

PERFORMANCE-BASED MANAGEMENT FOR HIGHER EDUCATION

Report prepared in collaboration with:

Institutions of Higher Learning

Dr. Phil Pepper (ppepper@ihl.state.ms.us)

Mississippi Workforce Investment Board

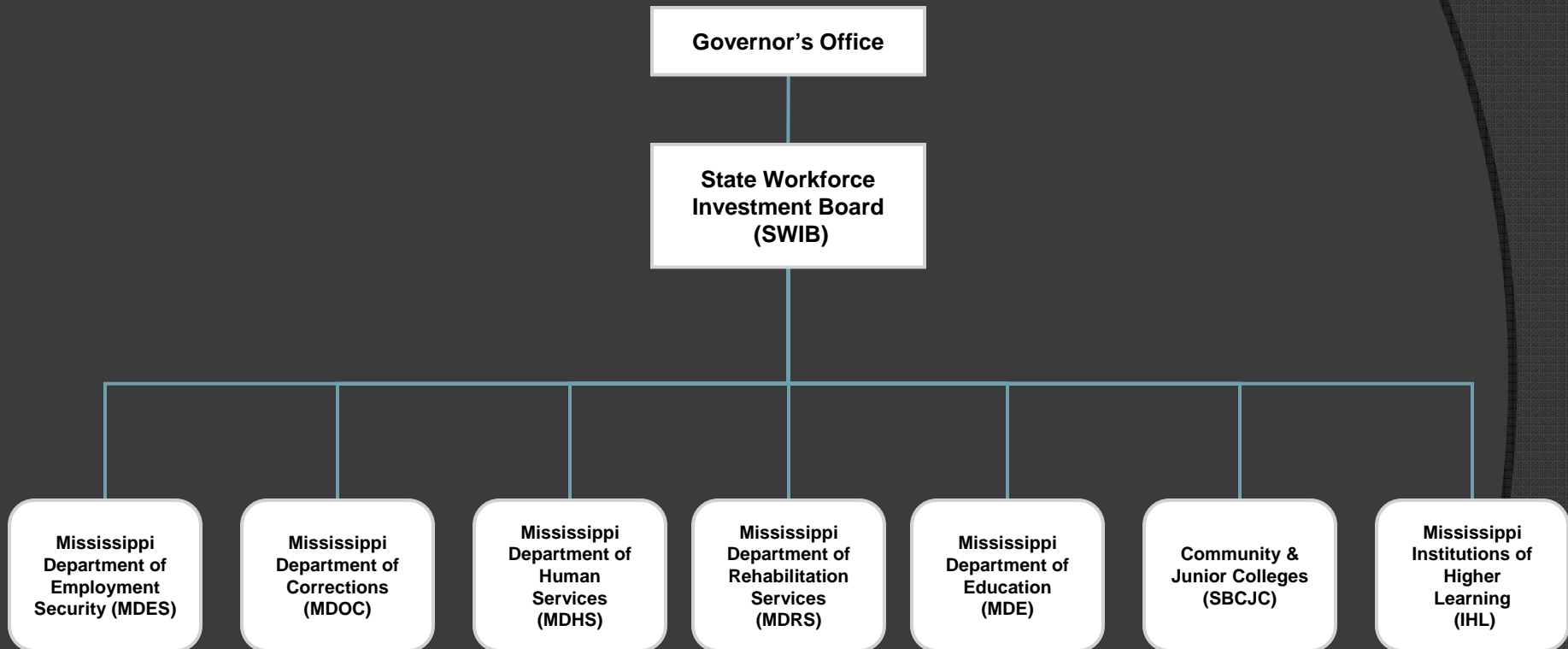
Chair: Mr. George Schloegel (George_Schloegel@hancockbank.com)

