



EAST REGION

| | | | |
|--|--|---|---|
| 623,072 2015 Population Age 25 to 64 | -2.76% Projected Growth of Population Age 25 to 64 from 2015 to 2025 | \$36,993 2014 Per Capita Personal Income | 87.7% 2014 Population Age 25 to 64 with a high school diploma or higher |
| 44,633 Tennesseans employed in Advanced Industries ¹ | 1% Below the National Average for Employment Concentration in Advanced Industries | \$40.55 Average Hourly Wage in Advanced Industries | 42.0% Advanced Industry Jobs in the Region Require Post- Secondary Education |
| 53,560 Tennesseans employed in STEM or STEM-Related Jobs | 8% Below the National Average for Employment Concentration in STEM or STEM-Related Jobs | \$33.08 Average Hourly Wage in STEM or STEM-Related Jobs | 94.7% STEM or STEM-Related Jobs in the Region Require Post- Secondary Education |

Sources: Economic Modeling Specialists Intl., Class of Worker 2015.3; U.S. Bureau of Economic Analysis; U.S. Census Bureau

STEM or STEM-Related Jobs

| SOC | STEM or STEM-Related Job Description | STEM or STEM-Related Employment | STEM or STEM-Related Avg. Hourly Earnings | Age 55+ % of STEM or STEM-Related Employment ² | 2015 Avg. Monthly Unique STEM or STEM-Related Job Postings ³ | 2015 Avg. Monthly STEM or STEM-Related Job Hires ⁴ |
|---------|--|---------------------------------|---|---|---|---|
| 11-3021 | Computer and Information Systems Managers | 679 | \$50.87 | 25% | 30 | 26 |
| 11-9000 | Other Management Occupations | 1,654 | \$46.23 | 27% | 174 | 53 |
| 15-1100 | Computer Occupations | 7,268 | \$32.62 | 15% | 811 | 349 |
| 15-2000 | Mathematical Science Occupations | 445 | \$32.04 | 24% | 24 | 15 |
| 17-1000 | Architects, Surveyors, and Cartographers | 374 | \$30.10 | 25% | 44 | 16 |
| 17-2000 | Engineers | 5,793 | \$45.34 | 27% | 577 | 194 |
| 17-3000 | Drafters, Engineering Technicians, and Mapping Technicians | 2,597 | \$25.49 | 26% | 70 | 92 |
| 19-1000 | Life Scientists | 605 | \$35.05 | 23% | 99 | 19 |
| 19-2000 | Physical Scientists | 979 | \$42.19 | 28% | 34 | 33 |
| 19-3000 | Social Scientists and Related Workers | 378 | \$33.42 | 30% | 23 | 14 |
| 19-4000 | Life, Physical, and Social Science Technicians | 1,427 | \$21.63 | 23% | 70 | 50 |
| 29-1000 | Health Diagnosing and Treating Practitioners | 16,509 | \$41.40 | 25% | 2,085 | 532 |
| 29-2000 | Health Technologists and Technicians | 13,620 | \$18.13 | 19% | 605 | 536 |
| 29-9000 | Other Healthcare Practitioners and Technical Occupations | 1,052 | \$27.17 | 23% | 58 | 39 |
| 41-9031 | Sales Engineers | 102 | \$43.60 | 23% | 12 | 4 |

Source: Economic Modeling Specialists Intl.

¹ The Brookings Institute identified 50 industries characterized by high-levels of R&D spending (exceeding \$450 per worker) and a heavy reliance on STEM workers (21% or more of all workers require a high degree of STEM knowledge).

² As baby boomers near retirement age, it is important to ensure that there are workers to fill the gaps created by the retirements of this group of skilled workers.

³ Unique job postings denotes the number of de-duplicated job advertisements listed by different companies on career sites and job boards. Because employers can list one job on many different career sites and job boards, de-duplication is a process job postings must go through in order to best approximate demand for certain jobs.

⁴ 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.



