



# FISCAL RESEARCH CENTER

## **Recent Changes in Occupations Among Georgia's Labor Force**

Glenwood Ross  
Nevbahar Ertas

**Fiscal Research Center  
Andrew Young School of Policy Studies  
Georgia State University  
Atlanta, GA**

**FRC Report No. 225  
February 2011**



**ANDREW YOUNG SCHOOL**  
OF POLICY STUDIES

**RECENT CHANGES IN  
OCCUPATIONS AMONG  
GEORGIA'S LABOR FORCE**

Glenwood Ross  
Nevbahar Ertas

**Fiscal Research Center  
Andrew Young School of Policy Studies  
Georgia State University  
Atlanta, GA**

**FRC Report No. 225  
February 2011**

# Recent Changes in Occupations Among Georgia's Labor Force

---

## Table of Contents

I.	Introduction .....	1
II.	Trends in Occupational Employment.....	2
III.	Wage Trends.....	6
IV.	Developments in the High, Medium and Low-Wage Sectors .....	9
	High-Wage Sector .....	9
	Medium-Wage Sector.....	12
	Low-Wage Sector.....	13
	Details by Occupation .....	15
V.	Conclusion.....	23
	References.....	25
	Appendices.....	26
	About the Authors.....	28

## **Recent Changes in Occupations Among Georgia's Labor Force**

---

### **I. Introduction**

This paper investigates occupational trends in the state of Georgia for the period 2000 – 2009, and is another of a series of reports focused on changes in income and employment in Georgia (Turner 2009; Matthews 2009). It takes a look at absolute changes in the number of jobs for each of the major occupational categories. In addition, it examines the wage differential between the jobs that were added and the jobs that were lost. Occupational studies, such as this one, are important because they provide key insights into the changing nature of the workplace. They point out areas of growing job opportunity and areas of decline. By providing a glimpse into the failings and successes of an areas labor market, these studies help shed light on the needs of the market and policymakers are better able to assess future job prospects and opportunities.

The job market constantly undergoes upheaval and churning. Jobs are continuously being added and taken away, influenced in large measure by current economic conditions. Over time, however, some occupations also become more popular in response to growing demand for certain products and services while others lose favor, succumbing to changes in fashion and structural obsolescence. The job market in Georgia is no exception to these forces.

## Recent Changes in Occupations Among Georgia's Labor Force

### II. Trends in Occupational Employment

After reaching a peak of 4.07 million jobs in 2008, total employment in the state of Georgia fell in 2009 to 3.89 million, virtually unchanged from employment levels at the beginning of the decade (Table 1).<sup>1</sup> Indeed, nearly 180,000 of the roughly 200,000 net jobs created during the 2000 – 2008 period were lost in 2009 as the effects of the most recent recession took hold.<sup>2</sup> This apparent lack of job growth masks considerable job churning and upheaval in the labor market during the 2000 – 2009 period. While it is true that on balance only 20,000 net jobs were created, this actually represents job gains of roughly 254,000 and job losses of about 233,000 over this nine-year period. Moreover, during this time 12 of the 22 the major occupational categories that the Bureau of Labor Statistics (BLS) collects data on were net job gainers while ten were net job losers.

**TABLE 1. 2000-2009 EMPLOYMENT CHANGES: SUMMARY**

	2000 Employment	2008 Employment	2009 Employment	Growth '00 – '09	% Growth '00 – '09
Total, all Occupations	3,868,650	4,068,270	3,889,170	20,520	0.5
Summary, Job Gainers	1,834,630	2,130,570	2,088,540	253,910	13.8
Summary, Job Losers	2,034,020	1,937,700	1,800,630	-233,390	-11.5

In regards to overall job structure, however, there has been little change since 2000. Today, half of the 22 occupational categories account for 82.7 percent of total employment in Georgia with the top five categories accounting for 52.2 percent. The corresponding figures for 2000 were 84.3 percent and 55.3 percent, respectively. As these figures infer, the major occupational categories vary substantially in size. For example, Georgia's largest occupational category is *Office and Administrative Support Occupations* with net employment amounting to more than 701,000 jobs, representing 18 percent of total employment in the state of Georgia in 2009, while its smallest occupational category is *Farming, Fishing, and Forestry Occupations*,

<sup>1</sup> Data in this study are from the Bureau of Labor Statistics' *Occupational Employment Statistics*.

<sup>2</sup> Until 2009 job gains in the state were pretty robust. For example, between 2000 and 2008 job market growth was 5.2 percent. By comparison, for the United States as a whole, jobs grew by 4.2 percent.

## Recent Changes in Occupations Among Georgia's Labor Force

**TABLE 2. 2009 EMPLOYMENT AND SHARES**

Major Occupation Category	2009 Employment	2009 Percentage Share
Office and Administrative Support Occupations	701,390	18.0
Sales and Related Occupations	405,990	10.4
Food Preparation and Serving Related Occupations	337,300	8.7
Transportation and Material Moving Occupations	308,770	7.9
Education, Training, and Library Occupations	276,240	7.1
Production Occupations	274,930	7.1
Management Occupations	220,240	5.7
Healthcare Practitioners and Technical Occupations	196,040	5.0
Business and Financial Operations Occupations	182,980	4.7
Installation, Maintenance, and Repair Occupations	167,860	4.3
Construction and Extraction Occupations	146,070	3.8
Building and Grounds Cleaning and Maintenance Occupations	116,230	3.0
Protective Service Occupations	97,050	2.5
Computer and Mathematical Occupations	95,170	2.4
Healthcare Support Occupations	84,290	2.2
Personal Care and Service Occupations	79,030	2.0
Architecture and Engineering Occupations	55,990	1.4
Community and Social Services Occupations	42,200	1.1
Arts, Design, Entertainment, Sports, and Media Occupations	39,970	1.0
Legal Occupations	26,640	0.7
Life, Physical, and Social Science Occupations	25,410	0.7
Farming, Fishing, and Forestry Occupations	9,380	0.2
<i>Totals</i>	<i>3,889,170</i>	<i>100.0</i>

*Occupations*, with net employment of 9,400 jobs—accounting for just one-quarter of one percent of total employment (Table 2). In fact, there are 15 specific individual job types in *Office and Administrative Support Occupations* alone that have employment totals greater than that for the major category *Farming, Fishing, and Forestry Occupations*. The two largest, *Customer Service Representatives* and *General Office Clerks*, accounted for 95,000 and 77,000 jobs, respectively, in 2009 (Appendix Table 1).

Despite this stable overall structure, there has been considerable movement among the 22 occupational categories in terms of rank order. While *Office and Administrative Support Occupations* and *Sales and Related Occupations* maintained the top two spots throughout the nine-year period, eight of the remaining 20

## Recent Changes in Occupations Among Georgia's Labor Force

---

occupational categories moved up in ranking while another eight moved down in rank (Table 3). In regards to those that have fallen in rank the more significant developments include the dramatic three position drop by *Production Occupations* (from 3<sup>rd</sup> to 6<sup>th</sup>) and *Construction and Extraction Occupations* (from 8<sup>th</sup> to 11<sup>th</sup>). Each of these major job categories experienced precipitous declines in employment. For example, employment in *Production Occupations* fell by a third since 2000, a loss of 132,000 net jobs—representing a staggering 57 percent of all net job losses between 2000 and 2009. In 2000, one out of every ten jobs in the state of Georgia was in *Production Occupations*. Today, that number is less than one out of every 14 jobs. Indeed, three of the top ten individual job losers were in *Production Occupations* (Appendix 2). *Construction and Extraction Occupations* experienced net job losses of 20 percent during this same time period. 2009 employment in this sector was off by 35,500 in comparison with 2000 totals. Although *Management Occupations* dropped just one place during the nine year period (from 6<sup>th</sup> to 7<sup>th</sup>), it lost approximately 37,000 jobs on net. Altogether these three major occupational categories accounted for roughly 90 percent of all of the net job losses for the period.

In regards to the major occupational groups that improved in rank between 2000 and 2009, the more significant development has been the two-position gain made by *Food Preparation and Serving Related Occupations* (from 5<sup>th</sup> to 3<sup>rd</sup>), *Education, Training, and Library Occupations* (from 7<sup>th</sup> to 5<sup>th</sup>), *Healthcare Practitioners and Technical Occupations* (from 10<sup>th</sup> to 8<sup>th</sup>), and *Business and Financial Operations Occupations* (from 11<sup>th</sup> to 9<sup>th</sup>). These four major occupational groupings were the top job gainers and together they accounted for two-thirds of all the net job increases throughout the period. *Education, Training, and Library Occupations*; *Business and Financial Operations Occupations*; and *Healthcare Practitioners and Technical Occupations* each had net employment gains of greater than 40,000 over the 2000 – 2009 period. *Food Preparation and Serving Related Occupations* had net gains of 30,000. In fact, the job category that includes fast food workers was the top individual job gainer by far, adding 51,000 jobs between 2000 and 2009 (Appendix 3).

