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# Jobs in Georgia's Urban and Rural Regions, Changes in Distribution, Type, and Quality of Jobs in Georgia Counties from 2000-2012

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# I. Introduction

This report examines the changes in employment from 2000-2012 in Georgia, at the county and regional level.<sup>1</sup> The distribution, type, and quality of jobs are examined and the changes in employment in each of these categories from 2000-2012 are presented. When these changes occurred is also of interest. The full 12 year period is broken into three economically relevant pieces, from 2000-2007 a period of general economic expansion, 2007-2010 a period dominated by the recession, and 2010-2012 a period of economic recovery. In addition, this report reviews changes at the state level and examines differences between urban and rural regions of the state.

The urban areas of interest include the Atlanta metropolitan area as well as the 13 other large urban areas in the state collectively referred to as the “hub cities.”<sup>2</sup> There are 19 central urban counties that are associated with the hub cities as defined by the Census, while the Atlanta Metropolitan Statistical Area (MSA) has 16 central urban counties. To facilitate comparisons across the Atlanta and hub cities regions, in some cases, the central urban counties alone are used for comparison in each region.

Rural areas include all the remaining counties in the state that are not part of Atlanta or the hub cities.<sup>3</sup> Note that while the rural Georgia region is considerably larger in land area than the urban regions, the urban areas of Georgia have greater numbers of jobs. Atlanta and the hub cities were home to 77 percent of Georgia’s jobs in 2012, with Atlanta’s share at 54 percent, more than half the state total.<sup>4</sup> The urban regions also accounted for 80 percent of the state’s population growth from 2000-2012.

Data from the Georgia Department of Labor provides information at the establishment level about employment characteristics such as number of employees and average wages by industry and county over time. These data are used by the Bureau of Labor Statistics (BLS) to generate their data series called the Quarterly Census of Employment and Wages (QCEW). Not all types of employment are included in this data. The largest excluded groups are: self-employed workers, most agricultural workers on small farms, all members of the Armed Forces, elected officials in most states, most employees of railroads, some domestic workers, most student workers at schools, and employees of certain small nonprofit organizations. Despite these exclusions, BLS

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<sup>1</sup> This report is an update of an earlier brief done by Zackary Hawley for the Fiscal Research Center (FRC Brief #253, available at [cslf.gsu.edu/publications](http://cslf.gsu.edu/publications)).

<sup>2</sup> Based on a categorization by the Georgia Municipal Association, the following Metropolitan Statistical Areas (MSAs) are referred to as the hub cities: Albany, Athens-Clarke, Augusta-Richmond, Brunswick, Columbus, Dalton, Gainesville, Hinesville, Macon, Rome, Savannah, Valdosta, and Warner Robins.

<sup>3</sup> The rural portion of the state is defined as the remaining 124 counties that are not classified as central urban counties for either the Atlanta MSA or the 13-hub city MSAs. Note this rural area does include the outlying counties of the Atlanta MSA as well as the outlying counties for several of the larger hub city MSAs.

<sup>4</sup> The 12 outlying counties for the Atlanta MSA, which are included in the rural region here, accounted for roughly 3 percent of all state jobs in the years 2000 and 2012.

estimates that the data generated by the QCEW represents about 97 percent of all wage and salary civilian employment in the country.

Manufacturing was one of the leading employment sectors in the state in 2000, and changes in this sector had different impacts on the three state regions. By exploring the changes at the industry sector level, the analysis shows how changes in the state's economy have affected the state's urban and rural regions differently. These changes in industry composition are reflected in the changes in jobs of varying quality as measured by wages per job.

## II. State and Regional Total Jobs

Table 1 examines state and regional job totals for the entire time period as well as three component periods, 2000-2007 a period of general economic expansion, 2007-2010 a period dominated by the effects of the recession, and 2010-2012 a period of economic recovery. Overall, Georgia lost 1.1 percent of its jobs from 2000-2012. However, these job losses were not evenly distributed between urban and rural areas. While the Atlanta region and the hub cities essentially had no change in jobs, the rural region of the state lost 6.7 percent of its jobs from 2000-2012.

From 2000-2007 Georgia added 190,312 jobs, an increase of 4.9 percent. Georgia lost 322,717 jobs representing 7.9 percent of its jobs in the period of 2007-2010, which generally tracks the recession.<sup>5</sup> The recovery as measured here, from 2010-2012, has been modest in Georgia with the addition of 88,842 jobs a gain of 2.4 percent (see Table 1).

**Table 1. Georgia State and Region Jobs, Levels and Changes**

	-----NUMBER OF JOBS-----				CHANGE NUMBER -----OF JOBS-----
	2000	2000-2012	2010	2012	2000-2012
Georgia	3,885,649	-43,563	3,753,244	3,842,087	-43,563
Atlanta	2,083,000	3,100	2,030,916	2,086,100	3,100
Hub Cities	893,438	1,817	889,486	895,256	1,817
Rural Georgia	817,626	-54,675	754,300	762,952	-54,675

	-----PERCENT CHANGE IN JOBS -----			
	2000-2007	2007-2010	2010-2012	2000-2012
Georgia	4.9%	-7.9%	2.4%	-1.1%
Atlanta	6.4%	-8.4%	2.7%	0.1%
Hub Cities	5.8%	-5.9%	0.6%	0.2%
Rural Georgia	3.1%	-10.5%	1.1%	-6.7%

Source: Georgia Department of Labor and author's calculations.

<sup>5</sup> The National Bureau of Economic Research designates the official start and end dates of recessions in the United States. The official dates for what is called the "Great Recession" are December 2007-June 2009.

The three regions of Georgia had different experiences in the three different periods. The urban regions of the state generally had greater employment growth in the early period and lost fewer jobs in the recessionary period than the rural region. In the period of economic growth, 2000-2007, rural Georgia grew by 3.1 percent, while in the Atlanta and hub cities regions the number of jobs grew by 6.4 percent and 5.8 percent respectively. During the recession (roughly 2007-2010), the rural Georgia region lost 10.5 percent of its jobs, while the Atlanta and hub cities regions lost 8.4 percent and 5.9 percent of their jobs respectively. During the recovery period 2010-2012, the Atlanta and hub cities regions grew by 2.7 percent and 0.6 percent respectively while rural Georgia's employment grew by 1.1 percent from 2010-2012 (see Table 1).

### III. County Total Jobs

Looking in more detail at individual county experiences, one can see considerable variation within each of the three geographic regions. In the urban regions, job losses and gains were generally concentrated in a small number of counties. In the rural region, jobs losses and gains were distributed more evenly.

#### THE ATLANTA REGION COUNTY LEVEL ANALYSIS

In the Atlanta region, job gains and losses were concentrated in about seven counties. In the Atlanta region ten counties experienced net job gains from 2000-2012, totaling 102,091 jobs. However 72 percent of those gains can be attributed to only four counties, Forsyth, Gwinnett, Henry, and Cherokee. Six counties in the Atlanta region experienced net job losses from 2000-2012 totaling 98,991 jobs. The three counties of Fulton, DeKalb and Clayton accounted for 90 percent of these net losses.

Table 2 shows the number of jobs per county in the four years 2000, 2007, 2010 and 2012 as well as percent changes over the periods of interest. The table is organized by region and within regions ordered from greatest number of jobs gained to greatest number of jobs lost from 2000-2012. For ease of presentation only the top-10 counties for jobs gained and lost are listed for rural Georgia in Table 2 (the full table for rural Georgia can be seen in Appendix A).

For the counties of Fulton, DeKalb and Clayton, the period of 2000-2007 was not one of growth as it was for the Atlanta region as a whole. DeKalb and Clayton counties experienced declines in jobs of 5 percent and 3 percent respectively, while in Fulton County the number of jobs remained unchanged from 2000-2007. Job losses continued in the recessionary period with Fulton, DeKalb and Clayton, losing 7, 8, and 11 percent of their jobs respectively. All counties in the Atlanta region lost jobs from 2007-2010. While the Atlanta region had modest job growth in the period 2010-2012, Clayton and DeKalb counties have not fared well. In Clayton County the number of jobs declined by 1 percent and in DeKalb County the number of jobs remained unchanged.

