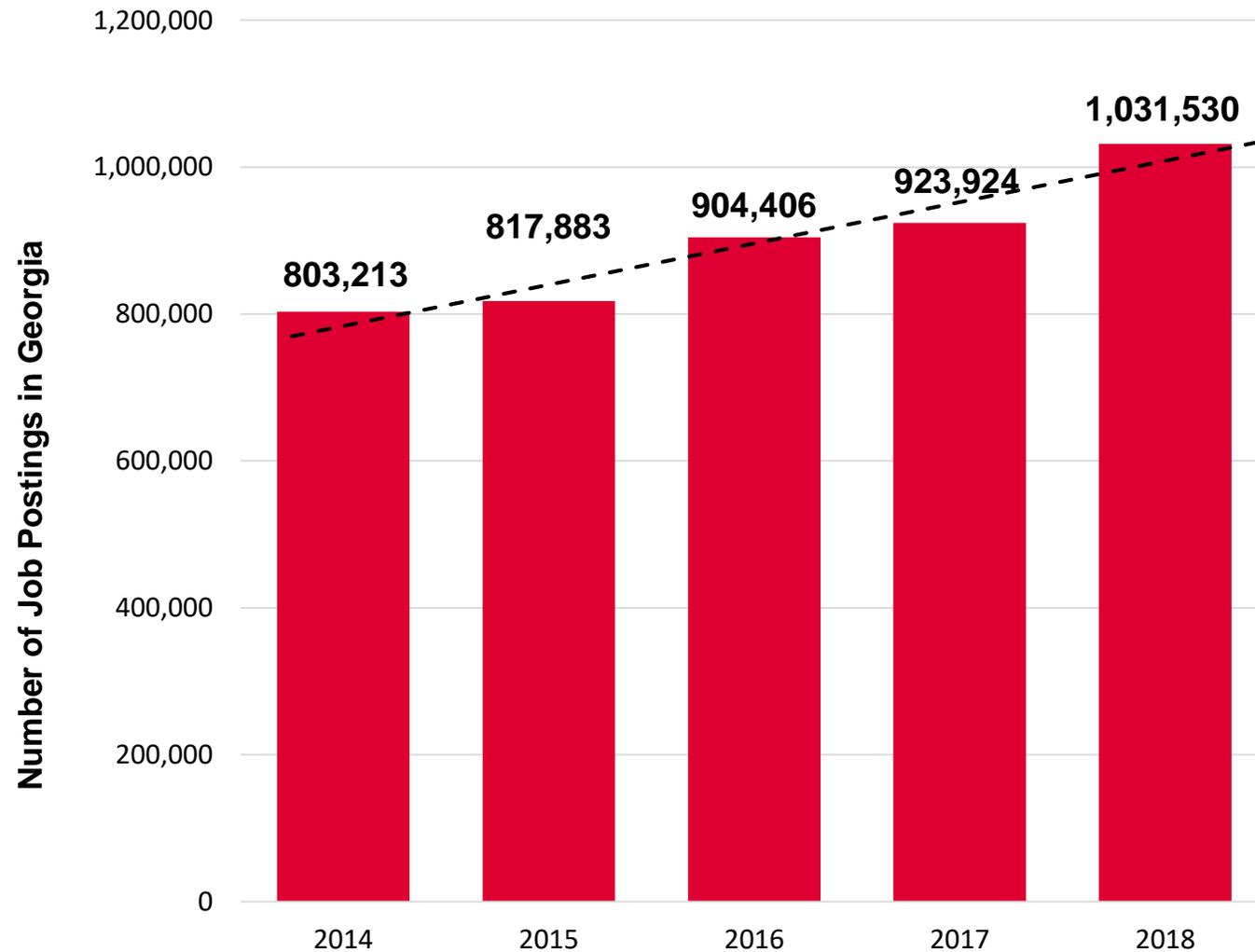


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DEMAND OVERVIEW | Georgia Job Postings by Year (2014-2018)



