



Economic Overview

Hardeman County, Tennessee



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Demographic Profile

The population in Hardeman County, Tennessee was 25,477 per American Community Survey data for 2018-2022.

The region has a civilian labor force of 10,135 with a participation rate of 47.8%. Of individuals 25 to 64 in Hardeman County, Tennessee, 10.1% have a bachelor's degree or higher which compares with 36.5% in the nation.

The median household income in Hardeman County, Tennessee is \$46,173 and the median house value is \$116,800.

Summary¹

	Percent			Value		
	Hardeman County, Tennessee	Tennessee	USA	Hardeman County, Tennessee	Tennessee	USA
Demographics						
Population (ACS)	—	—	—	25,477	6,986,082	332,387,540
Male	55.3%	49.1%	49.5%	14,098	3,428,050	164,545,087
Female	44.7%	50.9%	50.5%	11,379	3,558,032	167,842,453
Median Age ²	—	—	—	40.4	38.9	38.7
Under 18 Years	19.6%	22.3%	22.2%	4,982	1,558,006	73,645,238
18 to 24 Years	8.4%	8.9%	9.1%	2,139	622,543	30,307,641
25 to 34 Years	14.8%	13.8%	13.7%	3,758	963,444	45,497,632
35 to 44 Years	13.1%	12.7%	13.1%	3,349	888,919	43,492,887
45 to 54 Years	12.5%	12.5%	12.3%	3,182	873,901	40,847,713
55 to 64 Years	13.1%	13.0%	12.8%	3,339	906,529	42,626,382
65 to 74 Years	11.0%	10.2%	10.0%	2,796	713,499	33,293,127
75 Years and Over	7.6%	6.6%	6.8%	1,932	459,241	22,676,920
Race: White	54.1%	73.5%	63.4%	13,772	5,133,249	210,875,446
Race: Black or African American	40.2%	15.9%	12.4%	10,245	1,108,897	41,070,890
Race: American Indian and Alaska Native	0.1%	0.2%	0.9%	21	17,288	2,924,996
Race: Asian	0.5%	1.8%	5.8%	115	129,226	19,352,659
Race: Native Hawaiian and Other Pacific Islander	0.0%	0.1%	0.2%	5	5,037	629,292
Race: Some Other Race	0.7%	2.5%	6.6%	170	174,679	21,940,536
Race: Two or More Races	4.5%	6.0%	10.7%	1,149	417,706	35,593,721
Hispanic or Latino (of any race)	2.1%	7.1%	19.0%	530	496,457	63,131,589
Population Growth						
Population (Pop Estimates) ⁴	—	—	—	25,434	7,227,750	340,110,988
Population Annual Average Growth ⁴	-0.2%	1.0%	0.7%	-56	68,313	2,172,466
People per Square Mile ⁴	—	—	—	38.1	175.3	96.3
Economic						
Labor Force Participation Rate and Size (civilian population 16 years and over)	47.8%	62.0%	63.3%	10,135	3,465,315	168,567,852
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	55.2%	81.2%	83.0%	5,684	2,201,433	107,055,165
Work from Home	7.3%	11.4%	13.5%	628	370,383	21,267,373
Armed Forces Labor Force	0.0%	0.4%	0.5%	0	19,903	1,287,774
Veterans, Age 18-64	4.6%	5.0%	4.2%	721	213,335	8,410,268
Veterans Labor Force Participation Rate and Size, Age 18-64	66.6%	74.7%	77.0%	480	159,436	6,478,181
Median Household Income ²	—	—	—	\$46,173	\$67,097	\$78,538
Per Capita Income	—	—	—	\$22,580	\$37,866	\$43,289
Mean Commute Time (minutes)	—	—	—	33.3	25.7	26.6
Commute via Public Transportation	1.9%	0.5%	3.5%	166	15,035	5,528,841
Educational Attainment, Age 25-64						
No High School Diploma	17.8%	9.4%	10.0%	2,427	342,355	17,176,172
High School Graduate	44.0%	30.2%	25.0%	5,999	1,098,362	43,057,491

