



# 8 Tennessee Counties

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## Report Parameters

### 8 Counties

47023	Chester County, TN	47075	Haywood County, TN
47039	Decatur County, TN	47077	Henderson County, TN
47069	Hardeman County, TN	47109	McNairy County, TN
47071	Hardin County, TN	47113	Madison County, TN

### Class of Worker

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

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

## Economy Overview

**254,302**

**Population (2024)**

Population **grew by 5,710** over the last 5 years and is projected to **grow by 5,367** over the next 5 years.

**117,940**

**Total Regional Employment**

Jobs **grew by 5,283** over the last 5 years and are projected to **grow by 7,312** over the next 5 years.

**\$64.8K**

**Avg. Earnings Per Job (2024)**

Regional average earnings per job are **\$20.2K below** the national average earnings of \$85.0K per job.

## Takeaways

- As of 2024 the region's population **increased by 2.3%** since 2019, growing by 5,710. Population is expected to **increase by 2.1%** between 2024 and 2029, adding 5,367.
- From 2019 to 2024, jobs **increased by 4.7%** in 8 Tennessee Counties from 112,657 to **117,940**. This change **outpaced the national growth rate of 3.9% by 0.8%**. As the number of jobs increased, the **labor force participation rate decreased from 57.3% to 54.9% between 2019 and 2024**.
- Concerning educational attainment, **11.6% of the selected regions' residents possess a Bachelor's Degree** (9.8% below the national average), and **7.1% hold an Associate's Degree** (1.8% below the national average).
- The top three industries in 2024 are Education and Hospitals (Local Government), Restaurants and Other Eating Places, and Local Government, Excluding Education and Hospitals.

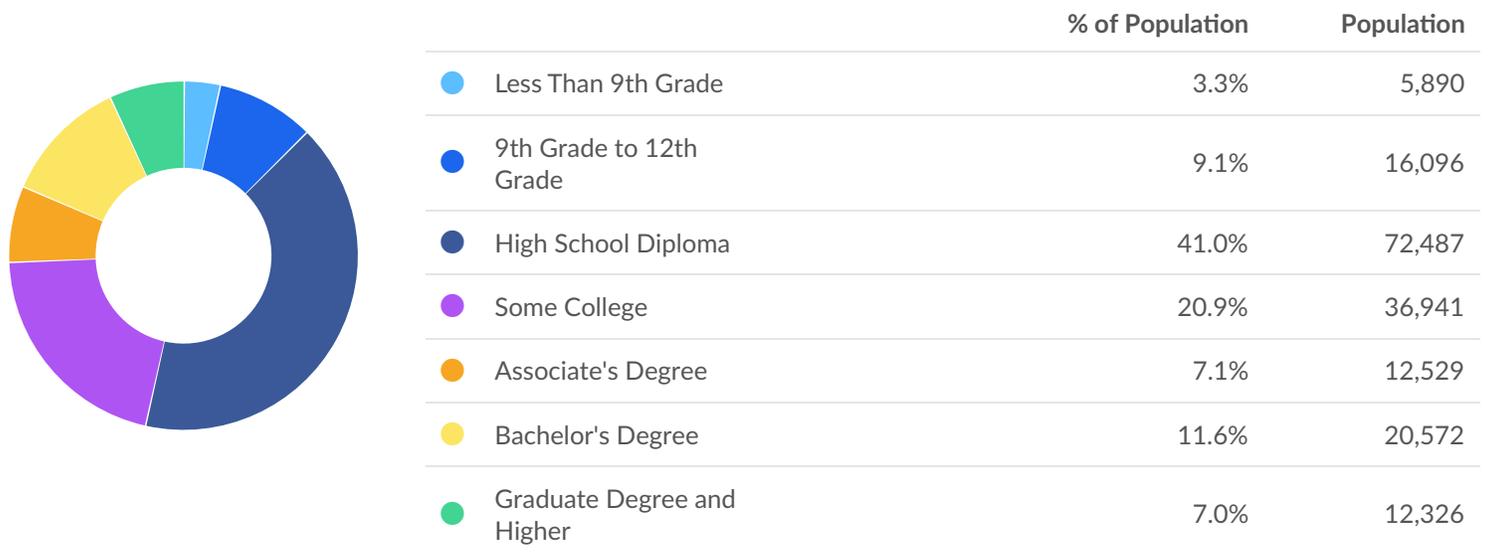
	Population (2024)	Labor Force (Oct 2024)	Jobs (2024)	Cost of Living	GRP	Imports	Exports
Region	254,302	109,552	117,940	90.8	\$15.38B	\$20.09B	\$22.62B
State	7,206,039	3,408,841	3,688,507	92.3	\$530.61B	\$438.09B	\$549.50B

## Oct 2024 Labor Force Breakdown



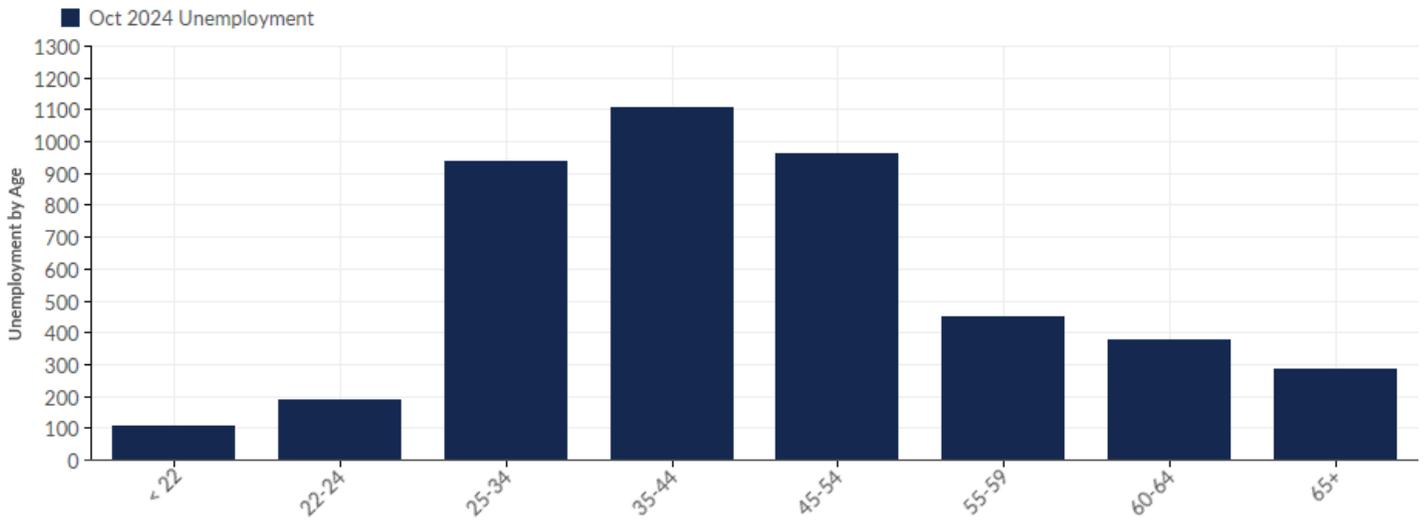
## Educational Attainment

Concerning educational attainment, **11.6% of the selected regions' residents possess a Bachelor's Degree** (9.8% below the national average), and **7.1% hold an Associate's Degree** (1.8% below the national average).