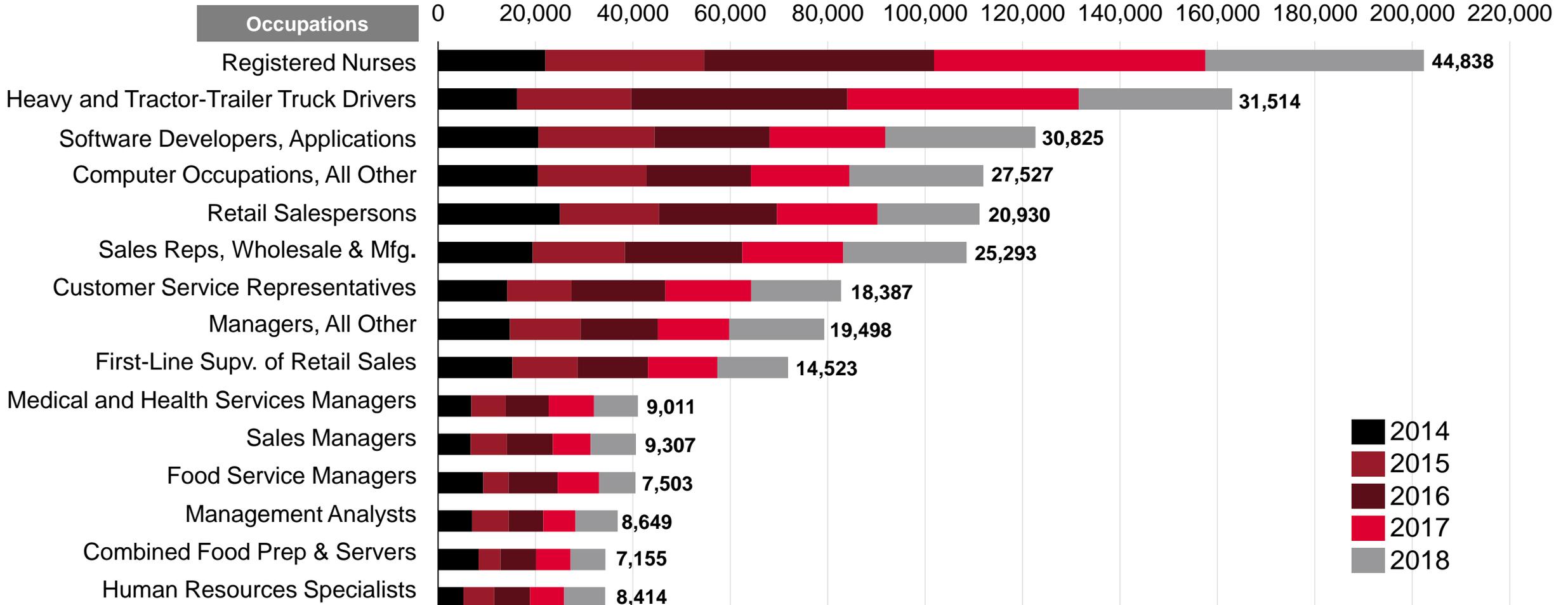
Georgia
5-year Growth
28%

National
5-year Growth
41%

Note: [1] Source: Burning Glass, 11/2019

DEMAND OVERVIEW | Georgia Top 15 Occupations by Job Postings (2014-2018)

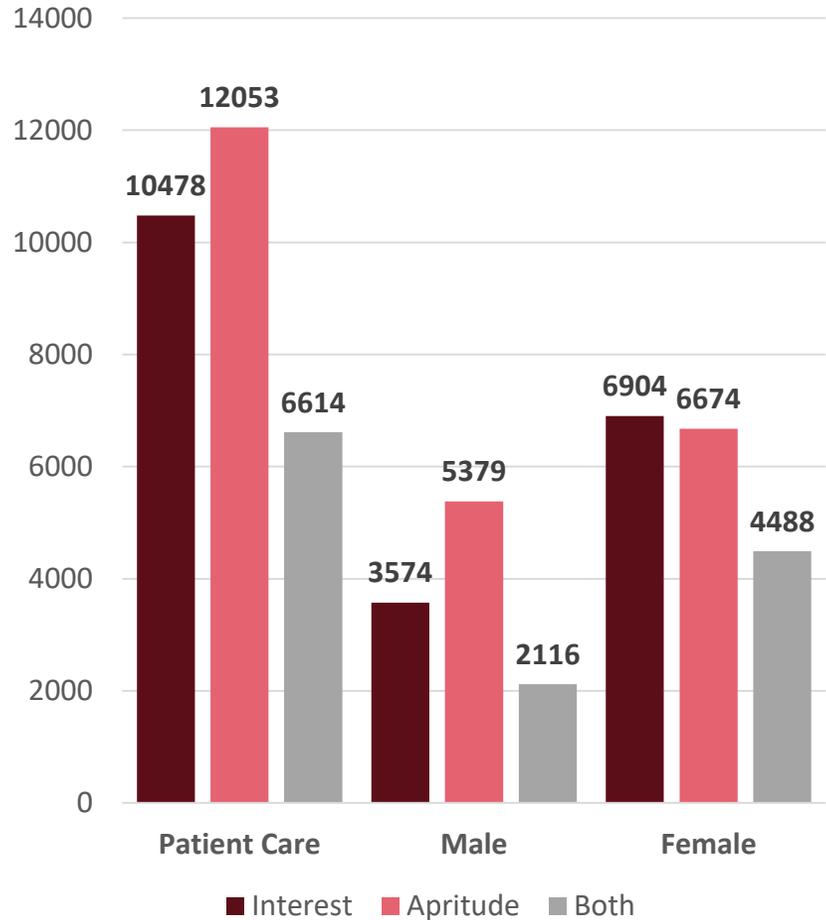
Number of Job Postings in Georgia (2014-2018)



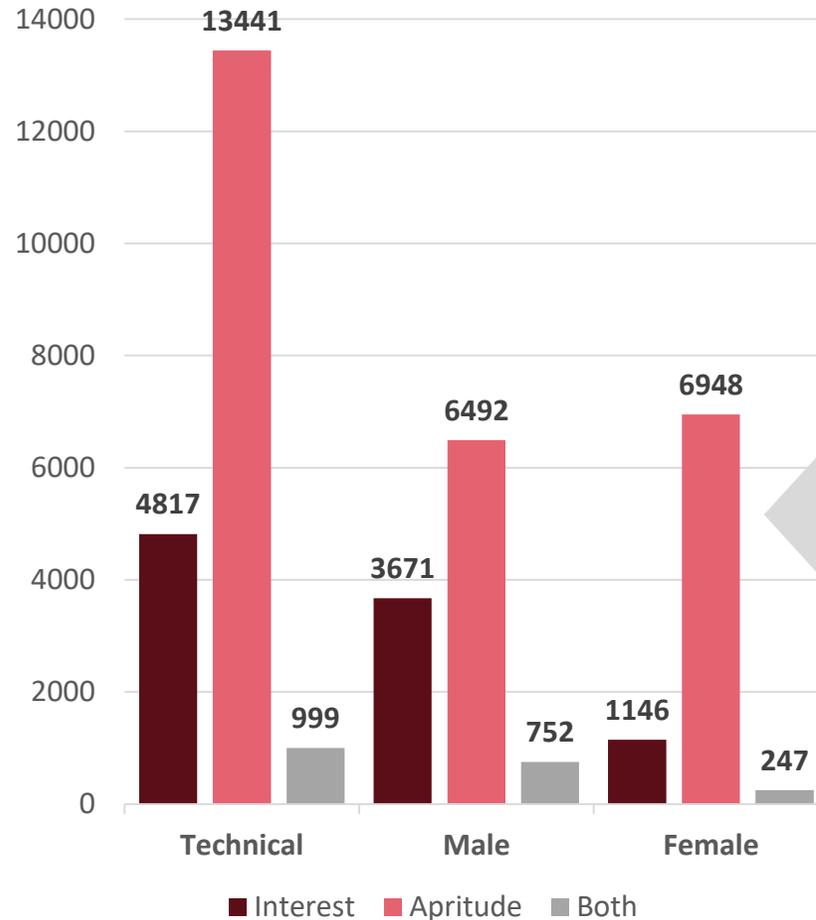
Note: [1] Source: Burning Glass, 07/2019. [2] The occupations referenced in this report align with the Bureau of Labor Statistics' 2010 6-digit Standard Occupational Classification (SOC) system. [3] Computer Occupations, All Other represent computer occupations not included in other detailed 6-digit SOC codes. [4] Sales Reps, Wholesale & Mfg. is abbreviation of Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. [5] Managers, All Other represent management occupations not included in other detailed 6-digit SOC codes. [6] First-Line Supv. of Retail Sales is abbreviation of First-Line Supervisors of Retail Sales Workers [7] Combined Food Prep & Servers is abbreviation of Combined Food Preparation and Serving Workers, Including Fast Food.

