



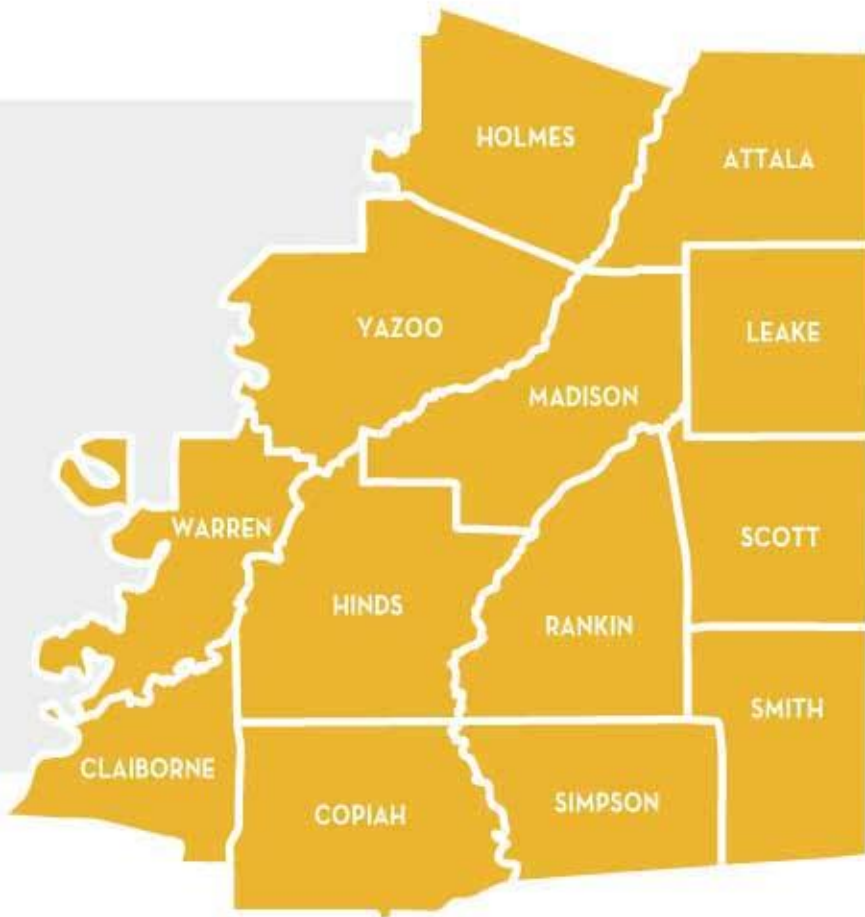
G R E A T E R  
JACKSON  
A L L I A N C E

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M I S S I S S I P P I

# Workforce Analysis

# Workforce Study Area



# // Objectives

## The Workforce Analysis:

- Document the current strengths and weaknesses of the workforce
- Quantify labor supply and quality
- Quantify hidden labor resources, displaced worker pool
- Identify unmet training needs
- Define emerging employment and economic opportunities
- Assist existing businesses in finding and retaining qualified workers

## // Objectives

- **Identify roles, programs and areas of specialized research for higher education**
- **Provide a vision that allows K-12 educators to address workforce needs and trends, particularly those that relate to the area's economic development targets**
- **Help workforce agencies match workers with jobs and existing and emerging employment opportunities**
- **Provide the right information for prospects and site consultants**

# // Methodology

## Labor Demand Analysis

- Confidential interviews with 25 key workforce influencers
- Survey of 699 employers across the region with 50 or more employees (retail 100+)
  - Labor Demand and Availability
  - Labor Cost
  - Labor Quality