Summary¹

	Percent			Value		
	Hardeman County, Tennessee	Tennessee	USA	Hardeman County, Tennessee	Tennessee	USA
Some College, No Degree	21.5%	20.0%	19.3%	2,932	725,470	33,315,654
Associate's Degree	6.5%	8.3%	9.2%	887	302,774	15,894,085
Bachelor's Degree	6.9%	20.5%	22.8%	934	745,568	39,256,774
Postgraduate Degree	3.3%	11.5%	13.8%	449	418,264	23,764,438
Housing						
Total Housing Units	—	—	—	10,708	3,095,472	142,332,876
Median House Value (of owner-occupied units) ^{2,5}	—	—	—	\$116,800	\$256,800	\$303,400
Homeowner Vacancy	3.3%	1.0%	1.0%	224	18,415	850,724
Rental Vacancy	1.6%	6.1%	5.5%	44	60,642	2,605,688
Renter-Occupied Housing Units (% of Occupied Units)	28.8%	33.0%	35.0%	2,610	912,950	44,590,828
Owner-Occupied Housing Units (% of Occupied Units)	71.2%	67.0%	65.0%	6,439	1,855,793	82,892,037
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	7.1%	5.2%	8.3%	646	144,409	10,602,826
Social						
Poverty Level (of all people)	17.3%	13.8%	12.4%	3,789	940,092	40,390,045
Households Receiving Food Stamps/SNAP	18.6%	11.2%	11.8%	1,687	310,084	15,004,950
Enrolled in Grade 12 (% of total population)	0.8%	1.3%	1.3%	209	89,263	4,405,676
Disconnected Youth ³	0.0%	2.1%	2.4%	0	7,328	420,352
Children in Single Parent Families (% of all children)	46.9%	35.5%	34.0%	2,193	513,140	23,701,745
Uninsured	8.3%	10.1%	8.6%	1,820	696,019	28,000,876
With a Disability, Age 18-64	18.8%	12.7%	10.7%	2,326	532,882	21,269,700
With a Disability, Age 18-64, Labor Force Participation Rate and Size	36.5%	42.8%	47.0%	849	228,304	10,001,264
Foreign Born	1.3%	5.9%	13.9%	325	411,840	46,108,901
Speak English Less Than Very Well (population 5 yrs and over)	0.6%	3.6%	8.4%	144	234,172	26,299,012

Source: [JobsEQ®](#)

1. American Community Survey 2019-2023, unless noted otherwise

2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

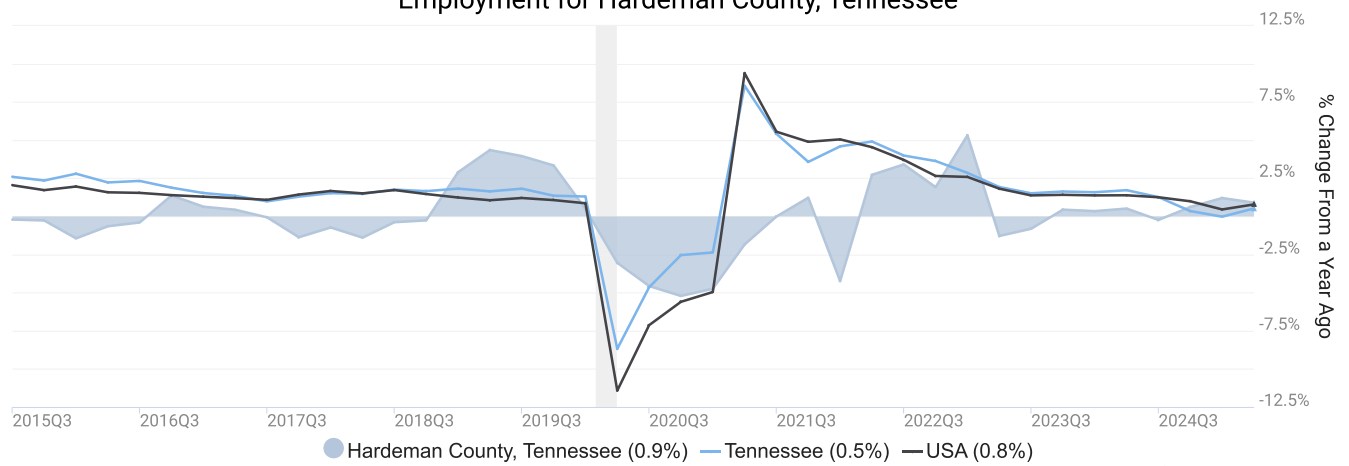
4. Census Population Estimate for 2024, annual average growth rate since 2014.

5. The Census's method for calculating median house values changed with the 2022 data set, so pre-2022 values are not directly comparable with later data.

Employment Trends

As of 2025Q2, total employment for Hardeman County, Tennessee was 7,677 (based on a four-quarter moving average). Over the year ending 2025Q2, employment increased 0.9% in the region.

