



*Leading Tennessee's EV Revolution*

# Economic Overview

## HTL 45-Minute DriveTime



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# Demographic Profile

The population in the HTL 45-Minute DriveTime was 625,371 per American Community Survey data for 2016-2020.

The region has a civilian labor force of 295,391 with a participation rate of 60.9%. Of individuals 25 to 64 in the HTL 45-Minute DriveTime, 27.2% have a bachelor's degree or higher which compares with 34.3% in the nation.

The median household income in the HTL 45-Minute DriveTime is \$61,151 and the median house value is \$172,782.

## Summary<sup>1</sup>

	Percent			Value		
	HTL 45-Minute DriveTime	Tennessee	USA	HTL 45-Minute DriveTime	Tennessee	USA
<b>Demographics</b>						
Population (ACS)	—	—	—	625,371	6,772,268	326,569,308
Male	48.3%	48.8%	49.2%	302,274	3,304,462	160,818,530
Female	51.7%	51.2%	50.8%	323,096	3,467,806	165,750,778
Median Age <sup>2</sup>	—	—	—	37.9	38.8	38.2
Under 18 Years	25.0%	22.3%	22.4%	156,133	1,507,890	73,296,738
18 to 24 Years	8.6%	9.1%	9.3%	53,848	614,531	30,435,736
25 to 34 Years	13.4%	13.8%	13.9%	83,697	931,845	45,485,165
35 to 44 Years	12.7%	12.5%	12.7%	79,561	843,668	41,346,677
45 to 54 Years	12.8%	13.0%	12.7%	80,018	880,349	41,540,736
55 to 64 Years	13.1%	13.1%	12.9%	81,692	886,421	42,101,439
65 to 74 Years	9.1%	9.8%	9.4%	57,042	662,653	30,547,950
75 Years and Over	5.3%	6.6%	6.7%	33,380	444,911	21,814,867
Race: White	55.4%	76.7%	70.4%	346,213	5,196,680	229,960,813
Race: Black or African American	38.0%	16.7%	12.6%	237,476	1,128,806	41,227,384
Race: American Indian and Alaska Native	0.3%	0.3%	0.8%	1,676	17,178	2,688,614
Race: Asian	2.3%	1.8%	5.6%	14,099	122,897	18,421,637
Race: Native Hawaiian and Other Pacific Islander	0.0%	0.1%	0.2%	94	3,959	611,404
Race: Some Other Race	1.5%	1.5%	5.1%	9,394	103,760	16,783,914
Race: Two or More Races	2.6%	2.9%	5.2%	16,419	198,988	16,875,542
Hispanic or Latino (of any race)	5.0%	5.6%	18.2%	31,059	377,162	59,361,020
<b>Economic</b>						
Labor Force Participation Rate and Size (civilian population 16 years and over)	60.9%	61.4%	63.2%	295,391	3,324,691	164,759,496
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	78.3%	80.1%	82.4%	189,102	2,116,858	105,137,520
Armed Forces Labor Force	0.3%	0.4%	0.4%	1,666	19,227	1,143,342
Veterans, Age 18-64	5.6%	5.4%	4.5%	21,185	222,849	8,920,267
Veterans Labor Force Participation Rate and Size, Age 18-64	76.2%	73.7%	76.8%	16,151	164,175	6,853,673
Median Household Income <sup>2</sup>	—	—	—	\$61,151	\$54,833	\$64,994
Per Capita Income	—	—	—	\$29,311	\$30,869	\$35,384
Mean Commute Time (minutes)	—	—	—	25.0	25.4	26.9
Commute via Public Transportation	0.3%	0.6%	4.6%	757	18,681	7,044,886
<b>Educational Attainment, Age 25-64</b>						
No High School Diploma	10.1%	10.1%	10.5%	32,841	357,683	17,929,220
High School Graduate	31.7%	30.9%	25.4%	102,674	1,093,023	43,289,555
Some College, No Degree	22.8%	21.0%	20.5%	73,982	745,289	34,959,338
Associate's Degree	8.2%	8.2%	9.3%	26,512	290,285	15,776,790
Bachelor's Degree	17.6%	19.3%	21.6%	57,190	685,405	36,888,244
Postgraduate Degree	9.6%	10.5%	12.7%	31,003	370,598	21,630,870
<b>Housing</b>						

