



# Economic Overview

## Labor Region (9)



Greater Jackson Chamber  
197 Auditorium Street  
Jackson, TN 38301

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# Demographic Profile

The population in the Labor Region (9) was 306,293 per American Community Survey data for 2019-2023.

The region has a civilian labor force of 139,085 with a participation rate of 56.6%. Of individuals 25 to 64 in the Labor Region (9), 19.8% have a bachelor's degree or higher which compares with 36.5% in the nation.

The median household income in the Labor Region (9) is \$54,926 and the median house value is \$155,212.

## Summary<sup>1</sup>

	Percent			Value		
	Labor Region (9)	Tennessee	USA	Labor Region (9)	Tennessee	USA
<b>Demographics</b>						
Population (ACS)	—	—	—	306,293	6,986,082	332,387,540
Male	49.0%	49.1%	49.5%	150,132	3,428,050	164,545,087
Female	51.0%	50.9%	50.5%	156,161	3,558,032	167,842,453
Median Age <sup>2</sup>	—	—	—	40.0	38.9	38.7
Under 18 Years	22.4%	22.3%	22.2%	68,717	1,558,006	73,645,238
18 to 24 Years	9.0%	8.9%	9.1%	27,557	622,543	30,307,641
25 to 34 Years	12.5%	13.8%	13.7%	38,284	963,444	45,497,632
35 to 44 Years	12.1%	12.7%	13.1%	36,944	888,919	43,492,887
45 to 54 Years	12.0%	12.5%	12.3%	36,768	873,901	40,847,713
55 to 64 Years	13.6%	13.0%	12.8%	41,593	906,529	42,626,382
65 to 74 Years	10.9%	10.2%	10.0%	33,524	713,499	33,293,127
75 Years and Over	7.5%	6.6%	6.8%	22,906	459,241	22,676,920
Race: White	69.0%	73.5%	63.4%	211,391	5,133,249	210,875,446
Race: Black or African American	23.5%	15.9%	12.4%	72,084	1,108,897	41,070,890
Race: American Indian and Alaska Native	0.3%	0.2%	0.9%	797	17,288	2,924,996
Race: Asian	0.5%	1.8%	5.8%	1,601	129,226	19,352,659
Race: Native Hawaiian and Other Pacific Islander	0.0%	0.1%	0.2%	113	5,037	629,292
Race: Some Other Race	1.9%	2.5%	6.6%	5,752	174,679	21,940,536
Race: Two or More Races	4.8%	6.0%	10.7%	14,555	417,706	35,593,721
Hispanic or Latino (of any race)	4.0%	7.1%	19.0%	12,159	496,457	63,131,589
<b>Population Growth</b>						
Population (Pop Estimates) <sup>4</sup>	—	—	—	307,814	7,126,489	334,914,895
Population Annual Average Growth <sup>4</sup>	0.0%	0.9%	0.6%	63	62,955	1,885,495
People per Square Mile <sup>4</sup>	—	—	—	67.0	172.8	94.8
<b>Economic</b>						
Labor Force Participation Rate and Size (civilian population 16 years and over)	56.6%	62.0%	63.3%	139,085	3,465,315	168,567,852
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	76.0%	81.2%	83.0%	85,046	2,201,433	107,055,165
Work from Home	7.2%	11.4%	13.5%	9,208	370,383	21,267,373
Armed Forces Labor Force	0.1%	0.4%	0.5%	173	19,903	1,287,774
Veterans, Age 18-64	4.5%	5.0%	4.2%	8,070	213,335	8,410,268
Veterans Labor Force Participation Rate and Size, Age 18-64	66.0%	74.7%	77.0%	5,325	159,436	6,478,181
Median Household Income <sup>2</sup>	—	—	—	\$54,926	\$67,097	\$78,538
Per Capita Income	—	—	—	\$28,921	\$37,866	\$43,289
Mean Commute Time (minutes)	—	—	—	24.5	25.7	26.6
Commute via Public Transportation	0.4%	0.5%	3.5%	458	15,035	5,528,841
<b>Educational Attainment, Age 25-64</b>						
No High School Diploma	10.5%	9.4%	10.0%	16,120	342,355	17,176,172
High School Graduate	40.0%	30.2%	25.0%	61,368	1,098,362	43,057,491
Some College, No Degree	22.1%	20.0%	19.3%	33,870	725,470	33,315,654