Employment for Hardeman County, Tennessee

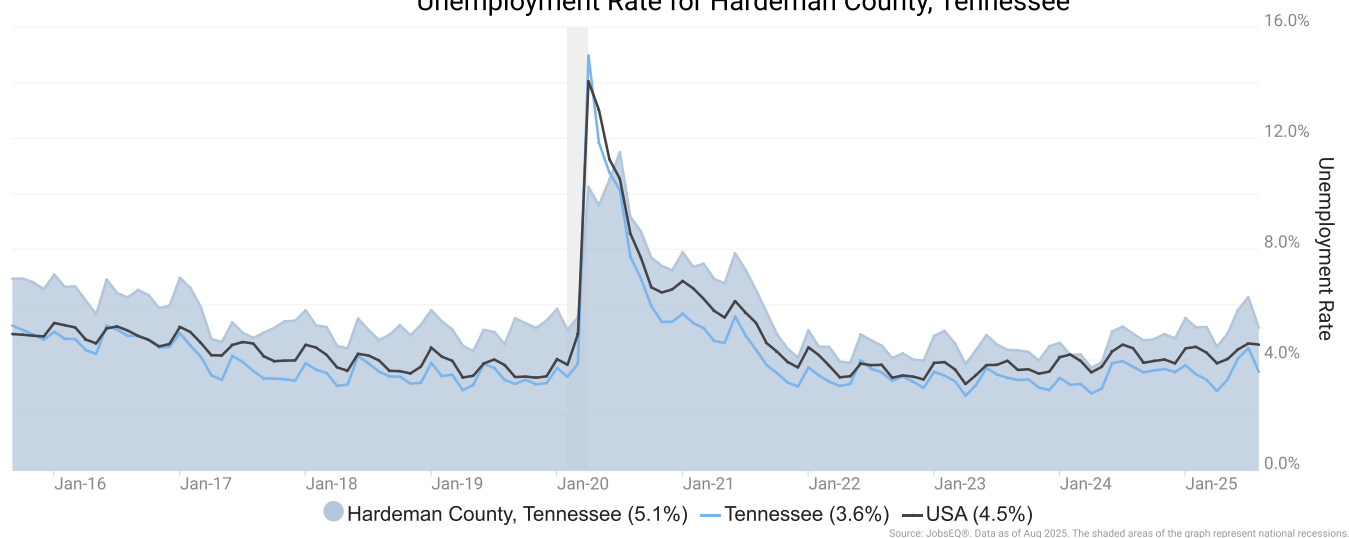


Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q1 with preliminary estimates updated to 2025Q2.

Unemployment Rate

The unemployment rate for Hardeman County, Tennessee was 5.1% as of August 2025. The regional unemployment rate was higher than the national rate of 4.5%. One year earlier, in August 2024, the unemployment rate in Hardeman County, Tennessee was 4.9%.

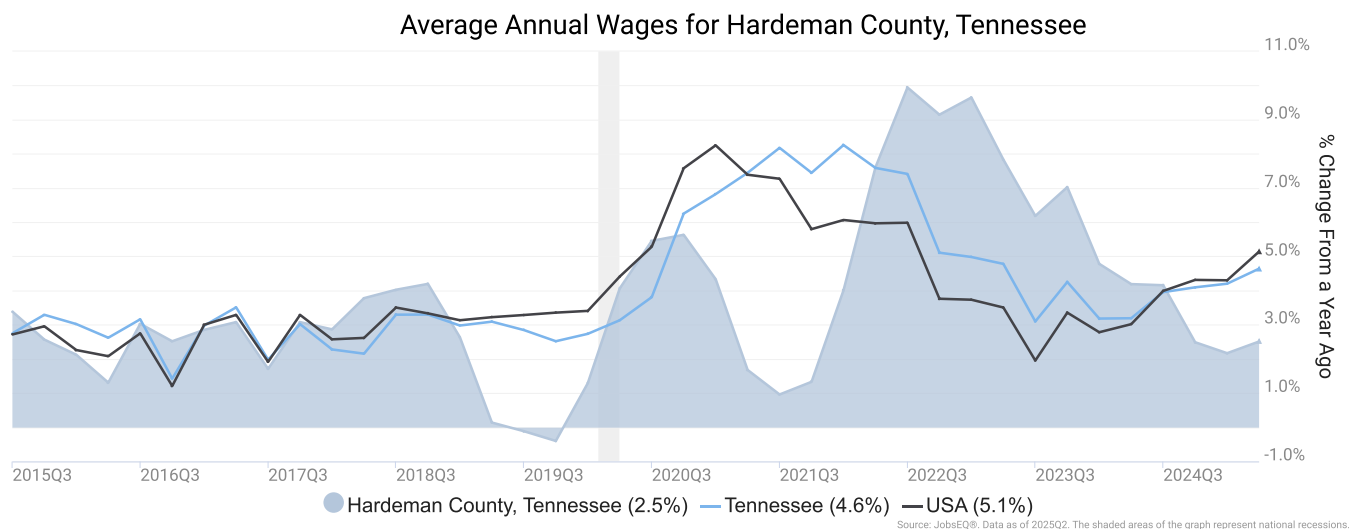
Unemployment Rate for Hardeman County, Tennessee



Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through August 2025.

