



Economic Overview

Sumner County, Tennessee



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Demographic Profile

The population in Sumner County, Tennessee was 179,473 per American Community Survey data for 2014-2018.

The region has a civilian labor force of 93,808 with a participation rate of 66.4%. Of individuals 25 to 64 in Sumner County, Tennessee, 28.6% have a bachelor's degree or higher which compares with 32.9% in the nation.

The median household income in Sumner County, Tennessee is \$64,631 and the median house value is \$212,100.

Summary ¹						
	Percent			Value		
	Sumner County, Tennessee	Nashville- Davidson-- Murfreesboro-- Franklin, TN MSA	Tennessee	Sumner County, Tennessee	Nashville- Davidson-- Murfreesboro-- Franklin, TN MSA	Tennessee
Demographics						
Population (ACS)	—	—	—	179,473	1,839,460	6,651,089
Male	48.9%	48.8%	48.8%	87,811	897,375	3,243,678
Female	51.1%	51.2%	51.2%	91,662	942,085	3,407,411
Median Age ²	—	—	—	39.6	36.5	38.7
Under 18 Years	24.0%	23.5%	22.6%	43,041	431,866	1,501,394
18 to 24 Years	7.7%	9.4%	9.3%	13,895	172,733	618,989
25 to 34 Years	12.3%	15.1%	13.4%	22,124	278,599	893,011
35 to 44 Years	13.5%	13.7%	12.6%	24,145	251,871	838,176
45 to 54 Years	14.3%	13.5%	13.4%	25,710	247,959	890,255
55 to 64 Years	13.0%	12.2%	13.0%	23,282	223,630	864,051
65 to 74 Years	9.3%	7.8%	9.4%	16,750	143,068	625,727
75 Years, and Over	5.9%	4.9%	6.3%	10,526	89,734	419,486
Race: White	87.7%	77.7%	77.7%	157,397	1,428,629	5,166,231
Race: Black or African American	7.1%	15.3%	16.8%	12,715	282,256	1,117,489
Race: American Indian and Alaska Native	0.3%	0.3%	0.3%	593	4,772	17,848
Race: Asian	1.3%	2.7%	1.7%	2,282	49,183	112,915
Race: Native Hawaiian and Other Pacific Islander	0.1%	0.1%	0.1%	228	953	3,806
Race: Some Other Race	1.3%	1.6%	1.4%	2,404	29,571	90,666
Race: Two or More Races	2.1%	2.4%	2.1%	3,854	44,096	142,134
Hispanic or Latino (of any race)	4.7%	7.2%	5.3%	8,434	132,467	352,402
Population Growth						
Population (Pop Estimates) ⁴	—	—	—	191,283	1,934,317	6,829,174
Population Annual Average Growth ⁴	1.9%	1.7%	0.8%	3,246	30,467	52,316
People per Square Mile	—	—	—	361.3	340.0	165.6
Economic						
Labor Force Participation Rate and Size (civilian population 16 years and over) ⁵	66.4%	68.3%	61.1%	93,808	992,728	3,239,353
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54) ⁵	83.6%	84.1%	79.4%	60,039	653,371	2,071,662
Armed Forces Labor Force ⁵	0.2%	0.1%	0.3%	215	1,540	18,045
Veterans, Age 18-64 ⁵	5.4%	4.6%	5.6%	5,842	54,124	229,014
Veterans Labor Force Participation Rate and Size, Age 18-64 ⁵	82.1%	79.7%	72.7%	4,799	43,162	166,412
Median Household Income ^{2,5}	—	—	—	\$64,631	\$64,690	\$50,972
Per Capita Income ⁵	—	—	—	\$32,297	\$33,758	\$28,511
Mean Commute Time (minutes) ⁵	—	—	—	28.4	27.5	25.0
Commute via Public Transportation ⁵	0.4%	1.1%	0.7%	334	9,802	21,786
Educational Attainment, Age 25-64						
No High School Diploma	8.2%	9.1%	10.9%	7,824	90,945	380,854