**Table 2. County Jobs, Levels and Changes**

COUNTY	-----NUMBER OF JOBS-----				-----PERCENT CHANGE IN JOBS-----			
	2000	2007	2010	2012	2000-07	2007-10	2010-12	2000-12
Atlanta Region								
Forsyth	34,301	56,859	53,377	58,208	66%	-6%	9%	70%
Gwinnett	288,837	328,894	298,198	308,536	14%	-9%	3%	7%
Henry	31,681	48,799	47,991	49,326	54%	-2%	3%	56%
Cherokee	33,634	48,571	43,850	45,622	44%	-10%	4%	36%
Paulding	11,992	20,091	18,786	19,450	68%	-6%	4%	62%
Douglas	30,920	40,921	37,475	36,634	32%	-8%	-2%	18%
Walton	13,659	20,390	17,870	18,342	49%	-12%	3%	34%
Fayette	33,206	40,835	36,224	37,559	23%	-11%	4%	13%
Coweta	27,092	32,602	29,785	30,934	20%	-9%	4%	14%
Newton	17,663	21,255	19,860	20,465	20%	-7%	3%	16%
Spalding	22,862	23,265	20,671	20,573	2%	-11%	0%	-10%
Cobb	304,638	321,712	288,501	301,454	6%	-10%	4%	-1%
Rockdale	33,884	33,311	29,284	29,579	-2%	-12%	1%	-13%
Clayton	118,283	115,108	102,344	101,000	-3%	-11%	-1%	-15%
Fulton	764,392	764,857	711,566	731,947	0%	-7%	3%	-4%
DeKalb	315,955	299,570	275,133	276,472	-5%	-8%	0%	-12%
Hub Cities Region								
Houston	45,295	56,555	57,736	57,550	25%	2%	0%	27%
Chatham	124,235	138,516	128,458	132,997	11%	-7%	4%	7%
Columbia	20,924	29,638	29,023	29,481	42%	-2%	2%	41%
Hall	65,423	74,026	68,753	71,300	13%	-7%	4%	9%
Liberty	14,345	16,865	18,324	18,186	18%	9%	-1%	27%
Lowndes	43,903	50,902	47,554	46,792	16%	-7%	-2%	7%
Clarke	62,039	66,306	64,165	64,528	7%	-3%	1%	4%
Oconee	6,517	8,856	7,882	8,432	36%	-11%	7%	29%
Bryan	4,291	6,392	5,833	6,180	49%	-9%	6%	44%
Lee	3,724	5,285	5,255	5,283	42%	-1%	1%	42%
Chattahoochee	1,321	1,499	2,491	2,279	13%	66%	-9%	73%
Glynn	36,949	39,132	35,337	35,225	6%	-10%	0%	-5%
Floyd	39,921	40,285	37,093	36,655	1%	-8%	-1%	-8%
Murray	13,246	12,298	10,294	9,200	-7%	-16%	-11%	-31%
Muscogee	99,073	97,303	92,810	93,857	-2%	-5%	1%	-5%
Dougherty	54,036	51,201	48,141	47,067	-5%	-6%	-2%	-13%
Bibb	88,789	84,102	79,291	80,237	-5%	-6%	1%	-10%

Table 2 continues next page...



**Table 2 (continued). County Jobs, Levels and Changes**

COUNTY	-----NUMBER OF JOBS-----				-----PERCENT CHANGE IN JOBS-----			
	2000	2007	2010	2012	2000-07	2007-10	2010-12	2000-12
Hub Cities Region (continued)								
Richmond	106,941	102,883	98,089	98,237	-4%	-5%	0%	-8%
Whitfield	62,469	62,899	52,958	51,769	1%	-16%	-2%	-17%
Rural Georgia Region (Top-10 counties in jobs gained and lost from 2000-2012)								
Carroll	31,908	39,933	35,295	37,098	25%	-12%	5%	16%
Dawson	4,254	7,831	7,322	7,675	84%	-7%	5%	80%
Jackson	15,227	18,673	17,580	18,626	23%	-6%	6%	22%
Barrow	11,706	16,766	14,739	14,834	43%	-12%	1%	27%
Effingham	6,796	9,671	9,234	9,178	42%	-5%	-1%	35%
Pickens	5,419	7,802	6,919	7,008	44%	-11%	1%	29%
Banks	3,093	5,074	4,368	4,474	64%	-14%	2%	45%
Union	4,893	6,531	5,908	6,079	33%	-10%	3%	24%
Haralson	6,361	7,972	7,072	7,186	25%	-11%	2%	13%
Monroe	5,647	6,309	6,021	6,471	12%	-5%	7%	15%
Walker	14,917	14,757	12,621	12,448	-1%	-14%	-1%	-17%
Chattooga	8,262	6,471	5,744	5,722	-22%	-11%	0%	-31%
Tift	21,056	19,699	18,088	18,341	-6%	-8%	1%	-13%
Upson	9,692	7,794	6,880	6,908	-20%	-12%	0%	-29%
Ben Hill	8,434	7,586	5,979	5,607	-10%	-21%	-6%	-34%
Decatur	11,633	9,960	8,769	8,642	-14%	-12%	-1%	-26%
Laurens	20,097	20,150	17,931	16,888	0%	-11%	-6%	-16%
Sumter	14,551	12,406	10,691	10,692	-15%	-14%	0%	-27%
Baldwin	18,993	19,653	15,457	15,061	3%	-21%	-3%	-21%
Coffee	18,532	16,723	13,789	14,535	-10%	-18%	5%	-22%

Source: Georgia Department of Labor and author's calculations.

In the Atlanta region, the counties with the most job growth tended to be outside the urban core.<sup>6</sup> The three exurban counties of Forsyth, Henry, and Cherokee added 23,907, 17,645, and 11,988 jobs respectively from 2000-2007. Gwinnett County, one of the core urban Atlanta counties, added the second most jobs in the region with 19,699.<sup>7</sup> These four counties generally experienced higher than the regional average growth of 2.7 percent from 2010-2012 with job growth in Cherokee and Forsyth at 4 percent and 9 percent respectively from 2010-2012 (see Table 2).

## THE HUB CITIES

In the hub cities region, job gains and losses were also somewhat concentrated in a small number of counties. Like the Atlanta region, much of the job losses were in the more populous counties; however, unlike Atlanta, the counties with the most job gains also tended to be more populous counties. In the hub cities region, 11 counties experienced net job gains from 2000-2012, totaling 50,994. These gains were less concentrated than in the Atlanta region with 45 percent attributed to the top-four counties, Houston, Chatham, Columbia, and Hall. Eight counties in the hub cities region experienced net job losses from 2000-2012 totaling 49,177. The top-three counties, Whitfield, Richmond, and Bibb accounted for 57 percent of these net losses.

For those counties in the hub cities region with the largest job losses, the decline generally started in the period 2000-2007. Of the five counties with the largest job losses from 2000-2012, Whitfield, Richmond, Bibb, Dougherty, and Muscogee, only Whitfield experienced growth with a modest 1 percent gain in jobs from 2000-2007. However, Whitfield lost the most jobs in the recessionary period of any county in the hub cities region, losing 10,700 jobs accounting for 17 percent of its total jobs from 2007-2010. The Dalton MSA was severely impacted by the recession with Murray County its other central county, having lost 4,046 jobs from 2000-2012 accounting for 31 percent of its total jobs. In the recovery period, 2010-2012, only two counties in this group experienced job growth, Bibb and Muscogee County increased jobs by 1 percent. Whitfield and Dougherty had job losses accounting for 2 percent of total jobs. In Richmond County, the number of jobs remained unchanged from 2010-2012.

Like Atlanta, some of the hub cities had a county in which there was large job growth and another county in which there was large job losses. For example the MSA of Augusta includes Richmond County, which lost 8,704 jobs from 2000-2012, and Columbia County, which gained 8,558 jobs from 2000-2012 (see Table 2).

<sup>6</sup> The urban core of Atlanta is defined here as the counties of Cobb, Clayton, DeKalb, Fulton, and Gwinnett. These counties are mostly urbanized area as defined by the Census and are at the center of the Atlanta MSA and have close proximity to the City of Atlanta.

<sup>7</sup> Growth rates for these three exurban counties was also high with Forsyth, Henry, and Cherokee growing at 66 percent, 54 percent, and 44 percent respectively from 2000-2007. These counties also had rapidly growing populations. Forsyth, Henry, and Cherokee Counties had population growth of 91, 75, and 56 percent respectively from 2000-2012.

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## THE RURAL GEORGIA REGION

The rural region of Georgia consists of the remaining 124 counties. In the rural region, net job losses were much larger than job gains and job losses were more widespread. In the rural Georgia region 88 counties experienced net job losses from 2000-2012 totaling 86,026 jobs, while 36 experienced net job gains of 31,351 jobs. Counties with a large numbers of job losses were more prevalent than those with gains; only 8 counties had gains of 1,000 or more jobs, while 32 counties had net losses of 1,000 or more jobs.

