

In contrast, healthcare jobs in Kentucky will experience 20.1 percent growth and comprise 9.2 percent of the workforce by 2020. Healthcare's projected growth is followed by education occupations (16.3%), food and personal services (12.1%), and community services and arts (11.2%).

56% OF JOBS IN KENTUCKY WILL REQUIRE POSTSECONDARY EDUCATION AND TRAINING IN 2020 (UP FROM 53% IN 2010)

Table 14: Snapshot of Education Demand for Total Jobs in Kentucky (2010 And 2020)

	2010	2020	% in 2020
High school or less	872,500	935,700	44%
Some college	419,900	524,000	24%
Associate's	151,500	195,000	9%
Bachelor's	276,800	317,200	15%
Graduate	147,600	169,200	8%
Total	1,868,300	2,141,100	100%

By the year 2020, 56 percent of all jobs in the state will require some postsecondary training.

Between 2010 and 2020, Kentucky will create 649,200 job vacancies both from new jobs and from retirement. There will be 365,500 job vacancies for individuals with postsecondary credentials, in contrast to 283,700 for high school graduates and high school dropouts.

Kentucky ranks 14th in the South in the proportion of its 2020 jobs requiring a bachelor's degree, 10th in the proportion requiring a graduate degree, and 14th in jobs for high school dropouts.

Tennessee > Natural resources growth > Transitioning to high-tech

Unemployment in Tennessee averaged above 7.7 percent during the recession. It peaked at 10.8 percent from June to August 2009.

Industry in Tennessee

While Tennessee's experience with the recession and recovery was milder than for many southern states, the ill effects of the recession varied across the state. Employment in the goods-producing industries (i.e. manufacturing) declined much faster than employment in the service-providing sector.

Tennessee's \$228.9 billion real GDP in 2010 was somewhat evenly distributed among five sectors: financial services (17.4%), wholesale and retail trade services (15.5%), manufacturing (15.4%), government and public education services (11.4%), and professional and business services (11.1%). Between 2007 and 2010, real GDP contributions declined for most sectors, with the most notable exceptions of natural resources, which grew by more than half (59.1%), healthcare services and financial services, both with 9 percent growth. As in the rest

of the nation, the largest declines were in construction, manufacturing, transportation and utilities services, food and personal services, and leisure and hospitality services.

The three largest employing sectors in Tennessee in 2010 were wholesale and retail trade services (16.1%), government and public education services (14.5%), and manufacturing (12.2%). These figures reflect the prominence of both service and goods-producing industries in Tennessee. Three of the 12 largest employers are manufacturers: Eastman Chemical Company, General Motors (Spring Hill plant), and Nissan North America. Five top employers work in healthcare services: Baptist Memorial Hospital East, Methodist Hospital, St. Thomas Hospital, T.C. Thompson Children’s Hospital and Vanderbilt Medical Center. The Shelby County Board of Education and the University of Tennessee are two top employers offering public education services. Finally, Med Quist Inc. and Gaylord Opryland Resort provide leisure and hospitality services to state residents and visitors.

Like many southern states, Tennessee is shifting attention to other industries. The common approach in the region is to invest substantially in innovation and new technology to revitalize traditional sectors such as agriculture and manufacturing.⁷¹ Tennessee is home to Physicians’ Pharmaceutical, which has capitalized on the growing demand for healthcare products and was 15th on Inc.com’s 2010 list of the 500|5000 fastest-growing companies. More than 100 other Tennessee companies also made the list.

Occupations in Tennessee

As in many states in the South, the largest employing occupational clusters in 2010 were blue collar (27.8%), sales and office support (26.5%), and food and personal services (15.9%). Healthcare jobs in Tennessee will experience rapid 25 percent growth, followed by community services and arts (16%), and STEM (15.5%). Blue-collar jobs are expected to grow by only 7 percent between 2010 and 2020, while sales and office support jobs will increase by 10 percent.

55% OF JOBS IN TENNESSEE WILL REQUIRE POSTSECONDARY EDUCATION AND TRAINING IN 2020 (UP FROM 54% IN 2010)

Table 15: Snapshot of Education Demand for Total Jobs in Tennessee (2010 And 2020)

	2010	2020	% in 2020
High school or less	1,315,400	1,462,800	45%
Some college	629,300	715,400	22%
Associate’s	212,500	274,300	8%
Bachelor’s	477,100	542,400	17%
Graduate	242,800	276,000	8%
Total	2,877,100	3,270,900	100%

In 2020, 55 percent of all jobs in Tennessee will require postsecondary education and training.

71. According to a study conducted by the Memphis Bioworks Foundation, the strengthening of bioeconomic industries could produce 25,000 jobs in ten years and generate \$8 billion in state revenues. Annual Workforce Report 2010.

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.