Summary¹

	Percent			Value		
	Nashville- Davidson-- Murfreesboro-- Franklin, TN MSA			Nashville- Davidson-- Murfreesboro-- Franklin, TN MSA		
	Sumner County, Tennessee	Tennessee	Sumner County, Tennessee	Tennessee	Tennessee	
High School Graduate	29.0%	25.5%	31.7%	27,662	255,113	1,103,937
Some College, No Degree	24.8%	20.4%	21.4%	23,667	204,863	744,332
Associate's Degree	9.3%	7.9%	7.9%	8,847	78,779	275,418
Bachelor's Degree	19.9%	24.6%	18.3%	18,977	246,487	636,583
Postgraduate Degree	8.7%	12.6%	9.9%	8,284	125,872	344,369
Housing						
Total Housing Units	—	—	—	70,466	753,116	2,930,530
Median House Value (of owner-occupied units) ²	—	—	—	\$212,100	\$231,681	\$158,600
Homeowner Vacancy	1.0%	1.1%	1.7%	506	5,189	29,572
Rental Vacancy	5.2%	5.3%	7.0%	981	13,840	66,691
Renter-Occupied Housing Units (% of Occupied Units)	26.6%	34.6%	33.7%	17,432	240,778	865,902
Occupied Housing Units with No Vehicle Available (% of Occupied Units) ⁵	3.8%	4.6%	5.9%	2,475	32,281	151,711
Social						
Poverty Level (of all people) ⁵	9.5%	12.3%	16.1%	16,833	222,487	1,046,508
Households Receiving Food Stamps/SNAP	10.6%	10.5%	14.8%	6,939	73,105	379,325
Enrolled in Grade 12 (% of total population)	1.5%	1.4%	1.3%	2,665	26,480	86,956
Disconnected Youth ^{3,5}	2.2%	1.6%	2.2%	197	1,497	7,433
Children in Single Parent Families (% of all children) ⁵	31.4%	31.9%	36.7%	12,766	131,009	515,536
Uninsured	8.7%	9.8%	10.1%	15,432	178,465	660,872
With a Disability, Age 18-64 ⁵	11.8%	10.3%	13.5%	12,818	120,302	545,168
With a Disability, Age 18-64, Labor Force Participation Rate and Size ⁵	43.6%	44.4%	36.6%	5,588	53,460	199,539
Foreign Born	4.1%	8.1%	5.0%	7,277	149,257	334,062
Speak English Less Than Very Well (population 5 yrs and over)	1.9%	5.0%	2.9%	3,286	86,091	182,632

Source: [JobsEQ®](#)

1. American Community Survey 2014-2018, unless noted otherwise

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

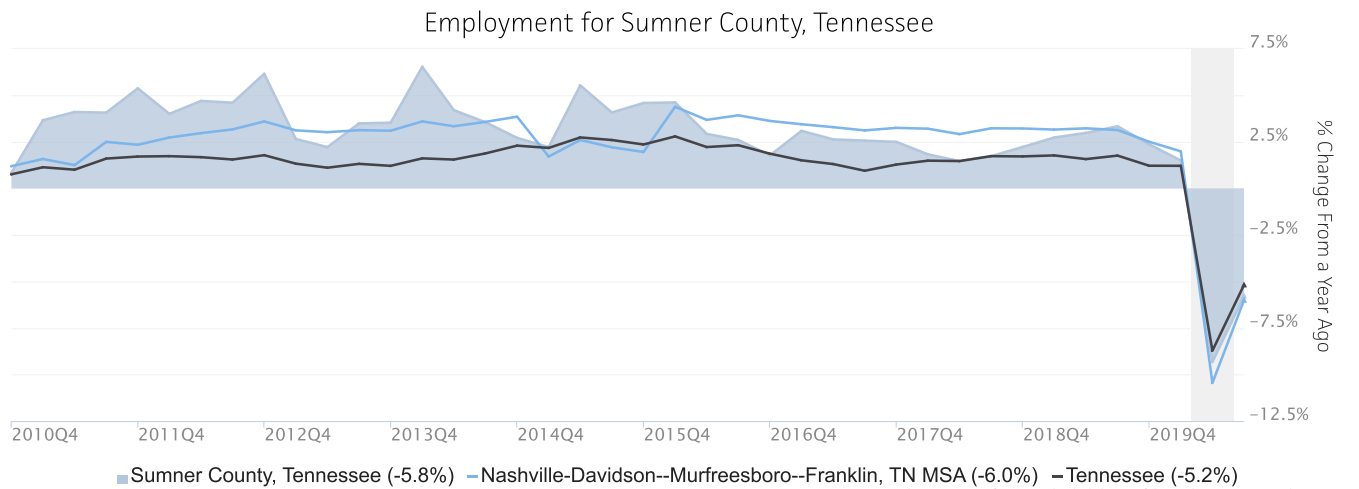
3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