## Summary<sup>1</sup>

	Percent			Value		
	HTL 45-Minute DriveTime	Tennessee	USA	HTL 45-Minute DriveTime	Tennessee	USA
Total Housing Units	—	—	—	254,268	2,996,127	138,432,751
Median House Value (of owner-occupied units) <sup>2</sup>	—	—	—	\$172,782	\$177,600	\$229,800
Homeowner Vacancy	1.2%	1.4%	1.4%	1,696	24,537	1,129,755
Rental Vacancy	7.9%	6.8%	5.8%	7,340	65,875	2,704,553
Renter-Occupied Housing Units (% of Occupied Units)	36.6%	33.5%	35.6%	83,562	882,921	43,552,843
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	6.1%	5.5%	8.5%	13,972	146,161	10,344,521
<b>Social</b>						
Poverty Level (of all people)	15.8%	14.6%	12.8%	95,407	965,213	40,910,326
Households Receiving Food Stamps/SNAP	15.1%	12.6%	11.4%	34,548	332,009	13,892,407
Enrolled in Grade 12 (% of total population)	1.5%	1.3%	1.3%	9,468	86,641	4,358,865
Disconnected Youth <sup>3</sup>	3.4%	2.2%	2.5%	1,183	7,548	433,164
Children in Single Parent Families (% of all children)	44.8%	36.5%	34.0%	65,747	513,663	23,628,508
Uninsured	9.4%	9.7%	8.7%	57,304	649,312	28,058,903
With a Disability, Age 18-64	12.8%	13.2%	10.3%	46,479	538,332	20,231,217
With a Disability, Age 18-64, Labor Force Participation Rate and Size	37.1%	39.0%	43.2%	17,225	209,847	8,740,236
Foreign Born	4.8%	5.1%	13.5%	30,324	347,386	44,125,628
Speak English Less Than Very Well (population 5 yrs and over)	2.6%	2.9%	8.2%	15,223	186,616	25,312,024

Source: [JobsEQ®](#)

1. American Community Survey 2016-2020, 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.

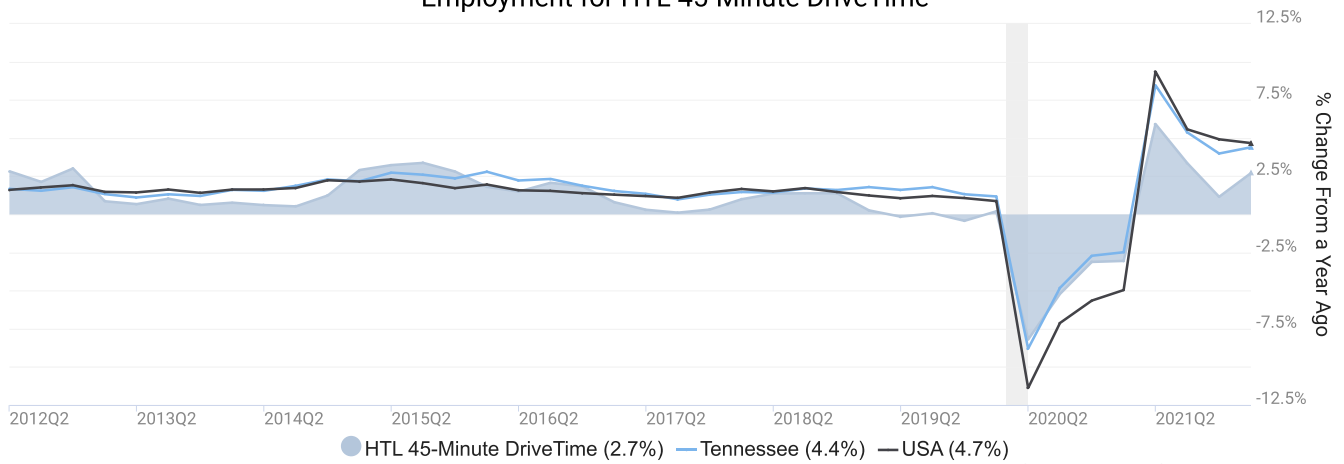
3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

4. Census Population Estimate for 2020, annual average growth rate since 2010.

# Employment Trends

As of 2022Q1, total employment for the HTL 45-Minute DriveTime was 239,379 (based on a four-quarter moving average). Over the year ending 2022Q1, employment increased 2.7% in the region.

