PERFORMANCE-BASED MANAGEMENT FOR HIGHER EDUCATION

Report prepared in collaboration with:

Institutions of Higher Learning
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Mississippi Workforce Investment Board
Chair: Mr. George Schloegel (George_Schloegel@hancockbank.com)

National Strategic Planning & Analysis Research Center (nSPARC)
Dr. Domenico “Mimmo” Parisi (mimmo.parisi@nsparc.msstate.edu)

November 20, 2008
Mississippi Integrated Education and Workforce Development Performance System

Governor’s Office

State Workforce Investment Board (SWIB)

Mississippi Department of Employment Security (MDES)
Mississippi Department of Corrections (MDOC)
Mississippi Department of Human Services (MDHS)
Mississippi Department of Rehabilitation Services (MDRS)
Mississippi Department of Education (MDE)
Community & Junior Colleges (SBCJC)
Mississippi Institutions of Higher Learning (IHL)

Source: State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Fundamental Questions

- After receiving education or training:
  - Do Mississippians get jobs?
  - Do Mississippians retain jobs?
  - Do Mississippians get better jobs and better pay?
  - Is Mississippi preparing its workforce for the jobs of the future?
# Current Investment in Workforce

## An Inventory of Mississippi’s Integrated Workforce System

**Source**: State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008. Contact: Dr. Domenico “Mimmo” Parisi, Ph: 662-325-9242, email: mimmo.parisi@nsparc.msstate.edu.

### Workforce Investment Act (WIA)

<table>
<thead>
<tr>
<th>Eligibility Requirements</th>
<th>Workforce Investment Act (WIA)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults, Dislocated Workers, &amp; Youth</td>
<td>16 years of age and older, U.S. citizens and residents of U.S. territories, permanent residents of U.S. territories, and non-citizen refugees in the U.S.</td>
</tr>
<tr>
<td>Rapid Response</td>
<td>Workers who are laid-off employers, workers who expect to be laid-off or who have been laid-off</td>
</tr>
<tr>
<td>Katrina National Employment Group</td>
<td>Workers who expect to be laid-off or who have been laid-off</td>
</tr>
<tr>
<td>Sara Lee National Employment Group</td>
<td>Workers who expect to be laid-off or who have been laid-off</td>
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<tr>
<td>Hi-58 Pathways &amp; High Growth</td>
<td>Workers who expect to be laid-off or who have been laid-off</td>
</tr>
<tr>
<td>Labor Exchange/Workers’ Payroll</td>
<td>Workers who expect to be laid-off or who have been laid-off</td>
</tr>
<tr>
<td>Veterans</td>
<td>16 years of age and older, U.S. citizens and residents of U.S. territories, permanent residents of U.S. territories, and non-citizen refugees in the U.S.</td>
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<tr>
<td>Trade Adjustment Assistance</td>
<td>Workers who are laid-off employers, workers who expect to be laid-off or who have been laid-off</td>
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<tr>
<td>Work Opportunities Tax Credit</td>
<td>Workers who are laid-off employers, workers who expect to be laid-off or who have been laid-off</td>
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<tr>
<td>Alien Labor Certification</td>
<td>Workers who are laid-off employers, workers who expect to be laid-off or who have been laid-off</td>
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<tr>
<td>Vocational Rehabilitation</td>
<td>Workers who are laid-off employers, workers who expect to be laid-off or who have been laid-off</td>
</tr>
<tr>
<td>Temporary Assistance for Needy Families (TANF)</td>
<td>Workers who are laid-off employers, workers who expect to be laid-off or who have been laid-off</td>
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<tr>
<td>West Alabama East Mississippi (WAME)</td>
<td>Workers who are laid-off employers, workers who expect to be laid-off or who have been laid-off</td>
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<tr>
<td>Momentum (MRED)</td>
<td>Workers who are laid-off employers, workers who expect to be laid-off or who have been laid-off</td>
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<tr>
<td>Community College Workforce Training</td>
<td>Workers who are laid-off employers, workers who expect to be laid-off or who have been laid-off</td>
</tr>
<tr>
<td>Adult Basic Education (ABE)</td>
<td>Workers who are laid-off employers, workers who expect to be laid-off or who have been laid-off</td>
</tr>
<tr>
<td>Career &amp; Technical Education</td>
<td>Workers who are laid-off employers, workers who expect to be laid-off or who have been laid-off</td>
</tr>
</tbody>
</table>