KEY FINDINGS | Health Care: Patient Care + Technical

Patient Care



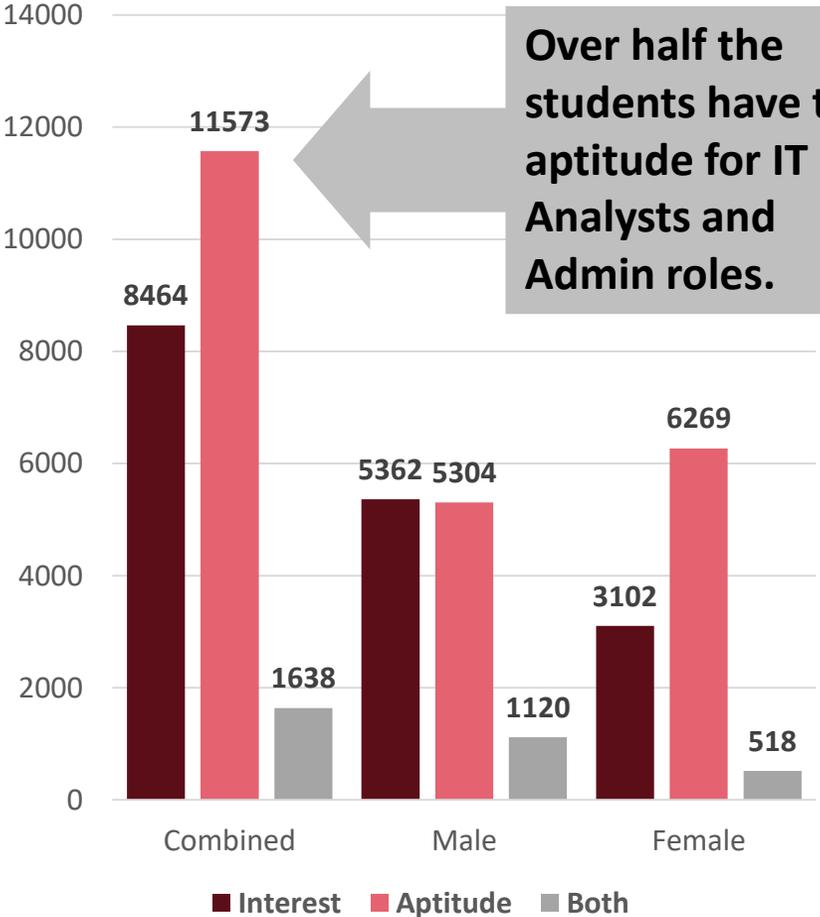
Technical



9x the female students have the aptitude for technical care related careers than have the interest.

KEY FINDINGS | Technology: Programmers + Analysts

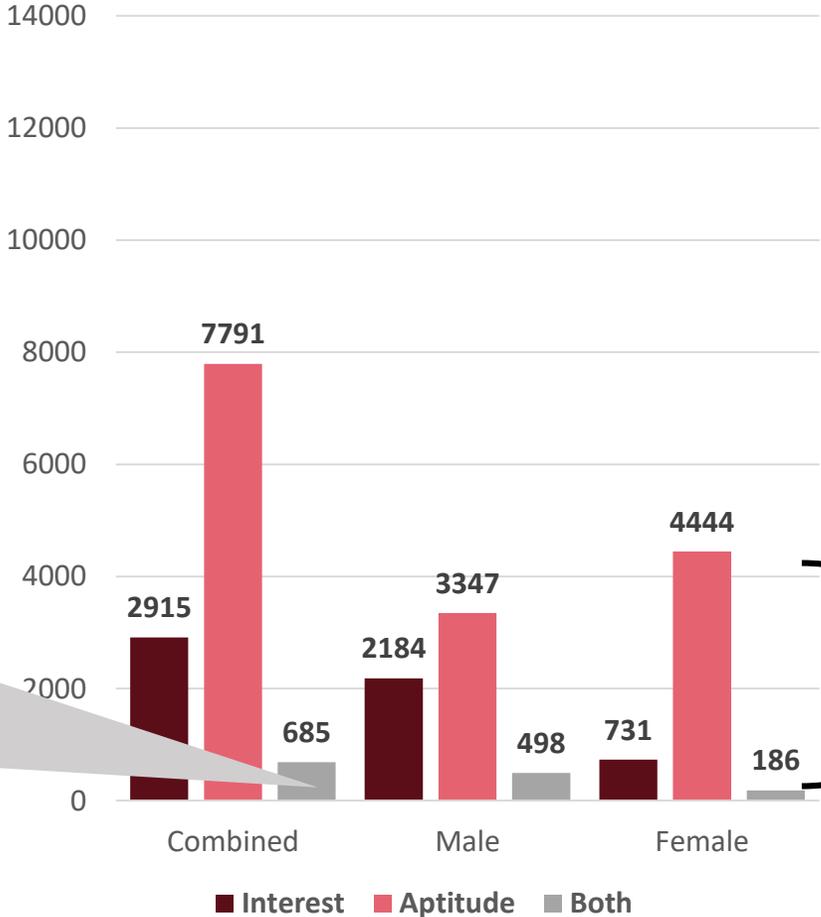
Admin & Analysts



Over half the students have the aptitude for IT Analysts and Admin roles.

Only 3% of students have both interest and aptitude in programming & development.