## Summary<sup>1</sup>

	Percent			Value		
	Labor Region (9)	Tennessee	USA	Labor Region (9)	Tennessee	USA
Associate's Degree	7.7%	8.3%	9.2%	11,792	302,774	15,894,085
Bachelor's Degree	12.8%	20.5%	22.8%	19,641	745,568	39,256,774
Postgraduate Degree	7.0%	11.5%	13.8%	10,798	418,264	23,764,438
<b>Housing</b>						
Total Housing Units	—	—	—	137,068	3,095,472	142,332,876
Median House Value (of owner-occupied units) <sup>2,5</sup>	—	—	—	\$155,212	\$256,800	\$303,400
Homeowner Vacancy	1.2%	1.0%	1.0%	1,021	18,415	850,724
Rental Vacancy	4.7%	6.1%	5.5%	1,919	60,642	2,605,688
Renter-Occupied Housing Units (% of Occupied Units)	32.1%	33.0%	35.0%	38,399	912,950	44,590,828
Owner-Occupied Housing Units (% of Occupied Units)	67.9%	67.0%	65.0%	81,267	1,855,793	82,892,037
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	7.0%	5.2%	8.3%	8,416	144,409	10,602,826
<b>Social</b>						
Poverty Level (of all people)	17.0%	13.8%	12.4%	49,832	940,092	40,390,045
Households Receiving Food Stamps/SNAP	16.4%	11.2%	11.8%	19,642	310,084	15,004,950
Enrolled in Grade 12 (% of total population)	1.2%	1.3%	1.3%	3,730	89,263	4,405,676
Disconnected Youth <sup>3</sup>	2.4%	2.1%	2.4%	398	7,328	420,352
Children in Single Parent Families (% of all children)	41.4%	35.5%	34.0%	26,177	513,140	23,701,745
Uninsured	10.2%	10.1%	8.6%	30,473	696,019	28,000,876
With a Disability, Age 18-64	16.3%	12.7%	10.7%	28,598	532,882	21,269,700
With a Disability, Age 18-64, Labor Force Participation Rate and Size	36.5%	42.8%	47.0%	10,430	228,304	10,001,264
Foreign Born	2.4%	5.9%	13.9%	7,214	411,840	46,108,901
Speak English Less Than Very Well (population 5 yrs and over)	1.5%	3.6%	8.4%	4,363	234,172	26,299,012

Source: [JobsEQ®](https://www.chmuraecon.com/jobseq)

1. American Community Survey 2019-2023, unless noted otherwise

2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

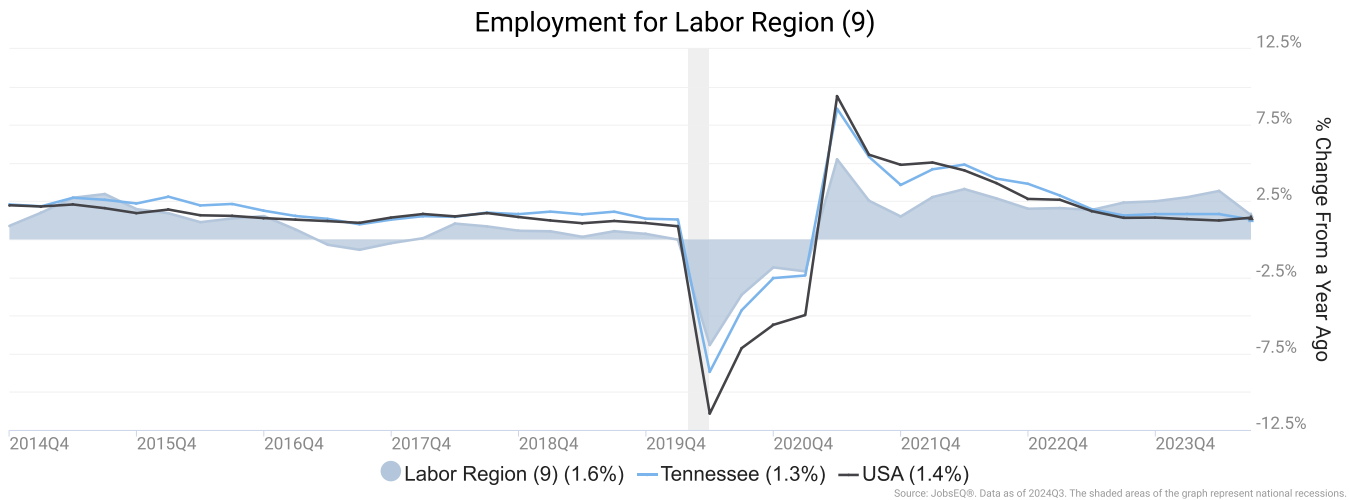
3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

4. Census Population Estimate for 2023, annual average growth rate since 2013.

5. The Census's method for calculating median house values changed with the 2022 data set, so pre-2022 values are not directly comparable with later data.