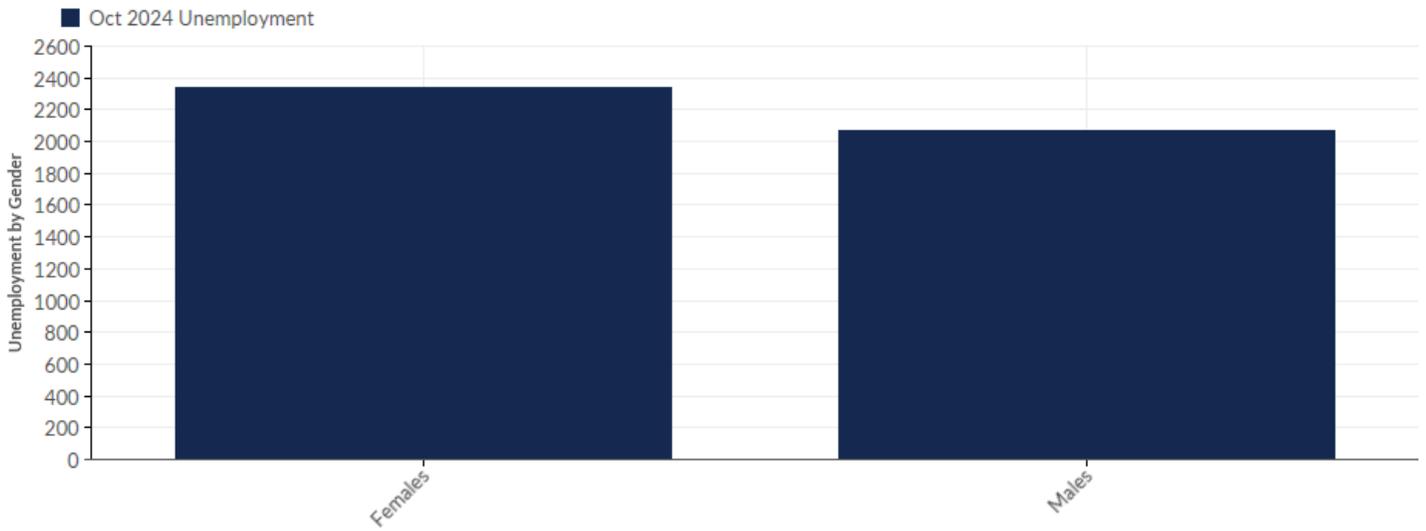
# Unemployment by Demographics

## Unemployment by Age



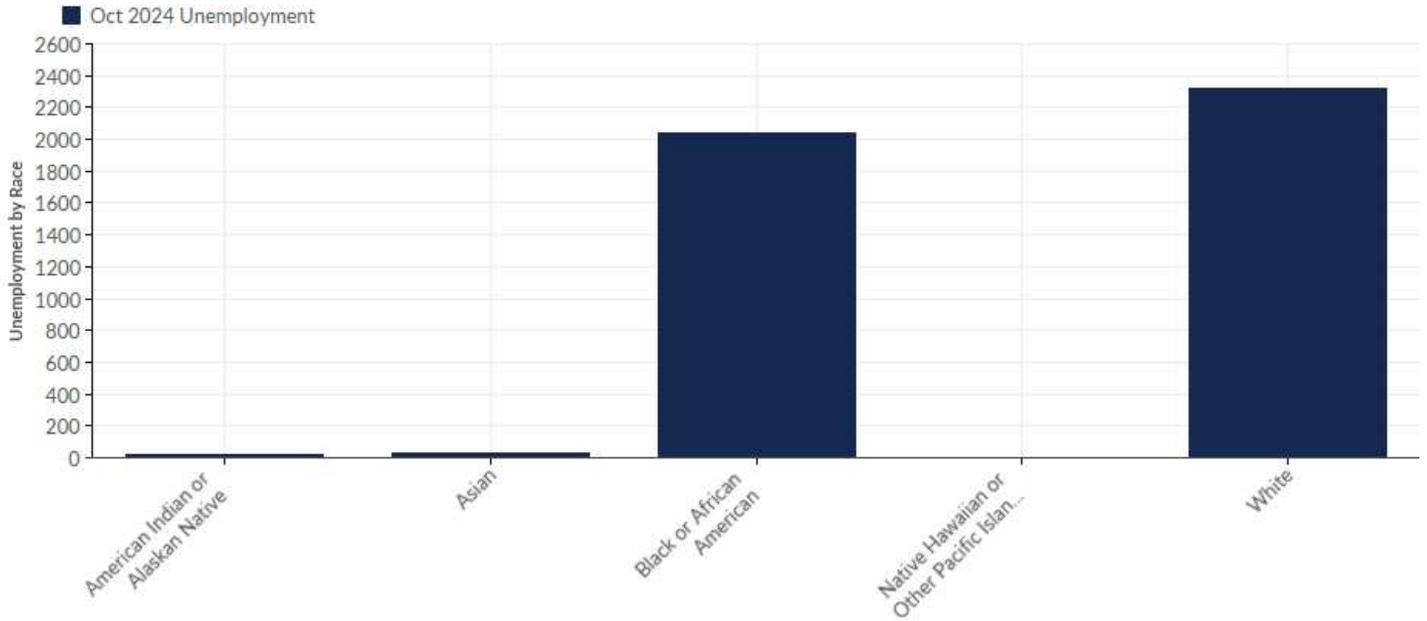
Age	Unemployment (Oct 2024)	% of Unemployed
< 22	105	2.38%
22-24	186	4.22%
25-34	936	21.25%
35-44	1,109	25.18%
45-54	960	21.79%
55-59	450	10.22%
60-64	375	8.51%
65+	283	6.42%
Total	4,405	100.00%

## Unemployment by Gender



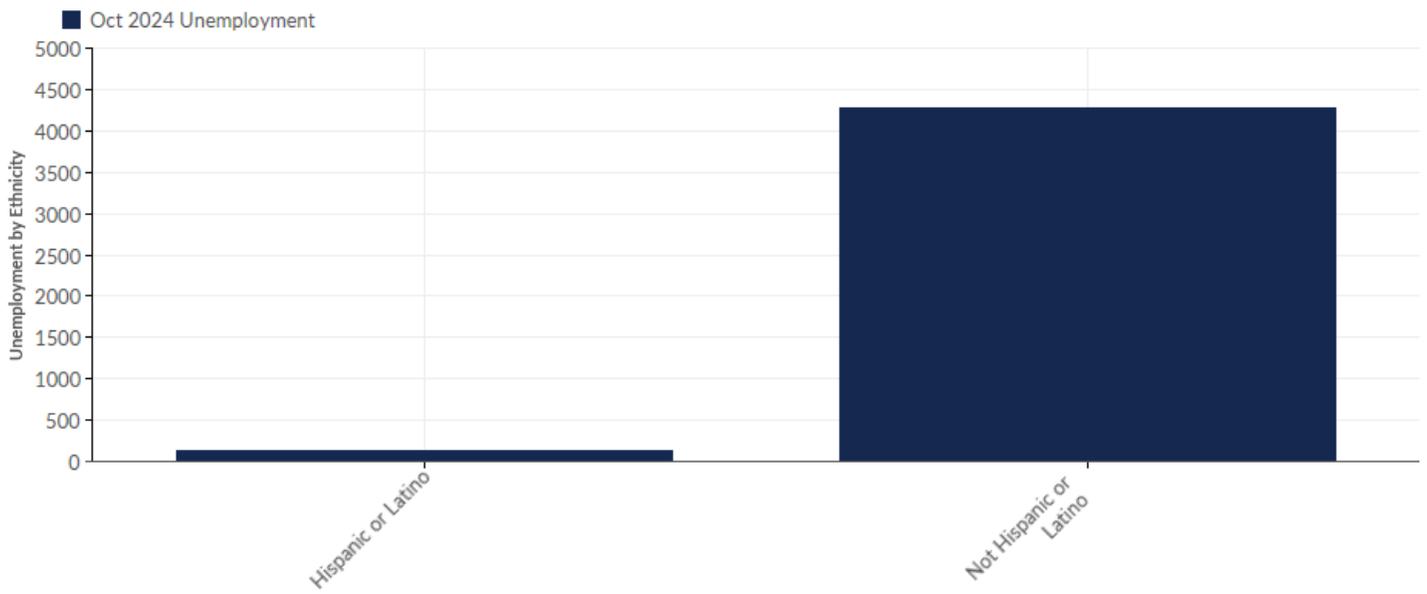
Gender	Unemployment (Oct 2024)	% of Unemployed
Females	2,335	53.01%
Males	2,070	46.99%
Total	4,405	100.00%

## Unemployment by Race



Race	Unemployment (Oct 2024)	% of Unemployed
American Indian or Alaskan Native	19	0.43%
Asian	24	0.54%
Black or African American	2,038	46.27%
Native Hawaiian or Other Pacific Islander	4	0.09%
White	2,320	52.67%
Total	4,405	100.00%

## Unemployment by Ethnicity

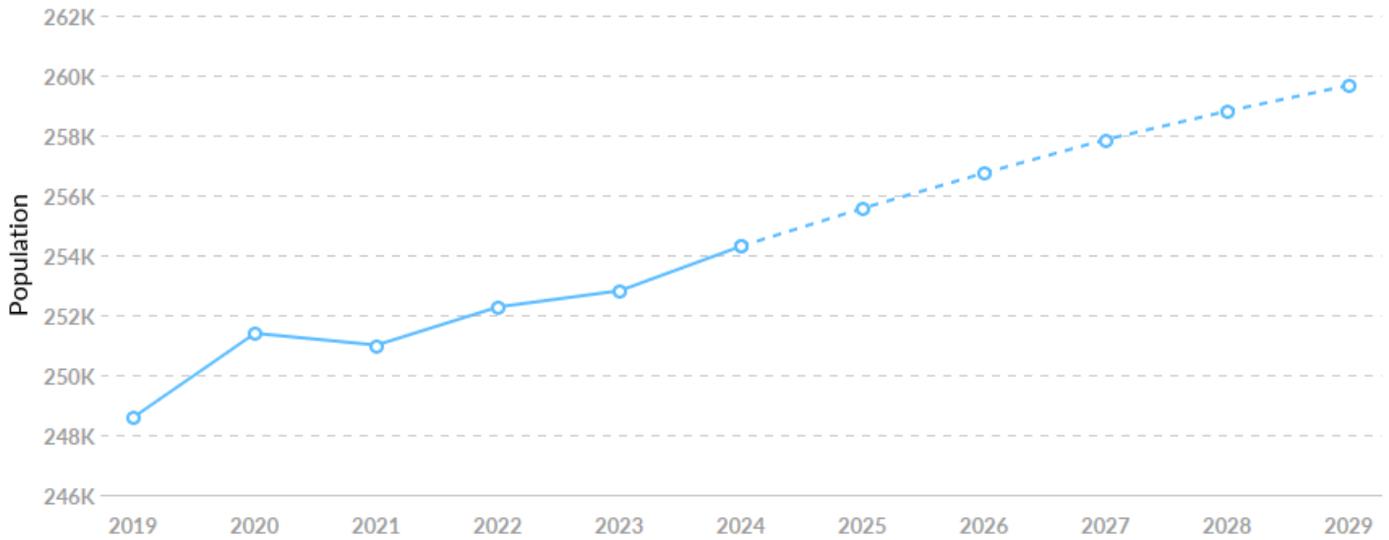


Ethnicity	Unemployment (Oct 2024)	% of Unemployed
Hispanic or Latino	131	2.97%
Not Hispanic or Latino	4,274	97.03%
Total	4,405	100.00%

