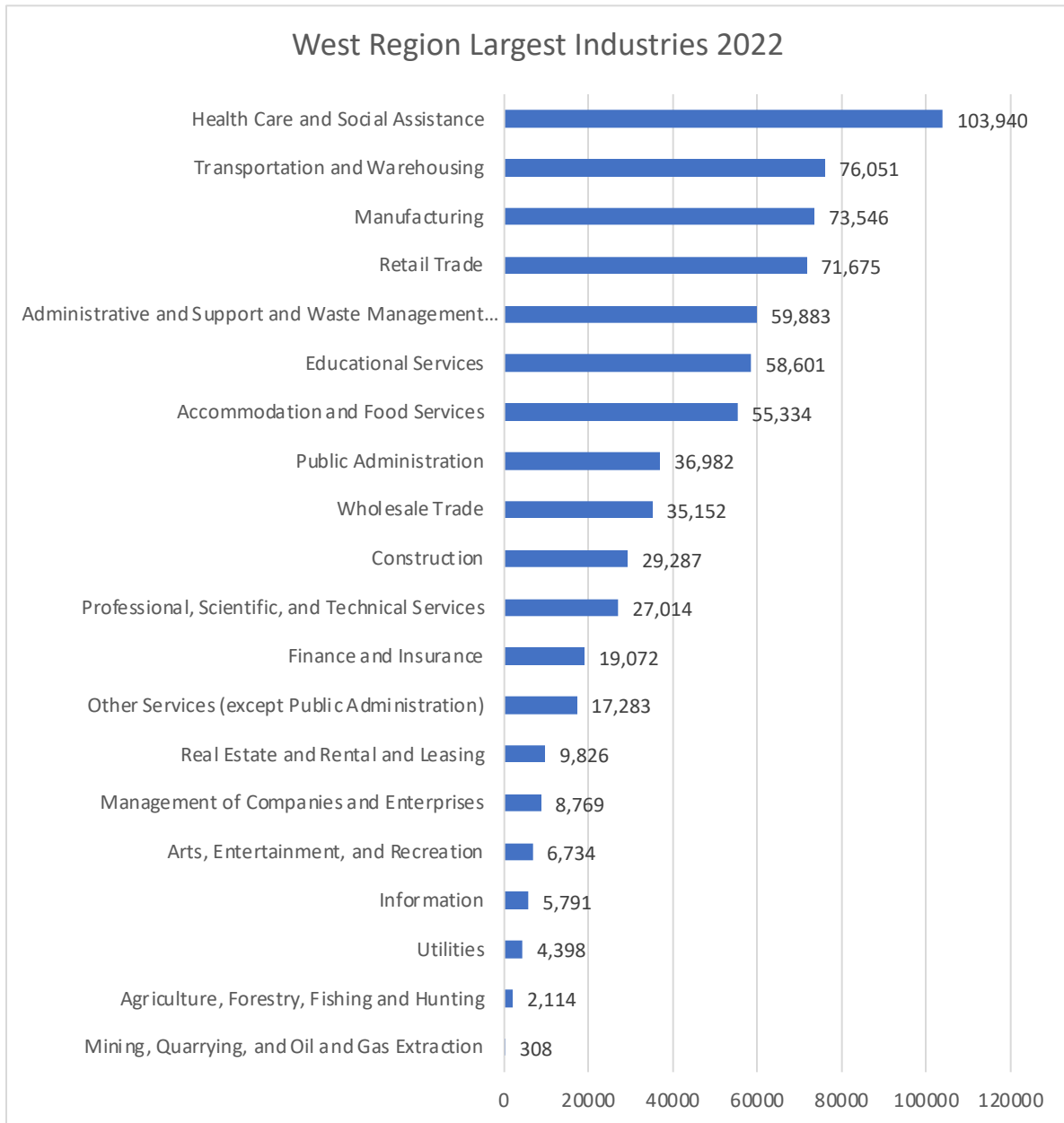


## Tennessee's West Region's Economy | 2022

 <p><b>Employment</b></p>	<p><b>Total Nonfarm Employment</b>                      2022: 679,312                      0.4%                      2021: 676,654  <b>Strong</b></p>	<p><b>New Jobs</b>                      2022: 2,658                      2021: 18,684  <b>Strong</b></p>	<p><b>MSA Employment 2021-2022</b>                      Jackson: 1.8%                      Memphis: 2.9%  <b>Strong</b></p>
 <p><b>Employers</b></p>	<p><b>Total Number of Establishments</b>                      2022: 39,983                      10%                      2021: 36,309  <b>Strong</b></p>	<p><b>Total Payroll</b>                      2022: \$43.1B                      4.4%                      2021: \$41.3B  <b>Strong</b></p>	<p><b>Counties that Increased Employment</b>                      2022: 11                      2021: 14  <b>Strong</b></p>
 <p><b>Wages &amp; Income</b></p>	<p><b>Average Annual Wage</b>                      2022: \$51,874                      17%                      2021: \$44,322  <b>Strong</b></p>	<p><b>West Median Wage</b>                      2022: \$39,430                      6.7%                      2021: \$36,969  <b>Strong</b></p>	<p><b>Average Hourly Wages - Production Workers</b>                      2022: \$19.92                      2021: \$18.05  <b>Strong</b></p>
 <p><b>Labor Force &amp; Demographics</b></p>	<p><b>Unemployment Rate</b>                      2022: 4.2%                      2021: 4.8%  <b>Strong</b></p>	<p><b>Labor Force</b>                      2022: 709,199                      2021: 719,729  <b>Challenge</b></p>	<p><b>Unemployment Rates</b>                      Youth 2021: 17.1%                      % In Poverty, 2021: 17.3%  <b>Strong</b></p>
 <p><b>Job Outlook</b></p>	<p><b>Ratio of Unemployed to Job Openings</b>                      June 2022: 0.42                      June 2021: 1.42  <b>Strong</b></p>	<p><b>Projected Annual Growth Rate, All Occupations</b>                      2020-2030: 0.65%                      2018-2028: 0.55%  <b>Strong</b></p>	<p><b>Projected Job Openings</b>                      2020-2030: 106,059                      2018-2028: 94,946  <b>Strong</b></p>

## West Region Overview



**Figure 8**

Source: TN Department of Labor and Workforce Development, WIR<sup>2</sup>ED Division, QCEW, September 2023

## West Region's Economy, 2021-2022

Total employment in the West Region, excluding agriculture and the self-employed, increased from 676,654 to 679,312, an increase of 0.4 percent or 2,658 jobs (see West Region Summary page). This rate of job growth was slower than the state. Employment rates however are trending upward in the Memphis MSA as well as the Jackson MSA.

The West Region consists of three Local Workforce Development Areas: Greater Memphis, Southwest, and Northwest, encompassing a total of 21 counties (see list p.). Of these, 11 counties increased in employment from 2021 to 2022, compared to 14 the previous year. The average number of establishments increased to 39,938 over the year and payroll increased by 4.36% percent to \$43.1 billion. The increase in payroll was at a slower rate than the state but still accounts for nearly 1 in every four payroll dollars in the state.