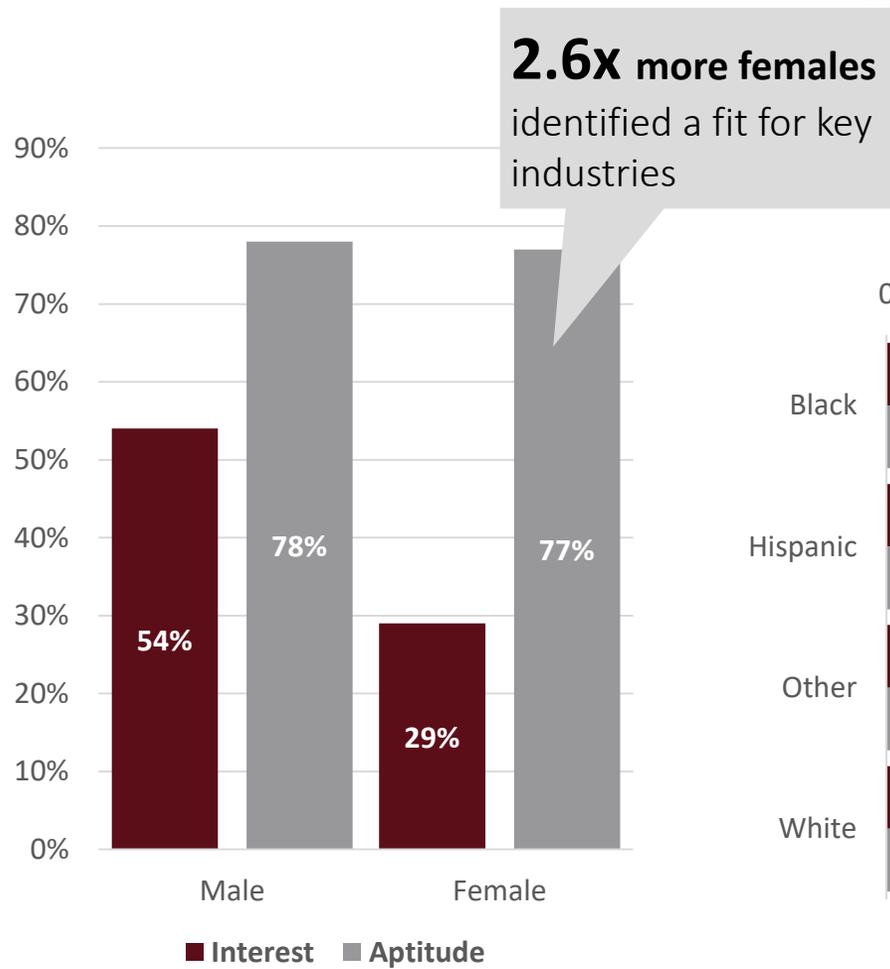
Programming & Development



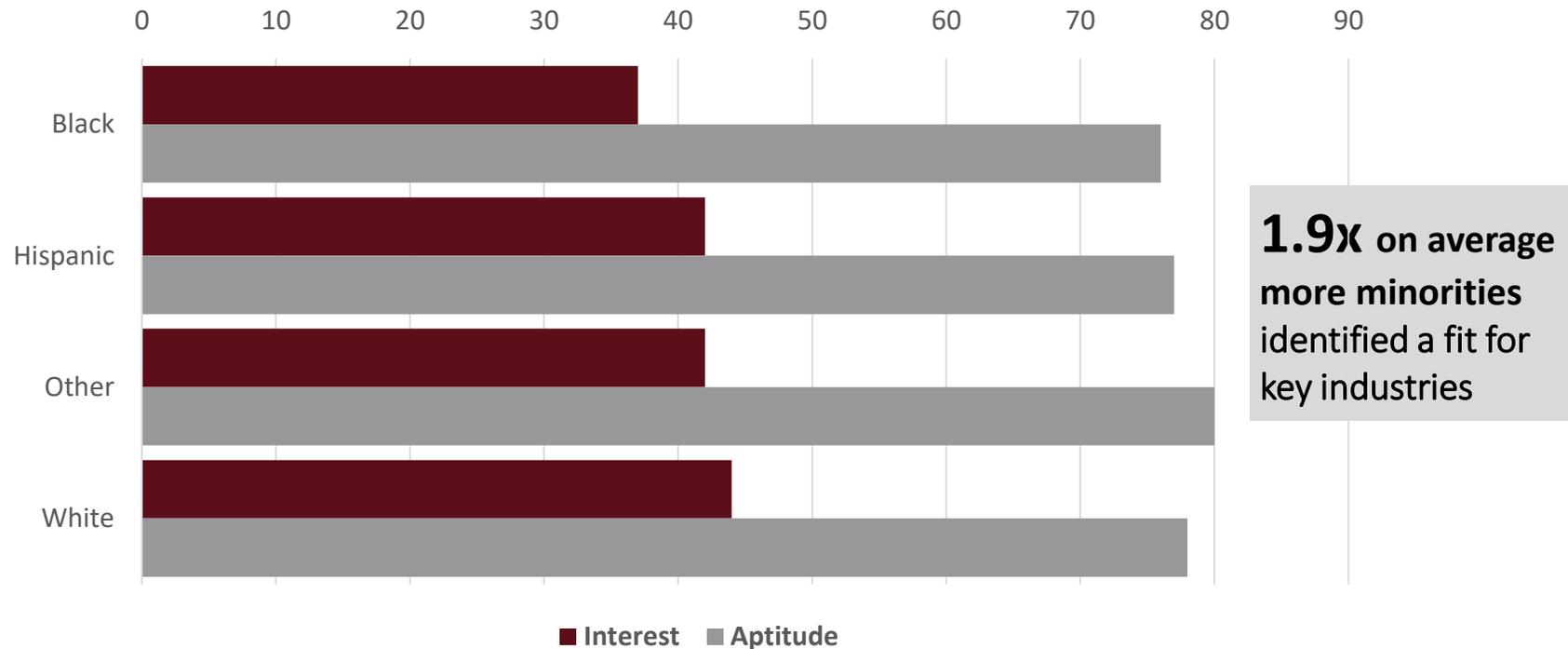
Almost 8x more female students have aptitude in programming than have interest.