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



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

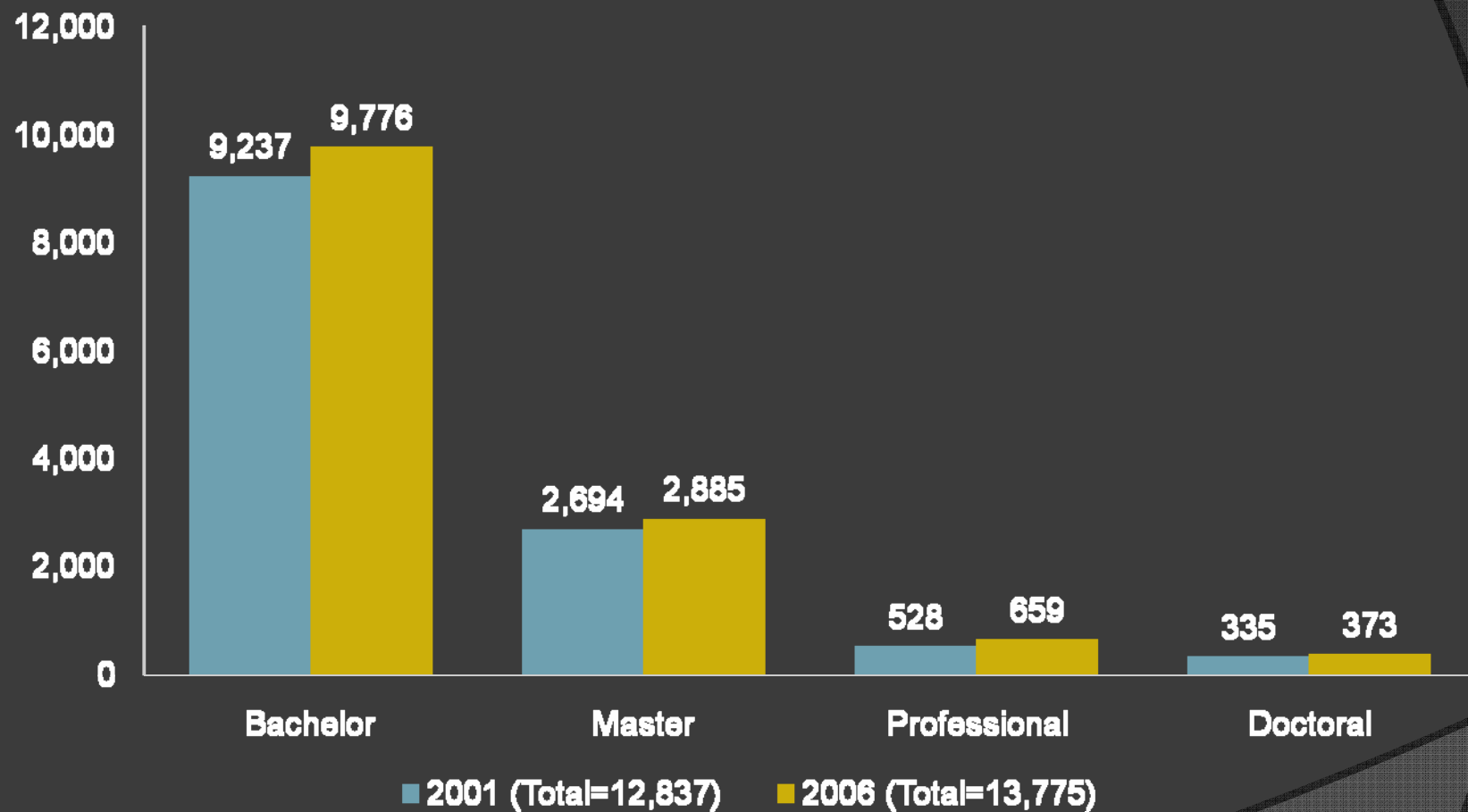
An Inventory of Mississippi's Integrated Workforce System																					
	Totals ¹	Job Training & Employment Services to Individuals & Businesses											Technical Training & Basic Education								
July 1, 2006 to June 30, 2007	Mississippi Dept. of Employment Security (MDES)											Mississippi Dept. of Rehabilitation Services (MDRS)	Mississippi Dept. of Human Services (MDHS)	Workforce Innovation in Regional Economic Development (WIRED)		State Board for Community & Junior Colleges (SBCJC) / Mississippi Dept. of Education (MDE)					
	Workforce Investment Act (WIA)															Career & Technical Education					
	Adults, Dislocated Workers, & Youth	Rapid Response ²	Katrina National Emergency Grant ³	Sara Lee National Emergency Grant	H-1B Pathways & High Growth High Demand	Labor Exchange/ Wagner-Peyser	Veterans	Trade Adjustment Assistance	Work Opportunities Tax Credit	Alien Labor Certification	Vocational Rehabilitation	Temporary Assistance for Needy Families (TANF) ⁴	West Alabama East Mississippi (WAEM) ⁵	Momentum WIRED ⁶	Community College Workforce Training	Adult Basic Education (ABE)	High School	Community College	Correctional Facilities		
	Eligibility Requirements	All individuals allowed to work in the U.S. and businesses operating in Mississippi	Unemployed or underemployed adults workers laid off due to downsizing or closure, at-risk or economically disadvantaged youth	Workers who received notice of pending layoff or closure	Individuals temporarily or permanently laid off due to Hurricane Katrina	Workers displaced from Sara Lee	18 years of age, eligible to work in the U.S., and willing to work in a Hurricane Katrina impact area	Businesses seeking employees and individuals eligible to work in the U.S. seeking employment	Veterans and transitioning service members	Workers displaced due to foreign trade	Short-term welfare recipients, veterans, ex-offenders, vocational rehabilitation referrals, summer youth, food stamp recipients, Supplemental Security Income recipients, designated community residents, or long-term family assistance recipients	Alien workers who meet specific labor needs	Individuals who cannot obtain or retain employment due to one or more disabilities	Low-income families	Individuals eligible to work in the U.S. and businesses	Individuals eligible to work in the U.S. and businesses in metal trade and construction	Mississippi residents and businesses. Services for individuals: assessment, career counseling, job referrals, basic skills GED, pre-employment training, referrals to full-time career/technical programs, short-term adult training, and CRC	18 years of age, neither enrolled nor required to be enrolled in secondary school and lacking basic educational skills	Enrolled in high school in Mississippi	Individuals with 20 high school units, General Educational Development (GED) certificate, high school diploma, Mississippi Occupational Diploma, or federally approved ability-to-benefit test, and transfer students	Individuals incarcerated in the state correctional system
