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Columbus State University

The Butler Center for Research and Economic Development

Workforce Profile: Business and Computer Science Occupations in Georgia



2026

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EXECUTIVE SUMMARY

Business, management, and computer science occupations play a central role in Georgia's economy and represent one of the state's most important sources of high-skill, high-wage employment. Together, these occupations employ nearly 970,000 workers—approximately 18 percent of Georgia's total workforce—and have been among the fastest-growing occupational groups in the state over the past decade. Management occupations alone grew at an average annual rate of 4 percent, followed by 3.3 percent growth in business and financial operations occupations and 2.2 percent growth in computer and mathematical occupations. Over the past ten years, these occupations accounted for approximately 36 percent of all jobs created in Georgia, demonstrating their critical contribution to the state's economic expansion.

These occupations are also associated with some of the highest wages in Georgia's labor market, significantly exceeding the statewide average annual wage. Management occupations report an average annual wage of $137,800, computer and mathematical occupations average $111,200, and business and financial operations occupations average $92,000. The presence of these high-skill and high-wage occupations strengthens household incomes, supports consumer spending, and contributes to the state's long-term economic competitiveness.

Georgia has also demonstrated strong performance in attracting business investment and developing the workforce needed to support these occupations. The state records 82 business and financial operations jobs per 1,000 workers, exceeding the national average and placing Georgia among the leading states in employment concentration for these roles. Georgia also maintains a strong presence in technology-related occupations and managerial roles across a broad range of industries, reflecting the state's diversified economic base and the growing role of major metropolitan areas, particularly Atlanta, as centers of corporate activity, professional services, and technology development.

Despite these strengths, projections indicate that Georgia may face persistent workforce shortages in several high-skill occupations over the next decade. Estimates suggest annual workforce gaps of more than 2,700 workers in management occupations, 1,500 workers in business and financial operations occupations, and 1,300 workers in computer and mathematical occupations over the next ten years. These shortages reflect both employment growth and the need to replace workers who retire or transition to other occupations. If unaddressed, these gaps may constrain business expansion, increase recruitment costs for employers, and limit the state's ability to attract new investment.

Real-time job posting data reinforce these projections by highlighting strong employer demand for professionals in healthcare administration, information technology management, financial analysis, business operations, software development, and data analytics. The skill requirements associated with these occupations increasingly emphasize data literacy, digital technologies, and analytical capabilities, reflecting the growing integration of technology and data systems across nearly all sectors of the economy. Employers are seeking workers who combine business knowledge with technical and analytical skills, underscoring the importance of interdisciplinary education and workforce training.

For policymakers and workforce development leaders, these findings highlight the importance of strategic investment in education, workforce training, and talent development programs that support business, management, and technology occupations. Strengthening the pipeline of skilled workers in these fields can help Georgia sustain economic growth, attract high-value investment, and maintain its position as a leading center for corporate, financial, and technology activity in the southeastern United States. Expanding partnerships between employers, higher education institutions, and workforce development organizations will be essential to preparing the next generation of workers for these critical occupations and ensuring that Georgia's workforce remains competitive in a knowledge- and technology-driven economy where innovation, data, and digital skills are increasingly essential for economic growth.

Sincerely,



Dr. Fady Mansour
Director of the Butler Center

INTRODUCTION

Business and computer science occupations play a critical role in Georgia's labor market and are among the top five fastest-growing occupational groups in the state. Together, these occupations employ approximately 970,000 workers—about 18 percent of Georgia's total workforce of 5.3 million employees. Business occupations include Management Occupations (SOC 11-0000) and Business and Financial Operations Occupations (SOC 13-0000), employing 396,979 and 401,623 workers, respectively. Computer and Mathematical Occupations (SOC 15-0000) account for an additional 171,418 employees across the state. Over the past decade, management occupations have been the fastest-growing occupational group in Georgia, with an average annual growth rate of 4 percent, followed by business and financial operations occupations growing at 3.3 percent annually. Computer and mathematical occupations rank fifth among the fastest-growing occupational groups in the state, with an annual growth rate of 2.2 percent, following management, business and financial operations, and healthcare occupations. Detailed occupational classifications and SOC codes for these groups are presented in Appendix A.

Given the importance and continued growth of these occupations, this study examines the workforce profile of business and computer science occupations in Georgia, including employment levels, wage patterns, industry distribution, educational requirements, and labor market demand. By providing a comprehensive overview of these workforce characteristics, the study aims to offer insights that can support policymakers, educators, and workforce development organizations in making informed decisions regarding workforce planning, education programs, and resource allocation.

An examination of recent labor market data further highlights the importance and strong performance of these occupations in Georgia's economy. These occupations added 283,895 jobs over the past decade—approximately 36 percent of the 797,380 jobs created in the state of Georgia during that period (Table 1). Furthermore, the data show that unemployment rates for these occupations are below the state average of 3.5 percent, with unemployment rates of 1.7 percent for management occupations, 2.5 percent for business and financial operations occupations, and 2.5 percent for computer and mathematical occupations. JobEQ projections estimate that over the next five years these occupations will generate 58,280 new jobs, accounting for about 27 percent of the 215,957 jobs expected to be created in Georgia during this period (Table 1). When accounting for workers who retire or transfer to other occupations, the total demand for these occupations rises to 427,959 positions, representing approximately 13.6 percent of the 3,142,497 total job openings projected in the state over the next five years.

Business and computer science occupations are also associated with high-quality, high-wage employment opportunities in Georgia's labor market. Management occupations report an average annual wage of $137,800, making them the second-highest paying occupational group in the state after legal occupations. Computer and mathematical occupations follow with an average annual wage of $111,200, ranking among the highest-paying occupational groups in the state. Business and financial operations occupations report an average wage of $92,000, ranking fourth among major occupational groups, following management and healthcare practitioner occupations. These wage levels are substantially higher than the statewide average annual wage of $66,300, underscoring the role of these occupations in providing high-quality employment opportunities and contributing to the state's economic growth.

Table 1. Occupational Snapshot of Georgia's Labor Market Ranked by Historical Employment Growth

		Current					10-Year History		5-Year Forecast	
SOC Code	Occupation	Employment	Mean Annual Wages	LQ	Unemployed	Unempl. Rate	Employment Change	Annual %	Total Demand	Employment Growth
11-0000	Management Occupations	396,979	$137,800	0.95	6,658	1.7%	129,025	4.0%	180,949	23,009
13-0000	Business and Financial Operations Occupations	401,623	$92,000	1.16	10,070	2.5%	111,891	3.3%	184,539	21,601
31-0000	Healthcare Support Occupations	180,796	$38,800	0.70	5,762	3.1%	48,437	3.2%	145,412	13,044
29-0000	Healthcare Practitioners and Technical Occupations	318,033	$108,400	0.99	3,858	1.2%	77,990	2.9%	107,213	18,120
15-0000	Computer and Mathematical Occupations	171,418	$111,200	1.01	4,393	2.5%	42,979	2.9%	62,471	13,670
19-0000	Life, Physical, and Social Science Occupations	35,790	$88,300	0.73	1,176	3.2%	7,435	2.4%	17,734	1,759
53-0000	Transportation and Material Moving Occupations	534,378	$51,400	1.18	29,329	5.2%	109,667	2.3%	361,937	25,259
47-0000	Construction and Extraction Occupations	206,116	$56,500	0.86	10,261	4.7%	37,242	2.0%	98,412	12,504
21-0000	Community and Social Service Occupations	82,220	$64,700	0.82	2,112	2.5%	14,039	1.9%	43,453	4,889
39-0000	Personal Care and Service Occupations	136,090	$37,600	0.99	6,344	4.5%	20,785	1.7%	119,981	6,216
23-0000	Legal Occupations	44,723	$141,600	1.00	539	1.2%	6,462	1.6%	14,812	1,555
49-0000	Installation, Maintenance, and Repair Occupations	221,341	$62,000	1.08	6,052	2.7%	28,756	1.4%	111,461	11,147
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	88,437	$79,500	0.95	3,539	3.9%	11,726	1.4%	45,162	3,511
35-0000	Food Preparation and Serving Related Occupations	434,112	$32,100	0.99	25,689	5.6%	49,606	1.2%	438,465	18,066
17-0000	Architecture and Engineering Occupations	68,025	$102,300	0.81	1,292	1.9%	7,451	1.2%	26,680	3,703
33-0000	Protective Service Occupations	113,970	$53,300	0.97	3,929	3.4%	12,257	1.1%	64,067	2,939
25-0000	Educational Instruction and Library Occupations	292,753	$63,000	1.01	6,680	2.2%	28,612	1.0%	140,957	5,470
37-0000	Building and Grounds Cleaning and Maintenance Occupations	158,439	$37,800	0.91	7,403	4.4%	10,105	0.7%	115,414	6,030
51-0000	Production Occupations	311,505	$47,700	1.10	13,841	4.3%	15,084	0.5%	183,294	8,343
43-0000	Office and Administrative Support Occupations	607,669	$48,800	1.01	19,070	3.0%	16,808	0.3%	340,104	4,396
41-0000	Sales and Related Occupations	493,304	$53,300	1.07	21,965	4.3%	11,993	0.2%	324,307	9,540
45-0000	Farming, Fishing, and Forestry Occupations	19,911	$41,500	0.66	1,441	6.7%	-971	-0.5%	14,695	205
00-0000	Total - All Occupations	5,317,631	$66,300	1.00	191,401	3.5%	797,380	1.6%	3,142,497	215,957

Source: Jobseq: Chmura Industry/Occupation Matrix and industry employment data from the Quarterly Census of Employment Wages, Occupational Employment and Wage Statistics (OEWS) provided by the Bureau of Labor Statistics (BLS)

Georgia's Labor Market Strength and Growth Opportunities

The data highlight Georgia's success in attracting investment and developing the labor supply needed to support these occupations. Georgia has about 34 jobs per 1,000 workers in computer and mathematical occupations (Table 4), consistent with the national average (Location Quotient (LQ) = 1.0[1]), and approximately 82 jobs per 1,000 workers in business and financial operations occupations (Table 3), exceeding the national average with a location quotient of 1.2. Management occupations also play a key role in Georgia's labor market structure, with Georgia reporting approximately 66 management jobs per 1,000 workers (Table 2). Because management occupations exist across a wide range of industries, this concentration reflects the breadth of Georgia's diversified economic base and the state's continued ability to attract investment across sectors.

For computer and mathematical occupations, Georgia records about 34 jobs per 1,000 workers, placing the state at a similar level to Arizona and Delaware and not far behind California, one of the nation's largest technology hubs, which has approximately 41 jobs per 1,000 workers.

For business and financial operations occupations, Georgia records approximately 82 jobs per 1,000 workers (Location Quotient = 1.2), exceeding New York, a leading business center, which reports about 74 jobs per 1,000 workers. This places Georgia among the top states in employment density, ranking roughly seventh nationally, following states such as the District of Columbia and Virginia, and not far behind Delaware (83 jobs per 1,000 workers) and Maryland (82 jobs per 1,000 workers)—states known for their strong concentration of federal agencies, consulting firms, and corporate headquarters. Georgia's position highlights the state's growing role as a regional hub for corporate activity, financial services, and professional business services, reflecting its success in attracting business investment while also developing the skilled workforce required to support expanding business and financial operations.

For management occupations, Georgia records approximately 66 jobs per 1,000 workers, with a location quotient of 0.9, placing the state close to the national average. While several states—such as the District of Columbia, Maryland, and Massachusetts—report higher concentrations, largely due to the presence of federal institutions, national organizations, and a large number of corporate headquarters, Georgia's position reflects the strength of its expanding business environment. Because management occupations exist across a wide range of industries, the state's ability to maintain a concentration near the national average—despite the absence of a large federal government presence—highlights Georgia's growing corporate sector and its success in attracting business investment, particularly in major metropolitan areas such as Atlanta.

[1] The location quotient (LQ) is the ratio of the area concentration of occupational employment to the national average concentration. A location quotient greater than one indicates the occupation has a higher share of employment than average, and a location quotient less than one indicates the occupation is less prevalent in the area than average.