The average annual industry wage in the region, calculated by dividing the total payroll by the average number of workers, was \$51,874, which represented a 17% increase from 2021. Last year, the median occupational wage decreased by 0.4 percent to \$36,969 for this region. In 2022, the median occupational wage increased by 6.7%, to \$39,430.

The region's average unemployment rate decreased from 4.8 percent in 2021 to 4.2 percent in 2022. The labor force decreased over the year. Youth unemployment in 2021 (the latest available) remained above the state average at 13.8%. However, this represented a decrease from 2021's 15.8 percent. The percent of those in poverty who were unemployed decreased to 17.3, down from the region's 2020 rate of 18.3 percent, but above the state rate of 14.3 percent. In 2022 the number of unemployed compared to the number of job listings on the state job bank, jobs4tn.gov, was 0.42 percent, still indicating more jobs than unemployed individuals in the region.

**To summarize:** In 2022 compared to 2021, the West Region saw growth in employment. Payroll increased, somewhat slower than the rest of the state. The median wage increased across the region, although slightly lower than the state. In 2022, unemployment rates overall and for youth and those in poverty remained higher than state rates, even though at the regional level they are declining.

## **West TN Industries and Occupations (2018-2022)**

Total employment in the West Region in 2022, was 679,312. The five largest industry sectors in 2022 were:

- Health care and social assistance (103,940 jobs)
- Transportation and warehousing (76,051)
- Manufacturing (73,546)
- Retail (71,675)
- Administrative and Support and Waste Management (59,883)

Compared to 2018, the industries adding the most workers include transportation and warehousing (over 8,500 new jobs), health care and social assistance (6,300 new jobs), and construction (over 2,000 new jobs). Some of the region's largest industries lost jobs from 2018 to 2022, including retail trade (nearly 5,000), administrative and support (1,800), and finance and insurance (1,800). In 2021, employment in accommodation and food services was still 13 percent below its employment level in 2018. In 2022, the industry is still 8 percent below its pre-pandemic level, although it seems to be recovering slowly.

All industry sectors saw an increase from their pre-pandemic earnings per worker. The largest increases in earnings per worker were in the real estate rental and leasing, other services, and administrative and support and waste management industries. These three industries have seen their earnings per worker increase 30 and 29 percent from the pre-pandemic earnings, respectively. The industries with the highest earnings per worker were management of companies and enterprises, finance, and insurance, and utilities.

