



# Economic Overview

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# Knoxville, TN MSA

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Demographic Profile..... 3

Employment Trends ..... 5

Unemployment Rate ..... 5

Wage Trends..... 6

Cost of Living Index..... 7

Industry Snapshot..... 8

Occupation Snapshot ..... 10

Industry Clusters..... 12

Education Levels..... 13

Gross Domestic Product..... 14

Knoxville, TN MSA Regional Map ..... 15

Region Definition..... 16

FAQ..... 17

# Demographic Profile

The population in the Knoxville, TN MSA was 853,337 per American Community Survey data for 2015-2019.

The region has a civilian labor force of 419,809 with a participation rate of 60.3%. Of individuals 25 to 64 in the Knoxville, TN MSA, 30.9% have a bachelor's degree or higher which compares with 33.5% in the nation.

The median household income in the Knoxville, TN MSA is \$55,025 and the median house value is \$172,916.

## Summary<sup>1</sup>

Demographics	Percent			Value		
	Knoxville, TN MSA	Tennessee	USA	Knoxville, TN MSA	Tennessee	USA
Population (ACS)	—	—	—	853,337	6,709,356	324,697,795
Male	48.9%	48.8%	49.2%	416,953	3,273,278	159,886,919
Female	51.1%	51.2%	50.8%	436,384	3,436,078	164,810,876
Median Age <sup>2</sup>	—	—	—	40.6	38.7	38.1
Under 18 Years	20.7%	22.4%	22.6%	177,049	1,504,920	73,429,392
18 to 24 Years	10.0%	9.2%	9.4%	85,159	617,043	30,646,327
25 to 34 Years	12.6%	13.6%	13.9%	107,216	911,745	45,030,415
35 to 44 Years	12.0%	12.5%	12.6%	102,435	838,241	40,978,831
45 to 54 Years	13.3%	13.2%	13.0%	113,466	886,806	42,072,620
55 to 64 Years	13.5%	13.0%	12.9%	115,122	875,477	41,756,414
65 to 74 Years	10.6%	9.6%	9.1%	90,233	643,414	29,542,266
75 Years, and Over	7.3%	6.4%	6.5%	62,657	431,710	21,241,530
Race: White	89.3%	77.6%	72.5%	761,859	5,205,132	235,377,662
Race: Black or African American	5.8%	16.8%	12.7%	49,480	1,124,473	41,234,642
Race: American Indian and Alaska Native	0.3%	0.3%	0.8%	2,476	18,189	2,750,143
Race: Asian	1.5%	1.8%	5.5%	13,166	117,600	17,924,209
Race: Native Hawaiian and Other Pacific Islander	0.1%	0.1%	0.2%	462	3,771	599,868
Race: Some Other Race	0.9%	1.4%	4.9%	7,760	92,655	16,047,369
Race: Two or More Races	2.1%	2.2%	3.3%	18,134	147,536	10,763,902
Hispanic or Latino (of any race)	3.9%	5.4%	18.0%	33,044	364,174	58,479,370
<b>Population Growth</b>						
Population (Pop Estimates) <sup>4</sup>	—	—	—	878,124	6,886,834	329,484,123
Population Annual Average Growth <sup>4</sup>	0.7%	0.8%	0.6%	6,210	53,132	2,015,698
People per Square Mile	—	—	—	269.9	165.6	92.9
<b>Economic</b>						
Labor Force Participation Rate and Size (civilian population 16 years and over)	60.3%	61.3%	63.2%	419,809	3,282,671	163,555,585
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	80.1%	79.8%	82.1%	258,339	2,094,035	104,634,905
Armed Forces Labor Force	0.1%	0.4%	0.4%	749	18,830	1,073,907
Veterans, Age 18-64	5.6%	5.5%	4.6%	29,301	224,841	9,143,042
Veterans Labor Force Participation Rate and Size, Age 18-64	75.8%	73.5%	76.6%	22,203	165,182	7,003,778
Median Household Income <sup>2</sup>	—	—	—	\$55,025	\$53,320	\$62,843
Per Capita Income	—	—	—	\$31,140	\$29,859	\$34,103
Mean Commute Time (minutes)	—	—	—	23.9	25.2	26.9
Commute via Public Transportation	0.5%	0.7%	5.0%	1,985	20,774	7,641,160
<b>Educational Attainment, Age 25-64</b>						
No High School Diploma	9.5%	10.6%	10.9%	41,467	373,509	18,550,150
High School Graduate	29.4%	31.3%	25.7%	128,869	1,098,519	43,627,868
Some College, No Degree	21.1%	21.2%	20.7%	92,385	742,881	35,174,790
Associate's Degree	9.2%	8.0%	9.1%	40,164	282,378	15,526,064