GREATER MEMPHIS REGION

| | | | |
|--|--|---|---|
| 562,589 2015 Population Age 25 to 64 | -3.55% Projected Growth of Population Age 25 to 64 from 2015 to 2025 | \$43,797 2014 Per Capita Personal Income | 88.3% 2014 Population Age 25 to 64 with a high school diploma or higher |
| 29,855 Tennesseans employed in Advanced Industries ¹ | 36% Below the National Average for Employment Concentration in Advanced Industries | \$46.01 Average Hourly Wage in Advanced Industries | 48.9% Advanced Industry Jobs in the Region Require Post- Secondary Education |
| 56,668 Tennesseans employed in STEM or STEM-Related Jobs | 6% Below the National Average for Employment Concentration in STEM or STEM-Related Jobs | \$34.63 Average Hourly Wage in STEM or STEM-Related Jobs | 95.4% STEM or STEM-Related Jobs in the Region Require Post- Secondary Education |

Sources: Economic Modeling Specialists Intl., Class of Worker 2015.3; U.S. Bureau of Economic Analysis; U.S. Census Bureau

STEM or STEM-Related Jobs

| SOC | STEM or STEM-Related Job Description | STEM or STEM-Related Employment | STEM or STEM-Related Avg. Hourly Earnings | Age 55+ % of STEM or STEM-Related Employment ² | 2015 Avg. Monthly Unique STEM or STEM-Related Job Postings ³ | 2015 Avg. Monthly STEM or STEM-Related Job Hires ⁴ |
|---------|--|---------------------------------|---|---|---|---|
| 11-3021 | Computer and Information Systems Managers | 1,145 | \$57.29 | 24% | 74 | 51 |
| 11-9000 | Other Management Occupations | 1,837 | \$46.94 | 26% | 302 | 80 |
| 15-1100 | Computer Occupations | 8,370 | \$34.80 | 14% | 1,407 | 548 |
| 15-2000 | Mathematical Science Occupations | 552 | \$34.05 | 24% | 75 | 22 |
| 17-1000 | Architects, Surveyors, and Cartographers | 368 | \$29.67 | 20% | 41 | 51 |
| 17-2000 | Engineers | 4,794 | \$40.28 | 24% | 443 | 392 |
| 17-3000 | Drafters, Engineering Technicians, and Mapping Technicians | 2,066 | \$22.64 | 21% | 101 | 198 |
| 19-1000 | Life Scientists | 906 | \$35.32 | 22% | 104 | 31 |
| 19-2000 | Physical Scientists | 509 | \$33.21 | 25% | 14 | 33 |
| 19-3000 | Social Scientists and Related Workers | 785 | \$32.24 | 29% | 36 | 31 |
| 19-4000 | Life, Physical, and Social Science Technicians | 1,152 | \$20.88 | 21% | 73 | 73 |
| 29-1000 | Health Diagnosing and Treating Practitioners | 19,058 | \$43.27 | 24% | 2,276 | 646 |
| 29-2000 | Health Technologists and Technicians | 13,714 | \$20.69 | 18% | 803 | 556 |
| 29-9000 | Other Healthcare Practitioners and Technical Occupations | 1,182 | \$27.85 | 21% | 50 | 45 |
| 41-9031 | Sales Engineers | 146 | \$44.88 | 27% | 47 | 6 |

Source: Economic Modeling Specialists Intl.

¹ The Brookings Institute identified 50 industries characterized by high-levels of R&D spending (exceeding \$450 per worker) and a heavy reliance on STEM workers (21% or more of all workers require a high degree of STEM knowledge).

² As baby boomers near retirement age, it is important to ensure that there are workers to fill the gaps created by the retirements of this group of skilled workers.

³ Unique job postings denotes the number of de-duplicated job advertisements listed by different companies on career sites and job boards. Because employers can list one job on many different career sites and job boards, de-duplication is a process job postings must go through in order to best approximate demand for certain jobs.

⁴ 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.



NORTHEAST REGION

| | | | |
|--|--|---|---|
| 262,137 2015 Population Age 25 to 64 | -4.31% Projected Growth of Population Age 25 to 64 from 2015 to 2025 | \$34,694 2014 Per Capita Personal Income | 87.0% 2014 Population Age 25 to 64 with a high school diploma or higher |
| 19,689 Tennesseans employed in Advanced Industries ¹ | 16% Above the National Average for Employment Concentration in Advanced Industries | \$44.65 Average Hourly Wage in Advanced Industries | 35.4% Advanced Industry Jobs in the Region Require Post- Secondary Education |
| 23,918 Tennesseans employed in STEM or STEM-Related Jobs | 8% Above the National Average for Employment Concentration in STEM or STEM-Related Jobs | \$32.43 Average Hourly Wage in STEM or STEM-Related Jobs | 94.3% STEM or STEM-Related Jobs in the Region Require Post- Secondary Education |