## Recent Changes in Occupations Among Georgia's Labor Force

**TABLE 3. EMPLOYMENT RANK**

Occupation Title	2000 Employment	2000 Rank	2009 Employment	2009 Rank
Office and Administrative Support Occupations	691,960	1	701,390	1
Sales and Related Occupations	409,110	2	405,990	2
Production Occupations	407,220	3	274,930	6
Transportation and Material Moving Occupations	323,890	4	308,770	4
Food Preparation and Serving Related Occupations	307,280	5	337,300	3
Management Occupations	256,870	6	220,240	7
Education, Training, and Library Occupations	227,370	7	276,240	5
Construction and Extraction Occupations	181,580	8	146,070	11
Installation, Maintenance, and Repair Occupations	168,020	9	167,860	10
Healthcare Practitioners and Technical Occupations	153,230	10	196,040	8
Business and Financial Operations Occupations	136,070	11	182,980	9
Building and Grounds Cleaning and Maintenance Occupations	118,220	12	116,230	12
Computer and Mathematical Occupations	96,520	13	95,170	14
Protective Service Occupations	88,380	14	97,050	13
Healthcare Support Occupations	69,240	15	84,290	15
Architecture and Engineering Occupations	60,540	16	55,990	17
Personal Care and Service Occupations	60,010	17	79,030	16
Arts, Design, Entertainment, Sports, and Media Occupations	34,320	18	39,970	19
Community and Social Services Occupations	27,350	19	42,200	18
Life, Physical, and Social Science Occupations	19,780	20	25,410	21
Legal Occupations	19,640	21	26,640	20
Farming, Fishing, and Forestry Occupations	12,050	22	9,380	22
<i>Total</i>	3,868,650		3,889,170	



## Recent Changes in Occupations Among Georgia's Labor Force

---

### III. Wage Trends

In addition to the substantial variation in the size of occupational categories, the 22 major occupational categories also vary significantly in regards to mean, or average, wages. According to the most recent data, seven of the major occupational categories had mean annual wages of more than \$60,000 a year, with two—*Management Occupations* and *Legal Occupations*—having mean annual wages approaching \$100,000. On the other hand, there were six major occupational categories with mean wages of less than \$30,000 a year, with one—*Food Preparation and Serving Related Occupations*—having a mean annual wage of less than \$20,000.<sup>3</sup> The average wage in the state of Georgia in 2009 was \$41,400.

As previously noted, 12 of the major occupational categories had net employment gains of about 254,000 jobs; while the remaining ten had net employment losses of roughly 233,000 jobs during the 2000 – 2009 period. Overall, the mean wage of the major occupations with net job gains significantly exceeded that for occupations with net job losses. By our calculations, the mean wage for occupations with net job gains was \$47,564 versus \$42,736 for occupations with net job losses, a difference of roughly \$4,800 (Tables 4 and 5).<sup>4</sup> In other words, the jobs coming into Georgia pay slightly higher wages than the jobs that are leaving the state.

This seems to refute the commonly held notion that jobs in the state of Georgia are becoming increasingly low paying and low-skilled. However, this result is driven by the change in occupations between 2008 and 2009. For the period 2000

---

<sup>3</sup> It is important to remember that these are mean or average annual wages and that there is considerable wage variation within each major occupational category. As an example, in the *Management Occupations Category* the annual average wage is \$99,200, however wages for specific occupations within this category range from a low of \$21,200 per year for *Legislators* to a high of \$163,000 per year for *Chief Executives*. In the low- wage sector *Food Preparation and Serving Related Occupations* annual wages was as high as \$35,000 for *Chefs and Head Cooks* and as low as \$17,000 for *Cafeteria, Food Concession, and Coffee Shop Counter Attendants*.

<sup>4</sup> Mean wages were calculated in three steps. First, net job gains or losses for the various major occupational categories were multiplied by their corresponding mean 2009 wage. Second, these sums were added up and then separated into two groups; one for job gainers and another for job losers. Third, these two sums were then divided by the respective net number of jobs gained or lost to yield the corresponding averages.

## Recent Changes in Occupations Among Georgia's Labor Force

**TABLE 4. 2000-2009 EMPLOYMENT CHANGES: JOB GAINERS**

	2000 Employment	2009 Employment	Growth '00 – '09	% Growth '00 – '09	2009 Mean Wage
<i>Job Gainers</i>					
Education, Training, and Library Occupations	227,370	276,240	48,870	21.5	43,720
Business and Financial Operations Occupations	136,070	182,980	46,910	34.5	69,080
Healthcare Practitioners and Technical Occupations	153,230	196,040	42,810	27.9	65,060
Food Preparation and Serving Related Occupations	307,280	337,300	30,020	9.8	19,480
Personal Care and Service Occupations	60,010	79,030	19,020	31.7	23,880
Healthcare Support Occupations	69,240	84,290	15,050	21.7	24,610
Community and Social Services Occupations	27,350	42,200	14,850	54.3	41,080
Office and Administrative Support Occupations	691,960	701,390	9,430	1.4	32,040
Protective Service Occupations	88,380	97,050	8,670	9.8	33,620
Legal Occupations	19,640	26,640	7,000	35.6	97,830
Arts, Design, Entertainment, Sports, and Media Occupations	34,320	39,970	5,650	16.5	49,130
Life, Physical, and Social Science Occupations	19,780	25,410	5,630	28.5	60,270
<i>Summary Job Gainers</i>	<i>1,834,630</i>	<i>2,088,540</i>	<i>253,910</i>	<i>13.8</i>	<i>47,564</i>

**TABLE 5. 2000-2009 EMPLOYMENT CHANGES: JOB LOSERS**

	2000 Employment	2009 Employment	Growth '00 – '09	% Growth '00 – '09	2009 Mean Wage
<i>Job Losers</i>					
Production Occupations	407,220	274,930	-132,290	-32.5	29,990
Management Occupations	256,870	220,240	-36,630	-14.3	99,180
Construction and Extraction Occupations	181,580	146,070	-35,510	-19.6	35,630
Transportation and Material Moving Occupations	323,890	308,770	-15,120	-4.7	31,090
Architecture and Engineering Occupations	60,540	55,990	-4,550	-7.5	67,890
Sales and Related Occupations	409,110	405,990	-3,120	-0.8	34,360
Farming, Fishing and Forestry Occupations	12,050	9,380	-2,670	-22.2	26,720
Building and Grounds Cleaning and Maintenance Occupations	118,220	116,230	-1,990	-1.7	22,700
Computer and Mathematical Occupations	96,520	95,170	-1,350	-1.4	73,690
Installation, Maintenance, and Repair Occupations	168,020	167,860	-160	-0.1	40,430
<i>Summary Job Losers</i>	<i>2,034,020</i>	<i>1,800,630</i>	<i>-233,390</i>	<i>-11.5</i>	<i>42,736</i>

## Recent Changes in Occupations Among Georgia's Labor Force

---

to 2008, mean wage for major occupations with net job gains (\$42,226) was less than for those major occupations losing jobs (\$45,893). The recent recession resulted in substantial job losses in lower wage occupations, and a large share of the few major occupations that did see an increase were in the higher wage occupations.<sup>5</sup> It is unclear whether the results for 2008-2009 represent a reversal in the pattern or simply reflect the effects of the recession.

---

<sup>5</sup> In 2009, just eight of the 22 major occupational categories were net job gainers. The job gains only amounted to a paltry total of 6,690 jobs. However, the overall average wage for these few job gainers was \$43,778 and 45 percent of them had average wages of more than \$60,000. In contrast, the average wage for the 14 major job categories that lost jobs in 2009 was \$33,509, more than \$10,000 less than that for the job gainers. Eighty-three percent of these job losses were in occupational groups whose average wage was less than \$36,000. Moreover, these occupations lost a whopping 185,790 jobs in 2009,

## Recent Changes in Occupations Among Georgia's Labor Force

---

### IV. Developments in the High, Medium and Low-Wage Sectors

In order to further investigate wage trends we decided to sort the 22 major occupational groups into High, Medium and Low-Wage Categories for the state of Georgia (Table 6).<sup>6</sup> In 2009, the average wage for the High, Medium and Low-Wage Major Occupational Categories was \$77,500, \$38,300 and \$28,100, respectively. Between 2000 and 2009 employment in High, Medium and Low-Wage Sectors in the state of Georgia grew by 8.1 percent, 3.5 percent and a negative 3.9 percent, respectively. Over this period total net employment grew by nearly 60,000 for the High-Wage Sector and by about 39,000 for the Medium-Wage Sector; however, for the Low-Wage Occupational Categories employment fell by 78,600 jobs. Of the new jobs created 40 percent was accounted for by the High-Wage Sector while the remainder was just about evenly split between Medium and Low-Wage Jobs. In regards to job losses Low-Wage Occupations were dominant, accounting for almost two out of every three jobs that left the state. Approximately 18 percent of the job losses were in High-Wage Occupations, while 17 percent were made up of Medium-Wage Jobs. A more detailed examination of recent developments in the High, Medium, and Low-Wage Sectors follows.

