



2022
MISSISSIPPI
THE ROAD AHEAD

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Mississippi elected officials took a bold step towards organizing Mississippi's workforce development efforts in a more strategic and efficient manner in 2020 by passing a law creating the Office of Workforce Development. Below is a brief timeline of progress to date as well as the road ahead to achieve the lofty goal of a coordinated and complimentary workforce system in our state.

2021 AccelerateMS has grown from a legislative concept into a functioning office partnering strategically to enhance and better communicate Mississippi's workforce efforts and opportunities. Tasked with overseeing statewide workforce strategy and coordinating efforts, resources, and energy, AccelerateMS has reformed the use of Workforce Enhancement Training (WET) funds, taken on the lead role for workforce strategy in economic development pitches statewide, and begun the process of implementing strategies to reform policies to better connect students to careers.

2022 AccelerateMS will continue to develop key strategic plans to better utilize and connect existing resources in the state to maximize the benefit of those resources to Mississippi citizens and employers statewide. Additionally, the office will continue to develop and grow as the vision for the office is enhanced by state leaders. AccelerateMS will collaborate where appropriate to manage these significant programmatic efforts and safeguard the investments made by Mississippi elected officials so they pay dividends for decades to come.



**Projected dates based on MS Fiscal Year (July-June)*

WORKFORCE PROGRAMS FROM THE SOUTHEAST

The Office of Workforce Development was created, in part, to provide a competitive partner to neighboring states who have long since employed a coordinated workforce approach. It is important to understand the scope of the mandate of these competing offices as well as the supportive resources each have at their disposal to accomplish their tasks.



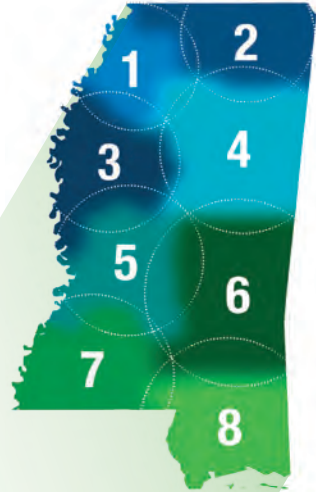
Program	AccelerateMS Mississippi	AIDT Alabama	LED FastStart Louisiana	QuickStart Georgia	Ready SC South Carolina
Year Established	2020	1971	2008	1967	1961
Annual Budget	\$1.2 Million	\$69 Million	\$10 Million+	\$23 Million+	\$14.6 Million
Strategy for New/Expanding Employers	●	●	●	●	●
Training for Employers		●	●	●	●
Sell Capabilities of Workforce Training System to New/Expanding Companies	●	●	●	●	●
Regional Workforce Initiatives	●	●			
Coordination of Post-Secondary Resources	●				
Strategy for K-12 Initiatives	●				
Coordination with Higher Education	●				
Measurement & Reporting of State & Federal Workforce Funds	●	●			
Development & Continuous Improvement of State Workforce System	●	●			

**INTRODUCING THE
ACCELERATE MS ECOSYSTEM**

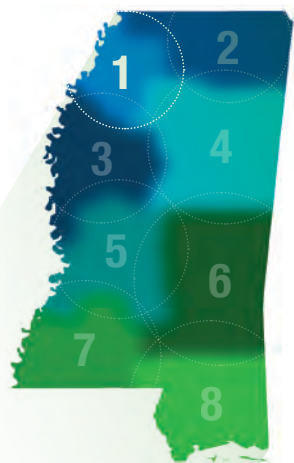


AccelerateMS organizes its statewide structure through an ecosystem approach designed to improve strategies through localized communication and data research. We seek to maximize demonstrated successes delivered at local “micro” levels, while addressing “macro” concerns quickly and over time by improving overall communication, focus, and cooperation in the delivery and promotion of workforce education and development programs. Continuous improvement and adjustment is inherent to meet 21st century workforce demands. A key priority is to build upon best practices, improve communication and provide clarity and consistency through enhanced collaboration using an ecosystem model that transcends traditional geographic and organizational boundaries.