Services Provided	Employment and reemployment services along with matching business job demands and workforce skills	Skills assessment and development, reemployment assistance, state-wide discretionary for research and demonstration and system development, services to businesses	Resume writing assistance, reemployment services, job search training, occupational skills training, basic introduction to computers, financial counseling, layoff prevention, and other forms of assistance. A variety of services offered through WIA Job Centers and other partner agencies	Skills assessment and development, reemployment assistance, business recapitalization, temporary job, relocation assistance, services to businesses	Skills assessment and development, reemployment assistance, short- and long-term customized training, Individual Training Account (ITA), and supportive services	Training in high-growth, high-demand occupations	Matching jobs with individuals' skills	Matching jobs with individuals' skills	Reemployment services, job search allowances, relocation allowances, training assistance, Trade Readjustment Allowance (TRA), health coverage tax credit, Alternative Trade Adjustment Assistance (ATMA) program for older workers	Federal tax credit for employers who hire eligible individuals	Process applications and ensure jobs are advertised so U.S. citizens have an opportunity to apply for jobs, send all applications to employer for review, and conduct housing inspections to ensure housing provided for workers meets CDC/HHS standards	Work planning and assistance, work incentives, provision of durable medical equipment, home and vehicle modification, peer counseling, personal care services, respite services, and assistive technology devices	Employment support services including case assistance, child care transportation, work-related expenses, participation stipends, income disregard, Earned Income Tax Credit (EITC), and transitional services	Recruiting, training, and retraining in advanced manufacturing in a 37-county Western Alabama-Eastern Mississippi region	Recruiting, training, and retraining in advanced manufacturing, metal trade, and construction in an 18-county Southeastern Mississippi region	Job analysis and assessment, long-range training plans, workplace basic skills, pre-employment training, leasing equipment and facilities, customized skill