#### High-Wage Sector

During the 2000 – 2009 period the High-Wage Sector added more than 100,000 new jobs while simultaneously shedding 42,500 jobs (Table 7). The bulk of the job gains were in *Business and Financial Operations Occupations (BFO)* and *Healthcare Practitioners and Technical Occupations (HPT)*. Together these two occupational groupings accounted for just about 90,000 new jobs. *Management Analysts*, the top individual *BFO* occupation with employment gains of 21,000 jobs, and *Registered Nurses*, the top individual *HPT* occupation with employment gains of 16,000 jobs, made up the lion's share of increased employment during the 2000 – 2009 period.

---

<sup>6</sup> Using 2009 national data we divided the 22 major occupational groups into High, Medium and Low-Wage Categories according to their average wages. At the national level the High-Wage Category ranged from \$66 to \$103,000; the Medium-Wage Category ranged from \$36 to \$52,000; and the Low-Wage Category ranged from \$21 to \$34,000.

## Recent Changes in Occupations Among Georgia's Labor Force

**TABLE 6. HIGH, MEDIUM, AND LOW-WAGE BREAKDOWN**

	2009 Mean Annual Wage
<i>High-Wage Major Occupation Category</i>	
Management Occupations	\$99,180
Legal Occupations	\$97,830
Computer and Mathematical Occupations	\$73,690
Business and Financial Operations Occupations	\$69,080
Architecture and Engineering Occupations	\$67,890
Healthcare Practitioners and Technical Occupations	\$65,060
Life, Physical, and Social Science Occupations	\$60,270
<i>Category Average</i>	<i>\$77,498</i>
<i>Medium-Wage Major Occupation Category</i>	
Arts, Design, Entertainment, Sports, and Media Occupations	\$49,130
Education, Training, and Library Occupations	\$43,720
Community and Social Services Occupations	\$41,080
Installation, Maintenance, and Repair Occupations	\$40,430
Construction and Extraction Occupations	\$35,630
Sales and Related Occupations	\$34,360
Protective Service Occupations	\$33,620
<i>Category Average</i>	<i>\$38,267</i>
<i>Low-Wage Major Occupation Category</i>	
Office and Administrative Support Occupations	\$32,040
Transportation and Material Moving Occupations	\$31,090
Production Occupations	\$29,990
Farming, Fishing, and Forestry Occupations	\$26,720
Healthcare Support Occupations	\$24,610
Personal Care and Service Occupations	\$23,880
Building and Grounds Cleaning and Maintenance Occupations	\$22,700
Food Preparation and Serving Related Occupations	\$19,480
<i>Category Average</i>	<i>\$28,116</i>

## Recent Changes in Occupations Among Georgia's Labor Force

**TABLE 7. HIGH-WAGE JOB GAINERS AND LOSERS**

<i>Job Gainers</i>					
<b>Occupation Title</b>	<b>2000 Employment</b>	<b>2009 Employment</b>	<b>Growth '00 – '09</b>	<b>% Growth '00 – '09</b>	<b>2009 Wage</b>
Business and Financial Operations Occupations	136,070	182,980	46,910	34.5	69,080
Life, Physical, and Social Science Occupations	19,780	25,410	5,630	28.5	60,270
Legal Occupations	19,640	26,640	7,000	35.6	97,830
Healthcare Practitioners and Technical Occupations	153,230	196,040	42,810	27.9	65,060
<i>Totals</i>	<i>328,720</i>	<i>431,070</i>	<i>102,350</i>	<i>31.1</i>	<i>68,880</i>
<i>Job Losers</i>					
<b>Occupation Title</b>	<b>2000 Employment</b>	<b>2009 Employment</b>	<b>Growth '00 – '09</b>	<b>% Growth '00 – '09</b>	<b>2009 Wage</b>
Management Occupations	256,870	220,240	-36,630	-14.3	99,180
Computer and Mathematical Occupations	96,520	95,170	-1,350	-1.4	73,690
Architecture and Engineering Occupations	60,540	55,990	-4,550	-7.5	67,890
<i>Totals</i>	<i>413,930</i>	<i>371,400</i>	<i>-42,530</i>	<i>-10.3</i>	<i>95,023</i>
<i>Summary Totals</i>	<i>742,650</i>	<i>802,470</i>	<i>59,820</i>	<i>8.1</i>	<i>76,555</i>

More than 85 percent of the 42,500 job losses were accounted by *Management Occupations*, the highest income group in the state of Georgia, with average wages approaching \$100,000 annually. Within this category, *Food Service Managers*, *Financial Managers*, *Industrial Production Managers* and *Purchasing Managers* each loss more than 3,000 jobs during the 2000 – 2009 period. An interesting feature of the High-Wage Occupational Category is that the average wage of jobs coming into this sector was more than 25 percent lower than that for jobs leaving the sector. The average wage for job entrants was \$68,900 versus \$95,000 for the jobs that were lost to the sector. So in this case it appears that even though high paying jobs are making gains in terms of sheer numbers, they are falling behind in terms of the wage rate. In other words, the quality (as measured by wage) of high paying jobs has diminished.

## Recent Changes in Occupations Among Georgia's Labor Force

### Medium-Wage Sector

The Medium-Wage Sector added 78,000 jobs while losing 39,000 jobs during the 2000 – 2009 period (Table 8). The majority of job additions were in *Education, Training, and Library Occupations*. In total this major job category accounted for approximately 49,000 new jobs or more than 60 percent of the 78,000 jobs created in the Medium-Wage Sector during the 2000 – 2009 period. Growth in this job category was also spurred in part by the addition of nearly 15,000 jobs in *Community and Social Services Occupations* and *Sales and Related Occupations*.

**TABLE 8. MEDIUM-WAGE JOB GAINERS AND LOSERS**

<i>Job Gainers</i>					
<b>Occupation Title</b>	<b>2000 Employment</b>	<b>2009 Employment</b>	<b>Growth '00 – '09</b>	<b>% Growth '00 – '09</b>	<b>2009 Wage</b>
Arts, Design, Entertainment, Sports, and Media Occupations	34,320	39,970	5,650	16.5	49,130
Education, Training, and Library Occupations	227,370	276,240	48,870	21.5	43,720
Community and Social Services Occupations	27,350	42,200	14,850	54.3	41,080
Protective Service Occupations	88,380	97,050	8,670	9.8	33,620
<i>Totals</i>	<i>377,420</i>	<i>455,460</i>	<i>78,040</i>	<i>20.7</i>	<i>42,487</i>
<i>Job Losers</i>					
<b>Occupation Title</b>	<b>2000 Employment</b>	<b>2009 Employment</b>	<b>Growth '00 – '09</b>	<b>% Growth '00 – '09</b>	<b>2009 Wage</b>
Construction and Extraction Occupations	181,580	146,070	-35,510	-19.6	35,630
Installation, Maintenance, and Repair Occupations	168,020	167,860	-160	-0.1	40,430
Sales and Related Occupations	409,110	405,990	-3,120	-0.8	34,360
<i>Totals</i>	<i>758,710</i>	<i>719,920</i>	<i>-38,790</i>	<i>-5.1</i>	<i>35,548</i>
<i>Summary Totals</i>	<i>1,136,130</i>	<i>1,175,380</i>	<i>39,250</i>	<i>3.5</i>	<i>40,183</i>

Almost all of the job losses in the Medium-Wage Sector during 2000 and 2009 can be explained by the 20 percent drop off in employment in *Construction and Extraction Occupations*. Job losses in this category amounted to 35,500. It is interesting to note that the bulk of these job losses—more than 24,000—occurred in

## Recent Changes in Occupations Among Georgia's Labor Force

---

2009 in large measure due to the downturn in the housing industry which was brought about by the recession.

The average wage of job entrants in the Medium-Wage Sector was \$42,487, which was significantly more than the \$35,548 average wage for jobs that left this sector. This 20 percent differential would tend to suggest that the quality of jobs in the Medium-Wage Category is improving.

### Low-Wage Sector

The Low-Wage Sector loss more than twice as many jobs as it gained during the 2000 – 2009 period (Table 9). Employment growth—which was fueled largely by *Food Preparation and Serving Related Occupations* and to a lesser extent by *Personal Care and Service Occupations*, *Healthcare Support Occupations* and *Office and Administrative Support Occupations*—amounted to 73,500. It is interesting to note that the 30,000 job gain in *Food Preparation and Serving Related Occupations* over the 2000 – 2009 period came about in spite of a 17,000 decline in jobs in 2009. Indeed, *Office and Administrative Support Occupations*, which added 9,400 jobs during the 2000 – 2009 period, actually loss about 30,000 jobs in 2009 as the recession gained momentum.