Note: [1] YouScience May 2019

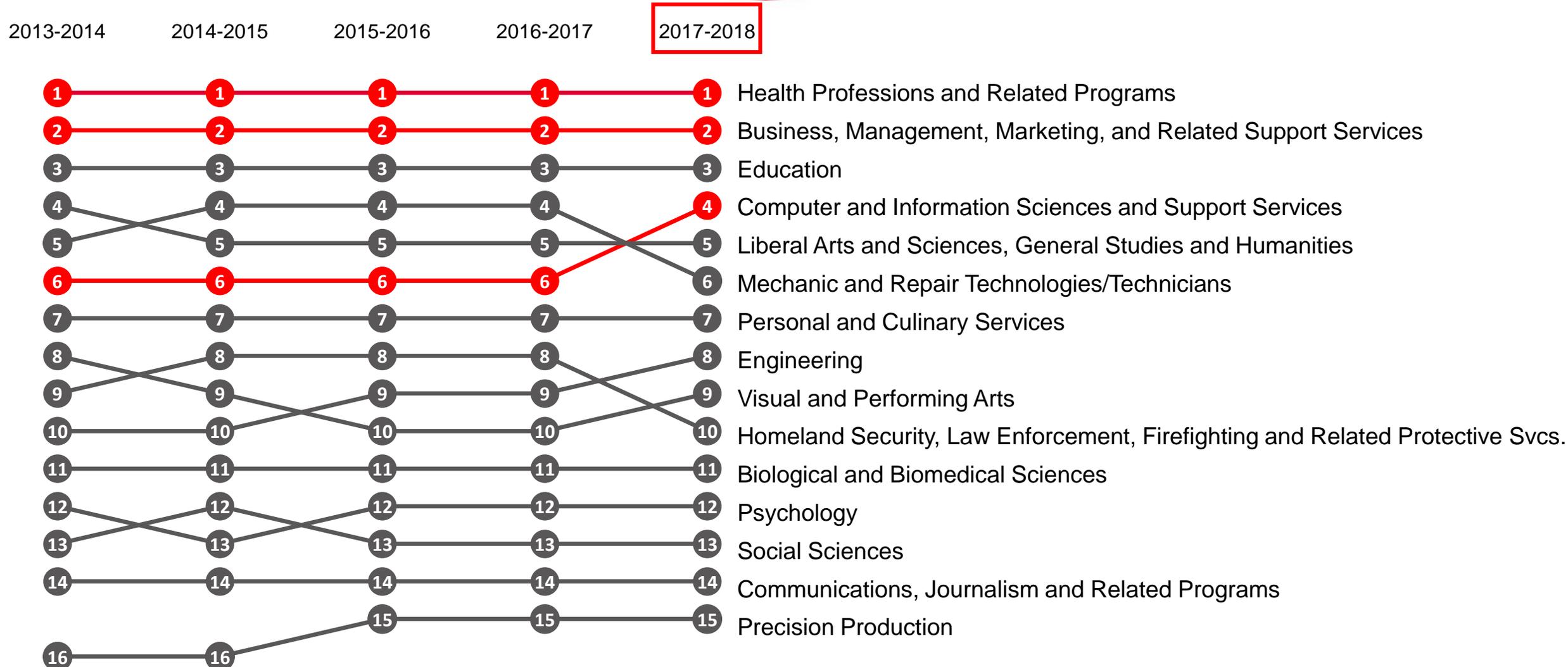
THE POTENTIAL | Uncovers A Broader, More Diverse Talent Pool



Key High Demand Industries: Technology, Manufacturing, Construction, Healthcare, Distribution & Logistics