Each ecosystem will eventually have an AccelerateMS team member to be the single point of contact within their sphere of influence. Regular meetings facilitated by AccelerateMS will allow ecosystem stakeholders to share best practices, voice concerns, provide feedback, and participate in the development of workforce strategies appropriately focused upon the needs of that particular ecosystem. Each ecosystem will routinely review labor market data, supply chain needs, available educational resources, and regional/community assets in an effort to more accurately meet needs in real time.



// We will seek to maximize demonstrated successes delivered at local “micro” levels, while addressing “macro” concerns quickly and over time by improving overall communication, focus, and cooperation in the delivery and promotion of workforce education and development programs. Continuous improvement and adjustment is inherent to meet 21st century workforce demands. //



ECOSYSTEM 1

This ecosystem is in the northwest corner of the state and includes the counties of Coahoma, Panola, Quitman, Tallahatchie, and Tunica.

This region is within close driving distance to the Memphis metro and the workforce is accustomed to driving for good jobs. Additionally, this region's associate degree attainment is 3.6% above the national average. Training in this region is supported by Coahoma and Northwest community colleges.



Population
85,271



Workforce
33,270



Jobs
31,493

This region's population declined by 6.4% since 2015 and is expected to continue to decline over the next 5 years. Additionally, jobs have declined by 15% during the same timeframe. Most job losses came from the Accommodation and Food Services Industry Sector. The majority of individuals leaving the region are migrating to DeSoto, Tate, and Lafayette Counties in Mississippi and Shelby County in Tennessee.

Top Jobs

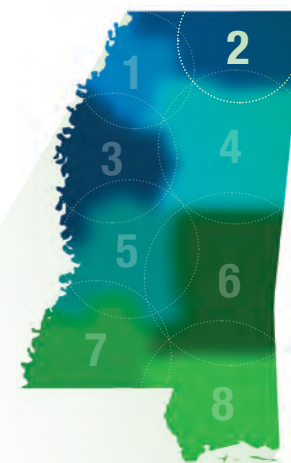
- Registered Nurse
- First-Line supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors
- Licensed Practical and Licensed Vocational Nurses
- Bookkeeping, Accounting, and Auditing Clerks
- Heavy and Tractor-Trailer Truck Drivers
- Welders, Cutters, Solderers, and Brazers
- Cutting, Punching, and Press Machine Setters, Operators, and Tenders
- Light Truck Drivers
- Assemblers & Fabricators
- Maintenance & Repair Workers, General

**Selected jobs earn at least \$20,000 upon entry and 75% of the state median wage.*



Educational Attainment

	% of Population	Population
Less Than 9th Grade	7.1%	4,030
9th Grade to 12th Grade	13.9%	7,874
High School Diploma	31.6%	17,910
Some College	20.9%	11,806
Associate's Degree	12.2%	6,909
Bachelor's Degree	8.9%	5,034
Graduate Degree and Higher	5.4%	3,031



ECOSYSTEM 2

This ecosystem is in the northeast corner of the state and includes the counties of Alcorn, Benton, DeSoto, Itawamba, Lafayette, Lee, Marshall, Pontotoc, Prentiss, Tate, Tippah, Tishomingo, and Union.

This region's training is supported by Northwest, Northeast, and Itawamba community colleges. Additionally, this region is home to the University of Mississippi. This region's labor force participation rate is trending upwards slightly.



Population
587,853



Workforce
277,104



Jobs
248,060

This region's population increased by 3% between 2015 and 2020 and is expected to continue to increase between 2020 and 2025. This region is experiencing a positive net migration with most individuals migrating to the ecosystem from Shelby County, TN. Others are migrating from counties in the Delta. The number of jobs in this ecosystem grew by nearly 20,000 between 2015 and 2020, outpacing national growth rates by 8%, and is expected to continue to grow at the same pace over the next five years.