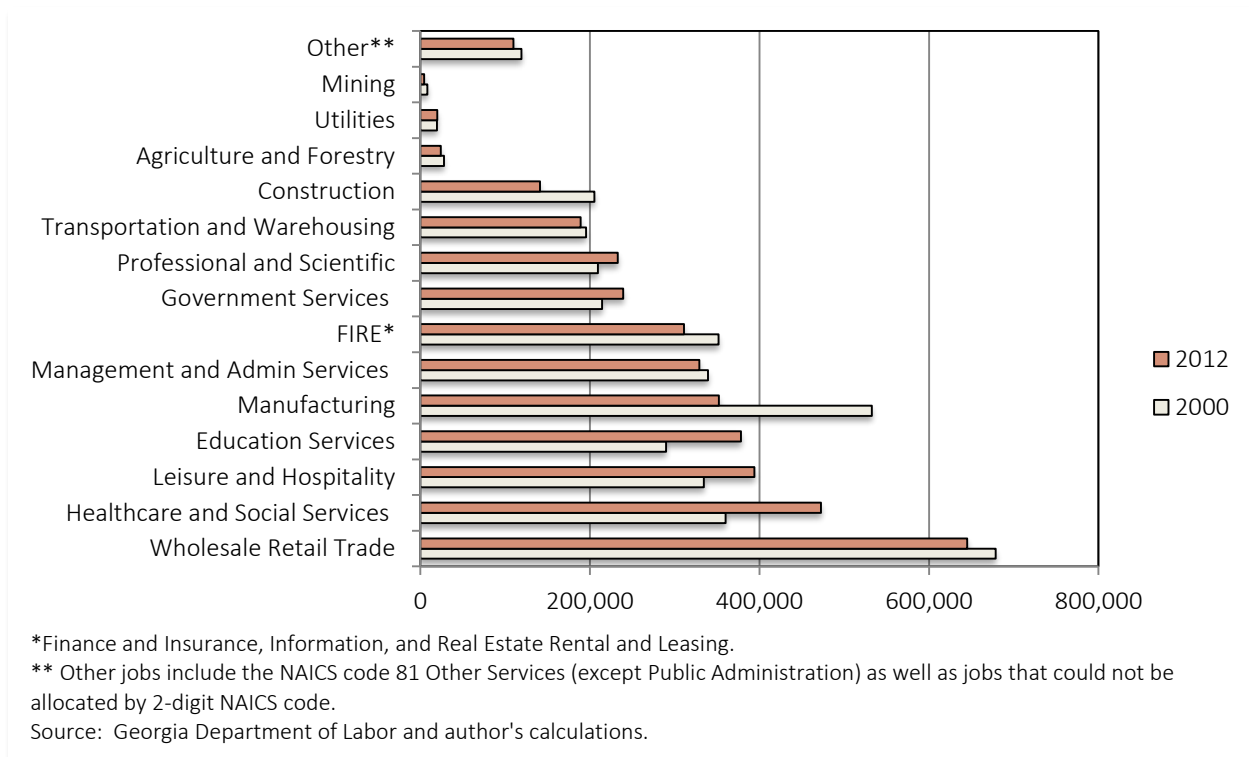
Carroll County gained the most jobs with 5,190. Note three of the top five counties for job gains from 2000-2012 are considered outlying counties for the Atlanta MSA, Carroll, Dawson and Barrow. Coffee County, home to the city of Douglas, lost 3,997 jobs, the most in the rural Georgia region from 2000-2012. The other four counties with the most job losses including their primary cities (included for reference) are: Decatur, City of Bainbridge; Laurens, City of Dublin; Sumter, City of Americus; and Baldwin City of Milledgeville.

Again for the counties with the greatest amount of job losses in rural Georgia, declines in the number of jobs started in the period 2000-2007, a period generally associated with job growth statewide. In rural Georgia, the share of lost jobs from 2000-2007 could be quite high. For instance, Chattooga County lost 22 percent of its jobs, while Upson County lost 20 percent from 2000-2007. Very few of the counties with the largest job losses have had any growth in employment from 2010-2012 (see Table 2).

## IV. Georgia and Regional Industry Sector Changes

The employment mix in the various industry sectors in Georgia has changed from 2000-2012. This change is driven by a decline in the number of manufacturing jobs in the state and an increase in service sector jobs. The following tables illustrate changes in the types of jobs in Georgia in the three regions from 2000 to 2012. The tables show job levels in 2000 and 2012 and are ordered by the number of jobs in 2012. The sector rank in terms of total jobs is shown, as well as the change in jobs in levels and percent. Chart 1 shows job levels in Georgia in 2000 and 2012.

**Chart 1. Georgia Sector Group Jobs in Levels 2000 and 2012**



In Georgia, the manufacturing sector lost the most jobs, 180,374 from 2000-2012 a decline of 34 percent (see Table 3). In 2000, manufacturing ranked second in the number of jobs in the state, by 2012 it ranked fifth. Note the state has lost a considerable number of jobs from 2000-2012 in two sectors associated with the housing boom and bust, construction and the grouped sector of finance and insurance, information, and real-estate rental and leasing (FIRE). Georgia lost 64,208 construction jobs and 40,579 FIRE jobs from 2000-2012. These job losses decreased the FIRE sector rank from fourth in 2000 to seventh in 2012. The construction sector declined from tenth in jobs in 2000 to eleventh in 2012 (see Table 3).

**Table 3. Georgia Sector Group Jobs, Levels, Changes, and Rank 2000 and 2012**

	NAICS CODES 2DIGIT-	-----GEORGIA-----		-----RANK-----		CHANGE IN JOBS -----2000-2012-----	
		2000	2012	2000	2012	LEVEL	PERCENT
Wholesale Retail Trade	42-45	678,550	644,905	1	1	-33,645	-5%
Healthcare and Social Services	62	360,088	472,448	3	2	112,360	31%
Leisure and Hospitality	71-72	334,240	393,924	6	3	59,685	18%
Education Services	61	289,672	378,259	7	4	88,587	31%
Manufacturing	31-33	532,419	352,045	2	5	-180,374	-34%
Management and Admin. Services	55-56	339,372	329,183	5	6	-10,189	-3%
FIRE*	51-53	351,627	311,048	4	7	-40,579	-12%
Government Services	92	214,543	239,171	8	8	24,628	11%
Professional and Scientific	54	209,439	232,701	9	9	23,262	11%
Transportation and Warehousing	48-49	195,553	189,077	11	10	-6,476	-3%
Construction	23	205,158	140,951	10	11	-64,208	-31%
Agriculture and Forestry	11	27,773	24,253	12	12	-3,520	-13%
Utilities	22	19,676	19,773	13	13	97	0%
Mining	21	8,246	4,647	14	14	-3,600	-44%
Other**		119,294	109,703			-9,591	-8%
Total		3,885,649	3,842,087			-43,563	-1%

\*Finance and Insurance, Information, and Real Estate Rental and Leasing.

\*\* Other jobs include the NAICS code 81 Other Services (except Public Administration) as well as jobs that could not be allocated to a unique Georgia county or by 2-digit NAICS code.

Source: Georgia Department of Labor and author's calculations.

Three sectors of the state economy added a substantial number of jobs from 2000-2012.

Healthcare and social services added the most jobs with 112,360, increasing by 31 percent from 2000-2012. In 2012, healthcare and social services replaced manufacturing as the second ranked sector in terms of number of jobs statewide. Education services added 88,587 jobs increasing by 31 percent, while leisure and hospitality added 59,685 jobs, increasing by 18 percent. Leisure and hospitality and education services also surpassed several other sectors in rank with these job gains. Leisure and hospitality became the third-ranked sector moving up from sixth in 2000 and education services became the fourth-ranked sector moving up from seventh in 2000 (see Table 3).

These various sector job changes were distributed differentially throughout the state's three regions. Because each region had a different initial mix of jobs, the impact of the declines in manufacturing, construction, and FIRE sectors was not evenly distributed nor were the gains in healthcare and social services, education services, and leisure and hospitality.

The Atlanta region lost a large number of jobs in the sectors of manufacturing, construction, and FIRE. In total, these three sectors lost 123,905 jobs from 2000-2012 (see Table 4). However, these jobs were generally replaced by jobs in the fast growing sectors of healthcare and social services, education services, and leisure and hospitality. These growing sectors added 152,626 jobs from 2000-2012.

Atlanta was also less reliant on the manufacturing sector than the state as a whole in 2000, so the job losses had less of an impact on the region. In 2000, manufacturing ranked fifth in the Atlanta region dropping to ninth in 2012 (see Table 4). Recall for Georgia, the manufacturing sector was ranked second in 2000.

**Table 4. Atlanta Region Sector Group Jobs, Levels, Changes, and Rank 2000 and 2012**

	-----ATLANTA REGION-----		-----RANK-----		CHANGE IN JOBS -----2000-2012-----	
	2000	2012	2000	2012	LEVEL	PERCENT
Wholesale Retail Trade	391,935	359,178	1	1	-32,757	-8%
Healthcare and Social Services	162,925	224,999	6	2	62,073	38%
Leisure and Hospitality	184,383	219,562	4	3	35,178	19%
FIRE*	247,940	212,271	2	4	-35,669	-14%
Management and Admin. Services	227,069	211,182	3	5	-15,887	-7%
Education Services	130,368	185,742	9	6	55,374	42%
Professional and Scientific	148,305	164,376	7	7	16,071	11%
Transportation and Warehousing	132,966	126,057	8	8	-6,909	-5%
Manufacturing	172,643	123,360	5	9	-49,282	-29%
Government Services	95,623	108,369	11	10	12,746	13%
Construction	117,073	78,120	10	11	-38,953	-33%
Utilities	8,955	9,007	12	12	51	1%
Agriculture and Forestry	2,401	1,012	13	13	-1,390	-58%
Mining	1,179	615	14	14	-563	-48%
Other**	59,235	62,251			3,016	5%
Total	2,083,000	2,086,100			3,100	

\*Finance and Insurance, Information, and Real Estate Rental and Leasing.

\*\* Other jobs include the NAICS code 81 Other Services (except Public Administration) as well as jobs that could not be allocated by 2-digit NAICS code.

Source: Georgia Department of Labor and author's calculations.

However, Atlanta was more reliant on the FIRE sector jobs than the state. The FIRE sector was ranked second in the Atlanta region in 2000 and decreased to fourth in 2012. Recall in Georgia overall, the FIRE sector was ranked fourth in 2000. Healthcare and social services replaced FIRE as the second ranked sector in the Atlanta region in 2012, rising from a rank of sixth in 2000.

Table 4 shows all the major industry sectors for Atlanta with a net gain of 3,100 jobs from 2000-2012.<sup>8</sup>

The hub cities region had a similar pattern of job losses and gains as the Atlanta region. The hub cities lost 70,387 jobs in the three sectors of manufacturing, construction, and FIRE from 2000-2012 (see Table 5). However, these jobs were generally replaced by the 75,766 jobs added in the fast growing sectors of healthcare and social services, education services, and leisure and hospitality from 2000-2012.