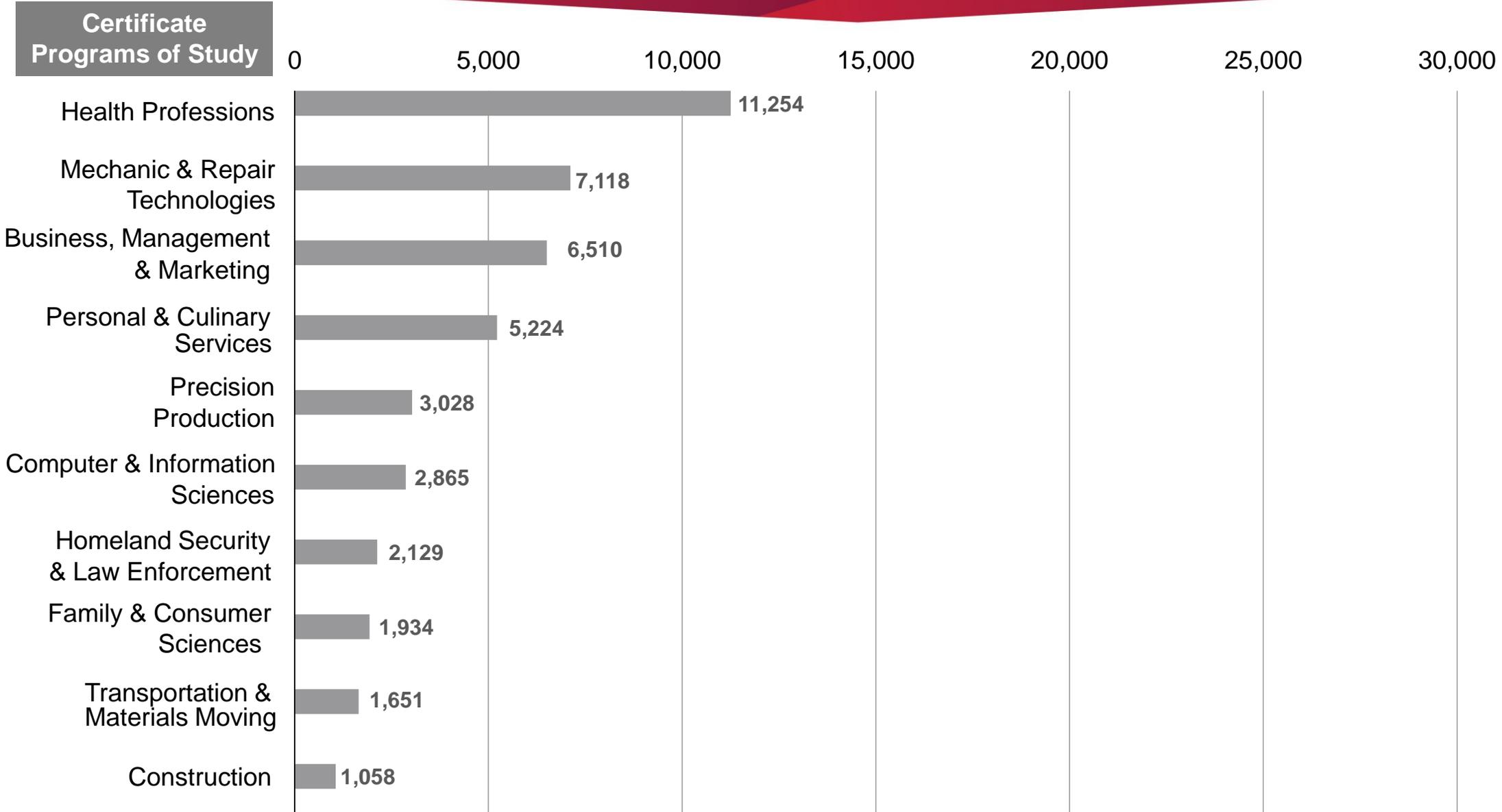


SUPPLY OVERVIEW | Georgia Top 15 Most Conferred Programs of Study as of 2017-2018



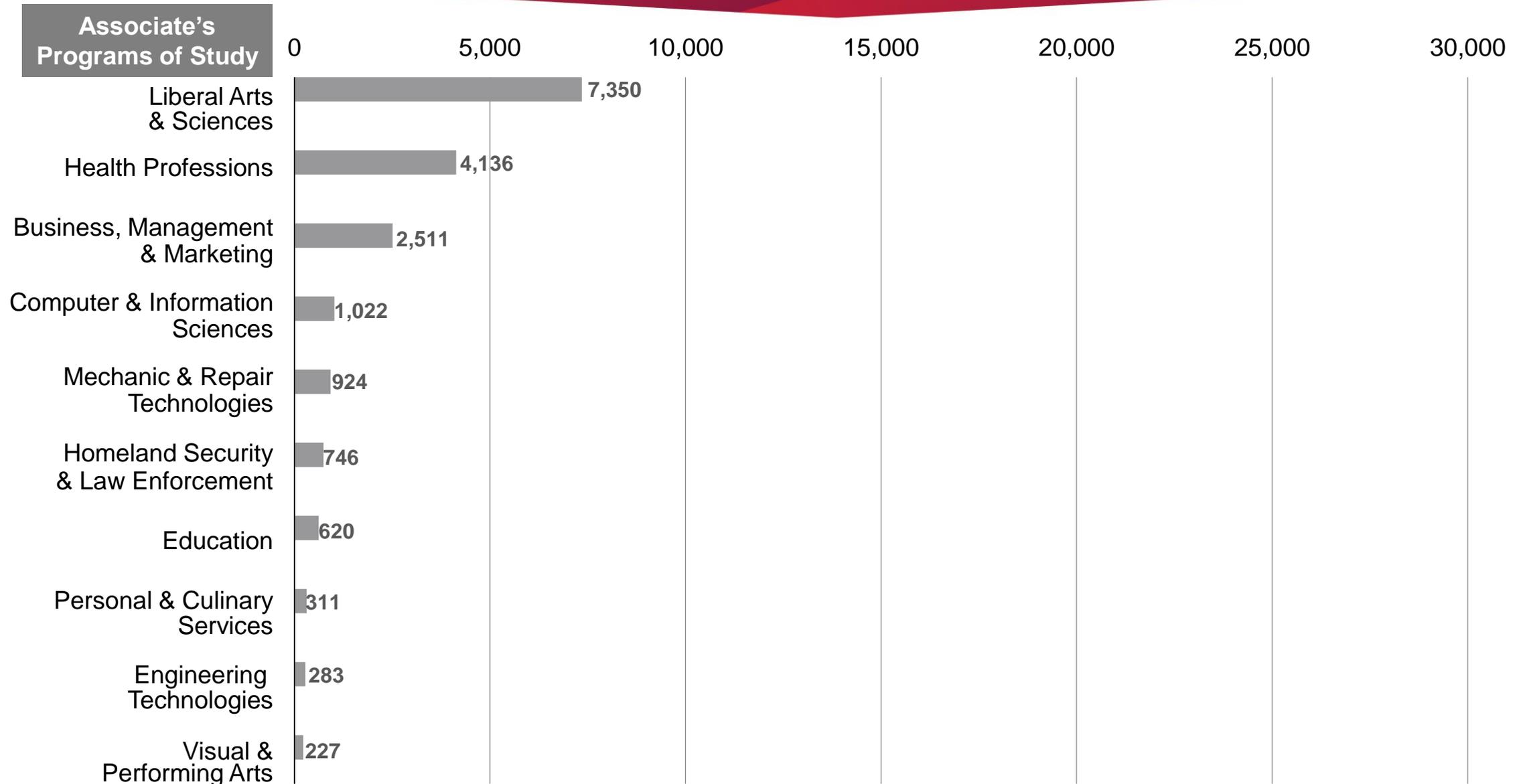
Note: [1] Source: National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS) as of 10/2019. [2] The above rankings of programs of study are based on the number of awards conferred annually, which is the total of Certificates below Bachelor's, Associate's, Bachelor's, Master's, and Doctoral degrees. [3] Homeland Security, Law Enforcement, Firefighting and Related Protective Svcs. is abbreviation for Homeland Security, Law Enforcement, Firefighting and Related Protective Services.

