

Business and Financial Operations

45 Minute Drive Time



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What is Emsi Data?

Emsi data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Emsi data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



Report Parameters

29 Occupations

13-1028	Buyers and Purchasing Agents
13-1031	Claims Adjusters, Examiners, and Investig.
13-1032	Insurance Appraisers, Auto Damage
13-1041	Compliance Officers
13-1051	Cost Estimators

13-1071	Human Resources Specialists
13-1075	Labor Relations Specialists
13-1081	Logisticians
13-1111	Management Analysts
<i>See Appendix A for all 29 Occupations</i>	

7 Counties

47037	Davidson County, TN
47125	Montgomery County, TN
47147	Robertson County, TN
47149	Rutherford County, TN

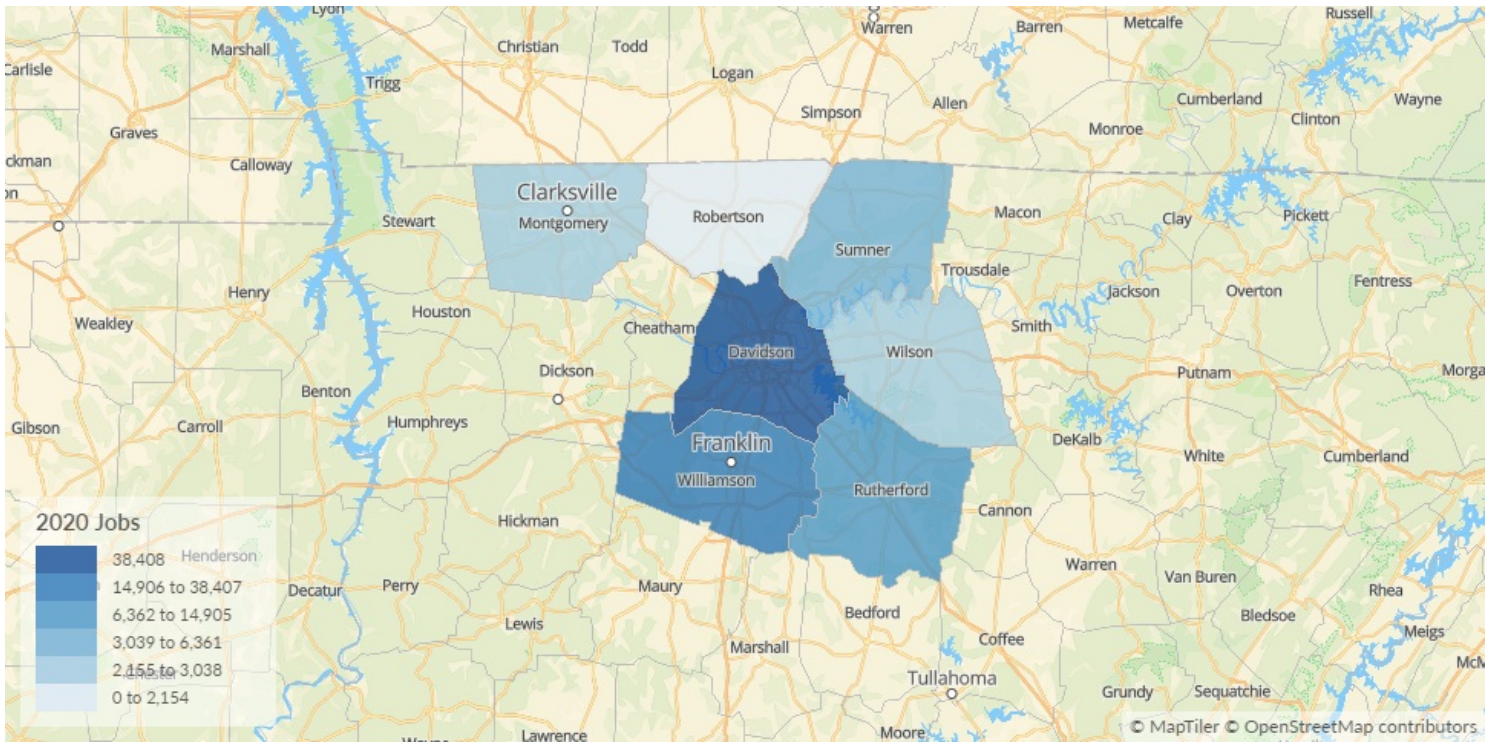
47165	Sumner County, TN
47187	Williamson County, TN
47189	Wilson County, TN

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

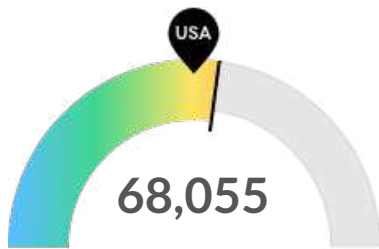
The information in this report pertains to the chosen occupations and geographical areas.