Table 2. Concentration of Management Occupations by State: Location Quotient and Jobs per 1,000 Employees

Area Name	Annual Mean Wage	Employment per 1,000 Jobs	Location Quotient
District of Columbia	$179,190	148.744	2.1
Maryland	$142,190	93.752	1.3
Connecticut	$159,110	93.148	1.3
Guam	$82,180	93.036	1.3
Massachusetts	$167,440	91.325	1.3
Illinois	$139,280	88.228	1.2
Texas	$133,180	86.990	1.2
Virgin Islands	$93,170	86.749	1.2
Alaska	$129,630	80.989	1.1
New Hampshire	$144,490	78.005	1.1
Vermont	$119,360	77.794	1.1
Arizona	$127,960	76.080	1.1
Utah	$128,550	75.826	1.1
Nevada	$122,930	75.279	1.1
Missouri	$111,750	74.153	1.0
California	$167,520	73.944	1.0
Pennsylvania	$131,730	73.748	1.0
Idaho	$107,850	72.996	1.0
Florida	$128,110	72.974	1.0
New Jersey	$175,900	72.331	1.0
Nebraska	$117,900	71.852	1.0
Maine	$121,450	70.829	1.0
Hawaii	$122,890	70.089	1.0
Arkansas	$100,260	69.475	1.0
Ohio	$121,730	69.205	1.0
Minnesota	$137,180	68.502	1.0
Oregon	$133,860	67.464	0.9
Tennessee	$128,940	67.463	0.9
New York	$182,530	67.362	0.9
Georgia	$137,790	65.912	0.9
Michigan	$128,130	65.203	0.9
Virginia	$153,710	64.248	0.9
Iowa	$114,190	63.032	0.9
North Carolina	$134,940	62.391	0.9
Kentucky	$108,040	62.141	0.9
North Dakota	$115,770	61.713	0.9
Louisiana	$117,440	60.804	0.9
West Virginia	$106,450	59.511	0.8
Montana	$110,810	57.847	0.8
Oklahoma	$111,770	57.815	0.8
Rhode Island	$138,780	57.354	0.8
Wyoming	$109,030	56.575	0.8
South Carolina	$123,260	55.830	0.8
Colorado	$160,640	55.450	0.8
New Mexico	$121,270	55.121	0.8
Washington	$173,550	54.252	0.8
Kansas	$121,650	53.247	0.8
Alabama	$118,670	52.708	0.7
Indiana	$125,210	51.579	0.7
Wisconsin	$134,010	51.101	0.7
Delaware	$159,760	49.389	0.7
Mississippi	$103,970	46.153	0.6
Puerto Rico	$90,240	41.685	0.6
South Dakota	$124,730	37.530	0.5

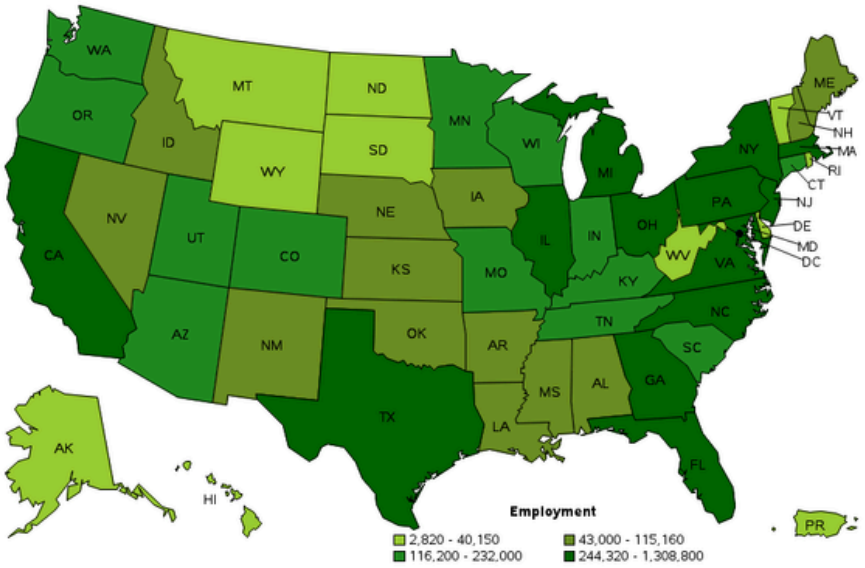


Figure 1
Management Occupations per 1,000 Employees

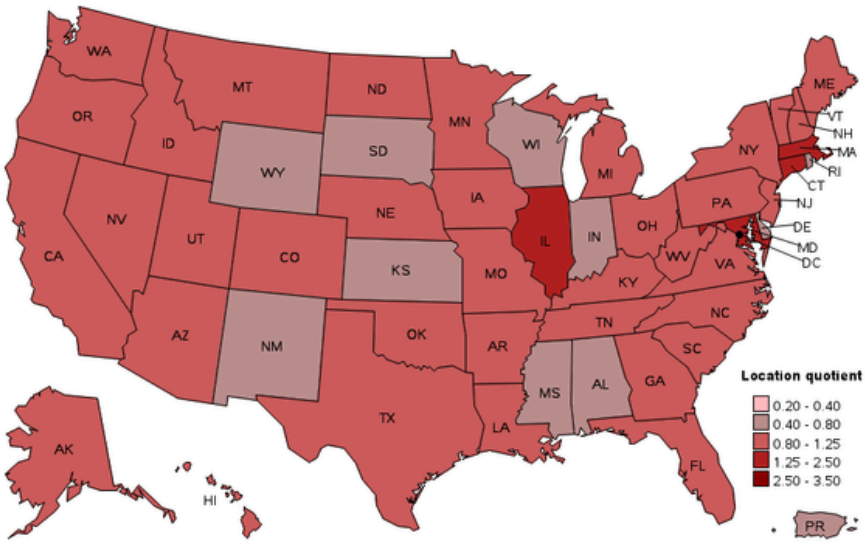


Figure 2
Management Occupations by Location Quotient

Source: U.S. Bureau of Labor Statistics (BLS), Occupational Employment and Wage Statistics (OEWS).

Table 3 . Concentration of Business and Financial Operations Occupations by State: : Location Quotient and Jobs per 1,000 Employees

Area Name	Annual Mean Wage	Employment per 1,000 Jobs	Location Quotient
District of Columbia	$115,660	160.241	2.4
Virginia	$101,210	97.121	1.5
Colorado	$99,320	93.430	1.4
Washington	$104,130	84.549	1.3
Delaware	$98,400	83.122	1.2
Maryland	$102,000	82.372	1.2
Georgia	$90,150	81.537	1.2
Massachusetts	$106,290	80.325	1.2
New York	$114,110	74.485	1.1
Rhode Island	$92,050	73.582	1.1
Utah	$84,000	71.610	1.1
Minnesota	$93,560	71.294	1.1
Florida	$87,940	70.834	1.1
Arizona	$85,600	69.807	1.0
North Carolina	$92,860	69.299	1.0
California	$106,440	69.138	1.0
Oregon	$90,920	68.357	1.0
New Jersey	$104,360	66.555	1.0
Ohio	$84,000	64.810	1.0
Kansas	$82,180	64.665	1.0
Illinois	$92,890	64.594	1.0
Puerto Rico	$48,520	63.895	0.9
Wisconsin	$84,130	63.149	0.9
Missouri	$82,400	62.148	0.9
Texas	$86,050	62.078	0.9
New Hampshire	$87,180	61.130	0.9
Michigan	$85,000	61.088	0.9
Pennsylvania	$86,650	60.621	0.9
Connecticut	$98,260	59.577	0.9
Iowa	$81,400	59.322	0.9
Virgin Islands	$67,220	59.101	0.9
Nebraska	$76,100	57.909	0.9
Vermont	$84,490	57.594	0.9
Montana	$77,580	57.555	0.9
South Dakota	$82,130	57.378	0.9
Tennessee	$79,980	56.887	0.9
Oklahoma	$78,230	56.823	0.9
New Mexico	$83,650	55.353	0.8
Maine	$85,180	53.312	0.8
South Carolina	$85,180	52.726	0.8
Arkansas	$75,550	52.371	0.8
Alabama	$82,220	51.980	0.8
Guam	$64,440	51.481	0.8
North Dakota	$79,730	48.789	0.7
Hawaii	$83,110	48.590	0.7
Idaho	$79,780	48.567	0.7
Indiana	$81,750	48.227	0.7
West Virginia	$74,410	47.160	0.7
Wyoming	$85,840	46.770	0.7
Nevada	$82,620	46.630	0.7
Louisiana	$75,900	45.489	0.7
Kentucky	$76,320	44.392	0.7
Alaska	$90,470	43.162	0.6
Mississippi	$73,720	39.040	0.6

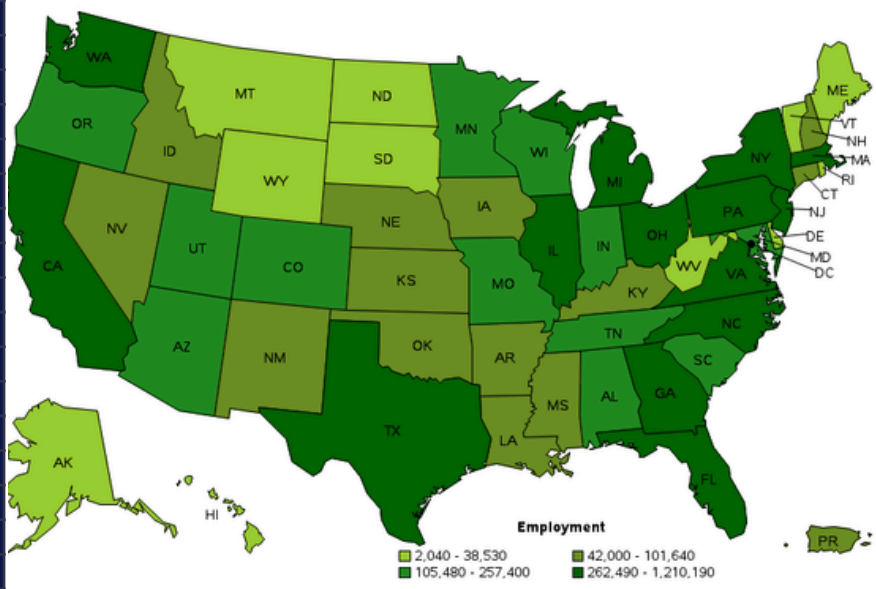


Figure 3

Business and Financial Operations Occupations per 1,000 Employees

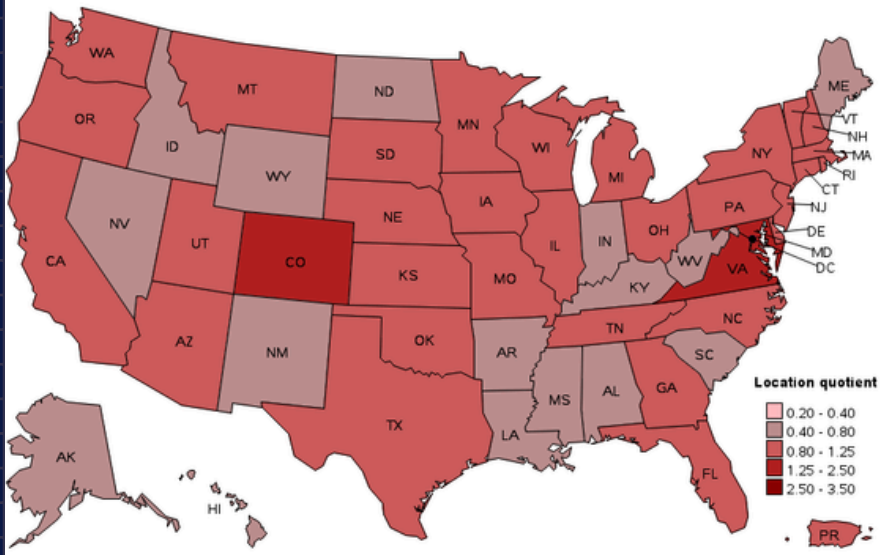


Figure 4

Business and Financial Operations Occupations by Location Quotient

Source: U.S. Bureau of Labor Statistics (BLS), Occupational Employment and Wage Statistics (OEWS).

Table 4. Concentration of Computer and Mathematical Occupations by State: Location Quotient and Jobs per 1,000 Employees

Area Name	Annual Mean Wage	Employment per 1,000 Jobs	Location Quotient
District of Columbia	$130,930	67.173	2
Washington	$146,660	60.231	1.8
Virginia	$127,880	58.633	1.7
Maryland	$127,390	50.823	1.5
Colorado	$127,000	47.051	1.4
Massachusetts	$127,930	43.013	1.3
Utah	$108,360	42.147	1.3
California	$149,800	40.954	1.2
New Jersey	$122,030	38.683	1.1
North Carolina	$111,480	38.288	1.1
Rhode Island	$110,800	37.301	1.1
Texas	$110,420	35.821	1.1
Arizona	$107,310	33.722	1
Delaware	$113,100	34.577	1
Georgia	$106,140	34.241	1
Minnesota	$107,130	33.37	1
New Hampshire	$111,940	33.268	1
Connecticut	$112,520	29.447	0.9
Florida	$104,030	29.61	0.9
Illinois	$104,630	29.426	0.9
Michigan	$96,590	28.599	0.9
Missouri	$90,910	29.208	0.9
Nebraska	$94,770	31.894	0.9
New York	$127,570	31.438	0.9
Oregon	$117,770	31.575	0.9
Pennsylvania	$100,280	29.016	0.9
Alabama	$101,140	27.377	0.8
Iowa	$94,020	25.091	0.8
Kansas	$97,180	27.531	0.8
New Mexico	$103,880	27.623	0.8
Ohio	$98,890	26.774	0.8
Vermont	$103,460	26.652	0.8
Wisconsin	$94,410	28.201	0.8
Idaho	$101,690	22.217	0.7
Maine	$95,120	22.732	0.7
Oklahoma	$88,280	22.935	0.7
South Carolina	$95,020	23.773	0.7
Tennessee	$93,860	24.919	0.7
Arkansas	$85,370	20.441	0.6
Hawaii	$99,510	21.849	0.6
Indiana	$88,500	21.461	0.6
Kentucky	$88,350	19.399	0.6
Montana	$89,630	18.907	0.6
South Dakota	$88,860	21.331	0.6
West Virginia	$95,200	19.146	0.6
Alaska	$91,900	15.998	0.5
Nevada	$98,220	17.912	0.5
North Dakota	$85,270	18.014	0.5
Guam	$55,470	13.059	0.4
Louisiana	$89,090	13.182	0.4
Mississippi	$74,690	14.242	0.4
Puerto Rico	$51,000	15.021	0.4
Wyoming	$87,760	14.619	0.4
Virgin Islands	$85,440	10.015	0.3