Employment for HTL 45-Minute DriveTime

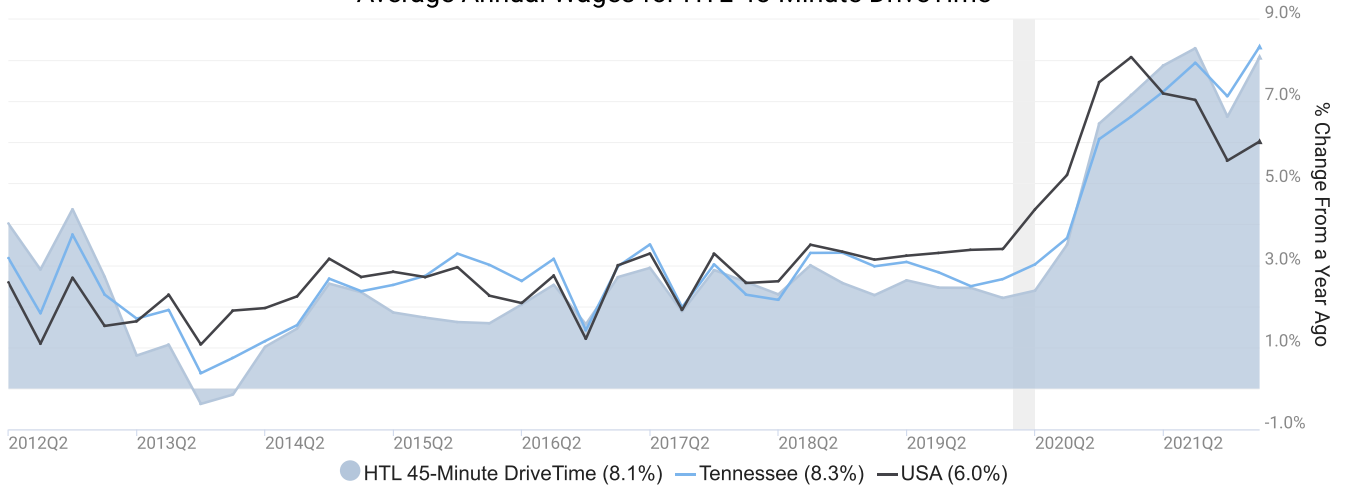


Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2021Q4 with preliminary estimates updated to 2022Q1.

# Wage Trends

The average worker in the HTL 45-Minute DriveTime earned annual wages of \$52,271 as of 2022Q1. Average annual wages per worker increased 8.1% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$66,637 in the nation as of 2022Q1.

Average Annual Wages for HTL 45-Minute DriveTime



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 2021Q4 with preliminary estimates updated to 2022Q1.

# 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 15.3% lower in HTL 45-Minute DriveTime than the U.S. average.

## Cost of Living Information

	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
HTL 45-Minute DriveTime	\$52,271	84.7	\$61,721
Tennessee	\$58,457	88.2	\$66,304
USA	\$66,637	100.0	\$66,637

Source: [JobsEQ®](#)