### Services Provided

- Skills assessment and development includes assessing skills, determining the skills needed, and developing plans for skill development.
- Employment includes job search assistance, job placement, and job retention.
- Training is high school equivalency, computer literacy, job-specific training, and technical training.
- Federal tax credit for job skills includes community college training, on-the-job training, and apprenticeship.
- Work planning and provision includes planning and provision of work, employment, and training services.
- Job search assistance includes job search assistance, job placement, and job retention.
- Federal tax credit for workers includes community college training, on-the-job training, and apprenticeship.
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### Customers

<table>
<thead>
<tr>
<th>Job Centers</th>
<th>Businesses</th>
<th>Total Customers</th>
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<tr>
<td>1,386,192</td>
<td>213,538</td>
<td>1,599,730</td>
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<td>146,222</td>
<td>7,944</td>
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<td>1,003</td>
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<td>163,309</td>
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<tr>
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<td>23,096</td>
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<tr>
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<td>2,000</td>
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<td>477,642</td>
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<td>23,175</td>
</tr>
<tr>
<td>21,161</td>
<td>2,000</td>
<td>23,161</td>
</tr>
<tr>
<td>22,000</td>
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<tr>
<td>2,000</td>
<td>2,000</td>
<td>4,000</td>
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### Funding

<table>
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<tr>
<th>State</th>
<th>Federal</th>
<th>Other</th>
<th>Total Funding</th>
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</thead>
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<tr>
<td>$539.4 million</td>
<td>$467.9 million</td>
<td>$37.6 million</td>
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<td>$592.9 million</td>
<td>$487.8 million</td>
<td>$45.1 million</td>
<td>$1,125 million</td>
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<td>$579.9 million</td>
<td>$479.8 million</td>
<td>$39.2 million</td>
<td>$1,108 million</td>
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<td>$569.9 million</td>
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<td>$1,078 million</td>
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<td>$559.9 million</td>
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<td>$39.2 million</td>
<td>$1,108 million</td>
</tr>
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### Service Points

- 56 WIA Job Centers
- 80 Community Colleges
- 10 Career & Technical Education Centers
- 15 Training locations
- 30 Community Colleges
Mississippi Public University Graduates
Number of Graduates by Degree Level

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Number of Graduates by Residency Status at Graduation

![Bar chart showing the number of graduates by residency status in 2001 and 2006.](chart)

- **MS Resident**: 9,914 (2001), 10,908 (2006)

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Note: "New MS Resident" refers to graduates who became Mississippi residents by their graduation date.
Bachelor’s Degree Graduates Enrolling in Master’s, Professional, or Doctoral Programs within One Year of Graduation by Residency Status

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Note: (1) Number in parentheses is the percentage of bachelor’s degree graduates enrolling in master’s, professional, or doctoral programs by residency status; (2) "New MS Resident" refers to graduates who became Mississippi residents by their graduation date.
Employment in Mississippi within One Year of Graduation by Residency Status

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Note: "New MS Resident" refers to graduates who became Mississippi residents by their graduation date.
County of Residence and County of Employment for 2006 Graduates

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Annual Wage for Graduates at First-Year Employment in Mississippi

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

- Bachelor: 56.0%
- Master: 41.4%
- Professional: 78.4%
- Doctoral: 37.0%

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Employment in Mississippi within One Year of Graduation by Industry

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Annual Wage for Graduates at First-Year Employment in Mississippi by Industry

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Total Wage Contribution of Graduates to Mississippi’s Economy by Industry

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Employment in Mississippi’s Service Sector within One Year of Graduation

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Annual Wage of Graduates at First-Year Employment in Mississippi’s Service Sector

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Total Wage Contribution of Graduates to Mississippi’s Economy by Service Sector

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Employment in Mississippi within One Year for Graduates with an Education Degree

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Annual Wage at First-Year Employment in Mississippi’s Education Sector for Graduates with an Education Degree

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.
Summary

- Number of graduates in 2006: 13,775
- 76% employed in Mississippi
- Average wage at first-year employment:
  - Bachelor’s degree: $29,122
  - Master’s degree: $41,021
  - Professional degree: $53,907
  - Doctoral degree: $62,598
- Five-year wage increase:
  - Bachelor’s degree: 56%
  - Master’s degree: 41%
  - Professional degree: 78%
  - Doctoral degree: 37%
Summary

- High-demand degrees:
  - Business, Management, and Marketing
  - Education

- Primary sector of employment:
  - Service (70%)
    - Education service (41%)
    - Health care and social assistance (28%)

- Total wage contribution:
  - $245 million
    - Service (74%)
What Mississippi Needs

- Expected annual demand in college graduates: 15,000
- Expected annual supply in college degrees: 10,000
- Expected annual higher education gap: -5,000
How can we overcome the higher education gap?
Questions?

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Email: mimmo.parisi@nsparc.msstate.edu