4. Census 2019, annual average growth rate since 2009

5. See Rio Arriba errata note in the Data Dictionary.

Employment Trends

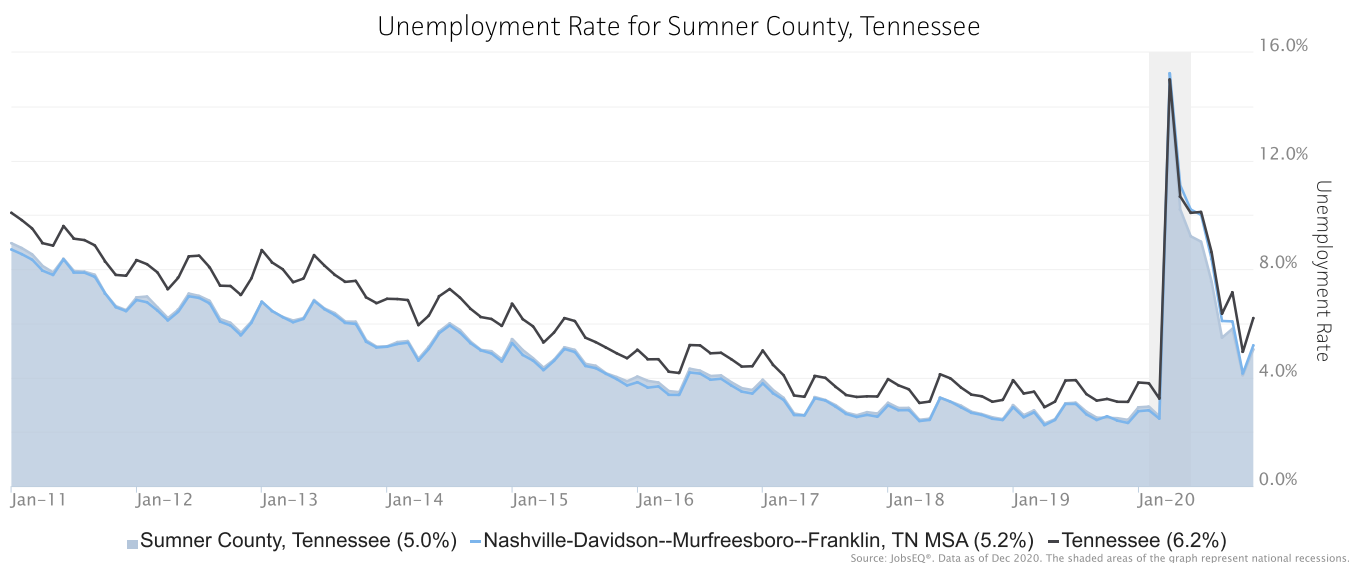
As of 2020Q3, total employment for Sumner County, Tennessee was 61,185 (based on a four-quarter moving average). Over the year ending 2020Q3, employment declined 5.8% in the region.



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q2 with preliminary estimates updated to 2020Q3.

Unemployment Rate

The unemployment rate for Sumner County, Tennessee was 5.0% as of December 2020. The regional unemployment rate was lower than the national rate of 6.5%. One year earlier, in December 2019, the unemployment rate in Sumner County, Tennessee was 2.4%.

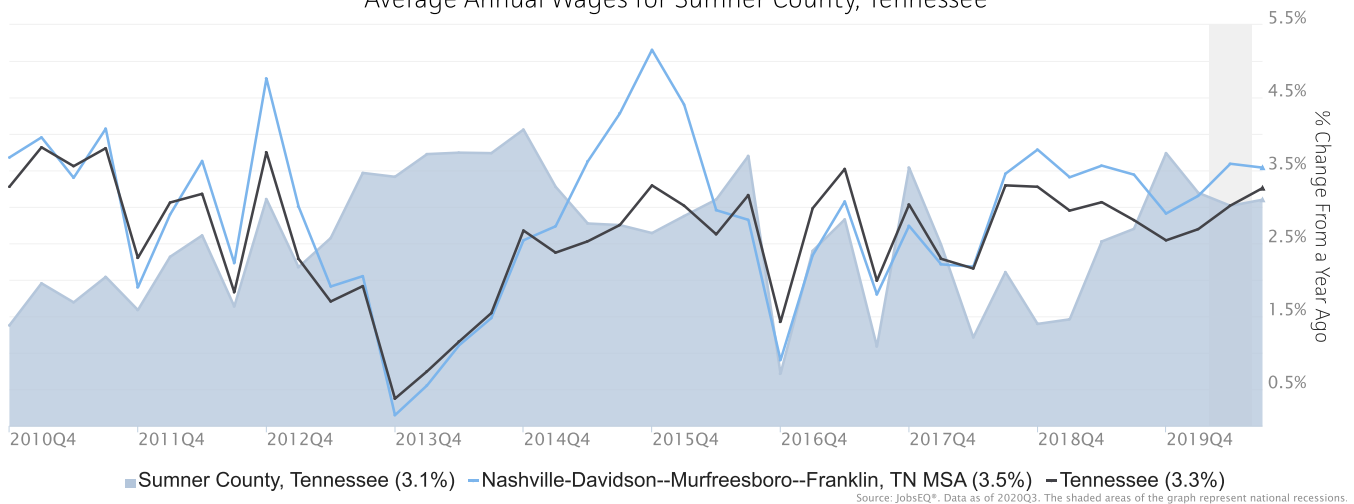


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through December 2020.