## Summary<sup>1</sup>

	Percent			Value		
	Knoxville, TN MSA	Tennessee	USA	Knoxville, TN MSA	Tennessee	USA
Bachelor's Degree	19.1%	18.7%	21.2%	83,717	656,023	35,997,848
Postgraduate Degree	11.8%	10.2%	12.3%	51,637	358,959	20,961,560
<b>Housing</b>						
Total Housing Units	—	—	—	386,432	2,963,486	137,428,986
Median House Value (of owner-occupied units) <sup>2</sup>	—	—	—	\$172,916	\$167,200	\$217,500
Homeowner Vacancy	1.9%	1.6%	1.6%	4,540	27,764	1,257,737
Rental Vacancy	6.0%	7.1%	6.0%	6,917	67,602	2,793,023
Renter-Occupied Housing Units (% of Occupied Units)	31.3%	33.7%	36.0%	106,893	875,045	43,481,667
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	5.5%	5.7%	8.6%	18,825	149,286	10,395,713
<b>Social</b>						
Poverty Level (of all people)	14.6%	15.2%	13.4%	121,796	996,930	42,510,843
Households Receiving Food Stamps/SNAP	12.6%	13.6%	11.7%	42,925	352,055	14,171,567
Enrolled in Grade 12 (% of total population)	1.2%	1.3%	1.4%	10,113	88,008	4,422,344
Disconnected Youth <sup>3</sup>	1.5%	2.0%	2.5%	652	6,715	423,273
Children in Single Parent Families (% of all children)	32.0%	36.7%	34.1%	52,616	516,593	23,790,005
Uninsured	8.5%	9.7%	8.8%	71,934	639,556	28,248,613
With a Disability, Age 18-64	12.1%	13.3%	10.3%	62,386	540,478	20,187,604
With a Disability, Age 18-64, Labor Force Participation Rate and Size	37.7%	37.5%	42.2%	23,547	202,813	8,509,463
Foreign Born	4.1%	5.1%	13.6%	34,718	344,162	44,011,870
Speak English Less Than Very Well (population 5 yrs and over)	1.9%	3.0%	8.4%	15,561	188,706	25,615,365

Source: [JobsEQ®](#)

1. American Community Survey 2015-2019, unless noted otherwise

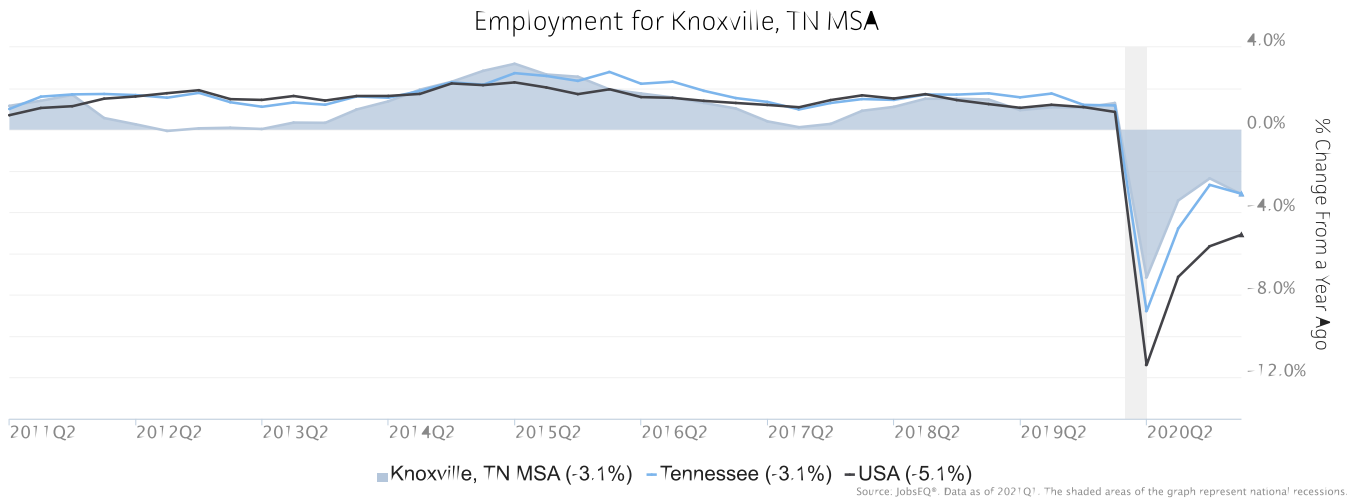
2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

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 2020, annual average growth rate since 2010

