

Summer Warehousing & Logistics in Sumner 45 DT



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Nashville, Tennessee 37201

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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

15 Occupations

11-3071	Transportation, Storage, and Distribution ..
13-1081	Logisticians
43-3021	Billing and Posting Clerks
43-5011	Cargo and Freight Agents
43-5071	Shipping, Receiving, and Inventory Clerks

53-1047	First-Line Supervisors of Transportation a..
53-3033	Light Truck Drivers
53-7011	Conveyor Operators and Tenders
53-7021	Crane and Tower Operators
<i>See Appendix A for all 15 Occupations</i>	

8 Counties

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

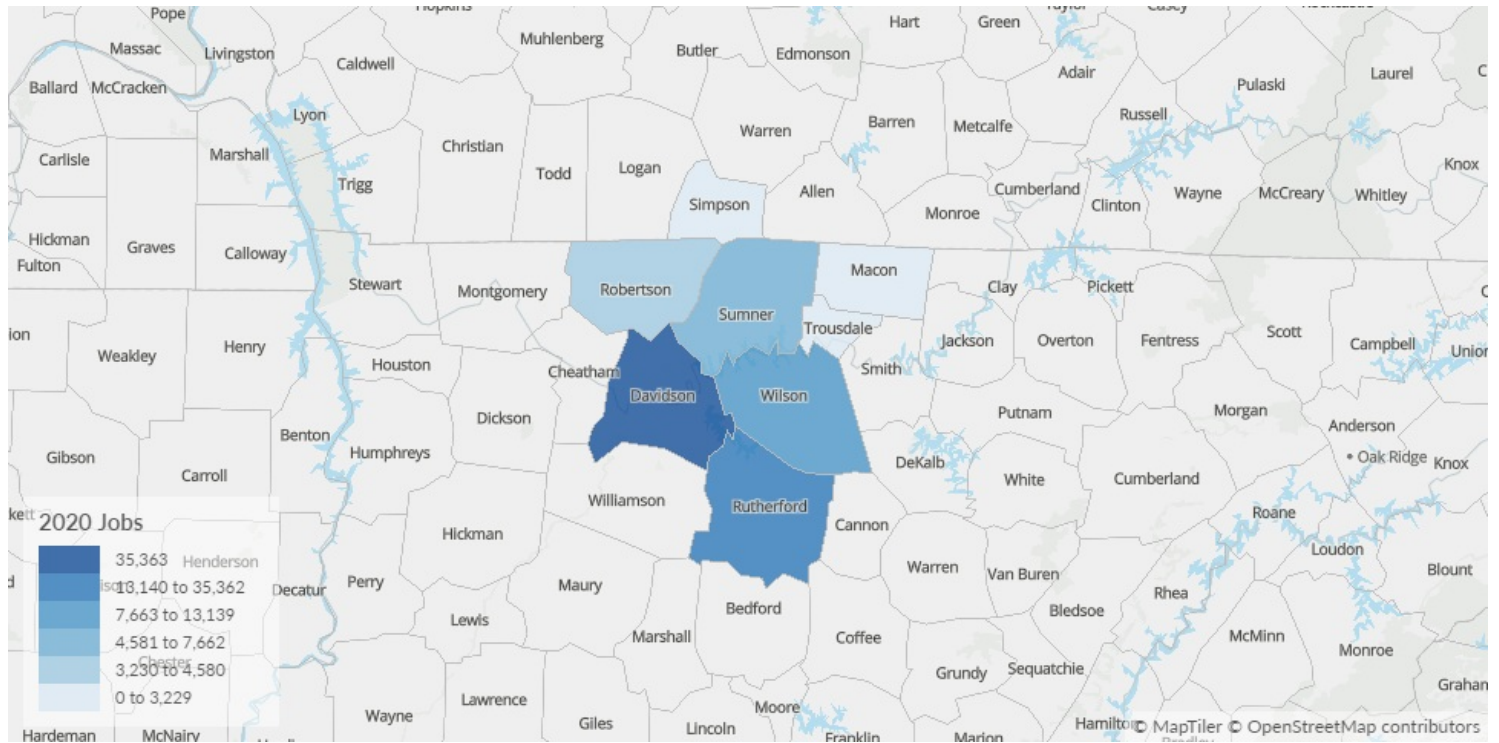
47149	Rutherford County, TN
47165	Sumner County, TN
47169	Trousdale County, TN
47189	Wilson County, TN

Class of Worker

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

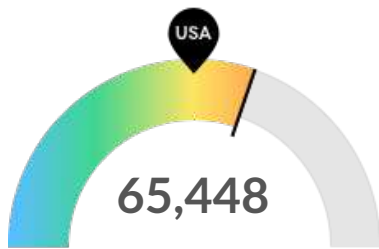
The information in this report pertains to the chosen occupations and geographical areas.

