

IT Occupations

Sumner County, TN
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

16 Occupations

| | |
|---------|--|
| 11-3021 | Computer and Information Systems Mana. |
| 13-1198 | Project Management Specialists and Busi. |
| 15-1211 | Computer Systems Analysts |
| 15-1212 | Information Security Analysts |
| 15-1221 | Computer and Information Research Scie.. |

| | |
|---------|--|
| 15-1231 | Computer Network Support Specialists |
| 15-1232 | Computer User Support Specialists |
| 15-1241 | Computer Network Architects |
| 15-1244 | Network and Computer Systems Administ. |

See Appendix A for all 16 Occupations

8 Counties

| | |
|-------|----------------------|
| 21213 | Simpson County, KY |
| 47037 | Davidson County, TN |
| 47111 | Macon County, TN |
| 47147 | Robertson County, TN |

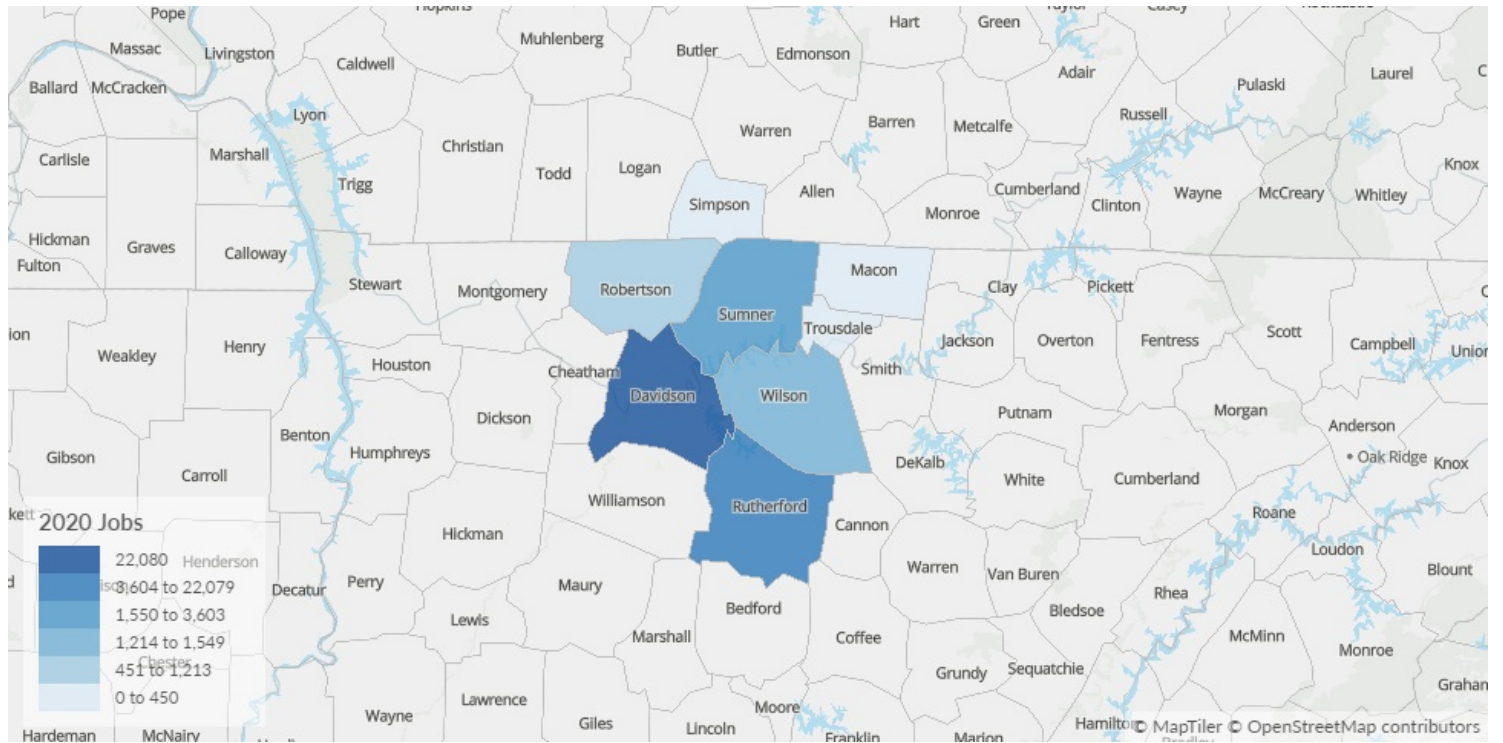
| | |
|-------|-----------------------|
| 47149 | Rutherford County, TN |
| 47165 | Sumner County, TN |
| 47169 | Trousdale County, TN |
| 47189 | Wilson County, TN |

Class of Worker

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

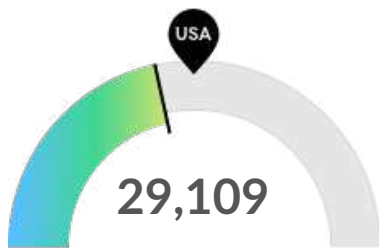
The information in this report pertains to the chosen occupations and geographical areas.