Workforce Map



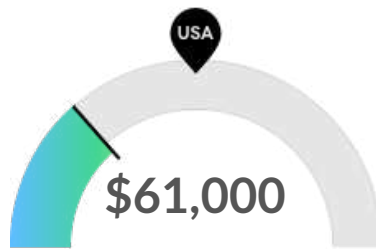
Executive Summary

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



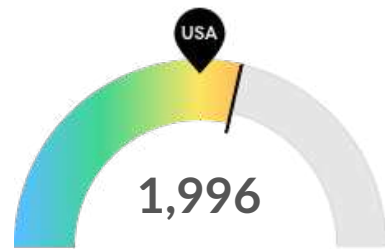
Supply (Jobs)

Your area is a hotspot for this kind of talent. The national average for an area this size is 60,225* employees, while there are 68,055 here.



Compensation

The cost for talent is low in your area. The national median salary for your occupations is \$69,825, while you'll pay \$61,000 here.



Demand (Job Postings)

Competition from online job postings is high in your area. The national average for an area this size is 1,631* job posting/mo, while there is 1,996 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Supply (Jobs)

Supply Is Higher Than the National Average

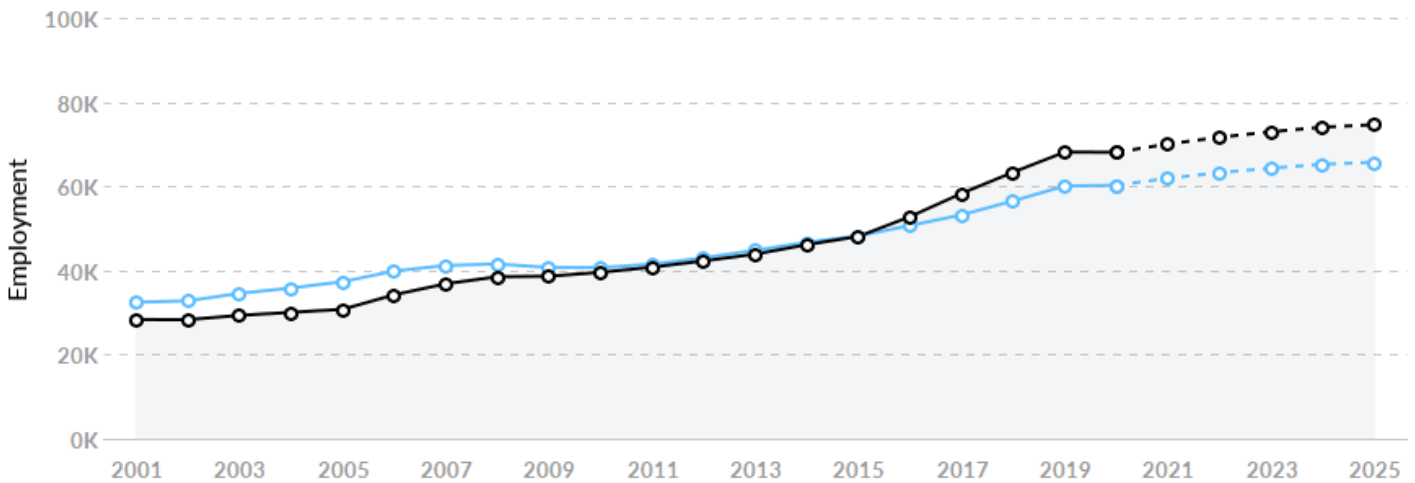
The regional vs. national average employment helps you understand if the supply of your occupations is a strength or weakness for your area, and how it is changing relative to the nation. An average area of this size would have 60,225* employees, while there are 68,055 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.