# Employment Trends

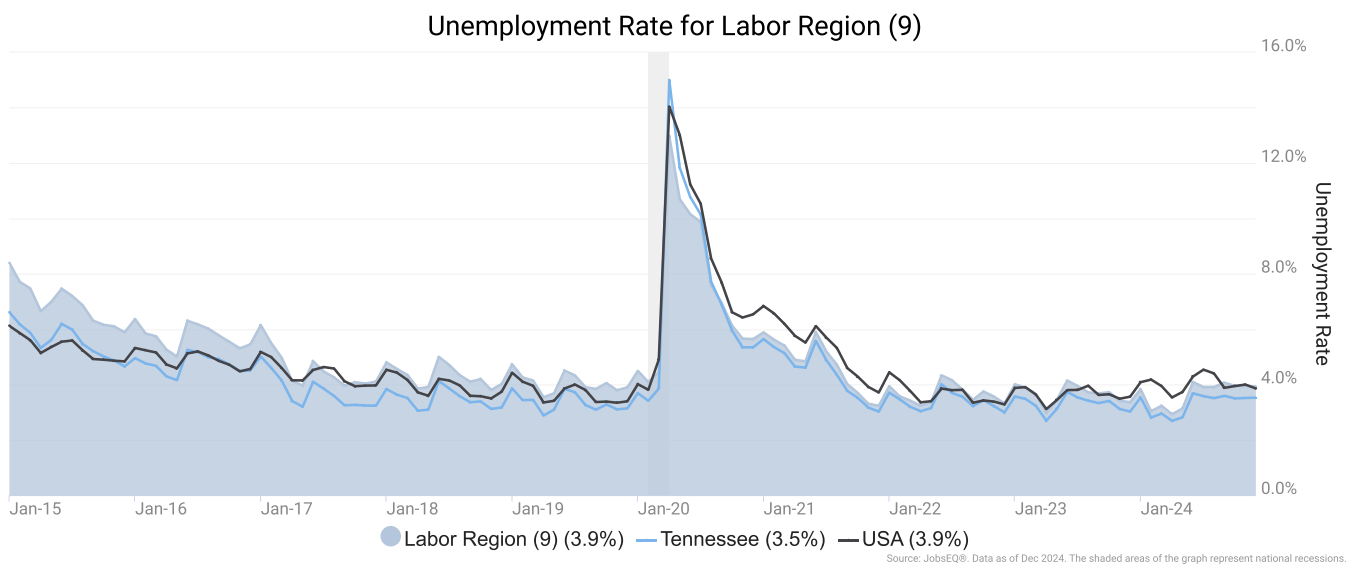
As of 2024Q3, total employment for the Labor Region (9) was 131,467 (based on a four-quarter moving average). Over the year ending 2024Q3, employment increased 1.6% in the region.



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q4 with preliminary estimates updated to 2024Q3.