Workforce Map



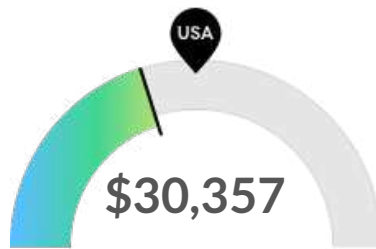
Executive Summary

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



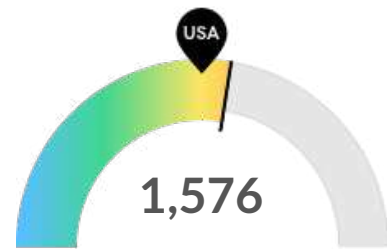
Supply (Jobs)

Your area is a hotspot for this kind of talent. The national average for an area this size is 48,700* employees, while there are 65,448 here.



Compensation

The cost for talent is low in your area. The national median salary for your occupations is \$31,366, while you'll pay \$30,357 here.



Demand (Job Postings)

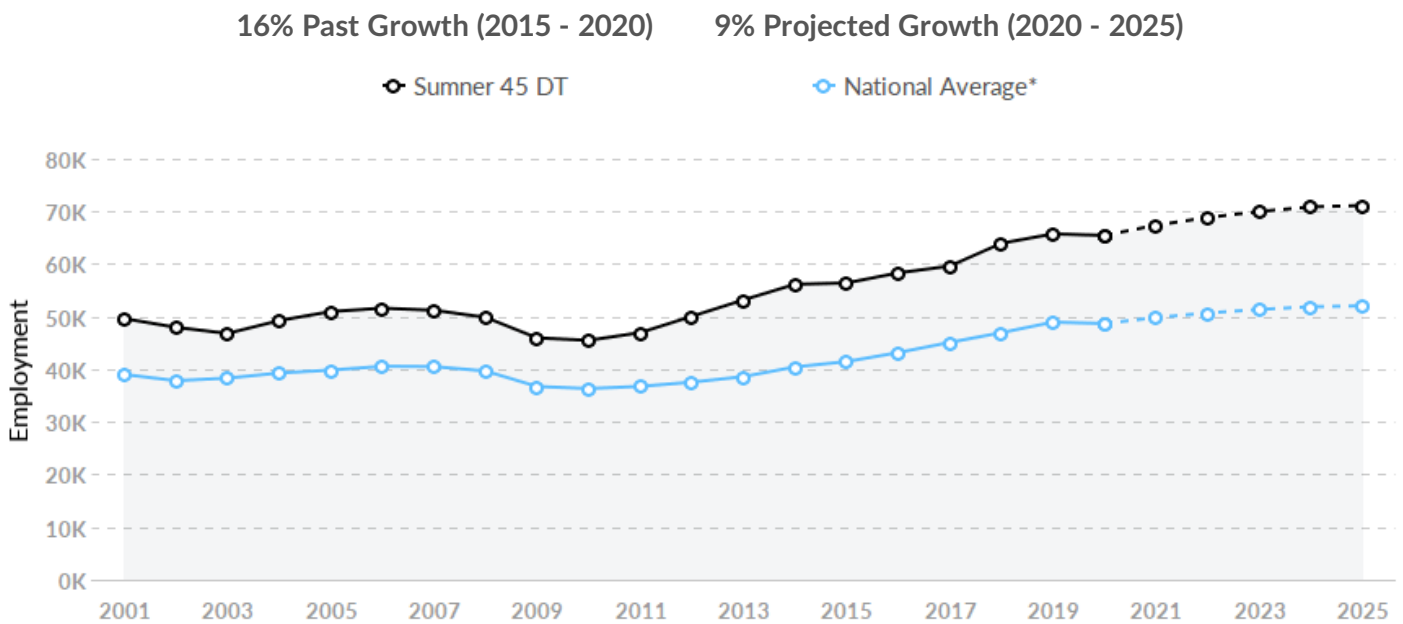
Competition from online job postings is high in your area. The national average for an area this size is 1,368* job posting/mo, while there is 1,576 here.

*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)

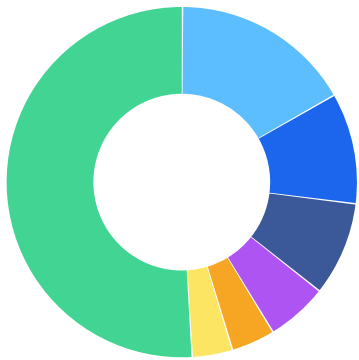
Supply Is Higher Than the National Average

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 48,700* employees, while there are 65,448 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.