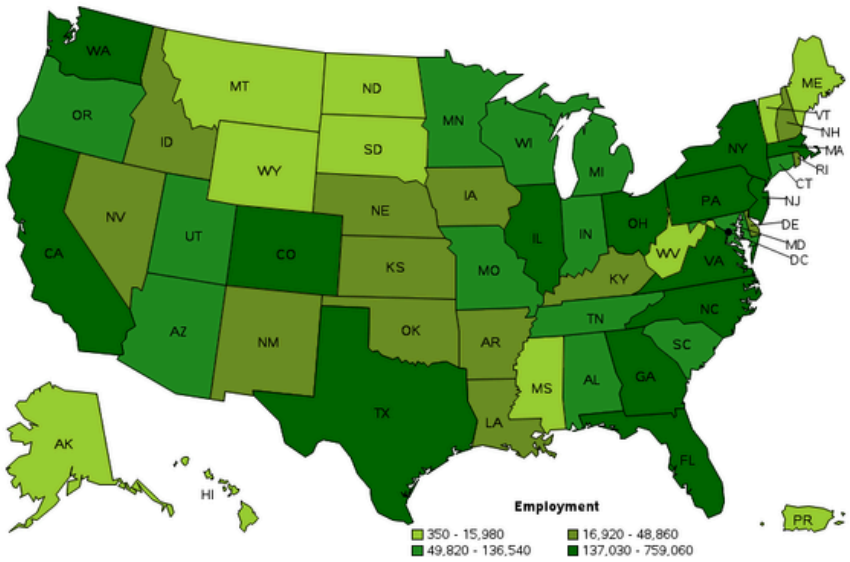


Figure 5
Computer and Mathematical Occupations per 1,000 Employees

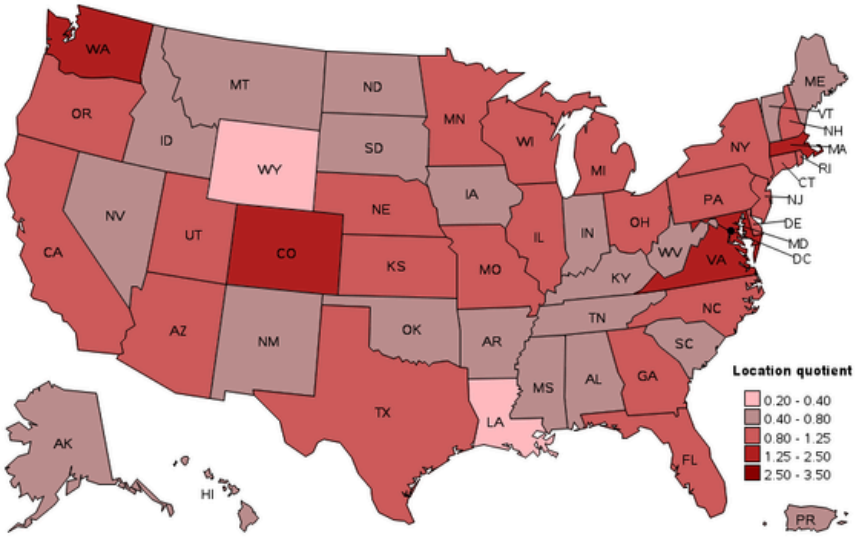


Figure 6
Computer and Mathematical Occupations by Location Quotient

Source: U.S. Bureau of Labor Statistics (BLS), Occupational Employment and Wage Statistics (OEWS).

Table 5 highlights the strong labor market performance of business and computer science occupations in both Georgia and the United States. The data show that the historical annual growth rates over the past ten years for these occupations in Georgia have exceeded national growth rates. Management, business and financial operations, and computer and mathematical occupations grew at 4.0 percent, 3.3 percent, and 2.9 percent annually in Georgia compared to 3.2 percent, 2.9 percent, and 2.5 percent nationally, respectively. In both Georgia and the United States, these occupations rank among the fastest-growing occupational groups, with management and business occupations ranking first and second, respectively, while computer and mathematical occupations rank fifth in Georgia and fourth nationally. These rankings indicate that the growth of these occupations is not only significant at the state level but also reflects strong and sustained national demand for these skills.

In addition to strong growth, these occupations exhibit lower unemployment rates than both the state and national averages, signaling stable labor market conditions and strong employer demand. Unemployment rates for management occupations are 1.7 percent in Georgia, while business and financial operations and computer occupations report 2.5 percent, all of which are below the state average unemployment rate of 3.5 percent and the corresponding national averages.

Although Georgia's cost of living is estimated to be **roughly 8 to 10 percent below the national average**, wages in these occupations are only slightly lower than the national averages, suggesting strong demand for these occupations in Georgia's labor market, which places upward pressure on wages. The combination of strong historical growth, low unemployment rates, and competitive wages highlights the continued importance of these occupations within both Georgia's labor market and the broader national economy.

Table 5. Comparative Labor Market Performance of Business and Computer Science Occupations in Georgia and the United States

	Occupation	Employment		Mean Ann Wages		Unemployment Rate		Annual Growth		Rank	
		GA	US	GA	US	GA	US	GA	US	GA	US
11-0000	Management Occupations	396,979	13,112,727	$137,800	$141,500	1.7%	2.0%	4.0%	3.2%	1	1
13-0000	Business and Financial Operations Occupations	401,623	10,900,332	$92,000	$97,100	2.5%	2.9%	3.3%	2.9%	2	2
15-0000	Computer and Mathematical Occupations	171,418	5,307,597	$111,200	$121,400	2.5%	3.1%	2.9%	2.5%	5	4

Source: Jobseq: Chmura Industry/Occupation Matrix and industry employment data from the Quarterly Census of Employment Wages, Occupational Employment and Wage Statistics (OEWS) provided by the Bureau of Labor Statistics (BLS)

Regional Distribution of Business, Management, and Computer Occupations in Georgia

Understanding the geographic distribution of occupations within Georgia provides important insight into how labor demand, wages, and workforce specialization vary across the state. Differences in employment concentration and wage levels across metropolitan and nonmetropolitan areas reflect the presence of industry clusters, corporate headquarters, and regional economic activity. Examining these patterns helps identify where high-skill occupations are concentrated, where wage premiums occur, and which regions may benefit from workforce development initiatives or business investment. Detailed regional data for management, business, and financial operations, and computer and mathematical occupations, including employment levels, wage distributions, employment density, and location quotients, are presented in Appendix B.

Management Occupations

Management occupations show significant regional concentration in major metropolitan areas, particularly in the Atlanta-Sandy Springs-Roswell metropolitan area, which dominates the state with 118,670 management jobs, far exceeding all other regions. Atlanta also reports the highest employment density (41.3 jobs per 1,000 workers) and the highest location quotient (1.2), indicating a strong concentration of managerial positions relative to the national average. This pattern reflects Atlanta's role as Georgia's primary corporate and economic hub, hosting numerous corporate headquarters and large business operations.

In terms of wages, Atlanta also reports the highest average annual wage ($110,840) among the listed regions, followed by Savannah ($97,980) and Columbus ($96,980). These wage premiums likely reflect the presence of larger firms, more complex management roles, and higher demand for experienced professionals in these regions.

At the other end of the spectrum, smaller metropolitan and nonmetropolitan areas report lower wage levels and employment concentrations. For example, Athens-Clarke County reports the lowest mean wage ($72,120) among the metropolitan areas, while several nonmetropolitan regions—including East Georgia and North Georgia—report lower employment densities and location quotients. These patterns suggest that management occupations are more concentrated in larger economic centers where corporate activity and business operations are more prominent.

Business and Financial Operations Occupations

Business and financial operations occupations show a similar geographic pattern, with strong concentration in major economic centers. The Atlanta metropolitan area again dominates employment, with 266,100 jobs and the highest employment density (92.7 jobs per 1,000 workers) as well as a location quotient of 1.4, indicating a significantly higher concentration than the national average. This reflects Atlanta's role as a regional hub for finance, corporate services, consulting, logistics, and professional services.

Interestingly, Warner Robins also exhibits a high employment concentration, reporting 113.9 jobs per 1,000 workers and a location quotient of 1.7, the highest among the listed regions. This concentration may be influenced by the presence of Robins Air Force Base and associated administrative and financial operations, which create demand for business and financial professionals.

In terms of wages, Athens-Clarke County reports the highest mean wage ($109,440) for business and financial operations occupations, followed by Brunswick-St. Simons ($98,910) and Atlanta ($93,710). These higher wages may reflect specialized professional services roles or the presence of financial and consulting activities.

Regions with lower wage levels and concentration include East Georgia nonmetropolitan areas and Valdosta, where employment density and location quotients remain below the state average. These patterns highlight how professional and financial service occupations tend to cluster in regions with stronger corporate and institutional presence.

Computer and Mathematical Occupations

Computer and mathematical occupations also show strong regional concentration in Georgia's largest economic centers, particularly in the Atlanta metropolitan area, which records the highest employment level and employment density (41.3 jobs per 1,000 workers) with a location quotient of 1.2. This concentration reflects Atlanta's growing role as a technology and innovation hub, supported by expanding technology firms, fintech companies, and a strong professional services sector.

In terms of wages, Atlanta again reports the highest average annual wage ($110,840), reflecting strong demand for high-skill technology professionals. Other metropolitan areas such as Savannah ($97,980) and Columbus ($96,980) also report relatively high wages, suggesting that technology-related roles are expanding beyond the Atlanta region.

Conversely, several nonmetropolitan regions report lower employment density and location quotients, indicating a smaller concentration of technology occupations. These patterns are consistent with national trends in which technology jobs tend to cluster in larger metropolitan areas with strong industry ecosystems, research institutions, and access to skilled labor.

Key Labor Market Insights Across the Three Occupations

Across all three occupational groups, a consistent pattern emerges: large metropolitan areas—particularly Atlanta—serve as the primary centers for high-skill employment and higher wages, while smaller metropolitan and nonmetropolitan regions exhibit lower concentrations. However, the presence of meaningful employment levels in several smaller regions suggests that these occupations are distributed across the state and support a broad range of industries.

The geographic distribution highlights the importance of regional workforce development strategies, particularly in expanding access to training and education programs that support business, management, and technology occupations across Georgia.

Industry Distribution and Projected Demand

Business, management, and computer occupations are employed across a wide range of industries in Georgia, reflecting the broad role these occupations play in supporting economic activity throughout the state. Understanding the industry distribution of these occupations and their projected demand over the next five years helps identify the sectors that rely most heavily on these skills and where future workforce needs are likely to emerge. Detailed industry tables for each occupational group are provided in Appendix C, while the following discussion highlights the major patterns observed in the data.

Management Occupations

Management occupations are distributed across a diverse set of industries, reflecting the need for managerial oversight across nearly all sectors of the economy. The largest share of management employment in Georgia is found in management of companies and enterprises, which accounts for approximately 4.9 percent of management employment and reflects the presence of corporate headquarters and regional administrative offices within the state. Other major employers include management, scientific, and technical consulting services, computer systems design and related services, and restaurants and food services, illustrating how management roles are required across both professional services and consumer-facing industries.

Projected demand over the next five years suggests continued growth across several sectors. Industries such as computer systems design and related services and management consulting services show strong expected employment growth, indicating increasing demand for managerial roles within high-skill professional and technology-related industries. At the same time, industries such as construction, healthcare, and education also contribute to management employment, reflecting the widespread need for leadership and administrative functions across Georgia's economy.

Business and Financial Operations Occupations

Business and financial operations occupations are heavily concentrated in professional and financial service industries, highlighting their central role in supporting business operations and corporate decision-making. The largest share of employment is found in management, scientific, and technical consulting services, which accounts for approximately 7.8 percent of employment in this occupational group. Other major industries include management of companies and enterprises, accounting and tax preparation services, and insurance-related activities, reflecting the importance of financial management, accounting, and consulting services within Georgia's business environment.

Several industries also show strong projected growth over the next five years. In particular, consulting services, computer systems design, and corporate management activities are expected to generate substantial employment demand. These industries not only employ large numbers of business professionals but also show relatively strong employment growth projections, indicating continued expansion in professional services and corporate operations across the state.

Computer and Mathematical Occupations

Computer and mathematical occupations are more heavily concentrated in technology-related industries, although they also support a wide range of other sectors. The largest share of employment is found in computer systems design and related services, which accounts for approximately 25.5 percent of employment in this occupational group, highlighting the central role of the technology services sector in employing computer professionals in Georgia.

Other important industries include software publishing, data processing and web hosting services, and management of companies and enterprises, all of which require specialized technical expertise. These industries also show strong projected growth over the next five years, suggesting continued expansion of technology-related employment opportunities.

In addition to the technology sector, computer and mathematical occupations are also employed in industries such as financial services, insurance, higher education, and healthcare, reflecting the increasing reliance on data analysis, digital infrastructure, and information technology across many sectors of the modern economy.

Overall Industry Patterns

Across all three occupational groups, the industry mix highlights the strong role of professional services, corporate management, and technology-related industries in shaping employment demand for high-skill occupations in Georgia. The data also show that these occupations support a wide range of sectors—including education, healthcare, construction, and financial services—demonstrating their importance to the broader economy. The projected five-year demand suggests that industries associated with technology, consulting, and corporate management will continue to drive employment growth for these occupations.

The industry distribution and projected demand patterns suggest that professional services and technology-related industries are emerging as key drivers of high-skill employment growth in Georgia, reinforcing the importance of workforce development strategies that support business, financial, and technology skills.

Projected Occupational Gaps

Figures 7 and 8 present the projected potential occupation gaps in Georgia over the short term (five years) and the long term (ten years). These estimates are developed by Chmura using the JobEQ model and draw on multiple data sources, including the Bureau of Labor Statistics' Occupational Employment and Wage Statistics (OEWS). The analysis compares projected occupational demand with the expected supply of workers, taking into account regional population growth and the projected educational attainment of the workforce. When projected demand for an occupation exceeds the expected local supply of qualified workers, a potential workforce shortfall emerges. Detailed occupation gap estimates for six-digit occupational classifications within these major occupational groups are presented in Appendix D. These estimates are based on five-year projections, which provide more reliable short-term workforce insights.

Both projections indicate that several high-skill occupations are expected to face supply shortages in Georgia. In the five-year forecast, management occupations are projected to experience an annual gap of approximately 2,432 workers, while computer and mathematical occupations are expected to face a shortfall of about 1,096 workers, and business and financial operations occupations about 1,060 workers. The ten-year projections show similar patterns but with slightly larger gaps, reflecting the cumulative effects of long-term employment growth and workforce replacement needs. Over this longer horizon, the potential annual shortfall rises to approximately 2,765 workers for management occupations, 1,563 for business and financial operations occupations, and 1,316 for computer and mathematical occupations.

These projected shortages highlight the growing demand for business, management, and technology skills in Georgia's economy. If these gaps persist, employers may respond by expanding recruitment beyond the local labor market, increasing wages to attract talent, or investing in training and education programs to expand the pipeline of qualified workers. At the same time, rapid technological change, including advances in artificial intelligence and automation, may alter the demand for certain tasks and skills within these occupations, potentially reshaping workforce needs over time. While occupation gap estimates provide useful insight into potential labor market pressures, they should be interpreted alongside other indicators such as employment growth projections, unemployment rates, wage trends, workforce training outcomes, and evolving technological developments.