Top Jobs

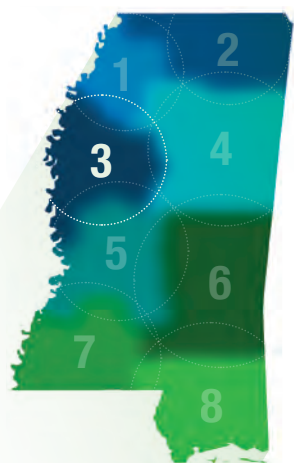
- Accountants and Auditors
- Registered Nurses
- Industrial Machinery Mechanics
- Heavy and Tractor-Trailer Truck Drivers
- Automotive Service Technicians and Mechanics
- Welders, Cutters, Solderers, and Brazers
- Maintenance and Repair Workers, General
- Licensed Practical and Licensed Vocational Nurses
- Assemblers and Fabricators
- Laborers and Freight, Stock, and Material Movers

**Selected jobs earn at least \$20,000 upon entry and 75% of the state median wage.*



Educational Attainment

	% of Population	Population
Less Than 9th Grade	4.8%	18,678
9th Grade to 12th Grade	10.2%	40,145
High School Diploma	29.9%	117,251
Some College	22.8%	89,548
Associate's Degree	9.8%	38,365
Bachelor's Degree	14.2%	55,570
Graduate Degree and Higher	8.3%	32,393



ECOSYSTEM 3

This ecosystem is in the central Delta region of the state and includes the counties of Bolivar, Carroll, Holmes, Humphreys, Issaquena, Leflore, Sharkey, Sunflower, and Washington.

This region's workforce training is supported by Holmes and Mississippi Delta community colleges.



Population

165,238



Workforce

58,197



Jobs

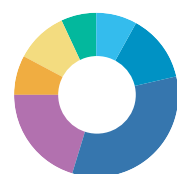
66,210

This region's population decreased by 9% between 2015 and 2020 and is expected to continue to decrease between 2020 and 2025. This region is experiencing a negative net migration with most individuals migrating to Shelby County, TN, which is in the Memphis metro. The number of jobs in this ecosystem are declining by a smaller percentage than population, experiencing a 6% decline between 2015 and 2020.

Top Jobs

- Registered Nurses
- General and Operations Managers
- Licensed Practical and Licensed Vocational Nurses
- Heavy and Tractor-Trailer Truck Drivers
- Industrial Truck and Tractor Operators
- Customer Service Representatives
- Light Truck Drivers
- Assemblers and Fabricators
- Maintenance and Repair Workers, General
- General and Operations Managers

**Selected jobs earn at least \$20,000 upon entry and 75% of the state median wage.*



Educational Attainment

	% of Population	Population
Less Than 9th Grade	8.1%	8,791
9th Grade to 12th Grade	13.4%	14,614
High School Diploma	33.4%	36,508
Some College	20.3%	22,183
Associate's Degree	7.6%	8,260
Bachelor's Degree	10.5%	11,438
Graduate Degree and Higher	6.7%	7,354



ECOSYSTEM 4

This ecosystem is in the east and north central part of the state and includes the counties of Attala, Calhoun, Chickasaw, Choctaw, Clay, Grenada, Lowndes, Monroe, Montgomery, Noxubee, Oktibbeha, Webster, Winston, and Yalobusha.

This region's workforce training is supported by East Mississippi, Holmes, Itawamba, and Northwest community colleges. Additionally, this region is home to Mississippi State University, Mississippi University for Women, Camp McCain, and Columbus Air Force Base.



Population

299,842



Workforce

128,540



Jobs

111,226

This region's population decreased by 2.5% between 2015 and 2020 but is expected to remain steady between 2020 and 2025. The number of jobs in this ecosystem declined by 3.7% during the same period but is expected to rise to pre-pandemic levels through the next five years. This region's labor force participation rate is trending upwards slightly.

Top Jobs

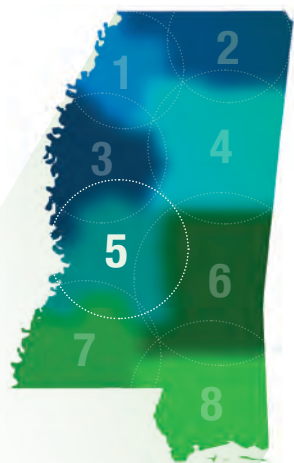
- Registered Nurses
- Assemblers and Fabricators
- Heavy and Tractor Trailer Truck Drivers
- Maintenance and Repair Workers, General
- Bookkeeping, Accounting and Auditing Clerks
- Licensed Practical and Licensed Vocational Nurses
- Industrial Machinery Mechanics
- Inspectors, Testers, Sorters, Samplers, and Weighers
- Welders, Cutters, Solderers, and Brazers
- Industrial Truck and Tractor Operators