# Historic & Projected Trends

## Population Trends

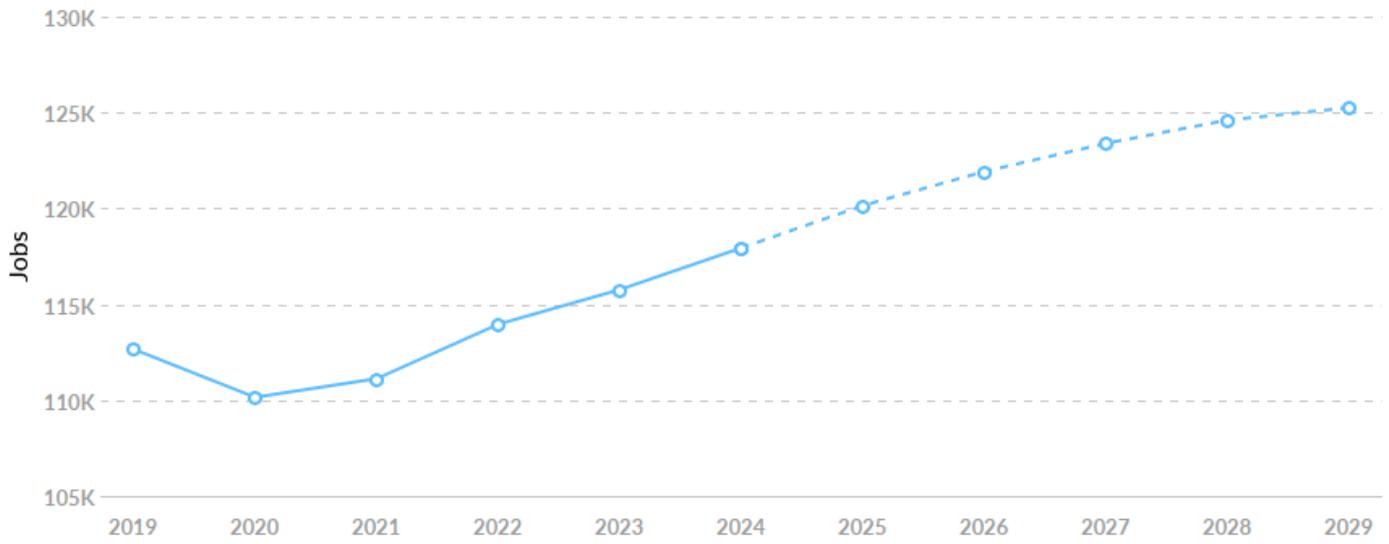
As of 2024 the region's population increased by 2.3% since 2019, growing by 5,710. Population is expected to increase by 2.1% between 2024 and 2029, adding 5,367.



Timeframe	Population
2019	248,592
2020	251,391
2021	250,998
2022	252,273
2023	252,812
2024	254,302
2025	255,567
2026	256,745
2027	257,862
2028	258,811
2029	259,670

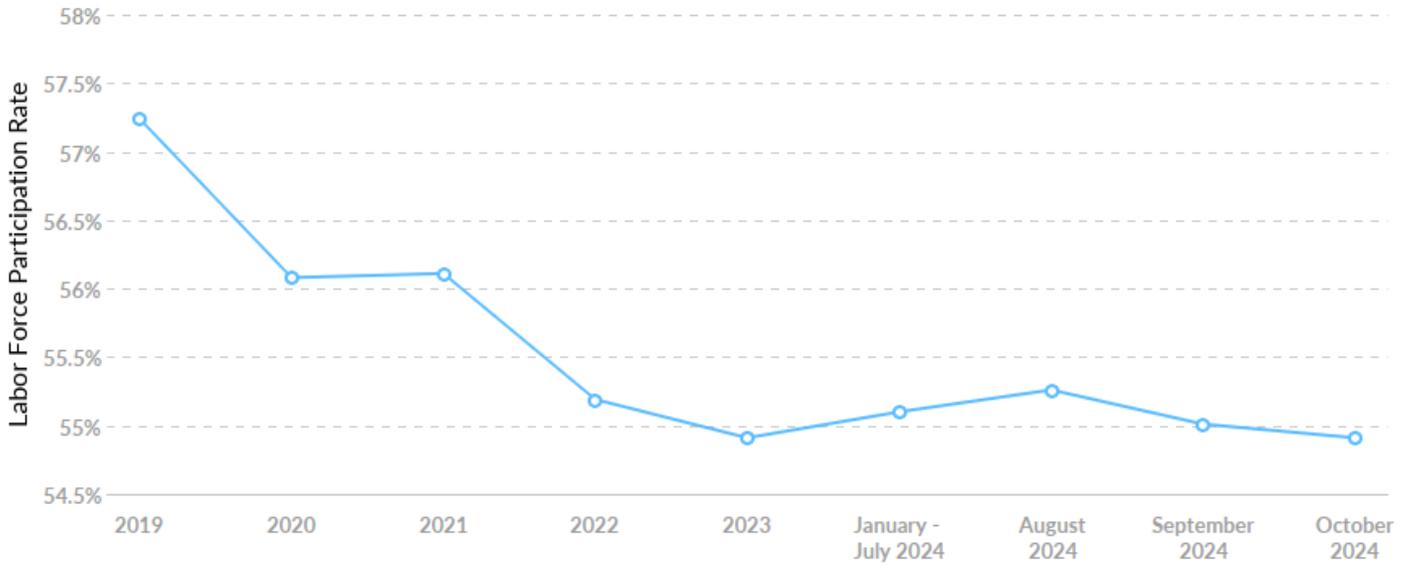
## Job Trends

From 2019 to 2024, jobs increased by 4.7% in 8 Tennessee Counties from 112,657 to **117,940**. This change **outpaced the national growth rate of 3.9% by 0.8%**.



Timeframe	Jobs
2019	112,657
2020	110,148
2021	111,119
2022	113,958
2023	115,763
2024	117,940
2025	120,149
2026	121,925
2027	123,393
2028	124,607
2029	125,253

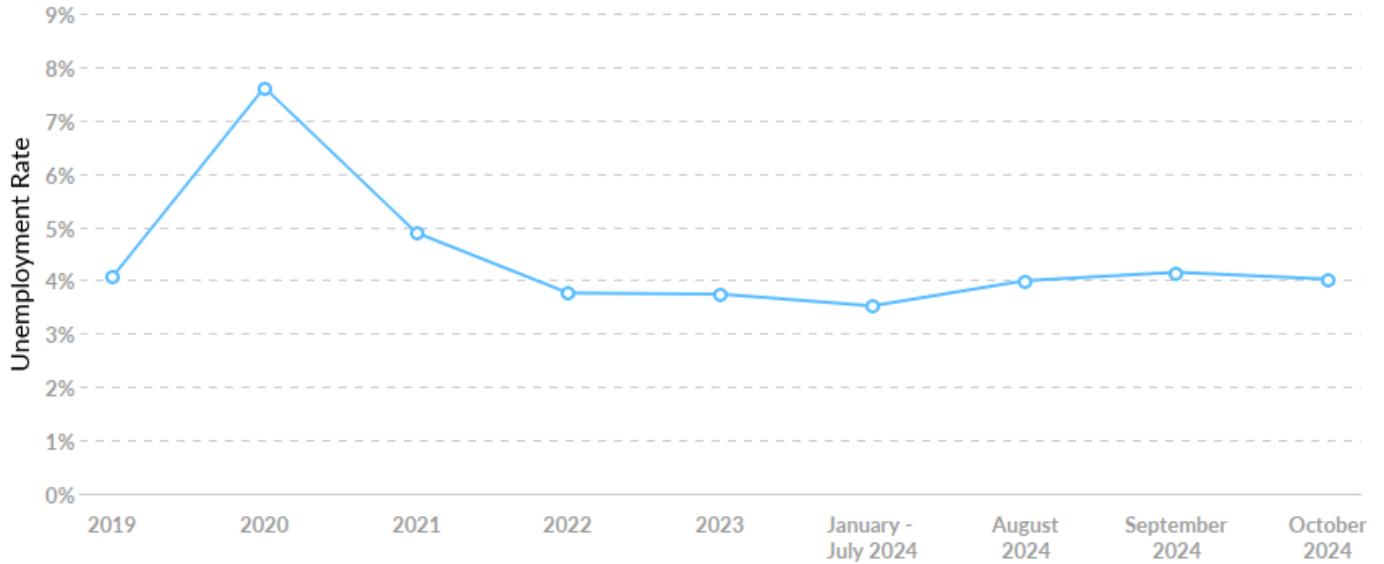
## Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2019	57.24%
2020	56.08%
2021	56.11%
2022	55.19%
2023	54.91%
January - July 2024	55.10%
August 2024	55.26%
September 2024	55.01%
October 2024	54.91%

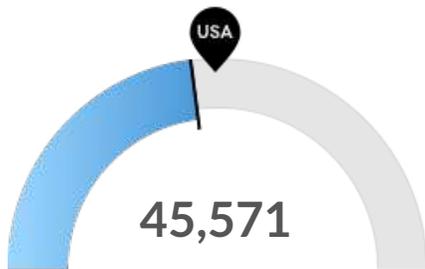
## Unemployment Rate Trends

Your areas had an October 2024 unemployment rate of 4.02%, decreasing from 4.06% 5 years before.



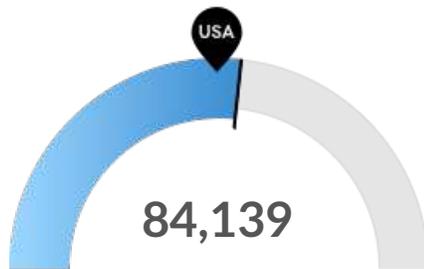
Timeframe	Unemployment Rate
2019	4.06%
2020	7.61%
2021	4.89%
2022	3.76%
2023	3.74%
January - July 2024	3.52%
August 2024	3.99%
September 2024	4.15%
October 2024	4.02%

## Population Characteristics



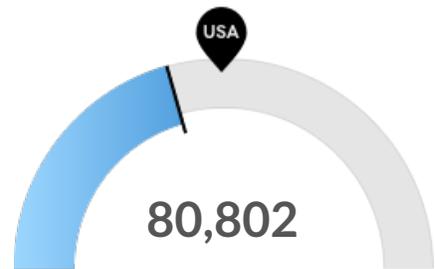
**Millennials**

Your area has 45,571 millennials (ages 25-39). The national average for an area this size is 51,367.