**West Tennessee Local Workforce Development Areas and Counties**

**Southwest Tennessee LWDA**

Chester	Haywood
Decatur	Henderson
Hardeman	Madison
Hardin	McNairy

**Northwest Tennessee LWDA**

Benton	Henry
Carroll	Lake
Crockett	Obion
Dyer	Weakley
Gibson	

**Greater Memphis Tennessee LWDA**

Fayette	Shelby
Lauderdale	Tipton



**Figure 9**

Source: TN Department of Labor and Workforce Development, WIR<sup>2</sup>ED Division, QCEW, September 2023

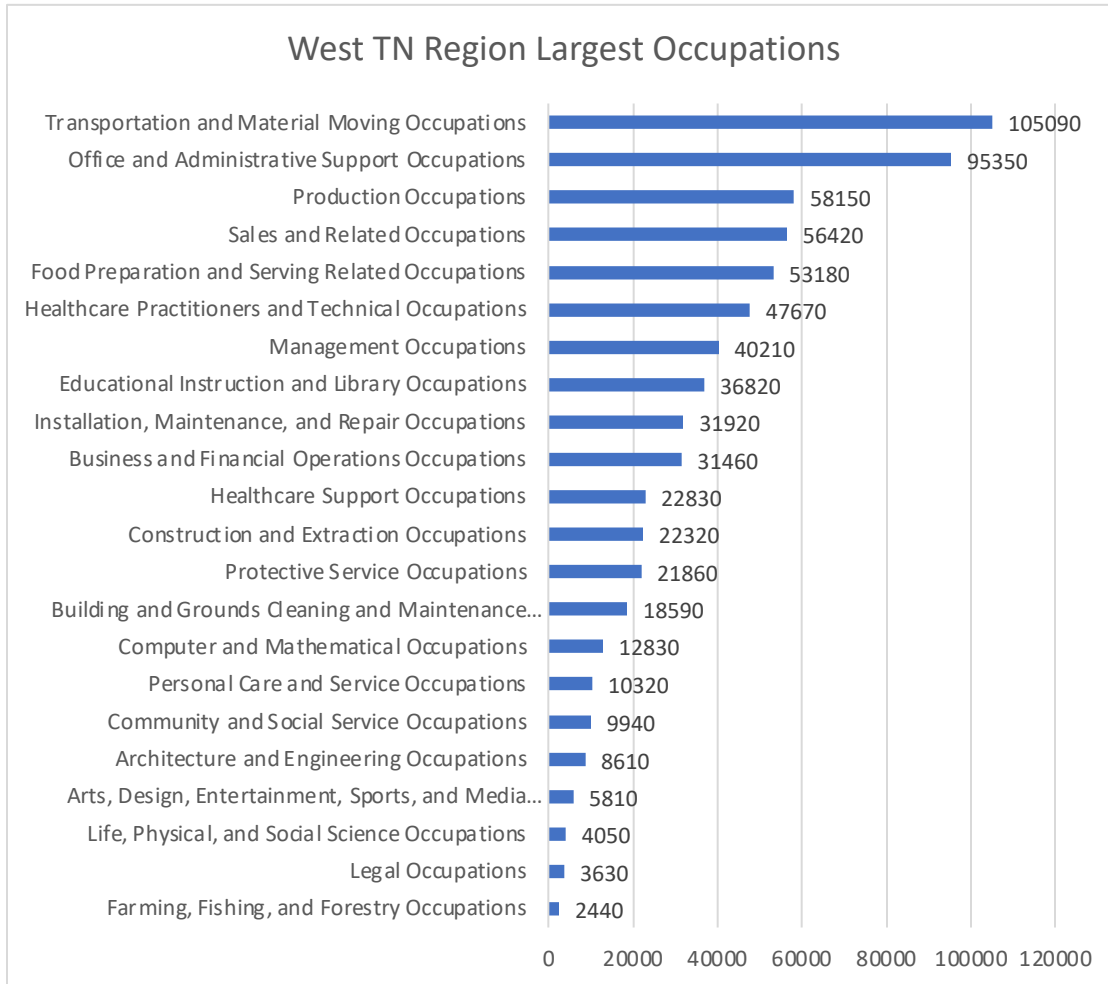
**Table 9:** Transportation and Healthcare and Social Assistance Services Added the Most Jobs  
2018-2022

West Region Industries	2018 Jobs	2022 Jobs	Change in Jobs	% Change in Jobs	2018 Earnings Per Worker	2022 Earnings Per Worker	% Change in earnings per worker
Transportation and Warehousing	67,509	76,051	8,542	13%	67,286.96	78,823.96	17%
Health Care and Social Assistance	97,558	103,940	6,382	7%	53,583.39	63,523.65	19%
Professional, Scientific, and Technical Services	24,774	27,014	2,240	9%	60,871.18	77,671.63	28%
Manufacturing	71,511	73,546	2,035	3%	62,249.46	71,165.27	14%
Construction	27,277	29,287	2,010	7%	57,548.23	70,248.46	22%
Educational Services	56,798	58,601	1,803	3%	43,298.95	47,419.20	10%
Wholesale Trade	34,949	35,152	203	1%	68,665.25	82,313.12	20%
Arts, Entertainment, and Recreation	6,554	6,734	180	3%	52,348.68	53,277.81	2%
Mining, Quarrying, and Oil and Gas Extraction	321	308	-13	-4%	61,102.81	73,315.56	20%
Utilities	4,420	4,398	-22	0%	71,422.22	86,755.69	21%
Information	5,983	5,791	-192	-3%	60,551.80	74,041.65	22%
Agriculture, Forestry, Fishing and Hunting	2,311	2,114	-197	-9%	35,664.97	45,456.68	27%
Public Administration	37,224	36,982	-242	-1%	52,340.39	60,569.51	16%
Real Estate and Rental and Leasing	10,291	9,826	-465	-5%	52,444.70	67,980.91	30%
Management of Companies and Enterprises	9,430	8,769	-661	-7%	139,606.44	144,246.51	3%
Other Services (except Public Administration)	18,203	17,283	-920	-5%	37,201.99	48,428.72	30%
Finance and Insurance	20,828	19,072	-1,756	-8%	105,896.78	113,696.06	7%
Administrative and Support and Waste Management and Remediation Services	61,776	59,883	-1,893	-3%	35,811.29	46,020.72	29%
Accommodation and Food Services	60,291	55,334	-4,957	-8%	18,648.32	23,574.83	26%
Retail Trade	76,654	71,675	-4,979	-6%	33,282.05	41,131.16	24%