Sources: Economic Modeling Specialists Intl., Class of Worker 2015.3; U.S. Bureau of Economic Analysis; U.S. Census Bureau

STEM or STEM-Related Jobs

| SOC | STEM or STEM-Related Job Description | STEM or STEM-Related Employment | STEM or STEM-Related Avg. Hourly Earnings | Age 55+ % of STEM or STEM-Related Employment ² | 2015 Avg. Monthly Unique STEM or STEM-Related Job Postings ³ | 2015 Avg. Monthly STEM or STEM-Related Job Hires ⁴ |
|---------|--|---------------------------------|---|---|---|---|
| 11-3021 | Computer and Information Systems Managers | 212 | \$55.39 | 26% | 9 | 8 |
| 11-9000 | Other Management Occupations | 662 | \$46.82 | 27% | 74 | 23 |
| 15-1100 | Computer Occupations | 1,718 | \$32.05 | 15% | 117 | 89 |
| 15-2000 | Mathematical Science Occupations | 76 | \$34.22 | 21% | 8 | 3 |
| 17-1000 | Architects, Surveyors, and Cartographers | 44 | \$25.79 | 20% | 0 | 3 |
| 17-2000 | Engineers | 2,141 | \$40.66 | 26% | 113 | 56 |
| 17-3000 | Drafters, Engineering Technicians, and Mapping Technicians | 986 | \$24.89 | 25% | 17 | 29 |
| 19-1000 | Life Scientists | 146 | \$37.37 | 21% | 11 | 7 |
| 19-2000 | Physical Scientists | 378 | \$39.16 | 30% | 28 | 9 |
| 19-3000 | Social Scientists and Related Workers | 92 | \$32.38 | 23% | 8 | 4 |
| 19-4000 | Life, Physical, and Social Science Technicians | 698 | \$22.32 | 24% | 29 | 19 |
| 29-1000 | Health Diagnosing and Treating Practitioners | 9,286 | \$41.40 | 25% | 927 | 378 |
| 29-2000 | Health Technologists and Technicians | 6,773 | \$17.68 | 19% | 321 | 302 |
| 29-9000 | Other Healthcare Practitioners and Technical Occupations | 436 | \$23.25 | 23% | 18 | 17 |
| 41-9031 | Sales Engineers | 64 | \$41.95 | 27% | 4 | 2 |

Source: Economic Modeling Specialists Intl.

¹ The Brookings Institute identified 50 industries characterized by high-levels of R&D spending (exceeding \$450 per worker) and a heavy reliance on STEM workers (21% or more of all workers require a high degree of STEM knowledge).

² As baby boomers near retirement age, it is important to ensure that there are workers to fill the gaps created by the retirements of this group of skilled workers.

³ Unique job postings denotes the number of de-duplicated job advertisements listed by different companies on career sites and job boards. Because employers can list one job on many different career sites and job boards, de-duplication is a process job postings must go through in order to best approximate demand for certain jobs.

⁴ 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.



NORTHERN MIDDLE REGION

| | | | |
|--|--|---|---|
| 1,019,903 2015 Population Age 25 to 64 | 3.60% Projected Growth of Population Age 25 to 64 from 2015 to 2025 | \$47,552 2014 Per Capita Personal Income | 90.0% 2014 Population Age 25 to 64 with a high school diploma or higher |
| 74,622 Tennesseans employed in Advanced Industries ¹ | 10% Below the National Average for Employment Concentration in Advanced Industries | \$41.79 Average Hourly Wage in Advanced Industries | 41.7% Advanced Industry Jobs in the Region Require Post- Secondary Education |
| 102,831 Tennesseans employed in STEM or STEM-Related Jobs | 4% Below the National Average for Employment Concentration in STEM or STEM-Related Jobs | \$33.90 Average Hourly Wage in STEM or STEM-Related Jobs | 94.9% STEM or STEM-Related Jobs in the Region Require Post- Secondary Education |

Sources: Economic Modeling Specialists Intl., Class of Worker 2015.3; U.S. Bureau of Economic Analysis; U.S. Census Bureau