Workforce Map



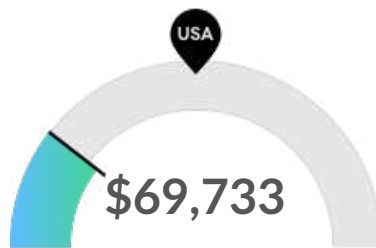
Executive Summary

Average Hiring Competition Over a Thin Supply of Regional Talent



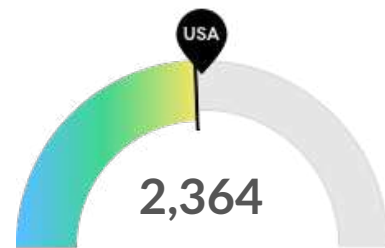
Supply (Jobs)

Your area is not a hotspot for this kind of talent. The national average for an area this size is 35,662* employees, while there are 29,109 here.



Compensation

The cost for talent is low in your area. The national median salary for your occupations is \$87,178, while you'll pay \$69,733 here.



Demand (Job Postings)

Competition from online job postings is about average in your area. The national average for an area this size is 2,450* job postings/mo, while there are 2,364 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.

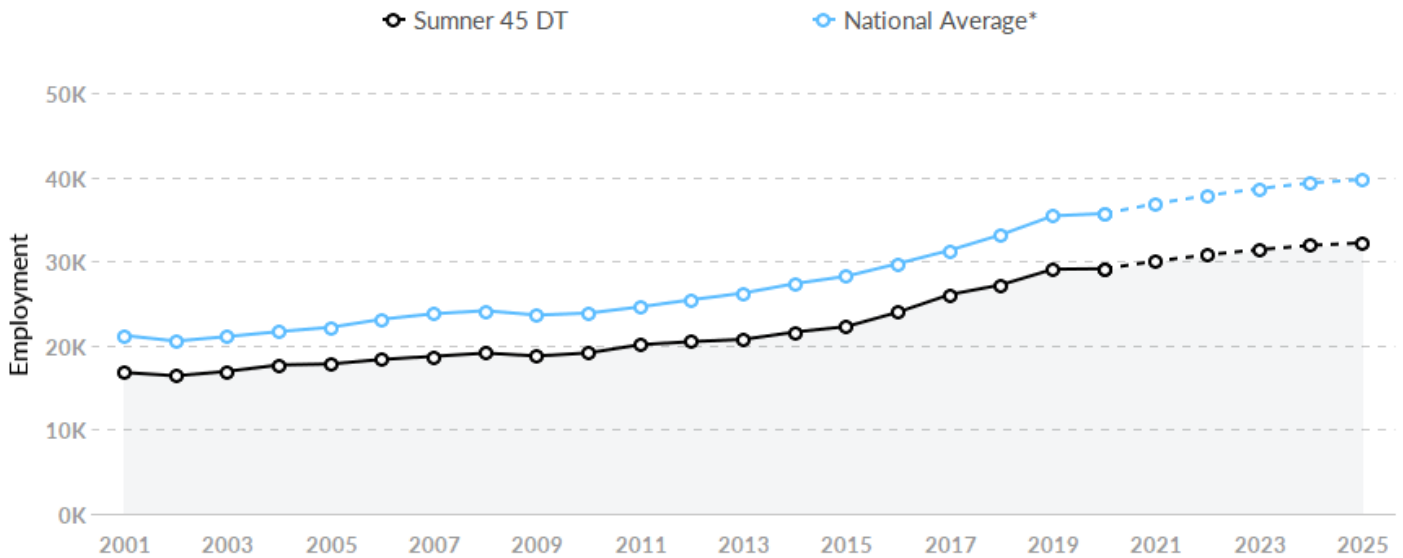
Supply (Jobs)

Supply Is Lower 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 35,662* employees, while there are 29,109 here. This lower than expected supply may make it more difficult to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.

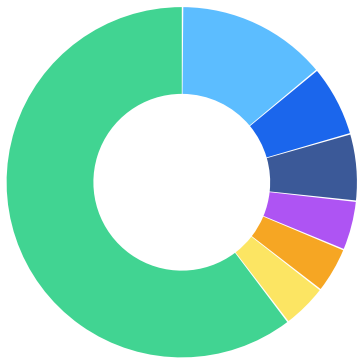
31% Past Growth (2015 - 2020)

11% Projected Growth (2020 - 2025)



*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.