Wage Trends

The average worker in Sumner County, Tennessee earned annual wages of \$44,954 as of 2020Q3. Average annual wages per worker increased 3.1% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$60,042 in the nation as of 2020Q3.

Average Annual Wages for Sumner County, Tennessee



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q2 with preliminary estimates updated to 2020Q3.

Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 6.1% lower in Sumner County, Tennessee than the U.S. average.

Cost of Living Information

	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Sumner County, Tennessee	\$44,954	93.9	\$47,870
Nashville-Davidson--Murfreesboro--Franklin, TN MSA	\$58,024	95.5	\$60,749
Tennessee	\$51,649	89.0	\$58,042
USA	\$60,042	100.0	\$60,042

Source: [JobsEQ®](#)

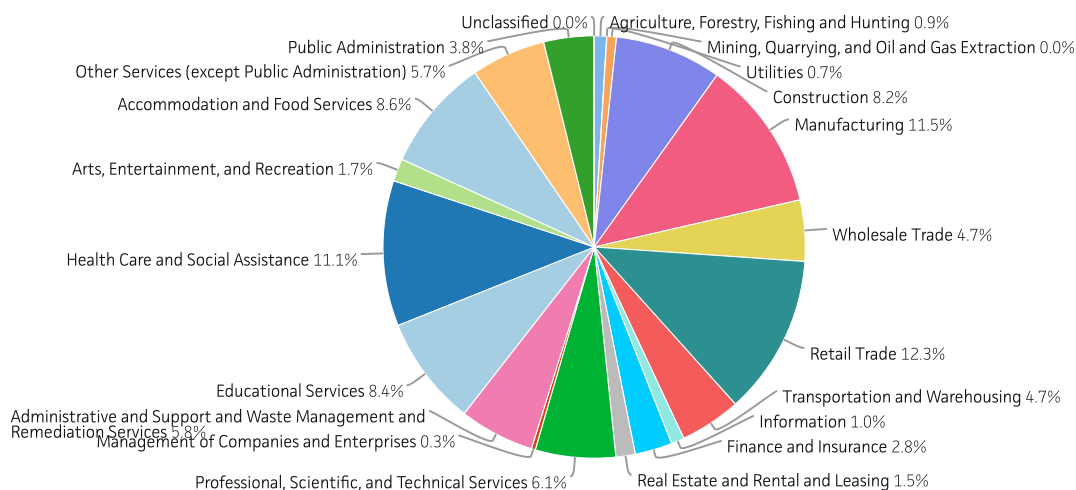
Data as of 2020Q3

Cost of Living per C2ER, data as of 2020q3, imputed by Chmura where necessary.

Industry Snapshot

The largest sector in Sumner County, Tennessee is Retail Trade, employing 7,501 workers. The next-largest sectors in the region are Manufacturing (7,055 workers) and Health Care and Social Assistance (6,804). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Manufacturing (LQ = 1.40), Construction (1.40), and Utilities (1.40).

Total Workers for Sumner County, Tennessee by Industry



Source: JobsEQ®, Data as of 2020Q3

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q2 with preliminary estimates updated to 2020Q3.

Sectors in Sumner County, Tennessee with the highest average wages per worker are Mining, Quarrying, and Oil and Gas Extraction (\$107,749), Utilities (\$93,313), and Management of Companies and Enterprises (\$83,115). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Retail Trade (+989 jobs), Construction (+790), and Professional, Scientific, and Technical Services (+649).

Over the next 5 years, employment in Sumner County, Tennessee is projected to expand by 5,239 jobs. The fastest growing sector in the region is expected to be Health Care and Social Assistance with a +2.4% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+852 jobs), Accommodation and Food Services (+564), and Construction (+428).