*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.

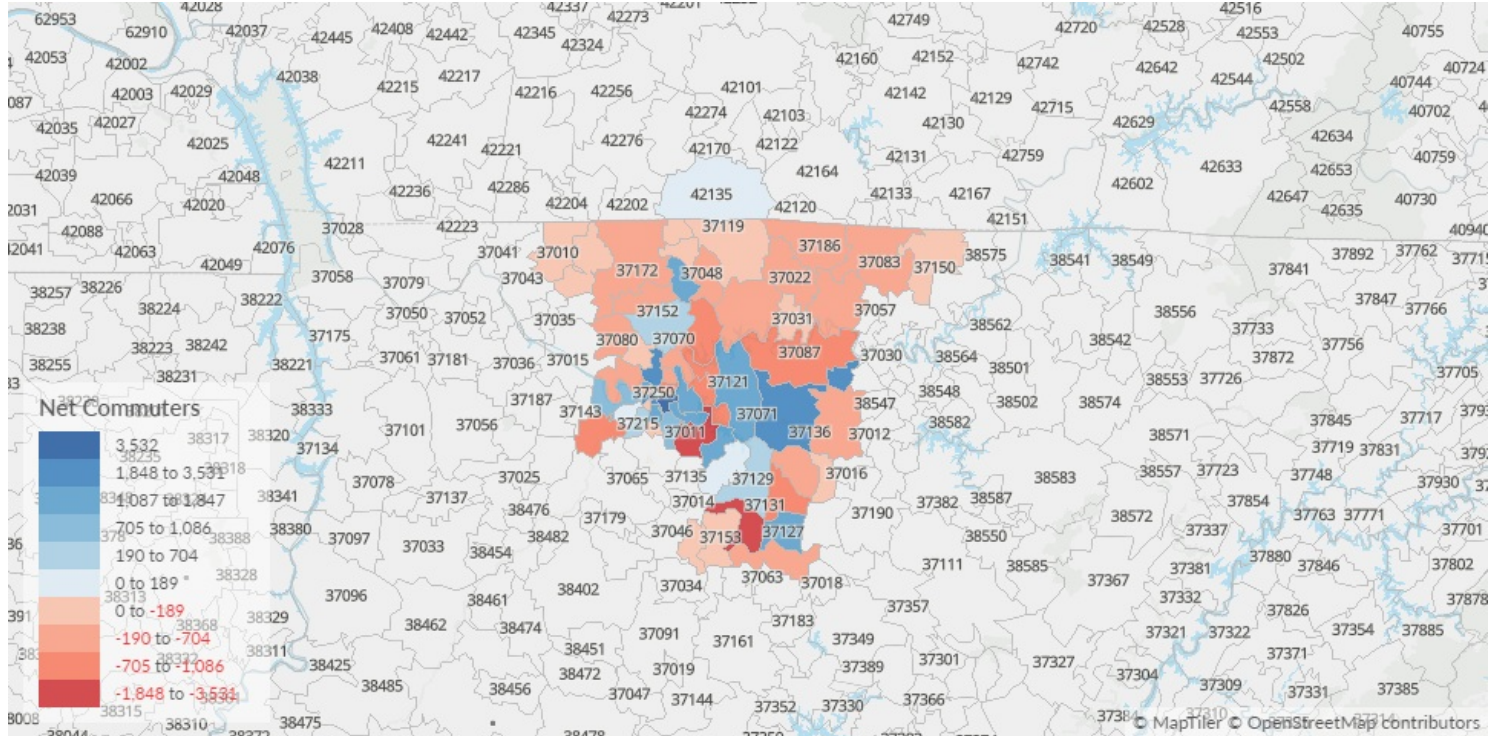
Most Jobs are Found in the Warehousing and Storage Industry Sector



Industry	% of Occupation in Industry (2020)
Warehousing and Storage	16.7%
Employment Services	10.2%
Couriers and Express Delivery Services	8.7%
Grocery Stores	5.6%
General Merchandise Stores, including Warehouse Clubs and Supercenters	4.0%
General Freight Trucking	3.7%
Other	51.0%