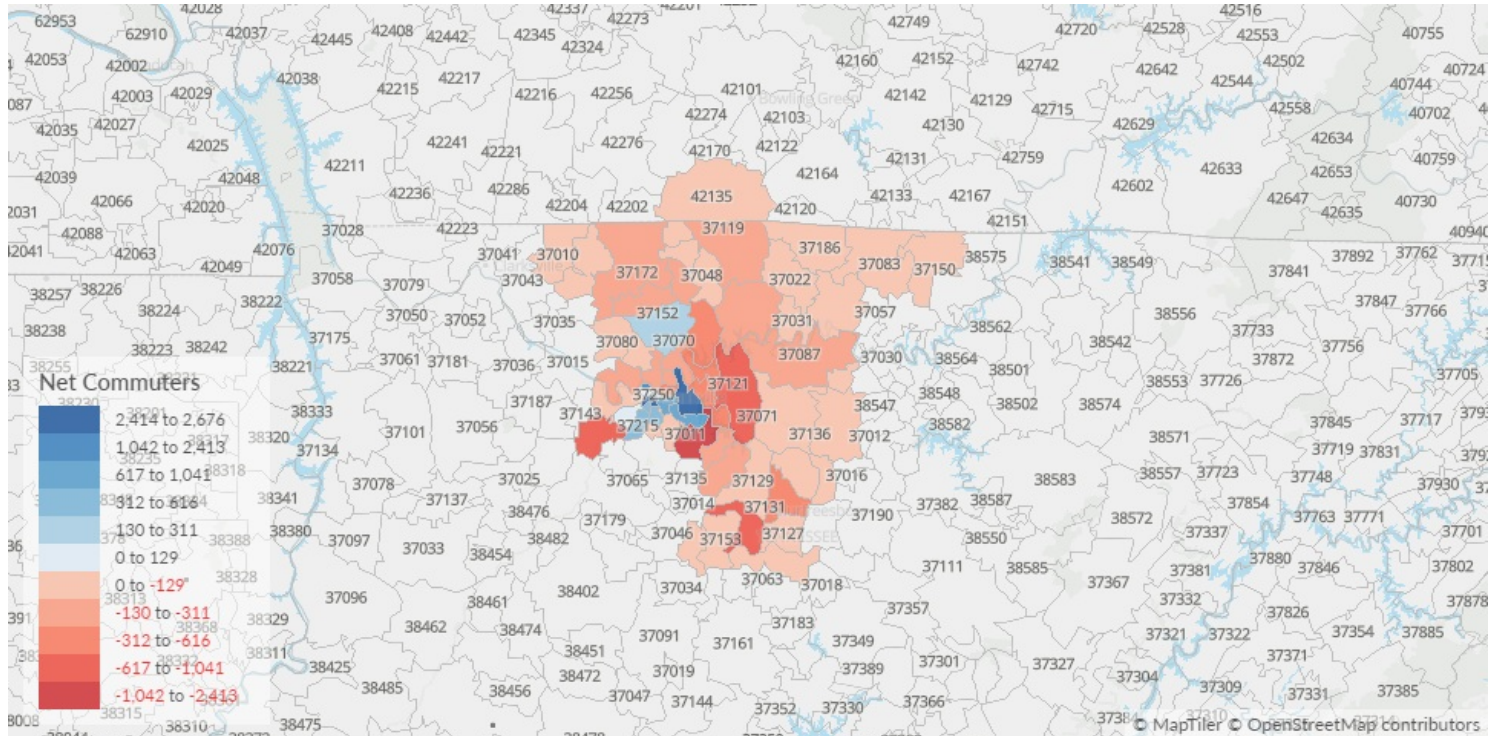
Most Jobs are Found in the Computer Systems Design and Related Services Industry Sector



| Industry | % of Occupation in Industry (2020) |
|---|------------------------------------|
| Computer Systems Design and Related Services | 13.9% |
| Management of Companies and Enterprises | 6.6% |
| Management, Scientific, and Technical Consulting Services | 6.2% |
| State Government, Excluding Education and Hospitals | 4.6% |
| Data Processing, Hosting, and Related Services | 4.2% |
| Federal Government, Civilian | 4.1% |
| Other | 60.4% |

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 #8 for resident workers. The top ZIP for resident workers is 37013.