Figure 7. Projected Potential Occupation Gaps in Georgia: Five-Year Forecast

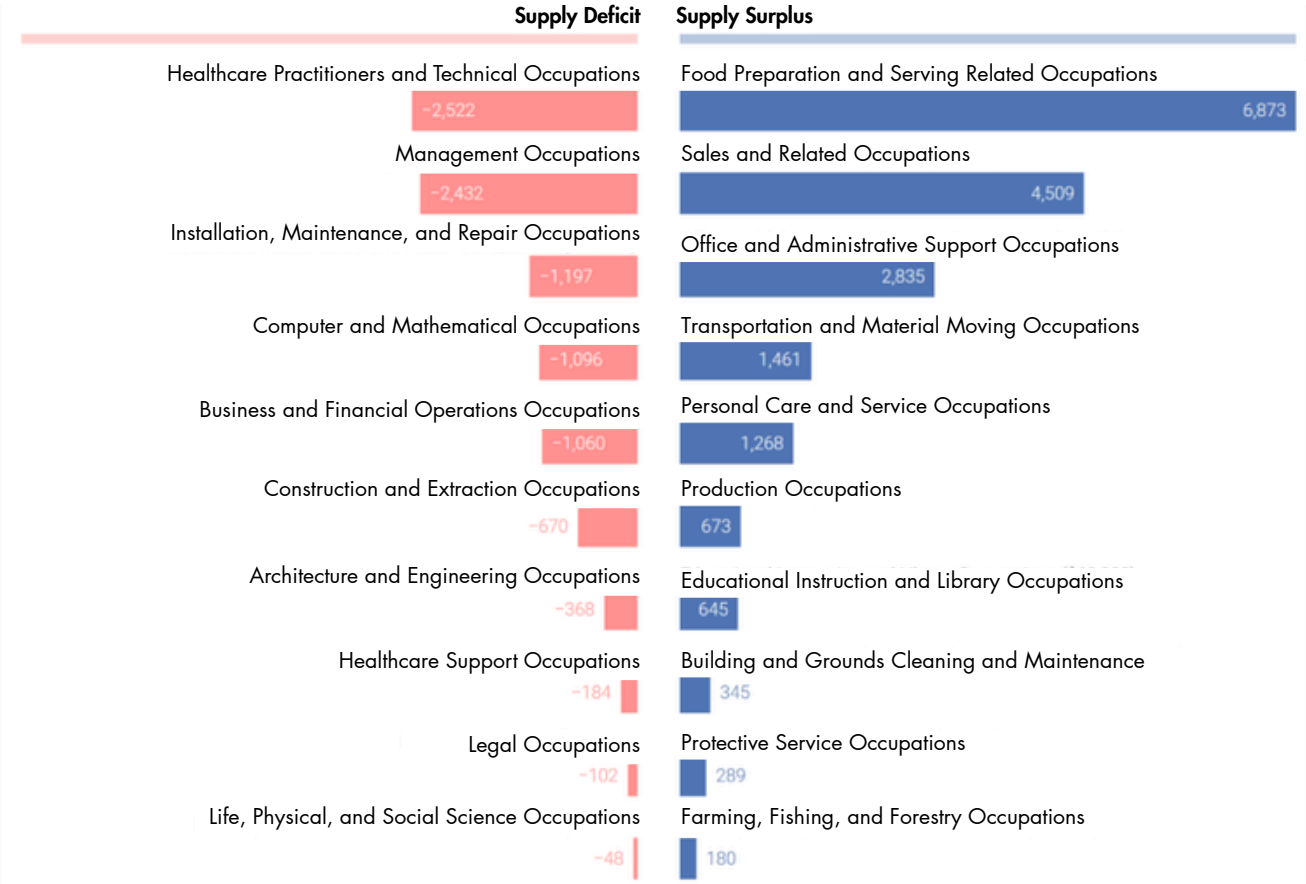
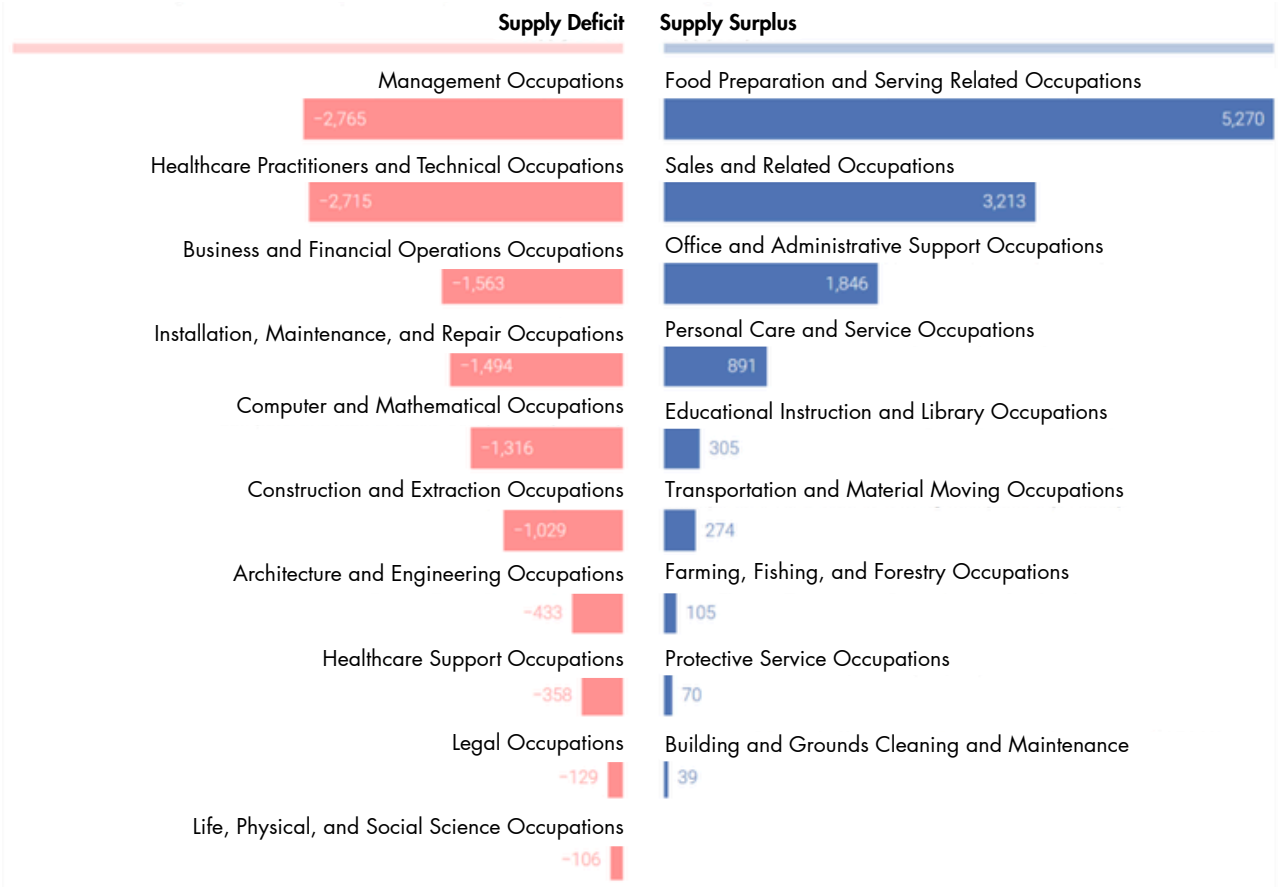


Figure 8. Projected Potential Occupation Gaps in Georgia: Ten-Year Forecast



Source: JobsEQ (Chmura Economics & Analytics), Industry/Occupation Mix and Occupation Gap Analysis, based on BLS (OEWS, SOC) and Census (NAICS) data. Note: The Potential Occupation Gap compares projected occupational demand with local labor supply, incorporating employment growth, separations (transfers and exits), and educational attainment.

Real-Time Labor Market Demand

In addition to long-term employment projections, examining real-time job posting activity provides valuable insight into current labor market demand and hiring trends. While employment projections help identify long-term workforce needs, job postings capture near-term employer demand for specific occupations, skills, certifications, and education requirements. Analyzing job postings for management, business and financial operations, and computer and mathematical occupations helps identify how employers are currently recruiting talent and what qualifications are most frequently requested in Georgia's labor market.

To support this analysis, this study utilizes the Real-Time Intelligence (RTI) job postings dataset developed by Chmura, the provider of the JobEQ labor market analytics platform. The RTI dataset collects online job advertisements from more than 49,000 sources, including job boards, job aggregators, and company career websites. Job postings are continuously collected and updated daily, and duplicate advertisements are removed to generate counts of unique job postings. This dataset allows researchers to analyze job postings by occupation (SOC codes), industry, employer, skills, certifications, education requirements, and geographic location.

Because online job postings reflect active recruitment efforts, they provide a useful indicator of employer demand for labor. However, job posting data should be interpreted with caution, as posting volumes may be affected by factors such as changes in recruiting practices, variations in how employers advertise positions, and the availability of data sources. Despite these limitations, real-time job posting data offer valuable insights into short-term labor market conditions, emerging skill requirements, and workforce training needs, complementing traditional labor market indicators such as employment projections, wage data, and occupational gap analyses.

In this report, RTI job posting data are used to examine recent hiring activity and skill demand for management, business and financial operations, and computer and mathematical occupations in Georgia.

Real-time job posting data provide additional insight into employer demand for specific occupations within Georgia's labor market. Over the past twelve months, employers posted approximately 115,651 new job advertisements for management occupations, 71,909 postings for business and financial operations occupations, and 56,223 postings for computer and mathematical occupations. Examining job posting activity at the detailed six-digit occupational level highlights the specific roles that are most actively sought by employers and helps identify the skills and functions driving demand within each occupational group.

Within management occupations, the largest number of postings were concentrated in leadership roles associated with technology, healthcare, and business operations. For example, medical and health services managers (25,231 postings) and computer and information systems managers (18,491 postings) accounted for a substantial share of employer demand. Other frequently advertised roles include marketing managers, sales managers, and general and operations managers, reflecting the broad need for managerial leadership across industries such as healthcare, technology, professional services, and corporate administration.

Among business and financial operations occupations, demand was particularly strong for analytical and human resource roles. Business operations specialists, human resources specialists, and management analysts accounted for the highest number of job postings, each exceeding 12,000 postings during the past year. These occupations play key roles in organizational planning, workforce management, and operational efficiency. Other high-demand positions include accountants and auditors, financial and investment analysts, and market research analysts, indicating continued demand for financial expertise, data-driven decision-making, and strategic business analysis.

In computer and mathematical occupations, job postings were heavily concentrated in technology development and IT support roles. Software developers represented the largest share of postings, with more than 14,600 advertisements, followed by computer user support specialists, network and computer systems administrators, and computer systems engineers/architects. These occupations support the development, maintenance, and security of digital infrastructure across industries. The presence of roles such as data scientists, information security analysts, and business intelligence analysts also highlights the growing importance of data analytics and cybersecurity capabilities in Georgia's economy.

Overall, the job posting patterns reinforce the broader labor market trends identified earlier in the report. Demand for management, business, and technology-related occupations is driven by the expanding role of professional services, healthcare administration, financial analysis, and digital infrastructure across Georgia's industries. Real-time job posting data therefore complement long-term projections by providing a timely indicator of employer hiring activity and evolving skill requirements.

A notable pattern emerging from the job posting data is the concentration of demand for management roles in healthcare and technology sectors. Within management occupations, medical and health services managers (25,231 postings) and computer and information systems managers (18,491 postings) represent the largest number of job advertisements in Georgia during the past year. This suggests that leadership roles connected to healthcare administration and information technology infrastructure are among the most actively recruited management positions in the state.

This pattern is consistent with the occupation gap projections presented earlier in the report. Both management occupations and computer and mathematical occupations show projected workforce shortages over the next five to ten years. The strong real-time hiring activity for healthcare management and IT leadership roles suggests that these projected shortages are already beginning to appear in the labor market. As healthcare systems expand and businesses continue to invest in digital infrastructure, demand for experienced managers who can oversee complex organizations, data systems, and technology implementation is expected to remain strong.

These findings indicate that Georgia's labor market is experiencing a growing need for managerial talent with specialized expertise in healthcare operations, information technology, and data-driven decision-making. Addressing these shortages may require expanded workforce training pipelines, leadership development programs, and stronger connections between higher education programs and employer needs in these sectors.

Across the three occupational groups, employer demand is highly concentrated in a relatively small number of occupations. For example, within computer and mathematical occupations, the top five roles — software developers, computer user support specialists, network and computer systems administrators, computer systems engineers/architects, and information technology project managers — account for approximately 40,000 job postings, representing roughly 70 percent of the total 56,223 job postings in this occupational group during the past year. This concentration indicates that employer demand in the technology workforce is driven primarily by roles associated with software development, IT infrastructure, and technical support functions.

A similar pattern appears within business and financial operations occupations, where the top three roles — business operations specialists, human resources specialists, and management analysts — together account for more than 38,000 postings, representing over half of all postings within the occupation group. These roles support core organizational functions such as strategic planning, workforce management, and operational efficiency.

Within management occupations, demand is concentrated in leadership positions tied to expanding sectors such as healthcare and technology. Medical and health services managers, computer and information systems managers, and marketing managers together account for a substantial share of job postings within the group. This pattern suggests that employer demand is particularly strong for managers capable of overseeing complex organizations, digital systems, and strategic growth initiatives.

These patterns suggest that Georgia's labor market demand for management, business, and technology occupations is both specialized and concentrated, with a relatively small number of roles accounting for a large share of employer hiring activity. This concentration highlights the importance of workforce development programs that focus on these high-demand occupations and the skills associated with them.

