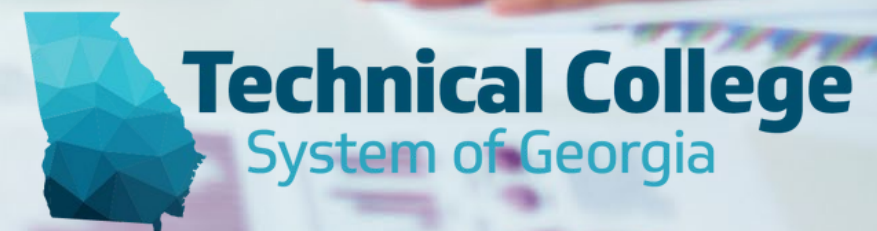




2022

# WORKFORCE STRATEGIES INITIATIVE



# Regional Analysis – Key Questions

We visualized the data geographically to look for regional trends and came up with key questions to guide our initial analysis.

## Key Questions:

1. Where do state government employees live?
2. In which region does the state government workforce have the biggest impact?
3. Which job families have the biggest regional impacts?

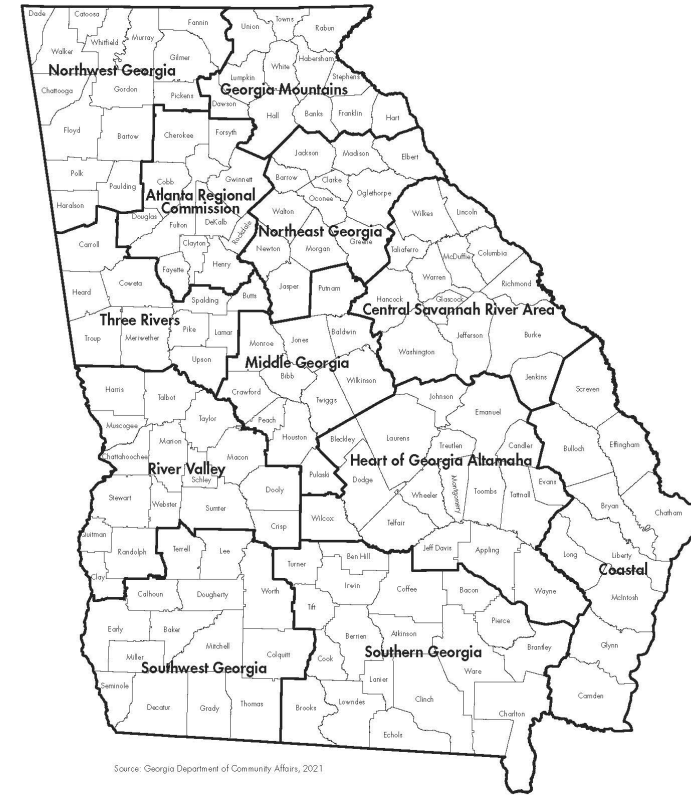
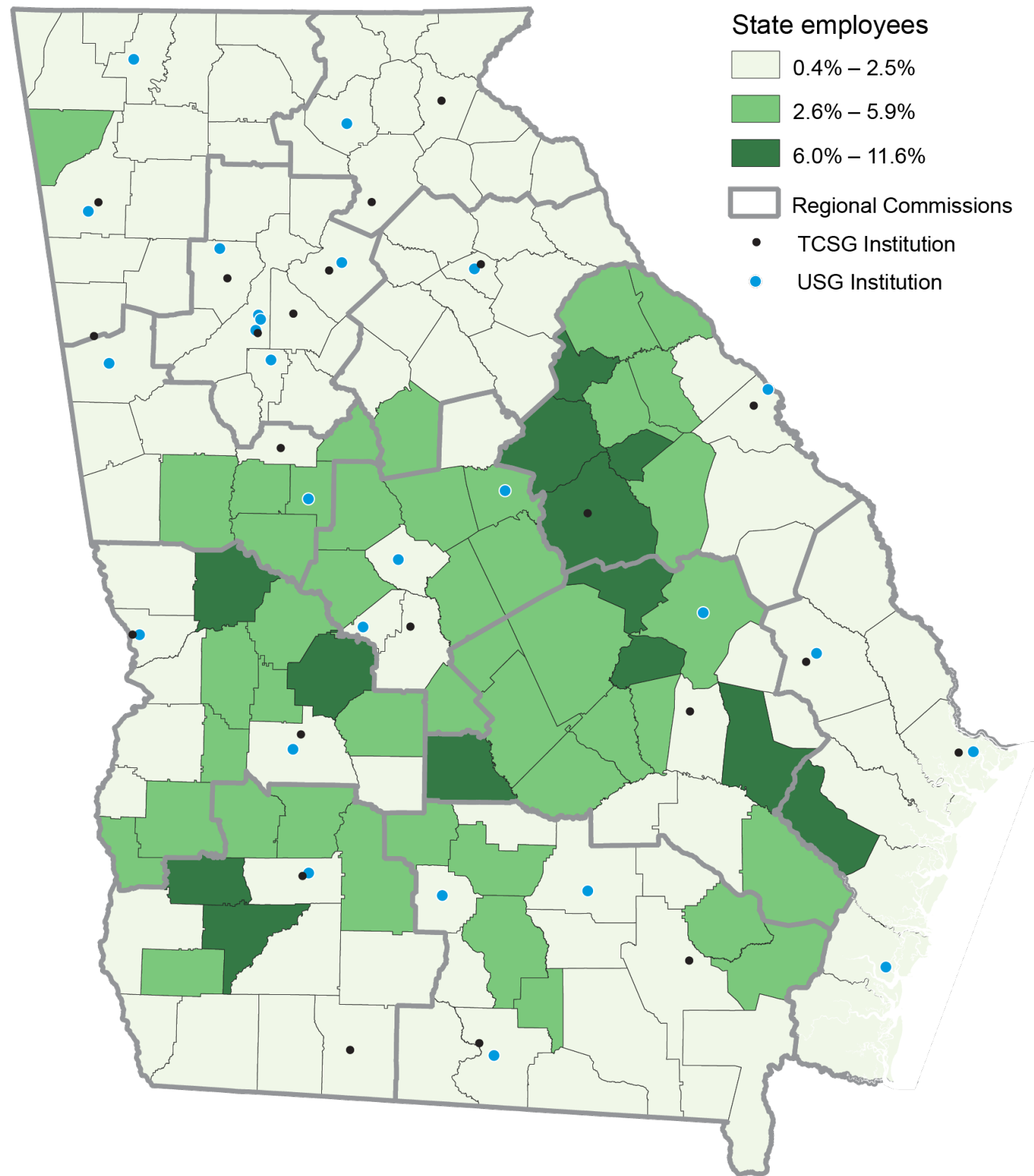