GEORGIA ENTRY-LEVEL TALENT GAPS | Georgia 10 Most Conferred Certificates Below Bachelor's Programs of Study 2017-2018



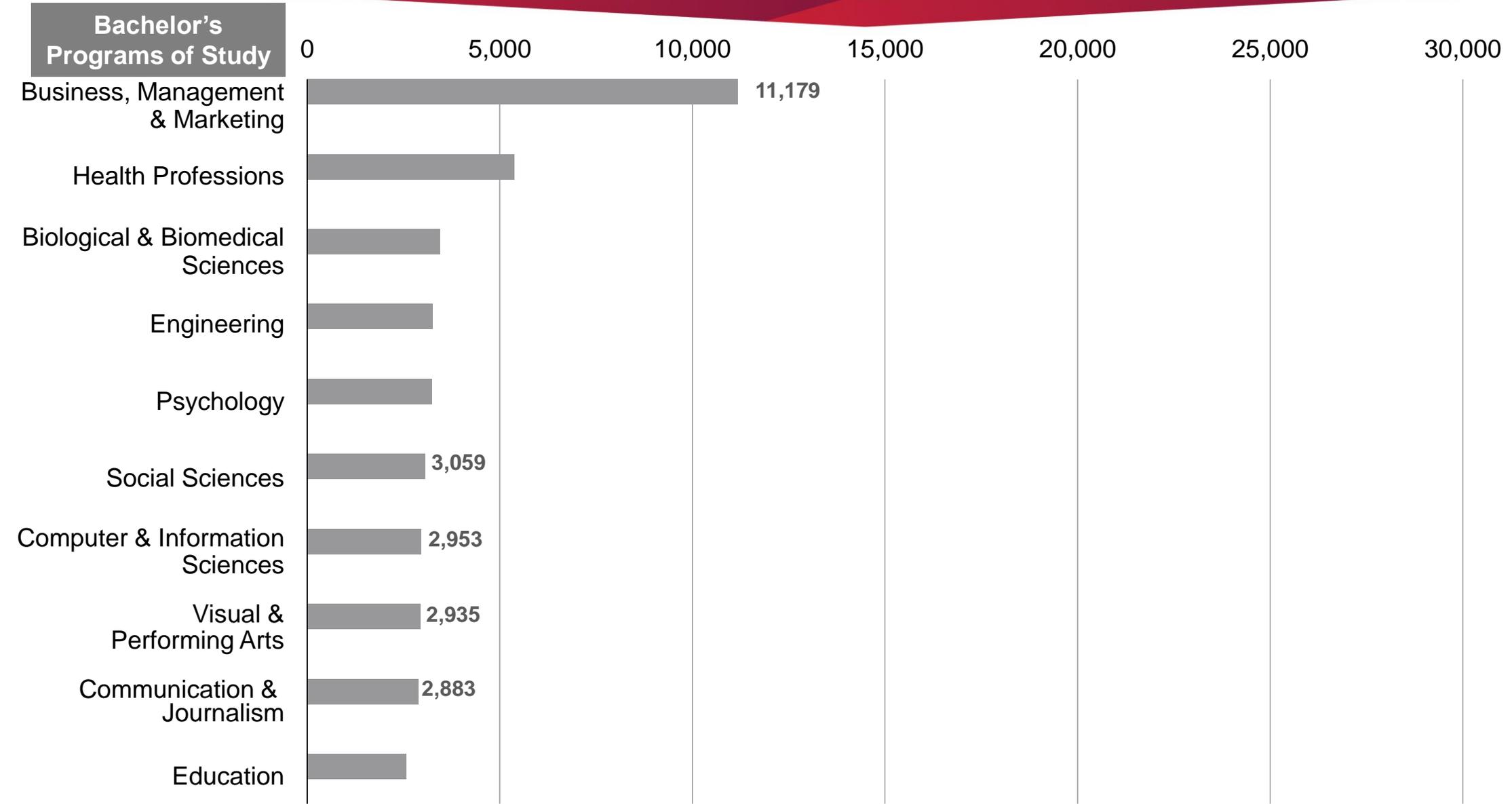
Note: [1] National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS), 2019 is the source for certificates below Bachelor's conferred in Georgia, academic year 2017-2018; used as a proxy for entry-level talent supply. [2] Burning Glass, 2019 is the source for job postings in Georgia in 2018; used as a proxy for entry-level talent demand; filters include experience requirement (0-2 years for entry-level) and education requirement (high school or vocational training). [3] Number of entry-level job postings (core demand) is based on the CIP-SOC crosswalk developed by Accenture/MAC in 2017/2019; one-to-one relationship represents core or principally related occupations. [4] Number of entry-level job postings (expanded demand) is based on the 2010 CIP-SOC crosswalk developed by the NCES/BLS; one-to-one, one-to-many, many-to-one, or many-to-many relationships represents expanded related occupations. [5] Analysis assumes a closed talent market-migration of talent is unaccounted for.

GEORGIA ENTRY-LEVEL TALENT GAPS | Georgia 10 Most Conferred Associate's Programs of Study 2017-2018 vs. Georgia Entry-Level Job Postings for Associate's 2018