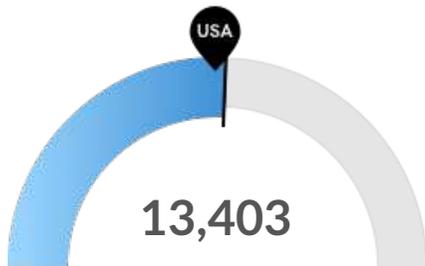
**Retiring Soon**

Retirement risk is high in your area. The national average for an area this size is 76,318 people 55 or older, while there are 84,139 here.



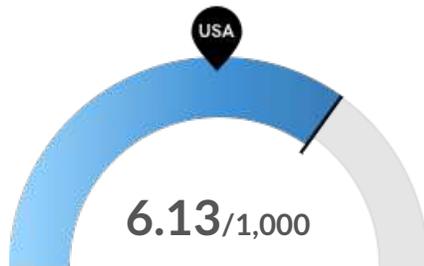
**Racial Diversity**

Racial diversity is low in your area. The national average for an area this size is 105,289 racially diverse people, while there are 80,802 here.



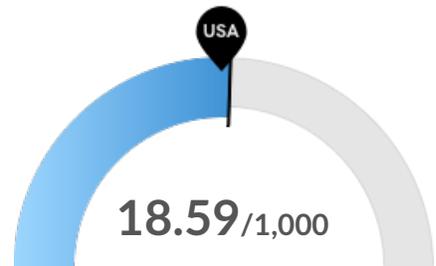
**Veterans**

Your area has 13,403 veterans. The national average for an area this size is 12,898.



**Violent Crime**

Your area has 6.13 violent crimes per 1,000 people. The national rate is 3.54 per 1,000 people.

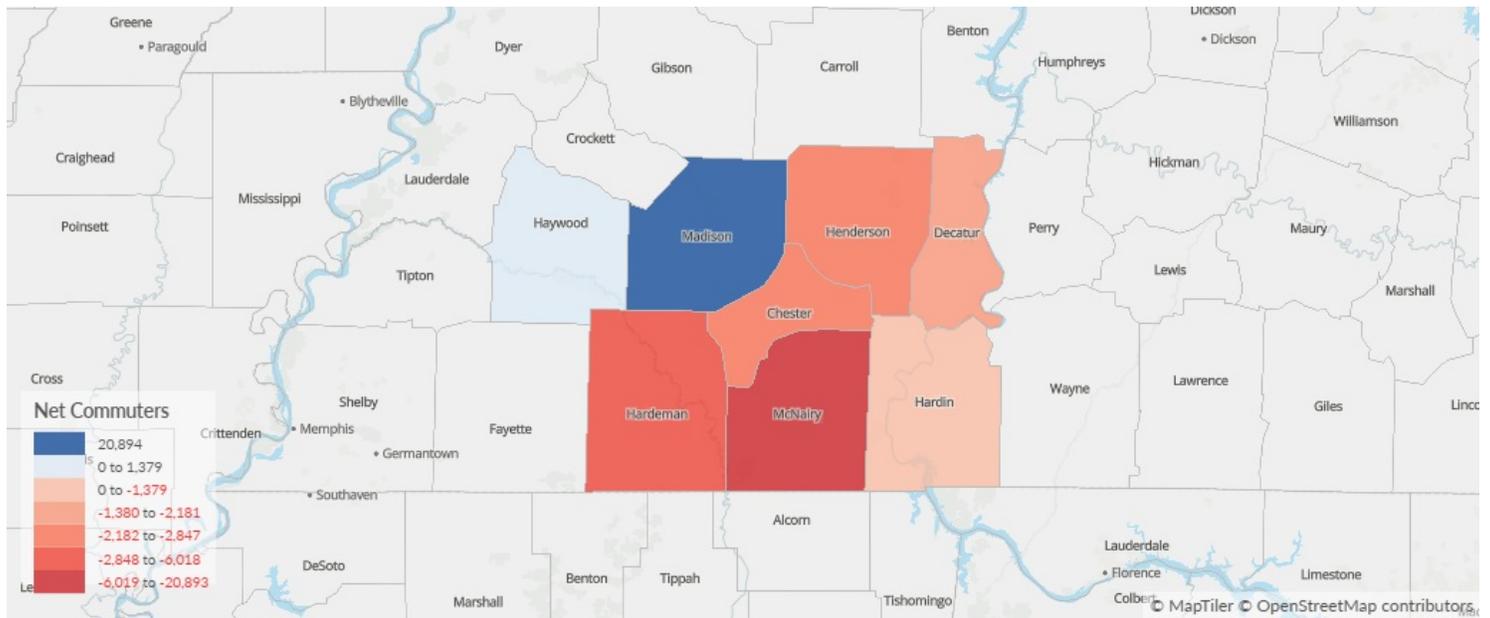


**Property Crime**

Your area has 18.59 property crimes per 1,000 people. The national rate is 18.02 per 1,000 people.

## 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.



### Where Talent Works

County	Name	2024 Employment
47113	Madison County, TN	66,977
47071	Hardin County, TN	9,693
47077	Henderson County, TN	9,402
47075	Haywood County, TN	8,506
47069	Hardeman County, TN	7,929

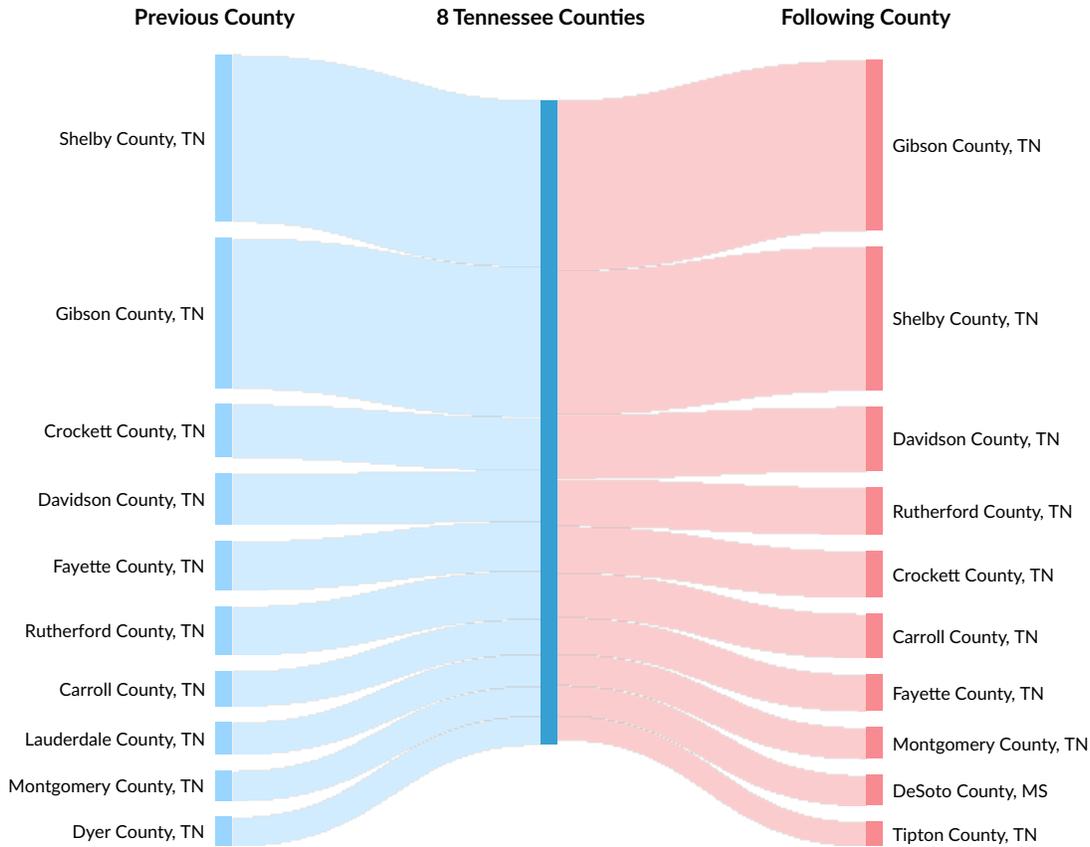
### Where Talent Lives

County	Name	2024 Workers
47113	Madison County, TN	46,083
47109	McNairy County, TN	12,672
47077	Henderson County, TN	11,628
47069	Hardeman County, TN	10,776
47071	Hardin County, TN	10,424

# Inbound and Outbound Migration

The table below analyzes past and current residents of 8 Tennessee Counties. The left column shows residents of other counties migrating to 8 Tennessee Counties. The right column shows residents migrating from 8 Tennessee Counties to other counties.

As of 2022, **665** people have migrated from Shelby County, TN to 8 Tennessee Counties. In the same year, **680** people left 8 Tennessee Counties migrating to Gibson County, TN. The total Net Migration for 8 Tennessee Counties in 2022 was **1,712**.