STEM or STEM-Related Jobs

| SOC | STEM or STEM-Related Job Description | STEM or STEM-Related Employment | STEM or STEM-Related Avg. Hourly Earnings | Age 55+ % of STEM or STEM-Related Employment ² | 2015 Avg. Monthly Unique STEM or STEM-Related Job Postings ³ | 2015 Avg. Monthly STEM or STEM-Related Job Hires ⁴ |
|---------|--|---------------------------------|---|---|---|---|
| 11-3021 | Computer and Information Systems Managers | 2,840 | \$51.48 | 22% | 223 | 125 |
| 11-9000 | Other Management Occupations | 3,922 | \$48.84 | 25% | 731 | 131 |
| 15-1100 | Computer Occupations | 20,052 | \$33.17 | 13% | 3,956 | 1,083 |
| 15-2000 | Mathematical Science Occupations | 1,182 | \$32.12 | 21% | 198 | 43 |
| 17-1000 | Architects, Surveyors, and Cartographers | 840 | \$30.49 | 21% | 96 | 32 |
| 17-2000 | Engineers | 8,101 | \$39.06 | 24% | 737 | 329 |
| 17-3000 | Drafters, Engineering Technicians, and Mapping Technicians | 3,957 | \$24.83 | 22% | 147 | 173 |
| 19-1000 | Life Scientists | 1,127 | \$31.35 | 20% | 150 | 36 |
| 19-2000 | Physical Scientists | 901 | \$32.76 | 24% | 22 | 34 |
| 19-3000 | Social Scientists and Related Workers | 852 | \$33.68 | 27% | 56 | 30 |
| 19-4000 | Life, Physical, and Social Science Technicians | 1,686 | \$21.14 | 19% | 124 | 78 |
| 29-1000 | Health Diagnosing and Treating Practitioners | 30,895 | \$42.86 | 22% | 3,862 | 1,039 |
| 29-2000 | Health Technologists and Technicians | 24,443 | \$20.25 | 17% | 1,435 | 985 |
| 29-9000 | Other Healthcare Practitioners and Technical Occupations | 1,627 | \$26.25 | 20% | 100 | 58 |
| 41-9031 | Sales Engineers | 337 | \$39.02 | 25% | 68 | 16 |

Source: Economic Modeling Specialists Intl.

¹ The Brookings Institute identified 50 industries characterized by high-levels of R&D spending (exceeding \$450 per worker) and a heavy reliance on STEM workers (21% or more of all workers require a high degree of STEM knowledge).

² As baby boomers near retirement age, it is important to ensure that there are workers to fill the gaps created by the retirements of this group of skilled workers.

³ Unique job postings denotes the number of de-duplicated job advertisements listed by different companies on career sites and job boards. Because employers can list one job on many different career sites and job boards, de-duplication is a process job postings must go through in order to best approximate demand for certain jobs.

⁴ 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.



NORTHWEST REGION

| | | | |
|---|---|---|---|
| 125,099 2015 Population Age 25 to 64 | -5.51% Projected Growth of Population Age 25 to 64 from 2015 to 2025 | \$34,523 2014 Per Capita Personal Income | 86.3% 2014 Population Age 25 to 64 with a high school diploma or higher |
| 5,890 Tennesseans employed in Advanced Industries ¹ | 16% Below the National Average for Employment Concentration in Advanced Industries | \$29.32 Average Hourly Wage in Advanced Industries | 21.9% Advanced Industry Jobs in the Region Require Post- Secondary Education |
| 6,419 Tennesseans employed in STEM or STEM-Related Jobs | 29% Below the National Average for Employment Concentration in STEM or STEM-Related Jobs | \$27.48 Average Hourly Wage in STEM or STEM-Related Jobs | 92.0% STEM or STEM-Related Jobs in the Region Require Post- Secondary Education |

Sources: Economic Modeling Specialists Intl., Class of Worker 2015.3; U.S. Bureau of Economic Analysis; U.S. Census Bureau