# Unemployment Rate

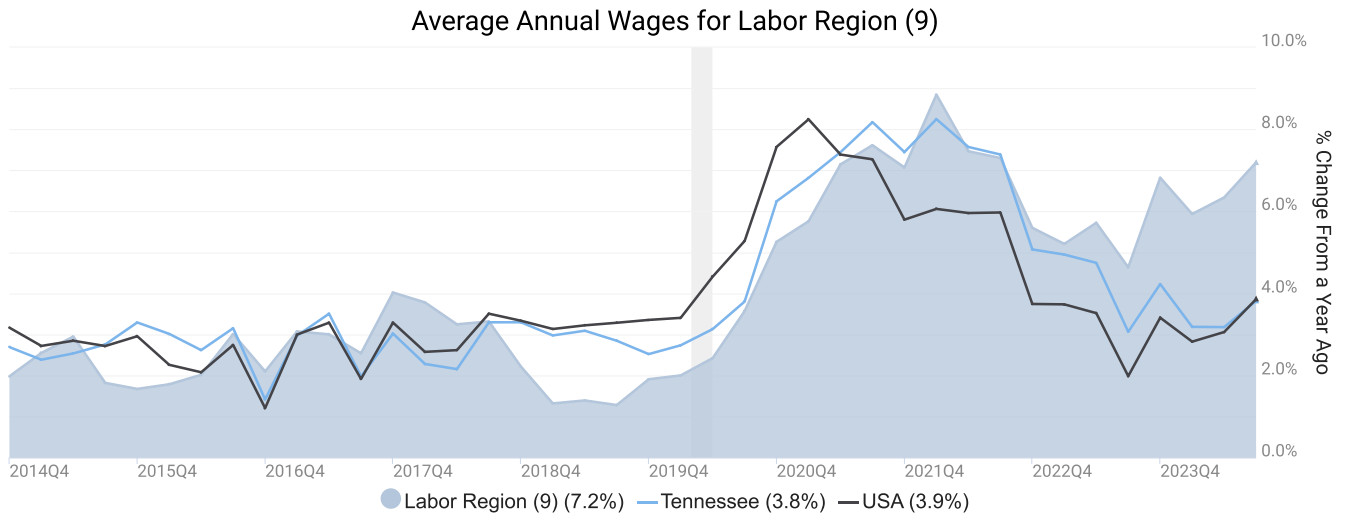
The unemployment rate for the Labor Region (9) was 3.9% as of December 2024. The regional unemployment rate was the same as the national rate of 3.9%. One year earlier, in December 2023, the unemployment rate in the Labor Region (9) was 3.4%.



Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through December 2024.

# Wage Trends

The average worker in the Labor Region (9) earned annual wages of \$53,315 as of 2024Q3. Average annual wages per worker increased 7.2% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$72,609 in the nation as of 2024Q3.



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q2 with preliminary estimates updated to 2024Q3.

# Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 13.8% lower in Labor Region (9) than the U.S. average.

## Cost of Living Information

	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Labor Region (9)	\$53,315	86.2	\$61,831
Tennessee	\$64,630	90.5	\$71,388
USA	\$72,609	100.0	\$72,609

Source: [JobsEQ®](#)

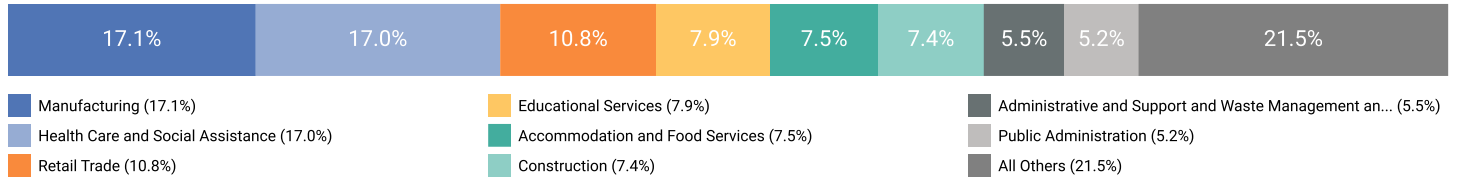
Data as of 2024Q3

Cost of Living per [COLI](#), data as of 2024Q4, imputed by Chmura where necessary.

# Industry Snapshot

The largest sector in the Labor Region (9) is Manufacturing, employing 22,514 workers. The next-largest sectors in the region are Health Care and Social Assistance (22,407 workers) and Retail Trade (14,260). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Manufacturing (LQ = 2.17), Agriculture, Forestry, Fishing and Hunting (1.79), and Utilities (1.68).

Total Workers for Labor Region (9) by Industry



Source: JobsEQ®  
Data as of 2024Q3  
Note: Figures may not sum due to rounding.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q2 with preliminary estimates updated to 2024Q3.

Sectors in the Labor Region (9) with the highest average wages per worker are Management of Companies and Enterprises (\$97,996), Utilities (\$81,708), and Construction (\$77,434). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Construction (+3,116 jobs), Manufacturing (+2,113), and Transportation and Warehousing (+1,057).

Over the next 1 year, employment in the Labor Region (9) is projected to expand by 311 jobs. The fastest growing sector in the region is expected to be Arts, Entertainment, and Recreation with a +0.8% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+159 jobs), Construction (+57), and Accommodation and Food Services (+39).