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

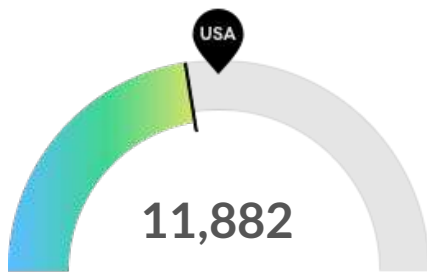


Where Talent Works

Where Talent Lives

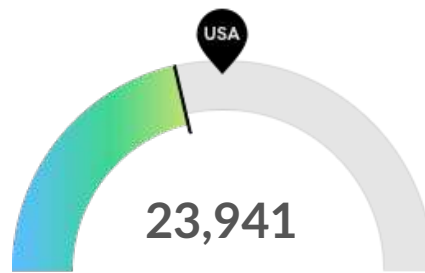
ZIP	Name	2020 Employment	ZIP	Name	2020 Workers
37207	Nashville, TN (in Davids...	4,370	37013	Antioch, TN (in Davidso...	3,541
37210	Nashville, TN (in Davids...	4,122	37167	Smyrna, TN (in Rutherfo...	2,885
37122	Mount Juliet, TN (in Wil...	3,582	37075	Hendersonville, TN (in S...	2,626
37211	Nashville, TN (in Davids...	3,219	37128	Murfreesboro, TN (in Ru...	2,516
37086	La Vergne, TN (in Ruthe...	3,023	37211	Nashville, TN (in Davids...	2,506

Retirement Risk Is Low, While Overall Diversity Is About Average



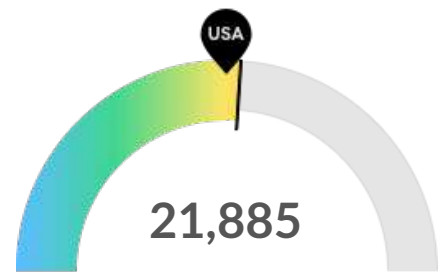
Retiring Soon

Retirement risk is low in your area. The national average for an area this size is 13,814* employees 55 or older, while there are 11,882 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 29,879* racially diverse employees, while there are 23,941 here.



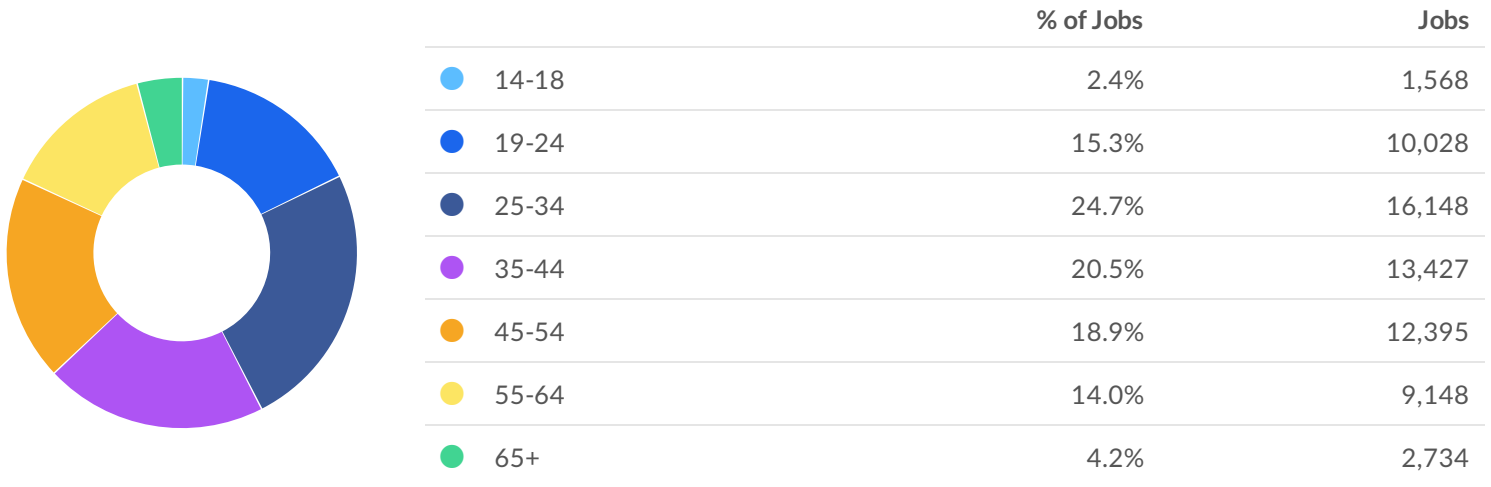
Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 20,556* female employees, while there are 21,885 here.