**Selected jobs earn at least \$20,000 upon entry and 75% of the state median wage.*



Educational Attainment

	% of Population	Population
Less Than 9th Grade	5.2%	10,201
9th Grade to 12th Grade	11.7%	23,116
High School Diploma	32.8%	64,708
Some College	19.9%	39,268
Associate's Degree	8.9%	17,654
Bachelor's Degree	13.0%	25,744
Graduate Degree and Higher	8.5%	16,785



ECOSYSTEM 5

This ecosystem is in the west central part of the state and includes the counties of Claiborne, Hinds, Madison, Rankin, Simpson, Warren, and Yazoo.

This region's workforce training is supported by Hinds, Copiah-Lincoln, and Holmes community colleges. Additionally, this region is home to Alcorn State University and Jackson State University.



Population
598,175



Workforce
278,577



Jobs
296,356

This region's population decreased slightly (1.6%) between 2015 and 2020 but is expected to remain steady between 2020 and 2025. The number of jobs in this ecosystem declined by 3.9% during the same period but is expected to rise to pre-pandemic levels through the next five years. This region's labor force participation rate is holding steady.

Top Jobs

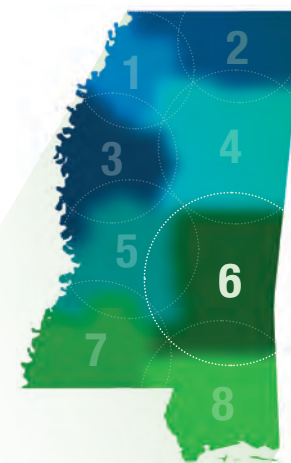
- Registered Nurses
- Heavy and Tractor-Trailer Truck Drivers
- Assemblers and Fabricators
- Maintenance and Repair Workers
- Accountants and Auditors
- Licensed Practical and Licensed Vocational Nurses
- Project Management Specialists and Business Operations Specialists
- Automotive Service Technicians and Mechanics
- Industrial Truck and Tractor Operators
- Lawyers

**Selected jobs earn at least \$20,000 upon entry and 75% of the state median wage.*



Educational Attainment

	% of Population	Population
Less Than 9th Grade	3.6%	14,546
9th Grade to 12th Grade	8.2%	32,977
High School Diploma	25.3%	101,905
Some College	22.3%	89,839
Associate's Degree	9.9%	40,038
Bachelor's Degree	18.8%	75,761
Graduate Degree and Higher	12.0%	48,413



ECOSYSTEM 6

This ecosystem is along the east and north central part of the state and includes the counties of Clarke, Covington, Jasper, Jefferson Davis, Jones, Kemper, Lauderdale, Leake, Neshoba, Newton, Scott, Smith, and Wayne.

This region's workforce training is supported by East Central, East Mississippi, Jones, Meridian, and Pearl River community colleges. Additionally, this region is home to Naval Air Station Meridian.



Population
349,064



Workforce
137,245



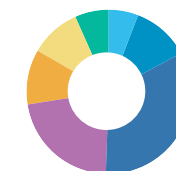
Jobs
132,826

This region's population decreased by 2.9% between 2015 and 2020 but is expected to remain steady between 2020 and 2025. The number of jobs in this ecosystem declined by 5% during the same period but is expected to rise to pre-pandemic levels through the next five years. This region's labor force participation rate is trending upwards slightly.