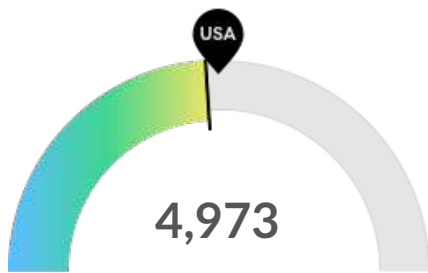


Where Talent Works

Where Talent Lives

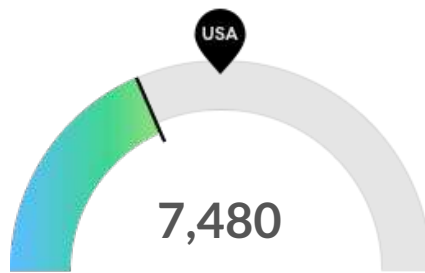
| ZIP | Name | 2020 Employment | ZIP | Name | 2020 Workers |
|-------|-----------------------------|-----------------|-------|-----------------------------|--------------|
| 37214 | Nashville, TN (in Davids... | 3,658 | 37013 | Antioch, TN (in Davidso... | 1,911 |
| 37203 | Nashville, TN (in Davids... | 2,982 | 37211 | Nashville, TN (in Davids... | 1,652 |
| 37211 | Nashville, TN (in Davids... | 1,626 | 37075 | Hendersonville, TN (in S... | 1,300 |
| 37217 | Nashville, TN (in Davids... | 1,431 | 37122 | Mount Juliet, TN (in Wil... | 1,256 |
| 37228 | Nashville, TN (in Davids... | 1,122 | 37167 | Smyrna, TN (in Rutherfo... | 1,240 |

Retirement Risk Is About Average, While Overall Diversity Is Low



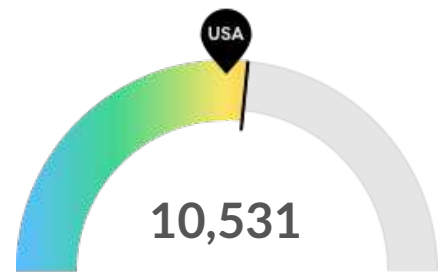
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 5,272* employees 55 or older, while there are 4,973 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 11,259* racially diverse employees, while there are 7,480 here.



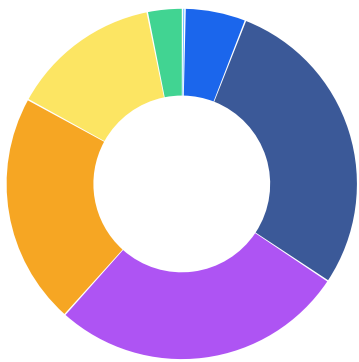
Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 9,601* female employees, while there are 10,531 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.

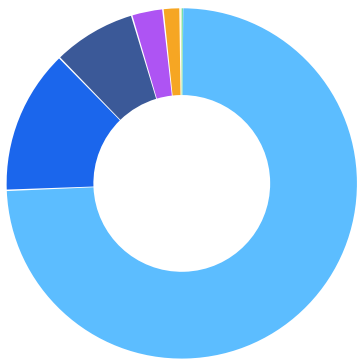
Demographic Details

Occupation Age Breakdown



| | % of Jobs | Jobs |
|---------|-----------|-------|
| ● 14-18 | 0.2% | 66 |
| ● 19-24 | 5.6% | 1,637 |
| ● 25-34 | 28.4% | 8,270 |
| ● 35-44 | 27.3% | 7,943 |
| ● 45-54 | 21.4% | 6,220 |
| ● 55-64 | 13.9% | 4,032 |
| ● 65+ | 3.2% | 940 |

Occupation Race/Ethnicity Breakdown



| | % of Jobs | Jobs |
|---|-----------|--------|
| ● White | 74.3% | 21,628 |
| ● Black or African American | 13.3% | 3,884 |
| ● Asian | 7.7% | 2,232 |
| ● Hispanic or Latino | 2.9% | 843 |
| ● Two or More Races | 1.6% | 455 |
| ● American Indian or Alaska Native | 0.2% | 51 |
| ● Native Hawaiian or Other Pacific Islander | 0.0% | 14 |