Wage Trends

The average worker in Hardeman County, Tennessee earned annual wages of \$48,876 as of 2025Q2. Average annual wages per worker increased 2.5% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$75,686 in the nation as of 2025Q2.



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q1 with preliminary estimates updated to 2025Q2.

Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 15.6% lower in Hardeman County, Tennessee than the U.S. average.

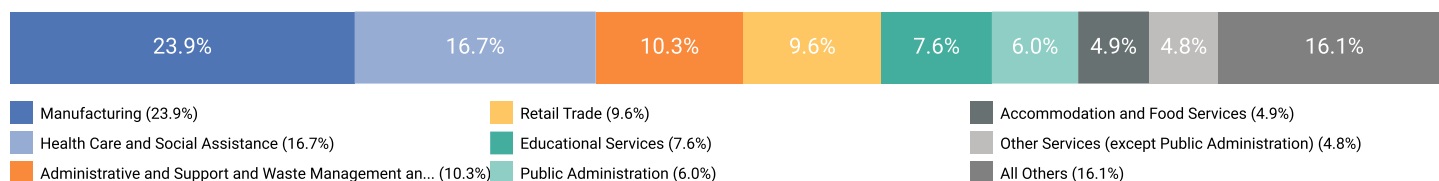
	Cost of Living Information		
	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Hardeman County, Tennessee	\$48,876	84.4	\$57,904
Tennessee	\$67,125	90.6	\$74,108
USA	\$75,686	100.0	\$75,686

Source: [JobsEQ®](#)
Data as of 2025Q2
Cost of Living per [COLI](#), data as of 2025Q2, imputed by Chmura where necessary.

Industry Snapshot

The largest sector in Hardeman County, Tennessee is Manufacturing, employing 1,838 workers. The next-largest sectors in the region are Health Care and Social Assistance (1,282 workers) and Administrative and Support and Waste Management and Remediation Services (790). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Agriculture, Forestry, Fishing and Hunting (LQ = 3.11), Manufacturing (3.07), and Administrative and Support and Waste Management and Remediation Services (1.71).

Total Workers for Hardeman County, Tennessee by Industry



Source: JobsEQ®
Data as of 2025Q2
Note: Figures may not sum due to rounding.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q1 with preliminary estimates updated to 2025Q2.

Sectors in Hardeman County, Tennessee with the highest average wages per worker are Utilities (\$67,476), Manufacturing (\$67,294), and Wholesale Trade (\$65,452). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Retail Trade (+156 jobs), Accommodation and Food Services (+55), and Other Services (except Public Administration) (+46).

Over the next 1 year, employment in Hardeman County, Tennessee is projected to contract by 4 jobs. The fastest growing sector in the region is expected to be Utilities with a +0.4% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Administrative and Support and Waste Management and Remediation Services (+2 jobs), Accommodation and Food Services (+1), and Construction (+1).

Hardeman County, Tennessee, 2025Q2¹

NAICS	Industry	Current			5-Year History		1-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
31	Manufacturing	1,838	\$67,294	3.07	-148	-1.5%	180	73	111	-3	-0.2%
62	Health Care and Social Assistance	1,282	\$50,063	1.09	-59	-0.9%	121	59	64	-2	-0.1%
56	Administrative and Support and Waste Management and Remediation Services	790	\$42,267	1.71	23	0.6%	91	38	50	2	0.3%
44	Retail Trade	738	\$28,461	1.00	156	4.9%	97	45	54	-2	-0.3%
61	Educational Services	587	\$45,367	0.94	-64	-2.0%	55	27	28	0	0.0%
92	Public Administration	460	\$41,950	1.26	-15	-0.6%	41	18	24	0	-0.1%
72	Accommodation and Food Services	374	\$20,707	0.56	55	3.2%	65	29	36	1	0.2%
81	Other Services (except Public Administration)	372	\$22,481	1.14	46	2.7%	42	18	23	0	0.0%
23	Construction	290	\$56,711	0.63	-2	-0.2%	25	10	14	1	0.3%
11	Agriculture, Forestry, Fishing and Hunting	286	\$29,042	3.11	-19	-1.3%	32	17	17	-2	-0.6%
48	Transportation and Warehousing	160	\$56,729	0.41	-84	-8.1%	17	8	9	0	-0.1%
52	Finance and Insurance	141	\$55,459	0.47	10	1.4%	11	5	7	0	0.0%
54	Professional, Scientific, and Technical Services	103	\$42,553	0.19	12	2.5%	8	3	5	0	0.3%
42	Wholesale Trade	80	\$65,452	0.28	1	0.2%	8	3	5	0	0.0%
22	Utilities	60	\$67,476	1.51	-7	-2.2%	6	2	3	0	0.4%
71	Arts, Entertainment, and Recreation	55	\$24,716	0.34	26	13.4%	8	3	5	0	0.4%
51	Information	30	\$39,881	0.21	-9	-5.0%	2	1	2	0	-1.0%
53	Real Estate and Rental and Leasing	28	\$36,413	0.21	-23	-11.3%	3	1	1	0	0.1%
99	Unclassified	4	\$52,936	0.29	4	n/a	0	0	0	0	-0.1%
Total - All Industries		7,677	\$48,876	1.00	-98	-0.3%	813	361	456	-4	-0.1%