### Labor Region (9), 2024Q3<sup>1</sup>

NAICS	Industry	Current			5-Year History		1-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
31	Manufacturing	22,514	\$69,587	2.17	2,113	2.0%	2,236	835	1,432	-31	-0.1%
62	Health Care and Social Assistance	22,407	\$58,743	1.14	302	0.3%	2,345	996	1,189	159	0.7%
44	Retail Trade	14,260	\$35,846	1.11	268	0.4%	1,904	816	1,128	-40	-0.3%
61	Educational Services	10,338	\$46,966	0.98	-65	-0.1%	958	438	529	-9	-0.1%
72	Accommodation and Food Services	9,869	\$21,269	0.86	426	0.9%	1,792	747	1,006	39	0.4%
23	Construction	9,705	\$77,434	1.23	3,116	8.1%	886	306	523	57	0.6%
56	Administrative and Support and Waste Management and Remediation Services	7,262	\$36,898	0.91	-512	-1.4%	847	329	495	22	0.3%
92	Public Administration	6,855	\$51,211	1.11	144	0.4%	641	251	376	14	0.2%
48	Transportation and Warehousing	5,745	\$57,386	0.88	1,057	4.1%	648	252	370	25	0.4%
81	Other Services (except Public Administration)	5,336	\$32,144	0.96	-115	-0.4%	629	248	358	23	0.4%
42	Wholesale Trade	4,004	\$75,152	0.81	-184	-0.9%	407	149	250	7	0.2%
52	Finance and Insurance	2,939	\$66,610	0.57	-204	-1.3%	250	93	149	7	0.2%
11	Agriculture, Forestry, Fishing and Hunting	2,849	\$35,391	1.79	-298	-2.0%	344	165	184	-5	-0.2%
54	Professional, Scientific, and Technical Services	2,615	\$67,493	0.27	384	3.2%	229	78	133	19	0.7%
53	Real Estate and Rental and Leasing	1,425	\$59,604	0.61	58	0.8%	140	60	76	4	0.3%
22	Utilities	1,144	\$81,708	1.68	122	2.3%	106	37	63	5	0.5%
71	Arts, Entertainment, and Recreation	945	\$19,528	0.35	142	3.3%	146	55	84	7	0.8%
51	Information	898	\$55,070	0.35	-4	-0.1%	74	28	49	-3	-0.4%
55	Management of Companies and Enterprises	247	\$97,996	0.12	29	2.5%	22	8	13	2	0.7%
99	Unclassified	61	\$35,007	0.27	61	n/a	7	3	4	0	0.2%
21	Mining, Quarrying, and Oil and Gas Extraction	50	\$67,959	0.10	42	45.7%	5	2	3	0	0.5%
<b>Total - All Industries</b>		<b>131,467</b>	<b>\$53,315</b>	<b>1.00</b>	<b>6,883</b>	<b>1.1%</b>	<b>14,572</b>	<b>5,870</b>	<b>8,391</b>	<b>311</b>	<b>0.2%</b>

Source: [JobsEQ®](#)

Data as of 2024Q3

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q2 with preliminary estimates updated to 2024Q3. Forecast employment growth uses national projections adapted for regional growth patterns.

# Occupation Snapshot

The largest major occupation group in the Labor Region (9) is Office and Administrative Support Occupations, employing 15,025 workers. The next-largest occupation groups in the region are Production Occupations (14,620 workers) and Transportation and Material Moving Occupations (13,099). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Production Occupations (LQ = 2.05), Construction and Extraction Occupations (1.18), and Installation, Maintenance, and Repair Occupations (1.17).

Occupation groups in the Labor Region (9) with the highest average wages per worker are Legal Occupations (\$106,900), Management Occupations (\$102,400), and Healthcare Practitioners and Technical Occupations (\$90,000). The unemployment rate in the region varied among the major groups from 0.9% among Legal Occupations to 6.4% among Farming, Fishing, and Forestry Occupations.

Over the next 1 year, the fastest growing occupation group in the Labor Region (9) is expected to be Healthcare Support Occupations with a +1.2% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Healthcare Support Occupations (+77 jobs) and Healthcare Practitioners and Technical Occupations (+59). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Food Preparation and Serving Related Occupations (1,912 jobs) and Transportation and Material Moving Occupations (1,656).