42% Past Growth (2015 - 2020)

10% Projected Growth (2020 - 2025)

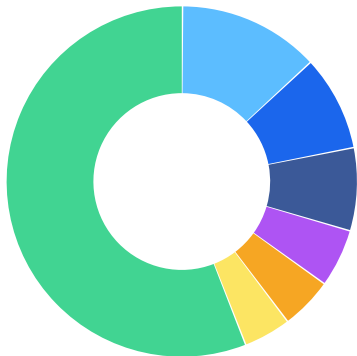
7 Tennessee Counties

National Average*



*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

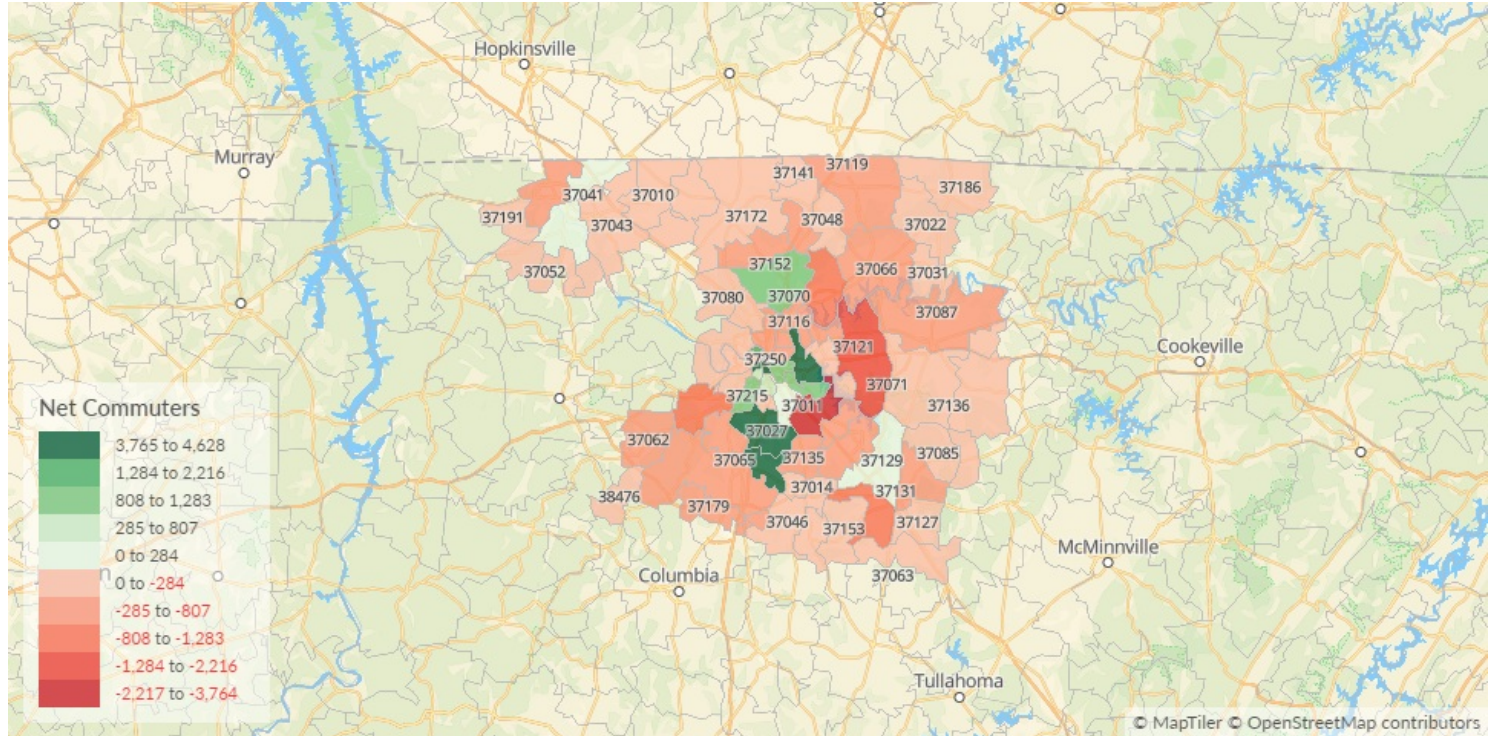
Most Jobs are Found in the Accounting, Tax Preparation, Bookkeeping, and Payroll Services Industry Sector



Industry	% of Occupation in Industry (2020)
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	13.0%
Management, Scientific, and Technical Consulting Services	8.8%
Management of Companies and Enterprises	7.6%
Agencies, Brokerages, and Other Insurance Related Activities	5.4%
Insurance Carriers	4.8%
Federal Government, Civilian	4.4%
Other	56.0%

Place of Work vs Place of Residence

Understanding where talent in the region currently works compared to where talent lives can help you optimize site decisions. For example, the #1 ranked ZIP for employment ranks #2 for resident workers. The top ZIP for resident workers is 37013.