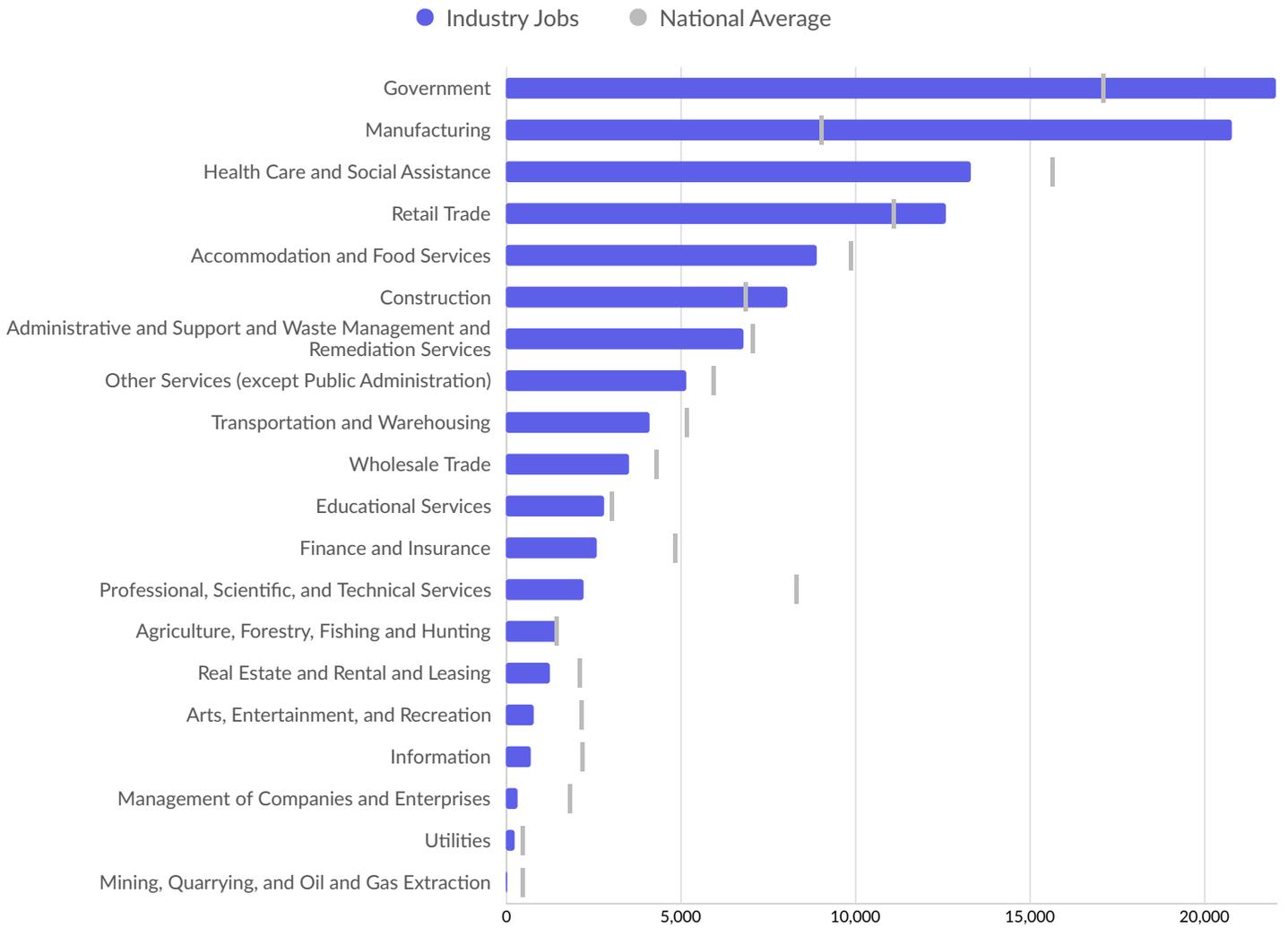


Top Previous Counties	Migrations
Shelby County, TN	665
Gibson County, TN	599
Crockett County, TN	211
Davidson County, TN	204
Fayette County, TN	195
Rutherford County, TN	192

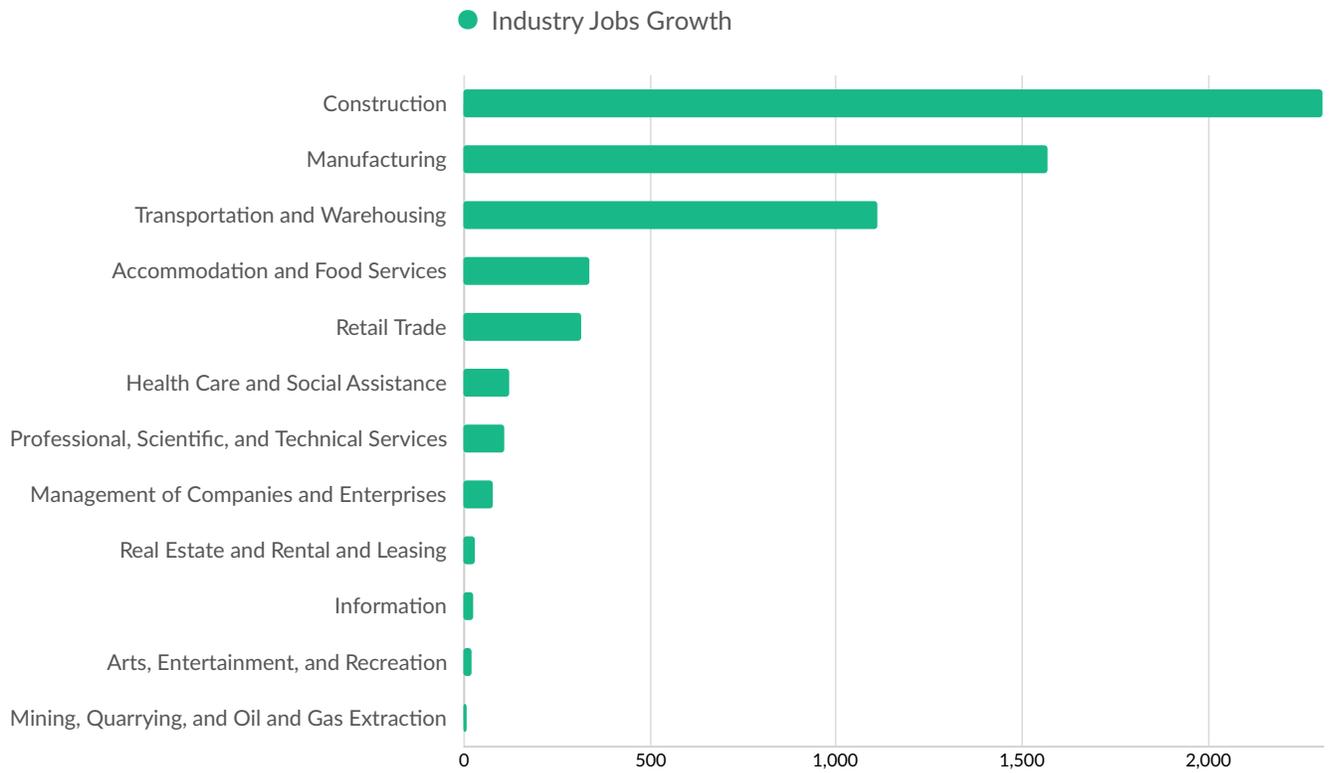
Top Previous Counties	Migrations
Carroll County, TN	140
Lauderdale County, TN	127
Montgomery County, TN	119
Dyer County, TN	115
Cook County, IL	105
Los Angeles County, CA	101
Tipton County, TN	94
Alcorn County, MS	90
Sumner County, TN	76
Top Following Counties	Migrations
Gibson County, TN	680
Shelby County, TN	573
Davidson County, TN	256
Rutherford County, TN	188
Crockett County, TN	186
Carroll County, TN	177
Fayette County, TN	146
Montgomery County, TN	125
DeSoto County, MS	121
Tipton County, TN	96
Cumberland County, TN	86
Lauderdale County, TN	84
Wayne County, TN	76
Dyer County, TN	66
Madison County, AL	65