**Table 5. Hub Cities Region Sector Group Jobs, Levels, Changes, and Rank 2000 and 2012**

	-----HUB CITIES REGION-----		-----RANK-----		CHANGE IN JOBS -----2000-2012-----	
	2000	2012	2000	2012	LEVEL	PERCENT
Healthcare and Social Services	109,818	145,836	3	1	36,018	33%
Wholesale Retail Trade	138,793	138,300	2	2	-493	0%
Leisure and Hospitality	86,539	103,581	4	3	17,043	20%
Manufacturing	150,876	100,239	1	4	-50,637	-34%
Education Services	73,820	96,525	5	5	22,705	31%
Government Services	62,958	70,735	6	6	7,776	12%
Management and Admin. Services	60,101	59,361	8	7	-741	-1%
FIRE*	61,553	54,480	7	8	-7,073	-11%
Professional and Scientific	41,405	33,869	10	9	-7,536	-18%
Transportation and Warehousing	31,772	33,651	11	10	1,880	6%
Construction	41,993	29,316	9	11	-12,677	-30%
Utilities	3,496	2,760	12	12	-735	-21%
Agriculture and Forestry	3,063	2,242	13	13	-821	-27%
Mining	754	558	14	14	-197	-26%
Other**	26,499	23,804			-2,696	-10%
Total	893,438	895,256			1,817	

\*Finance and Insurance, Information, and Real Estate Rental and Leasing.

\*\* Other jobs include the NAICS code 81 Other Services (except Public Administration) as well as jobs that could not be allocated by 2-digit NAICS code.

Source: Georgia Department of Labor and author's calculations.

However, the hub cities region was more reliant on manufacturing than the state as a whole in 2000, so the job losses had considerable impact on some of the cities that make up the region. For instance, in two counties that are part of the Dalton MSA, Whitfield and Murray, manufacturing job losses were a large share of their total job losses as is shown in a later section. In 2000, manufacturing in the hub cities region was the top-ranked sector in jobs but dropped to

<sup>8</sup> Other jobs include the NAICS code 81 Other Services (except Public Administration) as well as jobs that could not be allocated by 2-digit NAICS code.

fourth in 2012 (see Table 5). The healthcare and social services sector replaced the manufacturing sector as the top-ranked sector for jobs in 2012. Table 5 shows all the major industry sectors for the hub cities region with a net gain of 1,817 jobs from 2000-2012.

The rural Georgia region has not adapted as well as the urban areas to the changes in the mix of sector employment. Rural Georgia lost 91,034 jobs in the three sectors of manufacturing, construction, and FIRE from 2000-2012 (see Table 6). However, these jobs were not generally replaced by jobs in the sectors of healthcare and social services, education services, and leisure and hospitality. In rural Georgia, these three sectors only added 32,282 jobs from 2000-2012.

**Table 6. Rural Georgia Region Sector Group Jobs, Levels, Changes, and Rank 2000 and 2012**

	RURAL GEORGIA -----REGION-----		-----RANK-----		CHANGE IN JOBS -----2000-2012-----	
	2000	2012	2000	2012	LEVEL	PERCENT
Manufacturing	206,540	127,119	1	1	-79,422	-38%
Wholesale Retail Trade	125,919	123,554	2	2	-2,365	-2%
Healthcare and Social Services	85,783	98,893	3	3	13,111	15%
Education Services	85,237	93,862	4	4	8,626	10%
Leisure and Hospitality	58,148	68,694	5	5	10,546	18%
Government Services	55,653	59,960	6	6	4,307	8%
Management and Admin. Services	33,755	37,098	9	7	3,344	10%
FIRE*	34,096	33,298	8	8	-797	-2%
Construction	39,045	28,230	7	9	-10,815	-28%
Transportation and Warehousing	29,136	27,219	10	10	-1,917	-7%
Agriculture and Forestry	22,029	20,904	11	11	-1,125	-5%
Professional and Scientific	11,897	15,418	12	12	3,521	30%
Utilities	7,198	7,949	13	13	750	10%
Mining	6,277	3,426	14	14	-2,851	-45%
Other**	16,915	17,328			413	2%
Total	817,626	762,952			-54,675	

\*Finance and Insurance, Information, and Real Estate Rental and Leasing.

\*\* Other jobs include the NAICS code 81 Other Services (except Public Administration) as well as jobs that could not be allocated by 2-digit NAICS code.

Source: Georgia Department of Labor and author's calculations.

The rural Georgia region was highly dependent on the manufacturing sector in 2000 and remained dependent on the sector in 2012. Despite the tremendous amount of manufacturing jobs lost, 79,422 a decline of 38 percent, manufacturing still remained the top-ranked sector for jobs in the region in 2012 as it had been in 2000. Table 6 shows all the major industry sectors for the rural Georgia region with a net loss of 54,675 jobs from 2000-2012.



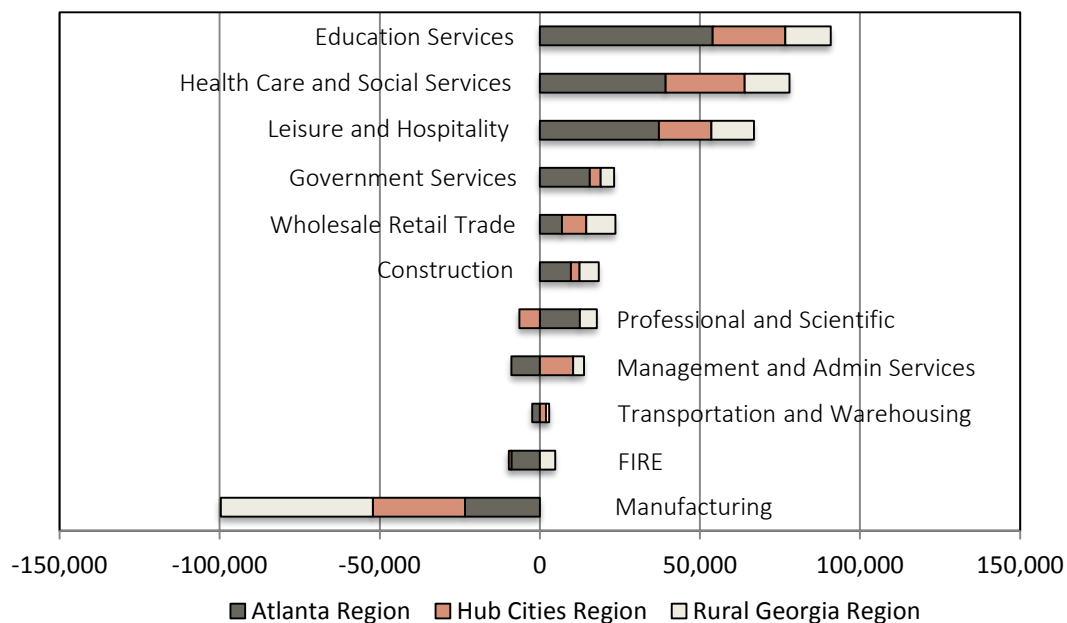
To put the 2000-2012 job losses in perspective, rural Georgia's lost manufacturing jobs represented a loss of 9.7 percent of total jobs in the region in 2000. For the Atlanta and hub cities regions, manufacturing job losses represented 2.4 percent and 5.7 percent of total jobs in 2000 respectively.

This variation in regional job loss is not apparent when the state is examined as a whole. Lost manufacturing jobs from 2000-2012 in Georgia, as a share of total 2000 jobs, is similar to that of the United States. Lost manufacturing jobs in Georgia, accounted for 4.6 percent of total state jobs in 2000, which is not much different from the United States' loss in the same period of 4.2 percent.

## V. Change in Jobs for the Three Regions over Three Periods

Charts 2, 3, and 4 examine the timing and magnitude of industry sector changes by region. As the three charts further illustrate, the transformation of the state from an economy with a top-ranked manufacturing sector to one dominated by services started in the period 2000-2007 and has continued in the next two periods. In the three regions, variation exists between counties in each region, but those that generally had large job losses, started to incur those losses in the period 2000-2007, while those counties that had large job gains, incurred job growth from 2000-2007. Due to the concentration of job gains and losses in the two urban regions, the discussion of county level job change will focus on those counties that either incurred large job gains or job losses from 2000-2012. The sectors of interest will generally be those that experienced overall growth from 2000-2012, healthcare and social services, education services, and leisure and hospitality as well as the three sectors that experienced the greatest declines in jobs, manufacturing, construction and FIRE. For details on industry sector losses for all counties, see Appendix B, which shows county level single NAICS code jobs and Appendix C which shows the county level grouped NAICS code jobs. Note some county level sectors are not available due to reasons of confidentiality and all are formatted with zeros in the ones place as an additional security measure.

**Chart 2. Regional Changes in Sector Jobs 2000-2007**



Source: Georgia Department of Labor and author's calculations.

Chart 2 examines the period 2000-2007 for each of the three regions and is ordered from high growth sectors to low growth sectors by total state sector jobs.<sup>9</sup> Education services, healthcare and social services and leisure and hospitality all had substantial statewide gains in the period increasing by more than 60,000 jobs each.

The Atlanta region gained the most jobs in these three sectors adding 54,034 education services jobs, 39,296 healthcare and social services jobs, and 37,169 leisure and hospitality jobs. The hub cities added 22,648 education services jobs, 24,667 healthcare and social services jobs, and 16,390 leisure and hospitality jobs.