Source: [JobsEQ®](#)

Data as of 2025Q2

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2025Q1 with preliminary estimates updated to 2025Q2. Forecast employment growth uses national projections adapted for regional growth patterns.

Occupation Snapshot

The largest major occupation group in Hardeman County, Tennessee is Production Occupations, employing 964 workers. The next-largest occupation groups in the region are Office and Administrative Support Occupations (757 workers) and Management Occupations (666). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Production Occupations (LQ = 2.35), Community and Social Service Occupations (1.73), and Farming, Fishing, and Forestry Occupations (1.64).

Occupation groups in Hardeman County, Tennessee with the highest average wages per worker are Management Occupations (\$97,000), Legal Occupations (\$94,300), and Architecture and Engineering Occupations (\$89,900). The unemployment rate in the region varied among the major groups from 1.9% among Healthcare Practitioners and Technical Occupations to 8.0% among Farming, Fishing, and Forestry Occupations.

Over the next 1 year, the fastest growing occupation group in Hardeman County, Tennessee is expected to be Construction and Extraction Occupations with a +0.4% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Transportation and Material Moving Occupations (+1 jobs) and Installation, Maintenance, and Repair Occupations (+1). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Production Occupations (103 jobs) and Transportation and Material Moving Occupations (79).

Hardeman County, Tennessee, 2025Q2¹

SOC	Occupation	Current				5-Year History				1-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
51-0000	Production	964	\$47,300	2.35	70	5.6%	5	-94	-1.8%	100	38	65	-3	-0.3%
43-0000	Office and Administrative Support	757	\$43,900	0.87	36	4.0%	16	-64	-1.6%	73	37	41	-5	-0.7%
11-0000	Management	666	\$97,000	1.10	12	2.0%	16	24	0.7%	55	25	30	0	0.1%
53-0000	Transportation and Material Moving	641	\$41,700	0.98	78	7.0%	15	-27	-0.8%	81	34	45	1	0.2%
41-0000	Sales and Related	516	\$41,500	0.78	44	6.5%	30	63	2.7%	65	32	36	-3	-0.6%
29-0000	Healthcare Practitioners and Technical	446	\$72,500	0.96	9	1.9%	48	-31	-1.3%	27	14	13	0	0.1%
35-0000	Food Preparation and Serving Related	416	\$29,600	0.66	56	7.5%	14	47	2.4%	76	34	42	0	0.1%
25-0000	Educational Instruction and Library	394	\$47,900	0.94	11	3.4%	19	-50	-2.4%	34	17	17	0	0.1%
49-0000	Installation, Maintenance, and Repair	389	\$55,100	1.32	19	3.6%	8	19	1.0%	35	15	19	1	0.3%
37-0000	Building and Grounds Cleaning and Maintenance	370	\$34,600	1.47	27	5.8%	7	34	1.9%	51	24	26	1	0.2%
31-0000	Healthcare Support	317	\$36,100	0.85	20	4.6%	9	-8	-0.5%	42	20	22	0	0.1%
13-0000	Business and Financial Operations	293	\$73,400	0.58	8	3.3%	4	11	0.8%	24	9	15	1	0.2%
47-0000	Construction and Extraction	289	\$50,300	0.83	33	6.2%	4	-10	-0.7%	24	9	14	1	0.4%
33-0000	Protective Service	269	\$49,400	1.59	10	3.8%	13	-10	-0.7%	24	10	15	-1	-0.5%
21-0000	Community and Social Service	251	\$50,600	1.73	9	4.5%	14	-16	-1.2%	23	10	12	0	0.1%
39-0000	Personal Care and Service	220	\$33,500	1.11	14	5.5%	3	47	4.9%	34	14	19	0	0.1%
17-0000	Architecture and Engineering	164	\$89,900	1.36	3	2.5%	4	-10	-1.2%	11	4	6	0	0.3%