Job losses in the Low-Wage Sector amounted to more than 150,000 from 2000 to 2009. The Low-Wage Sector accounted for about 65 percent of the jobs that were lost during this period. It is no question that the driving force behind these job losses has been the decline in *Production Occupations*. *Production Occupations* lost 132,000 jobs throughout the period. Each of the major occupational groups with net job losses—*Production Occupations*, *Transportation and Material Moving Occupations*, *Building and Grounds Cleaning and Maintenance Occupations* and *Farming, Fishing, and Forestry Occupations*—were hard hit by the recession of 2007-2009. *Production Occupations* and *Transportation and Material Moving Occupations* were the hardest hit, losing roughly 41,000 and 24,000 jobs, respectively in 2009. While *Building and Grounds Cleaning and Maintenance Occupations* and *Farming, Fishing, and Forestry Occupations* lost lesser amounts of 8,000 and 2,500



## Recent Changes in Occupations Among Georgia's Labor Force

**TABLE 9. LOW-WAGE JOB GAINERS AND LOSERS**

<i>Job Gainers</i>					
<b>Occupation Title</b>	<b>2000 Employment</b>	<b>2009 Employment</b>	<b>Growth '00 – '09</b>	<b>% Growth '00 – '09</b>	<b>2009 Wage</b>
Office and Administrative Support Occupations	691,960	701,390	9,430	1.4	32,040
Healthcare Support Occupations	69,240	84,290	15,050	21.7	24,610
Personal Care and Service Occupations	60,010	79,030	19,020	31.7	23,880
Food Preparation and Serving Related Occupations	307,280	337,300	30,020	9.8	19,480
<i>Totals</i>	<i>1,128,490</i>	<i>1,202,010</i>	<i>73,520</i>	<i>6.5</i>	<i>23,279</i>
<i>Job Losers</i>					
<b>Occupation Title</b>	<b>2000 Employment</b>	<b>2009 Employment</b>	<b>Growth '00 – '09</b>	<b>% Growth '00 – '09</b>	<b>2009 Wage</b>
Production Occupations	407,220	274,930	-132,290	-32.5	29,990
Transportation and Material Moving Occupations	323,890	308,770	-15,120	-4.7	31,090
Building and Grounds Cleaning and Maintenance Occupations	118,220	116,230	-1,990	-1.7	22,700
Farming, Fishing, and Forestry Occupations	12,050	9,380	-2,670	-22.2	26,720
<i>Totals</i>	<i>861,380</i>	<i>709,310</i>	<i>-152,070</i>	<i>-17.7</i>	<i>29,947</i>
<i>Summary Totals</i>	<i>1,989,870</i>	<i>1,911,320</i>	<i>-78,550</i>	<i>3.9</i>	<i>27,774</i>

jobs, respectively. Taken together, these Low-Wage Occupational Categories just about lost as many jobs in 2009 (75,530) as they had during the entire 2000 – 2008 period (76,540).

Interestingly, here, as in the case of the High-Wage Sector, the average wage for jobs leaving the Low-Wage Sector was higher than that for those jobs entering the sector. In this case, however, the overall number of jobs is decreasing and the remaining jobs are poorer paying. According to our calculations, the wage rate for jobs leaving this sector was about \$30,000 and for those entering this sector was a little over \$23,000.

## Recent Changes in Occupations Among Georgia's Labor Force

---

### Details by Occupation

We next take a look at recent occupational trends in the High, Medium and Low-Wage Sectors.

#### *High-Wage Occupations*

- *Management Occupations* had an annual average wage of \$99,200 in 2009. Employment fell from 257,000 jobs in 2000 to 220,000 jobs in 2009, a loss of 37,000 jobs, which represents a 14 percent decline. Only *Production Occupations* lost more jobs during this period than did *Management Occupations*. Unlike some other occupational categories, the recession year of 2009 did not bring about a dramatic upsurge in employment losses. The 4,500 reduction in *Management Occupations* in 2009 simply represented a continuation of a job loss trend. During 2000 - 2009 the top five individual job gainers in this category added a total of 8,000 jobs with a weighted average wage of \$81,800 and the top five job losers loss 17,800 jobs with a weighted average wage of \$85,200.
- *Business and Financial Operations Occupations* experienced employment gains of nearly 47,000 during the 2000 – 2009 period. This gain was the largest among the major High-Wage Occupational Categories and the second largest overall behind the Medium-Wage Major Occupational Category *Education, Training, and Library Occupations*. This employment surge was led by the near trebling of Management Analyst positions. In 2000, Georgia had 11,240 Management Analyst Jobs. By 2009 Management Analyst positions totaled about 32,000. Even in the recession year of 2009 4,200 of these high paying jobs were created. This was the largest gain for any individual job grouping. In 2009 the average annual wage for Management Analysts was \$96,260. During 2000 - 2009 the top five individual job gainers in this category added a total of 37,300 jobs with a weighted average wage of nearly \$85,100 and the top five job losers loss 2,800 jobs with a weighted average wage of \$62,300.
- *Computer and Mathematical Occupations* were largely unchanged between 2000 and 2009. Employment amounted to 95,170 in 2009, representing a drop of 1,350 from year 2000 totals. This apparent stability masks relatively large gains in the number of Computer Systems Analysts positions (6,950) and large losses among Computer Programmers (7,390) during this same time period. There are now half as many Computer Programmers as there were in 2000. On the other hand, there are 42 percent more Computer Systems Analysts today than there were in 2000. In 2009 a net 90 jobs were created in this major occupational category. Computer Systems Analysts was the largest job gainer (2,610) while Computer Programmers (1,520) and Computer Support Specialists (1,430) were the largest job losers in 2009. The decline in Computer Support Specialists positions was a reversal of recent growth and eliminated all of the gains of the prior eight years. The decline in Computer Programmer Jobs represents a continuing trend. The top five job gainers during the 2000 – 2009 period added

## Recent Changes in Occupations Among Georgia's Labor Force

---

9,660 jobs and had a weighted average wage of \$79,938 while the top five job losers lost 9,920 jobs and had a weighted average wage of \$74,386.

- *Architecture and Engineering Occupations* experienced a net loss of 4,550 jobs between 2000 and 2009, a loss of 7.5 percent. The largest individual job loser was Electrical and Electronic Engineering Technicians, which saw employment drop by 3,600. Electro Mechanical Technicians and Health and Safety Engineers had employment losses of more than a thousand each. The major individual job gainers included Civil Engineers, Architects, and Industrial Engineers which had employment growth of 1,670, 1,480, and 1,010, respectively. In 2009 employment in *Architecture and Engineering Occupations* fell by 2,500, or by 4.3 percent. Indeed, more than half of the job losses for the entire 2000 – 2009 period occurred in 2009. The top five job gainers during the 2000 – 2009 period added 5,710 jobs and had a weighted average wage of \$67,772, while the top five job losers lost 7,830 jobs and had a weighted average wage of \$61,276.
- *Life, Physical and Social Science Occupations* had employment of 25,410 in 2009, up nearly 30 percent over 2000 totals. Next to *Farming, Fishing and Forestry Occupations* this was the smallest of all the major occupational categories. The major individual job gainer by far was Market Research Analysts, which saw employment grow from 1,960 to 6,880 during the 2000 – 2009 period. The next largest individual job gainer was Biological Technicians, which added more than 1,500 jobs during this same period. Overall job losses were minimal. It also appears that the recession had little impact on *Life, Physical and Social Science Occupations*. The top five job gainers during the 2000 – 2009 period added 7,390 jobs and had a weighted average wage of \$58,209 while the top five job losers lost 1,420 jobs and had a weighted average wage of \$47,966.
- *Legal Occupations* is another small occupational category with total employment of 26,640 in 2009, up from 19,640 in 2000. This 7,000 increase in employment represents a gain of 36 percent for the period. Lawyers and Paralegals accounted for the bulk of this gain. Title Examiners was the only individual *Legal Occupation* to lose employment between 2000 and 2009. Lawyers, Paralegals and Title Examiners each experienced significant job losses in 2009.
- *Healthcare Practitioners and Technical Occupations* is the second largest High-Wage Occupational Category and the eighth largest overall with 2009 employment of nearly 200,000. Overall employment grew by 28 percent from 2000 to 2009. This growth was spurred in large measure by the addition of more than 21,000 nursing jobs. Pharmacists and Pharmacist Technicians added another 6,000 jobs or so. Dietetic Technicians, which lost roughly 1,100 jobs, was the largest loser during this time period. 2009 saw a significant slowdown in growth. For the eight year period prior to 2009 *Healthcare Practitioners and Technical Occupations* added an average of more than 5,000 jobs each year. In 2009 just 700 new jobs were created. The top five job gainers during the 2000 – 2009

## Recent Changes in Occupations Among Georgia's Labor Force

---

period added 29,640 jobs and had a weighted average wage of \$47,152 while the top five job losers lost 2,930 jobs and had a weighted average wage of \$55,434.