# Industry Characteristics

## Largest Industries



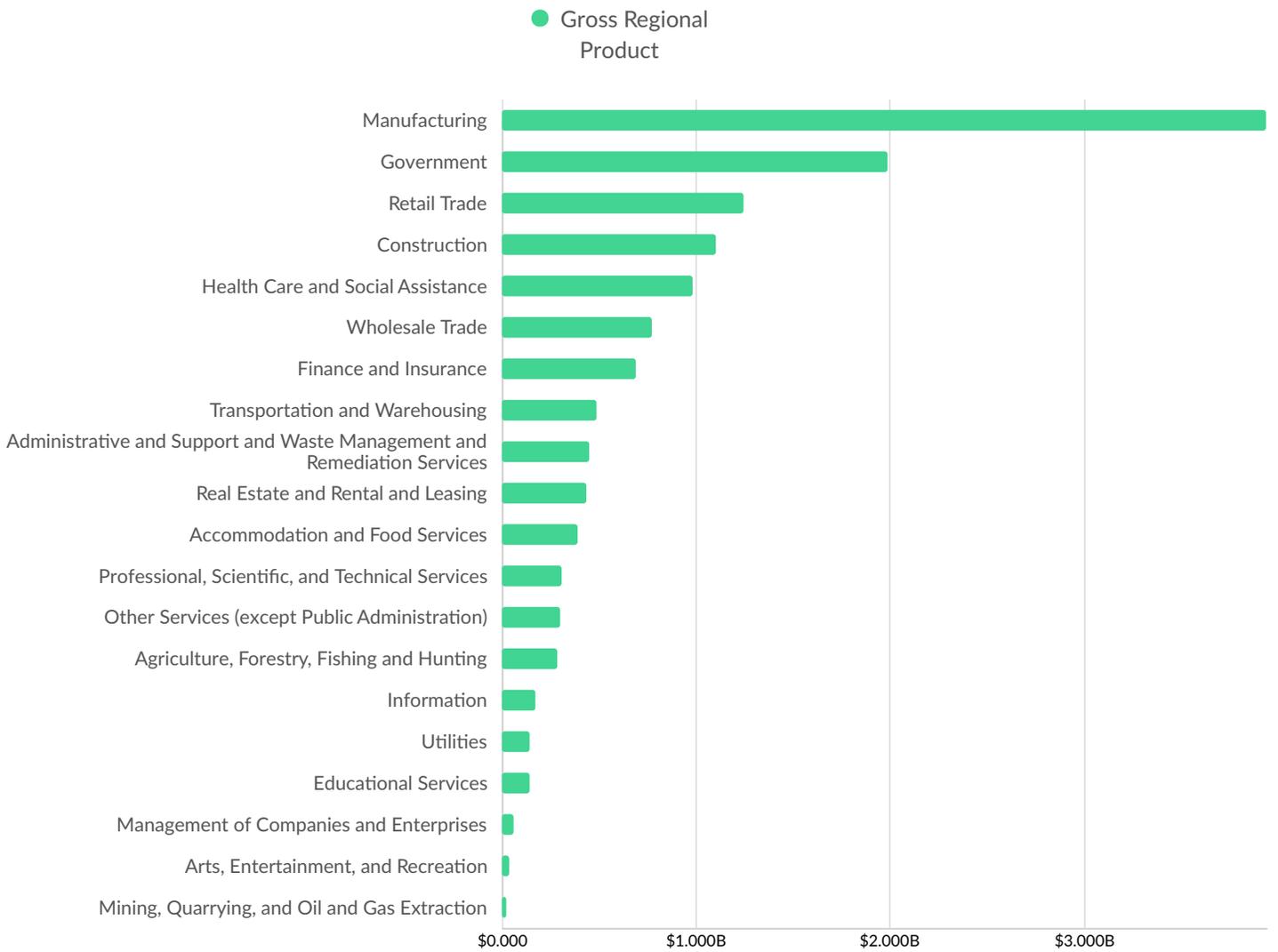
## Top Growing Industries



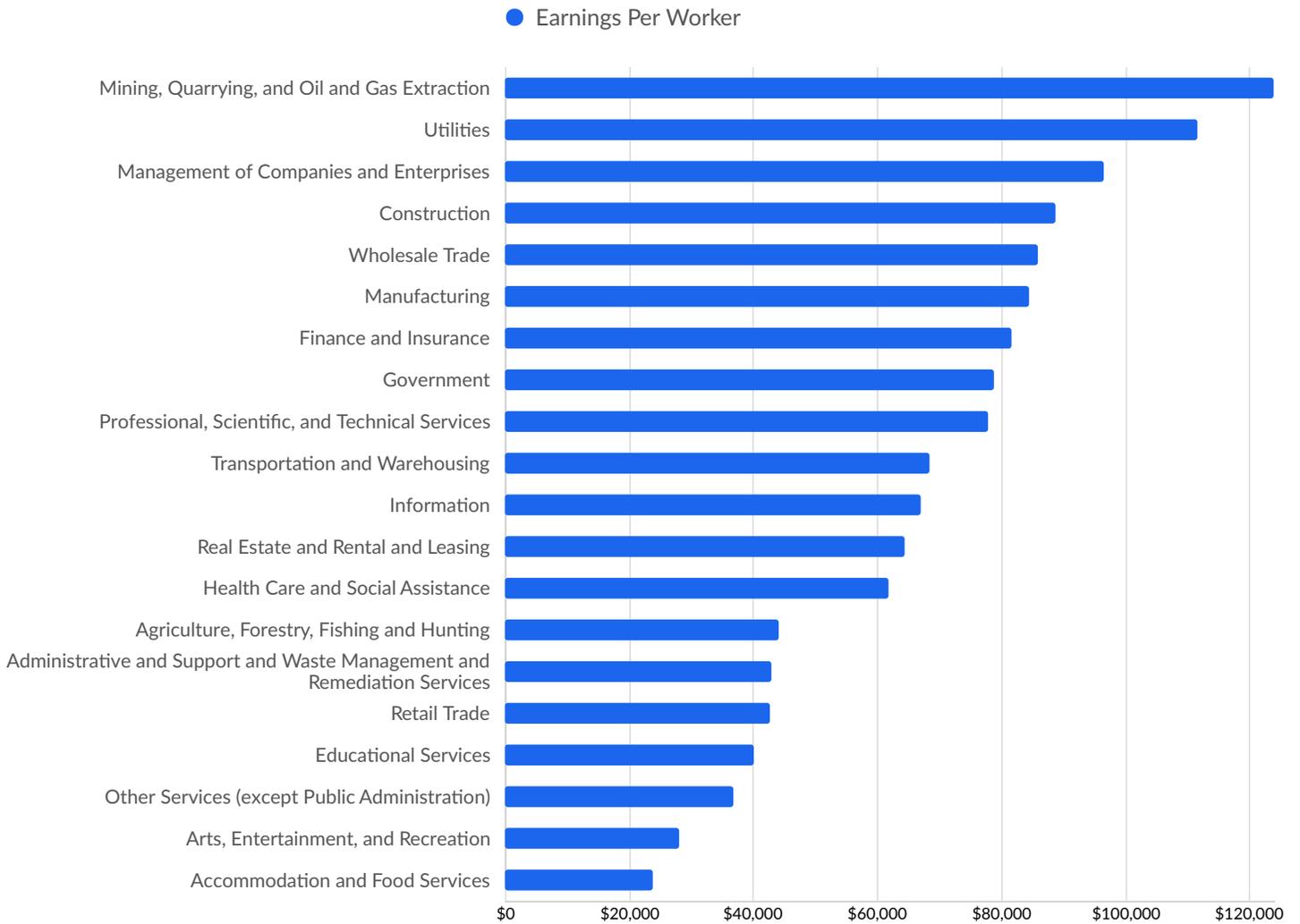
## Top Industry Employment Concentration



## Top Industry GRP



## Top Industry Earnings



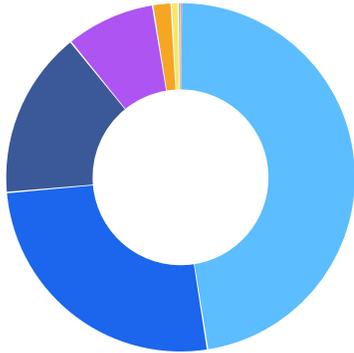
## Business Characteristics

### 18,697 Companies Employ Your Workers

Online profiles for your workers mention 18,697 companies as employers, with the top 10 appearing below. In the last 12 months, 1,160 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
West Tennessee Healthcare	1,107 	West Tennessee Healthcare	608 
State of Tennessee	755 	Tennessee Board of Regents	306 
Jackson Madison County Schoo...	590 	Walmart	293 
Walmart	518 	Taco Bell	188 
Union University	420 	CoreCivic	185 
Freed-Hardeman University	367 	Archway Physician Recruitment	159 
Kellogg's	315 	Nidec	119 
Jackson State Community Colle...	286 	Encompass Health	112 
Delta Faucet Company	276 	Union University	108 
Stanley Black & Decker	272 	Lowe's	106 

## Business Size

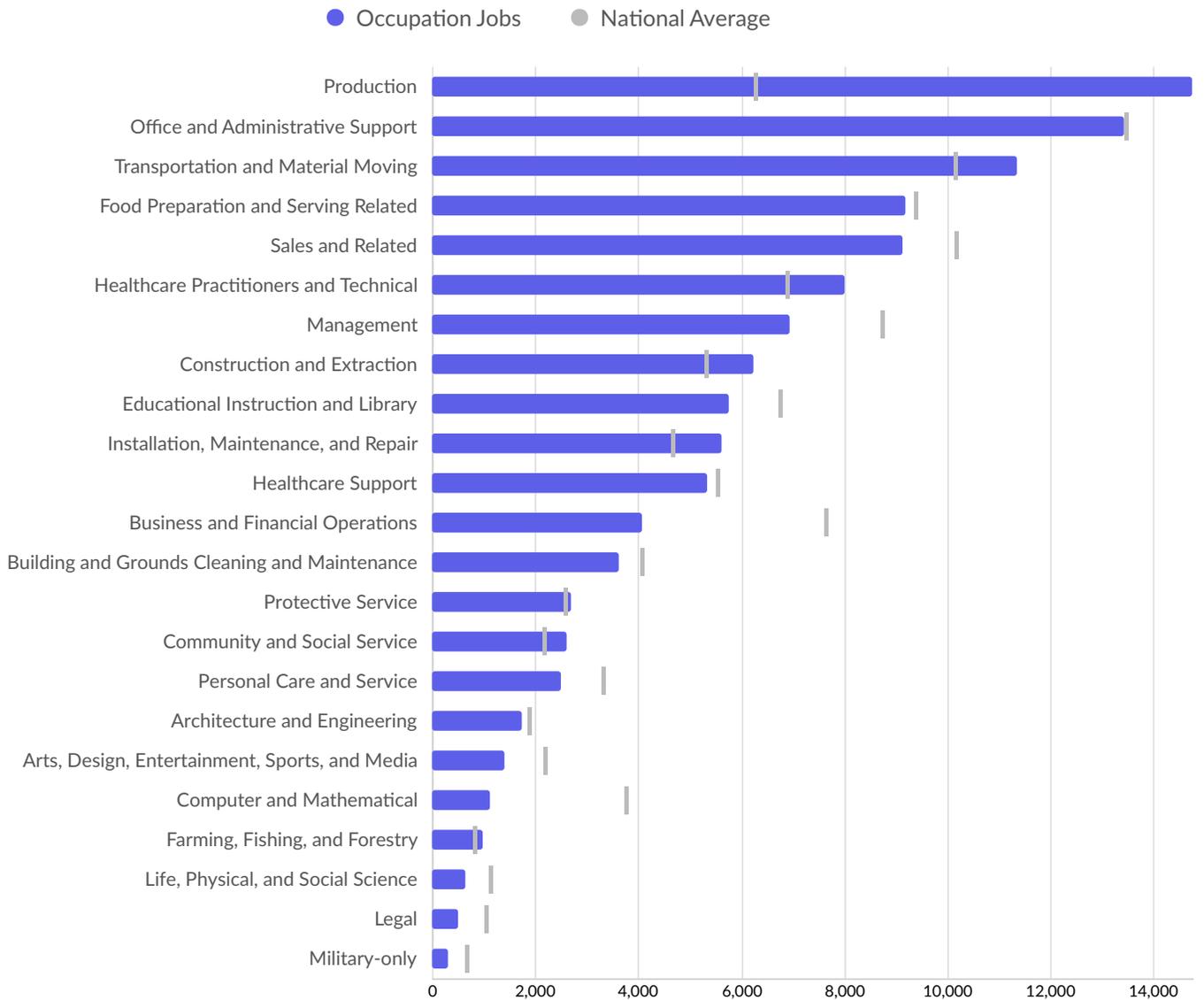


	Percentage	Business Count
● 1 to 4 employees	47.5%	5,970
● 5 to 9 employees	26.1%	3,282
● 10 to 19 employees	15.6%	1,957
● 20 to 49 employees	8.3%	1,041
● 50 to 99 employees	1.7%	215
● 100 to 249 employees	0.6%	80
● 250 to 499 employees	0.2%	28
● 500+ employees	0.1%	8