NAICS	Industry	Empl	Current	5-Year History			5-Year Forecast				
			Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
44	Retail Trade	7,501	\$30,472	1.20	989	2.9%	5,555	2,269	2,867	420	1.1%
31	Manufacturing	7,055	\$54,869	1.40	-85	-0.2%	4,188	1,391	2,382	415	1.1%
62	Health Care and Social Assistance	6,804	\$47,176	0.75	549	1.7%	4,237	1,664	1,721	852	2.4%
72	Accommodation and Food Services	5,287	\$18,602	1.08	436	1.7%	5,046	1,984	2,498	564	2.0%
61	Educational Services	5,136	\$39,109	1.02	118	0.5%	2,879	1,184	1,278	417	1.6%
23	Construction	5,002	\$58,944	1.40	790	3.5%	2,976	913	1,634	428	1.7%
54	Professional, Scientific, and Technical Services	3,759	\$70,864	0.88	649	3.9%	2,070	624	1,057	390	2.0%
56	Administrative and Support and Waste Management and Remediation Services	3,522	\$38,258	0.92	-194	-1.1%	2,473	898	1,225	351	1.9%
81	Other Services (except Public Administration)	3,487	\$29,657	1.31	237	1.4%	2,408	945	1,129	334	1.8%
42	Wholesale Trade	2,865	\$60,611	1.23	380	2.9%	1,719	582	964	173	1.2%
48	Transportation and Warehousing	2,859	\$44,053	0.98	496	3.9%	1,849	674	912	263	1.8%
92	Public Administration	2,349	\$45,628	0.78	249	2.3%	1,336	475	646	214	1.8%
52	Finance and Insurance	1,738	\$70,558	0.69	230	2.9%	983	318	522	143	1.6%
71	Arts, Entertainment, and Recreation	1,065	\$34,543	1.01	159	3.3%	906	352	435	119	2.1%
53	Real Estate and Rental and Leasing	912	\$48,073	0.85	59	1.3%	539	216	259	64	1.4%
51	Information	618	\$73,677	0.51	95	3.4%	338	110	195	33	1.0%
11	Agriculture, Forestry, Fishing and Hunting	580	\$9,998	0.69	-115	-3.5%	339	136	183	20	0.7%
22	Utilities	456	\$93,313	1.40	44	2.0%	210	75	131	4	0.2%
55	Management of Companies and Enterprises	178	\$83,115	0.19	-413	-21.3%	102	31	53	18	1.9%
21	Mining, Quarrying, and Oil and Gas Extraction	9	\$107,749	0.04	-42	-29.0%	6	2	3	1	2.3%
99	Unclassified	1	\$31,981	0.01	-8	-35.9%	1	0	0	0	1.7%
Total - All Industries		61,185	\$44,954	1.00	4,624	1.6%	39,868	14,801	19,829	5,239	1.7%

Source: [JobsEQ®](#)

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q2 with preliminary estimates updated to 2020Q3. Forecast employment growth uses national projections adapted for regional growth patterns.

Occupation Snapshot

The largest major occupation group in Sumner County, Tennessee is Office and Administrative Support Occupations, employing 7,319 workers. The next-largest occupation groups in the region are Sales and Related Occupations (6,311 workers) and Transportation and Material Moving Occupations (5,845). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Production Occupations (LQ = 1.44), Construction and Extraction Occupations (1.25), and Transportation and Material Moving Occupations (1.14).

Occupation groups in Sumner County, Tennessee with the highest average wages per worker are Legal Occupations (\$94,700), Management Occupations (\$93,300), and Healthcare Practitioners and Technical Occupations (\$69,900). The unemployment rate in the region varied among the major groups from 2.1% among Community and Social Service Occupations to 13.3% among Personal Care and Service Occupations.

Over the next 5 years, the fastest growing occupation group in Sumner County, Tennessee is expected to be Healthcare Support Occupations with a +2.9% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Food Preparation and Serving Related Occupations (+593 jobs) and Transportation and Material Moving Occupations (+518). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Food Preparation and Serving Related Occupations (5,120 jobs) and Sales and Related Occupations (4,695).