# Employment Trends

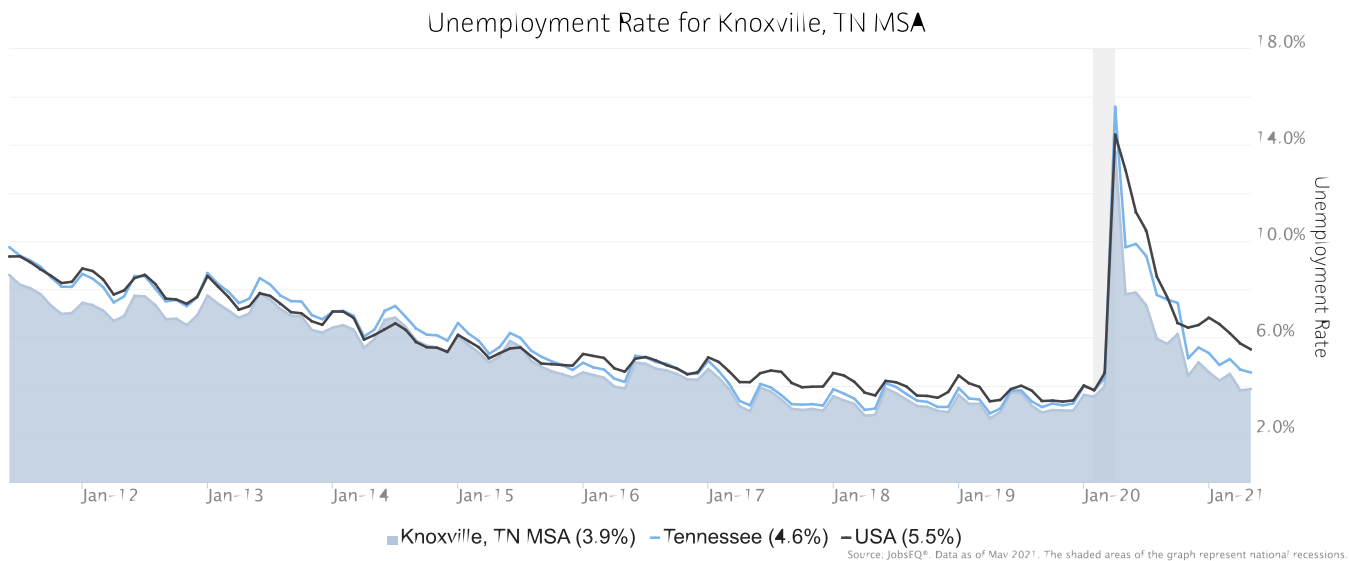
As of 2021Q1, total employment for the Knoxville, TN MSA was 397,291 (based on a four-quarter moving average). Over the year ending 2021Q1, employment declined 3.1% in the region.



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 2020Q4 with preliminary estimates updated to 2021Q1.

# Unemployment Rate

The unemployment rate for the Knoxville, TN MSA was 3.9% as of May 2021. The regional unemployment rate was lower than the national rate of 5.5%. One year earlier, in May 2020, the unemployment rate in the Knoxville, TN MSA was 7.8%.

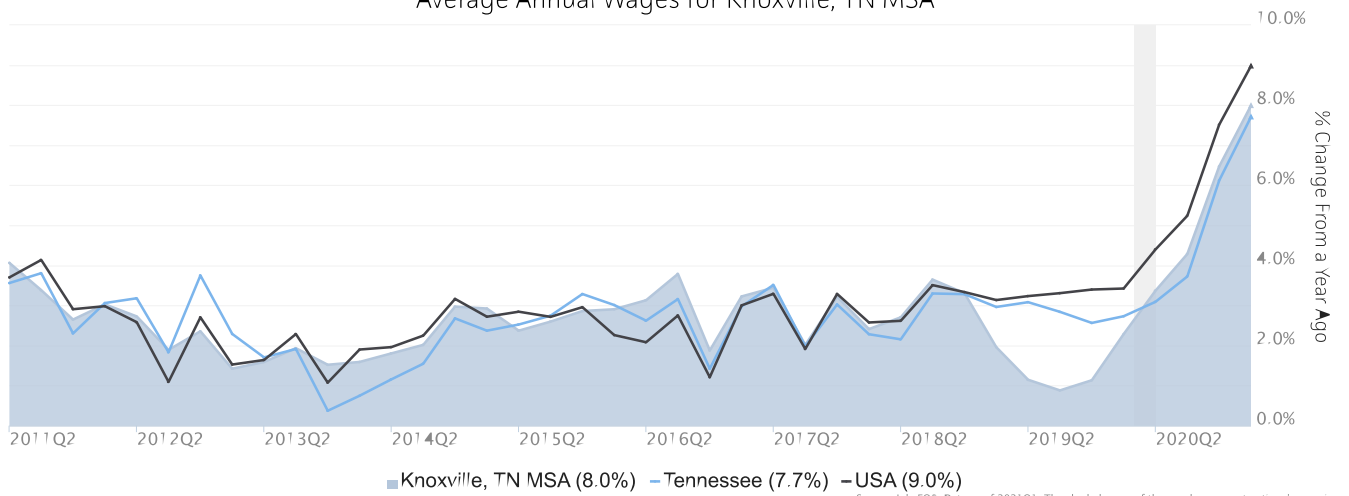


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through May 2021.