Occupation Gender Breakdown

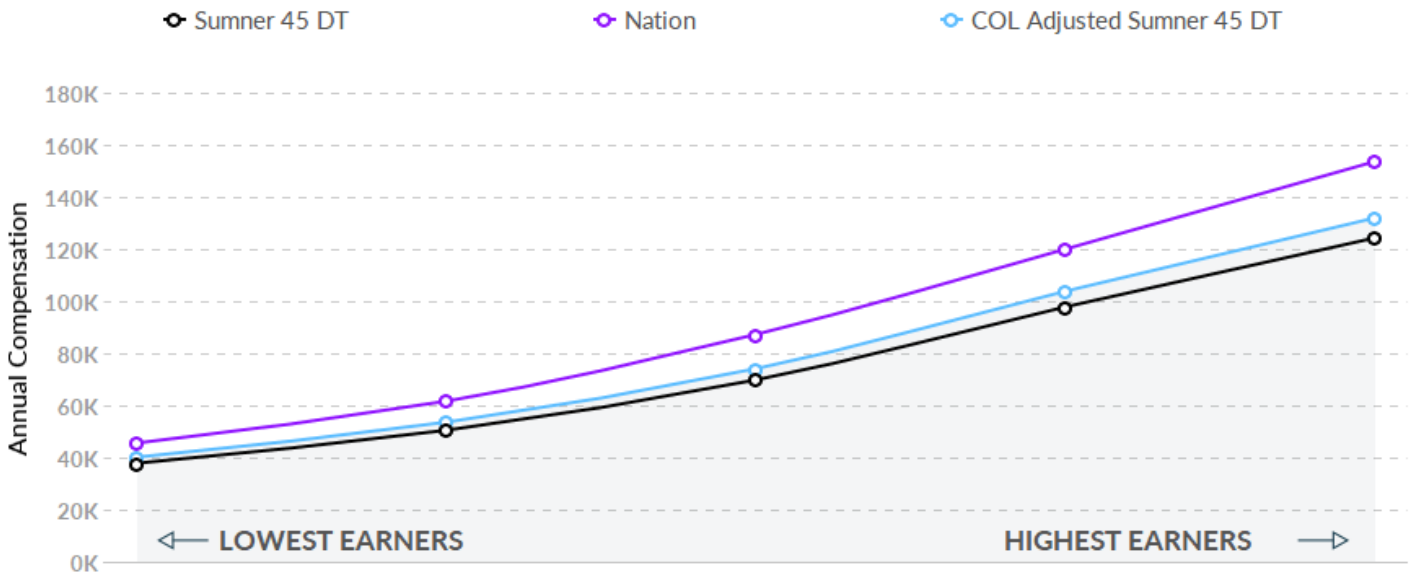


| | % of Jobs | Jobs |
|--|-----------|--------|
| ● Males | 63.8% | 18,578 |
| ● Females | 36.2% | 10,531 |

Compensation

Talent Is 20% Cheaper, While the Cost of Living May Make Attraction Difficult

In 2019, the median compensation for your occupations in your area is \$69,733. Based on the national median wage of \$87,178 for this position, this means you will spend about 20% less to employ your occupations here. However, their actual purchasing power will be 15% less than the national median when we adjust for regional cost of living (which is 6% lower than average). This may make it harder to attract talent to the region at this price.