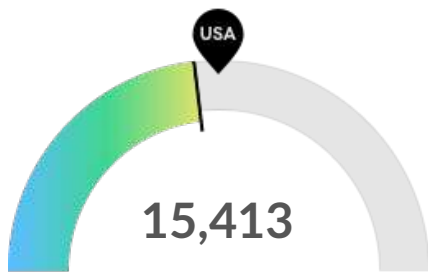
Where Talent Works

ZIP	Name	2020 Employment
37027	Brentwood, TN (in Willi...	6,551
37067	Franklin, TN (in Williams...	6,088
37214	Nashville, TN (in Davids...	5,748
37203	Nashville, TN (in Davids...	5,654
37211	Nashville, TN (in Davids...	2,802

Where Talent Lives

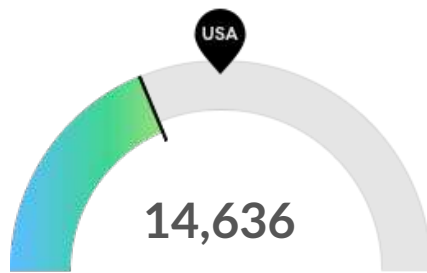
ZIP	Name	2020 Workers
37013	Antioch, TN (in Davidso...	3,205
37027	Brentwood, TN (in Willi...	2,786
37211	Nashville, TN (in Davids...	2,771
37075	Hendersonville, TN (in S...	2,373
37064	Franklin, TN (in Williams...	2,226

Retirement Risk Is Low, While Overall Diversity Is Low



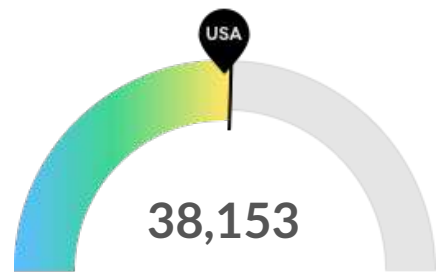
Retiring Soon

Retirement risk is low in your area. The national average for an area this size is 17,202* employees 55 or older, while there are 15,413 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 21,660* racially diverse employees, while there are 14,636 here.



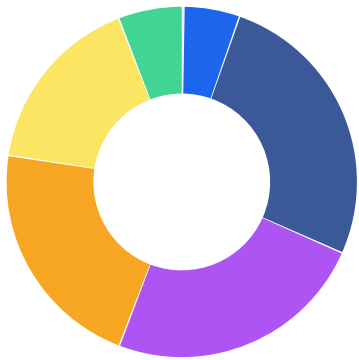
Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 37,051* female employees, while there are 38,153 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

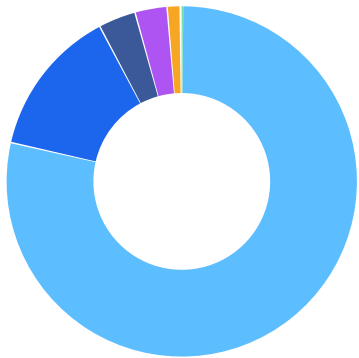
Demographic Details

Occupation Age Breakdown



	% of Jobs	Jobs
14-18	0.1%	86
19-24	5.2%	3,510
25-34	26.3%	17,881
35-44	24.2%	16,452
45-54	21.6%	14,713
55-64	16.7%	11,382
65+	5.9%	4,031



Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	78.5%	53,419
Black or African American	13.7%	9,316
Asian	3.4%	2,345
Hispanic or Latino	3.0%	2,015
Two or More Races	1.2%	813
American Indian or Alaska Native	0.2%	115
Native Hawaiian or Other Pacific Islander	0.0%	32