# Wage Trends

The average worker in the Knoxville, TN MSA earned annual wages of \$53,916 as of 2021Q1. Average annual wages per worker increased 8.0% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$63,393 in the nation as of 2021Q1.

Average Annual Wages for Knoxville, TN MSA



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 2020Q4 with preliminary estimates updated to 2021Q1.

# 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 16.5% lower in Knoxville, TN MSA than the U.S. average.

## Cost of Living Information

	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Knoxville, TN MSA	\$53,916	83.5	\$64,571
Tennessee	\$54,535	89.1	\$61,215
USA	\$63,393	100.0	\$63,393

Source: [JobsEQ®](#)

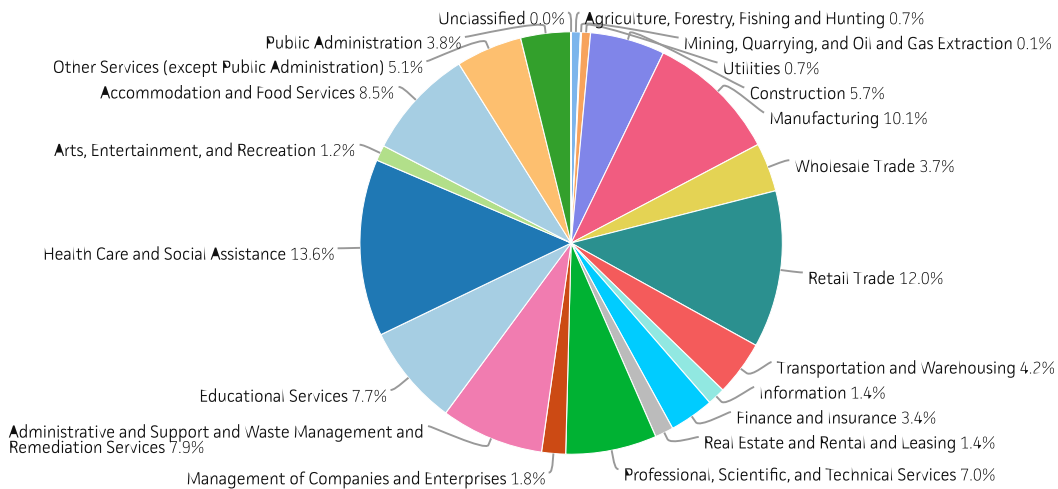
Data as of 2021Q1

Cost of Living per C2ER, data as of 2021Q1, imputed by Chmura where necessary.

# Industry Snapshot

The largest sector in the Knoxville, TN MSA is Health Care and Social Assistance, employing 53,844 workers. The next-largest sectors in the region are Retail Trade (47,814 workers) and Manufacturing (40,060). 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 Utilities (LQ = 1.26), Administrative and Support and Waste Management and Remediation Services (1.25), and Manufacturing (1.22).

Total Workers for Knoxville, TN MSA by industry



Source: JobsEQ®, Data as of 2021Q1

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 2020Q4 with preliminary estimates updated to 2021Q1.

Sectors in the Knoxville, TN MSA with the highest average wages per worker are Management of Companies and Enterprises (\$100,562), Professional, Scientific, and Technical Services (\$91,095), and Mining, Quarrying, and Oil and Gas Extraction (\$80,919). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Manufacturing (+4,363 jobs), Professional, Scientific, and Technical Services (+2,470), and Health Care and Social Assistance (+1,562).

Over the next 1 year, employment in the Knoxville, TN MSA is projected to expand by 2,035 jobs. The fastest growing sector in the region is expected to be Health Care and Social Assistance with a +1.4% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+745 jobs), Accommodation and Food Services (+282), and Administrative and Support and Waste Management and Remediation Services (+261).



