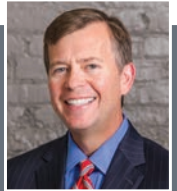


TALENT & WORKFORCE

Middle Tennessee is a magnet for talent, young graduates and the types of workers new, growing industries seek. Considered a national hub for the creative class, the Nashville region's educated workforce not only provides an abundant talent pool for companies, but also bolsters the region's vibrancy, artistic and musical essence, and competitive edge in technology and innovation. While our region supports many innovative and aggressive local programs to recruit workers to the region, many of Nashville's most valuable workers come from the area's own vast educational system, with its 24 accredited four-year, two-year, tech schools and postgraduate institutions. More than 123,000 students are enrolled in higher education in the Nashville area, the largest concentration in a four-state region. We retain 60 percent of these graduates annually in our region. More than 33 percent of adults in the Nashville region have a bachelor's degree or higher, and more than 140,000 people have graduate or professional degrees.

"Change Healthcare has enjoyed being a part of the Nashville healthcare ecosystem, where we've been able to attract and retain a high quality workforce. Through the Chamber and Partnership 2020, we've participated in the planning, growth and development of the region. Additionally, we have benefited from the collaborative spirit of fellow Nashville business leaders."

-Tommy Lewis, senior vice president, Change Healthcare



LABOR FORCE BY SECTOR

Management and professional services	18.0%
Service industry	23.1%
Health care	9.1%
Sales and office	26.9%
Construction, extraction, maintenance and repair	7.4%
Production, transportation and material moving	15.5%