Source: TN Dept of Labor and Workforce, QCEW Annual Averages, 2018 and 2022

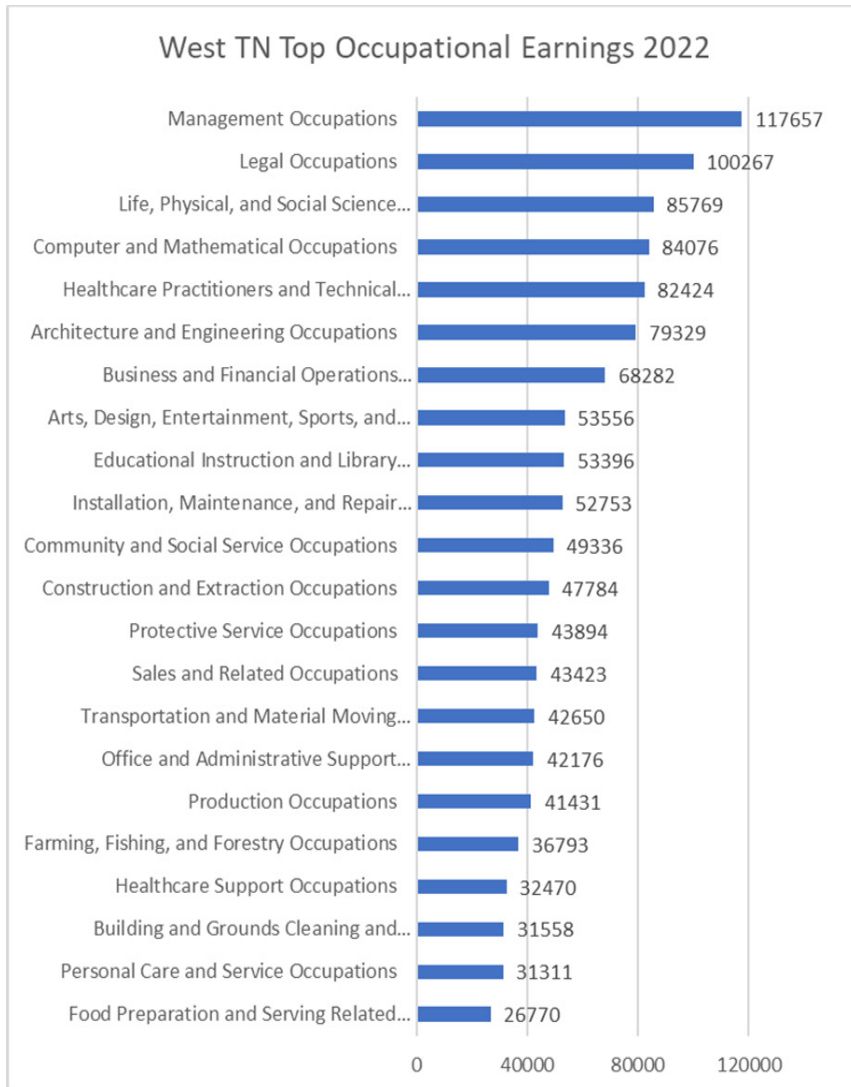
## West Region Occupational Employment

The transportation and material moving occupational group remains the largest in the West Region, according to the Occupational Employment and Wages Survey for 2022, which provides data on all industries except agriculture and the self-employed. Employment in this group in May 2022 was 105,090, adding more than 13,000 jobs since May 2015. Office and administrative support, sales, and production were next in total numbers of jobs.