NAICS	Industry	Empl	Current	5-Year History			1-Year Forecast			Empl Growth	Ann % Growth
			Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers		
62	Health Care and Social Assistance	53,844	\$57,281	0.91	1,562	0.6%	5,835	2,503	2,588	745	1.4%
44	Retail Trade	47,814	\$35,714	1.16	340	0.1%	6,353	2,821	3,561	-29	-0.1%
31	Manufacturing	40,060	\$68,913	1.22	4,363	2.3%	4,093	1,538	2,632	-78	-0.2%
72	Accommodation and Food Services	33,682	\$20,938	1.17	-4,204	-2.3%	5,738	2,414	3,041	282	0.8%
56	Administrative and Support and Waste Management and Remediation Services	31,252	\$44,417	1.25	-1,925	-1.2%	3,872	1,528	2,083	261	0.8%
61	Educational Services	30,748	\$51,510	0.95	-1,839	-1.2%	2,987	1,370	1,477	140	0.5%
54	Professional, Scientific, and Technical Services	27,733	\$91,095	0.97	2,470	1.9%	2,568	884	1,491	193	0.7%
23	Construction	22,732	\$55,892	0.96	571	0.5%	2,338	801	1,430	107	0.5%
81	Other Services (except Public Administration)	20,103	\$30,805	1.18	-384	-0.4%	2,441	1,046	1,249	146	0.7%
48	Transportation and Warehousing	16,651	\$51,938	0.85	791	1.0%	1,847	754	1,020	73	0.4%
92	Public Administration	15,268	\$58,057	0.76	-920	-1.2%	1,441	594	807	41	0.3%
42	Wholesale Trade	14,870	\$74,275	0.97	-716	-0.9%	1,553	588	973	-7	0.0%
52	Finance and Insurance	13,526	\$79,350	0.80	-340	-0.5%	1,322	479	785	58	0.4%
55	Management of Companies and Enterprises	7,292	\$100,562	1.18	1,459	4.6%	710	244	415	51	0.7%
53	Real Estate and Rental and Leasing	5,607	\$57,149	0.81	244	0.9%	572	258	309	6	0.1%
51	Information	5,465	\$78,792	0.70	-361	-1.3%	473	190	335	-53	-1.0%
71	Arts, Entertainment, and Recreation	4,776	\$22,470	0.80	43	0.2%	731	301	372	58	1.2%
11	Agriculture, Forestry, Fishing and Hunting	2,851	\$19,484	0.50	-461	-3.0%	304	131	177	-4	-0.1%
22	Utilities	2,727	\$77,989	1.26	89	0.7%	235	89	156	-10	-0.4%
21	Mining, Quarrying, and Oil and Gas Extraction	274	\$80,919	0.19	58	4.8%	32	9	19	4	1.4%
99	Unclassified	16	\$57,731	0.04	3	5.0%	2	1	1	0	0.4%
<b>Total - All Industries</b>		<b>397,291</b>	<b>\$53,916</b>	<b>1.00</b>	<b>842</b>	<b>0.0%</b>	<b>45,378</b>	<b>18,533</b>	<b>24,811</b>	<b>2,035</b>	<b>0.5%</b>

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

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 2020Q4 with preliminary estimates updated to 2021Q1. Forecast employment growth uses national projections adapted for regional growth patterns.

# Occupation Snapshot

The largest major occupation group in the Knoxville, TN MSA is Office and Administrative Support Occupations, employing 52,612 workers. The next-largest occupation groups in the region are Sales and Related Occupations (38,399 workers) and Transportation and Material Moving Occupations (35,312). 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 = 1.27), Life, Physical, and Social Science Occupations (1.24), and Building and Grounds Cleaning and Maintenance Occupations (1.17).

Occupation groups in the Knoxville, TN MSA with the highest average wages per worker are Management Occupations (\$98,600), Legal Occupations (\$90,600), and Architecture and Engineering Occupations (\$85,000). The unemployment rate in the region varied among the major groups from 1.8% among Community and Social Service Occupations to 14.3% among Food Preparation and Serving Related Occupations.

Over the next 1 year, the fastest growing occupation group in the Knoxville, TN MSA is expected to be Healthcare Support Occupations with a +2.0% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Healthcare Support Occupations (+308 jobs) and Food Preparation and Serving Related Occupations (+296). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Office and Administrative Support Occupations (6,061 jobs) and Food Preparation and Serving Related Occupations (5,742).