### *Medium-Wage Occupations*

- *Education, Training, and Library Occupations*, the fifth largest major occupational grouping with employment of 276,000 in 2009, grew more in absolute terms than other major occupational category during the 2000 – 2009 period. *Education, Training, and Library Occupations* added 48,870 jobs during this period. Secondary and Middle School Teachers along with Teacher Assistants together accounted for the addition of more than 20,000 of these jobs. Job losses during this period were lead by Elementary School Teachers (4,540), Post Secondary Education Teachers (2,010) and Preschool Teachers (1,830). Employment during the recession was largely unchanged for *Education, Training, and Library Occupations*. The top five job gainers during the 2000 – 2009 period added 27,520 jobs and had a weighted average wage of \$53,397 while the top five job losers lost 9,880 jobs and had a weighted average wage of \$47,605.
- *Community and Social Services Occupations* saw employment grow by an impressive 54 percent during the 2000 – 2009 period. Nevertheless, with total employment of 42,200, *Community and Social Services Occupations* ranks among the smaller occupational categories. Five individual occupations account for the bulk of the growth. These included Child, Family, and School Social Workers (3,040), Social and Human Service Assistants (2,420), Probation Officers and Correctional Treatment Specialists (2,030), Educational, Vocational, and School Counselors (1,830), and Health Educators (1,200). In 2009, employment in *Community and Social Services Occupations* fell 1.6 percent or by 700 jobs. The top five job gainers during the 2000 – 2009 period added 10,520 jobs and had a weighted average wage of \$41,569. There was only one job category that reported any net job losses for the period. Substance Abuse and Behavioral Disorder Counselors lost 80 positions with an average annual wage of \$37,290.
- *Protective Service Occupations* grew by 9.8 percent between 2000 and 2009 and now totals 97,050. The major growth sectors during this period were Correctional Officers and Jailers (7,820) and Police and Sheriff's Patrol Officers (4,160). In contrast, Security Guards lost 10,190 positions over this nine year period. In 2009, job growth in *Protective Service Occupations* amounted to three-tenths of one percent, a significant drop-off from prior years. With job losses of 1,690 in 2009 Security Guards was the leader in jobs lost. Firefighters led job gainers in 2009 with 990 new positions. The top five job gainers during the 2000 – 2009 added 16,840 jobs and had a weighted average wage of \$36,866. There was just three individual employment categories that reported job losses— First line Supervisors/Managers of Fire Fighting and Prevention Workers (270),

## Recent Changes in Occupations Among Georgia's Labor Force

---

Crossing Guards (810) and Security Guards (10,190). Together they lost a total of 11,270 jobs and had a weighted average wage of \$24,568.

- *Arts, Design, Entertainment, Sports, and Media Occupations* with 2009 employment of 39,970 is the smallest of the major Medium-Wage Occupations. Employment growth amounted to 5,650 during the 2000 – 2009 period. This growth was led by significant increases in the number of Coaches and Scouts (2,590), Graphic Designers (2,320), and Public Relations Specialists (2,260). The major employment loser during this period was Floral Designers which lost 2,050 jobs. In 2009, *Arts, Design, Entertainment, Sports, and Media Occupations* loss one percent of its jobs. The top five job gainers during the 2000 – 2009 period added 8,480 jobs and had a weighted average wage of \$47,552. The top five job losers for which wage data is available lost 3,440 jobs and had a weighted average wage of \$30,275.
- *Installation, Maintenance, and Repair Occupations* had total employment of 167,860 in 2009. Three occupations accounted for about half of this total. They were Maintenance and Repair Workers (44,790), Automotive Service Technicians and Mechanics (18,820), and First Line Supervisors/Managers of Mechanics, Installers and Repairers (16,880). Between 2000 and 2008 *Installation, Maintenance, and Repair Occupations* gained a total of 11,970 jobs. However, losses in the recession year of 2009 eliminated all of these gains, and for the 2000 – 2009 period as a whole. *Installation, Maintenance, and Repair Occupations* lost 160 jobs on net. 2009 losses were most acute in Automotive Service Technicians and Mechanics (1,420), Helpers Installation, Maintenance, and Repair Workers (1,290), Bus and Truck Mechanics and Diesel Engine Specialists (1,130), and First Line Supervisors/Managers of Mechanics, Installers and Repairers (1,100). The top five job gainers during the 2000 – 2009 period added 19,950 jobs and had a weighted average wage of \$43,163 while the top five job losers lost 14,370 jobs and had a weighted average wage of \$43,412.
- *Sales and Related Occupations*, with total employment of 405,990 in 2009, is the largest Medium-Wage Occupational Group and the second largest overall (behind only Office and Administrative Support Occupations). The four leading occupations—Retail Salespersons (137,240), Cashiers (96,230), Wholesale and Manufacturing Sales Representatives (51,850), and First Line Supervisors/Managers of Retail Sales Workers (37,670)—account for 80 percent of total employment. During the period 2000 – 2009 *Sales and Related Occupations* loss a total 3,120 jobs on net. This resulted from a 4.3 percent decline in jobs (18,380 positions) during the recession year of 2009, which more than offset the entire gains for the 2000 – 2008 period. During 2000 – 2009, Retail Salespersons added more than 21,000 jobs. This was the third largest individual job gainer for the period, behind only Combined Food Preparation and Serving Workers, including Fast Food and Customer Service Representatives. These two Low-Wage Occupations had employment gains of 50,960 and 27,870, respectively. Real Estate Sales Agents (4,350) and Insurance Sales Agents (1,670) were two other

## Recent Changes in Occupations Among Georgia's Labor Force

---

*Sales and Related Occupations* with sizeable gains. Cashiers (7,550), Telemarketers (4,650) Parts Salespersons (4,070), Travel Agents (3,340), and First Line Supervisors/Managers of Nonretail Sales Workers (2,760) were the major job losers during the 2000 – 2009 period. The top five job gainers during the 2000 – 2009 period added 28,780 jobs and had a weighted average wage of \$31,566 while the top five job losers lost 22,370 jobs and had a weighted average wage of \$32,303.

- *Construction and Extraction Occupations* lost nearly a fifth of its jobs between 2000 and 2009, down by some 35,510 positions. *Construction and Extraction Occupations* was the third largest major occupational grouping in terms of job losses for the period. The largest individual job losers throughout the nine year period were Carpenters (9,680), Electricians (4,290), and Painters (3,030). On the other hand, the big net job gainers were Operating Engineers and Other Construction Equipment Operators (2,800) and First Line Supervisors/Managers of Construction Trades and Extraction Workers (1,620). Two-thirds of these positions were lost in the recession year of 2009. The decline in the housing sector due to the recession was largely responsible for the drop-offs in employment in *Construction and Extraction Occupations Jobs*. For example, Construction Laborers, which is an overall net job gainer for the nine year period, lost 7,820 jobs in 2009—nearly a quarter of its workforce; Carpenters lost 3,590 jobs—one out of every five positions; First Line Supervisors/Managers of Construction Trades and Extraction Workers, which, like Construction Laborers, is an overall net job gainer for the nine year period, lost 2,280 positions in 2009—one out of every eight jobs; Electricians lost 2,180 jobs—one out of eight positions; Plumbers, Pipefitters, and Steamfitters lost 1,120 positions—almost one out of every ten jobs; while Drywall and Ceiling Tile Installers saw employment drop by 950 positions or by a whopping 28.8 percent in 2009. The top five job gainers during the 2000 – 2009 period added 6,630 jobs and had a weighted average wage of \$37,810 while the top five job losers lost 22,240 jobs and had a weighted average wage of \$34,786.

### *Low-Wage Occupations*

- *Food Preparation and Serving Related Occupations*, with an employment total of 337,300, was the third largest employer in the state. It was also the number one creator of jobs among the Low-Wage Occupations. Between the years 2000 and 2009 *Food Preparation and Serving Related Occupations* added more than 30,000 jobs. This growth occurred despite the loss of nearly 17,000 jobs in 2009, a drop of more than 15 percent. The largest generator of jobs by far was Combined Food Preparation and Serving Workers, including Fast Food—which added nearly 51,000 jobs during the 2000 – 2009 period. This was the leading individual producer of jobs in Georgia, exceeding the second leading job producer, Customer Service Representatives, by 23,000 jobs. This achievement is all the more impressive when one considers that the Combined Food Preparation and Serving Workers, including Fast Food was the second leading individual

## Recent Changes in Occupations Among Georgia's Labor Force

---

loser of jobs in the recession year of 2009. Losses that year amounted to 10,000 jobs. The top five job gainers during the 2000 – 2009 period added 60,510 jobs and had a weighted average wage of \$17,978 while the top five job losers lost 26,050 jobs and had a weighted average wage of \$20,027.