In the two urban regions of Atlanta and the hub cities, job growth in these sectors tended to occur in those counties with both large job losses and job gains. For instance, in the Atlanta region the two counties with largest net job losses, Fulton and DeKalb gained 31,267 and 19,480 jobs respectively in education, healthcare and social services, and leisure and hospitality, while the growth counties of Gwinnett and Henry gained 22,709 and 7,840 jobs in these three sectors. In the hub cities region, two counties with large net job losses Muscogee and Richmond gained 7,073 and 4,341 jobs respectively in education, healthcare and social services, and leisure and hospitality, while the growth counties of Chatham and Columbia gained 5,321 and 2,907 jobs in these three sectors from 2000-2007.

Rural Georgia had smaller gains in these three sectors and the gains were generally spread more uniformly across the counties in the region. The rural Georgia region added 14,194 education services jobs, 13,977 healthcare and social services jobs, and 13,314 leisure and hospitality jobs. In rural Georgia, only two counties had gains of 1,000 or more jobs in the sector of healthcare and social services, Carroll County gained 2,795 jobs and Bartow County gained 1,129 jobs (see Appendices B and C for more details on county level 2-digit sector jobs).

Chart 2 also shows the large loss in manufacturing jobs in Georgia. From 2000-2007 Georgia lost 101,059 manufacturing sector jobs. The Atlanta region lost 23,407 manufacturing jobs and the hub cities lost 28,753. In the two urban regions, job losses in manufacturing were generally concentrated in the counties with large overall job losses. For instance, in the Atlanta region from 2000-2007, DeKalb County lost 7,485 manufacturing jobs a decline of 30 percent. Similarly, in the hub cities region from 2000-2007, Muscogee County lost 6,900 manufacturing jobs.

Rural Georgia was heavily affected in this period losing 47,472 manufacturing jobs, which accounted for 47 percent of manufacturing job losses statewide from 2000-2007. Of the 31 counties in the rural Georgia region that lost 1,000 or more manufacturing jobs from 2000-2012,

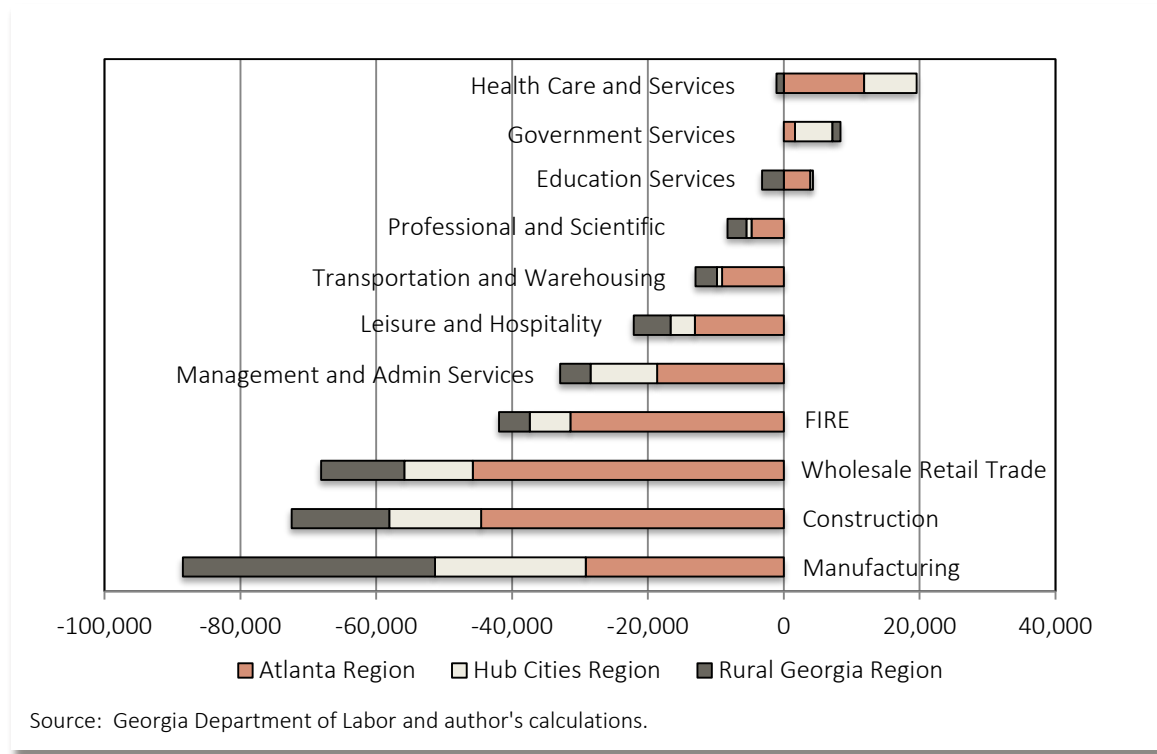
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<sup>9</sup> The sectors of Agriculture and Forestry, Utilities, and Mining are not included here as they are quite small and those variations do not alter the number of jobs in Georgia significantly. Other is also excluded as changes in these jobs offers no useful policy guidance.

18 lost at least a 1,000 jobs from 2000-2007 (see Appendices B and C for more details on county level 2-digit sector jobs).

Chart 3 illustrates how regional job losses that generally occurred during the recessionary period further helped to solidify the ascension of the service sectors. In the period 2007-2010 the largest job losses were generally in the manufacturing and construction sectors. Statewide, Georgia lost 88,138 manufacturing jobs and 72,140 construction jobs. Job losses in manufacturing from 2007-2010 in the Atlanta region and the hub cities region were of a similar size as those from 2000-2007. In the Atlanta region, 29,151 manufacturing jobs were lost, while in the hub cities 22,170 manufacturing jobs were lost.

**Chart 3. Regional Changes in Sector Jobs 2007-2010**



Some counties lost large shares of their manufacturing sector in this period. In the Atlanta region, DeKalb County lost 5,571 jobs and Fulton County lost 8,142 jobs accounting for 31 and 24 percent of their manufacturing jobs respectively. In the hub cities region, Dougherty County lost 2,286 jobs and Whitefield lost 5,195 jobs accounting for 40 and 22 percent of their manufacturing jobs respectively. When the 2000-2007 job losses are added to the 2007-2010 job losses for DeKalb and Dougherty counties, the total losses in the manufacturing sector from 2000-2010 exceed 50 percent. The rural Georgia region was again heavily affected, losing 37,134 manufacturing jobs accounting for 42 percent of all manufacturing job losses in Georgia from 2007-2010.

Some counties in the Atlanta region also lost a large number of FIRE jobs in the period. For instance Fulton County lost 13,561 jobs, more than Cherokee, Forsyth, Gwinnett, and Henry counties combined which lost 5,245 jobs. The only sector to gain a substantial number of jobs in the recessionary period was healthcare and social services. Those job gains were largely in the Atlanta and the hub cities regions, which gained 11,853 and 7,743 jobs in healthcare and social services respectively. In rural Georgia, healthcare and social services lost a total of 1,057 jobs from 2007-2010.

Chart 4 illustrates regional job gains and losses in the period 2010-2012, the recovery period. Note that this represents only two years, so to make comparisons with the seven-year growth period easier; the annual average change in jobs is displayed. In manufacturing there has been some modest job gains in the Atlanta region and in the rural Georgia region, suggesting that some of the jobs lost during the recession may return. However, in the construction sector, job losses continued in all three regions. Note only three sectors showed job losses in all three regions, construction, government services, and education services.<sup>10</sup>

Also there were modest gains in the FIRE sector in the Atlanta region. The FIRE sector is still dominated by the large urban counties in the Atlanta region. Despite substantial job losses in the FIRE sector from 2000-2010 in both Fulton and DeKalb counties, the level of employment was substantially greater than the exurban counties. In 2012, Fulton County had 112,151 FIRE sector jobs while DeKalb had 24,631 jobs. The three exurban counties of Cherokee, Forsyth, and Henry combined had 7,163 FIRE jobs in 2012.