STEM or STEM-Related Jobs

| SOC | STEM or STEM-Related Job Description | STEM or STEM-Related Employment | STEM or STEM-Related Avg. Hourly Earnings | Age 55+ % of STEM or STEM-Related Employment ² | 2015 Avg. Monthly Unique STEM or STEM-Related Job Postings ³ | 2015 Avg. Monthly STEM or STEM-Related Job Hires ⁴ |
|---------|--|---------------------------------|---|---|---|---|
| 11-3021 | Computer and Information Systems Managers | 49 | \$32.84 | 26% | 1 | 2 |
| 11-9000 | Other Management Occupations | 242 | \$35.39 | 29% | 28 | 9 |
| 15-1100 | Computer Occupations | 392 | \$24.49 | 13% | 25 | 25 |
| 15-2000 | Mathematical Science Occupations | 11 | \$26.71 | Insf. Data | 3 | 1 |
| 17-1000 | Architects, Surveyors, and Cartographers | <10 | Insf. Data | Insf. Data | 0 | 1 |
| 17-2000 | Engineers | 396 | \$32.65 | 24% | 47 | 18 |
| 17-3000 | Drafters, Engineering Technicians, and Mapping Technicians | 328 | \$23.08 | 22% | 8 | 16 |
| 19-1000 | Life Scientists | 15 | \$31.28 | Insf. Data | 6 | 2 |
| 19-2000 | Physical Scientists | 17 | \$34.81 | Insf. Data | 2 | 1 |
| 19-3000 | Social Scientists and Related Workers | 16 | \$32.71 | Insf. Data | 5 | 1 |
| 19-4000 | Life, Physical, and Social Science Technicians | 50 | \$16.99 | 17% | 5 | 3 |
| 29-1000 | Health Diagnosing and Treating Practitioners | 2,033 | \$39.62 | 24% | 366 | 80 |
| 29-2000 | Health Technologists and Technicians | 2,426 | \$16.48 | 19% | 105 | 111 |
| 29-9000 | Other Healthcare Practitioners and Technical Occupations | 115 | \$16.92 | 16% | 7 | 4 |
| 41-9031 | Sales Engineers | <10 | Insf. Data | 32% | 1 | 0 |

Source: Economic Modeling Specialists Intl.

¹ The Brookings Institute identified 50 industries characterized by high-levels of R&D spending (exceeding \$450 per worker) and a heavy reliance on STEM workers (21% or more of all workers require a high degree of STEM knowledge).

² As baby boomers near retirement age, it is important to ensure that there are workers to fill the gaps created by the retirements of this group of skilled workers.

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SOUTHEAST REGION

| | | | |
|--|--|---|---|
| 336,432 2015 Population Age 25 to 64 | -1.53% Projected Growth of Population Age 25 to 64 from 2015 to 2025 | \$39,630 2014 Per Capita Personal Income | 86.6% 2014 Population Age 25 to 64 with a high school diploma or higher |
| 25,644 Tennesseans employed in Advanced Industries ¹ | 1% Below the National Average for Employment Concentration in Advanced Industries | \$38.39 Average Hourly Wage in Advanced Industries | 31.5% Advanced Industry Jobs in the Region Require Post- Secondary Education |
| 30,379 Tennesseans employed in STEM or STEM-Related Jobs | 9% Below the National Average for Employment Concentration in STEM or STEM-Related Jobs | \$33.68 Average Hourly Wage in STEM or STEM-Related Jobs | 95.1% STEM or STEM-Related Jobs in the Region Require Post- Secondary Education |

Sources: Economic Modeling Specialists Intl., Class of Worker 2015.3; U.S. Bureau of Economic Analysis; U.S. Census Bureau

STEM or STEM-Related Jobs

| SOC | STEM or STEM-Related Job Description | STEM or STEM-Related Employment | STEM or STEM-Related Avg. Hourly Earnings | Age 55+ % of STEM or STEM-Related Employment ² | 2015 Avg. Monthly Unique STEM or STEM-Related Job Postings ³ | 2015 Avg. Monthly STEM or STEM-Related Job Hires ⁴ |
|---------|--|---------------------------------|---|---|---|---|
| 11-3021 | Computer and Information Systems Managers | 337 | \$50.36 | 23% | 24 | 13 |
| 11-9000 | Other Management Occupations | 1,074 | \$48.54 | 27% | 142 | 37 |
| 15-1100 | Computer Occupations | 3,348 | \$33.68 | 13% | 515 | 186 |
| 15-2000 | Mathematical Science Occupations | 154 | \$34.80 | 17% | 20 | 5 |
| 17-1000 | Architects, Surveyors, and Cartographers | 172 | \$30.04 | 19% | 40 | 10 |
| 17-2000 | Engineers | 3,647 | \$43.77 | 24% | 379 | 150 |
| 17-3000 | Drafters, Engineering Technicians, and Mapping Technicians | 1,514 | \$25.19 | 23% | 70 | 69 |
| 19-1000 | Life Scientists | 120 | \$33.49 | 19% | 46 | 6 |
| 19-2000 | Physical Scientists | 241 | \$37.03 | 26% | 11 | 10 |
| 19-3000 | Social Scientists and Related Workers | 228 | \$36.86 | 31% | 12 | 9 |
| 19-4000 | Life, Physical, and Social Science Technicians | 483 | \$22.12 | 23% | 47 | 21 |
| 29-1000 | Health Diagnosing and Treating Practitioners | 10,895 | \$40.49 | 25% | 1,445 | 390 |
| 29-2000 | Health Technologists and Technicians | 7,429 | \$18.84 | 20% | 517 | 324 |
| 29-9000 | Other Healthcare Practitioners and Technical Occupations | 518 | \$26.37 | 21% | 35 | 21 |
| 41-9031 | Sales Engineers | 33 | \$43.99 | 29% | 8 | 2 |