Occupation Gender Breakdown

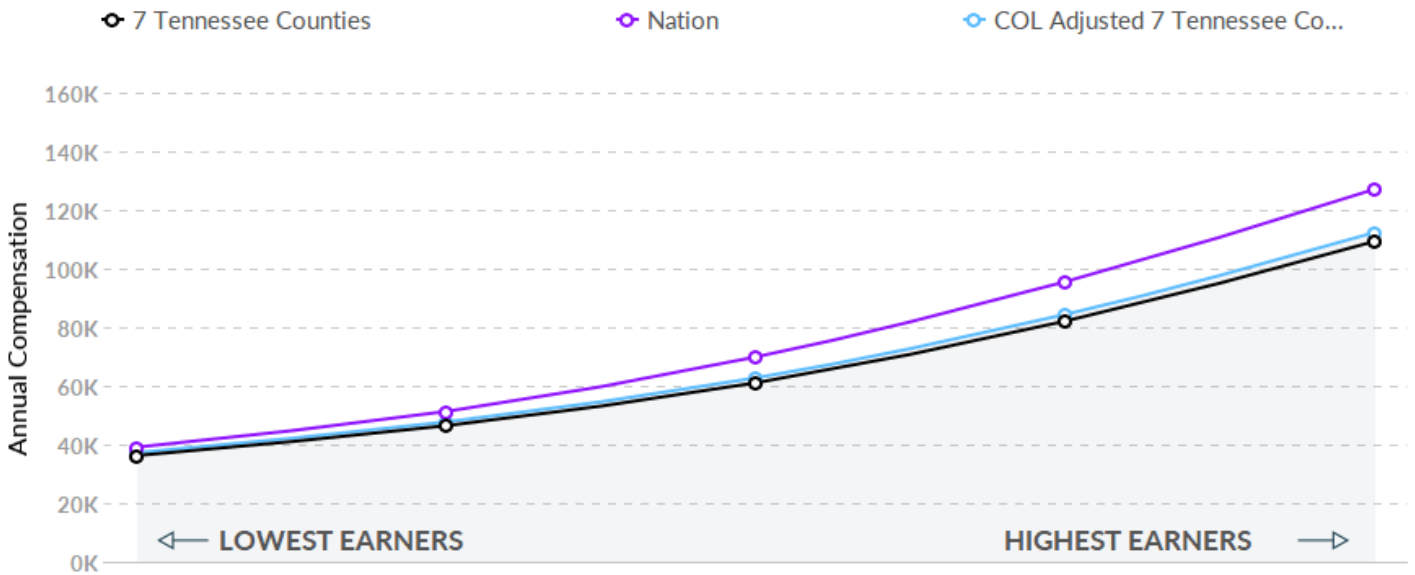


	% of Jobs	Jobs
 Males	43.9%	29,901
 Females	56.1%	38,153

Compensation

Talent Is 13% Cheaper, While the Cost of Living May Make Attraction Difficult

In 2019, the median compensation for your occupations in your area is \$61,000. Based on the national median wage of \$69,825 for this position, this means you will spend about 13% less to employ your occupations here. However, their actual purchasing power will be 10% less than the national median when we adjust for regional cost of living (which is 3% lower than average). This may make it harder to attract talent to the region at this price.



Demand



3,575 Employers Competing

All employers in the region who posted for this job over the last 12 months.