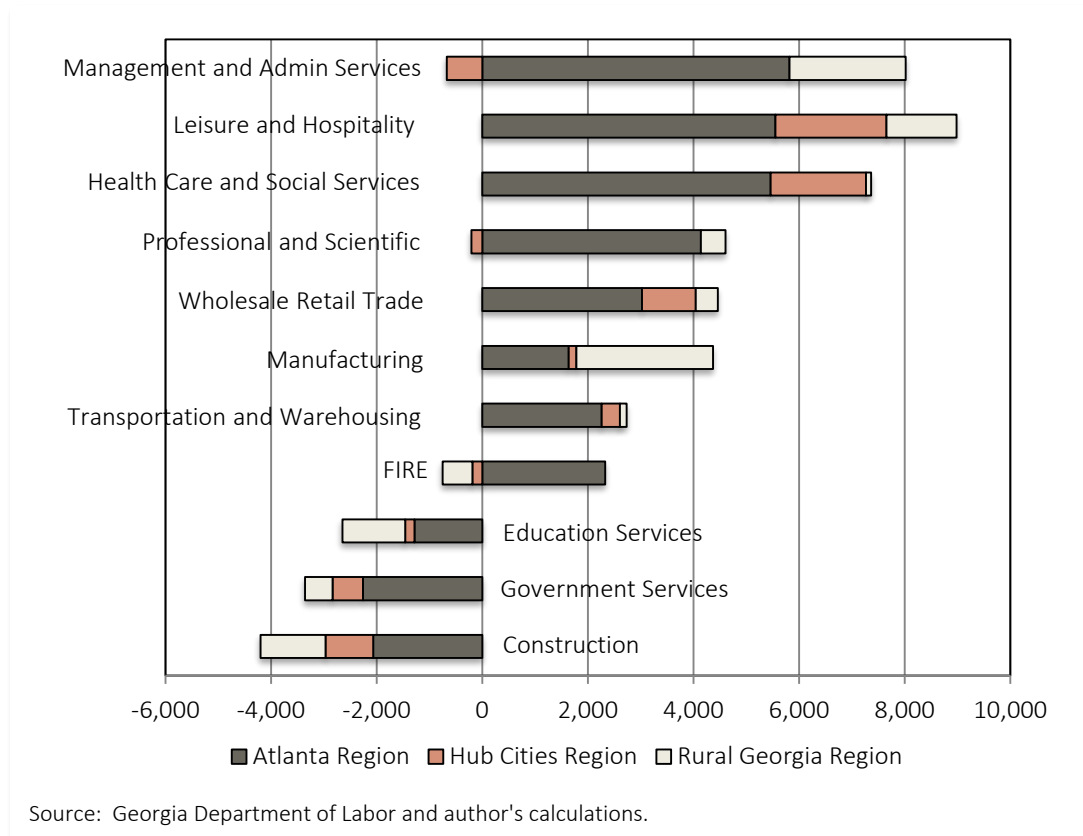
Two of the high growth sectors statewide, healthcare and social services and leisure and hospitality both incurred job growth from 2010-2012. Thus, it is possible to compare annual average growth rates in 2000-2007 with those in 2010-2012 in the three regions.

In the Atlanta region the sectors of healthcare and social services and leisure and hospitality, the average annual job increases have returned to a similar level as in the period 2000-2007. In healthcare and social services, annual average job growth was 5,614 from 2000-2007 and 5,462 from 2010-2012. In leisure and hospitality, annual average job growth was 5,310 from 2000-2007 and 5,552 from 2010-2012 (see Table 7).

For the hub cities region, growth in the sectors of healthcare and social services and leisure and hospitality was not as robust as in the period 2000-2007. In healthcare and social services, annual average job growth was 3,524 from 2000-2007 and 1,804 from 2010-2012. In leisure and hospitality, annual average job growth was 2,341 from 2000-2007 and 2,101 from 2010-2012.

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<sup>10</sup> Education services benefited from American Recovery and Reinvestment Act funds in the recessionary period but those funds were generally not available in the period 2010-2012.

**Chart 4. Regional Annual Average Changes in Sector Jobs 2010-2012****Table 7. Regional Annual Average Change in Selected Industry Sectors**

REGION	-----LEISURE AND HOSPITALITY-----		HEALTHCARE AND -----SOCIAL SERVICES-----	
	2000-07	2000-12	2000-07	2000-12
Atlanta Region	5,310	5,552	5,614	5,462
Hub Cities Region	2,341	2,101	3,524	1,804
Rural Georgia Region	1,902	1,328	1,997	95

Source: Georgia Department of Labor and author's calculations.

In the rural Georgia region, the leisure and hospitality sector has not returned to the growth levels of 2000-2007. From 2000-2007 the leisure and hospitality sector had an annual average increase of 1,902 jobs, compared to 1,328 from 2010-2012. There has been little growth in healthcare and social services in rural Georgia in which annual average job growth was 1,997 from 2000-2007 but only 95 from 2010-2012.

## VI. State and Regional Job Quality

As was shown earlier, there have been big changes in the number of jobs in the various industry sectors of Georgia's economy. How the changes in the group sector share of total employment have affected wages at the state and regional level is examined next. The quality of each job is defined as premium-, mid-, or low-wage based on the average wage paid by each establishment.<sup>11</sup> This classification is determined for each industry (NAICS code). The annual pay received by the worker determines the quality of a job. The premium-wage job pays more than \$50,000 per year; the mid-wage job pays between \$35,000 and \$50,000 per year; the low-wage job pays below \$35,000. Table 8 presents the breakdown of the three categories by NAICS code.<sup>12</sup>

**Table 8. Classification of the Quality of Jobs**

JOB GROUP	NAICS CODES	2012 AVERAGE WAGE PER JOB*	JOB GROUP	NAICS CODES	2012 AVERAGE WAGE PER JOB*
Low-Wage Jobs			Mid-Wage Jobs (continued)		
Farming	11	\$27,453	Administrative and Support	56	\$31,753
Retail Trade	44	\$26,563	Education	61	\$37,736
Retail Trade	45	\$21,232	Health	62	\$41,862
Leisure	71	\$29,717	Government	92	\$43,784
Hospitality	72	\$15,828	Premium-Wage Jobs		
Other Services	81	\$29,075	Mining	21	\$54,165
Mid-Wage Jobs			Utilities	22	\$75,540
Construction	23	\$44,367	Manufacturing	33	\$53,402
Manufacturing	31	\$44,721	Wholesale Trade	42	\$64,721
Manufacturing	32	\$48,863	Information	51	\$76,512
Transportation and Warehousing	48	\$46,707	Finance and Insurance	52	\$71,747
Transportation and Warehousing	49	\$47,376	Professional and Scientific and Technical Services	54	\$70,880
Real Estate and Rental Leasing	53	\$45,838	Management of Companies	55	\$90,213

Note: Jobs with a missing NAICS codes are not considered in this analysis.

\* Converted to 2009 dollars to be consistent with previous reports.

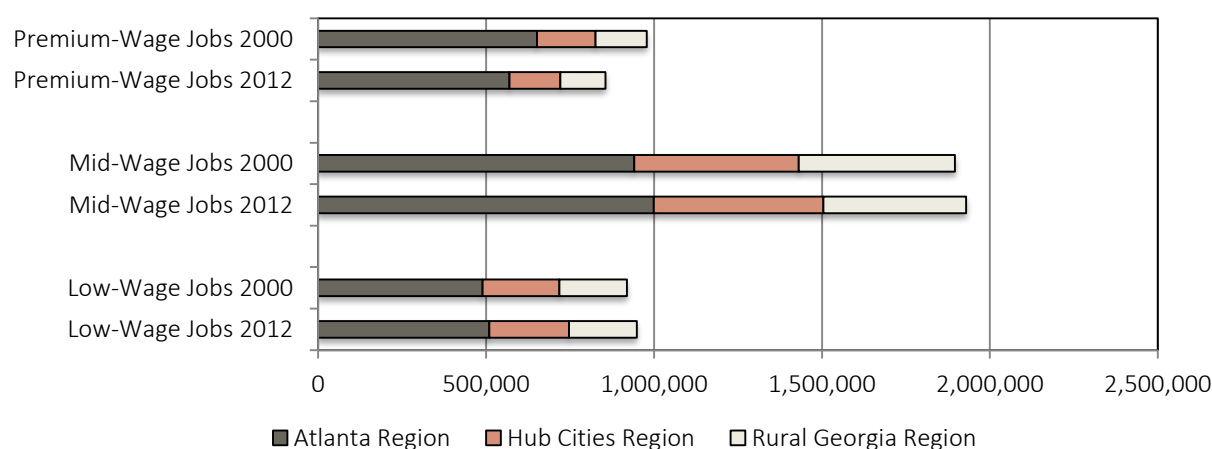
Source: Georgia Department of Labor and author's calculations.

<sup>11</sup> Average wages for each establishment is computed as total establishment payroll divided by total establishment employment. This brief uses the same classifications as those used in Hawley (FRC Brief #253).

<sup>12</sup> The categorizations in Table 8 closely follow the Georgia State University Economic Forecasting Center's quality of jobs description.

Here again, variation exists at the regional level. Chart 5 examines the total premium-, mid-, and low-wage jobs in the three regions, stacked to reflect the state total in 2000 and 2012. Georgia had moderate gains in low- and mid-wage jobs from 2000-2012. Low-wage jobs increased by 2 percent to 956,780 and mid-wage jobs increased by 1 percent to 1.96 million. However, Georgia lost a large number of premium-wage jobs, declining 11 percent from 2000-2012 to 907,546 jobs. The gains in low- and mid-wage jobs of 40,0577 did not offset the loss of 113,327 premium-wage jobs. Premium-wage jobs were concentrated in urban areas, with 63 percent in Atlanta and 17 percent in the hub cities in 2012, and as is shown in Chart 6 the job losses in premium-wage jobs were also concentrated primarily in the Atlanta region.