training, total quality management, advanced skill training, training manuals and multi-media training aids, and mobile classrooms	English as a second language, GED preparation, lower-level literacy tutoring and training, parenting skills, life coping skills, workplace literacy, academic skills, and basic skills training in reading and math	Job shadowing, externship, tutoring, scholarships, workplace literacy and employability skills, academic counseling, career counseling	Degrees and certificates in 105 different career and technical program areas	ABE, business tech, industrial sewing, cosmetology, upholstery, computer repair, agri-business, auto mechanics, carpentry, communications systems, heating, air conditioning & refrigeration, industrial electricity, marine maintenance, plumbing & pipefitting, and welding	
	Customers																				
	Job Seekers	1,369,316	146,222	7,794	10,565	802	4,187	308,386	16,233	1,141	25,126	82,127	21,060	23,573	N/A	N/A	456,161	21,775	211,831	22,333	N/A
	Businesses	23,134	N/A	79	N/A	N/A	N/A	18,084	N/A	21	N/A	N/A	4,139	N/A	N/A	N/A	811	N/A	N/A	N/A	N/A
Total Customers	1,392,450	146,222	7,873	10,565	802	4,187	326,470	16,233	1,162	25,126	82,127	25,199	23,573	N/A	N/A	456,972	21,775	211,831	22,333	N/A	
Funding																					
State	\$124.46 million	-	-	-	-	-	-	-	-	-	-	\$6.93 million	-	-	-	\$17.73 million	\$1.79 million	\$70.11 million	\$27.05 million	\$0.85 million	
Federal	\$334.08 million	\$46.17 million ¹	-	\$95.00 million	\$4.00 million	\$8.00 million	\$6.80 million	\$1.63 million	\$2.03 million	\$0.18 million	\$0.08 million	\$26.07 million	\$95.80 million	\$15.00 million	\$5.00 million	-	\$5.58 million	\$18.06 million	\$5.68 million	-	
Other	\$7.86 million	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Funding	\$466.40 million	\$46.17 million	-	\$95.00 million	\$4.00 million	\$8.00 million	\$6.80 million	\$1.63 million	\$2.03 million	\$0.18 million	\$0.08 million	\$33.00 million	\$95.80 million	\$15.00 million	\$5.00 million	\$17.73 million	\$8.37 million	\$94.03 million	\$33.73 million	\$0.85 million	
Service Points		56 WIA Job Centers	On Site	Area WIA Job Centers	Area WIA Job Centers	56 WIA Job Centers	56 WIA Job Centers	56 WIA Job Centers	56 WIA Job Centers	56 WIA Job Centers	56 WIA Job Centers	35 Rehabilitation Centers	82 County Service Centers	8 Community Colleges	3 Community Colleges and the regional WIA Job Center	15 Community Colleges	35 Training Locations	155 Training Locations	15 Community Colleges	3 Correctional Facilities	
¹ Mississippi totals reflect available information. ² Funds for this program are included in the total WIA funds. ³ Funding period: 2005 - 2007. ⁴ Job seekers are based on the monthly average. ⁵ The Montgomery Institute. ⁶ MDES. ⁷ Original allocation																					