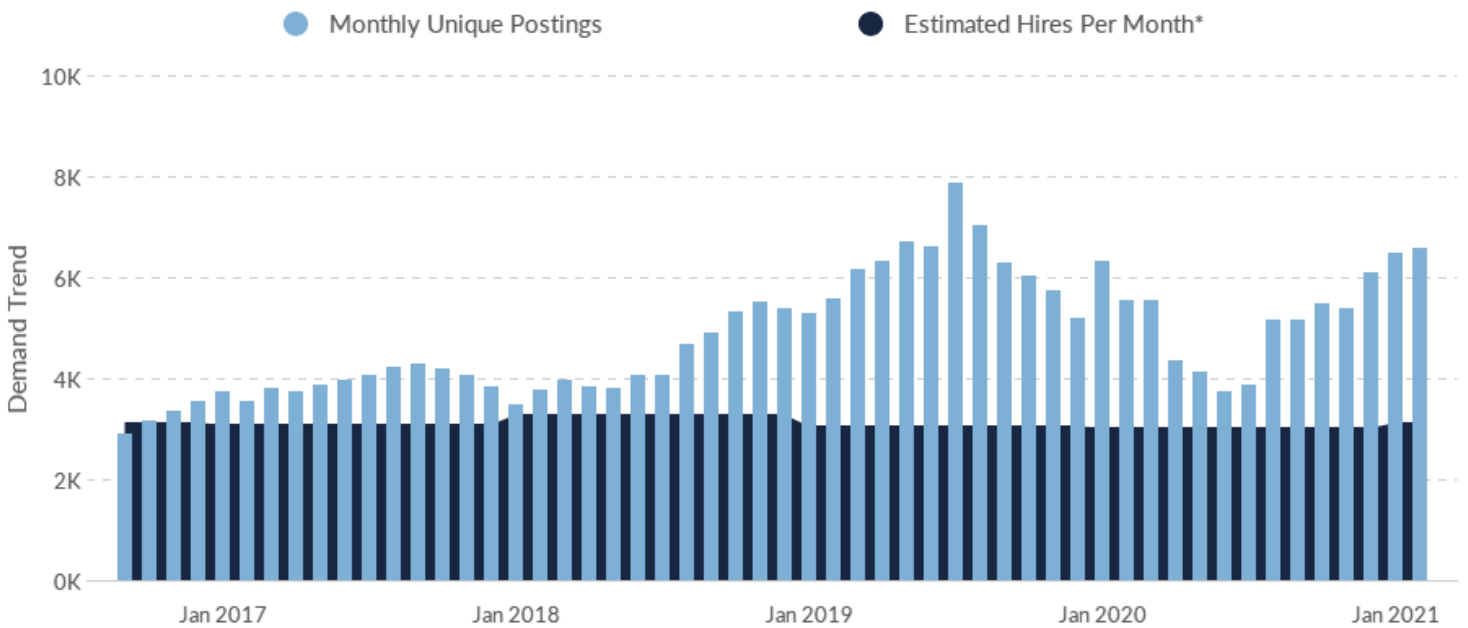
23,953 Unique Job Postings

The number of unique postings for this job over the last 12 months.



34 Day Median Duration

Posting duration is the same as what's typical in the region.



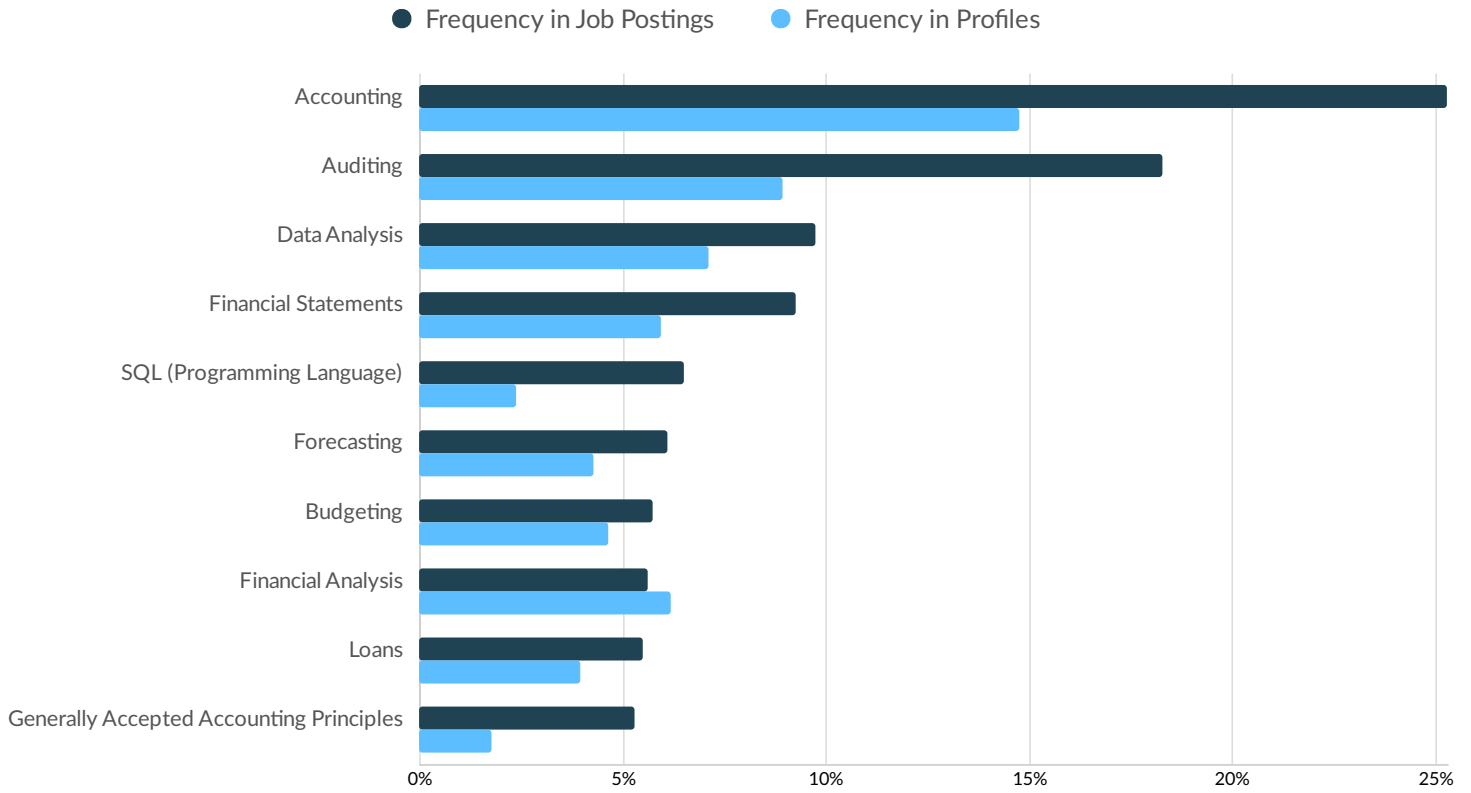
Occupation	Avg Monthly Postings (Mar 2020 - Feb 2021)	Avg Monthly Hires (Mar 2020 - Feb 2021)
Accountants and Auditors	985	598
Management Analysts	799	231
Human Resources Specialists	515	363
Project Management Specialists and Business Operations Specialists, All Other	470	415