**Figure 10**

Source: Source: TN Department of Labor and Workforce Development, WIR<sup>2</sup>ED Division, OEWS



**Figure 11**

Source: TN Department of Labor and Workforce Development, WIR<sup>2</sup>ED Division, OEWS, May 2023

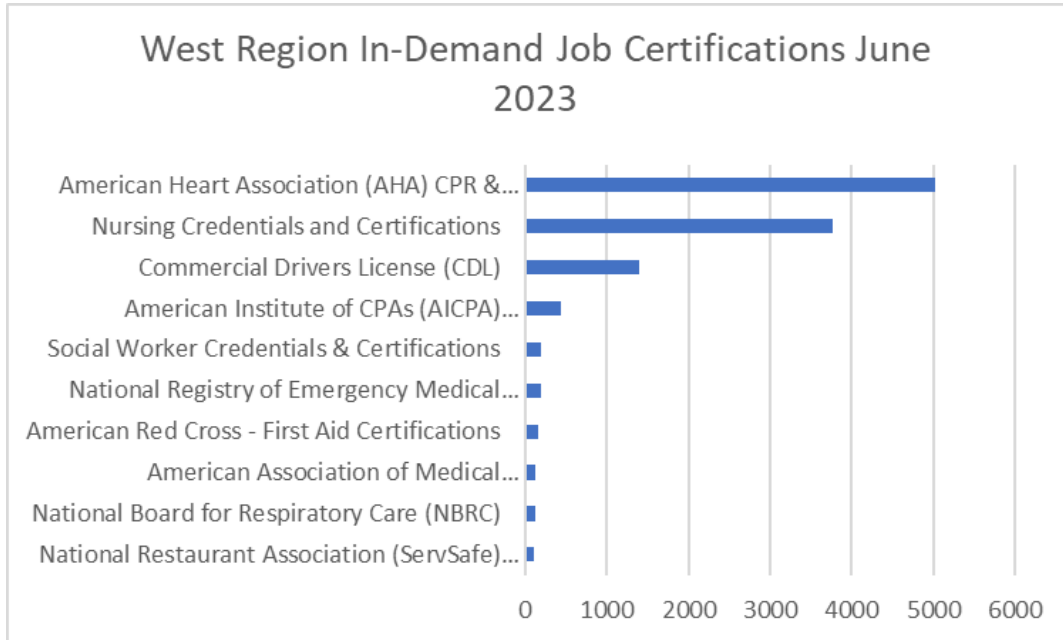
The TDLWD jobs4tn.gov web site tracks the top in-demand job certifications and tools and technologies from its advertised jobs database, updated every day. The table below shows the most requested certifications, including CPR, nursing credentials, and commercial driver license certifications. For June 2023, most requested technologies in the West Region include facility with Microsoft Office and Power Point, Word, and SQL query language, operation of cash registers and forklifts, and use of personal protective equipment. Of the top 10 employers posting jobs in the West Region on July 25, 2023, 8 included hospitals and other healthcare institutions. Reflecting the top occupational groups and those adding the newest jobs, top job postings in the region included healthcare practitioners and technical occupations, management, transportation, and material moving, sales, office, and food preparation.



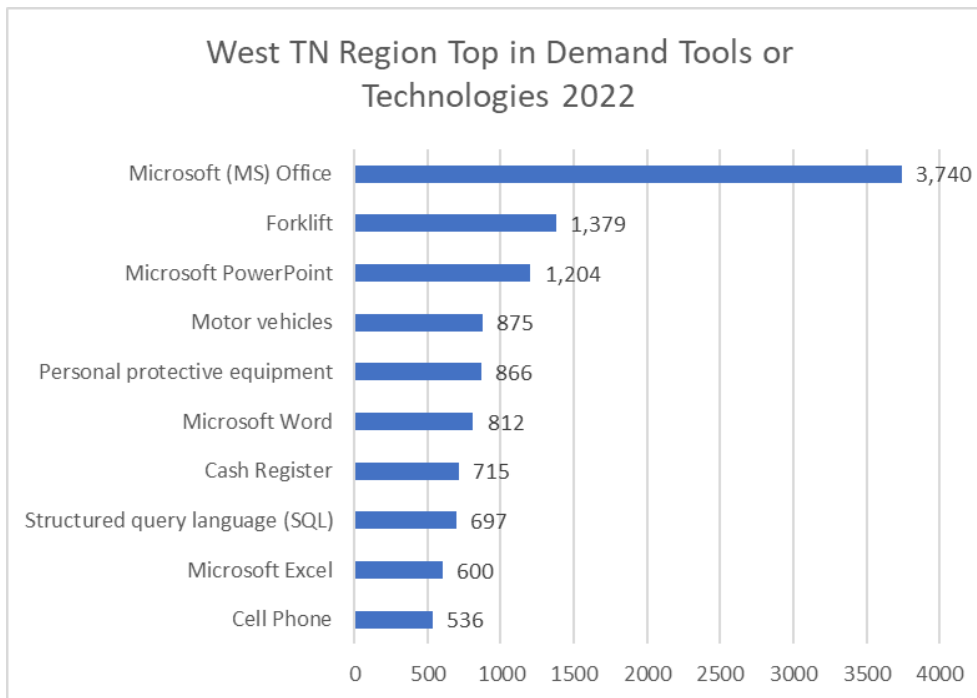
**Table 10:** Computer and Mathematical, Business and Finance, Community and Social Service  
Add the Largest Percent of New Jobs 2015-2022