# // Methodology

## Labor Supply Analysis

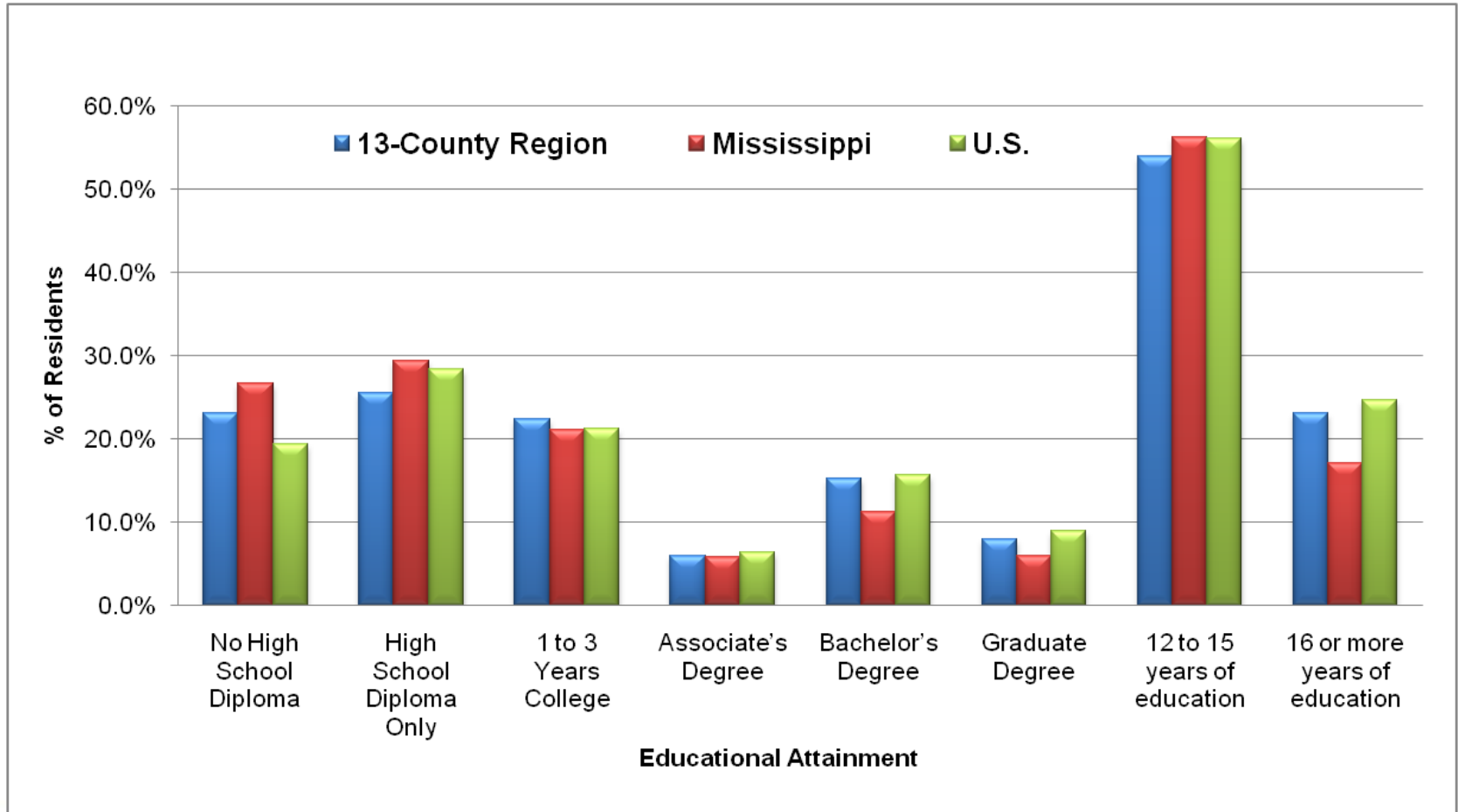
- **Surveyed a random stratified sample of residents ages 18 to 65**
- **1,100 Households**
  - **95% Confidence Factor**
  - **+/- 3% Margin of Error**

# // Population

	2007	% change 2000-2007	% change 2007-2012
Greater Jackson Region	735,454	6%	2.5%
Mississippi	2,948,761	3.7%	2.3%
U.S.	301,045,522	7%	4.6%