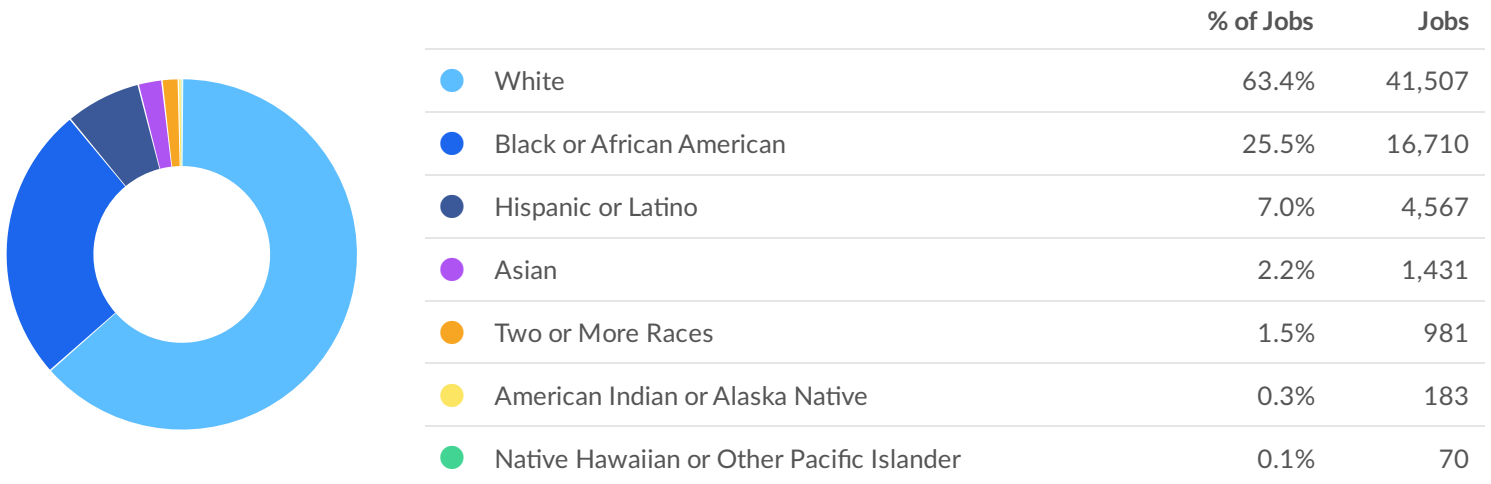
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Demographic Details

Occupation Age Breakdown





Occupation Race/Ethnicity Breakdown



Occupation Gender Breakdown

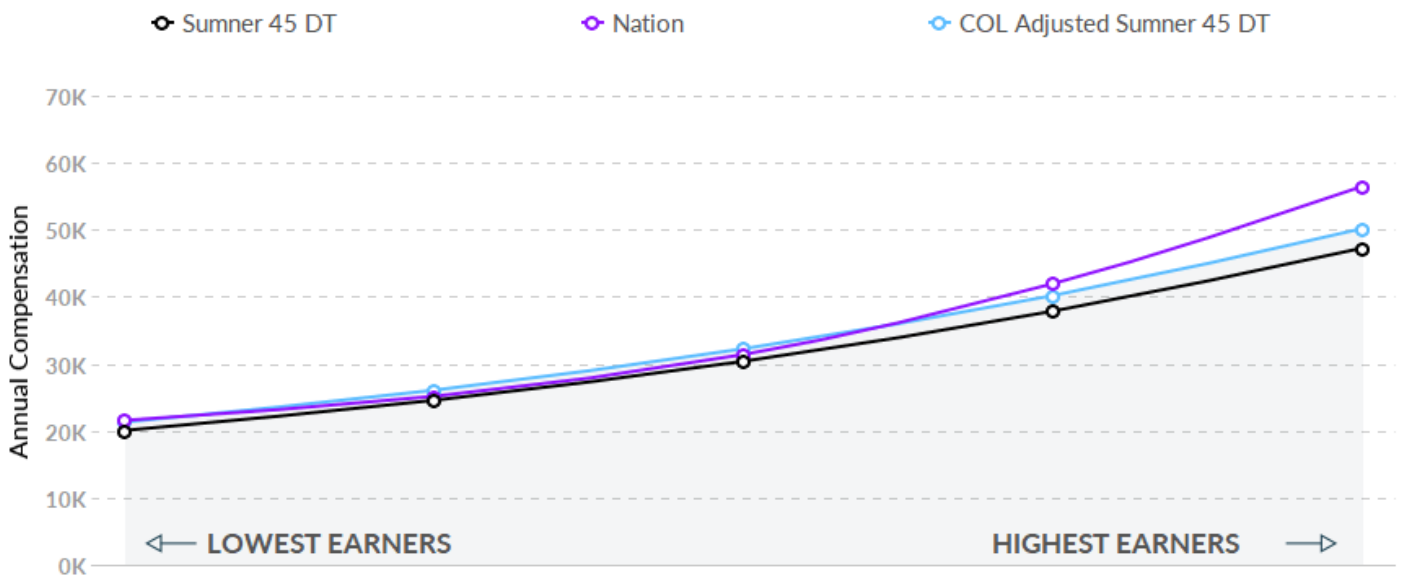


	% of Jobs	Jobs
 Males	66.6%	43,562
 Females	33.4%	21,885

Compensation

Talent Is 3% Cheaper

In 2019, the median compensation for your occupations in your area is \$30,357. Based on the national median wage of \$31,366 for this position, this means you will spend about 3% less to employ your occupations here. However, their actual purchasing power will be 3% greater than the national median when we adjust for regional cost of living (which is 6% lower than average).