**Chart 5. Regional Levels of Premium-, Mid-, and Low-Wage Jobs 2000 and 2012**

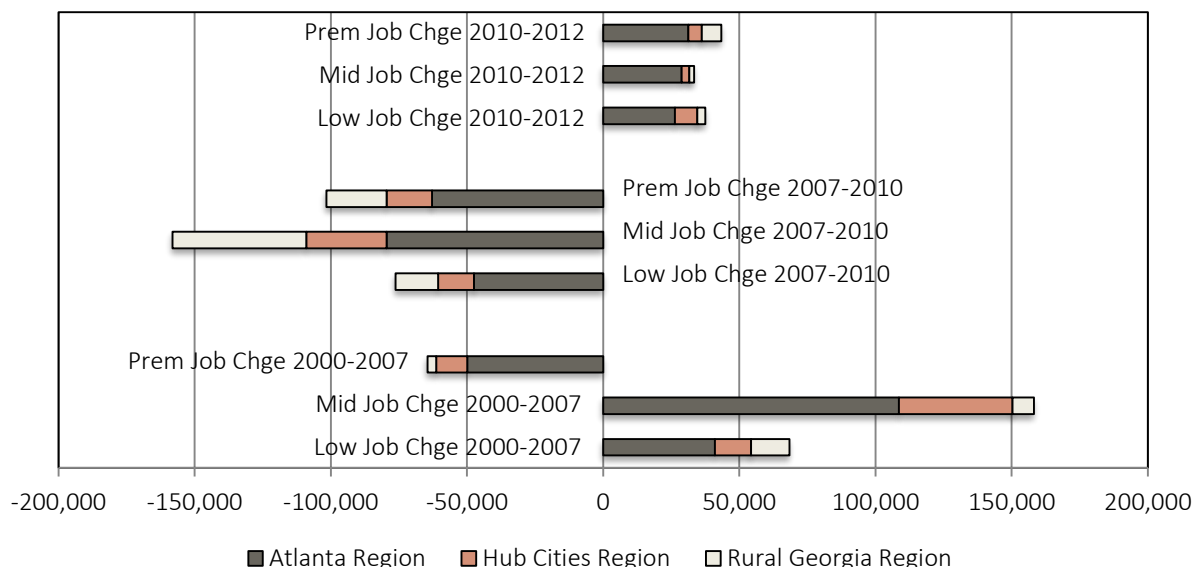


Source: Georgia Department of Labor and author's calculations.

Chart 6 examines the changes in the premium-, mid-, and low-wage jobs in the three regions in the three time periods. From 2000-2007 Georgia lost 67,305 premium-wage jobs. All three regions lost premium-wage jobs but Atlanta lost the most premium-wage jobs with a decline of 49,890.<sup>13</sup> There was substantial growth in the low- and mid-wage jobs from 2000-2007. Growth in mid-wage jobs was concentrated in urban regions, of the 146,727 mid-wage jobs gained statewide, rural Georgia accounted for only 7,768. From 2000-2007, Georgia gained 58,864 low-wage jobs, which were more proportionally distributed across the three regions (for more details on county level premium-, mid-, and low-wage jobs, see Appendix D).

<sup>13</sup> NAICS code 51 is Information Services and is part of the FIRE group; it was another sector that lost a significant number of jobs 2000-2007 in the premium-wage category, particularly in the Atlanta region.



**Chart 6. Regional Change in Premium-, Mid-, and Low-Wage Jobs by Period**

Source: Georgia Department of Labor and author's calculations.

As shown earlier, in the recessionary period from 2007-2010 Georgia lost a tremendous number of jobs. From 2007-2010, Georgia lost 75,672 low-wage jobs, 151,846 mid-wage jobs, and 90,731 premium-wage jobs. The large loss of manufacturing jobs, generally mid-wage jobs, in rural Georgia is illustrated here again.<sup>14</sup> The rural Georgia region lost 49,101 of its mid-wage jobs, roughly 10 percent of the region's 2007 total mid-wage jobs. The Atlanta region also lost a considerable number of its mid-wage jobs with a decline of 79,588 roughly an 8 percent decline from the region's 2007 total mid-wage jobs.

The recovery period 2010-2012 brought modest job growth in low-wage jobs and premium-wage jobs but little growth in mid-wage jobs. The Atlanta region gained 31,305 premium-wage jobs, 28,779 mid-wage jobs and 26,278 low-wage jobs. In this period, rural Georgia outpaced the hub cities region in premium-wage job gains, with the rural region gaining 7,111 premium-wage jobs. The hub cities region gained only 4,917 premium-wage jobs. NAICS code 33, a premium-wage job in the manufacturing sector, is partially responsible for some of the gains and losses in premium-wage jobs throughout the state.<sup>15</sup> Both the hub cities and the rural Georgia regions' had modest gains in mid-wage jobs during the recovery period, adding 2,845 and 1,748 mid-wage jobs respectively. There were gains in low-wage jobs during the

<sup>14</sup> Two of the three manufacturing two digit NAICS codes 31 and 32 are classified as mid-wage jobs and include textiles and paper and wood product manufacturing.

<sup>15</sup> Some of the premium-wage jobs losses in the period 2000-2007 are due to declines in NAICS code 33, which include furniture and metal manufacturing. NAICS code 33 lost 31,348 jobs statewide from 2000-2007. From 2010-2012 NAICS code 33 jobs increased by 11,662, which helped add both premium-wage jobs and manufacturing jobs to rural areas in the period.

recovery period in both regions, with the hub cities gaining 8,268 low-wage jobs and rural Georgia gaining 2,900 low-wage jobs.

## VII. Conclusion

Georgia has experienced a considerable shift in the types and number of jobs in its various industry sectors from 2000-2012. This shift started in the period 2000-2007 when the state lost a large number of manufacturing jobs and continued throughout the period as manufacturing jobs declined in large numbers. The sectors that had job growth statewide were: healthcare and social services, education services, and leisure and hospitality. Healthcare and social services in 2012 was the second ranked sector in the state in number of jobs, replacing the manufacturing sector, which was the second ranked sector in 2000.

The three regions of Georgia had different experiences in the three different periods, the early period of economic growth 2000-2007, the recessionary period 2007-2010, and the recovery period 2010-2012. The urban regions of the state generally had greater employment growth in the early period and lost fewer jobs in the recessionary period than the rural region. While all regions have had some growth during the recovery period, it appears that for the urban regions, the growth sectors of healthcare and social services and leisure and hospitality are returning to prerecession job growth levels. For the rural Georgia region, the recovery is less certain. Some manufacturing jobs have returned, but these gains may just be a minor adjustment after the recession. Unlike in the urban areas, the lost manufacturing jobs in the rural Georgia region have not been replaced by jobs in the growth sectors of healthcare and social services and leisure and hospitality.

The shift from an economy with a large statewide manufacturing sector to one that is dominated by services has impacted the quality of jobs in the state as well. While the number of jobs in the state has remained relatively unchanged from 2000 to 2012, the shares of premium-, mid- and low-wage jobs have changed. Georgia has lost 113,327 premium-wage jobs from 2000-2012. These losses were not all due to the recession. Georgia lost almost half of its premium-wage jobs during the period 2000-2007.

Georgia's urban regions appear to have experienced a shift in which job losses in premium-wage jobs in the FIRE sector group and mid-wage jobs in the manufacturing sector group were replaced with jobs in the mid-wage sectors of healthcare and social services and education services and the low-wage sector group of leisure and hospitality. No such shift seems to have occurred in the rural Georgia region, which experienced a large decline in mid-wage jobs, mostly in the manufacturing sector, but had little or no job growth in any other sectors to offset the manufacturing job losses. As of 2012 the manufacturing sector group still had the most jobs of any sector group in the rural Georgia region.

## Appendix A. Rural Georgia County Jobs, Levels, and Changes

COUNTY	-----NUMBER OF JOBS-----				-----PERCENT CHANGE IN JOBS-----			
	2000	2007	2010	2012	2000-07	2007-10	2010-12	2000-12
Carroll	31,908	39,933	35,295	37,098	25%	-12%	5%	16%
Dawson	4,254	7,831	7,322	7,675	84%	-7%	5%	80%
Jackson	15,227	18,673	17,580	18,626	23%	-6%	6%	22%
Barrow	11,706	16,766	14,739	14,834	43%	-12%	1%	27%
Effingham	6,796	9,671	9,234	9,178	42%	-5%	-1%	35%
Pickens	5,419	7,802	6,919	7,008	44%	-11%	1%	29%
Banks	3,093	5,074	4,368	4,474	64%	-14%	2%	45%
Union	4,893	6,531	5,908	6,079	33%	-10%	3%	24%
Haralson	6,361	7,972	7,072	7,186	25%	-11%	2%	13%
Monroe	5,647	6,309	6,021	6,471	12%	-5%	7%	15%
Towns	2,611	3,747	3,277	3,433	43%	-13%	5%	31%
Polk	10,132	11,953	10,802	10,942	18%	-10%	1%	8%
Bulloch	21,296	23,535	22,196	22,046	11%	-6%	-1%	4%
Pike	1,841	2,266	2,127	2,429	23%	-6%	14%	32%
Bartow	30,832	35,144	30,591	31,373	14%	-13%	3%	2%
Lumpkin	5,784	6,629	6,011	6,303	15%	-9%	5%	9%
White	5,816	6,787	5,822	6,295	17%	-14%	8%	8%
Appling	6,115	6,370	6,420	6,576	4%	1%	2%	8%
Camden	13,878	15,949	13,414	14,335	15%	-16%	7%	3%
Wheeler	938	1,400	1,355	1,382	49%	-3%	2%	47%
Troup	34,515	31,392	31,656	34,892	-9%	1%	10%	1%
Jones	3,142	3,566	3,445	3,500	13%	-3%	2%	11%
Toombs	11,069	11,999	11,125	11,364	8%	-7%	2%	3%
Long	668	871	892	877	30%	2%	-2%	31%
Fannin	4,906	5,674	5,199	5,097	16%	-8%	-2%	4%
Butts	5,342	5,792	5,589	5,502	8%	-4%	-2%	3%
Quitman	279	423	405	396	52%	-4%	-2%	42%
Echols	892	682	746	978	-24%	9%	31%	10%
Morgan	5,844	6,435	5,650	5,923	10%	-12%	5%	1%
Webster	456	552	460	536	21%	-17%	17%	17%
Miller	1,472	1,623	1,546	1,546	10%	-5%	0%	5%
Brooks	3,239	2,897	2,855	3,273	-11%	-1%	15%	1%
Candler	2,862	2,991	2,720	2,891	5%	-9%	6%	1%
Brantley	1,960	2,070	1,977	1,986	6%	-4%	0%	1%
Oglethorpe	1,711	1,768	1,785	1,732	3%	1%	-3%	1%

Appendix A continues next page...