Source: EMSI, 2016

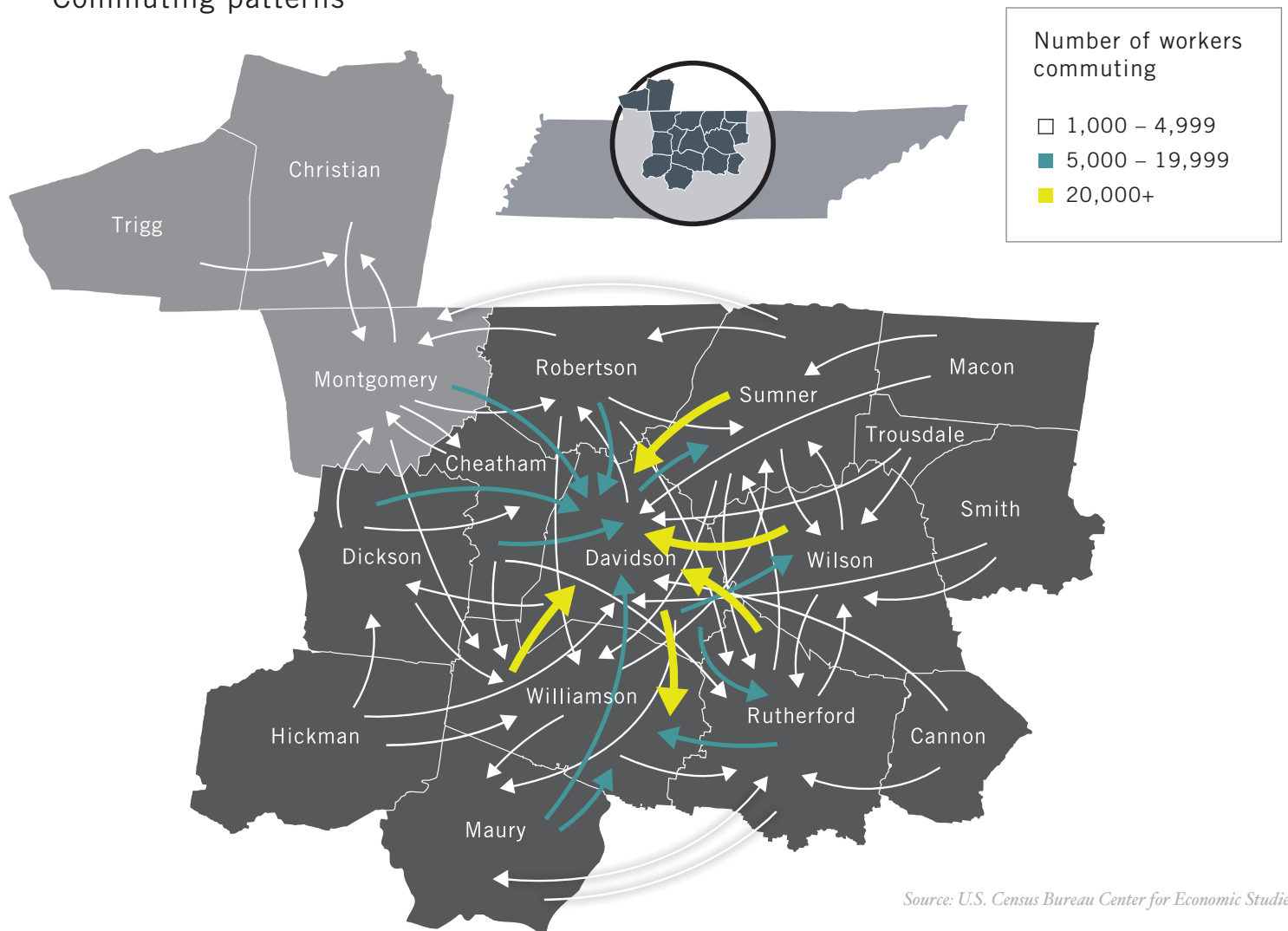
Total
population
—
1,830,298

Total
labor force
—
934,340

Labor
participation rate
—
66%



Commuting patterns



INDUSTRY SECTOR JOBS AND WAGE RATES	NASHVILLE WORKERS	NASHVILLE MEDIAN	U.S. MEDIAN
Management	60,235	\$80,520	\$98,260
Business and financial operations	44,567	\$57,780	\$64,880
Computer and mathematical	21,707	\$67,420	\$79,820
Architecture and engineering	13,002	\$66,100	\$77,060
Life, physical and social science	4,891	\$51,740	\$64,360
Community and social service	13,947	\$38,720	\$42,140
Legal	5,783	\$84,780	\$89,360
Education, training and library	46,051	\$42,380	\$47,900
Arts, design, entertainment, sports and media	15,607	\$43,400	\$47,660
Health care practitioners and technical	59,297	\$64,640	\$72,620
Health care support	24,966	\$26,820	\$27,700
Protective service	20,637	\$31,900	\$41,960
Food preparation and serving related	82,809	\$20,547	\$21,000
Building and grounds cleaning and maintenance	25,926	\$23,334	\$24,666
Personal care and service	23,579	\$23,191	\$23,353
Sales and related	87,913	\$31,781	\$32,756
Office and administrative support	160,027	\$32,919	\$33,504
Farming, fishing and forestry	1,383	\$24,516	\$24,134
Construction and extraction	28,296	\$38,109	\$44,172
Installation, maintenance and repair	39,447	\$42,004	\$42,796
Production	70,380	\$33,782	\$33,365
Transportation and material moving	72,407	\$30,522	\$31,843

Source: EMSI, 2016



The talent pipeline

More than
123,000
students attend the area's
colleges and universities.

60%
of college graduates
remain in the region.

There were more than
26,000
graduates of Nashville-area
colleges and universities in 2014.

ENROLLMENT IN HIGHER EDUCATION INSTITUTIONS

Accredited Four-Year & Postgraduate	Location	Enrolled in 2015
Middle Tennessee State University	Murfreesboro	22,511
Vanderbilt University	Nashville	12,567
Tennessee Technological University	Cookeville	10,900
Austin Peay State University	Clarksville	10,099
Tennessee State University	Nashville	9,167
Belmont University	Nashville	7,350
Bethel University	McKenzie	5,951
Lipscomb University	Nashville	4,680
Trevecca Nazarene University	Nashville	2,640
University of the South	Sewanee	1,797
Cumberland University	Lebanon	1,550
Fisk University	Nashville	855
Meharry Medical College	Nashville	829
Aquinas College	Nashville	384
Accredited Two-Year Institutions & Tech Schools		
Nashville State Community College	Nashville	10,192
Volunteer State Community College	Gallatin	8,098
Columbia State Community College	Columbia	5,297
Motlow State Community College	Lynchburg	5,256
Tennessee College of Applied Technology	Nashville	931
Tennessee College of Applied Technology	Hartsville	621
Tennessee College of Applied Technology	Shelbyville	562
Tennessee College of Applied Technology	Dickson	508
Tennessee College of Applied Technology	Hohenwald	443
Tennessee College of Applied Technology	Murfreesboro	428
Total		123,616

Source: National Center for Education Statistics, 2015

Workforce initiatives

Drive to 55

Tennessee's Drive to 55 initiative will get 55 percent of Tennesseans equipped with a postsecondary degree or certificate by 2025. It is projected that 55 percent of occupations will require this level of educational attainment, and Tennessee will be ready.