- *Production Occupations* lost more jobs in both absolute and percentage terms than any other major occupational category during the 2000 – 2009 period. In 2009 employment totaled 274,930, down 132,290 jobs and nearly a third from its 2000 totals. *Production Occupations* fell from being the third largest employer in the state in 2000 to the sixth largest in 2009. *Production Occupations* lost roughly three and half times more jobs than did *Management Occupations*, the second largest loser of jobs during the 2000 – 2009 period. In fact, more than half of all job losses in the state of Georgia during the 2000 – 2009 period can be attributed to *Production Occupations*. The apparel/textile sector was especially hard hit. For example, over this same time period, Sewing Machine Operators lost 10,690 jobs; Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders lost 10,150 jobs; while Textile Bleaching and Dyeing Machine Operators and Tenders lost another 3,960 jobs. 2009 was a particularly bad year for *Production Occupations*. Thirty percent of all jobs lost since 2000 were lost in 2009. The top five job gainers during the 2000 – 2009 period added 5,180 jobs and had a weighted average wage of \$28,127 while the top five job losers lost 40,900 jobs and had a weighted average wage of \$25,827.
- *Office and Administrative Support Occupations* is the largest employment group in the state of Georgia, accounting for 701,390 jobs in 2009. In other words, roughly one in every six jobs is accounted for by this major occupational category. Despite the loss of nearly 30,000 jobs in 2009, *Office and Administrative Support Occupations* exhibited positive net job gains for the 2000 – 2009 period. The net gain of 9,430 jobs for this period masks tremendous growth and tremendous losses for individual job categories. Four individual job categories in this major occupational group rank in the top ten of job gainers, while two rank among the top ten of job losers. In fact, there were 14 individual jobs in *Office and Administrative Support Occupations* that had job gains of more than a thousand for the 2000 – 2009 period and there were 19 individual job categories that had losses of more than a thousand. The largest job gainer by far was Customer Service Representatives, which saw employment rolls swell by almost 28,000 over the 2000 – 2009 period. Gains by Customer Service Representatives were second only to fast food workers. On the other hand, Shipping, Receiving, and Traffic Clerks—which was the largest individual job loser in Georgia during 2000 - 2009—lost 14,760 jobs during this period and Data Entry Keyers—which was the fourth largest individual job loser in the state—lost 10,410. As has already been mentioned, in 2009 *Office and Administrative Support Occupations* lost almost 30,000 jobs, a drop of 4.1 percent. The largest individual job losers in 2009 were Stock Clerks and Order Fillers (6,710); General Office Clerks (5,000); and Bookkeeping, Accounting, and Auditing Clerks (4,970). While the largest individual job gainers included

## Recent Changes in Occupations Among Georgia's Labor Force

---

Medical Secretaries (3,790), Customer Service Representatives (3,130), and Insurance Claims and Policy Processing Clerks (1,060). The top five job gainers during the 2000 – 2009 period added 72,400 jobs and had a weighted average wage of \$34,886 while the top five job losers lost 40,450 jobs and had a weighted average wage of \$28,222.

- *Transportation and Material Moving Occupations*, with employment totals of 308,770, was the fourth largest employer in the state of Georgia in 2009. The period 2000 – 2009 saw the loss of more than 15,000 jobs, which resulted from a disastrous 2009. Job losses in 2009 amounted to 24,280 and wiped out all of the gains from the prior eight year period. Only *Office and Administrative Support Occupations* and *Production Occupations* lost more jobs in 2009. For the period 2000 - 2009, Hand Packers and Packagers (12,950); Truck Drivers, Light or Delivery Services (6,320); Machine Feeders and Offbearers (4,950); and Truck Drivers, Heavy and Tractor Trailer (4,260) were the largest individual job losers. The largest individual job gainers included School Bus Drivers (4,190); Hand Laborers and Freight, Stock, and Material Movers (3,870); First Line Supervisor/Managers of Helpers, Hand Laborers, and Material Movers (2,450); and First Line Supervisor/Managers of Transportation and Material Moving Machine and Vehicle Operators (2,320). It is interesting to note that in the case of Hand Laborers and Freight, Stock, and Material Movers these gains came about in spite of 13,420 jobs being lost in 2009. In fact, this was the single largest individual loser of jobs in 2009. Various types of Truck Driving Jobs also took a hard hit in 2009. The major job gainer in 2009 was School Bus Drivers. The top five job gainers during the 2000 – 2009 period added 15,030 jobs and had a weighted average wage of \$34,013 while the top five job losers lost 31,520 jobs and had a weighted average wage of \$26,318.
- *Healthcare Support Occupations* employed 84,290 people in 2009, up nearly 22 percent over 2000 levels. These gains were fueled by significant increases in the number of Home Health Aides; Nursing Aides, Orderlies, and Attendants; and Medical Assistants. Each of these individual job categories had employment gains of greater than 5,000 each during the 2000 – 2009 period. Just two individual job categories—Veterinary Assistants and Laboratory Animal Caretakers (1,900) and Medical Transcriptionists (1,840)—reported significant job losses for the period. In the recession year of 2009 employment in *Healthcare Support Occupations* continued to grow. In fact, these occupations gained 1,640 jobs, more than any other major occupational grouping. Again, these gains were fueled by increases in Home Health Aides; Nursing Aides, Orderlies, and Attendants; and Medical Assistants. The top four job gainers during the 2000 – 2009 period added 19,960 jobs and had a weighted average wage of \$23,822 while the top four job losers lost 4,160 jobs and had a weighted average wage of \$26,904.<sup>7</sup>

---

<sup>7</sup> We use the top four gainers and losers here because there were only four individual job categories that reported job losses.



## Recent Changes in Occupations Among Georgia's Labor Force

---

- *Building and Grounds Cleaning and Maintenance Occupations* reached peak employment in 2008, with jobs totaling 124,210. However, the recession year of 2009 witnessed a decline of almost 8,000 jobs from this peak level and on balance for the period 2000 – 2009 *Building and Grounds Cleaning and Maintenance Occupations* lost 1,990 jobs. The major job gainers for the period—Janitors and Cleaners (1,730); and Landscaping and Groundskeeping Workers (1,560)—experienced significant drop offs in employment in 2009. For example, Janitors and Cleaners lost 4,040 jobs—a drop of 11 percent—while Landscaping and Groundskeeping Workers lost 2,530 jobs, a drop of 19 percent. The major job loser for the 2000 – 2009 period was Maids and Housekeeping Cleaners, which lost 3,680. A quarter of these losses occurred in 2009.
- *Personal Care and Service Occupations* totaled 79,030 jobs in 2009. This represents an increase of 19,020 jobs, or a 32 percent increase over 2000 levels. Nevertheless, this is down significantly from the peak of 84,400 jobs reached in 2005. The largest individual job gainers over the 2000 – 2009 period were Child Care Workers (4,840), Amusement and Recreation Attendants (4,650), and Personal and Home Care Aides (3,580). There were no significant job losers during this period. The number of net jobs grew by 1,430 in the recession year of 2009. This growth was led by Child Care Workers, Amusement and Recreation Attendants, and Ushers, Lobby Attendants, and Ticket Takers. Each reported job loser in 2009 lost less than 300 jobs each. The top five job gainers during the 2000 – 2009 period added 16,290 jobs and had a weighted average wage of \$20,663 while the top five job losers lost 690 jobs and had a weighted average wage of \$23,933.
- *Farming, Fishing, and Forestry Occupations*, with 2009 employment of 9,380, is by far the smallest of the twenty-two major occupational groups. By comparison, the next smallest major occupational group—*Life, Physical and Social Science Occupations*—had employment of 25,410 in 2009, while the largest—*Office and Administrative Support Occupations*—employed 701,390 people. In the period 2000 – 2009 *Farming, Fishing, and Forestry Occupations* lost 2,670 jobs, with 2,520 of these being lost in the recession year of 2009. This 2009 job loss figure represents a 21 percent decline from the previous year. This was the largest drop in percentage terms of any of the major occupational groups in the recession year of 2009. For the period 2000 – 2009, Graders and Sorters of Agricultural Products was the significant job loser with 1,880 jobs being lost. There were no significant job gainers during this period. For the recession year of 2009, Farm Workers and Laborers lost 1,480 positions. There were no major job gainers in 2009.