Hardeman County, Tennessee, 2025Q2¹

SOC	Occupation	Current				5-Year History				1-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
15-0000	Computer and Mathematical	87	\$80,400	0.35	2	3.3%	3	-4	-0.9%	5	2	3	0	0.0%
27-0000	Arts, Design, Entertainment, Sports, and Media	77	\$52,000	0.57	2	4.6%	5	4	1.0%	7	3	4	0	-0.2%
45-0000	Farming, Fishing, and Forestry	72	\$45,000	1.64	8	8.0%	n/a	-9	-2.3%	10	5	5	0	-0.5%
19-0000	Life, Physical, and Social Science	55	\$74,900	0.77	1	2.4%	5	-12	-3.8%	5	1	4	0	0.2%
23-0000	Legal	24	\$94,300	0.38	0	n/a	0	-1	-0.7%	1	1	1	0	0.1%
Total - All Occupations		7,677	\$52,800	1.00	471	5.0%	241	-98	-0.3%	808	358	455	-4	-0.1%

Source: [JobsEQ®](#)

Data as of 2025Q2 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data represent the average for all Covered Employment

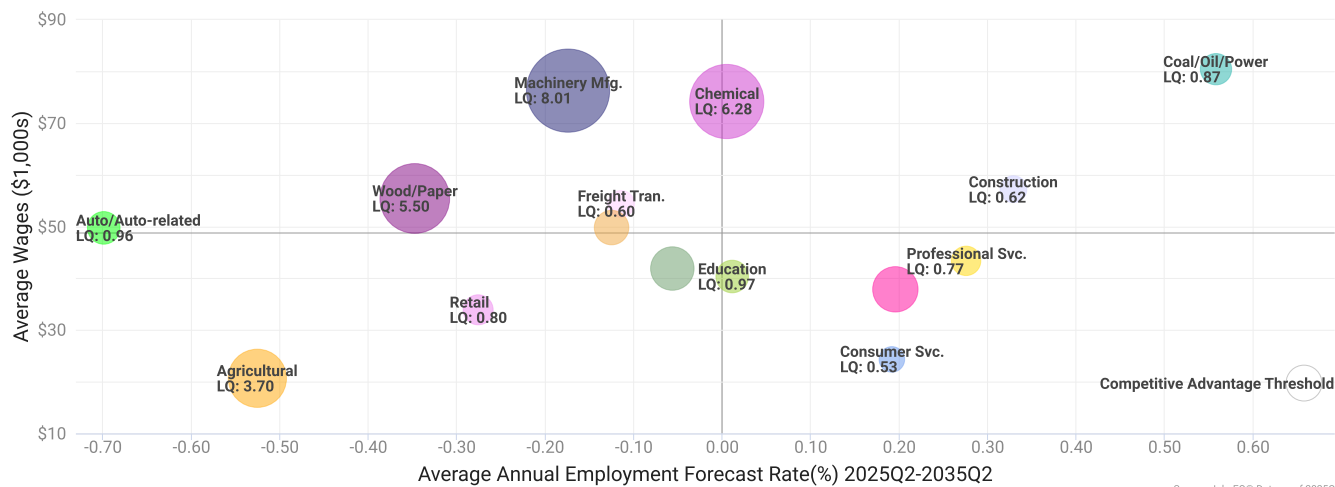
3. Data represent found online ads active within the last thirty days in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2025Q1, imputed where necessary with preliminary estimates updated to 2025Q2. Wages by occupation are as of 2025 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in Hardeman County, Tennessee with the highest relative concentration is Machinery Mfg. with a location quotient of 8.01. This cluster employs 1,093 workers in the region with an average wage of \$76,297. Employment in the Machinery Mfg. cluster is projected to contract in the region about 0.2% per year over the next ten years.