Sumner County, Tennessee, 2020Q3¹

SOC	Occupation	Empl	Mean Ann Wages ²	Current			5-Year History			5-Year Forecast				
				LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
43-0000	Office and Administrative Support	7,319	\$36,800	0.93	695	4.8%	199	130	0.4%	4,772	1,857	2,573	342	0.9%
41-0000	Sales and Related	6,311	\$37,200	1.07	601	6.3%	542	541	1.8%	5,061	1,858	2,837	366	1.1%
53-0000	Transportation and Material Moving	5,845	\$31,900	1.14	826	7.8%	396	699	2.6%	4,568	1,477	2,573	518	1.7%
35-0000	Food Preparation and Serving Related	5,427	\$22,000	1.14	990	12.0%	405	339	1.3%	5,713	2,072	3,048	593	2.1%
51-0000	Production	5,190	\$38,100	1.44	458	6.6%	163	-281	-1.0%	3,365	1,034	2,066	264	1.0%
11-0000	Management	4,284	\$93,300	1.06	170	2.7%	143	435	2.2%	2,316	635	1,299	381	1.7%
25-0000	Educational Instruction and Library	3,749	\$44,400	1.09	235	5.5%	95	77	0.4%	2,108	812	975	321	1.7%
47-0000	Construction and Extraction	3,572	\$40,800	1.25	372	8.3%	46	362	2.2%	2,446	613	1,514	320	1.7%
29-0000	Healthcare Practitioners and Technical	3,004	\$69,900	0.84	114	2.1%	469	192	1.3%	1,301	445	519	337	2.2%
49-0000	Installation, Maintenance, and Repair	2,550	\$43,200	1.09	192	4.4%	125	431	3.8%	1,579	434	916	229	1.7%
13-0000	Business and Financial Operations	2,541	\$60,200	0.74	136	3.0%	103	324	2.8%	1,591	386	941	264	2.0%
37-0000	Building and Grounds Cleaning and Maintenance	2,072	\$26,200	1.02	199	6.7%	94	292	3.1%	1,727	596	894	237	2.2%
31-0000	Healthcare Support	1,974	\$27,600	0.72	147	4.0%	208	266	2.9%	1,664	632	726	305	2.9%
39-0000	Personal Care and Service	1,641	\$27,700	1.02	389	13.3%	55	124	1.6%	1,559	615	757	187	2.2%
27-0000	Arts, Design, Entertainment, Sports, and Media	1,192	\$49,600	1.09	158	8.5%	21	10	0.2%	798	272	437	89	1.5%
33-0000	Protective Service	1,153	\$40,100	0.86	69	2.9%	29	321	6.7%	728	264	364	100	1.7%
15-0000	Computer and Mathematical	920	\$69,300	0.49	50	2.8%	55	117	2.8%	485	86	291	108	2.2%

Sumner County, Tennessee, 2020Q3¹

SOC	Occupation	Empl	Mean Ann Wages ²	Current			Online Job Ads ³	5-Year History		Total Demand	5-Year Forecast			Ann % Growth
				LQ	Unempl	Unempl Rate		Empl Change	Ann %		Exits	Transfers	Empl Growth	
21- 0000	Community and Social Service	916	\$43,300	0.85	24	2.1%	65	88	2.0%	666	196	357	113	2.3%
17- 0000	Architecture and Engineering	788	\$69,500	0.74	41	3.0%	25	87	2.4%	416	106	235	75	1.8%
19- 0000	Life, Physical, and Social Science	328	\$57,800	0.60	16	3.2%	9	48	3.2%	196	37	127	32	1.9%
23- 0000	Legal	321	\$94,700	0.62	12	2.3%	2	36	2.4%	143	43	69	31	1.9%
45- 0000	Farming, Fishing, and Forestry	87	\$30,200	0.21	8	6.8%	1	-15	-3.1%	80	18	56	6	1.3%
Total - All Occupations		61,185	\$43,500	1.00	5,902	6.0%	3,250	4,624	1.6%	43,303	14,489	23,576	5,239	1.7%

Source: [JobsEQ®](#)

Data as of 2020Q3 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data are as of 2019 and represent the average for all Covered Employment

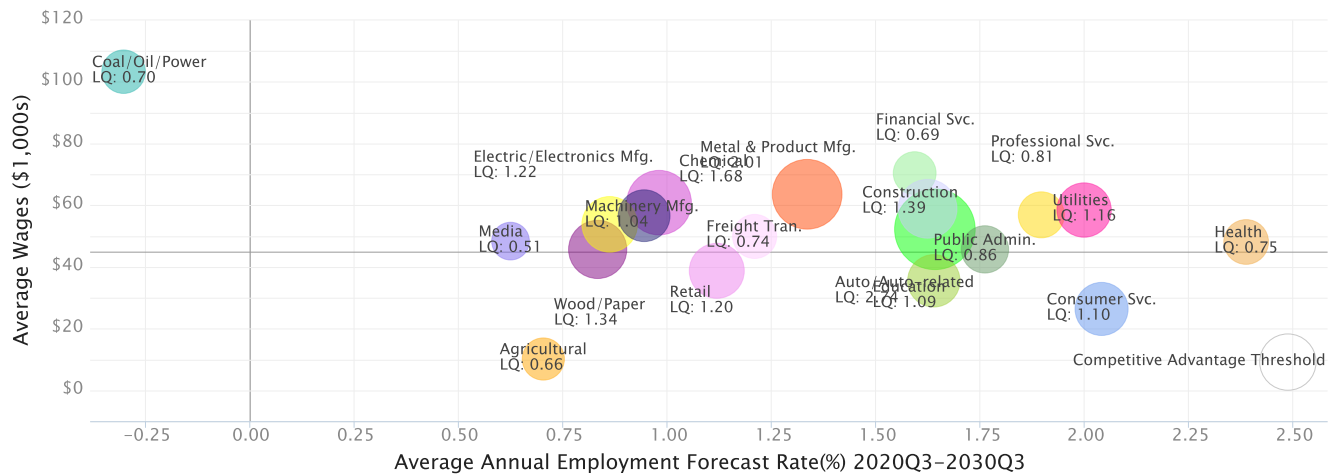
3. Data represent found online ads active within the last thirty days in the selected region; data represents a sampling rather than the complete universe of postings. Ads lacking zip code information but designating a place (city, town, etc.) may be assigned to the zip code with greatest employment in that place for queries in this analytic. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list).