## Recent Changes in Occupations Among Georgia's Labor Force

---

### V. Conclusion

Employment totals for the State of Georgia in 2009 were little changed from those of 2000. This apparent stagnant job growth is quite deceiving and obscures a couple of emerging developments in the Georgia jobs market. First of all, due to the recession, 2009 was a particularly bad year for jobs in Georgia. Nearly 180,000 of the roughly 200,000 net jobs created during the 2000 – 2008 period were lost in 2009. Most of these job losses were in lower wage occupations and a large share of the few major occupations that did see an increase were in the higher wage occupations. Prior to 2009 the job market growth in Georgia was trending upwards. Job gains surpassed job losses by a factor of nearly two and a half to one during the 2000 – 2008 period and overall job market growth was 5.2 percent. By comparison, for the United States generally, jobs grew by 4.2 percent over this same time period. Secondly, prior to 2009 the mean wage of occupations with net job losses significantly exceeded that for occupations with net gains. By our calculations, the mean wage for occupations with net job losses was \$45,893 versus \$42,226 for occupations with net job gains, a difference of roughly \$3,700 a year. Moreover, when occupational groups are stratified into Low, Medium and High-Wage Categories it appears that only in the case of Medium-Wage Occupations do the wages of job entrants exceed that for jobs that exit the sector. The differential amounted to 20 percent. In regards to Low and High-Wage Occupational Groups the wages differential amounted to 29 percent and 38 percent, respectively, in favor of exiting jobs. In the case of Low-Wage Occupations the substantial loss of relatively well-paying production jobs is being replaced by much lower paying fast food and personal care workers and in the case of the High-Wage Sector significant losses in the Management Occupations, which average nearly \$100,000 a year, are being replaced by substantially lower paying jobs in *Business and Financial Operations Occupations* and *Healthcare Practitioners and Technical Occupations*. If these developments turn out to be incipient trends, then Georgia could face some difficult challenges ahead, particularly in regards to low-skilled workers. If the wages for low-skilled jobs are indeed trending downwards then pressure on the need for more

## **Recent Changes in Occupations Among Georgia's Labor Force**

---

supportive services in the state like affordable housing and free and reduced meals at school could mount.

## Recent Changes in Occupations Among Georgia's Labor Force

---

### References

Bureau of Labor Statistics (BLS). *Occupational Employment Statistics*. [http://data.bls.gov/oes/search.jsp?data\\_tool=OES](http://data.bls.gov/oes/search.jsp?data_tool=OES).

Matthews, John (2009). "An Analysis of the Relative Decline in the Employment Income in Georgia." FRC Report 205. Fiscal Research Center, Andrew Young School of Policy Studies, Georgia State University.

Turner, Sean (2009). "Georgia Per Capita Income: Identifying the Factors Contributing to the Growing Income Gap with Other States." FRC Report 204. Fiscal Research Center, Andrew Young School of Policy Studies, Georgia State University.

## Recent Changes in Occupations Among Georgia's Labor Force

### APPENDIX 1. TOP 10 JOBS

Occupation Title	Major Occupational Category	2009 Employment	2009 Wage
Retail Salespersons	Sales and Related Occupations	137,240	23,240
Combined Food Preparation and Serving Workers, Including Fast Food	Food Preparation and Serving Related Occupations	101,440	16,890
Cashiers	Sales and Related Occupations	96,230	17,510
Customer Service Representatives	Office and Administrative Support Occupations	95,380	32,010
Laborers and Freight, Stock, and Material Movers, Hand	Transportation and Material Moving Occupations	83,520	24,860
Office Clerks, General	Office and Administrative Support Occupations	77,110	24,780
General and Operations Managers	Management Occupations	76,580	97,920
Registered Nurses	Healthcare Practitioners and Technical Occupations	65,370	60,940
Waiters and Waitresses	Food Preparation and Serving Related Occupations	64,680	18,890
Stock Clerks and Order Fillers	Office and Administrative Support Occupations	59,330	22,940

### APPENDIX 2. TOP 10 JOB LOSERS 2000-2009

Occupation Title	Major Occupational Category	Growth '00 – '09	2009 Wage
Shipping, Receiving, and Traffic Clerks	Office and Administrative Support Occupations	-14,760	29,200
Packers and Packagers, Hand	Transportation and Material Moving Occupations	-12,950	21,010
Sewing Machine Operators	Production Occupations	-10,690	22,210
Data Entry Keyers	Office and Administrative Support Occupations	-10,410	28,690
Security Guards	Protective Service Occupations	-10,190	23,700
Helpers Production Workers	Production Occupations	-10,150	22,100
Carpenters	Construction and Extraction Occupations	-9,680	35,710
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	Production Occupations	-8,970	26,980
Cooks, Institution and Cafeteria	Food Preparation and Serving Related Occupations	-8,490	19,880
Cashiers	Sales and Related Occupations	-7,550	17,510

## Recent Changes in Occupations Among Georgia's Labor Force

### APPENDIX 3. TOP 10 JOB GAINERS 2000-2009

Occupation Title	Major Occupational Category	Growth '00 – '09	2009 Wage
Combined Food Preparation and Serving Workers, Including Fast Food	Food Preparation and Serving Related Occupations	50,960	16,890
Customer Service Representatives	Office and Administrative Support Occupations	27,870	32,010
Retail Salespersons	Sales and Related Occupations	21,070	23,240
Management Analysts	Business and Financial Operations Occupations	20,880	96,260
Registered Nurses	Healthcare Practitioners and Technical Occupations	16,000	60,940
Executive Secretaries and Administrative Assistants	Office and Administrative Support Occupations	13,150	41,190
Office Clerks, General	Office and Administrative Support Occupations	11,800	24,780
First Line Supervisors/Managers of Office and Administrative Support Workers	Office and Administrative Support Occupations	11,330	49,020
Maintenance and Repair Workers, General	Installation, Maintenance, and Repair Occupations	10,790	35,720
Secondary School Teachers, Except Special and Vocational Education	Education, Training, and Library Occupations	9,410	53,610

## Recent Changes in Occupations Among Georgia's Labor Force

---

### About the Authors

**Glenwood Ross** is a Clinical Associate Professor at Georgia State University and Associated Faculty with the Fiscal Research Center. He teaches *The Global Economy, the Economy of South Africa, Principles of Microeconomics, and the Senior Capstone in Economics Course*. Ross' research interest focuses on issues related to urban economics, economic development, and economic pedagogy. He is currently engaged in an effort to examine the role of study habits and course outcomes in introductory economics classes. Another line of research investigates developments in foreign direct investment in sub-Saharan Africa. Dr. Ross holds a Ph.D in economics from Georgia State University.

**Nevbahar Ertas** is an assistant professor in the Department of Government at University of Alabama at Birmingham (UAB). Her research focuses broadly on public policy and program evaluation. She teaches graduate level courses in Public Budgeting, Public Policy process, Program Evaluation and Research Methods in the public administration program. Prior to joining UAB, she was a research associate at the Andrew Young School of Policy Studies' Fiscal Research Center (FRC). She holds a PhD in Public Policy from Georgia Institute of Technology and Georgia State University.

### About The Fiscal Research Center

The Fiscal Research Center provides nonpartisan research, technical assistance, and education in the evaluation and design of state and local fiscal and economic policy, including both tax and expenditure issues. The Center's mission is to promote development of sound policy and public understanding of issues of concern to state and local governments.

The Fiscal Research Center (FRC) was established in 1995 in order to provide a stronger research foundation for setting fiscal policy for state and local governments and for better-informed decision making. The FRC, one of several prominent policy research centers and academic departments housed in the School of Policy Studies, has a full-time staff and affiliated faculty from throughout Georgia State University and elsewhere who lead the research efforts in many organized projects.

The FRC maintains a position of neutrality on public policy issues in order to safeguard the academic freedom of authors. Thus, interpretations or conclusions in FRC publications should be understood to be solely those of the authors.