Labor Region (9), 2024Q3<sup>1</sup>

SOC	Occupation	Current					5-Year History			1-Year Forecast				
		Empl	Mean Ann Wages <sup>2</sup>	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
43-0000	Office and Administrative Support	15,025	\$44,100	0.98	479	2.8%	381	-191	-0.3%	1,541	700	912	-71	-0.5%
51-0000	Production	14,620	\$46,000	2.05	720	4.4%	262	627	0.9%	1,521	558	1,005	-42	-0.3%
53-0000	Transportation and Material Moving	13,099	\$43,200	1.15	871	5.3%	566	1,239	2.0%	1,704	631	1,025	48	0.4%
41-0000	Sales and Related	10,142	\$42,400	0.88	521	4.5%	906	-236	-0.5%	1,323	589	769	-35	-0.3%
35-0000	Food Preparation and Serving Related	9,876	\$30,000	0.92	661	5.6%	577	256	0.5%	1,947	831	1,081	35	0.4%
11-0000	Management	9,714	\$102,400	0.96	143	1.4%	373	1,055	2.3%	841	312	484	44	0.5%
29-0000	Healthcare Practitioners and Technical	8,836	\$90,000	1.13	105	1.2%	1,180	183	0.4%	564	258	247	59	0.7%
47-0000	Construction and Extraction	6,926	\$52,100	1.18	383	4.7%	51	1,703	5.8%	631	213	373	45	0.6%
25-0000	Educational Instruction and Library	6,873	\$53,800	0.97	142	2.1%	162	-1	0.0%	582	269	311	2	0.0%
31-0000	Healthcare Support	6,386	\$33,900	1.05	219	3.2%	236	184	0.6%	966	405	485	77	1.2%
49-0000	Installation, Maintenance, and Repair	5,992	\$55,800	1.17	187	2.6%	294	613	2.2%	557	216	307	34	0.6%
13-0000	Business and Financial Operations	5,151	\$71,700	0.61	116	2.2%	194	718	3.0%	442	144	274	24	0.5%
37-0000	Building and Grounds Cleaning and Maintenance	3,930	\$36,300	0.91	208	4.4%	137	237	1.3%	537	224	301	12	0.3%
39-0000	Personal Care and Service	2,819	\$32,400	0.83	128	4.0%	74	140	1.0%	493	181	293	18	0.6%
21-0000	Community and Social Service	2,668	\$51,000	1.10	53	2.1%	189	-55	-0.4%	257	103	136	18	0.7%
33-0000	Protective Service	2,601	\$46,900	0.92	82	2.9%	74	70	0.5%	266	107	157	3	0.1%
15-0000	Computer and Mathematical	1,700	\$82,700	0.41	41	2.3%	51	203	2.6%	110	38	62	10	0.6%

### Labor Region (9), 2024Q3<sup>1</sup>

SOC	Occupation	Current						5-Year History		1-Year Forecast				
		Empl	Mean Ann Wages <sup>2</sup>	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
17-0000	Architecture and Engineering	1,553	\$85,200	0.75	26	1.8%	117	34	0.4%	114	40	66	8	0.5%
27-0000	Arts, Design, Entertainment, Sports, and Media	1,417	\$54,200	0.59	34	2.8%	92	28	0.4%	143	59	81	3	0.2%
45-0000	Farming, Fishing, and Forestry	868	\$38,800	1.14	61	6.4%	5	40	0.9%	129	53	77	-1	-0.1%
19-0000	Life, Physical, and Social Science	681	\$78,500	0.57	12	2.0%	60	45	1.4%	64	11	48	5	0.7%
23-0000	Legal	588	\$106,900	0.54	6	0.9%	11	-8	-0.3%	35	14	19	2	0.3%
<b>Total - All Occupations</b>		<b>131,467</b>	<b>\$53,700</b>	<b>1.00</b>	<b>5,199</b>	<b>3.6%</b>	<b>5,991</b>	<b>6,883</b>	<b>1.1%</b>	<b>14,782</b>	<b>5,956</b>	<b>8,516</b>	<b>310</b>	<b>0.2%</b>

Source: [JobsEQ®](#)

Data as of 2024Q3 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data represent the average for all Covered Employment

