

Between 2010 and 2020, Tennessee will add 991,600 job vacancies both from new job opportunities and from vacancies following retirement. Of these vacancies, 548,200 will favor candidates with postsecondary qualifications, in contrast to 443,400 for high school graduates and high school dropouts.

Tennessee ranks 12th in the South in the proportion of its 2020 jobs requiring a bachelor's degree, 7th in the proportion requiring a graduate degree, and 12th in jobs for high school dropouts.

Mississippi > Low education > Skilled brain drain

In 2005, regional unemployment spiked due to the devastation of Hurricane Katrina. As a result, Congress passed the Hurricane Katrina Unemployment Relief Act of 2005, which allocated \$85 million to Mississippi's Unemployment Trust Fund. This assistance supplemented unemployment payments, aided workforce training, and funded hotlines and websites that could connect the unemployed with jobs in order to help remedy the 10.1 percent unemployment rate observed in September of 2005.⁷²

Despite these efforts, Katrina left Mississippi poorly prepared for the coming economic troubles; long before the recession hit, Mississippi's unemployment rate was already the highest in the South. During the recession, the rate in Mississippi averaged 7.5 percent. In the post-recession period, Mississippi's 2010 average unemployment rate was 10.4 percent, the fifth-highest in the South after Florida, the Carolinas and Kentucky. Its 2010 per capita GDP, at \$29,300, was the lowest in the region.

Industry in Mississippi

The leading contributor to state output in 2010 was government and public education services (17.5%). This sector employed 21.8 percent of state workers, as of 2010, and is projected to grow by 9.9 percent through 2020. Of the ten largest employers in 2010, four were in government and public education services: the DeSoto County School District, Jackson Public Schools, Mississippi Band of Choctaw Indians, and the State of Mississippi.

The second-leading contributor to the state's real GDP in 2010 was manufacturing, which contributed 17.2 percent with only 12.9 percent of the state's workforce. Real output produced by Mississippi's manufacturing industries decreased by 3.2 percent between 2007 and 2010, but they still contributed more to the state's economy than in any other southern state except North Carolina. Employment growth in manufacturing is projected to be a relatively healthy 9.7 percent through 2020.

Mississippi's manufacturing is dominated by petroleum and coal-related food product, and furniture sectors.⁷³ Three manufacturers rank among the ten largest employers in the state: Northrop Grumman Shipbuilding, Sanderson Farms and Tyson Farms. The Kroger Company and Wal-Mart are the largest employers in wholesale and retail trade services, while the North Mississippi Medical Center is a major employer in the healthcare services industry.

72. <http://msbusiness.com/2005/11/85m-federal-grant-boosts-unemployment-trust-fund/>

73. NAM fact sheets.

Mississippi is also home to eight of Inc.com's top-rated companies, including Security Credit Services, a debt-collection firm that is part of the state's growing financial services industry.

In output, government and public education services and manufacturing are followed by financial services (14.2%) and wholesale and retail trade services (13.9%). From 2007 to 2010, the largest declines in output were in the least postsecondary-intensive industries; construction, food and personal services, and leisure and hospitality services shrank by double digits. To complicate the recovery process, many of Mississippi's traditional industries have been undergoing restructuring, including auto manufacturing, banking, housing and energy production.⁷⁴

Occupations in Mississippi

Blue-collar workers made up 28.2 percent of the workforce in 2010, followed by sales and office support (25.7%), food and personal services (17%), and managerial and professional office (9%). Projected job growth in the state through 2020 favors clusters requiring middle skills or better. The occupational cluster with the fastest job growth (24%) is projected to be healthcare support, followed closely by STEM jobs at 19 percent. Sales and office support jobs will grow at a moderate pace of 15 percent. Finally, managerial and professional office jobs also are slated to increase by 15 percent between 2010 and 2020, while blue-collar jobs and education occupations will grow by 16 and 17 percent, respectively.

51% OF JOBS IN MISSISSIPPI WILL REQUIRE POSTSECONDARY EDUCATION AND TRAINING IN 2020 (DOWN FROM 54% IN 2010)

TABLE 16: Snapshot of Education Demand for Total Jobs In Mississippi (2010 AND 2020)

	2010	2020	% in 2020
High school or less	546,900	692,700	49%
Some college	286,200	368,600	26%
Associate's	122,500	117,200	8%
Bachelor's	162,600	179,100	13%
Graduate	77,400	63,600	4%
Total	1,195,600	1,421,200	100%

By the year 2020, 51 percent of all jobs in the state will require some postsecondary training.

Between 2010 and 2020, the state will create 430,900 job vacancies both from new jobs and from retirements. There will be 220,900 job openings for individuals with postsecondary credentials, in contrast to 210,100 for high school graduates and high school dropouts.

Mississippi ranks 16th in the South in the proportion of its 2020 jobs requiring a bachelor's degree, 17th in the proportion requiring a graduate degree, and 1st in jobs for high school dropouts.

74. Mississippi Economic Review and Outlook 2010; <http://www.mississippi.org/index.php?id=140>