West TN Region Occupational Group	May 2015 Jobs	May 2022 Jobs	Change in Jobs	% Change in Jobs	2022 Median Hourly Earnings
Business and Financial Operations	22,270	31,460	9,190	41%	29.83
Computer and Mathematical	9,540	12,830	3,290	34%	37.47
Community and Social Service	7,600	9,940	2,340	31%	22
Healthcare Support	18,330	22,830	4,500	25%	14.46
Arts, Design, Entertainment, Sports, and Media	4,720	5,810	1,090	23%	20.33
Transportation and Material Moving	91,600	105,090	13,490	15%	17.65
Legal	3,280	3,630	350	11%	35.01
Management	37,900	40,210	2,310	6%	48.47
Installation, Maintenance, and Repair	30,510	31,920	1,410	5%	23.18
Life, Physical, and Social Science	3,890	4,050	160	4%	31.47
Healthcare Practitioners and Technical	46,000	47,670	1,670	4%	30.35
Production	56,790	58,150	1,360	2%	18.11
Construction and Extraction	22,040	22,320	280	1%	21.79
Building and Grounds Cleaning and Maintenance	18,400	18,590	190	1%	14.24
Protective Service	21,690	21,860	170	1%	18.06
Food Preparation and Serving Related	54,120	53,180	-940	-2%	11.52
Architecture and Engineering	8,890	8,610	-280	-3%	34.52
Educational Instruction and Library	38,540	36,820	-1,720	-4%	24.09
Office and Administrative Support	110,070	95,350	-14,720	-13%	18.35
Sales and Related	66,650	56,420	-10,230	-15%	14.72
Personal Care and Service	17,610	10,320	-7,290	-41%	13.21

Source: TN Department of Labor and Workforce Development, OEWS, May 2015 and May 2022



**Figure 12**  
Source: jobs4tn.gov Online Advertised Jobs, July 2023

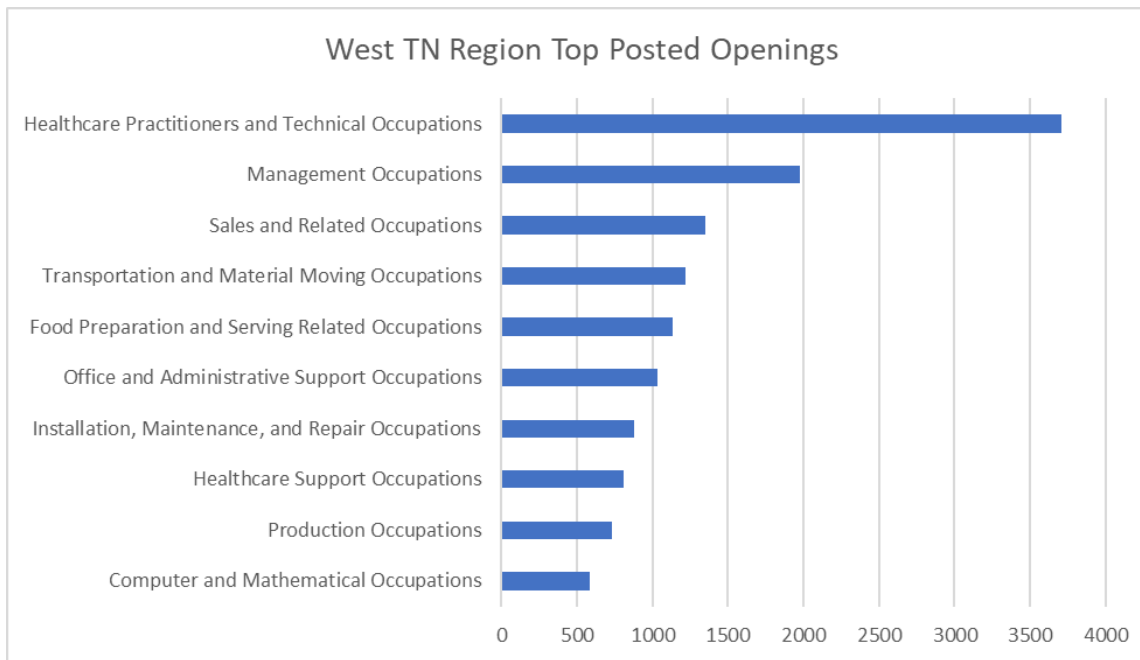


**Figure 13**  
Source: jobs4tn.gov Online Advertised Jobs, July 2023

**Table 11:** Employers by Number of Job Openings

Rank	Employer Name	Job Openings
1	Methodist Le Bonheur Healthcare	955
2	Baptist Memorial Health Care Corporation	788
3	St. Jude Children's Research Hospital Inc.	519
4	Carrols Corporation	442
5	West Tennessee Healthcare	317
6	Regional One Health	290
7	BrightSpring Health Services	262
8	McDonald's Corporation	226
9	Tenet Healthcare Corporation	197
10	American Health Partners	186

Source: Online advertised jobs data; Downloaded: 07/25/2023 19:49 PM



**Figure 14**

Source: jobs4tn.gov Online Advertised Jobs, July 2023

## West Region Labor Force Summary

The population in the West Region in 2022 was estimated at 1,565,811, in increase of 0.81 percent over 2021. This is due to a large increase in Greater Memphis, as both the Southwest and Northwest LWDAs decreased in population.