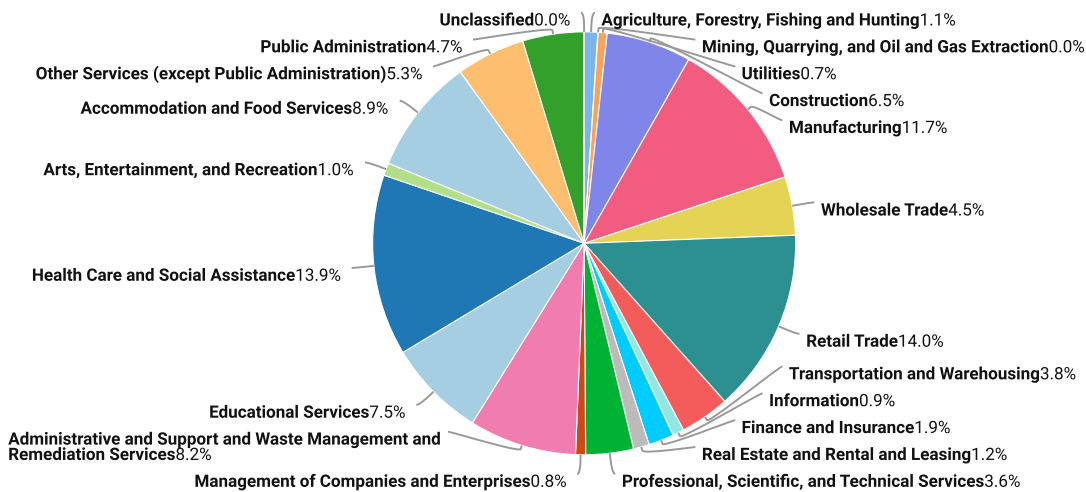
Data as of 2022Q1

Cost of Living per [COLI](#), data as of 2021Q4, imputed by Chmura where necessary.

# Industry Snapshot

The largest sector in the HTL 45-Minute DriveTime is Retail Trade, employing 33,597 workers. The next-largest sectors in the region are Health Care and Social Assistance (33,162 workers) and Manufacturing (27,952). 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 = 1.44), Retail Trade (1.36), and Utilities (1.34).

Total Workers for HTL 45-Minute DriveTime by Industry



Source: JobsEQ® Data as of 2022Q1

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 2021Q4 with preliminary estimates updated to 2022Q1.

Sectors in the HTL 45-Minute DriveTime with the highest average wages per worker are Management of Companies and Enterprises (\$176,719), Finance and Insurance (\$86,944), and Utilities (\$85,105). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Transportation and Warehousing (+2,026 jobs), Construction (+1,806), and Manufacturing (+1,124).

Over the next 1 year, employment in the HTL 45-Minute DriveTime is projected to expand by 475 jobs. The fastest growing sector in the region is expected to be Arts, Entertainment, and Recreation with a +2.6% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Accommodation and Food Services (+346 jobs), Health Care and Social Assistance (+286), and Administrative and Support and Waste Management and Remediation Services (+80).