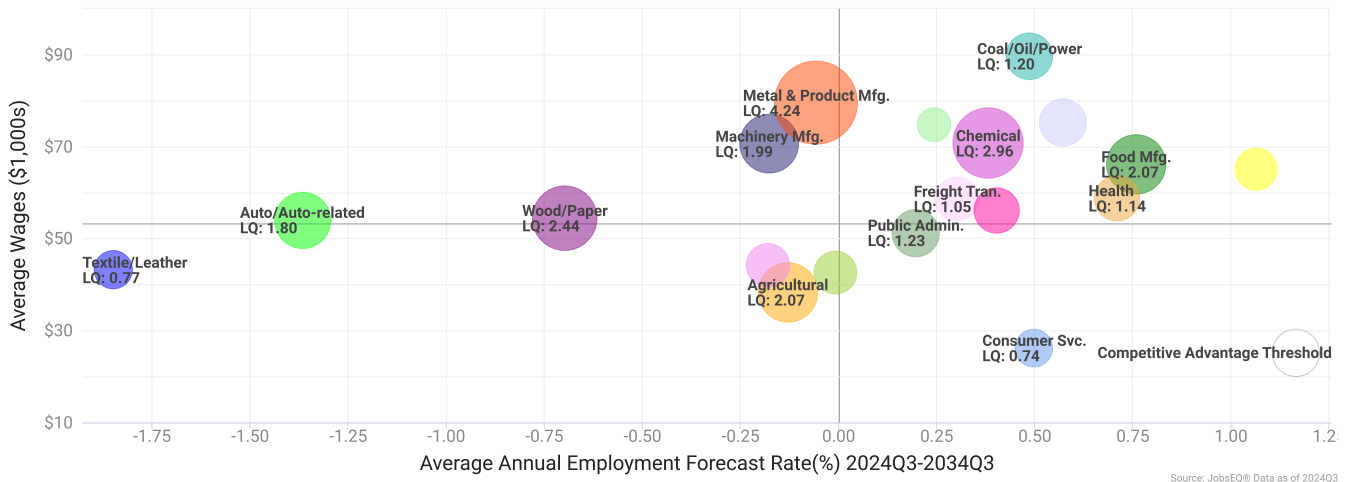
3. Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2024Q2, imputed where necessary with preliminary estimates updated to 2024Q3. Wages by occupation are as of 2024 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

# Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in the Labor Region (9) with the highest relative concentration is Metal & Product Mfg. with a location quotient of 4.24. This cluster employs 4,025 workers in the region with an average wage of \$79,520. Employment in the Metal & Product Mfg. cluster is projected to contract in the region about 0.1% per year over the next ten years.

Industry Clusters for Labor Region (9) as of 2024Q3

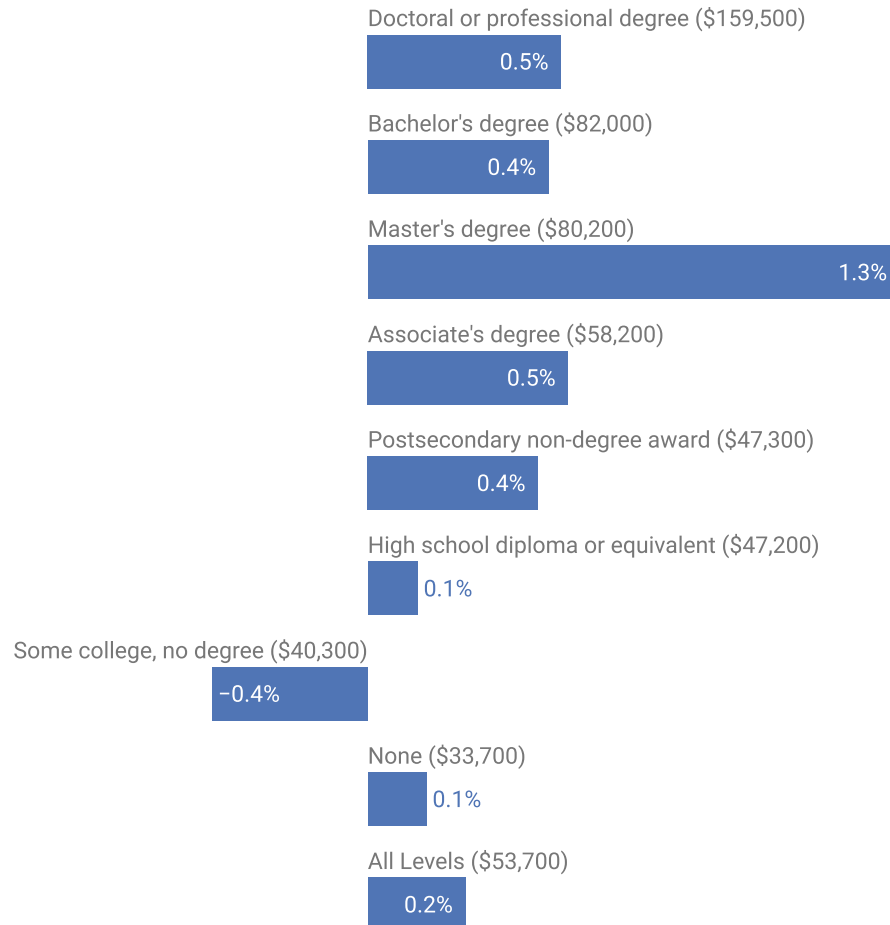


Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2024Q2 with preliminary estimates updated to 2024Q3. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

# Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in the Labor Region (9) is projected to grow 0.2% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 0.5% per year, those requiring a bachelor’s degree are forecast to grow 0.4% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 0.5% per year.