## Recent Changes in Occupations Among Georgia's Labor Force

---

### FISCAL RESEARCH CENTER STAFF

David L. Sjoquist, Director and Professor of Economics  
Carolyn Bourdeaux, Associate Director and Associate Professor of Public Management and Policy  
Peter Bluestone, Senior Research Associate  
Robert Buschman, Senior Research Associate  
Tamoya Christie, Research Associate  
Margo Doers, Senior Administrative Coordinator  
Huiping Du, Research Associate  
Jaiwan M. Harris, Business Manager  
Zackary Hawley, Research Associate  
Kenneth J. Heaghey, State Fiscal Economist  
Kim Hoyt, Program Coordinator  
Lakshmi Pandey, Senior Research Associate  
Andrew V. Stephenson, Research Associate  
Dorie Taylor, Assistant Director  
Arthur D. Turner, Microcomputer Software Technical Specialist  
Laura A. Wheeler, Senior Research Associate

### ASSOCIATED GSU FACULTY

Roy W. Bahl, Regents Professor of Economics  
H. Spencer Banzhaf, Associate Professor of Economics  
Paul Ferraro, Associate Professor of Economics  
Martin F. Grace, Professor of Risk Management and Insurance  
Shiferaw Gurmu, Associate Professor of Economics  
Truman Hartshorn, Professor of GeoSciences  
W. Bartley Hildreth, Professor of Public Management and Policy  
Charles Jaret, Professor of Sociology  
Gregory B. Lewis, Professor of Public Management and Policy  
Cathy Yang Liu, Assistant Professor of Public Management and Policy  
Jorge L. Martinez-Vazquez, Professor of Economics  
John W. Matthews, Part-Time Instructor, Public Management and Policy  
Harvey Newman, Department Chair and Professor of Public Management and Policy  
Theodore H. Poister, Professor of Public Management and Policy  
Glenwood Ross, Clinical Associate Professor of Economics  
Cynthia S. Searcy, Assistant Professor of Public Management and Policy  
Bruce A. Seaman, Associate Professor of Economics  
Rusty Tchernis, Associate Professor of Economics  
Erdal Tekin, Associate Professor of Economics  
Geoffrey K. Turnbull, Professor of Economics  
Neven Valev, Associate Professor of Economics  
Mary Beth Walker, Dean, Andrew Young School  
Sally Wallace, Department Chair and Professor of Economics  
Katherine G. Willoughby, Professor of Public Management and Policy

### PRINCIPAL ASSOCIATES

James Alm, Tulane University  
Richard M. Bird, University of Toronto  
David Boldt, State University of West Georgia  
Gary Cornia, Brigham Young University  
William Duncombe, Syracuse University  
Kelly D. Edmiston, Federal Reserve Bank of Kansas City  
Robert Eger, Florida State University  
Nevbahar Ertas, University of Alabama/Birmingham  
Alan Essig, Georgia Budget and Policy Institute  
Dagney G. Faulk, Ball State University  
William Fox, University of Tennessee  
Richard R. Hawkins, University of West Florida  
Gary Henry, University of North Carolina/Chapel Hill

Julie Hotchkiss, Atlanta Federal Reserve Bank  
Mary Mathewes Kassis, State University of West Georgia  
Nara Monkam, University of Pretoria  
Jack Morton, Morton Consulting Group  
Matthew Murray, University of Tennessee  
Ross H. Rubenstein, Syracuse University  
Michael J. Rushton, Indiana University  
Rob Salvino, Coastal Carolina University  
Edward Sennoga, Makerere University, Uganda  
William J. Smith, West Georgia College  
Kathleen Thomas, Mississippi State University  
Thomas L. Weyandt, Atlanta Regional Commission  
Matthew Wooten, University of Georgia



## Recent Changes in Occupations Among Georgia's Labor Force

---

### RECENT PUBLICATIONS

(All publications listed are available at <http://frc.aysps.gsu.edu> or call the Fiscal Research Center at 404/413-0249, or fax us at 404/413-0248.)

***Recent Changes in Occupations Among Georgia's Labor Force (Glenwood Ross and Nevbahar Ertas)***. This report explores changes in the number and salary of jobs by occupational categories. [FRC Report 225](#) (February 2011)

***Criteria for Expanding the Sales Tax Base: Services and Exemption (David L. Sjoquist, Peter Bluestone, and Carolyn Bourdeaux)***. This brief discusses the criteria and factors that should be considered in deciding which services to add to the sales tax base and which sales tax exemptions to eliminate or add. [FRC Brief 224](#) (January 2011)

***Estimating the Revenue Loss from Food-for-Home Consumption (David L. Sjoquist and Laura Wheeler)***. This policy brief discusses the estimation of the revenue effect from eliminating the state sales tax exemption from food-for-home consumption. [FRC Brief 223](#) (January 2011)

***Comparing Georgia's Revenue Portfolio to Regional and National Peers (Carolyn Bourdeaux and Sungman Jun)***. This report updates Buschman's "Comparing Georgia's Fiscal Policies to Regional and National Peers (FRC Report 201)" with 2008-2010 data. [FRC Report 222](#) (January 2011)

***Georgia's Taxes: A Summary of Major State and Local Government Taxes, 17th Edition (Jack Morton, Richard Hawkins, and David L. Sjoquist)***. A handbook on taxation that provides a quick overview of all state and local taxes in Georgia. [FRC Annual Publication A\(17\)](#) (January 2011)

***Some Issues Associated with Increasing Georgia's Cigarette Tax (David I. Sjoquist)***. This policy brief provides revenue estimates for an increase in tobacco taxes, discusses social cost of smoking, and explores the effect on convenience store employment from increases in tobacco taxes. [FRC Brief 221](#) (December 2010)

***Georgia's Fuel Tax (David L. Sjoquist)***. This policy brief presents revenue estimates from an increase of fuel taxes. [FRC Brief 220](#) (December 2010)

***Latino Immigration and the Low-Skill Urban Labor Market in Atlanta (Cathy Yang Liu)***. This report examines the dynamic competition between Latino immigrants and black workers in Atlanta's low-skilled urban labor market from 1990 to 2008. [FRC Report 219](#) (December 2010)

***Georgia's Individual Income Tax: Options for Reform (Sally Wallace and Andrew Stephenson)***. This report analyzes the current structure of Georgia's individual income tax and provides analysis of a variety of reform options. [FRC Report 218](#) (December 2010)

## Recent Changes in Occupations Among Georgia's Labor Force

---

***A Review of State Revenue Actions, 1999-2010 (Robert Buschman)***. This report examines tax and other revenue changes enacted by the states since 1999 with particular focus on Georgia's Southeast and AAA-rated peers, and how states have dealt with budget gaps in two post-recession periods. [FRC Report 217](#) (November 2010)

***A Review of State Tax Reform Efforts (Carolyn Bourdeaux)***. This report reviews the work of 18 state tax commissions, special committees or task forces that have been convened to comprehensively review a state's tax code and summarizes common themes from their final proposals. [FRC Report 216](#) (November 2010)

***Informing Lottery Budget Decisions: HOPE and Pre-K (David L. Sjoquist and Mary Beth Walker with the Assistance of Lorenzo Almada and Ashley Custard)***. This report addresses how different allocations of lottery revenue between the Pre-K and HOPE programs might affect the achievement of the objectives of these two programs. [FRC Report 215](#) (October 2010)

***The Georgia Premium Tax: Options for Reform (Martin Grace)***. This brief examines the basic structure of Georgia's insurance premium tax and the revenue impact of a number of potential reform options. [FRC Brief 214](#) (October 2010)

***Why Was the 2007 and 2009 Employment Loss in Georgia So Large? (Zackary Hawley)***. This brief investigates the employment loss in Georgia during the recent recession (2007-2009) and suggests three sources from which the loss comes--national growth trend, local industry mix and local competitive effects. [FRC Brief 213](#) (October 2010)

***An Analysis of Water Related Infrastructure Spending in Georgia (Peter Bluestone)***. This report examines the effects of past Georgia state and local government infrastructure investments and conservation policies on water quality and quantity and explores the necessary infrastructure investment to maintain future water quality and quantity. [FRC Report/Brief 212](#) (September 2010)

***Transit Infrastructure, Is Georgia Doing Enough? (Peter Bluestone)*** This report is the first of a series on Georgia's public infrastructure and focuses on transit infrastructure in the Atlanta region. [FRC Report/Brief 211](#) (September 2010)

***HB480 – Eliminating the Motor Vehicle Property Tax: Estimating Procedure, Revenue Effects, and Distributional Implications (Laura Wheeler)***. This report reviews the revenue estimates and distributional consequences of HB 480 legislation to replace the motor vehicle sales and property tax with a title fee. [FRC Report/Brief 210](#) (August 2010)

(All publications listed are available at <http://frc.gsu.edu> or call the Fiscal Research Center at 404/413-0249, or fax us at 404/413-0248.

## Document Metadata

*This document was retrieved from IssueLab - a service of the Foundation Center, <http://www.issuelab.org>*

*Date information used to create this page was last modified: 2014-02-15*

*Date document archived: 2011-03-22*

*Date this page generated to accompany file download: 2014-04-15*

*IssueLab Permalink: [http://www.issuelab.org/resource/recent\\_changes\\_in\\_occupations\\_among\\_georgias\\_labor\\_force](http://www.issuelab.org/resource/recent_changes_in_occupations_among_georgias_labor_force)*

---

## Recent Changes in Occupations Among Georgia's Labor Force

**Publisher(s):** Fiscal Research Center of the Andrew Young School of Policy Studies

**Author(s):** Nevbahar Ertas; Glenwood Ross

**Date Published:** 2011-02-01

**Rights:** Copyright 2011 Fiscal Research Center of the Andrew Young School of Policy Studies. All rights reserved.

**Subject(s):** Community and Economic Development