Table 6. Top 25 Management Occupations by New Job Postings in Georgia (Past 12 Months)

SOC	Occupation	New Job Ads
11-9111	Medical and Health Services Managers	25,231
11-3021	Computer and Information Systems Managers	18,491
11-2021	Marketing Managers	10,415
11-2022	Sales Managers	7,416
11-1021	General and Operations Managers	7,074
11-9041	Architectural and Engineering Managers	6,727
11-3031	Financial Managers	6,356
11-9021	Construction Managers	4,812
11-9141	Property, Real Estate, and Community Association Managers	4,640
11-1011	Chief Executives	3,801
11-9033	Education Administrators, Postsecondary	3,467
11-9051	Food Service Managers	3,231
11-3071	Transportation, Storage, and Distribution Managers	2,385
11-3051	Industrial Production Managers	2,254
11-9180	Managers, All Other	1,734
11-3061	Purchasing Managers	1,524
11-3121	Human Resources Managers	1,423
11-9031	Education and Childcare Administrators, Preschool and Daycare	786
11-9121	Natural Sciences Managers	769
11-9032	Education Administrators, Kindergarten through Secondary	553
11-3013	Facilities Managers	470
11-9151	Social and Community Service Managers	435
11-9081	Lodging Managers	326
11-9199	Personal Service Managers, All Other	310
11-2032	Public Relations Managers	283

Source: Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 49,000 websites.

Table 7. Top 25 Business and Financial Operations Occupations by New Job Postings in Georgia (Past 12 Months)

SOC	Occupation	New Job Ads
13-1199	Business Operations Specialists, All Other	13,116
13-1071	Human Resources Specialists	13,097
13-1111	Management Analysts	12,263
13-2011	Accountants and Auditors	8,869
13-2051	Financial and Investment Analysts	3,934
13-1161	Market Research Analysts and Marketing Specialists	2,169
13-1051	Cost Estimators	1,632
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	1,553
13-1151	Training and Development Specialists	1,542
13-1031	Claims Adjusters, Examiners, and Investigators	1,433
13-1081	Logistics Analysts	1,431
13-2053	Insurance Underwriters	1,356
13-2072	Loan Officers	1,350
13-1141	Compensation, Benefits, and Job Analysis Specialists	1,095
13-1161	Search Marketing Strategists	981
13-1121	Meeting, Convention, and Event Planners	916
13-1081	Logisticians	763
13-2099	Fraud Examiners, Investigators and Analysts	598
13-2082	Tax Preparers	531
13-1041	Compliance Officers	507
13-2081	Tax Examiners and Collectors, and Revenue Agents	464
13-1131	Fundraisers	368
13-2061	Financial Examiners	353
13-2054	Financial Risk Specialists	326
13-2031	Budget Analysts	272

Source: Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 49,000 websites.

Table 8. Top 25 Computer and Mathematical Occupations by New Job Postings in Georgia (Past 12 Months)

SOC	Occupation	New Job Ads
15-1252	Software Developers	14,640
15-1232	Computer User Support Specialists	9,900
15-1244	Network and Computer Systems Administrators	6,361
15-1299	Computer Systems Engineers/Architects	5,877
15-1299	Information Technology Project Managers	3,617
15-1212	Information Security Analysts	2,896
15-1211	Computer Systems Analysts	2,137
15-2031	Operations Research Analysts	1,982
15-1253	Software Quality Assurance Analysts and Testers	1,537
15-2051	Data Scientists	1,293
15-1221	Computer and Information Research Scientists	1,265
15-2051	Business Intelligence Analysts	1,078
15-1254	Web Developers	862
15-1242	Database Administrators	760
15-1243	Database Architects	555
15-1255	Web and Digital Interface Designers	487
15-1299	Geographic Information Systems Technologists and Technicians	306
15-2011	Actuaries	270
15-1211	Health Informatics Specialists	190
15-1251	Computer Programmers	113
15-1241	Computer Network Architects	92
15-1243	Data Warehousing Specialists	89
15-2041	Statisticians	89
15-1299	Information Security Engineers	71
15-1299	Document Management Specialists	67

Source: Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 49,000 websites.

In-Demand Skills in Georgia's Business, Management, and Technology Workforce

In addition to analyzing occupations and job postings, examining the skills requested in job advertisements provides deeper insight into the competencies driving employer demand and helps connect projected occupational gaps with the practical workforce capabilities required by employers. Using Real-Time Intelligence (RTI) job posting data from Chmura, the analysis identifies the top 50 skills most frequently mentioned in job advertisements during the past twelve months in Georgia for management, business and financial operations, and computer and mathematical occupations. Because skills are extracted directly from job postings, they offer a timely view of employer expectations and the practical capabilities required for these roles. Understanding the most frequently requested skills can help inform workforce development initiatives, education and training programs, and career pathways aligned with employer demand.

Within management occupations, the most frequently requested skills reflect a mix of core business competencies, digital tools, and leadership capabilities. Basic workplace technologies such as Microsoft Office, Microsoft Excel, Microsoft PowerPoint, and Microsoft Outlook appear prominently, highlighting the continued importance of general productivity software for managerial roles. Skills related to customer relationship management (CRM), marketing, sales, and presentation also appear frequently, reflecting the strategic and communication responsibilities associated with leadership positions.

At the same time, the presence of skills such as Agile project management, Salesforce, Microsoft Azure, and SQL suggests that many managerial roles increasingly require familiarity with digital systems and data-driven decision-making. Skills related to team leadership, change management, performance management, and operations management further emphasize the importance of leadership and organizational oversight capabilities. Together, these patterns indicate that modern management roles require a combination of strategic leadership, technical literacy, and data-oriented decision-making.

Table 9. Top 50 Skills Highlighted in Job Advertisements for Management Occupations in Georgia (Past 12 Months)

	Skill Name	New Job Ads		Skill Name	New Job Ads
1	Microsoft Office	19,016	26	Python	2,545
2	Microsoft Excel	17,812	27	Microsoft Project	2,502
3	Microsoft PowerPoint	7,868	28	Operations Management	2,427
4	Customer Relationship Management (CRM)	7,832	29	Google	2,398
5	Presentation	7,074	30	Business Development	2,247
6	Marketing	6,475	31	Vendor Management	2,245
7	Microsoft Outlook	6,365	32	Mathematics	2,190
8	Finance	5,993	33	Budgeting	2,137
9	Agile	5,507	34	Lean Six Sigma	2,076
10	Change Management	5,398	35	Product Management	2,040
11	Salesforce	4,795	36	Microsoft Power BI	2,010
12	Microsoft Word	4,777	37	Spanish	1,997
13	Sales	4,604	38	Tableau	1,991
14	Manufacturing	4,237	39	Statistics	1,955
15	SaaS	3,703	40	Oracle	1,920
16	Data Analysis	3,374	41	Information Security	1,869
17	Structured Query Language (SQL)	3,374	42	Property Management	1,802
18	Performance Management	3,187	43	Digital Marketing	1,790
19	Microsoft Azure	3,135	44	Personal Computers (PC)	1,739
20	Teaching/Training, Job	3,099	45	Computer Programming/Coding	1,719
21	SAP	3,061	46	English	1,690
22	Hospitality	2,875	47	Yardi	1,632
23	Team Leadership	2,746	48	Atlassian JIRA	1,580
24	Ability to Lift 41-50 lbs.	2,582	49	Autodesk AutoCAD	1,570
25	Amazon Web Services (AWS)	2,571	50	Supply Chain Management	1,529

Source: Real-Time Intelligence (RTI) data set, produced wholly by Chmura

The skill profile for business and financial operations occupations highlights a strong emphasis on analytical, financial, and data-related competencies. Spreadsheet and productivity tools such as Microsoft Excel, Microsoft Office, PowerPoint, Word, and Outlook dominate the top of the list, with Excel appearing in more than 23,000 job postings, underscoring its central role in financial analysis and reporting tasks.

In addition to productivity tools, many postings emphasize data analysis, SQL, SAP, Tableau, and Microsoft Power BI, indicating growing demand for professionals capable of analyzing data and generating business insights. Traditional financial skills such as accounting, GAAP, auditing, reconciliation, underwriting, and financial reporting also appear frequently, reflecting the regulatory and financial reporting requirements faced by many organizations. The presence of skills such as statistics, Python, and supply chain management further suggests that employers increasingly value professionals who combine financial expertise with quantitative analysis and operational knowledge.

Table 10. Top 50 Skills Highlighted in Job Advertisements for Business and Financial Operations Occupations in Georgia (Past 12 Months)

	Skill Name	New Job Ads		Skill Name	New Job Ads
1	Microsoft Excel	23,165	26	Pivot Tables	2,024
2	Microsoft Office	17,405	27	Purchasing	1,980
3	Microsoft PowerPoint	8,817	28	Underwriting	1,979
4	Finance	5,639	29	Statistics	1,878
5	Microsoft Outlook	5,514	30	Spanish	1,714
6	Presentation	4,576	31	Python	1,708
7	Microsoft Word	4,464	32	Mathematics	1,656
8	Data Analysis	4,376	33	Financial Reporting	1,632
9	Customer Relationship Management (CRM)	4,099	34	Performance Management	1,597
10	Structured Query Language (SQL)	4,063	35	Teaching/Training, Job	1,478
11	SAP	3,557	36	Microsoft SharePoint	1,477
12	Accounting	3,365	37	SaaS	1,366
13	Understanding of Generally Accepted Accounting Principles (GAAP)	3,190	38	Internal Auditing	1,355
14	Change Management	3,164	39	Insurance	1,353
15	Marketing	3,090	40	Sales	1,304
16	Salesforce	3,083	41	Supply Chain Management	1,253
17	Microsoft Power BI	2,998	42	Vendor Management	1,249
18	Tableau	2,938	43	Personal Computers (PC)	1,235
19	Agile	2,702	44	Auditing	1,231
20	Manufacturing	2,655	45	Digital Marketing	1,184
21	Oracle HRIS	2,583	46	Google	1,151
22	Public Accounting	2,331	47	English	1,128
23	Oracle	2,328	48	Lean Six Sigma	1,102
24	Recruiting	2,229	49	Vlookups	1,085
25	Reconciliation	2,119	50	Microsoft Project	1,040

Source: Real-Time Intelligence (RTI) data set, produced wholly by Chmura

In computer and mathematical occupations, the most frequently requested skills are heavily concentrated in software development, cloud computing, and data engineering technologies. Core programming and development skills such as computer programming/coding, Python, SQL, Java, and JavaScript appear among the most frequently cited competencies. Cloud and infrastructure technologies including Microsoft Azure, Amazon Web Services (AWS), Kubernetes, Docker, and Linux also appear prominently, reflecting the rapid adoption of cloud-based systems and modern software deployment practices.

In addition, skills associated with data analytics and emerging technologies, such as machine learning, statistics, data analysis, and artificial intelligence, appear throughout the list. Tools supporting collaborative software development and project management—such as Git, Atlassian JIRA, Scrum, and DevOps practices—are also widely requested. These patterns suggest that employers are seeking professionals who possess not only programming expertise but also the ability to work within modern software development ecosystems, cloud infrastructure environments, and data-driven organizations.

Table 11. Top 50 Skills Highlighted in Job Advertisements for Computer and Mathematical Occupations in Georgia (Past 12 Months)

	Skill Name	New Job Ads		Skill Name	New Job Ads
1	Computer Programming/Coding	12,511	26	Microsoft PowerShell	2,675
2	Python	12,478	27	Software Development	2,669
3	Structured Query Language (SQL)	12,141	28	Machine Learning	2,666
4	Microsoft Azure	10,526	29	Change Management	2,617
5	Amazon Web Services (AWS)	9,507	30	Data Analysis	2,569
6	Agile	8,909	31	Information Security	2,502
7	Java	7,966	32	Tableau	2,500
8	JavaScript	5,662	33	Microsoft Active Directory	2,460
9	Linux	4,975	34	Statistics	2,458
10	Microsoft Excel	4,820	35	Microsoft Power BI	2,427
11	Microsoft Office	4,401	36	CSS	2,321
12	Kubernetes	4,234	37	Angular	2,290
13	Git	4,233	38	Salesforce	2,265
14	Docker	3,939	39	TypeScript	2,147
15	Scrum	3,863	40	Presentation	2,064
16	Oracle	3,805	41	Customer Relationship Management (CRM)	2,039
17	Computer Networking	3,704	42	Bash	2,015
18	Atlassian JIRA	3,260	43	ServiceNow	2,002
19	Terraform	3,132	44	React.js	1,993
20	Google	3,067	45	DevOps*	1,983
21	GitHub	2,812	46	Systems Development Life Cycle (SDLC)	1,983
22	IT Support	2,809	47	Generative Artificial Intelligence*	1,966
23	Extract, Transform, Load (ETL)	2,778	48	Microsoft PowerPoint	1,954
24	SaaS	2,717	49	NoSQL	1,907
25	Jenkins	2,710	50	Red Hat Ansible	1,897

Source: Real-Time Intelligence (RTI) data set, produced wholly by Chmura

Across all three occupational groups, the skill patterns highlight the growing importance of digital literacy, data analysis, and technology integration across the modern workforce. Even within management and business roles, employers increasingly expect familiarity with data tools, cloud platforms, and analytical software. Several technical and data-oriented skills—including Microsoft Excel, SQL, Python, Tableau, Microsoft Power BI, and data analysis—appear prominently in job postings across both business and technology occupations. This overlap suggests that employers increasingly expect professionals in business roles to possess strong data literacy and analytical capabilities.

Notably, Microsoft Excel appears among the most frequently requested skills across all three occupational groups, underscoring its role as a foundational tool in modern workplaces. While advanced technologies such as cloud computing platforms and programming languages continue to grow in importance, the widespread presence of Excel highlights the continued need for professionals who can manage, analyze, and communicate data effectively using widely adopted tools. In many organizations, Excel functions as a bridge between traditional business processes and more advanced analytical platforms.

At the same time, skills such as SQL, Python, statistics, data analysis, and visualization tools like Tableau and Microsoft Power BI appear frequently in job postings for both business and technology occupations. This pattern indicates that many business functions now rely heavily on data-driven decision-making and analytical insights. The convergence of business, technology, and data skills reflects broader economic trends in which organizations increasingly depend on digital systems, cloud infrastructure, and analytics to support strategic planning and operational efficiency. As a result, many roles now require a blend of business expertise and technical capability, contributing to the emergence of hybrid positions often described as business analytics or data-driven decision roles.