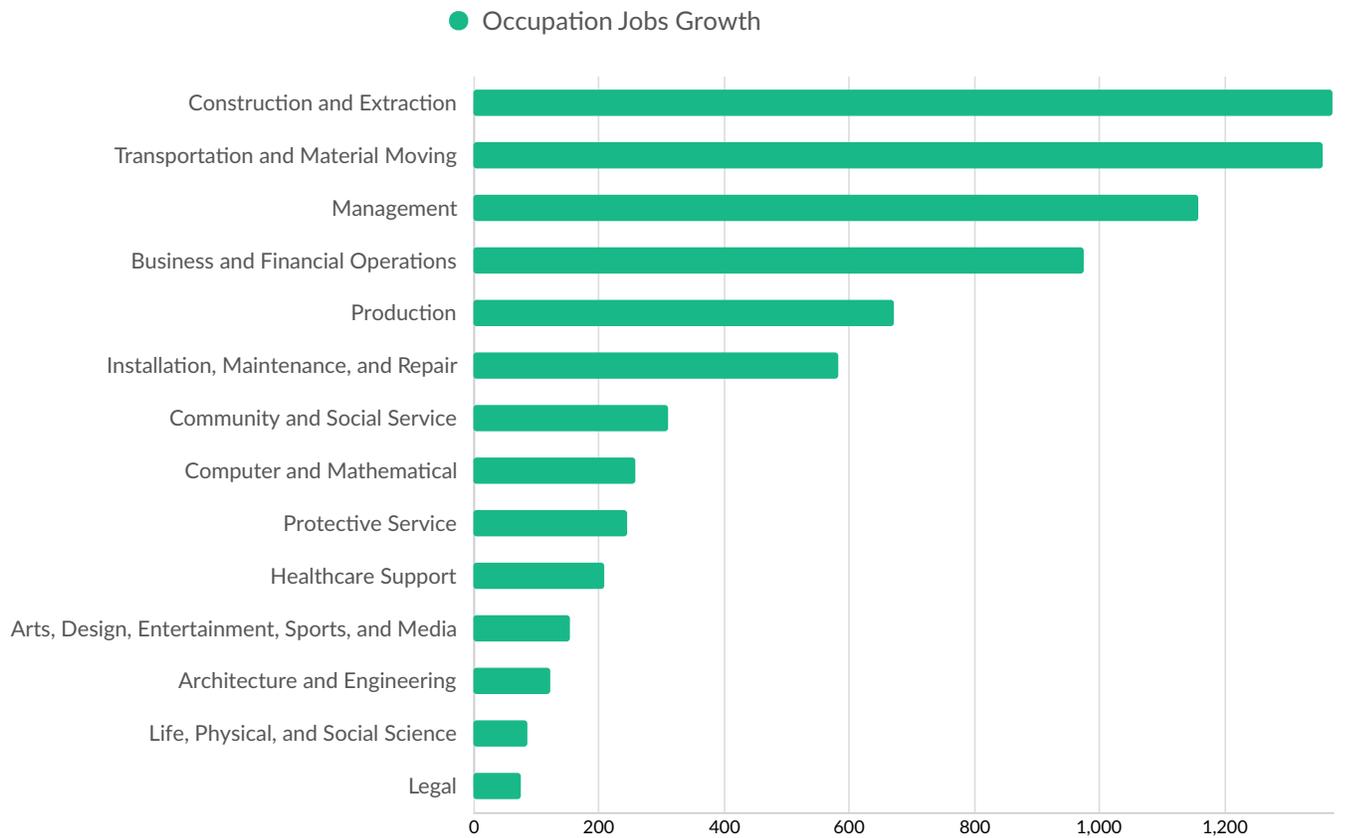
*\*Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