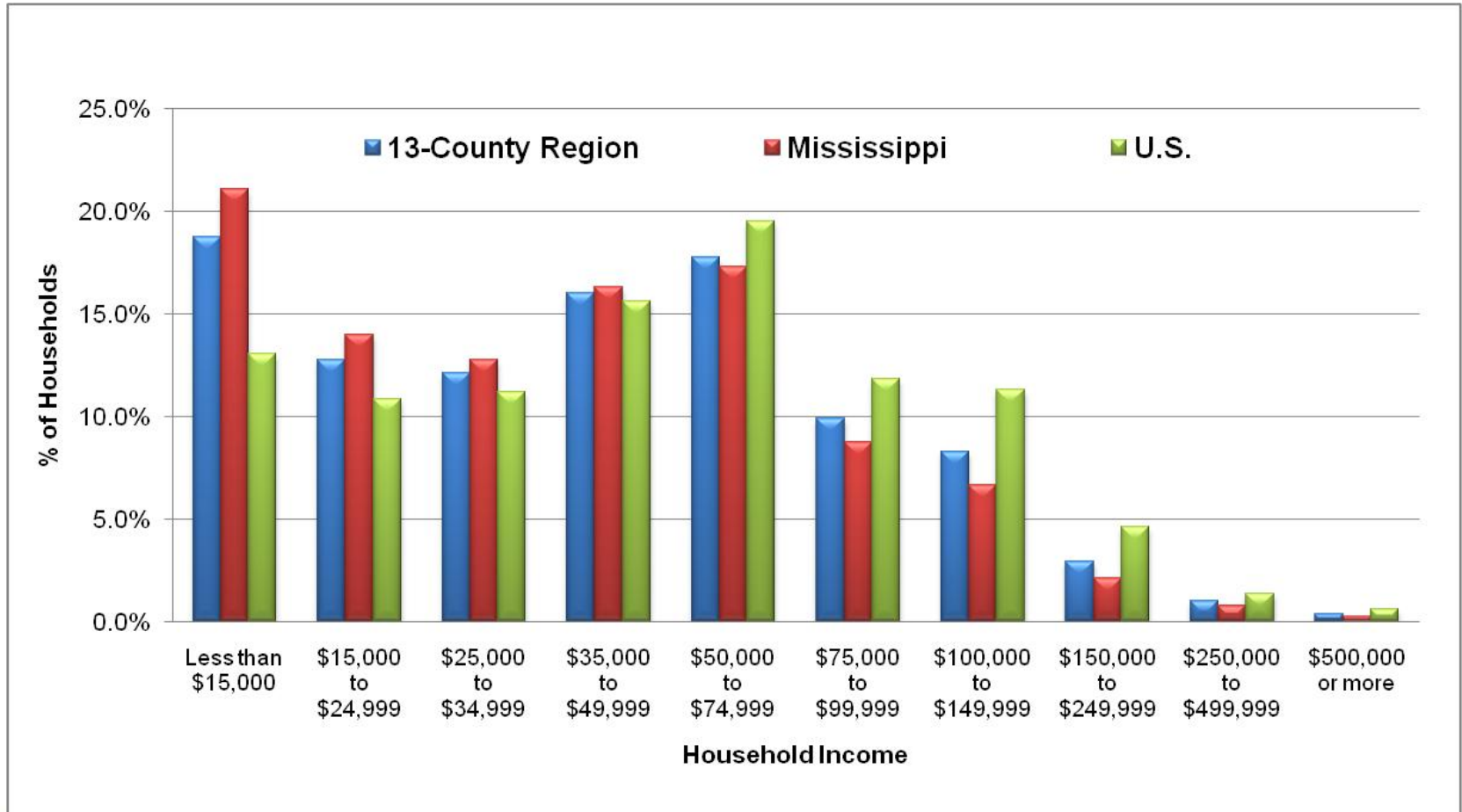
- Region has slightly younger workforce than the state and nation
- Region's concentrations of young and working-age residents, expected to decrease more rapidly than national rates

