Slaughterers and Meat Packers	1,290
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	100
51-3092	Food Batchmakers	320
51-3093	Food Cooking Machine Operators and Tenders	150
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	110
51-4012	Numerical Tool and Process Control Programmers	30
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	-220
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	50
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	120
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	-770
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	90
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	10
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	-10
51-4035	Milling and Planning Machine Setters, Operators, and Tenders, Metal and Plastic	30

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
51-4041	Machinists	1,450
51-4051	Metal-Refining Furnace Operators and Tenders	10
51-4052	Pourers and Casters, Metal	10
51-4061	Model Makers, Metal and Plastic	*
51-4062	Patternmakers, Metal and Plastic	0
51-4071	Foundry Mold and Coremakers	0
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	170
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	50
51-4111	Tool and Die Makers	40
51-4121	Welders, Cutters, Solderers, and Brazers	1,500
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	160
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	20
51-4192	Lay-Out Workers, Metal and Plastic	10
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	30
51-4194	Tool Grinders, Filers, and Sharpeners	0
51-4199	Metal Workers and Plastic Workers, All Other	-40
51-5011	Bindery Workers	-230
51-5012	Bookbinders	-10
51-5021	Job Printers	70
51-5022	Prepress Technicians and Workers	-40
51-5023	Printing Machine Operators	520
51-6011	Laundry and Dry-Cleaning Workers	1,250
51-6021	Pressers, Textile, Garment, and Related Materials	250
51-6031	Sewing Machine Operators	-1,780
51-6041	Shoe and Leather Workers and Repairers	-30
51-6042	Shoe Machine Operators and Tenders	*
51-6051	Sewers, Hand	50
51-6052	Tailors, Dressmakers, and Custom Sewers	130
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	-650
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	-130
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	-2,310

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	-3,060
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	-110
51-6092	Fabric and Apparel Patternmakers	0
51-6093	Upholsterers	-50
51-6099	Textile, Apparel, and Furnishings Workers, All Other	-540
51-7011	Cabinetmakers and Bench Carpenters	180
51-7021	Furniture Finishers	0
51-7031	Model Makers, Wood	10
51-7032	Patternmakers, Wood	*
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	-340
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	-250
51-7099	Woodworkers, All Other	-30
51-8011	Nuclear Power Reactor Operators	*
51-8012	Power Distributors and Dispatchers	10
51-8013	Power Plant Operators	*
51-8021	Stationary Engineers and Boiler Operators	-20
51-8031	Water and Liquid Waste Treatment Plant and System Operators	580
51-8091	Chemical Plant and System Operators	10
51-8092	Gas Plant Operators	20
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	0
51-8099	Plant and System Operators, All Other	0
51-9011	Chemical Equipment Operators and Tenders	20
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	-340
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	100
51-9022	Grinding and Polishing Workers, Hand	40
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	620
51-9031	Cutters and Trimmers, Hand	210
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	80
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	210
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	30
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	520

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
51-9071	Jewelers and Precious Stone and Metal Workers	330
51-9081	Dental Laboratory Technicians	280
51-9082	Medical Appliance Technicians	40
51-9083	Ophthalmic Laboratory Technicians	70
51-9111	Packaging and Filling Machine Operators and Tenders	880
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	50
51-9122	Painters, Transportation Equipment	210
51-9123	Painting, Coating, and Decorating Workers	100
51-9131	Photographic Process Workers	-50
51-9132	Photographic Processing Machine Operators	-380
51-9191	Cementing and Gluing Machine Operators and Tenders	750
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	100
51-9193	Cooling and Freezing Equipment Operators and Tenders	50
51-9194	Etchers and Engravers	20
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	110
51-9196	Paper Goods Machine Setters, Operators, and Tenders	100
51-9197	Tire Builders	*
51-9198	Helpers--Production Workers	3,660
51-9199	Production Workers, All Other	120
53-0000	Transportation & Material Moving Occupations	56,880
53-1011	Aircraft Cargo Handling Supervisors	30
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	860
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	1,770
53-2011	Airline Pilots, Copilots, and Flight Engineers	680
53-2012	Commercial Pilots	140
53-2021	Air Traffic Controllers	-50
53-2022	Airfield Operations Specialists	40
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	120
53-3021	Bus Drivers, Transit and Intercity	700
53-3022	Bus Drivers, School	3,230
53-3031	Driver/Sales Workers	3,040
53-3032	Truck Drivers, Heavy and Tractor-Trailer	13,030

Georgia's Occupational Employment, 2004-2014

<i>SOC Code</i>	<i>Occupation</i>	<i>Change in Employment (2004-2014)</i>
53-3033	Truck Drivers, Light or Delivery Services	7,880
53-3041	Taxi Drivers and Chauffeurs	870
53-3099	Motor Vehicle Operators, All Other	350
53-4011	Locomotive Engineers	-60
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	*
53-4021	Railroad Brake, Signal, and Switch Operators	*
53-4031	Railroad Conductors and Yardmasters	*
53-4041	Subway and Streetcar Operators	*
53-4099	Rail Transportation Workers, All Other	*
53-5011	Sailors and Marine Oilers	-10
53-5021	Captains, Mates, and Pilots of Water Vessels	0
53-5022	Motorboat Operators	-10
53-5031	Ship Engineers	0
53-6011	Bridge and Lock Tenders	*
53-6021	Parking Lot Attendants	-90
53-6031	Service Station Attendants	180
53-6041	Traffic Technicians	50
53-6051	Transportation Inspectors	150
53-6099	Transportation Workers, All Other	230
53-7011	Conveyor Operators and Tenders	120
53-7021	Crane and Tower Operators	320
53-7031	Dredge Operators	10
53-7032	Excavating and Loading Machine and Dragline Operators	230
53-7033	Loading Machine Operators, Underground Mining	20
53-7041	Hoist and Winch Operators	0
53-7051	Industrial Truck and Tractor Operators	4,640
53-7061	Cleaners of Vehicles and Equipment	1,110
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	13,510
53-7063	Machine Feeders and Offbearers	-850
53-7064	Packers and Packagers, Hand	5,070
53-7071	Gas Compressor and Gas Pumping Station Operators	0
53-7072	Pump Operators, Except Wellhead Pumpers	-20
53-7081	Refuse and Recyclable Material Collectors	280
53-7111	Shuttle Car Operators	*
53-7121	Tank Car, Truck, and Ship Loaders	*
53-7199	Material Moving Workers, All Other	-100

Source: Georgia Department of Labor, Workforce Information & Analysis Division*Data restricted.

AARP

Knowledge Management

For more information contact Anita Ritter at (202) 434-6205.

or email aritter@aarp.org

or Sarah Beth Gehl at (404) 420-1324, ext. 102 or email sbgehl@gbpi.org

or Yolanda Hallas at (404) 870-3790 or email YHallas@aarp.org