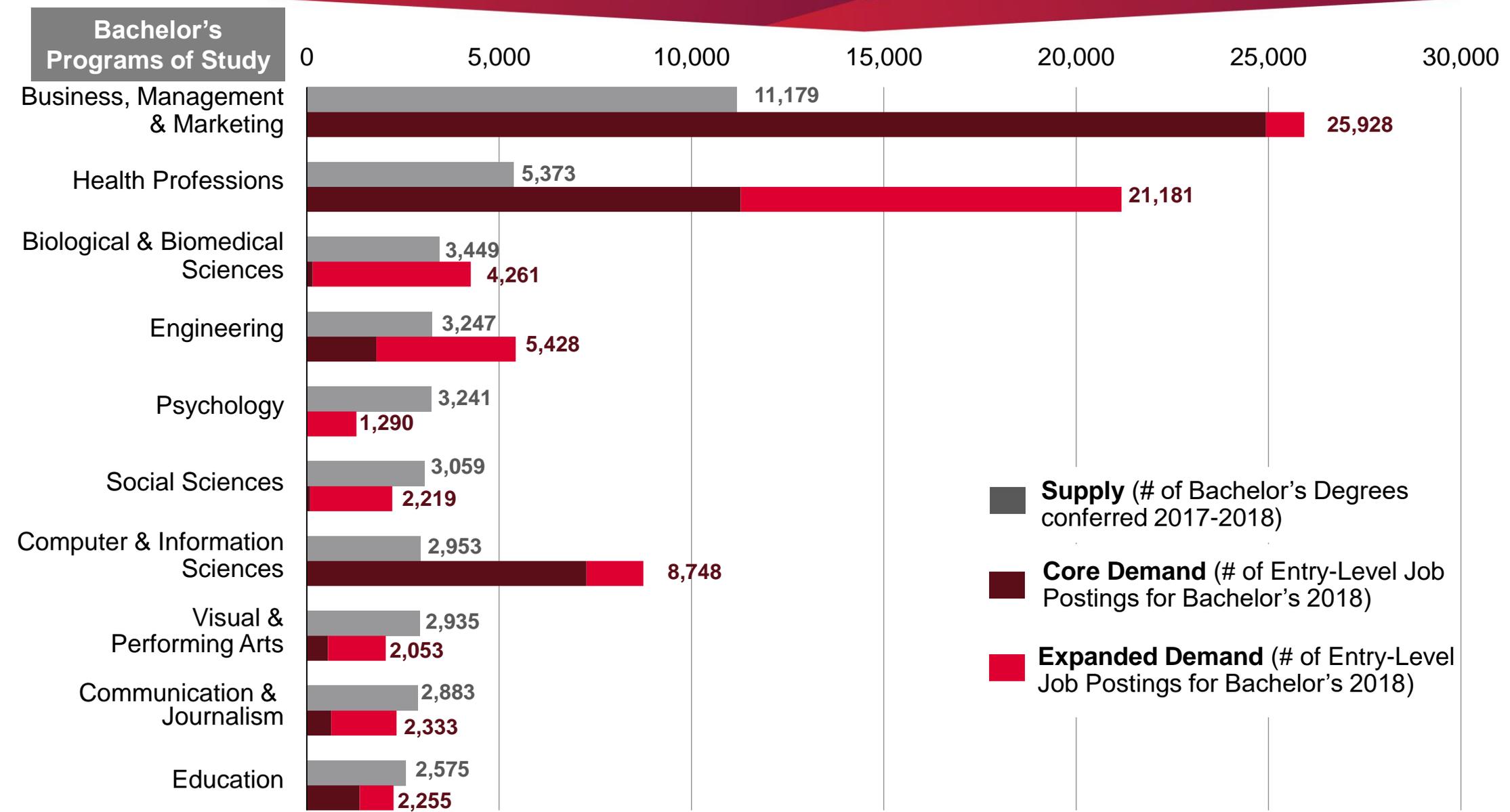
Note: [1] National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS), 2019 is the source for Associate's degrees conferred in Georgia, academic year 2017-2018; used as a proxy for entry-level talent supply. [2] Burning Glass, 2019 is the source for job postings in Georgia in 2018; used as a proxy for entry-level talent demand; filters include experience requirement (0-2 years for entry-level) and education requirement (Associate's degree). [3] Number of entry-level job postings (core demand) is based on the CIP-SOC crosswalk developed by Accenture/MAC in 2017/2019; one-to-one relationship represents core or principally related occupations. [4] Number of entry-level job postings (expanded demand) is based on the 2010 CIP-SOC crosswalk developed by the NCES/BLS; one-to-one, one-to-many, many-to-one, or many-to-many relationships represents expanded related occupations. [5] Analysis assumes a closed talent market-migration of talent is unaccounted for.

GEORGIA ENTRY-LEVEL TALENT GAPS | Georgia 10 Most Conferred Bachelor's Programs of Study 2017-2018 vs. Georgia Entry-Level Job Postings for Bachelor's 2018



Note: [1] National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS), 2019 is the source for Bachelor's degrees conferred in Georgia, academic year 2017-2018; used as a proxy for entry-level talent supply. [2] Burning Glass, 2019 is the source for job postings in Georgia in 2018; used as a proxy for entry-level talent demand; filters include experience requirement (0-2 years for entry-level) and education requirement (Bachelor's degree). [3] Number of entry-level job postings (core demand) is based on the CIP-SOC crosswalk developed by Accenture/MAC in 2017/2019; one-to-one relationship represents core or principally related occupations. [4] Number of entry-level job postings (expanded demand) is based on the 2010 CIP-SOC crosswalk developed by the NCES/BLS; one-to-one, one-to-many, many-to-one, or many-to-many relationships represents expanded related occupations [5] Analysis assumes a closed talent market-migration of talent is unaccounted for.

GEORGIA ENTRY-LEVEL TALENT GAPS | Georgia 10 Most Conferred Bachelor's Programs of Study 2017-2018 vs. Georgia Entry-Level Job Postings for Bachelor's 2018



Note: [1] National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS), 2019 is the source for Bachelor's degrees conferred in Georgia, academic year 2017-2018; used as a proxy for entry-level talent supply. [2] Burning Glass, 2019 is the source for job postings in Georgia in 2018; used as a proxy for entry-level talent demand; filters include experience requirement (0-2 years for entry-level) and education requirement (Bachelor's degree). [3] Number of entry-level job postings (core demand) is based on the CIP-SOC crosswalk developed by Accenture/MAC in 2017/2019; one-to-one relationship represents core or principally related occupations. [4] Number of entry-level job postings (expanded demand) is based on the 2010 CIP-SOC crosswalk developed by the NCES/BLS; one-to-one, one-to-many, many-to-one, or many-to-many relationships represents expanded related occupations [5] Analysis assumes a closed talent market-migration of talent is unaccounted for.

Supply (# of Bachelor's Degrees conferred 2017-2018)

Core Demand (# of Entry-Level Job Postings for Bachelor's 2018)

Expanded Demand (# of Entry-Level Job Postings for Bachelor's 2018)



Amy Lancaster-King, Director Workforce Development