# // Educational Attainment





# // Household Income Distribution



# // Labor Supply Shows Elasticity

## Labor Force Participation Rate

- Greater Jackson Region 61.9%
- U.S. 64.1%

## Average Annual Unemployment 2007

- Greater Jackson Region 5.6%
- Mississippi 6.3%
- U.S. 4.6%

## Labor Force Growth 2000-2007

- Greater Jackson Region 2.2%
- Mississippi 0%
- U.S. 7.4%

# // Regional Potential Hidden Labor Supply

Component	Number
Not employed but interested in working	113,031
Underemployed	65,181
Residents employed part-time who would prefer full-time employment	19,490
Recent college graduates	6,522
<b><i>Total</i></b>	<b>204,224</b>

# // Age Distribution of Not-Employed But Interested in Employment

Age	Percentage	Number
18-24	33.0%	37,270
25-34	26.3%	29,611
35-44	16.7%	18,890
45-54	14.5%	16,337
55-64	8.1%	9,190
65-74	1.4%	1,532
<i>Total</i>	<i>100%</i>	<i>112,830</i>

# // Reasons for Non-Employment Among Residents Not in the Workforce

Reason Not Working	Percentage	Number
Attending school	18.7%	21,046
Laid off/company closure	18.1%	20,461
Other unspecified	18.1%	20,461
Raising a family	16.1%	18,123
Disabled	13.5%	15,200
Can't find a suitable job	7.8%	8,769
Retired	4.7%	5,262
Lack of transportation to work	1.6%	1,754
Not looking for employment	1.6%	1,754
<b>Total</b>	<b>100%</b>	<b>112,830</b>

# // Leading Occupational Skills of Not-Employed But Interested In Work

Occupational Skills	Percentage	Number
Office & Administrative Support	12.3%	13,856
Retail Sales & Service	9.6%	10,887
Healthcare-Professional	6.6%	7,423
Customer Services	6.1%	6,928
Food Preparation & Serving	5.7%	6,433

- Occupational skill base of the region's not-employed but interested in working is somewhat diverse

# // Job Training Interest Among Not-Employed But Interested in Employment

Interest	Percentage	Number
Interested in job training	79.2%	89,324
Not interested in job training	20.8%	23,506
<b>Total</b>	<b>100%</b>	<b>112,830</b>

## // Age Distribution of Underemployed

Age	Percentage	Number
18-24	15.7%	10,250
25-34	31.5%	20,501
35-44	22.4%	14,643
45-54	23.3%	15,229
55-64	5.8%	3,807
65-74	1.3%	879
<b>Total</b>	<b>100%</b>	<b>65,309</b>

- The underemployed component of the workforce is relatively young and is well educated



# // Educational Attainment of Underemployed

Highest Grade Level Completed	Percentage	Number
Some high school	4.5%	2,942
High school graduate or equivalent	27.3%	17,945
Some technical or vocational school	0.9%	588
Some college, no degree	27.9%	18,239
Technical / Vocational certificate	3.2%	2,059
Associates degree	8.6%	5,590
Bachelors degree	17.6%	11,473
Postgraduate study, but no degree	0.5%	294
Graduate degree	8.1%	5,295
Professional degree	1.4%	883
<b>Total</b>	<b>100%</b>	<b>65,308</b>

# // Leading Occupational Skills of Underemployed

Occupational Skills	Percentage	Number
Management – Middle	9.9%	6,443
Office & Administrative Support	9.4%	6,150
Management – Entry Level	6.7%	4,393
Transportation & Material Moving	5.8%	3,807

# // Labor Stress Index

Benchmark MSA's	Labor Stress Index Score (max = 100)
Nashville-Davidson-Murfreesboro-Franklin, TN	80
Birmingham-Hoover, AL	75
<b>Jackson, MS</b>	<b>73</b>
Columbus, GA-AL	70
Hattiesburg, MS	66
Shreveport-Bossier City, LA	62
Baton Rouge, LA	61
<b>U.S. Average</b>	70

- Labor Stress Index shows more favorable labor market conditions than in most competitor communities