### HTL 45-Minute DriveTime, 2022Q1<sup>1</sup>

NAICS	Industry	Empl	Current	5-Year History			1-Year Forecast				
			Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
44	Retail Trade	33,597	\$42,358	1.36	-2,335	-1.3%	4,149	1,808	2,669	-328	-1.0%
62	Health Care and Social Assistance	33,162	\$55,517	0.96	-520	-0.3%	3,456	1,432	1,738	286	0.9%
31	Manufacturing	27,952	\$64,358	1.44	1,124	0.8%	2,773	988	1,889	-104	-0.4%
72	Accommodation and Food Services	21,229	\$21,638	1.07	-1,188	-1.1%	3,934	1,519	2,069	346	1.6%
56	Administrative and Support and Waste Management and Remediation Services	19,676	\$41,861	1.27	-996	-1.0%	2,357	873	1,404	80	0.4%
61	Educational Services	17,972	\$44,415	0.94	117	0.1%	1,751	756	937	58	0.3%
23	Construction	15,545	\$62,242	1.10	1,806	2.5%	1,480	474	1,016	-10	-0.1%
81	Other Services (except Public Administration)	12,598	\$29,652	1.22	-1,214	-1.8%	1,473	574	828	71	0.6%
92	Public Administration	11,209	\$55,931	0.99	-160	-0.3%	1,025	404	646	-24	-0.2%
42	Wholesale Trade	10,711	\$80,568	1.19	-140	-0.3%	1,089	391	735	-37	-0.3%
48	Transportation and Warehousing	9,073	\$62,291	0.76	2,026	5.2%	1,009	385	612	13	0.1%
54	Professional, Scientific, and Technical Services	8,699	\$71,028	0.50	854	2.1%	796	262	496	39	0.4%
52	Finance and Insurance	4,621	\$86,944	0.47	33	0.1%	392	144	271	-23	-0.5%
53	Real Estate and Rental and Leasing	2,914	\$61,995	0.70	-80	-0.5%	287	120	168	-1	0.0%
11	Agriculture, Forestry, Fishing and Hunting	2,521	\$43,791	0.78	-271	-2.0%	303	122	184	-2	-0.1%
71	Arts, Entertainment, and Recreation	2,275	\$24,582	0.53	-10	-0.1%	375	130	185	60	2.6%
51	Information	2,103	\$66,410	0.44	-229	-2.0%	214	67	133	14	0.6%
55	Management of Companies and Enterprises	1,829	\$176,719	0.51	389	4.9%	157	56	108	-7	-0.4%
22	Utilities	1,653	\$85,105	1.34	-88	-1.0%	130	49	102	-22	-1.3%
21	Mining, Quarrying, and Oil and Gas Extraction	24	\$56,097	0.03	-15	-9.1%	3	1	2	0	0.3%
99	Unclassified	16	\$41,569	0.05	14	49.3%	2	1	1	0	0.2%
<b>Total - All Industries</b>		<b>239,379</b>	<b>\$52,271</b>	<b>1.00</b>	<b>-882</b>	<b>-0.1%</b>	<b>26,571</b>	<b>10,273</b>	<b>15,824</b>	<b>475</b>	<b>0.2%</b>

Source: [JobsEQ®](#)

Data as of 2022Q1

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 2021Q4 with preliminary estimates updated to 2022Q1. Forecast employment growth uses national projections adapted for regional growth patterns.

# Occupation Snapshot

The largest major occupation group in the HTL 45-Minute DriveTime is Office and Administrative Support Occupations, employing 28,822 workers. The next-largest occupation groups in the region are Sales and Related Occupations (24,953 workers) and Transportation and Material Moving Occupations (23,539). 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 = 1.46), Installation, Maintenance, and Repair Occupations (1.18), and Building and Grounds Cleaning and Maintenance Occupations (1.14).

Occupation groups in the HTL 45-Minute DriveTime with the highest average wages per worker are Management Occupations (\$101,300), Legal Occupations (\$86,000), and Architecture and Engineering Occupations (\$79,500). The unemployment rate in the region varied among the major groups from 1.2% among Healthcare Practitioners and Technical Occupations to 8.1% among Food Preparation and Serving Related Occupations.

Over the next 1 year, the fastest growing occupation group in the HTL 45-Minute DriveTime is expected to be Food Preparation and Serving Related Occupations with a +1.5% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Food Preparation and Serving Related Occupations (+293 jobs) and Healthcare Support Occupations (+150). 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 (3,606 jobs) and Sales and Related Occupations (3,249).