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2020Q2, imputed where necessary with preliminary estimates updated to 2020Q3. Wages by occupation are as of 2019 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in Sumner County, Tennessee with the highest relative concentration is Auto/Auto-related with a location quotient of 2.74. This cluster employs 2,732 workers in the region with an average wage of \$52,248. Employment in the Auto/Auto-related cluster is projected to expand in the region about 1.6% per year over the next ten years.

Industry Clusters for Sumner County, Tennessee as of 2020Q3



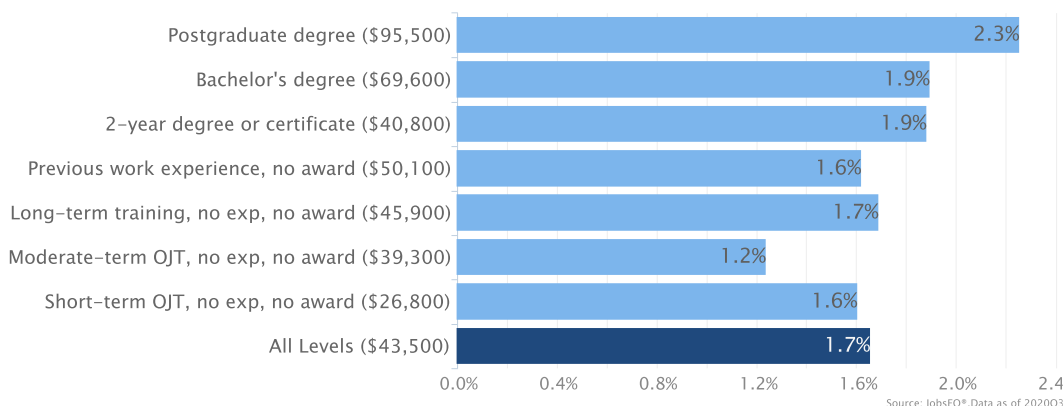
Source: JobsEQ®, Data as of 2020Q3

Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2020Q2 with preliminary estimates updated to 2020Q3. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in Sumner County, Tennessee is projected to grow 1.7% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 2.3% per year, those requiring a bachelor's degree are forecast to grow 1.9% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 1.9% per year.

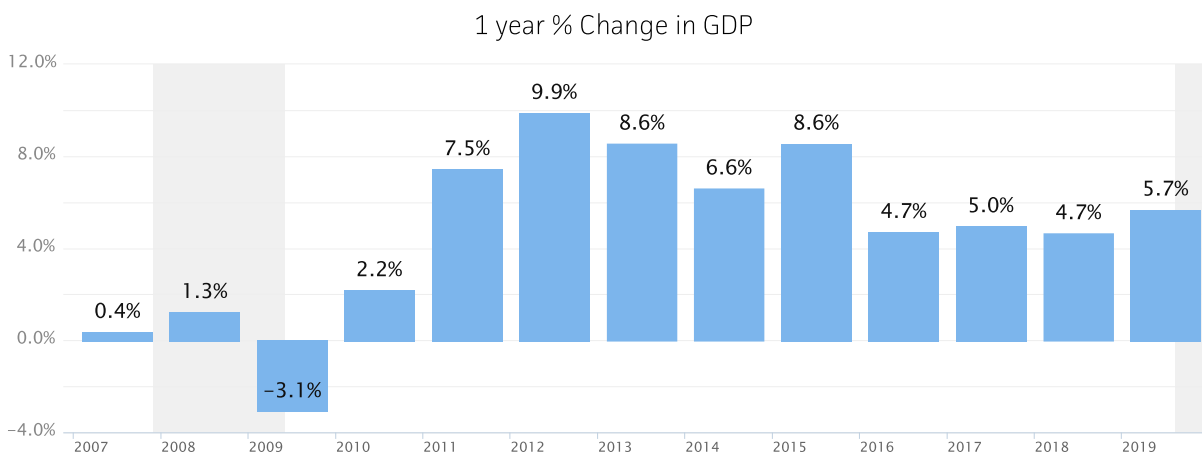
Annual Average Projected Job Growth by Training Required for Sumner County, Tennessee