## Appendix A (cont.). Rural Georgia County Jobs, Levels, and Changes

COUNTY	-----NUMBER OF JOBS-----				-----PERCENT CHANGE IN JOBS-----			
	2000	2007	2010	2012	2000-07	2007-10	2010-12	2000-12
Talbot	795	851	829	814	7%	-3%	-2%	2%
Lanier	1,440	1,485	1,375	1,416	3%	-7%	3%	-2%
Taliaferro	205	220	187	171	7%	-15%	-9%	-17%
Worth	3,490	3,524	3,381	3,455	1%	-4%	2%	-1%
Bacon	3,598	3,711	3,477	3,547	3%	-6%	2%	-1%
Clay	671	749	711	615	12%	-5%	-14%	-8%
Pierce	3,756	4,144	3,649	3,691	10%	-12%	1%	-2%
Treutlen	1,143	1,115	1,150	1,072	-2%	3%	-7%	-6%
Lamar	3,721	3,652	3,348	3,641	-2%	-8%	9%	-2%
Stewart	1,237	1,329	1,237	1,150	7%	-7%	-7%	-7%
Charlton	2,223	2,383	2,024	2,130	7%	-15%	5%	-4%
Baker	597	551	480	484	-8%	-13%	1%	-19%
Greene	5,215	5,641	5,090	5,080	8%	-10%	0%	-3%
Gilmer	7,021	8,961	7,636	6,873	28%	-15%	-10%	-2%
Glascocock	548	399	394	396	-27%	-1%	1%	-28%
Grady	5,967	6,447	5,415	5,811	8%	-16%	7%	-3%
Clinch	2,552	2,421	2,414	2,345	-5%	0%	-3%	-8%
Wilcox	1,372	1,300	1,172	1,152	-5%	-10%	-2%	-16%
Schley	1,251	1,479	1,103	994	18%	-25%	-10%	-21%
Dade	3,487	3,556	2,894	3,216	2%	-19%	11%	-8%
Colquitt	15,166	15,840	15,137	14,888	4%	-4%	-2%	-2%
Crawford	1,540	1,490	1,184	1,258	-3%	-21%	6%	-18%
Burke	6,740	5,984	5,966	6,450	-11%	0%	8%	-4%
Lincoln	1,610	1,525	1,339	1,318	-5%	-12%	-2%	-18%
Turner	2,353	2,501	1,982	2,043	6%	-21%	3%	-13%
Peach	8,533	7,748	7,887	8,222	-9%	2%	4%	-4%
Montgomery	1,764	1,897	1,633	1,448	8%	-14%	-11%	-18%
Early	4,489	4,293	4,076	4,170	-4%	-5%	2%	-7%
Thomas	21,283	23,192	20,258	20,960	9%	-13%	3%	-2%
Terrell	2,620	2,492	2,270	2,288	-5%	-9%	1%	-13%
Tattnall	6,094	5,682	5,629	5,758	-7%	-1%	2%	-6%
Calhoun	1,608	1,298	1,399	1,248	-19%	8%	-11%	-22%
Taylor	2,101	1,829	1,844	1,725	-13%	1%	-6%	-18%
McIntosh	2,202	2,360	1,929	1,778	7%	-18%	-8%	-19%
Pulaski	3,238	3,221	2,803	2,781	-1%	-13%	-1%	-14%

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## Appendix A (cont.). Rural Georgia County Jobs, Levels, and Changes

COUNTY	-----NUMBER OF JOBS-----				-----PERCENT CHANGE IN JOBS-----			
	2000	2007	2010	2012	2000-07	2007-10	2010-12	2000-12
Madison	3,600	3,680	3,198	3,135	2%	-13%	-2%	-13%
Seminole	2,662	2,408	2,289	2,193	-10%	-5%	-4%	-18%
Screven	3,826	3,854	3,285	3,331	1%	-15%	1%	-13%
Irwin	2,608	2,410	2,134	2,102	-8%	-11%	-2%	-19%
Atkinson	2,011	1,642	1,435	1,503	-18%	-13%	5%	-25%
Twiggs	1,712	1,150	996	1,171	-33%	-13%	18%	-32%
Hancock	1,728	1,234	1,224	1,186	-29%	-1%	-3%	-31%
Wilkinson	3,379	3,010	2,924	2,837	-11%	-3%	-3%	-16%
Jasper	2,603	2,680	2,040	2,036	3%	-24%	0%	-22%
Evans	4,820	4,679	4,208	4,249	-3%	-10%	1%	-12%
Johnson	2,238	1,941	1,659	1,641	-13%	-15%	-1%	-27%
Berrien	4,509	4,862	3,905	3,901	8%	-20%	0%	-13%
Telfair	4,235	4,640	3,433	3,613	10%	-26%	5%	-15%
Heard	2,610	2,240	2,596	1,986	-14%	16%	-23%	-24%
Dodge	5,995	6,457	5,553	5,368	8%	-14%	-3%	-10%
Randolph	2,469	2,071	1,908	1,803	-16%	-8%	-5%	-27%
Warren	1,822	1,262	1,068	1,099	-31%	-15%	3%	-40%
Emanuel	7,348	7,663	6,634	6,555	4%	-13%	-1%	-11%
Mitchell	8,867	8,695	7,790	8,005	-2%	-10%	3%	-10%
Jefferson	5,590	5,483	4,762	4,684	-2%	-13%	-2%	-16%
Dooly	3,869	3,499	3,108	2,960	-10%	-11%	-5%	-23%
Putnam	6,368	7,111	6,296	5,385	12%	-11%	-14%	-15%
Gordon	21,400	22,088	19,123	20,396	3%	-13%	7%	-5%
Wayne	9,247	9,070	8,049	8,181	-2%	-11%	2%	-12%
Bleckley	4,202	3,739	3,407	3,096	-11%	-9%	-9%	-26%
Marion	2,613	1,671	1,493	1,458	-36%	-11%	-2%	-44%
Macon	4,118	3,440	3,167	2,929	-16%	-8%	-8%	-29%
Franklin	7,622	7,603	6,580	6,393	0%	-13%	-3%	-16%
Jeff Davis	5,260	4,285	4,020	3,974	-19%	-6%	-1%	-24%
Wilkes	4,196	3,351	2,959	2,901	-20%	-12%	-2%	-31%
Harris	5,101	4,044	3,767	3,658	-21%	-7%	-3%	-28%
Meriwether	5,851	4,845	4,516	4,384	-17%	-7%	-3%	-25%
Habersham	14,379	14,301	12,966	12,898	-1%	-9%	-1%	-10%
Stephens	10,646	9,984	9,229	9,117	-6%	-8%	-1%	-14%
Elbert	7,335	6,853	6,002	5,739	-7%	-12%	-4%	-22%

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## Appendix A (cont.). Rural Georgia County Jobs, Levels, and Changes

COUNTY	-----NUMBER OF JOBS-----				-----PERCENT CHANGE IN JOBS-----			
	2000	2007	2010	2012	2000-07	2007-10	2010-12	2000-12
Rabun	6,076	5,437	4,639	4,433	-11%	-15%	-4%	-27%
Jenkins	2,932	2,201	1,197	1,288	-25%	-46%	8%	-56%
Catoosa	15,028	15,562	13,264	13,332	4%	-15%	1%	-11%
Ware	16,078	15,400	14,643	14,323	-4%	-5%	-2%	-11%
McDuffie	8,391	8,432	6,828	6,631	0%	-19%	-3%	-21%
Crisp	8,987	9,156	7,259	7,170	2%	-21%	-1%	-20%
Cook	5,779	4,978	4,525	3,905	-14%	-9%	-14%	-32%
Washington	8,880	7,949	6,583	6,761	-10%	-17%	3%	-24%
Hart	7,936	6,642	5,871	5,775	-16%	-12%	-2%	-27%
Walker	14,917	14,757	12,621	12,448	-1%	-14%	-1%	-17%
Chattooga	8,262	6,471	5,744	5,722	-22%	-11%	0%	-31%
Tift	21,056	19,699	18,088	18,341	-6%	-8%	1%	-13%
Upson	9,692	7,794	6,880	6,908	-20%	-12%	0%	-29%
Ben Hill	8,434	7,586	5,979	5,607	-10%	-21%	-6%	-34%
Decatur	11,633	9,960	8,769	8,642	-14%	-12%	-1%	-26%
Laurens	20,097	20,150	17,931	16,888	0%	-11%	-6%	-16%
Sumter	14,551	12,406	10,691	10,692	-15%	-14%	0%	-27%
Baldwin	18,993	19,653	15,457	15,061	3%	-21%	-3%	-21%
Coffee	18,532	16,723	13,789	14,535	-10%	-18%	5%	-22%

Source: Georgia Department of Labor and author's calculations.

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## About the Author

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