Knoxville, TN MSA, 2021Q1<sup>1</sup>

SOC	Occupation	Empl	Mean Ann Wages <sup>2</sup>	Current			5-Year History			1-Year Forecast				
				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	52,612	\$38,000	1.04	2,886	5.3%	1,900	-2,362	-0.9%	5,942	2,515	3,546	-119	-0.2%
41-0000	Sales and Related	38,399	\$39,200	1.01	3,069	7.7%	3,567	-1,141	-0.6%	5,443	2,149	3,296	-2	0.0%
53-0000	Transportation and Material Moving	35,312	\$35,000	1.04	2,787	7.9%	2,520	1,018	0.6%	4,737	1,656	2,904	176	0.5%
35-0000	Food Preparation and Serving Related	32,614	\$23,600	1.14	5,163	14.3%	2,753	-3,627	-2.1%	6,037	2,308	3,434	296	0.9%
51-0000	Production	29,216	\$39,600	1.27	2,150	7.3%	922	1,316	0.9%	3,214	1,118	2,184	-87	-0.3%
11-0000	Management	28,429	\$98,600	1.06	851	2.9%	1,336	1,718	1.3%	2,606	743	1,669	194	0.7%
29-0000	Healthcare Practitioners and Technical	25,181	\$75,700	1.06	587	2.3%	2,511	1,074	0.9%	1,752	680	815	257	1.0%
25-0000	Educational Instruction and Library	19,662	\$49,400	0.89	1,112	5.2%	470	-1,050	-1.0%	1,884	800	962	122	0.6%
13-0000	Business and Financial Operations	19,418	\$70,400	0.83	576	2.8%	1,107	1,972	2.2%	2,041	545	1,346	150	0.8%
47-0000	Construction and Extraction	17,203	\$44,100	0.93	1,356	8.0%	498	83	0.1%	2,032	558	1,379	95	0.6%
49-0000	Installation, Maintenance, and Repair	16,404	\$46,000	1.07	882	5.5%	880	745	0.9%	1,715	522	1,114	79	0.5%
31-0000	Healthcare Support	15,246	\$28,800	0.84	829	5.3%	1,287	1,010	1.4%	2,297	924	1,064	308	2.0%
37-0000	Building and Grounds Cleaning and Maintenance	15,124	\$27,300	1.17	1,214	8.2%	676	-862	-1.1%	2,161	860	1,172	129	0.9%
15-0000	Computer and Mathematical	8,954	\$75,800	0.71	204	2.2%	1,347	862	2.0%	774	155	528	90	1.0%
39-0000	Personal Care and Service	8,944	\$28,300	0.91	1,308	12.8%	237	8	0.0%	1,481	621	772	88	1.0%
17-0000	Architecture and Engineering	7,109	\$85,000	1.03	214	2.8%	692	306	0.9%	595	175	393	27	0.4%
33-0000	Protective Service	6,941	\$43,700	0.81	395	5.3%	202	63	0.2%	783	320	434	30	0.4%
21-0000	Community and Social Service	6,482	\$45,400	0.90	125	1.8%	503	-232	-0.7%	814	249	476	88	1.4%

Knoxville, TN MSA, 2021Q1<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
27-0000	Arts, Design, Entertainment, Sports, and Media	5,921	\$53,200	0.85	564	8.1%	267	-97	-0.3%	679	240	418	21	0.3%
19-0000	Life, Physical, and Social Science	4,565	\$80,100	1.24	163	3.4%	412	208	0.9%	457	87	351	19	0.4%
23-0000	Legal	2,609	\$90,600	0.75	52	1.9%	51	18	0.1%	198	68	112	18	0.7%
45-0000	Farming, Fishing, and Forestry	945	\$31,600	0.35	82	7.9%	10	-189	-3.6%	160	38	117	4	0.5%
<b>Total - All Occupations</b>		<b>397,291</b>	<b>\$48,200</b>	<b>1.00</b>	<b>26,571</b>	<b>6.4%</b>	<b>24,148</b>	<b>842</b>	<b>0.0%</b>	<b>47,853</b>	<b>17,331</b>	<b>28,487</b>	<b>2,035</b>	<b>0.5%</b>

Source: [JobsEQ®](#)

Data as of 2021Q1 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 2020 and represent the average for all Covered Employment