## FY21 HR Transactions

### Dataset included:

- Agencies in Teamworks
- Full-time, Regular, Active employees
- Employee home county (i.e. not where they work)

# State employees live in every county in the state



- Mapping this data confirms that state employment impacts every region of Georgia.
- And that there are regional concentrations of certain jobs.

# The concentration of state employment varies by region.

	<b>FY21 State Employee Count</b>	<b>2020 Average Monthly Employment</b>	<b>State Employees per 1,000 Employed</b>
<b>Heart of Georgia Altamaha</b>	2,840	84,720	33.5
<b>Middle Georgia</b>	3,393	191,181	17.7
<b>Southwest Georgia</b>	2,159	122,000	17.7
<b>Central Savannah River Area</b>	2,865	176,133	16.3
<b>Southern Georgia</b>	2,270	139,642	16.3
<b>River Valley</b>	1,986	131,291	15.1
<b>Three Rivers</b>	2,159	165,761	13.0
<b>Northwest Georgia</b>	2,816	261,977	10.7
<b>Northeast Georgia</b>	2,097	206,552	10.2
<b>Coastal</b>	2,480	270,981	9.2
<b>Atlanta Regional Commission</b>	16,097	2,184,910	7.4
<b>Georgia Mountains</b>	1,570	242,326	6.5

# The Health Care, Law Enforcement, Social Services, Support Services, and Transportation Families have the biggest impacts regionally.

	Heart of Georgia Altamaha	Middle Georgia	Southwest Georgia	Central Savannah River Area	Southern Georgia	River Valley	Three Rivers	Northwest Georgia	Northeast Georgia	Coastal	Atlanta Regional Commission	Georgia Mountains
Applied Sciences	4	11	17	9	32	10	17	11	37	29	333	14
Auditing	59	84	57	59	84	51	105	128	101	81	570	62
Education and Training	66	130	42	79	37	51	55	79	54	88	442	24
Engineering and Technicians	10	18	4	14	12	7	21	21	19	20	344	20
Facilities and Equipment	201	198	105	129	69	92	94	96	49	112	422	73
Financial Management	58	113	45	57	37	46	79	84	105	38	1226	39
Food and Farm	125	76	39	92	26	53	17	19	8	47	63	22
General	-	-	-	-	1	-	4	12	6	-	158	5
Health Care	99	367	86	473	45	255	48	51	67	301	764	29
Human Resources	50	47	16	30	19	22	25	30	26	17	287	11
Information Technology/Cybersecurity	17	38	8	20	10	8	42	42	63	15	989	12
Law Enforcement	1076	966	600	818	694	575	481	684	345	573	1466	419
Legal Services	36	54	47	47	45	40	43	80	100	92	845	29
Natural Resources and Parks	35	33	34	27	44	33	20	53	80	109	44	59
Real Estate	13	5	3	9	37	1	22	11	12	3	100	18
Regulatory Compliance	83	164	85	87	128	48	125	168	140	125	1156	76
Social Services	346	548	567	457	509	350	391	662	451	446	2912	283
Support Services	279	447	273	285	227	227	344	354	337	300	3505	178
Transportation	283	94	131	173	214	117	226	231	97	84	471	197