Industry Clusters for Hardeman County, Tennessee as of 2025Q2

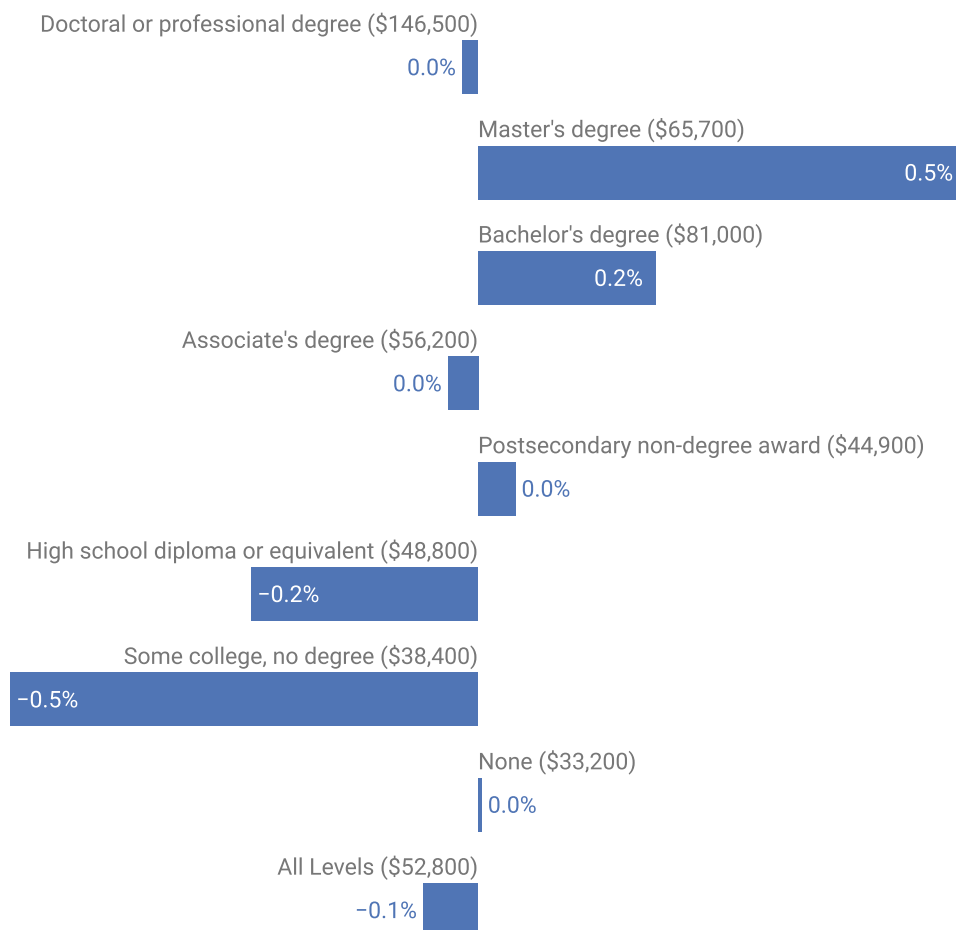


Location quotient and average wage data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics, imputed where necessary, and updated through 2025Q1 with preliminary estimates updated to 2025Q2. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in Hardeman County, Tennessee is projected to contract 0.1% over the next ten years, occupations typically requiring a postgraduate degree are expected to contract 0.0% per year, those requiring a bachelor's degree are forecast to grow 0.2% per year, and occupations typically needing a 2-year degree or certificate are expected to contract 0.0% per year.

Annual Average Projected Job Growth by Education Levels

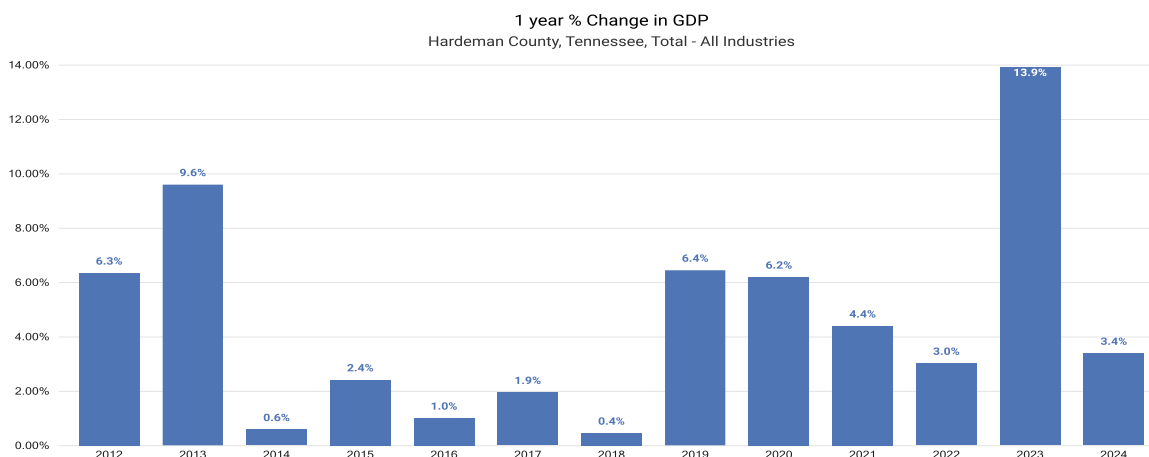


Source: JobsEQ®
Data as of 2025Q2

Employment by occupation data are estimates as of 2025Q2. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2024, nominal GDP in Hardeman County, Tennessee expanded 3.4%. This follows growth of 13.9% in 2023. As of 2024, total GDP in Hardeman County, Tennessee was \$851,765,000.