**Table 12:** West Region Labor Force

	Southwest LWDA	Northwest LWDA	Greater Memphis LWDA	West Region	State Total
<b>Total Population 2021</b>	251,116	247,457	1,052,222	1,550,795	6,968,351
<b>Total Population 2022</b>	252,491	247,938	1,046,450	1,546,879	7,051,339
<b>Male Population 2021</b>	120,933	120,373	509,509	750,815	3,418,920
<b>Female Population 2021</b>	130,183	127,084	542,713	799,980	3,549,431
<b>Labor Force Participation Rate 2021 (5-Year Estimate)</b>	54.64%	53.26%	58.20%	55.4%	57.30%
<b>Labor Force Participation Rate 2022 (5-Year Estimate)</b>	51.25%	53.96%	54.85%	53.4%	58.60%
<b>Annual Average Unemployment Rate 2021 Percent</b>	5.0%	4.5%	5.3%	4.9%	4.4%
<b>Annual Average Unemployment Rate 2022 Percent</b>	4.2%	3.8%	4.6%	4.2%	3.4%
<b>Educational Attainment 25 Years and Over (2021) Some College Or Higher - Percent</b>	52.10%	48.80%	61.15%	54.0%	58.53%
<b>Poverty Estimate, All Ages, Percent (2021)</b>	18.12%	18.79%	15.01%	17.3%	14.30%
<b>Percentage of Unemployed with a Disability (2021)</b>	14.90%	12.80%	19.60%	15.8%	17.80%
<b>Percent of Those Not in the Labor Force with a Disability (2021)</b>	36.30%	40.21%	29.61%	35.4%	31.10%

**Table 13:** Educational Attainment, 2021

Educational Attainment	West Region White Only	West Region Black Only	West Region Hispanic or Latino Only	Statewide White Only	Statewide Black Only	Statewide Hispanic or Latino Only
Population 25 years and over	568,046	392,468	37,801	3,701,360	725,820	194,222
High school graduate only	186,266	145,900	9,886	1,171,517	247,651	54,356
Percent high school graduate only	32.79%	37.18%	26.15%	31.65%	34.12%	27.99%
High school graduate or higher	514,538	340,256	23,074	3,317,421	636,892	125,079
Percent high school graduate or higher	90.58%	86.69%	61.04%	89.63%	87.75%	64.40%
Bachelor's degree or higher	185,313	74,402	6,151	1,114,827	159,001	33,770
Percent bachelor's degree or higher	32.62%	18.95%	16.27%	30.12%	21.91%	17.39%

Source: U.S. Census Bureau, ACS Five-year estimates, 2021

The labor force participation rate (LFPR) in the West Region in 2022 was 53.4 percent, 2 percentage points lower than the rate in 2021. However, despite this, the state's labor force participation rate increased to 58.6 percent in 2022 for the state of Tennessee. The largest decrease for the West Region was in the Greater Memphis LWDA. A significant decrease in labor force participation rate was also seen in the Southwest area. Unemployment rates in all three LWDA's dropped in 2022, as the economy recovered from the pandemic. The West region ended the year with an average rate of 4.2 percent. This rate is higher than the state's average of 3.4 percent.

The Northwest LWDA reported the lowest rate of educational attainment in 2022, with 48.8 percent of the population aged 25 years or more having some college or additional education. However, the rate in the Greater Memphis LWDA was 61.1 percent, which is above state rate and the highest in the West Region.

The West Region of the state of Tennessee shows significant disparities concerning the post High School educational attainment of individuals based on their race or ethnic heritage. These disparities are not unique to the West Region of the state, as they reflect a pattern throughout the whole state.

In the West Region of the state, the attainment of a bachelor's degree or higher degree of individuals who are over the age of 25 and identify their race as White is 32.62 percent, which shows a significant disparity when compared to those who identify their race as Black (18.95), and those who identify their heritage as Hispanic or Latino (16.27).

**Table 14:** West Region Disability Status of Those in the Labor Force

Area	Civilian Non-institutional Population	Total Labor Force	Total Employed	Employed W Disability	Employed W/O Disability	Total Unemployed	Unemployed W Disability	Unemployed W/O Disability
Southwest LWDA	144,178	101,086	93,871	6,071	87,800	7,215	1080	6,135
Northwest LWDA	139,519	96,414	91,879	7,698	84,181	4,535	891	3,644
Greater Memphis LWDA	633,306	483,048	447,473	24,583	422,890	35,575	4,581	44,578
West Region	917,003	680,548	633,223	38,352	594,871	47,325	6,552	54,357
Tennessee	4,171,582	3,158,913	2,994,217	189,457	2,804,760	166,696	29,324	135,372