Source: Economic Modeling Specialists Intl.

¹ The Brookings Institute identified 50 industries characterized by high-levels of R&D spending (exceeding \$450 per worker) and a heavy reliance on STEM workers (21% or more of all workers require a high degree of STEM knowledge).

² As baby boomers near retirement age, it is important to ensure that there are workers to fill the gaps created by the retirements of this group of skilled workers.

³ Unique job postings denotes the number of de-duplicated job advertisements listed by different companies on career sites and job boards. Because employers can list one job on many different career sites and job boards, de-duplication is a process job postings must go through in order to best approximate demand for certain jobs.

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SOUTHERN MIDDLE REGION

| | | | |
|--|---|---|---|
| 222,039 2015 Population Age 25 to 64 | -2.93% Projected Growth of Population Age 25 to 64 from 2015 to 2025 | \$33,660 2014 Per Capita Personal Income | 84.9% 2014 Population Age 25 to 64 with a high school diploma or higher |
| 18,819 Tennesseans employed in Advanced Industries ¹ | 47% Above the National Average for Employment Concentration in Advanced Industries | \$32.66 Average Hourly Wage in Advanced Industries | 27.4% Advanced Industry Jobs in the Region Require Post- Secondary Education |
| 13,117 Tennesseans employed in STEM or STEM-Related Jobs | 21% Below the National Average for Employment Concentration in STEM or STEM-Related Jobs | \$29.57 Average Hourly Wage in STEM or STEM-Related Jobs | 95.7% STEM or STEM-Related Jobs in the Region Require Post- Secondary Education |

Sources: Economic Modeling Specialists Intl., Class of Worker 2015.3; U.S. Bureau of Economic Analysis; U.S. Census Bureau

STEM or STEM-Related Jobs

| SOC | STEM or STEM-Related Job Description | STEM or STEM-Related Employment | STEM or STEM-Related Avg. Hourly Earnings | Age 55+ % of STEM or STEM-Related Employment ² | 2015 Avg. Monthly Unique STEM or STEM-Related Job Postings ³ | 2015 Avg. Monthly STEM or STEM-Related Job Hires ⁴ |
|---------|--|---------------------------------|---|---|---|---|
| 11-3021 | Computer and Information Systems Managers | 125 | \$39.65 | 26% | 24 | 13 |
| 11-9000 | Other Management Occupations | 493 | \$41.43 | 29% | 142 | 37 |
| 15-1100 | Computer Occupations | 1,371 | \$28.39 | 15% | 515 | 186 |
| 15-2000 | Mathematical Science Occupations | 60 | \$25.04 | 19% | 20 | 5 |
| 17-1000 | Architects, Surveyors, and Cartographers | 91 | \$24.65 | 26% | 40 | 10 |
| 17-2000 | Engineers | 1,818 | \$38.73 | 27% | 379 | 150 |
| 17-3000 | Drafters, Engineering Technicians, and Mapping Technicians | 881 | \$23.63 | 27% | 70 | 69 |
| 19-1000 | Life Scientists | 40 | \$29.41 | 18% | 46 | 6 |
| 19-2000 | Physical Scientists | 72 | \$28.83 | 22% | 11 | 10 |
| 19-3000 | Social Scientists and Related Workers | 100 | \$30.18 | 25% | 12 | 9 |
| 19-4000 | Life, Physical, and Social Science Technicians | 179 | \$20.23 | 20% | 47 | 21 |
| 29-1000 | Health Diagnosing and Treating Practitioners | 3,759 | \$36.90 | 25% | 1,445 | 390 |
| 29-2000 | Health Technologists and Technicians | 3,697 | \$17.79 | 20% | 517 | 324 |
| 29-9000 | Other Healthcare Practitioners and Technical Occupations | 139 | \$24.21 | 19% | 35 | 21 |
| 41-9031 | Sales Engineers | 17 | \$40.20 | 16% | 8 | 2 |

Source: Economic Modeling Specialists Intl.