Demand



2,481 Employers Competing

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



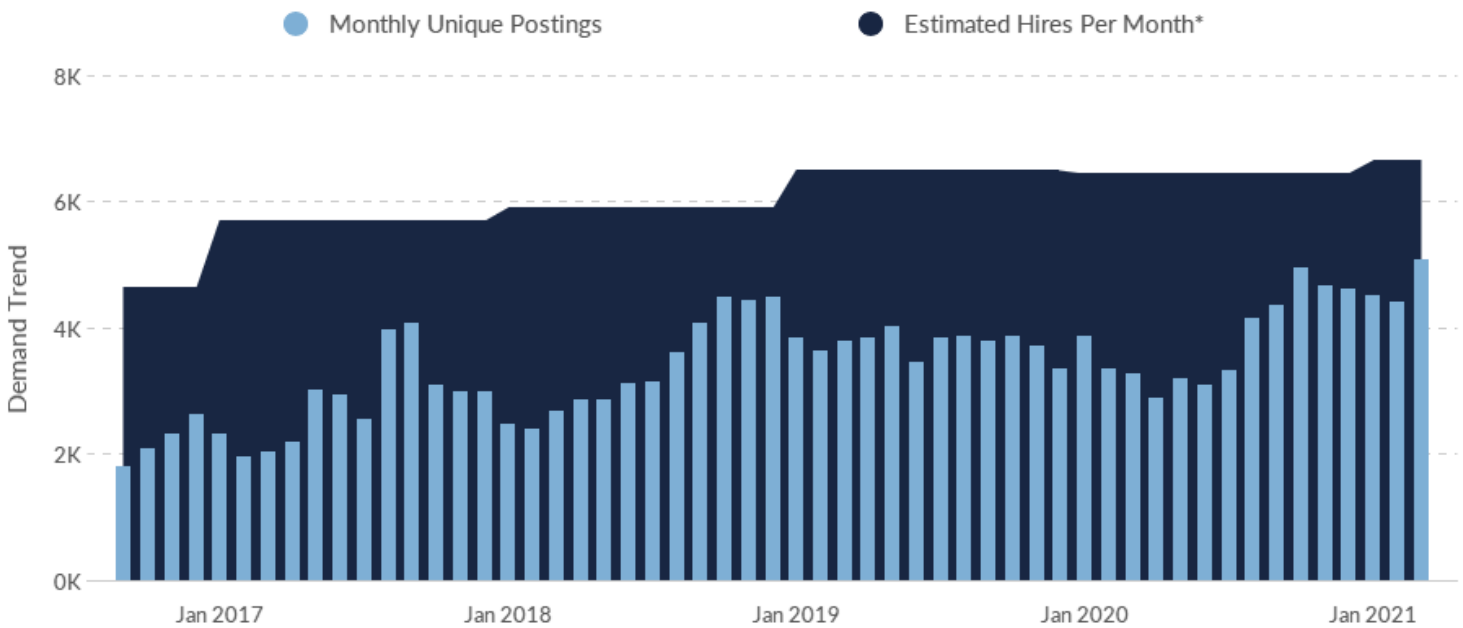
18,907 Unique Job Postings

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



34 Day Median Duration






Posting duration is 1 day longer than what's typical in the region.



Occupation	Avg Monthly Postings (Apr 2020 - Mar 2021)	Avg Monthly Hires (Apr 2020 - Mar 2021)
Light Truck Drivers	1,060	484
Stockers and Order Fillers	1,334	1,349
Laborers and Freight, Stock, and Material Movers, Hand	646	3,228
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	407	244