# Workforce Characteristics

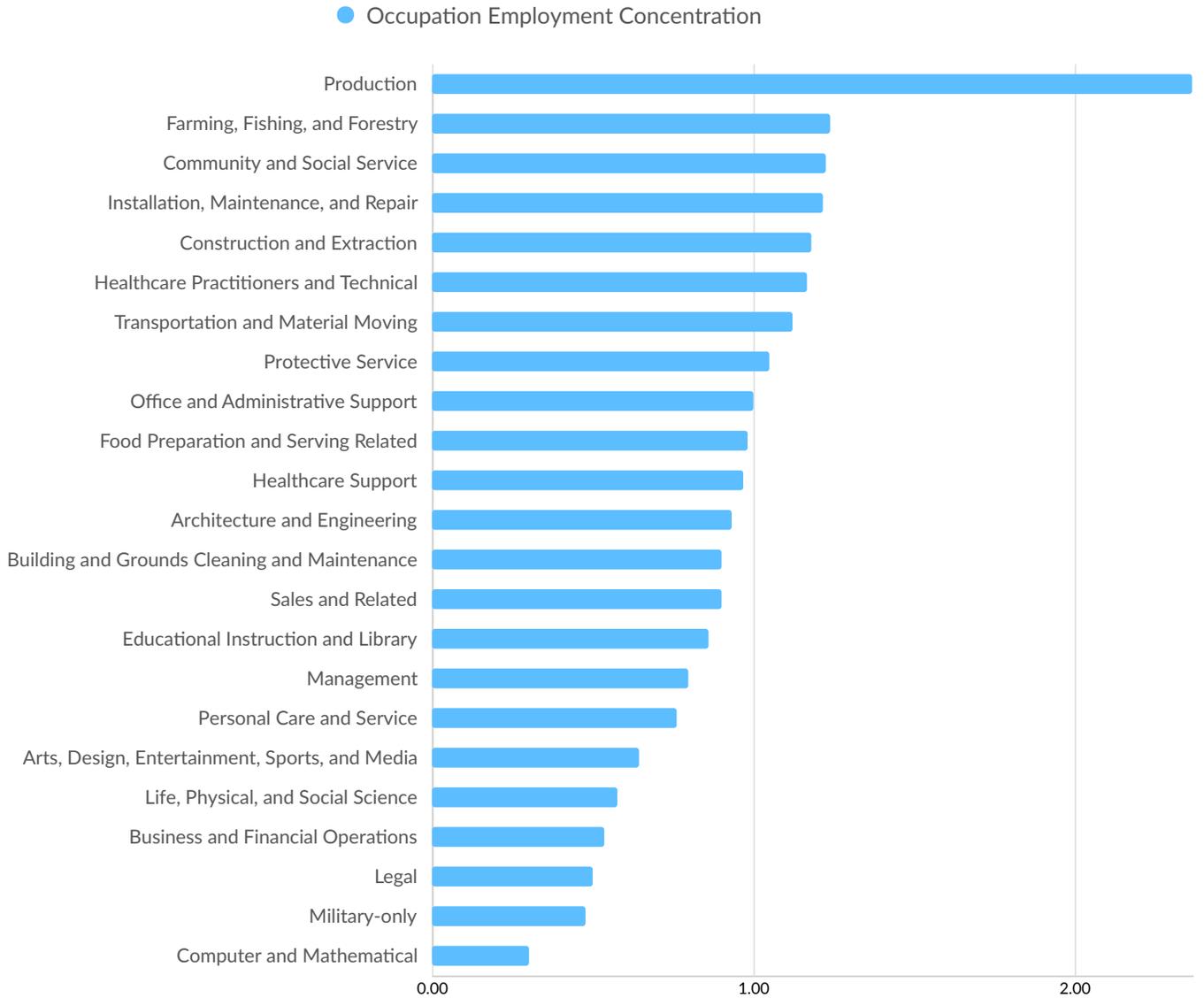
## Largest Occupations



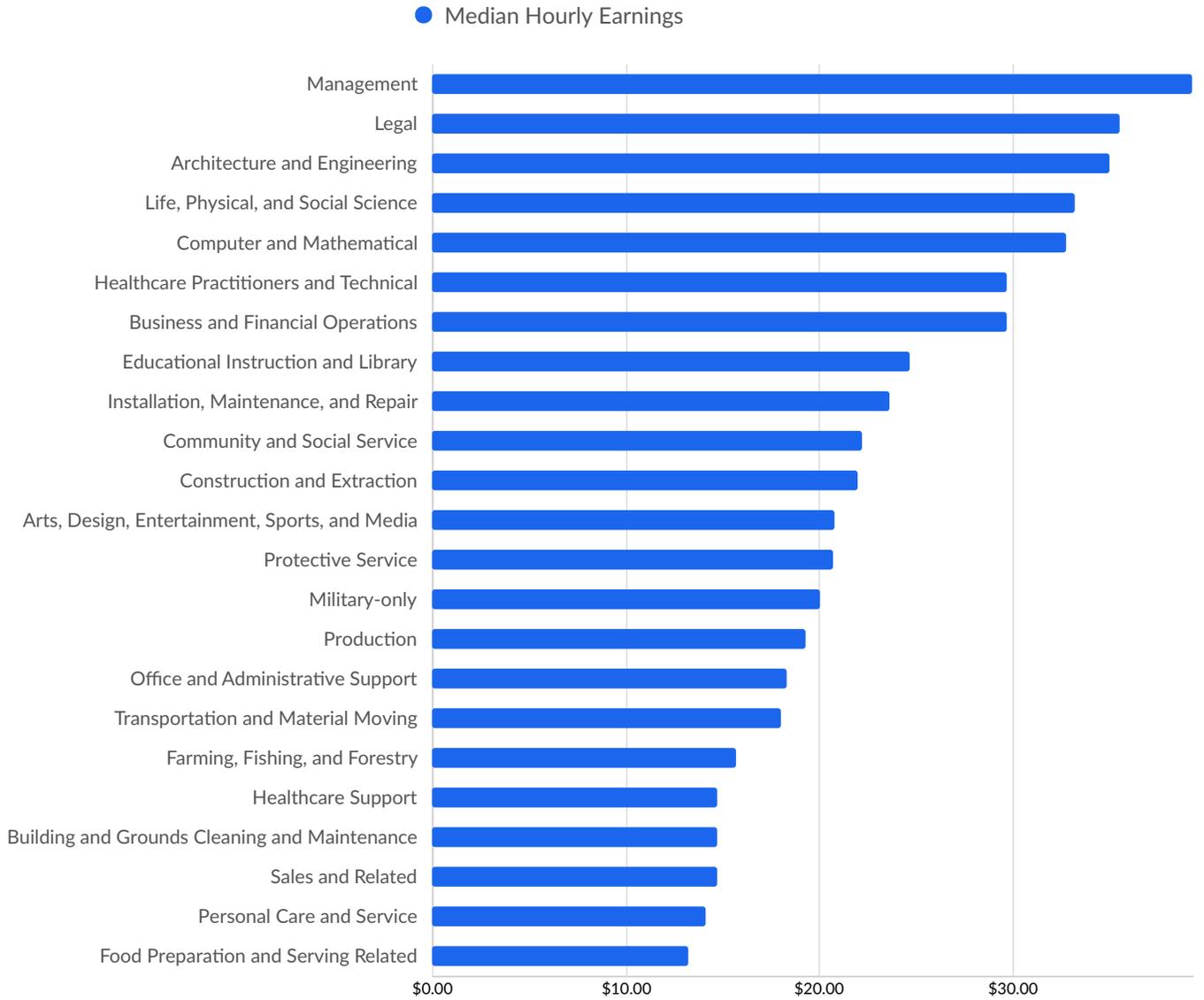
## Top Growing Occupations



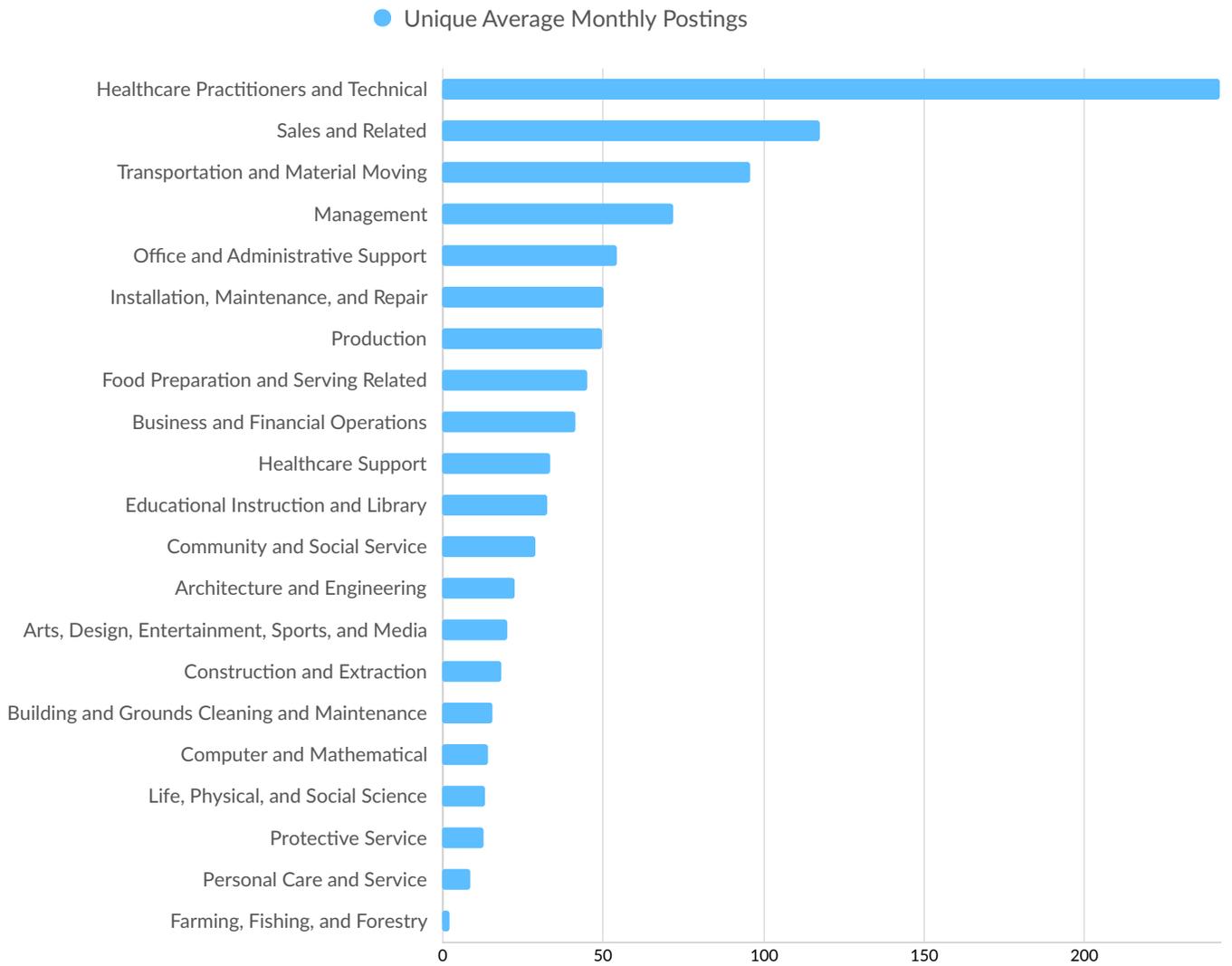
## Top Occupation Employment Concentration



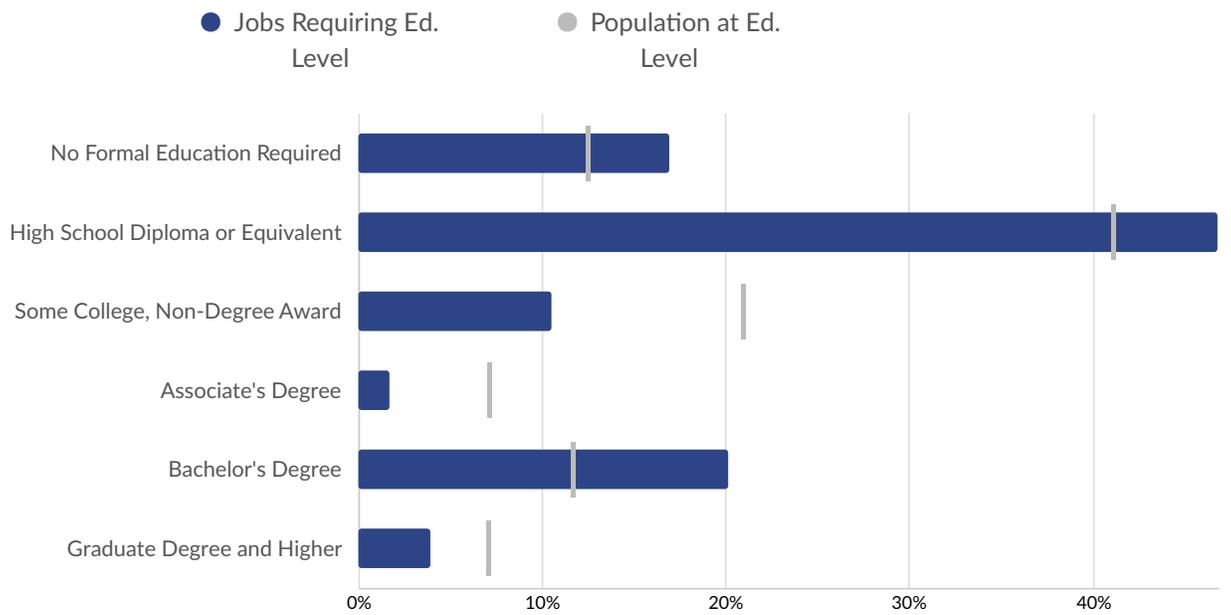
## Top Occupation Earnings



## Top Posted Occupations



## Underemployment



# Educational Pipeline

In 2023, there were 2,780 graduates in 8 Tennessee Counties. This pipeline has shrunk by 7% over the last 5 years. The highest share of these graduates come from "Liberal Arts and Sciences/Liberal Studies" (Associate's), "Registered Nursing/Registered Nurse" (Bachelor's), and "Licensed Practical/Vocational Nurse Training" (Certificate).

School	Total Graduates (2023)	Graduate Trend (2019 - 2023)
Union University	814	
Jackson State Community College	665	
Freed-Hardeman University	445	
Tennessee College of Applied Technology-Jackson	439	
Tennessee College of Applied Technology-Crump	213	
Lane College	146	
Elite College of Cosmetology	34	
Empire Beauty School-Jackson	24	
Tennessee College of Applied Technology-Whiteville (not current)	0	



# In-Demand Skills