¹ The Brookings Institute identified 50 industries characterized by high-levels of R&D spending (exceeding \$450 per worker) and a heavy reliance on STEM workers (21% or more of all workers require a high degree of STEM knowledge).

² As baby boomers near retirement age, it is important to ensure that there are workers to fill the gaps created by the retirements of this group of skilled workers.

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SOUTHWEST REGION

| | | | |
|---|--|---|---|
| 127,754 2015 Population Age 25 to 64 | -5.56% Projected Growth of Population Age 25 to 64 from 2015 to 2025 | \$33,189 2014 Per Capita Personal Income | 85.8% 2014 Population Age 25 to 64 with a high school diploma or higher |
| 6,616 Tennesseans employed in Advanced Industries ¹ | 25% Below the National Average for Employment Concentration in Advanced Industries | \$33.25 Average Hourly Wage in Advanced Industries | 23.6% Advanced Industry Jobs in the Region Require Post- Secondary Education |
| 10,687 Tennesseans employed in STEM or STEM-Related Jobs | 7% Below the National Average for Employment Concentration in STEM or STEM-Related Jobs | \$29.35 Average Hourly Wage in STEM or STEM-Related Jobs | 95.2% STEM or STEM-Related Jobs in the Region Require Post- Secondary Education |

Sources: Economic Modeling Specialists Intl., Class of Worker 2015.3; U.S. Bureau of Economic Analysis; U.S. Census Bureau

STEM or STEM-Related Jobs

| SOC | STEM or STEM-Related Job Description | STEM or STEM-Related Employment | STEM or STEM-Related Avg. Hourly Earnings | Age 55+ % of STEM or STEM-Related Employment ² | 2015 Avg. Monthly Unique STEM or STEM-Related Job Postings ³ | 2015 Avg. Monthly STEM or STEM-Related Job Hires ⁴ |
|---------|--|---------------------------------|---|---|---|---|
| 11-3021 | Computer and Information Systems Managers | 53 | \$43.12 | 26% | 1 | 2 |
| 11-9000 | Other Management Occupations | 471 | \$37.67 | 29% | 27 | 14 |
| 15-1100 | Computer Occupations | 604 | \$27.67 | 14% | 36 | 38 |
| 15-2000 | Mathematical Science Occupations | 13 | \$25.81 | Insf. Data | 1 | 1 |
| 17-1000 | Architects, Surveyors, and Cartographers | Insf. Data | Insf. Data | Insf. Data | 0 | 1 |
| 17-2000 | Engineers | 622 | \$35.57 | 24% | 54 | 21 |
| 17-3000 | Drafters, Engineering Technicians, and Mapping Technicians | 396 | \$24.55 | 23% | 16 | 15 |
| 19-1000 | Life Scientists | 55 | \$29.85 | 17% | 4 | 8 |
| 19-2000 | Physical Scientists | 67 | \$28.52 | 19% | 2 | 3 |
| 19-3000 | Social Scientists and Related Workers | 29 | \$31.13 | 23% | 3 | 1 |
| 19-4000 | Life, Physical, and Social Science Technicians | 119 | \$17.94 | 17% | 4 | 7 |
| 29-1000 | Health Diagnosing and Treating Practitioners | 4,209 | \$38.35 | 27% | 440 | 132 |
| 29-2000 | Health Technologists and Technicians | 3,563 | \$17.30 | 22% | 86 | 133 |
| 29-9000 | Other Healthcare Practitioners and Technical Occupations | 202 | \$21.40 | 17% | 6 | 8 |
| 41-9031 | Sales Engineers | 13 | \$42.21 | 27% | 0 | 0 |

Source: Economic Modeling Specialists Intl.

¹ The Brookings Institute identified 50 industries characterized by high-levels of R&D spending (exceeding \$450 per worker) and a heavy reliance on STEM workers (21% or more of all workers require a high degree of STEM knowledge).