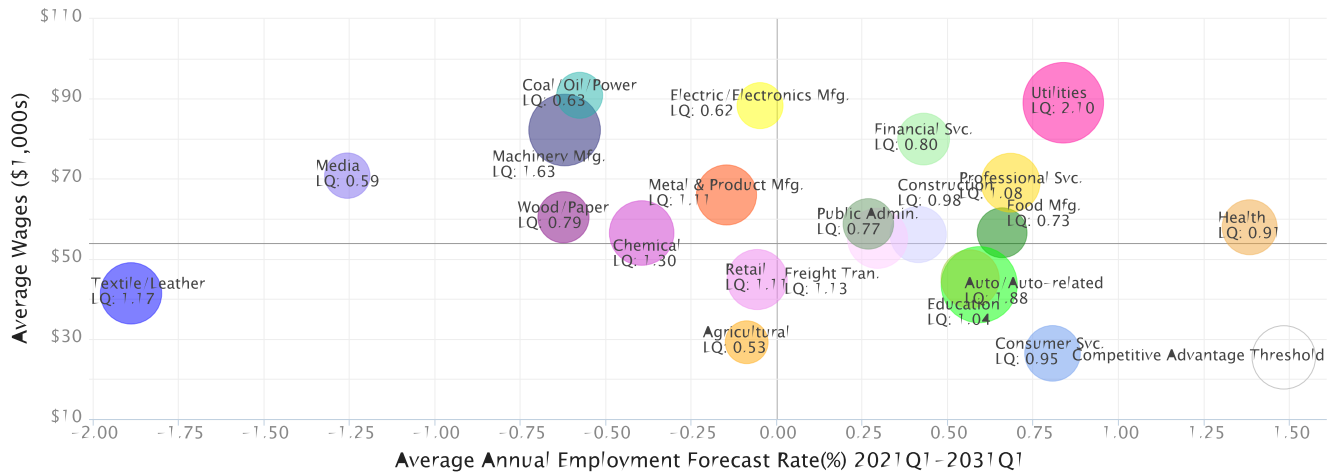
3. Data represent found online ads active within the last thirty days in the selected region; data represents a sampling rather than the complete universe of postings. Ads lacking zip code information but designating a place (city, town, etc.) may be assigned to the zip code with greatest employment 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 2020Q4, imputed where necessary with preliminary estimates updated to 2021Q1. Wages by occupation are as of 2020 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 Knoxville, TN MSA with the highest relative concentration is Utilities with a location quotient of 2.10. This cluster employs 3,897 workers in the region with an average wage of \$88,994. Employment in the Utilities cluster is projected to expand in the region about 0.8% per year over the next ten years.

Industry Clusters for Knoxville, TN MSA as of 2021Q1



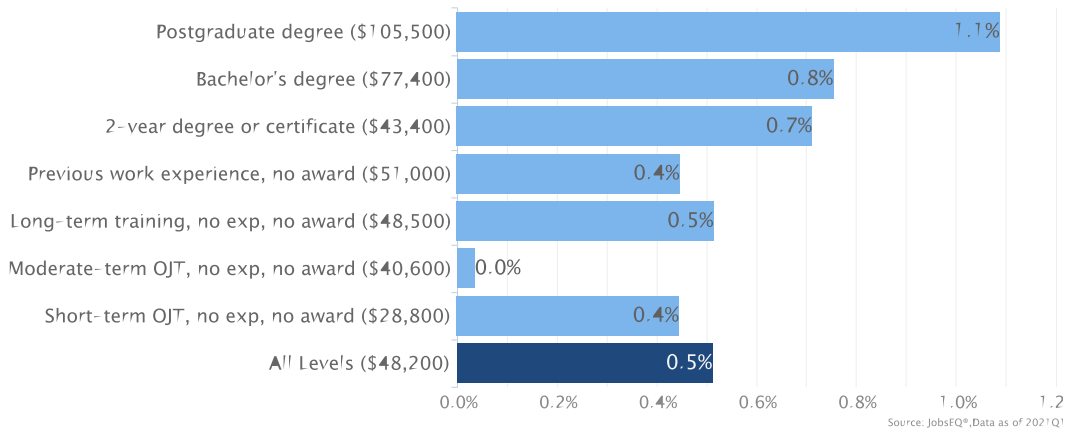
Source: JobsEQ®, Data as of 2021Q1

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 2020Q4 with preliminary estimates updated to 2021Q1. 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 Knoxville, TN MSA is projected to grow 0.5% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 1.1% per year, those requiring a bachelor’s degree are forecast to grow 0.8% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 0.7% per year.

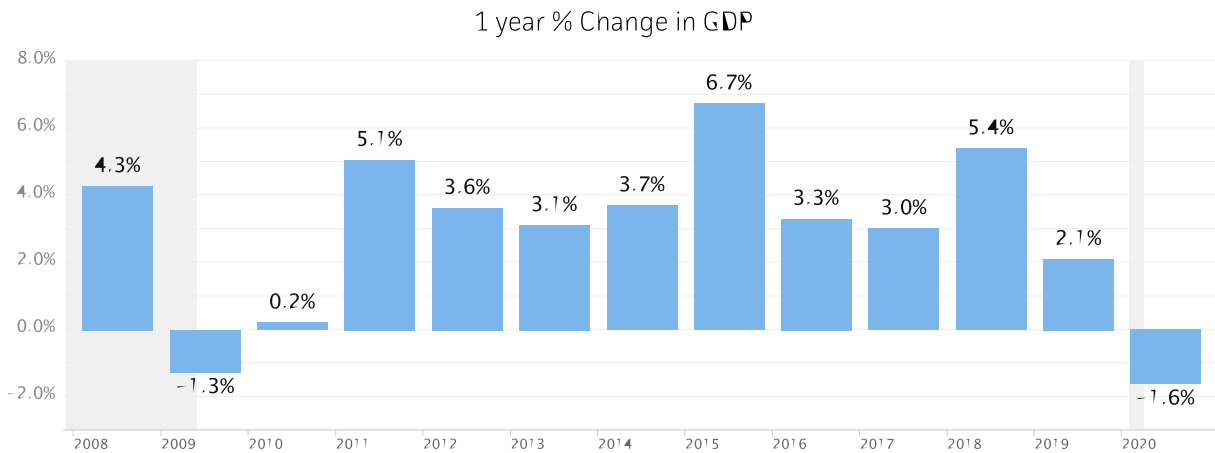
Annual Average Projected Job Growth by Training Required for Knoxville, TN MSA