Top Jobs

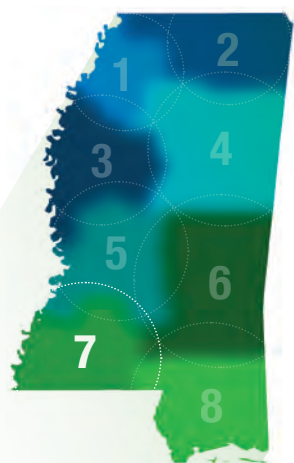
- Registered Nurses
- Heavy and Tractor-Trailer Truck Drivers
- Maintenance and Repair Workers
- Bookkeeping, Accounting, and Auditing Clerks
- Licensed Practical and Licensed Vocational Nurses
- Construction Laborers
- Assemblers and Fabricators
- Light Truck Drivers
- Inspectors, Testers, Sorters, Samplers, and Weighers
- Industrial Truck and Tractor Operators

**Selected jobs earn at least \$20,000 upon entry and 75% of the state median wage.*



Educational Attainment

	% of Population	Population
Less Than 9th Grade	6.1%	14,283
9th Grade to 12th Grade	11.3%	26,606
High School Diploma	33.3%	78,161
Some College	21.9%	51,493
Associate's Degree	10.7%	25,185
Bachelor's Degree	10.0%	23,437
Graduate Degree and Higher	6.6%	15,507



ECOSYSTEM 7

This ecosystem is along the southwest corner of the state and includes the counties of Adams, Amite, Copiah, Franklin, Jefferson, Lawrence, Lincoln, Pike, Walthall, and Wilkinson.

This region's workforce training is supported by Copiah-Lincoln and Southwest Mississippi community colleges.



Population
193,125



Workforce
78,863



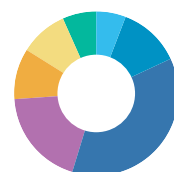
Jobs
61,912

This region's population decreased by 3% between 2015 and 2020 but is expected to remain steady between 2020 and 2025. The number of jobs in this ecosystem declined by 5.5% during the same period but is expected to stabilize over the next five years.

Top Jobs

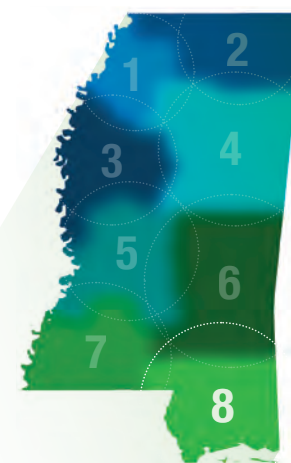
- Heavy and Tractor-Trailer Truck Drivers
- Registered Nurses
- Industrial Truck and Tractor Operators
- Maintenance and Repair Workers
- Licensed Practical and Licensed Vocational Nurses
- Assemblers and Fabricators
- Logging Equipment Operators
- Paper Goods Machine Setters, Operators, and Tenders
- Automotive Service Technicians and Mechanics
- Industrial Machinery Mechanics

**Selected jobs earn at least \$20,000 upon entry and 75% of the state median wage.*



Educational Attainment

	% of Population	Population
Less Than 9th Grade	6.0%	7,992
9th Grade to 12th Grade	12.3%	16,453
High School Diploma	36.5%	48,724
Some College	19.1%	25,428
Associate's Degree	10.2%	13,546
Bachelor's Degree	9.5%	12,632
Graduate Degree and Higher	6.4%	8,536



ECOSYSTEM 8

This ecosystem includes the counties in the southernmost portion of the state including Forrest, George, Greene, Hancock, Harrison, Jackson, Lamar, Marion, Pearl River, Perry, and Stone.

This region's workforce training is supported by Jones, Mississippi Gulf Coast, and Pearl River community colleges. Additionally, this region is home to The University of Southern Mississippi, Camp Shelby Army Base, Keesler Air Force Base, and the Naval Construction Battalion Center Gulfport.



Population
688,218



Workforce
292,163



Jobs
269,536

This region's population increased by 2.3% between 2015 and 2020 and is expected to continue to increase by the same amount between 2020 and 2025. The number of jobs in this ecosystem remained steady over the past five years, and the labor force participation rate increased slightly.