Source: U.S. Census Bureau, ACS Five-year estimates, 2021

**Table 15:** West Region Disability Status of Those Not in the Labor Force

Area	Civilian Non-institutional Population	Total Not In Labor Force	Not in Labor Force W Disability	Not In Labor Force W/O Disability	% W Disability	% W/O Disability
Southwest LWDA	144,178	49,092	15,661	27,431	36.34%	63.65%
Northwest LWDA	139,519	43,105	17,320	25,785	40.18%	59.82%
Greater Memphis LWDA	633,306	150,258	44,578	105,680	29.67%	70.33%
West Region	917,003	242,455	77,559	158,896	33.01%	66.99%
Tennessee	4,171,582	1,015,669	315,415	700,254	31.05%	68.95%

Sources: U.S. Census Bureau, ACS Five-year estimates

Poverty rates declined from 18.3 percent in 2020 to 17.3 percent for the West Region in 2021, as federal aid was targeted to individuals with the greatest needs. The highest poverty rate in the region was in the Northwest LWDA at 18.79 percent. All the LWDA's in the West Region had poverty rates higher than the state's average. The 2022 rates should be lower, given the improving economy, but reducing poverty and increasing educational attainment should be key targets of workforce policy in this region.

Like the state, about a third of those not in the labor force have a disability, with Northwest LWDA having the highest rate. As could be expected due to economic conditions in 2020, youth unemployment increased over the 2020 rate of 15.77 percent in the West Region, with the highest rates in the Southwest and Greater Memphis LWDA's in 2021.

**Table 16:** Youth Unemployment 2021

Area	Labor Force	Unemployment	Rate
Southwest LWDA	15,846	2,647	16.70%
Northwest LWDA	15,341	1,823	11.88%
Greater Memphis LWDA	69,268	12,696	18.33%
West Region	100,455	17,166	17.09%

Sources: U.S. Census Bureau, ACS Five-year estimates

### Significant Barriers to Employment

The table below identifies numbers of individuals with significant barriers to employment in the West Region, using the latest data available. The West Region has the following populations compared to the state:

- 37 percent of individuals exiting from the TANF program within 24 months;
- 28 percent of those below poverty;
- 30 percent of the prison and jail population;
- 23 percent of the youth population; and
- 26 percent of single parent families.



**Table 17:** West TN Region – Significant Barriers to Employment

	Greater Memphis LWDA	Northwest LWDA	South-west LWDA	West Region	State Total
<b>Number of American Indians or Alaskan Natives alone</b>	1693	635	450	2778	15,219
<b>Population Ages 15-19</b>	71,528	16,602	17,066	105,196	438,290
<b>Population Ages 20-24</b>	70,250	15,814	15,821	101,885	443,703
<b>Population Ages 55+</b>	257,242	74,673	73,582	405,497	1,784,308
<b>Number of Veterans 2022</b>	61,449	16,650	15,368	93,467	449,163
<b>Number Below Poverty</b>	185,116	39,562	38,752	263,430	927,587
<b>Number With Disability</b>	141,247	49,867	42,863	233,977	1,019,661
<b>Number of Single Parent Families</b>	231,628	48,580	47,669	327,877	1,234,824
<b>Probationers and Parolees 2023</b>	10,397	2,876	3,878	17,151	71,142
<b>Community Correction 2023</b>	370	142	445	957	3,401
<b>Mental Health Court Statistics (FY 2023)</b>	39	0	0	39	96
<b>Limited English Speaking</b>	6566	496	865	7,927	42,056
<b>Foster Care Services - Youth Aged 2022</b>	138	30	23	191	801
<b>Clients In Recovery Courts 2023</b>	208	110	67	385	1,399
<b>Disadvantaged Youth and Adults</b>	123,895	32,555	34,240	190,690	693,590
<b>TANF 24 Months from 2022</b>	454	86	126	666	1,819
<b>Prison Population Total 2023</b>	1,887	5,206	0	7,093	19,063
<b>Jail Population Total 2023</b>	4,043	1,199	1,276	6,518	25,696

Sources: **Population:** U.S. Census Bureau, 2017-2021 American Community Survey, 5-year Estimates. **Probationers and Parolees:** Lisa Helton and Adam Dawson, TN Dept of Correction. **Mental Health Court and Recovery Court Statistics:** Rebekah Provost-Emmons, Recovery Court Administrator, Office of Criminal Justice Services, Division of Substance Abuse Services. **Limited English Speaking:** U.S. Census Bureau, American Community Survey, 2021. **Foster Care Services:** Dave Aguzzi, Office of Independent Living, TN Dept of Children's Services. **TANF 24 Months from Ending Eligibility:** Lakecia Peterson and Rebecca Mungle, Division of Family Assistance and Child Support, TN Dept of Human Services. **Jail Population:** Jail Summary Report, TN Dept of Correction, Decision Support, <https://www.tn.gov/content/dam/tn/correction/documents/JailJune2023.pdf>. **Prison Population:** Linda F. Booker, Tennessee Bed Space and Operating Capacity Report, <https://www.tn.gov/content/dam/tn/correction/documents/BedJune2023.pdf>. TEGL 01-23 Updated Disadvantaged Youth and Adult Data