Employment by occupation data are estimates as of 2021Q1. 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.

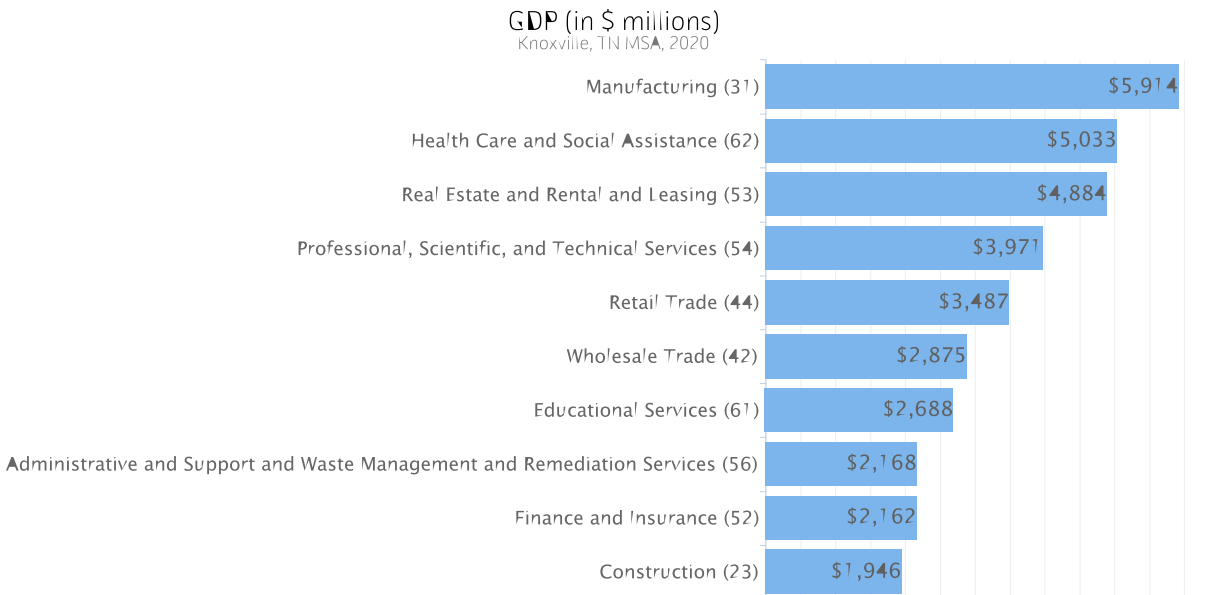
# Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2020, nominal GDP in the Knoxville, TN MSA contracted 1.6%. This follows growth of 2.1% in 2019. As of 2020, total GDP in the Knoxville, TN MSA was \$44,616,785,000.



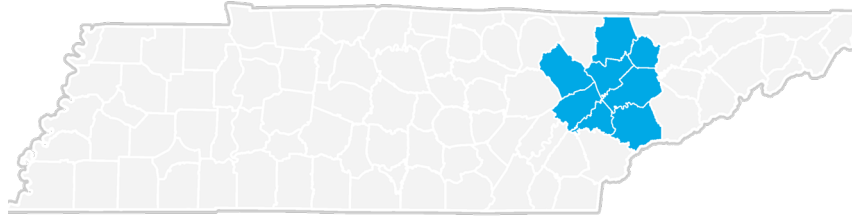
Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2020.

Of the sectors in the Knoxville, TN MSA, Manufacturing contributed the largest portion of GDP in 2020, \$5,914,012,000. The next-largest contributions came from Health Care and Social Assistance (\$5,033,338,000); Real Estate and Rental and Leasing (\$4,884,059,000); and Professional, Scientific, and Technical Services (\$3,970,732,000).



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# Knoxville, TN MSA Regional Map



# Region Definition

**Knoxville, TN MSA is defined as the following counties:**

Anderson County, Tennessee

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Blount County, Tennessee

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Campbell County, Tennessee

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Knox County, Tennessee

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Loudon County, Tennessee

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Morgan County, Tennessee

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Roane County, Tennessee

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Union 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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