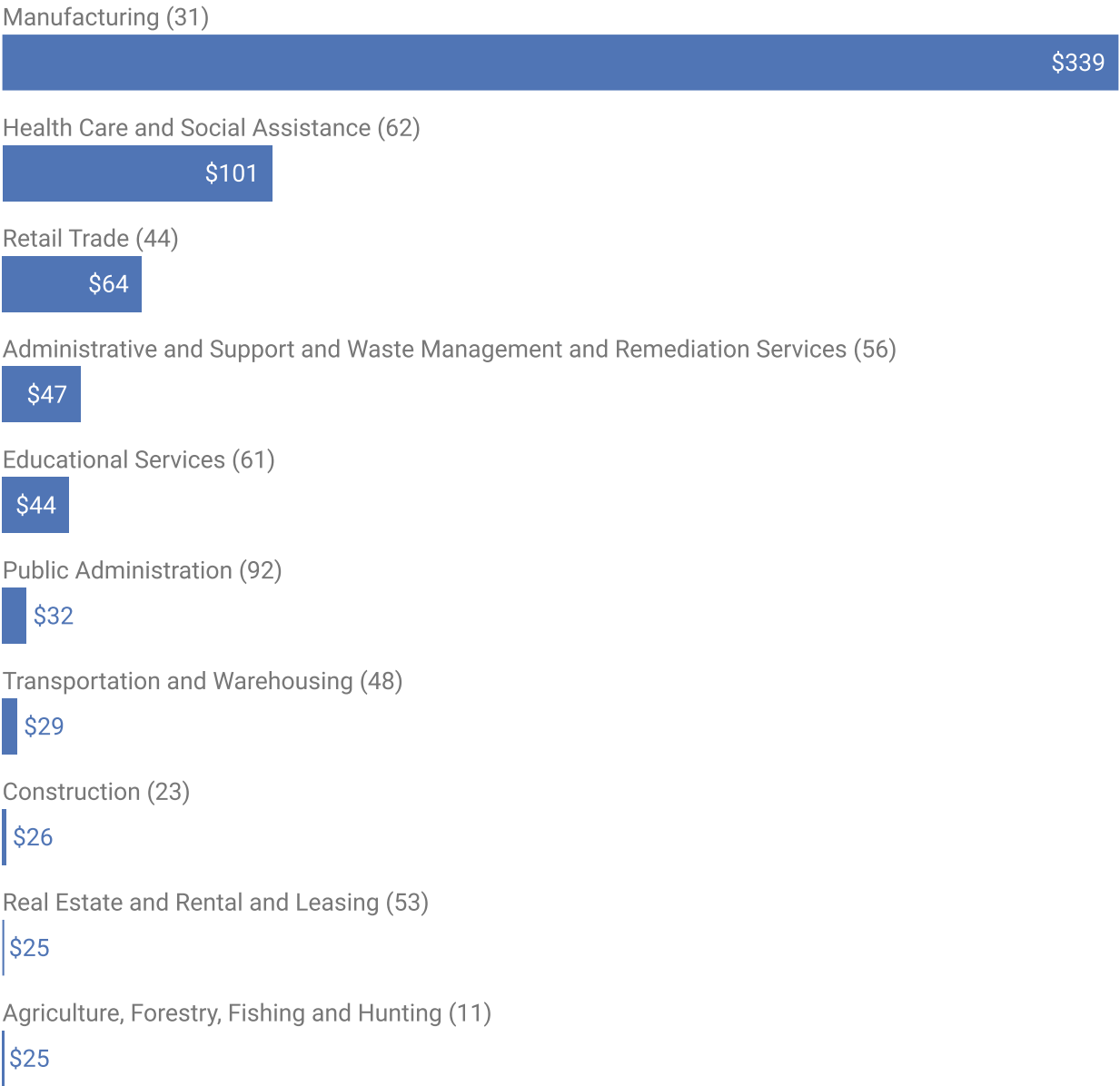


Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2024.

Of the sectors in Hardeman County, Tennessee, Manufacturing contributed the largest portion of GDP in 2024, \$339,416,000. The next-largest contributions came from Health Care and Social Assistance (\$101,442,000); Retail Trade (\$63,950,000); and Administrative and Support and Waste Management and Remediation Services (\$47,281,000).

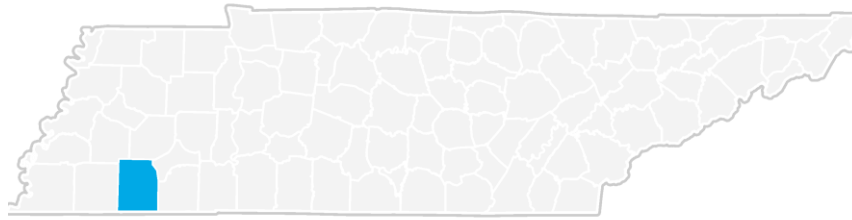
GDP (in \$ millions)

Hardeman County, Tennessee, 2024



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2024.

Hardeman County, Tennessee Regional Map



FAQ

What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is separation demand?

Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The total projected demand for an occupation is the sum of the separation demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a competitive advantage in that cluster.

What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

About This Report

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