HTL 45-Minute DriveTime, 2022Q1<sup>1</sup>

SOC	Occupation	Empl	Mean Ann Wages <sup>2</sup>	Current			5-Year History			Total Demand	1-Year Forecast			
				LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %		Exits	Transfers	Empl Growth	Ann % Growth
43-0000	Office and Administrative Support	28,822	\$39,300	0.98	1,392	3.6%	688	-1,252	-0.8%	2,834	1,329	1,724	-219	-0.8%
41-0000	Sales and Related	24,953	\$40,900	1.10	1,328	5.0%	1,632	-2,105	-1.6%	3,054	1,296	1,953	-196	-0.8%
53-0000	Transportation and Material Moving	23,539	\$39,000	1.13	2,299	6.3%	1,489	676	0.6%	3,057	1,104	1,904	50	0.2%
35-0000	Food Preparation and Serving Related	19,750	\$24,600	1.07	1,809	8.1%	1,349	-1,264	-1.2%	3,898	1,530	2,076	293	1.5%
51-0000	Production	19,683	\$39,300	1.46	1,158	5.5%	505	-494	-0.5%	2,014	721	1,394	-102	-0.5%
11-0000	Management	15,247	\$101,300	0.93	391	2.1%	809	1,126	1.5%	1,311	394	851	66	0.4%
29-0000	Healthcare Practitioners and Technical	14,688	\$79,400	1.05	230	1.2%	1,513	667	0.9%	919	378	469	72	0.5%
25-0000	Educational Instruction and Library	12,647	\$50,200	0.99	324	2.3%	461	-115	-0.2%	1,140	501	579	59	0.5%
47-0000	Construction and Extraction	11,294	\$45,400	1.04	735	6.4%	141	686	1.3%	1,110	330	772	8	0.1%
49-0000	Installation, Maintenance, and Repair	10,890	\$49,900	1.18	360	2.9%	529	-41	-0.1%	1,051	341	694	17	0.2%
31-0000	Healthcare Support	10,232	\$29,000	0.97	530	4.2%	491	-333	-0.6%	1,503	655	699	150	1.5%
13-0000	Business and Financial Operations	9,594	\$65,500	0.63	250	1.9%	412	1,504	3.5%	838	254	563	21	0.2%
37-0000	Building and Grounds Cleaning and Maintenance	9,061	\$29,100	1.14	604	5.9%	307	-123	-0.3%	1,190	490	682	18	0.2%
39-0000	Personal Care and Service	6,056	\$29,300	1.06	510	6.5%	249	-128	-0.4%	923	381	463	79	1.3%
33-0000	Protective Service	4,692	\$42,200	0.91	276	3.6%	284	-49	-0.2%	522	228	285	9	0.2%
15-0000	Computer and Mathematical	4,345	\$75,300	0.53	74	1.3%	429	961	5.1%	336	92	218	25	0.6%

### HTL 45-Minute DriveTime, 2022Q1<sup>1</sup>

SOC	Occupation	Empl	Mean Ann Wages <sup>2</sup>	Current			5-Year History			Total Demand	1-Year Forecast			Ann % Growth
				LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %		Exits	Transfers	Empl Growth	
21-0000	Community and Social Service	4,132	\$47,200	0.97	75	1.7%	239	-534	-2.4%	447	149	267	30	0.7%
17-0000	Architecture and Engineering	3,307	\$79,500	0.85	55	1.5%	121	97	0.6%	248	80	162	5	0.2%
27-0000	Arts, Design, Entertainment, Sports, and Media	3,074	\$46,200	0.73	178	4.5%	69	-196	-1.2%	332	125	192	14	0.5%
19-0000	Life, Physical, and Social Science	1,328	\$71,800	0.63	35	2.1%	71	55	0.8%	124	29	93	2	0.2%
23-0000	Legal	1,069	\$86,000	0.52	25	1.5%	3	9	0.2%	72	29	41	2	0.2%
45-0000	Farming, Fishing, and Forestry	976	\$34,100	0.63	65	6.5%	21	-28	-0.6%	153	41	111	2	0.2%
<b>Total - All Occupations</b>		<b>239,379</b>	<b>\$48,300</b>	<b>1.00</b>	<b>12,701</b>	<b>4.3%</b>	<b>11,812</b>	<b>-882</b>	<b>-0.1%</b>	<b>27,135</b>	<b>10,478</b>	<b>16,191</b>	<b>466</b>	<b>0.2%</b>

Source: [JobsEQ®](#)

Data as of 2022Q1 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 are as of 2021 and represent the average for all Covered Employment