Another notable signal in the job posting data is the presence of artificial intelligence and advanced analytics skills, particularly within computer and mathematical occupations. Skills such as machine learning, artificial intelligence, Python programming, and data science-related tools appear within the list of frequently requested competencies. However, these skills currently appear alongside—and often less frequently than—foundational technical capabilities such as programming, database management, and cloud computing. This pattern suggests that while artificial intelligence technologies are gaining attention, employers continue to prioritize the core technical infrastructure and analytical skills required to build, manage, and apply these technologies. Given the rapid pace of technological change, however, the demand for AI-related skills may expand significantly in the coming years, potentially reshaping workforce skill requirements across both technical and business occupations.

Most Frequently Advertised Job Titles for Management, Business, and Technology Occupations in Georgia

Analyzing the job titles most frequently appearing in online job advertisements provides additional insight into how employers describe and structure roles within each occupational group. Using Real-Time Intelligence (RTI) job posting data, the following tables highlight the top 50 job titles appearing in job advertisements during the past twelve months in Georgia for management, business and financial operations, and computer and mathematical occupations. Job title analysis complements occupation and skill data by revealing the specific roles and organizational functions employers are actively seeking to fill.

Within management occupations, many of the most frequently advertised job titles reflect leadership roles responsible for overseeing operations, projects, and organizational units. Titles such as general manager, project manager, operations manager, sales manager, and business development manager appear prominently in job postings. The presence of roles such as property managers, branch managers, and plant managers also highlights the broad range of industries requiring managerial oversight across Georgia's economy.

Among business and financial operations occupations, job titles are largely concentrated in accounting, financial analysis, human resources, and business analysis functions. Positions such as senior accountant, staff accountant, business analyst, financial analyst, and human resources generalist appear frequently in job postings, reflecting the ongoing need for professionals who support financial reporting, workforce management, and operational planning within organizations.

In computer and mathematical occupations, the most frequently advertised job titles emphasize software development, data analytics, and IT infrastructure roles. Titles such as software engineer, data scientist, network engineer, systems engineer, and data analyst appear prominently in employer postings. The presence of specialized roles such as DevOps engineer, cloud engineer, and machine learning engineer further reflects the increasing importance of cloud computing, automation, and advanced analytics in Georgia's technology workforce.

A notable pattern across the job title data is the frequent appearance of managerial, analytical, and project-oriented roles, including positions such as project managers, business analysts, financial analysts, software engineers, and data scientists. This pattern suggests that organizations increasingly rely on project-based work, technical expertise, and data-driven decision-making across management, business, and technology functions.

Table 12. Top 50 Job Titles Highlighted in Job Advertisements for Management Occupations in Georgia (Past 12 Months)

Job Title	New Job Ads	Job Title	New Job Ads
General Manager	1,841	Executive Director	161
Project Manager	799	Marketing Manager	161
Operations Manager	727	Construction Manager	159
Sales Manager	415	Program Manager	148
Business Development Manager	413	Assistant Community Manager	146
Property Manager	371	Pharmacy Manager	146
Restaurant General Manager	334	Assistant Project Manager	143
Controller	305	Territory Sales Manager	143
Branch Manager	271	Service Manager	132
Community Manager	264	Assistant Director	130
Leasing Consultant	241	Assistant Controller	128
Restaurant Manager	237	Assistant Director of Nursing	128
Production Manager	234	Leasing Professional	124
Assistant Property Manager	222	Leasing Manager	122
Project Engineer	221	Area Sales Manager	117
Assistant General Manager	213	Chief Financial Officer	116
Director of Operations	212	Finance Manager	116
Warehouse Manager	208	Medical Director	115
District Manager	206	Quality Manager	113
Director of Nursing	203	Director of Sales	111
Regional Sales Manager	193	Engineering Manager	107
Plant Manager	192	Assistant Branch Manager	102
Product Manager	189	Postal Delivery Associate	102
Patient Care Coordinator	180	Leasing Associate	100
Construction Project Manager	174	Sales Director	98

Source: Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 49,000 websites.

Table 13. Top 50 Job Titles Highlighted in Job Advertisements for Business and Financial Operations Occupations in Georgia (Past 12 Months)

Job Title	New Job Ads	Job Title	New Job Ads
Senior Accountant	550	Talent Acquisition Specialist	107
Staff Accountant	549	Operations Specialist	106
Business Analyst	303	Tax Preparer Assistant- Franchise Location	106
Accounting Manager	299	Project Coordinator	102
Estimator	290	Marketing Intern	98
Financial Analyst	279	HR Coordinator	96
Accountant	251	Senior Estimator	92
Human Resources Generalist	238	Senior Business Analyst	91
Senior Financial Analyst	234	Loan Acquisition Specialist	80
Recruiter	218	Procurement Specialist	79
Tax Professional - Franchise Location	189	Construction Estimator	78
Human Resources Coordinator	174	Human Resources Business Partner	76
Human Resources Manager	170	Leasing Compliance Specialist - 100% Travel	76
Logistics Coordinator	167	Marketing Assistant	76
Program Manager	162	Project Accountant	76
Buyer	151	Human Resources Assistant	74
Business Development Representative	149	Business Development Manager	73
Marketing Specialist	149	Digital Marketing Specialist	71
Mortgage Loan Officer	147	Human Resources Specialist	71
HR Generalist	145	Logistics Specialist	69
Tax Associate	126	Data Analyst	67
Operations Coordinator	124	Laboratory - MLT Generalist	66
Business Development Specialist	118	Mortgage Loan Officer Elite Live Transfer Division	66
Intern	117	Loan Officer	65
Tax Manager	114	Human Resources Director	64

Source: Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 49,000 websites.

Table 14. Top 50 Job Titles Highlighted in Job Advertisements for Computer and Mathematical Occupations in Georgia (Past 12 Months)

Job Title	New Job Ads	Job Title	New Job Ads
Field Service Technician	276	Technical Support Specialist	85
Software Engineer	276	Software Developer	84
Senior Software Engineer	247	Full Stack Developer	82
Data Scientist	231	Cloud Engineer	78
Cyber Warfare Technician	178	Scrum Master	78
Data Center Technician	175	IT Support Specialist	75
Network Engineer	167	Solution Architect	75
Project Coordinator	163	Geek Squad Agent (Retail Store)	74
Project Manager	163	Software Engineer III	72
Software Engineer II	129	Full Stack Engineer	70
Product Owner	126	IT Project Manager	64
Data Analyst	125	Lead Software Engineer	63
Java Developer	123	Database Administrator	62
DevOps Engineer	117	Principal Software Engineer	62
Senior Project Manager	110	Machine Learning Engineer	61
Site Reliability Engineer	108	Software Engineer I	61
Solutions Architect	99	Staff Software Engineer	61
System Administrator	98	Senior Network Engineer	60
Systems Engineer	95	Service Technician	60
Data Engineer	92	Network Administrator	58
Field Service Engineer	91	Salesforce Developer	58
Senior Data Scientist	88	Senior Data Engineer	57
Now Hiring IT and Telecom Field Technicians	86	Customer Support Specialist	55
Systems Administrator	86	Field Service Engineer - Automation Industry	54
Desktop Support Technician	85	Python Developer	54

Source: Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 49,000 websites.

Regional Concentration of Job Postings for Management, Business, and Technology Occupations in Georgia

Job posting activity for management, business, and computer occupations is highly concentrated in Georgia's major metropolitan areas, particularly within the Atlanta metropolitan region. Atlanta accounts for the largest share of postings across all three occupational groups, reflecting its role as the state's primary hub for corporate headquarters, professional services, finance, and technology firms. This pattern highlights the strong geographic clustering of management, business, and technology employment in and around the Atlanta metropolitan area, which serves as the center of Georgia's knowledge-based industries.

Several surrounding cities in the northern Atlanta metropolitan area—including Alpharetta, Marietta, Kennesaw, Duluth, and Sandy Springs—also show strong job posting activity, reflecting the concentration of technology firms, corporate offices, and professional service companies in the region's expanding business and technology corridors.

Outside the Atlanta metropolitan region, cities such as Savannah, Columbus, Augusta, and Macon also show notable job posting activity, reflecting the role of these regional centers in supporting diverse industries, including logistics, healthcare, manufacturing, defense, and higher education across the state.

Table 15. Top 25 Locations for Job Postings in Management, Business, and Computer Occupations in Georgia (Past 12 Months)

Location	Management Occupations	Operation Occupations	Computer and Mathematical Occupations
Atlanta, Georgia	43,324	31,450	28,253
Albany, Georgia	594	303	176
Alpharetta, Georgia	4,395	3,789	6,065
Athens, Georgia	1,281	648	307
Atlanta, GA 30339	445	413	176
Augusta, Georgia	1,917	1,015	629
Columbus, Georgia	1,070	552	366
Cumming, Georgia	595	255	117
Decatur, Georgia	719	315	239
Duluth, Georgia	1,169	1,012	618
Fayetteville, Georgia	430	111	95
Gainesville, Georgia	652	372	174
Kennesaw, Georgia	1,023	817	651
Lawrenceville, Georgia	888	484	260
Macon, Georgia	1,105	540	237
Marietta, Georgia	1,897	1,106	733
Mcdonough, Georgia	415	167	107
Newnan, Georgia	445	213	77
Norcross, Georgia	964	594	464
Peachtree Corners, Georgia	516	425	251
Roswell, Georgia	677	372	291
Sandy Springs, Georgia	592	430	302
Savannah, Georgia	2,705	1,337	602
Smyrna, Georgia	400	322	178
Suwanee, Georgia	464	353	322

Source: Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 49,000 websites.

Education and Experience Requirements of Job Postings for Management, Business, and Technology Occupations in Georgia

Examining the education and prior work experience requirements listed in job postings provides insight into the qualifications employers expect for management, business and financial operations, and computer and mathematical occupations in Georgia. Job posting data indicate that a bachelor's degree is the most commonly requested level of education across all three occupational groups, reflecting the professional and analytical nature of these roles. While a smaller share of postings require advanced degrees such as master's or doctoral degrees, these credentials tend to be associated with specialized leadership or technical positions. At the same time, some postings either require lower levels of formal education or do not specify an education requirement, suggesting that in certain cases relevant experience, technical skills, or industry certifications may substitute for formal academic credentials.

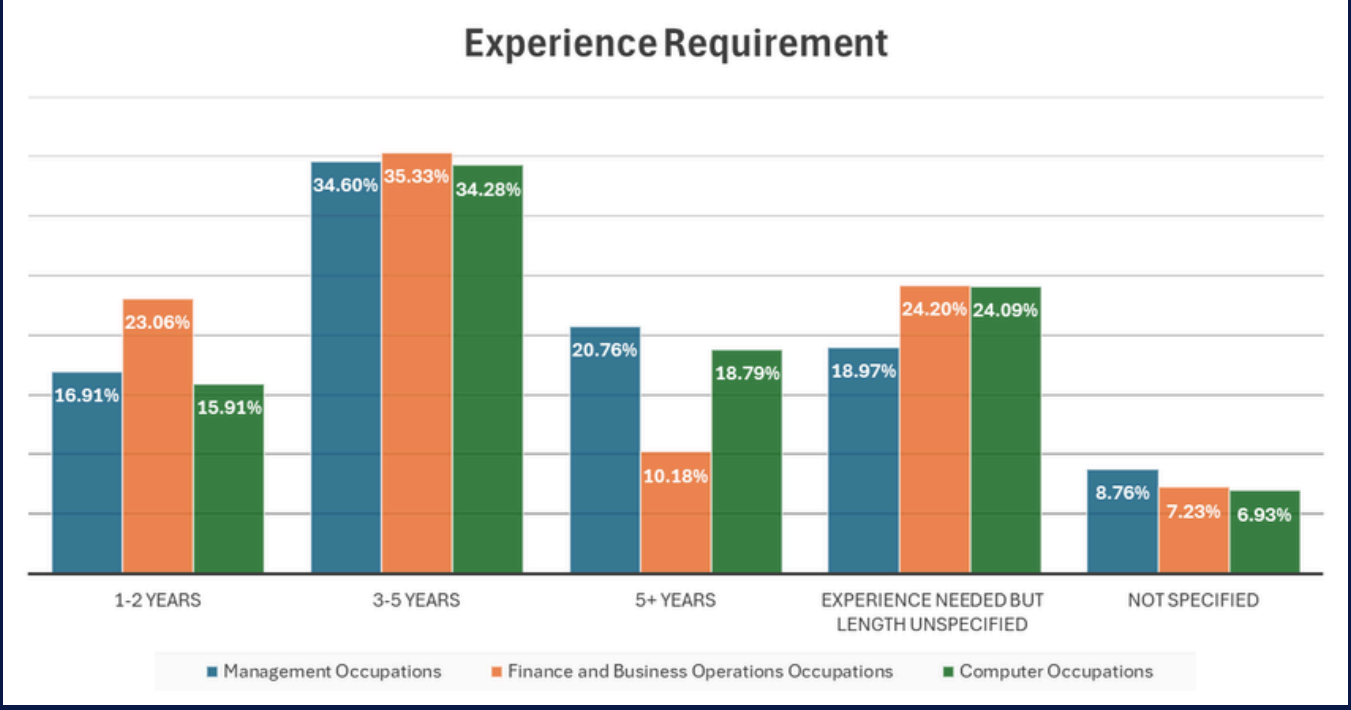
Job postings also indicate that employers typically seek candidates with moderate levels of prior work experience. Across the three occupational groups, the most frequently requested experience level is three to five years, reflecting employer preference for professionals who possess both technical knowledge and practical workplace experience. A smaller share of postings require five or more years of experience, particularly for managerial and specialized technical roles, while positions requiring one to two years of experience suggest entry-level opportunities for early-career professionals. Together, these patterns highlight the importance of both formal education and practical experience in preparing workers for management, business, and technology roles in Georgia's labor market.