# // Occupations: Satisfactory Availability

Occupational Group/Occupation	Average Score
Engineers	3
Accountants	3.1
Financial analysts	3.1
Sales representatives	3.4
Computer systems analysts	3.7
Database administrators	3.3
Network and computer systems administrators	3
Carpenters	3
Electricians	3
Heavy equipment operators	3
Health diagnosing and treating practitioners, all other	4
Healthcare practitioners and technical workers, all other	3.3
Medical and clinical laboratory technicians	3.3
Radiologic technologists and technicians	3.3
Medical assistants	4
Industrial machinery mechanics	3.3
Maintenance workers, machinery	3.7
Industrial production managers	3.3
Computer support specialists (tech support)	3.3
Machinists	3

# // Occupations: Borderline Availability

Occupational Group/Occupation	Average Score
Technicians (general)	2.5
Occupational therapists	2.8
Medical scientists	2.8
Customer service representatives	2.3
Assemblers and fabricators	2.7
Production workers	2.9
Truck drivers, heavy and tractor trailer	2.8
Nursing Aides	2.4

# // Occupations: Limited Availability

Occupational Group/Occupation	Average Score
Engineers, mechanical	2.3
Computer programmers	2.4
Brick masons and block masons	2.3
Construction laborers	2.7
Painters, construction and maintenance	2.7
Computer and information systems managers	2
Engineering managers	2
Welders	2.3

# // Current Demand vs. Current Availability

## Critical Labor Shortage

- Engineers (electrical and electronic)
- Home health aids
- Production workers

## General Imbalance

- Registered nurses

## Modest Imbalance

- Mechanical engineers; technicians (general); brick masons and block masons; construction laborers; heavy equipment operators; painters, construction and maintenance; nursing aides, orderlies, and attendants; computer and information systems managers; engineering managers; assemblers and fabricators; inspectors; team assemblers; testers; and welders.

# // 1-Year Demand for Workers vs. Current Availability

## Critical Labor Shortage

- Engineers (electrical and electronic)
- Brickmasons and blockmasons
- Home health aids
- Production workers



# // Occupational Groups that Match or Exceed National Employment Ratios

Occupational Group	13-County Region	Mississippi	U.S.
Community/Social Services	1.5%	1.4%	1.5%
Construction/Extraction	5.6%	6.6%	5.5%
Education/Training/Library *	6.0%	5.9%	5.7%
Farming/Fishing/Forestry	0.9%	1.2%	0.7%
Financial Specialists*	2.5%	1.7%	2.2%
Healthcare Practitioner/Technician *	5.7%	5.1%	4.6%
Installation/Maintenance/Repair *	4.2%	4.6%	4.0%
Legal *	1.4%	0.8%	1.1%
Office/Administrative Support	15.7%	14.2%	15.4%
Production	8.9%	12.3%	8.4%
Protective Service	2.0%	2.1%	2.0%
Sales/Related	11.4%	10.9%	11.3%
Transportation/Material Moving	6.8%	7.8%	6.1%

*\*Key Knowledge-based Occupational Groups*

# // Occupational Groups that Lag National Employment Ratios

Occupational Group	13-County Region	Mississippi	U.S.
Architecture/Engineering*	1.7%	1.4%	2.1%
Arts/Design/Entert/Sports/Media *	1.3%	1.1%	1.9%
Building/Grounds Cleaning/Maintenance	3.1%	3.2%	3.2%
Business Operations Specialists	1.8%	1.3%	2.1%
Computer and Mathematical *	1.5%	0.9%	2.5%
Food Preparation/Serving-related	4.4%	4.7%	4.7%
Healthcare Support	1.8%	1.7%	2.0%
Life/Physical/Social Science *	0.8%	0.7%	0.9%
Management incl Farmers/Farm Mgrs*	8.6%	7.5%	9.4%
Personal Care/Service	2.6%	2.9%	2.8%
<b>Total Knowledge-based Occupational Groups</b>	<b>33.7%</b>	<b>29.7%</b>	<b>34.4%</b>

\*Key Knowledge-based Occupations

# // Labor Cost

- Not-employed salaries/wage requirements are roughly 23% lower than the Greater Jackson region average.
- Underemployed willing to accept a new position for an average annual wage/salary of \$37,502 (\$18.03/hr), well above the Greater Jackson region average.
- Average industry earnings in the region are lower than both the state and the U.S. averages.
- Relative to other YA / WDG-studied areas, earnings for entry-level and experienced workers fall below national averages.