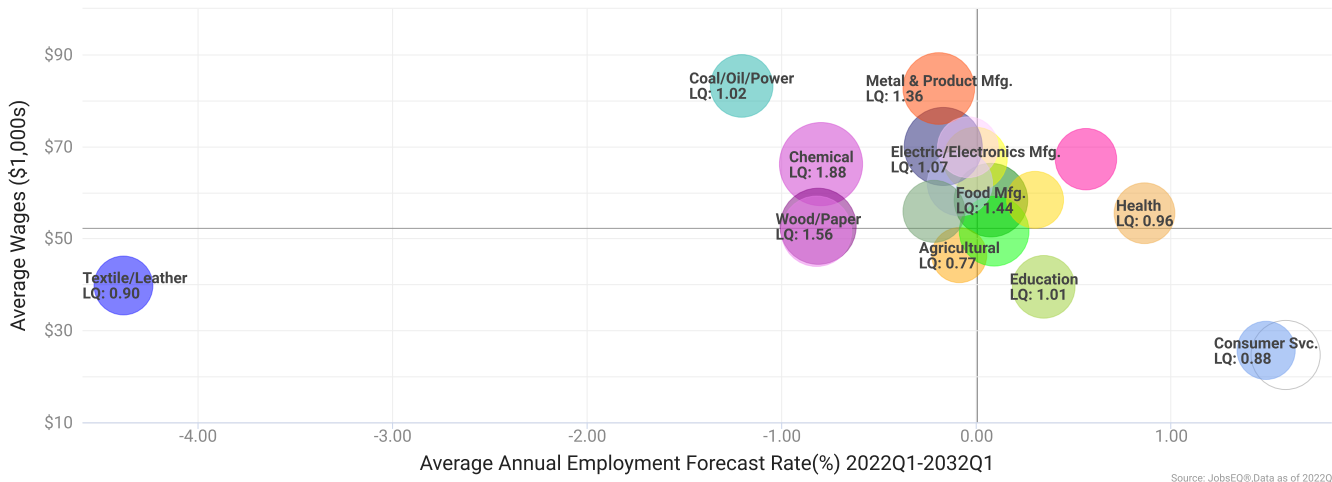
3. Data represent found online ads active within the last thirty days in the selected region; data represents a sampling rather than the complete universe of postings. Ads lacking zip code information but designating a place (city, town, etc.) may be assigned to the zip code with greatest employment in that place for queries in this analytic. 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).

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 2021Q4, imputed where necessary with preliminary estimates updated to 2022Q1. Wages by occupation are as of 2021 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 HTL 45-Minute DriveTime with the highest relative concentration is Chemical with a location quotient of 1.88. This cluster employs 4,171 workers in the region with an average wage of \$66,193. Employment in the Chemical cluster is projected to contract in the region about 0.8% per year over the next ten years.

Industry Clusters for HTL 45-Minute DriveTime as of 2022Q1

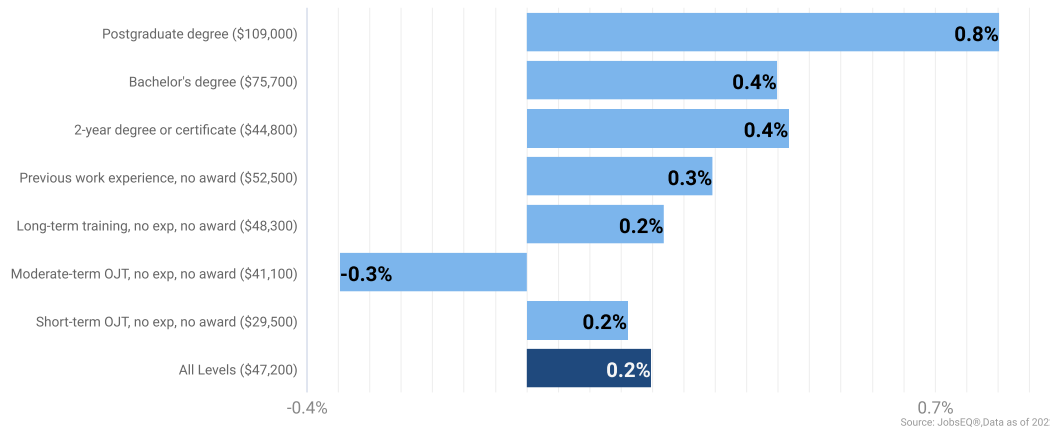


Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2021Q4 with preliminary estimates updated to 2022Q1. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