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Occupation	Avg Monthly Postings (Mar 2020 - Feb 2021)	Avg Monthly Hires (Mar 2020 - Feb 2021)
Market Research Analysts and Marketing Specialists	418	269
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	263	164
Training and Development Specialists	225	115
Loan Officers	349	50
Buyers and Purchasing Agents	184	95
Compensation, Benefits, and Job Analysis Specialists	84	35
Personal Financial Advisors	120	51
Claims Adjusters, Examiners, and Investigators	152	109
Logisticians	140	47
Cost Estimators	120	58
Compliance Officers	80	83
Meeting, Convention, and Event Planners	50	59
Credit Analysts	36	19
Insurance Underwriters	46	32
Financial Examiners	21	17
Tax Preparers	34	106
Insurance Appraisers, Auto Damage	6	7
Property Appraisers and Assessors	11	15
Fundraisers	24	23
Tax Examiners and Collectors, and Revenue Agents	8	5
Budget Analysts	12	10
Labor Relations Specialists	6	17
Credit Counselors	6	5
Agents and Business Managers of Artists, Performers, and Athletes	2	39

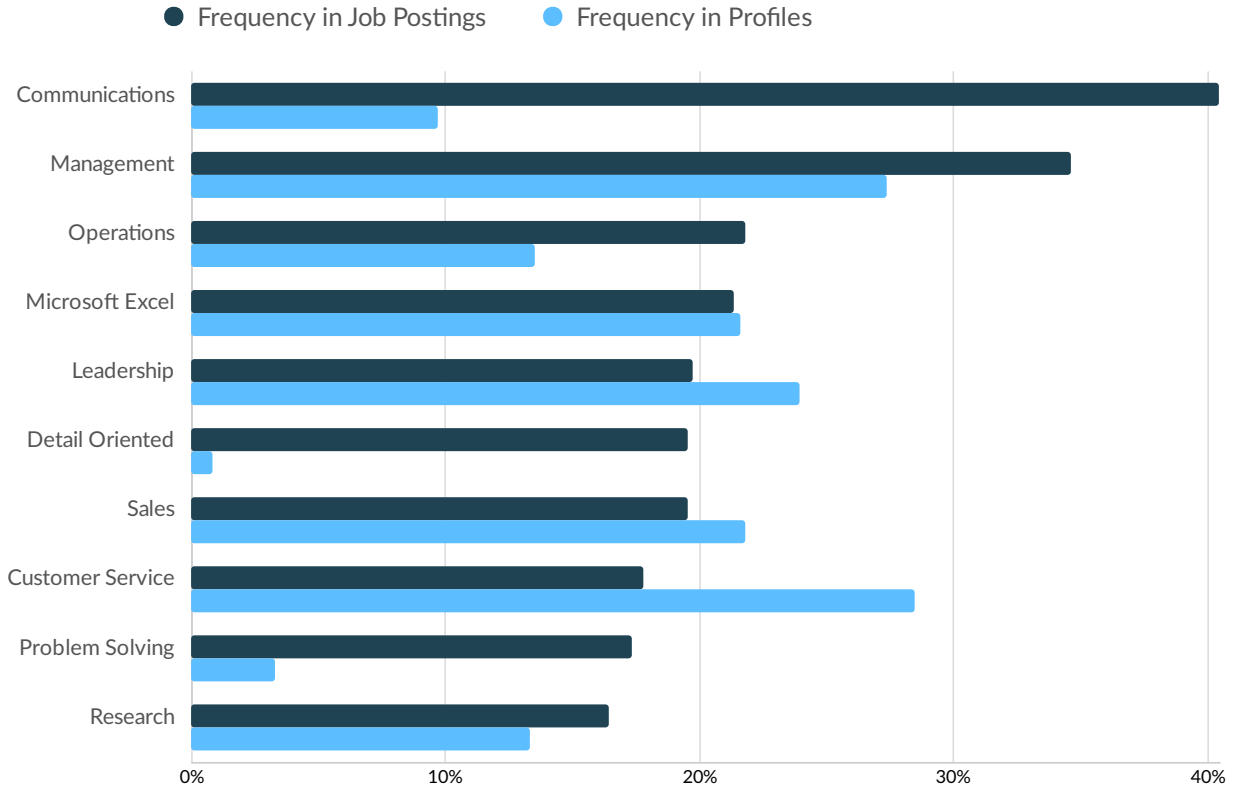
Top Companies	Unique Postings	Top Job Titles	Unique Postings
Growing People and Companies	451 	Accountants	712 
Deloitte LLP	413 	Staff Accountants	395 
Anthem, Inc.	369 	Business Analysts	372 
Randstad N.V.	343 	Recruiters	311 
Amazon.com, Inc.	312 	Financial Analysts	280 

Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Accounting	1,689	25%	7,492	15%
Auditing	1,222	18%	4,538	9%
Data Analysis	651	10%	3,615	7%
Financial Statements	620	9%	3,007	6%
SQL (Programming Language)	436	7%	1,209	2%
Forecasting	408	6%	2,167	4%
Budgeting	384	6%	2,357	5%
Financial Analysis	375	6%	3,136	6%
Loans	367	5%	2,012	4%
Generally Accepted Accounting Principles	354	5%	904	2%

Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	2,702	40%	4,931	10%
Management	2,313	35%	13,865	27%
Operations	1,458	22%	6,853	14%
Microsoft Excel	1,426	21%	10,957	22%
Leadership	1,318	20%	12,147	24%
Detail Oriented	1,307	20%	433	1%
Sales	1,306	20%	11,067	22%
Customer Service	1,187	18%	14,433	29%
Problem Solving	1,158	17%	1,672	3%
Research	1,099	16%	6,764	13%

Graduate Pipeline



37 Programs

65 programs can train for this job, while only 37 programs have produced completers in this region.



3,106 Completions (2019)

The completions from all regional institutions for all degree types.



6,111 Openings (2019)

The average number of openings for an occupation in the region is 157.

Top Programs	Completions (2019)
Business Administration and Ma...	1,198
Accounting	329
Finance, General	228
Marketing/Marketing Managem...	225
Business/Commerce, General	210

Top Schools	Completions (2019)
Middle Tennessee State Univers...	615
Vanderbilt University	492
Belmont University	386
Trevecca Nazarene University	373
Lipscomb University	353

Appendix A (Occupations)

Code	Description	Code	Description
13-1028	Buyers and Purchasing Agents	13-1161	Market Research Analysts and Marketing Specialists
13-1031	Claims Adjusters, Examiners, and Investigators	13-1198	Project Management Specialists and Business Operations Specialists, All Other
13-1032	Insurance Appraisers, Auto Damage	13-2011	Accountants and Auditors
13-1041	Compliance Officers	13-2031	Budget Analysts
13-1051	Cost Estimators	13-2041	Credit Analysts
13-1071	Human Resources Specialists	13-2053	Insurance Underwriters
13-1075	Labor Relations Specialists	13-2061	Financial Examiners
13-1081	Logisticians	13-2071	Credit Counselors
13-1111	Management Analysts	13-2072	Loan Officers
13-1131	Fundraisers	13-2082	Tax Preparers
13-1141	Compensation, Benefits, and Job Analysis Specialists	13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other
13-1151	Training and Development Specialists	13-1011	Agents and Business Managers of Artists, Performers, and Athletes

Code	Description	Code	Description
13-1074	Farm Labor Contractors	13-2052	Personal Financial Advisors
13-1121	Meeting, Convention, and Event Planners	13-2081	Tax Examiners and Collectors, and Revenue Agents
13-2021	Property Appraisers and Assessors		