Concentration of State Employees in the Region

- More than 25%
- 10% to 25%

# The Health Care, Law Enforcement, Social Services, Support Services, and Transportation Families have the biggest impacts regionally.

	Heart of Georgia Altamaha	Middle Georgia	Southwest Georgia	Central Savannah River Area	Southern Georgia	River Valley	Three Rivers	Northwest Georgia	Northeast Georgia	Coastal	Atlanta Regional Commission	Georgia Mountains
Applied Sciences	0.1%	0.3%	0.8%	0.3%	1.4%	0.5%	0.8%	0.4%	1.8%	1.2%	2.1%	0.9%
Auditing	2.1%	2.5%	2.6%	2.1%	3.7%	2.6%	4.9%	4.5%	4.8%	3.3%	3.5%	3.9%
Education and Training	2.3%	3.8%	1.9%	2.8%	1.6%	2.6%	2.5%	2.8%	2.6%	3.5%	2.7%	1.5%
Engineering and Technicians	0.4%	0.5%	0.2%	0.5%	0.5%	0.4%	1.0%	0.7%	0.9%	0.8%	2.1%	1.3%
Facilities and Equipment	7.1%	5.8%	4.9%	4.5%	3.0%	4.6%	4.4%	3.4%	2.3%	4.5%	2.6%	4.6%
Financial Management	2.0%	3.3%	2.1%	2.0%	1.6%	2.3%	3.7%	3.0%	5.0%	1.5%	7.6%	2.5%
Food and Farm	4.4%	2.2%	1.8%	3.2%	1.1%	2.7%	0.8%	0.7%	0.4%	1.9%	0.4%	1.4%
General	-	-	-	-	0.0%	-	0.2%	0.4%	0.3%	-	1.0%	0.3%
Health Care	3.5%	10.8%	4.0%	16.5%	2.0%	12.8%	2.2%	1.8%	3.2%	12.1%	4.7%	1.8%
Human Resources	1.8%	1.4%	0.7%	1.0%	0.8%	1.1%	1.2%	1.1%	1.2%	0.7%	1.8%	0.7%
Information Technology/Cybersecurity	0.6%	1.1%	0.4%	0.7%	0.4%	0.4%	1.9%	1.5%	3.0%	0.6%	6.1%	0.8%
Law Enforcement	37.9%	28.5%	27.8%	28.6%	30.6%	29.0%	22.3%	24.3%	16.5%	23.1%	9.1%	26.7%
Legal Services	1.3%	1.6%	2.2%	1.6%	2.0%	2.0%	2.0%	2.8%	4.8%	3.7%	5.2%	1.8%
Natural Resources and Parks	1.2%	1.0%	1.6%	0.9%	1.9%	1.7%	0.9%	1.9%	3.8%	4.4%	0.3%	3.8%
Real Estate	0.5%	0.1%	0.1%	0.3%	1.6%	0.1%	1.0%	0.4%	0.6%	0.1%	0.6%	1.1%
Regulatory Compliance	2.9%	4.8%	3.9%	3.0%	5.6%	2.4%	5.8%	6.0%	6.7%	5.0%	7.2%	4.8%
Social Services	12.2%	16.2%	26.3%	16.0%	22.4%	17.6%	18.1%	23.5%	21.5%	18.0%	18.1%	18.0%
Support Services	9.8%	13.2%	12.6%	9.9%	10.0%	11.4%	15.9%	12.6%	16.1%	12.1%	21.8%	11.3%
Transportation	10.0%	2.8%	6.1%	6.0%	9.4%	5.9%	10.5%	8.2%	4.6%	3.4%	2.9%	12.5%

Concentration of State Employees in the Region

■ More than 25%

■ 10% to 25%