² As baby boomers near retirement age, it is important to ensure that there are workers to fill the gaps created by the retirements of this group of skilled workers.

³ Unique job postings denotes the number of de-duplicated job advertisements listed by different companies on career sites and job boards. Because employers can list one job on many different career sites and job boards, de-duplication is a process job postings must go through in order to best approximate demand for certain jobs.

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UPPER CUMBERLAND REGION

| | | | |
|--|---|---|---|
| 170,770 2015 Population Age 25 to 64 | -3.41% Projected Growth of Population Age 25 to 64 from 2015 to 2025 | \$32,101 2014 Per Capita Personal Income | 84.0% 2014 Population Age 25 to 64 with a high school diploma or higher |
| 10,859 Tennesseans employed in Advanced Industries ¹ | 17% Above the National Average for Employment Concentration in Advanced Industries | \$30.06 Average Hourly Wage in Advanced Industries | 20.8% Advanced Industry Jobs in the Region Require Post- Secondary Education |
| 8,975 Tennesseans employed in STEM or STEM-Related Jobs | 26% Below the National Average for Employment Concentration in STEM or STEM-Related Jobs | \$28.61 Average Hourly Wage in STEM or STEM-Related Jobs | 93.6% STEM or STEM-Related Jobs in the Region Require Post- Secondary Education |

Sources: Economic Modeling Specialists Intl., Class of Worker 2015.3; U.S. Bureau of Economic Analysis; U.S. Census Bureau

STEM or STEM-Related Jobs

| SOC | STEM or STEM-Related Job Description | STEM or STEM-Related Employment | STEM or STEM-Related Avg. Hourly Earnings | Age 55+ % of STEM or STEM-Related Employment ² | 2015 Avg. Monthly Unique STEM or STEM-Related Job Postings ³ | 2015 Avg. Monthly STEM or STEM-Related Job Hires ⁴ |
|---------|--|---------------------------------|---|---|---|---|
| 11-3021 | Computer and Information Systems Managers | 88 | \$39.08 | 25% | 1 | 3 |
| 11-9000 | Other Management Occupations | 286 | \$41.14 | 29% | 35 | 10 |
| 15-1100 | Computer Occupations | 643 | \$29.27 | 15% | 37 | 32 |
| 15-2000 | Mathematical Science Occupations | 25 | \$31.46 | Insf. Data | 1 | 1 |
| 17-1000 | Architects, Surveyors, and Cartographers | 14 | \$22.42 | Insf. Data | 1 | 1 |
| 17-2000 | Engineers | 514 | \$35.00 | 22% | 77 | 18 |
| 17-3000 | Drafters, Engineering Technicians, and Mapping Technicians | 266 | \$21.86 | 23% | 6 | 11 |
| 19-1000 | Life Scientists | 42 | \$30.83 | 16% | 5 | 3 |
| 19-2000 | Physical Scientists | 57 | \$28.38 | 19% | 0 | 3 |
| 19-3000 | Social Scientists and Related Workers | 67 | \$30.98 | 23% | 4 | 3 |
| 19-4000 | Life, Physical, and Social Science Technicians | 168 | \$17.81 | 17% | 3 | 7 |
| 29-1000 | Health Diagnosing and Treating Practitioners | 3,023 | \$39.59 | 25% | 442 | 110 |
| 29-2000 | Health Technologists and Technicians | 3,380 | \$17.40 | 20% | 113 | 142 |
| 29-9000 | Other Healthcare Practitioners and Technical Occupations | 138 | \$19.70 | 16% | 10 | 6 |
| 41-9031 | Sales Engineers | 13 | \$40.05 | 27% | 1 | 0 |

Source: Economic Modeling Specialists Intl.

¹ The Brookings Institute identified 50 industries characterized by high-levels of R&D spending (exceeding \$450 per worker) and a heavy reliance on STEM workers (21% or more of all workers require a high degree of STEM knowledge).

² As baby boomers near retirement age, it is important to ensure that there are workers to fill the gaps created by the retirements of this group of skilled workers.

³ Unique job postings denotes the number of de-duplicated job advertisements listed by different companies on career sites and job boards. Because employers can list one job on many different career sites and job boards, de-duplication is a process job postings must go through in order to best approximate demand for certain jobs.

⁴ 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.