Top Jobs

- Registered Nurses
- Heavy and Tractor-Trailer Truck Drivers
- General and Operations Managers
- Welders, Cutters, Solderers, and Brazers
- Maintenance and Repair Workers
- Licensed Practical and Licensed Vocational Nurses
- Assemblers and Fabricators
- Electricians
- Medical Assistants
- Plumbers, Pipefitters, and Steamfitters
- Automotive Service Technicians and Mechanics

**Selected jobs earn at least \$20,000 upon entry and 75% of the state median wage.*



Educational Attainment

	% of Population	Population
Less Than 9th Grade	3.8%	17,951
9th Grade to 12th Grade	8.7%	40,738
High School Diploma	29.9%	139,929
Some College	24.1%	112,811
Associate's Degree	11.0%	51,343
Bachelor's Degree	14.1%	66,080
Graduate Degree and Higher	8.3%	38,655

HOW WE SUPPORT ECONOMIC DEVELOPMENT PROJECTS

STAT :without delay:IMMEDIATELY

AccelerateMS has developed the STAT (Search, Target, Attract, and Train) program to assist new or expanding companies with the task of securing and sorting through large volumes of job applications. The process can be customized to the company's human capital needs and those individuals not meeting the company specifications are referred through the system to other training or employment opportunities.

SEARCH AccelerateMS partners with local community colleges, support agencies, and company subject matter experts to define needed competencies and develop recruitment and marketing plans to cast a wide net for interest in all levels of employment with the identified company.

TARGET Large volumes of applications pass through multiple screening processes, including customized questionnaires if desired, where they are sorted by occupation and degree of match. Applications deemed as not meeting established criteria are then directed to training or more aligned job opportunities.

ATTRACT AccelerateMS partners with local providers including Planning & Development Districts, the WIN Job Center, community colleges, and secondary institutions to create messaging and programs designed to attract entrants to the industry and/or occupation as needed to meet the continuous hiring needs of the partner employer.

TRAIN Training programs are identified with employer subject matter experts and training partners begin enrollment and training efforts to ensure a ribbon-ready workforce. During this phase, potential trainees from the Search, Target, and Attract phases are directed to open training opportunities based on the skills gaps identified. Additionally, training partners work alongside the employer to develop programs to ensure their workforce remains technically competent and productive.

MEET THE EXECUTIVE TEAM



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WHAT PEOPLE ARE SAYING ABOUT ACCELERATE MS



// Mississippi is aggressively working to advance workforce capabilities in the state. The reimagined office of workforce development, AccelerateMS, has the opportunity to further position Mississippi as a key competitor on a global stage. //

Kari Wilkinson
President
Ingalls Shipbuilding



// Workforce availability and training are the key issues of our time. That is why employers favor states with workforce systems that cut the red tape and deliver effective training without delay. Our state leaders understood this issue, and it was through a huge effort on their part that the AccelerateMS office was created. Now, it is time to make the investment needed to fulfill the promise of that effort and transform our workforce system into the best in the nation. //

Pablo Diaz
President and CEO
The Vicksburg Warren County Partnership



// The AccelerateMS team harnesses the power of a diverse array of business linkages, relevant research, and state and federal resources to connect all of the stakeholders in our regional workforce ecosystem. They work tirelessly to ensure that we have the strategic training resources to serve our students and local businesses when, where, and how they need us for the jobs of today and tomorrow. //

Rebecca Ellis Brown
Dean of Workforce and Community Development
Pearl River Community College



// The Mississippi business community has long advocated for an office of workforce development to act as the single organization for coordinating the workforce development strategies across Mississippi. AccelerateMS is designed to take workforce and skills training to a new level. The plan being developed by AccelerateMS will allow Mississippians to succeed and promote economic growth in our home state. //

Augustus L. Collins
Chief Executive Officer, MINACT, Inc.
20210-2022 Chair Mississippi Economic Council



// AccelerateMS is a huge resource and asset to local communities and economic development agencies by identifying specific needs and capabilities of communities and developing a plan to meet the workforce demands. Business retention, expansion, and recruitment is dependent on a strong workforce strategy and AccelerateMS is streamlining workforce strategy for Mississippi communities. //

Justin Hall
Executive Director
Marshall County Industrial Development Authority



// AccelerateMS is the reflection and result of coordinated efforts to push Mississippi forward. The forward thinking team at AccelerateMS is fully committed to provide a better future for every community and every family in our state. //

Nic Parish
Vice-President of Operations and Contracting
Burns Dirt Construction, Inc.