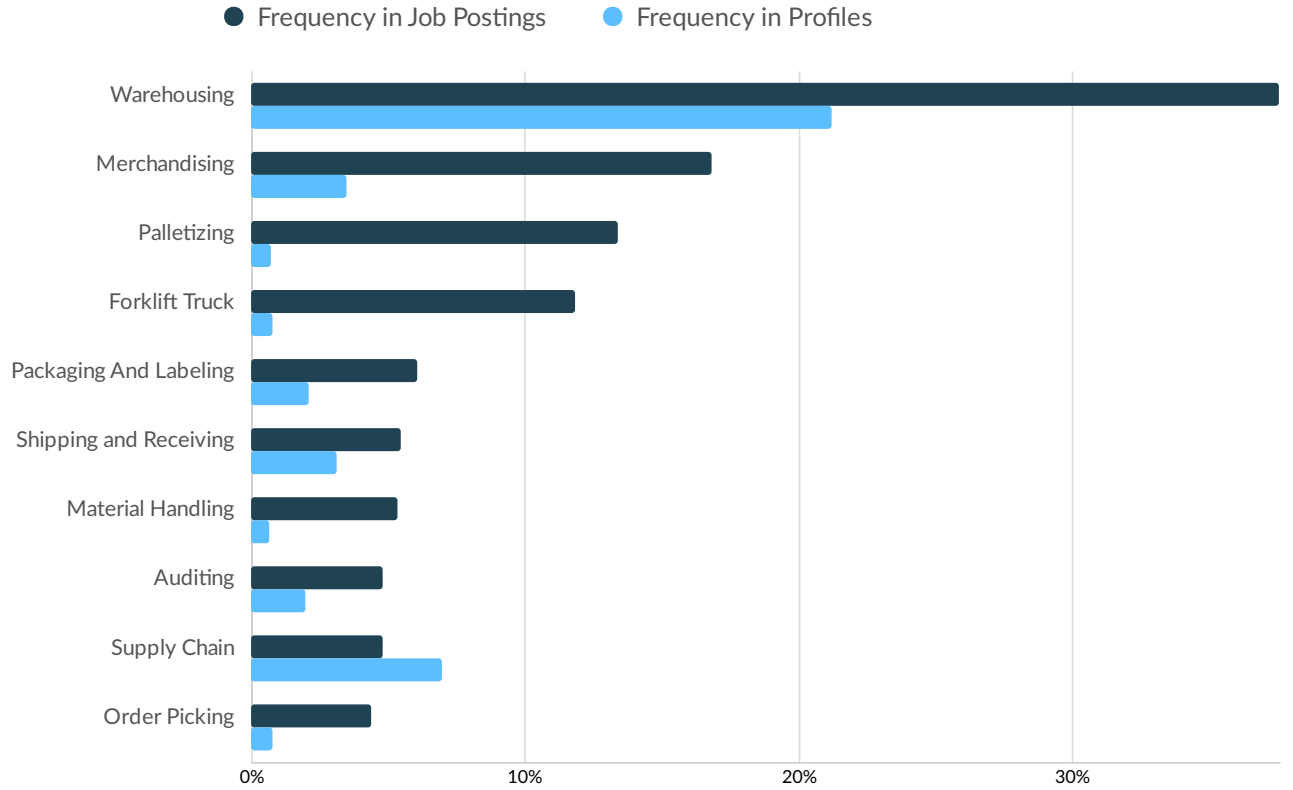
*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (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)
Shipping, Receiving, and Inventory Clerks	171	304
Transportation, Storage, and Distribution Managers	138	43
Billing and Posting Clerks	106	164
Logisticians	120	37
Packers and Packagers, Hand	68	562
Material Moving Workers, All Other	18	15
Cargo and Freight Agents	19	20
Crane and Tower Operators	8	11
Machine Feeders and Offbearers	9	41
Hoist and Winch Operators	0	0

Top Companies	Unique Postings
Amazon.com, Inc.	1,067 
Randstad N.V.	667 
FedEx Corporation	480 
Doordash	390 
Staffmark	337 