Employment by occupation data are estimates as of 2020Q3. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

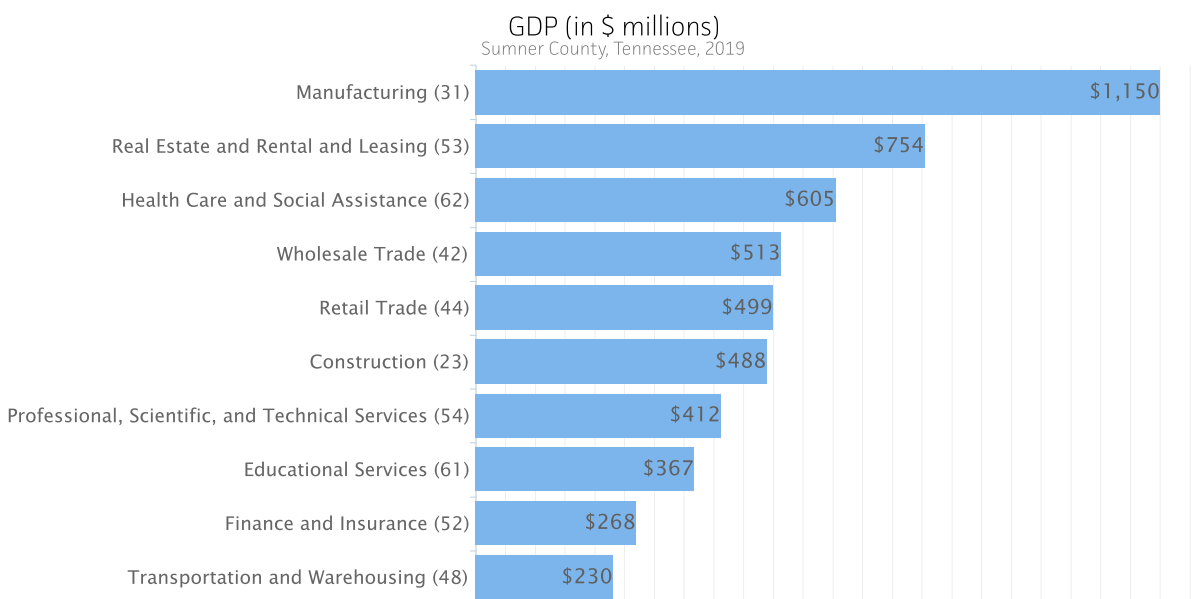
Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2019, nominal GDP in Sumner County, Tennessee expanded 5.7%. This follows growth of 4.7% in 2018. As of 2019, total GDP in Sumner County, Tennessee was \$6,649,002,000.



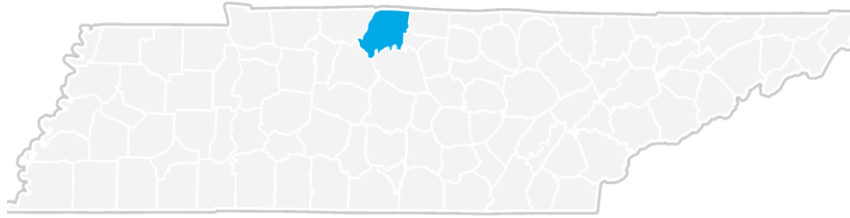
Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2019.

Of the sectors in Sumner County, Tennessee, Manufacturing contributed the largest portion of GDP in 2019, \$1,149,833,000. The next-largest contributions came from Real Estate and Rental and Leasing (\$754,067,000); Health Care and Social Assistance (\$604,744,000); and Wholesale Trade (\$512,742,000).



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2019.

Sumner County, Tennessee Regional Map



Region Definition

Nashville-Davidson--Murfreesboro--Franklin, TN MSA is defined as the following counties:

Cannon County, Tennessee

Cheatham County, Tennessee

Davidson County, Tennessee

Dickson County, Tennessee

Macon County, Tennessee

Maury County, Tennessee

Robertson County, Tennessee

Rutherford County, Tennessee

Smith County, Tennessee

Sumner County, Tennessee

Trousdale County, Tennessee

Williamson County, Tennessee

Wilson County, Tennessee

FAQ

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a competitive advantage in that cluster.

What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

About This Report

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