## Annual Average Projected Job Growth by Education Levels

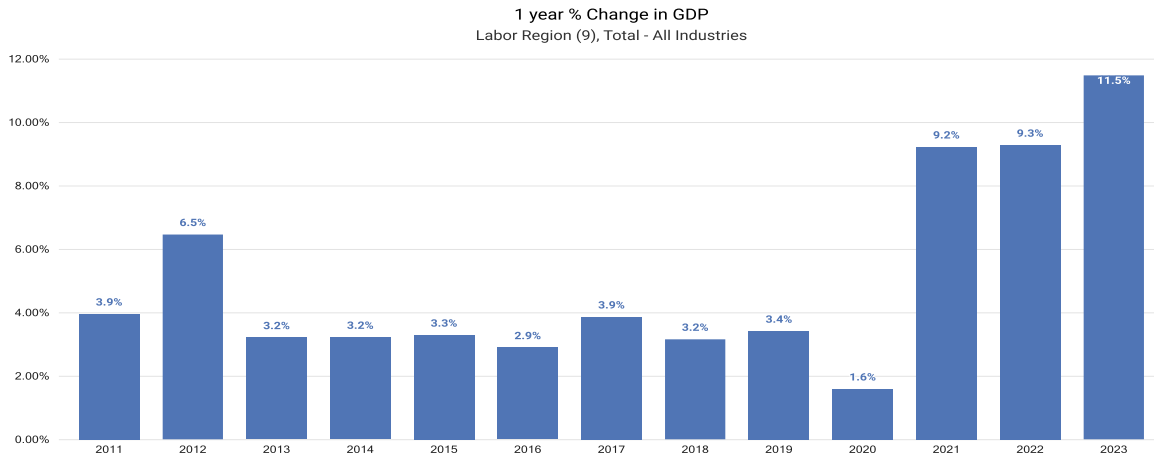


Source: JobsEQ®  
Data as of 2024Q3

Employment by occupation data are estimates as of 2024Q3. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

# Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2023, nominal GDP in the Labor Region (9) expanded 11.5%. This follows growth of 9.3% in 2022. As of 2023, total GDP in the Labor Region (9) was \$15,620,698,000.



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2023.

Of the sectors in the Labor Region (9), Manufacturing contributed the largest portion of GDP in 2023, \$4,120,871,000. The next-largest contributions came from Health Care and Social Assistance (\$2,075,271,000); Retail Trade (\$1,427,509,000); and Real Estate and Rental and Leasing (\$1,077,766,000).

## GDP (in \$ millions)

Labor Region (9), 2023

Manufacturing (31)



Health Care and Social Assistance (62)



Retail Trade (44)



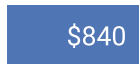
Real Estate and Rental and Leasing (53)



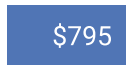
Wholesale Trade (42)



Construction (23)



Educational Services (61)



Transportation and Warehousing (48)



Public Administration (92)

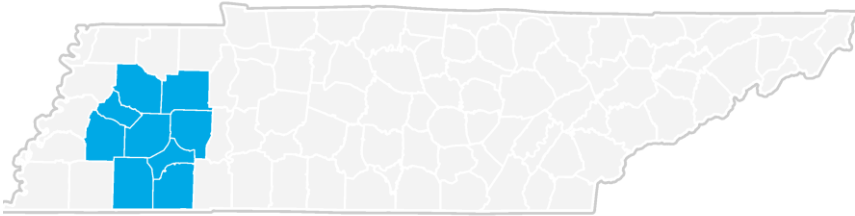


Finance and Insurance (52)



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2023.

# Labor Region (9) Regional Map





# Region Definition

**Labor Region (9) is defined as the following counties:**

Carroll County, Tennessee

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Chester County, Tennessee

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Crockett County, Tennessee

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Gibson County, Tennessee

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Hardeman County, Tennessee

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Haywood County, Tennessee

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Henderson County, Tennessee

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McNairy County, Tennessee

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Madison County, Tennessee

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# FAQ

## What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

## What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

## What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a competitive advantage in that cluster.

## What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

## What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

## What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

### About This Report

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