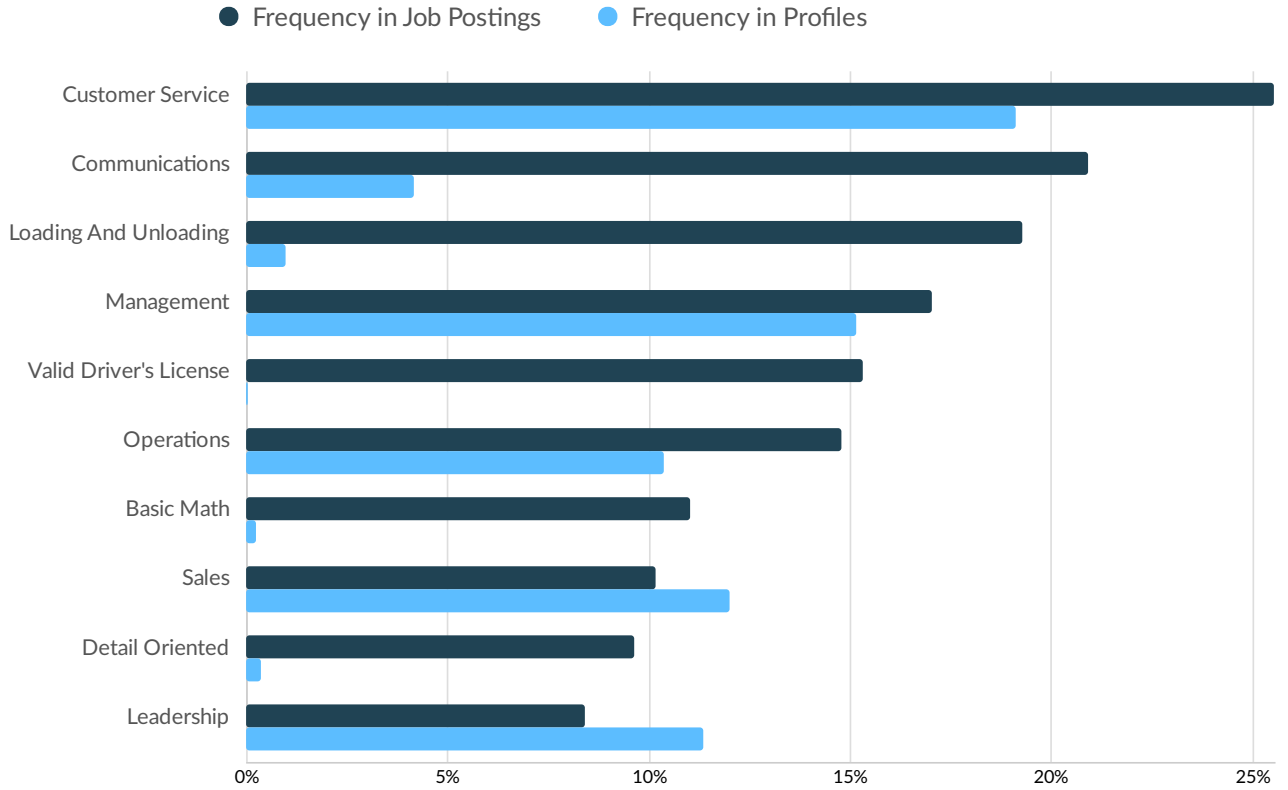
Top Job Titles	Unique Postings
Delivery Drivers	1,315 
Warehouse Associates	758 
Material Handlers	655 
Warehouse Workers	484 
Warehouse Shift Managers	331 

Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Warehousing	1,482	38%	2,533	21%
Merchandising	665	17%	416	3%
Palletizing	529	13%	85	1%
Forklift Truck	466	12%	91	1%
Packaging And Labeling	239	6%	253	2%
Shipping and Receiving	216	5%	374	3%
Material Handling	211	5%	77	1%
Auditing	190	5%	238	2%
Supply Chain	190	5%	832	7%
Order Picking	172	4%	94	1%

Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Customer Service	1,008	26%	2,282	19%
Communications	825	21%	500	4%
Loading And Unloading	761	19%	118	1%
Management	673	17%	1,810	15%
Valid Driver's License	604	15%	3	0%
Operations	584	15%	1,241	10%
Basic Math	435	11%	31	0%
Sales	401	10%	1,435	12%
Detail Oriented	380	10%	43	0%
Leadership	332	8%	1,357	11%

Graduate Pipeline



10 Programs

17 programs can train for this job, while only 10 programs have produced completers in this region.



1,558 Completions (2019)

The completions from all regional institutions for all degree types.



7,849 Openings (2019)

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

Top Programs	Completions (2019)
Business Administration and Ma...	1,087
Business/Commerce, General	178
Aeronautics/Aviation/Aerospac...	135
Public Administration	65
Operations Management and Su...	41

Top Schools	Completions (2019)
Middle Tennessee State Univers...	450
Trevecca Nazarene University	283
Tennessee State University	213
Belmont University	130
Lipscomb University	113

Appendix A (Occupations)

Code	Description	Code	Description
11-3071	Transportation, Storage, and Distribution Managers	53-7021	Crane and Tower Operators
13-1081	Logisticians	53-7041	Hoist and Winch Operators
43-3021	Billing and Posting Clerks	53-7062	Laborers and Freight, Stock, and Material Movers, Hand
43-5011	Cargo and Freight Agents	53-7063	Machine Feeders and Offbearers
43-5071	Shipping, Receiving, and Inventory Clerks	53-7064	Packers and Packagers, Hand
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	53-7065	Stockers and Order Fillers
53-3033	Light Truck Drivers	53-7199	Material Moving Workers, All Other
53-7011	Conveyor Operators and Tenders		