# // Labor Quality

Work Ethic	▲
Productivity	▲
Absenteeism / Turnover	▲
Basic Skills	●
Labor / Management Environment	▲

# // Top 5 Industries By Employment

## Top 5 Industry Sectors

- **Healthcare and Social Assistance**
- **Manufacturing**
- **Retail Trade**
- **Accommodations and Food Services**
- **Administrative and Support**

# // Top 5 Expanding Industries

Industry Sectors	Greater Jackson Region	Mississippi	U.S.
Transportation & Warehousing	X	X	
Real Estate & Rental & Leasing	X	X	
Professional, Scientific, & Technical Services	X	X	X
Educational Services	X		X
Health Care & Social Assistance	X	X	X
Accommodation & Food Services		X	X
Arts, Entertainment, & Recreation			X

# // Summary of Findings

## Assets

- **Manageable growth**
- **Slightly below average labor-force participation**
- **Strong base of working residents**
- **Younger workforce**
- **Educational levels that meet employer needs**
- **Flexible labor market**
- **A hidden workforce**
- **Impending Baby Boomer retirement is not an issue, as a whole**

# // Summary of Findings

## Assets

- **Jackson can support new, office and industrial employers**
- **Satisfactory-to-good work ethic and productivity**
- **Lower industry earnings**
- **Training desired by residents**
- **Satisfactory-to-good post secondary quality ratings**
- **Employer-friendly labor-management**
- **Satisfactory-to-good quality of life**



# // Summary of Findings

## Challenges

- **Uneven growth rate and concentrating**
- **Bi-modal income distribution and education peaks**
- **Somewhat difficult recruiting from outside**
- **Some underperforming public K-12 schools**
- **Slower growing labor force**
- **Concentrations of young and working-age residents decreasing faster than US**
- **Higher unemployment rate**
- **Lower median household income**
- **Auto-related companies downsizing**

# // Summary of Findings

## Challenges

- **Borderline or tight recruiting conditions for 44% of occupations**
- **Difficulty recruiting managers and professional talent**
- **Impact of Boomer retirements on some companies**
- **Critical labor shortages for some occupations: now and anticipated**
- **Borderline-satisfactory to slightly-less-than-satisfactory basic skills**
- **Weak employer-educator linkages**

# // Summary of Findings

## Conclusions

- **Relatively good labor market combines with other assets for a good marketing statement**
- **Challenges must be addressed**
- **Challenges not strong enough to impede growth**

# // Summary of Findings

## Recommendations

- **Create a consortium of workforce stakeholders across all silos**
- **Develop an innovative regional workforce strategic plan**
- **Develop stronger educator/employer linkages**
- **Promote the broader use of co-op and internship programs**
- **Promote a greater role by the private sector in workforce training**
- **Actively work with employers to improve their human-resource practices**

# // Summary of Findings

## Recommendations

- Encourage employers to keep and attract employees over 55 years old
- Provide job counseling to the retired and retiring residents, and to the not-employed
- Conduct an ongoing skilled-labor-recruitment effort
- Attract and retain the “Talented Young”
- Create a structured job-assistance program among area employers for spousal jobs
- Improve graduation rates at area high schools, technical centers, colleges, and universities

# // Summary of Findings

## Recommendations

- **Improve the quality of K-12 education**
- **Improve the state's educational standing**
- **Involve community and elected leadership**
- **Address the median household income bi-modal distribution and under-education of the workforce**
- **Develop a marketing program emphasizing the region's labor availability**
- **Use the consulting team's Data Delivery System to attract new investment and plan training programs**

# // Resources

## Reports

- [Full Report](#)
- [County Summary Reports](#)

## Data Delivery System

- [www.YASurvey.com/gja](http://www.YASurvey.com/gja)