Tennessee Promise

Tennessee Promise is both a scholarship and a mentoring program focused on increasing the number of students that attend college in our state. It provides students a last-dollar scholarship, meaning the scholarship will cover tuition and fees not covered by the Pell grant, the HOPE scholarship or state student assistance funds. Students may use the scholarship at any of the state's 13 community colleges, 27 colleges of applied technology, or other eligible institutions offering an associate degree program.

A critical component of Tennessee Promise is the individual guidance each participant will receive from a mentor who will assist the student as he or she navigates the college admissions process. This is accomplished primarily via mandatory meetings that students attend to remain eligible for the program. Tennessee Promise participants must complete eight hours of community service per term enrolled, as well as maintain satisfactory academic progress (2.0 GPA) at their institution.

Labor Education Alignment Program

The Tennessee Labor Education Alignment Program (LEAP) ensures that postsecondary institutions are producing the skills and credentials Tennessee employers actually need. Tennessee LEAP eliminates skills gaps across the state in a proactive, data-driven and coordinated manner by encouraging collaboration across education and industry and by utilizing regional workforce data to identify and then fill skills gaps across the state.

Middle Tennessee Reconnect

The Middle Tennessee Reconnect Community is an 11-county collaborative dedicated to supporting the 200,000 adults in the region, who have some college, but no degree, and who aspire to earn a college degree. As part of the initiative, all Tennessee adults can now attend and earn a diploma or certificate at any of the six Tennessee Colleges of Applied Technology (TCATs) in Middle Tennessee completely free of tuition and fees. The collaborative includes public and private, nonprofit higher education institutions; the region's three workforce development boards; and community and employer partners. The goal of this program is to ensure each adult has access to resources and supports necessary to start and finish a college degree. This initiative is supported by a grant from Lumina Foundation and through Tennessee Reconnect, the state's strategy to help adults enter higher education to gain new skills, enter jobs that pay well, or advance in their current workplace. The Middle Tennessee Reconnect Community's advisors, located in American Job Centers around the region, engage community organizations and employers to provide adults with advising, support and a personalized path to and through college. For more information, visit midtnreconnect.com.





YP Nashville

YP Nashville is a partnership among the Nashville Area Chamber of Commerce and more than 45 young professional organizations across the region working to engage, connect and empower young professionals to actively shape the future of the Nashville region. The goal of YP Nashville is to connect young professionals to diverse opportunities for professional development, community involvement and networking and, ultimately, advance regional prosperity by building the next generation of community leaders. For more information, visit ypnashville.org.

We Build Tech

We Build Tech is a rich network of technology training and employment tools for individuals, educators and businesses. With resources that are specifically tailored to the Nashville community, the goal is to create a pipeline of talent and to see Nashville become a center for technology-based innovation and development. We Build Tech offers a suite of tools to help individuals discover and explore job and educational opportunities in tech including:

- Promotion of technology careers and companies
- Promotion of education programs and learning
- Helping tech professionals build skills
- Enhancing student and grad tech skills
- Connecting new talent to tech communities
- Connecting students to internships

For more information, visit webuildtech.com.

Contact us

The Nashville Area Chamber of Commerce's top-ranked economic development team is dedicated to assisting you with your business relocation or expansion across the 10-county Nashville region. We serve as your single point of contact to make your transition into the Nashville region as smooth as possible. Our services include:

- Providing regional research and data
- Assisting with comprehensive real estate search
- Coordinating with all regional economic development partners including State of Tennessee, Tennessee Valley Authority and local entities
- Facilitating company and site consultant visits to the region
- Creating customized talent recruitment plans
- Assisting with employee and family relocation process

For more information or assistance with your site selection process, please contact a member of our economic development team.



Courtney Ross
Chief Economic
Development Officer
615-743-3022
cross@nashvillechamber.com



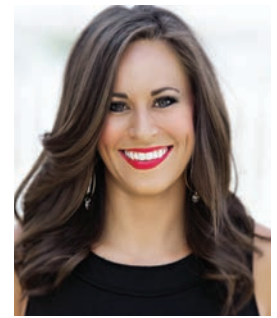
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