Demand



3,418 Employers Competing

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



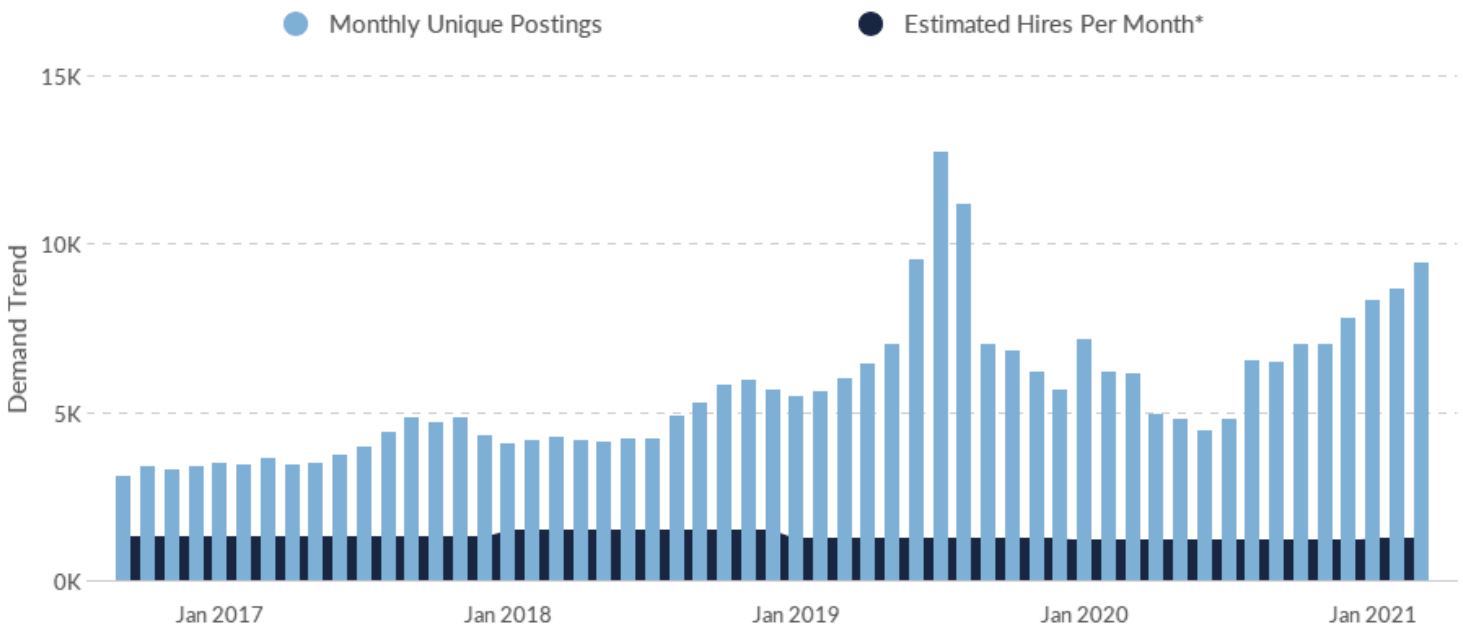
28,362 Unique Job Postings

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



33 Day Median Duration






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








| Occupation | Avg Monthly Postings (Apr 2020 - Mar 2021) | Avg Monthly Hires (Apr 2020 - Mar 2021) |
|---|--|---|
| Software Developers and Software Quality Assurance Analysts and Testers | 1,573 | 227 |
| Computer Occupations, All Other | 1,029 | 73 |
| Computer User Support Specialists | 796 | 144 |
| Computer Systems Analysts | 658 | 115 |

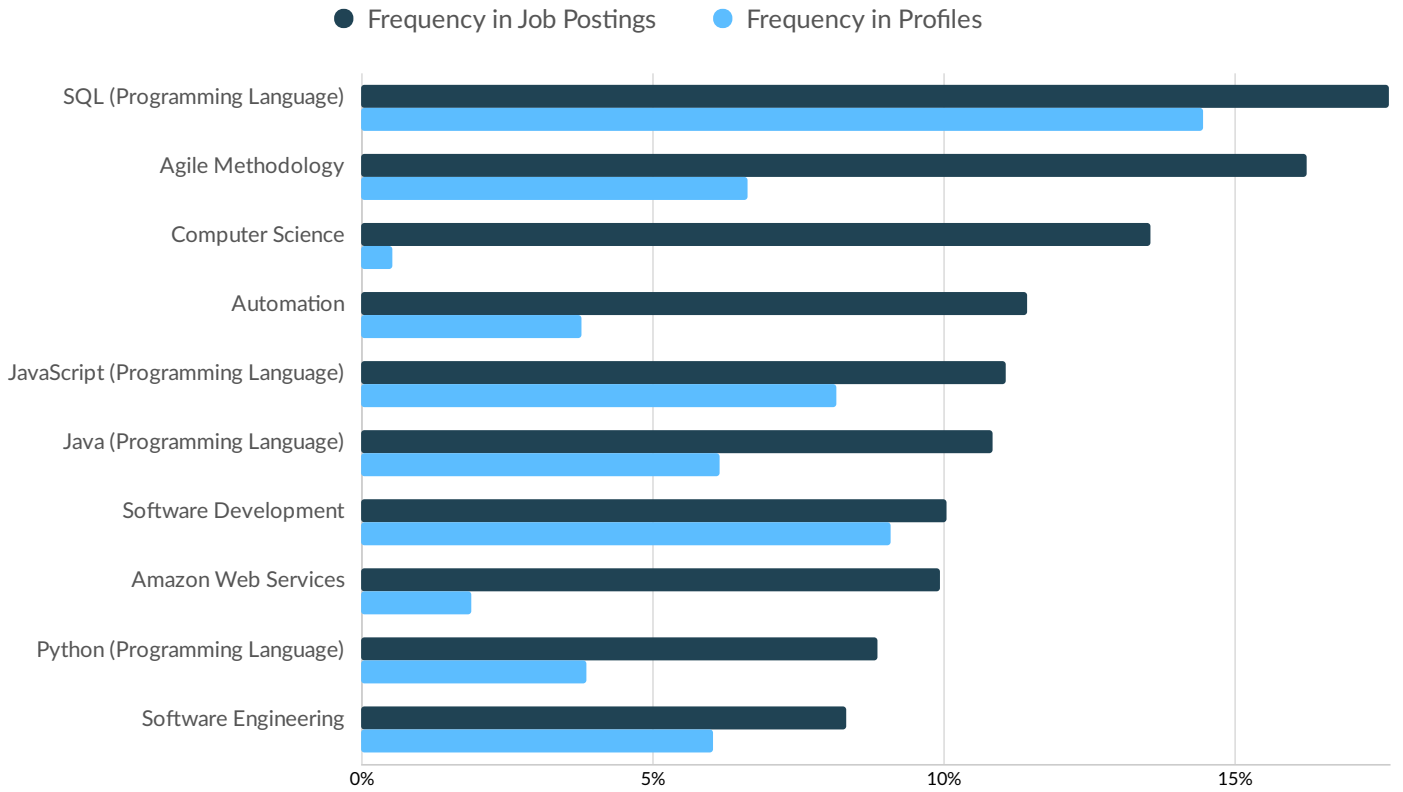
*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics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