Table 16. Minimum Education Requirements in Job Postings for Management, Business, and Computer Occupations in Georgia

Minimum Education Level	Managemnt Occupations	Finance and Business Operations	Computer and Mathematical Occupations
Bachelor's degree	54,065	37,062	24,171
High school diploma or equivalent	11,843	8,945	4,150
Associate's degree	4,271	2,686	2,450
Master's degree	4,076	1,370	1,388
Doctoral or professional degree	1,038	219	177
Unspecified/other	41,266	22,803	24,725

Source: Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 49,000 websites.

Figure 9. Prior Work Experience Requirements in Job Postings for Management, Business, and Computer Occupations in Georgia



Source: Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 49,000 websites.

Appendix A

Table A1. Six-Digit SOC Occupations within Management Occupations (SOC 11-0000)

SOC Code	Occupation	SOC Code	Occupation
11-0000	Management Occupations	11-3030	Financial Managers
11-1000	Top Executives	11-3040	Human Resources Managers
11-1010	Chief Executives	11-3041	Compensation and Benefits Managers
11-1020	General and Operations Managers	11-3042	Training and Development Managers
11-1030	Legislators	11-3049	Human Resources Managers, All Other
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	11-3050	Industrial Production Managers
11-2010	Advertising and Promotions Managers	11-3060	Purchasing Managers
11-2020	Marketing and Sales Managers	11-3070	Transportation, Storage, and Distribution Managers
11-2021	Marketing Managers	11-9000	Other Management Occupations
11-2022	Sales Managers	11-9010	Agricultural Managers
11-2030	Public Relations Managers	11-9011	Farm, Ranch, and Other Agricultural Managers
11-3000	Operations Specialties Managers	11-9012	Farmers and Ranchers
11-3010	Administrative Services Managers	11-9020	Construction Managers
11-3011	Administrative Services Managers	11-9030	Education Administrators
11-3020	Computer and Information Systems Managers	11-9031	Education Administrators, Preschool and Child Care Center/Program

SOC Code	Occupation	SOC Code	Occupation
11-9032	Education Administrators, Elementary and Secondary School	11-9110	Medical and Health Services Managers
11-9033	Education Administrators, Postsecondary	11-9120	Natural Sciences Managers
11-9039	Education Administrators, All Other	11-9130	Postmasters and Mail Superintendents
11-9040	Engineering Manager	11-9140	Property, Real Estate, and Community Association Managers
11-9050	Food Service Managers	11-9150	Social and Community Service Managers
11-9060	Funeral Directors	11-9190	Miscellaneous Managers
11-9070	Gaming Managers	11-9199	Managers, All Other
11-9080	Lodging Managers		

Source: BLS (2000), Standard Occupational Classification (SOC) Structure.

Table A2. Six-Digit SOC Occupations within Business and Financial Operations Occupations (SOC 13-0000)

SOC Code	Occupation	SOC Code	Occupation
13-0000	Business and Financial Operations	13-1060	Emergency Management Specialists
13-1000	Business Operations Specialists	13-1070	Human Resources, Training, and Labor Relations Specialists
13-1010	Agents and Business Managers of Artists, Performers, and Athletes	13-1071	Employment, Recruitment, and Placement Specialists
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	13-1072	Compensation, Benefits, and Job Analysis Specialists
13-1020	Buyers and Purchasing Agents	13-1073	Training and Development Specialists
13-1021	Purchasing Agents and Buyers, Farm Products	13-1079	Human Resources, Training, and Labor Relations Specialists, All Other
13-1022	Wholesale and Retail Buyers, Except Farm Products	13-1080	Logisticians
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1110	Management Analysts
13-1030	Claims Adjusters, Appraisers, Examiners, and Investigators	13-1120	Meeting and Convention Planners
13-1031	Claims Adjusters, Examiners, and Investigators	13-1190	Miscellaneous Business Operations Specialists
13-1040	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1199	Business Operations Specialists, All Other
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-2000	Financial Specialists
13-1050	Cost Estimators	13-2010	Accountants and Auditors

SOC Code	Occupation	SOC Code	Occupation
13-2020	Appraisers and Assessors of Real Estate	13-2070	Loan Counselors and Officers
13-2030	Budget Analysts	13-2071	Loan Counselors
13-2040	Credit Analysts	13-2072	Loan Officers
13-2050	Financial Analysts and Advisors	13-2080	Tax Examiners, Collectors, Preparers, and Revenue Agents
13-2051	Financial Analysts	13-2081	Tax Examiners, Collectors, and Revenue Agents
13-2052	Personal Financial Advisors	13-2082	Tax Preparers
13-2053	Insurance Underwriters	13-2090	Miscellaneous Financial Specialists
13-2060	Financial Examiners	13-2099	Financial Specialists, All Other
13-2070	Loan Counselors and Officers		

Source: BLS (2000), Standard Occupational Classification (SOC) Structure.

Table A3. Six-Digit SOC Occupations within Computer and Mathematical Occupations (SOC 15-0000)

SOC Code	Occupation	SOC Code	Occupation
15-1000	Computer and Mathematical Occupations	15-1080	Network Systems and Data Communications Analysts
15-1000	Computer Specialists	15-1090	Miscellaneous Computer Specialists
15-1010	Computer and Information Scientists, Research	15-1099	Computer Specialists, All Other
15-1011	Computer and Information Scientists, Research	15-2000	Mathematical Science Occupations
15-1020	Computer Programmers	15-2010	Actuaries
15-1030	Computer Software Engineers	15-2020	Mathematicians
15-1031	Computer Software Engineers, Applications	15-2030	Operations Research Analysts
15-1032	Computer Software Engineers, Systems Software	15-2040	Statisticians
15-1040	Computer Support Specialists	15-2090	Miscellaneous Mathematical Science Occupations
15-1050	Computer Systems Analysts	15-2091	Mathematical Technicians
15-1060	Database Administrators	15-2099	Mathematical Science Occupations, All Other
15-1070	Network and Computer Systems Administrators		

Source: BLS (2000), Standard Occupational Classification (SOC) Structure.

Appendix B

Table B1: Employment, Wage Distribution, and Regional Concentration of Management Occupations in Georgia Metropolitan and Nonmetropolitan Areas (May 2024)

Area Name	Employment	Annual mean wage	Annual 10th percentile wage	Annual 25th percentile wage	Annual median wage	Annual 75th percentile wage	Annual 90th percentile wage	Employment per 1,000 jobs	Location Quotient
Albany, GA	1,050	$86,390	$45,370	$56,120	$79,730	$104,070	$130,010	17.797	0.5
Athens-Clarke County, GA	1,450	$72,120	$39,990	$50,850	$61,390	$84,610	$123,840	15.174	0.4
Atlanta-Sandy Springs-Roswell, GA	118,670	$110,840	$55,630	$76,310	$105,370	$136,070	$166,450	41.319	1.2
Augusta-Richmond County, GA-SC	4,430	$92,470	$46,960	$61,200	$84,610	$117,750	$145,840	19.273	0.6
Brunswick-St. Simons, GA	380	$87,210	$44,360	$58,190	$77,570	$109,770	$130,990	8.171	0.2
Columbus, GA-AL	3,180	$96,980	$50,000	$69,320	$98,010	$118,820	$142,610	27.390	0.8
Dalton, GA	1,120	$85,950	$44,440	$58,810	$78,330	$109,160	$130,950	16.866	0.5
Gainesville, GA	1,400	$93,200	$44,950	$60,810	$87,690	$123,440	$148,110	13.605	0.4
Hinesville, GA	230	$86,400	$47,890	$68,680	$87,920	$104,330	$120,640	11.518	0.3
Macon-Bibb County, GA	1,530	$87,690	$45,190	$57,390	$79,890	$114,020	$146,550	16.087	0.5
Rome, GA	540	$82,310	$43,260	$55,360	$74,270	$105,210	$126,890	12.126	0.4
Savannah, GA	2,640	$97,980	$50,410	$65,960	$91,870	$122,090	$153,070	13.535	0.4
Valdosta, GA	520	$77,080	$37,260	$47,490	$66,240	$95,140	$135,450	9.591	0.3
Warner Robins, GA	2,590	$90,720	$48,560	$70,790	$87,150	$107,240	$132,950	34.134	1.0
East Georgia nonmetropolitan area	650	$75,580	$36,390	$47,880	$67,170	$96,240	$128,470	7.383	0.2
Middle Georgia nonmetropolitan area	1,370	$86,780	$44,130	$54,400	$77,900	$107,900	$136,610	9.996	0.3
North Georgia nonmetropolitan area	1,580	$81,670	$40,260	$51,310	$73,210	$104,240	$131,770	8.442	0.3
South Georgia nonmetropolitan area	2,150	$80,550	$41,460	$51,330	$69,800	$102,660	$133,120	11.072	0.3

Source: U.S. Bureau of Labor Statistics (BLS), Occupational Employment and Wage Statistics (OEWS).

Table B2: Employment, Wage Distribution, and Regional Concentration of Business and Financial Operations Occupations in Georgia Metropolitan and Nonmetropolitan Areas (May 2024)

Area Name	Employment	Annual mean wage	Annual 10th percentile wage	Annual 25th percentile wage	Annual median wage	Annual 75th percentile wage	Annual 90th percentile wage	Employment per 1,000 jobs	Location Quotient
Albany, GA	3,370	$79,240	$37,570	$48,950	$67,950	$94,380	$119,230	57.135	0.9
Athens-Clarke County, GA	4,670	$109,440	$36,130	$46,670	$62,230	$83,200	$116,660	49.076	0.7
Atlanta-Sandy Springs-Roswell, GA	266,100	$93,710	$46,200	$60,680	$80,220	$109,990	$151,840	92.653	1.4
Augusta-Richmond County, GA-SC	12,260	$84,220	$40,500	$51,640	$73,740	$99,600	$130,250	53.394	0.8
Brunswick-St. Simons, GA	2,760	$98,910	$38,740	$49,470	$76,040	$104,330	$124,090	59.839	0.9
Columbus, GA-AL	7,670	$88,170	$38,170	$49,590	$71,040	$96,570	$125,470	66.028	1.0
Dalton, GA	3,200	$73,210	$38,850	$48,120	$62,900	$86,310	$119,910	48.162	0.7
Gainesville, GA	5,110	$75,790	$39,900	$49,890	$65,230	$88,340	$121,620	49.806	0.7
Hinesville, GA	1,170	$78,020	$37,800	$50,600	$71,340	$90,600	$111,260	58.164	0.9
Macon-Bibb County, GA	6,980	$77,610	$39,990	$50,860	$65,560	$87,700	$117,720	73.402	1.1
Rome, GA	1,980	$69,920	$37,240	$46,120	$60,890	$83,150	$107,620	44.771	0.7
Savannah, GA	11,290	$87,570	$41,140	$52,410	$74,040	$98,790	$126,950	57.903	0.9
Valdosta, GA	2,520	$68,430	$36,720	$45,440	$60,010	$80,900	$108,820	46.466	0.7
Warner Robins, GA	8,630	$89,770	$49,000	$69,850	$89,860	$104,330	$124,090	113.986	1.7
East Georgia nonmetropolitan area	3,410	$68,940	$33,690	$43,990	$60,370	$82,220	$114,210	38.720	0.6
Middle Georgia nonmetropolitan area	5,580	$73,250	$36,540	$46,710	$62,220	$84,110	$112,360	40.601	0.6
North Georgia nonmetropolitan area	7,080	$76,760	$37,260	$46,480	$61,680	$84,550	$115,970	37.927	0.6
South Georgia nonmetropolitan area	8,460	$73,720	$37,150	$46,390	$63,190	$89,450	$119,390	43.607	0.6

Source: U.S. Bureau of Labor Statistics (BLS), Occupational Employment and Wage Statistics (OEWS).

Table B3: Employment, Wage Distribution, and Regional Concentration of Computer and Mathematical Occupations in Georgia Metropolitan and Nonmetropolitan Areas (May 2024)

Area Name	Employment	Annual mean wage	Annual 10th percentile wage	Annual 25th percentile wage	Annual median wage	Annual 75th percentile wage	Annual 90th percentile wage	Employment per 1,000 jobs	Location Quotient
Albany, GA	1,050	$86,390	$45,370	$56,120	$79,730	$104,070	$130,010	17.797	0.5
Athens-Clarke County, GA	1,450	$72,120	$39,990	$50,850	$61,390	$84,610	$123,840	15.174	0.4
Atlanta-Sandy Springs-Roswell, GA	118,670	$110,840	$55,630	$76,310	$105,370	$136,070	$166,450	41.319	1.2
Augusta-Richmond County, GA-SC	4,430	$92,470	$46,960	$61,200	$84,610	$117,750	$145,840	19.273	0.6
Brunswick-St. Simons, GA	380	$87,210	$44,360	$58,190	$77,570	$109,770	$130,990	8.171	0.2
Columbus, GA-AL	3,180	$96,980	$50,000	$69,320	$98,010	$118,820	$142,610	27.390	0.8
Dalton, GA	1,120	$85,950	$44,440	$58,810	$78,330	$109,160	$130,950	16.866	0.5
Gainesville, GA	1,400	$93,200	$44,950	$60,810	$87,690	$123,440	$148,110	13.605	0.4
Hinesville, GA	230	$86,400	$47,890	$68,680	$87,920	$104,330	$120,640	11.518	0.3
Macon-Bibb County, GA	1,530	$87,690	$45,190	$57,390	$79,890	$114,020	$146,550	16.087	0.5
Rome, GA	540	$82,310	$43,260	$55,360	$74,270	$105,210	$126,890	12.126	0.4
Savannah, GA	2,640	$97,980	$50,410	$65,960	$91,870	$122,090	$153,070	13.535	0.4
Valdosta, GA	520	$77,080	$37,260	$47,490	$66,240	$95,140	$135,450	9.591	0.3
Warner Robins, GA	2,590	$90,720	$48,560	$70,790	$87,150	$107,240	$132,950	34.134	1.0
East Georgia nonmetropolitan area	650	$75,580	$36,390	$47,880	$67,170	$96,240	$128,470	7.383	0.2
Middle Georgia nonmetropolitan area	1,370	$86,780	$44,130	$54,400	$77,900	$107,900	$136,610	9.996	0.3
North Georgia nonmetropolitan area	1,580	$81,670	$40,260	$51,310	$73,210	$104,240	$131,770	8.442	0.3
South Georgia nonmetropolitan area	2,150	$80,550	$41,460	$51,330	$69,800	$102,660	$133,120	11.072	0.3

Source: U.S. Bureau of Labor Statistics (BLS), Occupational Employment and Wage Statistics (OEWS).