# Education Levels

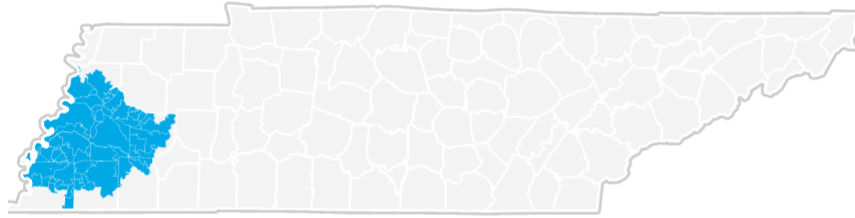
Expected growth rates for occupations vary by the education and training required. While all employment in the HTL 45-Minute DriveTime is projected to grow 0.2% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 0.8% per year, those requiring a bachelor’s degree are forecast to grow 0.4% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 0.4% per year.

Annual Average Projected Job Growth by Training Required



Employment by occupation data are estimates as of 2022Q1. 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.

# HTL 45-Minute DriveTime Regional Map



# Region Definition

**HTL 45-Minute DriveTime is defined as the following zip code tabulation areas:**

ZCTA 38001	ZCTA 38053 (Shelby County, TN portion)
ZCTA 38002 (Fayette County, TN portion)	ZCTA 38053 (Tipton County, TN portion)
ZCTA 38002 (Shelby County, TN portion)	ZCTA 38054
ZCTA 38004 (Shelby County, TN portion)	ZCTA 38058
ZCTA 38004 (Tipton County, TN portion)	ZCTA 38060
ZCTA 38006 (Crockett County, TN portion)	ZCTA 38063 (Haywood County, TN portion)
ZCTA 38006 (Haywood County, TN portion)	ZCTA 38063 (Lauderdale County, TN portion)
ZCTA 38006 (Madison County, TN portion)	ZCTA 38068
ZCTA 38011 (Shelby County, TN portion)	ZCTA 38069 (Haywood County, TN portion)
ZCTA 38011 (Tipton County, TN portion)	ZCTA 38069 (Tipton County, TN portion)
ZCTA 38012	ZCTA 38070
ZCTA 38015	ZCTA 38075 (Fayette County, TN portion)
ZCTA 38016	ZCTA 38075 (Hardeman County, TN portion)
ZCTA 38017 (Shelby County, TN portion)	ZCTA 38075 (Haywood County, TN portion)
ZCTA 38019	ZCTA 38127
ZCTA 38021	ZCTA 38128
ZCTA 38023	ZCTA 38133
ZCTA 38024	ZCTA 38134
ZCTA 38028 (Fayette County, TN portion)	ZCTA 38135
ZCTA 38028 (Shelby County, TN portion)	ZCTA 38301 (Haywood County, TN portion)
ZCTA 38030	ZCTA 38301 (Madison County, TN portion)
ZCTA 38034 (Crockett County, TN portion)	ZCTA 38305 (Madison County, TN portion)
ZCTA 38034 (Dyer County, TN portion)	ZCTA 38337
ZCTA 38036	ZCTA 38343 (Crockett County, TN portion)
ZCTA 38037 (Haywood County, TN portion)	ZCTA 38343 (Madison County, TN portion)
ZCTA 38037 (Lauderdale County, TN portion)	ZCTA 38356 (Hardeman County, TN portion)
ZCTA 38040 (Crockett County, TN portion)	ZCTA 38356 (Madison County, TN portion)
ZCTA 38040 (Dyer County, TN portion)	ZCTA 38381
ZCTA 38040 (Lauderdale County, TN portion)	ZCTA 38391
ZCTA 38041	ZCTA 38392 (Hardeman County, TN portion)
ZCTA 38049 (Fayette County, TN portion)	ZCTA 38392 (Madison County, TN portion)
ZCTA 38049 (Tipton County, TN portion)	ZCTA 72338 (Tipton County, TN portion)
ZCTA 38050	

# 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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