| Occupation | Avg Monthly Postings (Apr 2020 - Mar 2021) | Avg Monthly Hires (Apr 2020 - Mar 2021) |
|---|--|---|
| Network and Computer Systems Administrators | 548 | 53 |
| Web Developers and Digital Interface Designers | 424 | 29 |
| Project Management Specialists and Business Operations Specialists, All Other | 400 | 319 |
| Computer and Information Systems Managers | 363 | 82 |
| Information Security Analysts | 312 | 35 |
| Computer Programmers | 194 | 36 |
| Database Administrators and Architects | 150 | 25 |
| Operations Research Analysts | 129 | 20 |
| Computer Network Architects | 40 | 28 |
| Computer and Information Research Scientists | 58 | 3 |
| Computer Network Support Specialists | 12 | 45 |
| Data Scientists and Mathematical Science Occupations, All Other | 0 | 6 |

| Top Companies | Unique Postings |
|--------------------------------|---|
| Amazon.com, Inc. | 983  |
| Deloitte LLP | 925  |
| Vaco LLC | 731  |
| Robert Half International Inc. | 456  |
| Ernst & Young LLP | 354  |

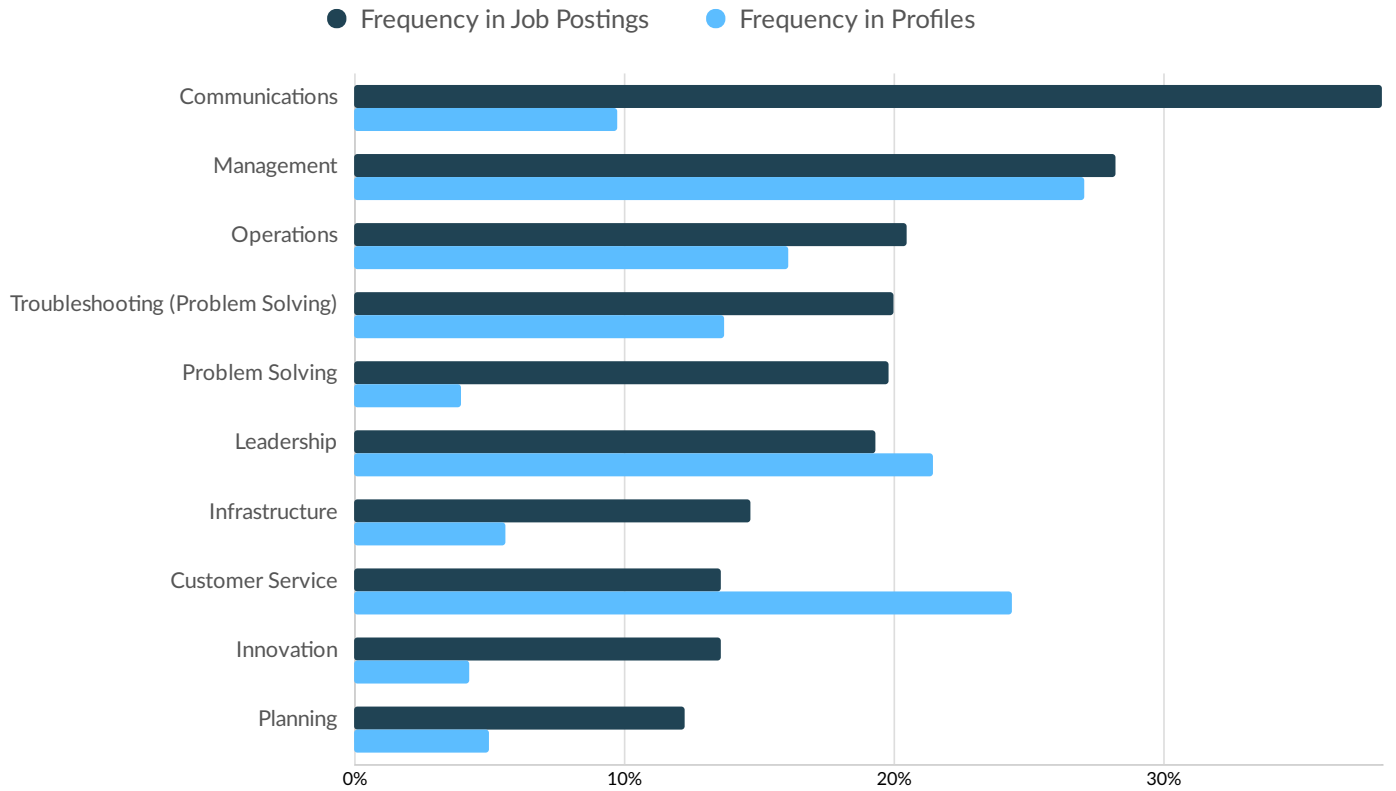
| Top Job Titles | Unique Postings |
|-------------------------|---|
| Software Engineers | 370  |
| .NET Developers | 242  |
| Network Engineers | 200  |
| Software Developers | 198  |
| .NET Software Engineers | 191  |