Appendix C

Table C1. Industry Mix and Five-Year Demand for Management Occupations (SOC 11-0000) in Georgia

		Current	5-Year demand			
NAICS Code	Industry Title	% of Occupation Employment	Employment	Average Annual Wages	Employment Growth	Total Demand
5511	Management of Companies and Enterprises	4.90%	19,358	$191,800	1,050	8,407
5416	Management, Scientific, and Technical Consulting Services	3.70%	14,689	$171,600	1,124	6,911
7225	Restaurants and Other Eating Places	3.30%	13,050	$78,700	727	7,067
5415	Computer Systems Design and Related Services	3.20%	12,776	$180,300	1,490	6,479
6111	Elementary and Secondary Schools	3.00%	11,734	$122,100	83	4,028
2361	Residential Building Construction	2.50%	9,786	$104,100	651	4,512
9211	Executive, Legislative, and Other General Government Support	2.30%	9,179	$135,400	339	3,860
5611	Office Administrative Services	1.90%	7,650	$154,900	518	3,500
6221	General Medical and Surgical Hospitals	1.80%	6,996	$159,800	529	3,190
2362	Nonresidential Building Construction	1.70%	6,766	$132,400	443	3,106
5419	Other Professional, Scientific, and Technical Services	1.70%	6,806	$97,800	410	3,064
6113	Colleges, Universities, and Professional Schools	1.70%	6,915	$143,700	201	2,676
1120	Animal Production (Proprietors)	1.60%	6,175	$93,400	80	3,283
5242	Agencies, Brokerages, and Other Insurance Related Activities	1.60%	6,221	$168,700	595	3,069
5313	Activities Related to Real Estate	1.60%	6,463	$100,600	305	2,925
5613	Employment Services	1.60%	6,252	$134,700	191	2,573
1110	Crop Production (Proprietors)	1.50%	5,761	$107,100	64	2,784
7223	Special Food Services	1.50%	6,059	$79,300	292	3,643
5312	Offices of Real Estate Agents and Brokers	1.40%	5,439	$94,100	249	2,464
5413	Architectural, Engineering, and Related Services	1.40%	5,541	$164,900	291	2,376

Source: JobsEQ (Chmura Economics & Analytics), Industry/Occupation Mix, based on BLS (SOC) and Census (NAICS) data.

Table C2. Industry Mix and Five-Year Demand for Business and Financial Operations Occupations (SOC 13-0000) in Georgia

		Current	5-Year demand			
NAICS Code	Industry Title	% of Occupation Employment	Employment	Average Annual Wages	Employment Growth	Total Demand
5416	Management, Scientific, and Technical Consulting Services	7.80%	31,198	$108,500	2,468	15,637
5511	Management of Companies and Enterprises	6.10%	24,478	$97,900	1,400	11,391
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	5.60%	22,309	$93,100	1,063	10,122
5242	Agencies, Brokerages, and Other Insurance Related Activities	3.80%	15,125	$87,400	847	6,518
5613	Employment Services	3.70%	14,980	$78,300	607	6,696
5241	Insurance Carriers	3.60%	14,261	$88,400	339	5,514
5415	Computer Systems Design and Related Services	3.60%	14,542	$109,100	1,594	7,846
9211	Executive, Legislative, and Other General Government Support	3.50%	13,944	$86,000	297	5,856
5221	Depository Credit Intermediation	3.10%	12,264	$100,000	804	5,339
9281	National Security and International Affairs	2.50%	9,891	$90,000	-45	3,903
6113	Colleges, Universities, and Professional Schools	2.10%	8,306	$88,500	204	3,530
5413	Architectural, Engineering, and Related Services	2.00%	8,044	$107,600	401	3,572
5239	Other Financial Investment Activities	1.70%	6,821	$129,700	409	2,764
6221	General Medical and Surgical Hospitals	1.70%	6,728	$88,800	224	2,946
9231	Administration of Human Resource Programs	1.60%	6,356	$90,500	43	2,581
5222	Nondepository Credit Intermediation	1.50%	5,935	$89,900	190	2,298
6111	Elementary and Secondary Schools	1.40%	5,474	$87,700	35	2,261
2362	Nonresidential Building Construction	1.20%	4,672	$99,900	205	1,966
3364	Aerospace Product and Parts Manufacturing	1.10%	4,575	$114,900	283	2,277
9221	Justice, Public Order, and Safety Activities	1.10%	4,543	$90,600	89	1,914

Source: JobsEQ (Chmura Economics & Analytics), Industry/Occupation Mix, based on BLS (SOC) and Census (NAICS) data.

Table C3. Industry Mix and Five-Year Demand for Computer and Mathematical Occupations (SOC 15-0000) in Georgia

		Current	5-Year demand			
NAICS Code	Industry Title	% of Occupation Employment	Employment	Average Annual Wages	Employment Growth	Total Demand
5415	Computer Systems Design and Related Services	25.50%	43,708	$112,000	4,749	17,438
5511	Management of Companies and Enterprises	6.70%	11,518	$122,500	665	3,866
5132	Software Publishers	5.70%	9,841	$128,700	1,251	4,136
5182	Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	5.60%	9,548	$123,500	1,411	4,275
5613	Employment Services	3.80%	6,436	$105,200	185	1,960
5416	Management, Scientific, and Technical Consulting Services	3.60%	6,204	$107,300	632	2,433
5241	Insurance Carriers	2.30%	3,860	$108,900	332	1,402
6113	Colleges, Universities, and Professional Schools	2.30%	3,934	$100,800	71	1,159
5171	Wired and Wireless Telecommunications (except Satellite)	2.20%	3,801	$112,100	-41	956
5413	Architectural, Engineering, and Related Services	2.20%	3,785	$114,900	228	1,272
5221	Depository Credit Intermediation	2.10%	3,679	$114,300	346	1,402
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	1.90%	3,332	$110,100	218	1,169
6111	Elementary and Secondary Schools	1.80%	3,021	$84,200	-87	753
5242	Agencies, Brokerages, and Other Insurance Related Activities	1.70%	2,832	$108,200	314	1,124
6221	General Medical and Surgical Hospitals	1.70%	2,977	$106,100	102	928
9211	Executive, Legislative, and Other General Government Support	1.70%	2,895	$101,700	86	896
5192	Web Search Portals, Libraries, Archives, and Other Information Services	1.50%	2,638	$187,300	301	1,051
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	1.20%	1,979	$110,400	139	704
3364	Aerospace Product and Parts Manufacturing	1.10%	1,819	$128,600	143	644
4251	Wholesale Trade Agents and Brokers	1.10%	1,899	$112,900	164	710

Source: JobsEQ (Chmura Economics & Analytics), Industry/Occupation Mix, based on BLS (SOC) and Census (NAICS) data.

Appendix D

Table D1. Five-Year Projected Occupation Gaps for Management Occupations (Six-Digit SOC), Georgia

SOC	Occupation	Annual Supply Gap	Current Employment 2025Q3	Annual Growth Demand	Annual Sep Demand	Total Annual Demand	Projected Employment 2035
11-1021	General and Operations Managers	(628)	115,481	1,208	9,319	10,526	127,558
11-9199	Managers, All Other	(339)	57,249	591	4,437	5,027	63,155
11-3031	Financial Managers	(268)	25,073	529	1,809	2,338	30,363
11-9111	Medical and Health Services Managers	(191)	12,557	348	971	1,319	16,037
11-9021	Construction Managers	(189)	17,041	260	1,348	1,608	19,646
11-3021	Computer and Information Systems Managers	(181)	18,817	420	1,302	1,722	23,012
11-2022	Sales Managers	(78)	19,205	214	1,473	1,687	21,343
11-3012	Administrative Services Managers	(53)	8,535	88	706	794	9,412
11-1011	Chief Executives	(43)	8,718	88	602	689	9,594
11-9151	Social and Community Service Managers	(33)	5,392	71	429	500	6,101
11-3121	Human Resources Managers	(31)	7,063	75	548	624	7,817
11-3051	Industrial Production Managers	(29)	5,520	45	390	435	5,972
11-2021	Marketing Managers	(24)	10,566	137	839	976	11,938
11-3013	Facilities Managers	(21)	2,918	27	246	273	3,185
11-9041	Architectural and Engineering Managers	(14)	4,148	40	277	317	4,547
11-3061	Purchasing Managers	-10	2,682	24	204	229	2,927
11-9072	Entertainment and Recreation Managers, Except Gambling	-8	860	13	106	118	988
11-2032	Public Relations Managers	-7	1,858	19	142	161	2,049
11-3131	Training and Development Managers	-6	1,385	16	109	126	1,549
11-9033	Education Administrators, Postsecondary	-6	3,054	13	199	213	3,188

Source: JobsEQ (Chmura Economics & Analytics), Industry/Occupation Mix and Occupation Gap Analysis, based on BLS (OEWS, SOC) and Census (NAICS) data. Note: The Potential Occupation Gap compares projected occupational demand with local labor supply, incorporating employment growth, separations (transfers and exits), and educational attainment.

Table D2. Five -Year Projected Occupation Gaps for Business and Financial Operations Occupations (Six-Digit SOC), Georgia

SOC	Occupation	Annual Supply Gap	Current Employment 2025Q3	Annual Growth Demand	Annual Sep Demand	Total Annual Demand	Projected Employment 2035
13-1111	Management Analysts	-193	41,939	612	3,531	4,143	48,061
13-1199	Business Operations Specialists, All Other	-128	74,671	668	6,609	7,277	81,348
13-2011	Accountants and Auditors	-110	49,034	508	3,749	4,257	54,110
13-1081	Logisticians	-93	9,543	242	902	1,144	11,966
13-1151	Training and Development Specialists	-87	16,863	283	1,486	1,769	19,691
13-1082	Project Management Specialists	-87	31,357	368	2,213	2,582	35,038
13-1071	Human Resources Specialists	-74	31,919	401	2,632	3,034	35,934
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	-65	11,525	135	1,105	1,240	12,879
13-2052	Personal Financial Advisors	-62	8,529	126	555	681	9,792
13-1041	Compliance Officers	-53	13,094	115	1,022	1,138	14,249
13-1161	Market Research Analysts and Marketing Specialists	-43	29,157	381	2,563	2,944	32,964
13-2051	Financial and Investment Analysts	-26	10,826	122	694	816	12,042
13-1141	Compensation, Benefits, and Job Analysis Specialists	-19	3,570	41	271	312	3,983
13-2061	Financial Examiners	-18	1,693	41	120	161	2,105
13-2023	Appraisers and Assessors of Real Estate	-15	2,071	20	164	184	2,266
13-2072	Loan Officers	-11	9,342	65	627	692	9,989
13-2099	Financial Specialists, All Other	-7	4,284	37	312	349	4,657
13-2053	Insurance Underwriters	-5	5,714	18	395	413	5,895
13-2031	Budget Analysts	-5	1,738	11	107	118	1,843
13-2054	Financial Risk Specialists	-5	1,750	22	129	151	1,968

Source: JobsEQ (Chmura Economics & Analytics), Industry/Occupation Mix and Occupation Gap Analysis, based on BLS (OEWS, SOC) and Census (NAICS) data. Note: The Potential Occupation Gap compares projected occupational demand with local labor supply, incorporating employment growth, separations (transfers and exits), and educational attainment.

Table D3. Five -Year Projected Occupation Gaps for Computer and Mathematical Occupations (Six-Digit SOC), Georgia

SOC	Occupation	Annual Supply Gap	Current Employment 2025Q3	Annual Growth Demand	Annual Sep Demand	Total Annual Demand	Projected Employment 2035
15-1252	Software Developers	-416	51,712	1,194	2,792	3,986	63,651
15-2051	Data Scientists	-124	7,731	321	473	795	10,944
15-1299	Computer Occupations, All Other	-124	17,119	243	1,002	1,245	19,552
15-1212	Information Security Analysts	-118	6,207	224	373	596	8,443
15-1211	Computer Systems Analysts	-91	13,494	204	778	982	15,532
15-2031	Operations Research Analysts	-67	4,013	115	262	377	5,162
15-1241	Computer Network Architects	-49	6,054	109	314	423	7,145
15-1253	Software Quality Assurance Analysts and Testers	-37	7,198	124	442	566	8,436
15-1243	Database Architects	-16	2,696	42	141	183	3,115
15-2011	Actuaries	-15	974	29	48	78	1,266
15-1231	Computer Network Support Specialists	-14	4,706	36	297	333	5,065
15-1255	Web and Digital Interface Designers	-12	3,917	54	254	308	4,455
15-1254	Web Developers	-10	2,317	33	133	166	2,648
15-1221	Computer and Information Research Scientists	-9	768	20	46	66	970
15-2041	Statisticians	-5	650	10	36	46	751
15-1242	Database Administrators	-3	2,775	15	140	155	2,928
15-2099	Mathematical Science Occupations, All Other	-1	148	2	8	11	171
15-1244	Network and Computer Systems Administrators	-1	9,944	15	481	497	10,098
15-2021	Mathematicians	0	59	0	3	3	62
15-1251	Computer Programmers	10	3,194	0	166	166	3,192

Source: JobsEQ (Chmura Economics & Analytics), Industry/Occupation Mix and Occupation Gap Analysis, based on BLS (OEWS, SOC) and Census (NAICS) data. Note: The Potential Occupation Gap compares projected occupational demand with local labor supply, incorporating employment growth, separations (transfers and exits), and educational attainment.

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