Top Hard Skills



| Skills | Postings | % of Total Postings | Profiles | % of Total Profiles |
|-----------------------------------|----------|---------------------|----------|---------------------|
| SQL (Programming Language) | 1,096 | 18% | 5,987 | 14% |
| Agile Methodology | 1,009 | 16% | 2,746 | 7% |
| Computer Science | 841 | 14% | 225 | 1% |
| Automation | 711 | 11% | 1,565 | 4% |
| JavaScript (Programming Language) | 687 | 11% | 3,377 | 8% |
| Java (Programming Language) | 674 | 11% | 2,550 | 6% |
| Software Development | 624 | 10% | 3,774 | 9% |
| Amazon Web Services | 618 | 10% | 782 | 2% |
| Python (Programming Language) | 550 | 9% | 1,599 | 4% |
| Software Engineering | 518 | 8% | 2,500 | 6% |

Top Common Skills



| Skills | Postings | % of Total Postings | Profiles | % of Total Profiles |
|-----------------------------------|----------|---------------------|----------|---------------------|
| Communications | 2,367 | 38% | 4,051 | 10% |
| Management | 1,753 | 28% | 11,223 | 27% |
| Operations | 1,272 | 20% | 6,677 | 16% |
| Troubleshooting (Problem Solving) | 1,241 | 20% | 5,695 | 14% |
| Problem Solving | 1,229 | 20% | 1,633 | 4% |
| Leadership | 1,200 | 19% | 8,888 | 21% |
| Infrastructure | 913 | 15% | 2,314 | 6% |
| Customer Service | 846 | 14% | 10,103 | 24% |
| Innovation | 844 | 14% | 1,771 | 4% |
| Planning | 763 | 12% | 2,080 | 5% |

Graduate Pipeline



36 Programs

55 programs can train for this job, while only 36 programs have produced completers in this region.



1,001 Completions (2019)

The completions from all regional institutions for all degree types.



2,259 Openings (2019)

The average number of openings for an occupation in the region is 127.

| Top Programs | Completions (2019) |
|---------------------------------|--------------------|
| Computer Science | 274 |
| Mathematics, General | 190 |
| Information Technology | 142 |
| Management Information Syste... | 108 |
| Financial Mathematics | 66 |

| Top Schools | Completions (2019) |
|-----------------------------------|--------------------|
| Vanderbilt University | 416 |
| Middle Tennessee State Univers... | 264 |
| Lipscomb University | 67 |
| Tennessee State University | 54 |
| Volunteer State Community Coll... | 52 |

Appendix A (Occupations)

| Code | Description |
|---------|---|
| 11-3021 | Computer and Information Systems Managers |
| 13-1198 | Project Management Specialists and Business Operations Specialists, All Other |
| 15-1211 | Computer Systems Analysts |
| 15-1212 | Information Security Analysts |
| 15-1221 | Computer and Information Research Scientists |
| 15-1231 | Computer Network Support Specialists |
| 15-1232 | Computer User Support Specialists |
| 15-1241 | Computer Network Architects |

| Code | Description |
|---------|---|
| 15-1244 | Network and Computer Systems Administrators |
| 15-1245 | Database Administrators and Architects |
| 15-1251 | Computer Programmers |
| 15-1256 | Software Developers and Software Quality Assurance Analysts and Testers |
| 15-1257 | Web Developers and Digital Interface Designers |
| 15-1299 | Computer Occupations, All Other |
| 15-2031 | Operations Research Analysts |
| 15-2098 | Data Scientists and Mathematical Science Occupations, All Other |