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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.

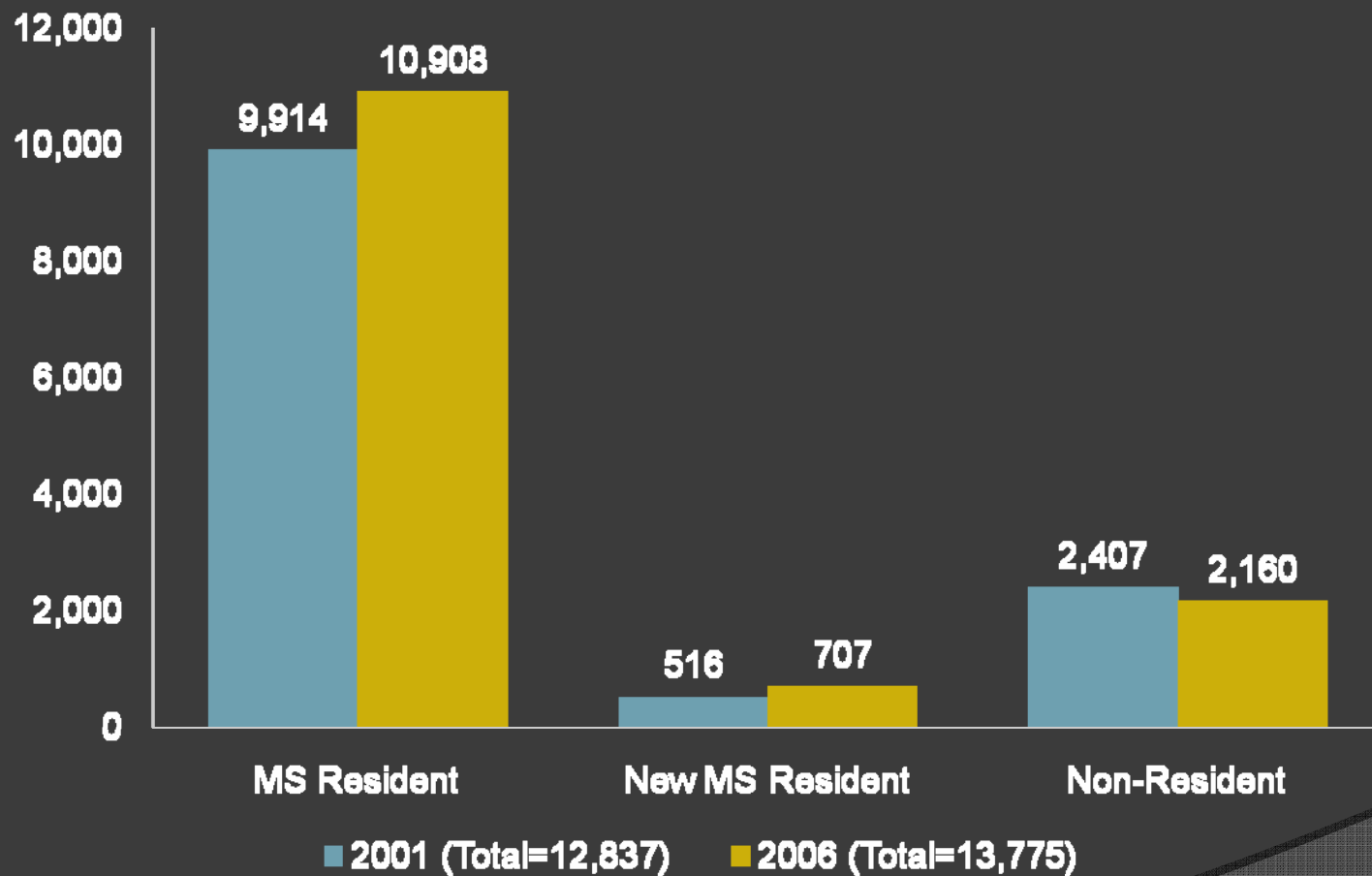
Mississippi Public University Graduates

Number of Graduates by Degree Level



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

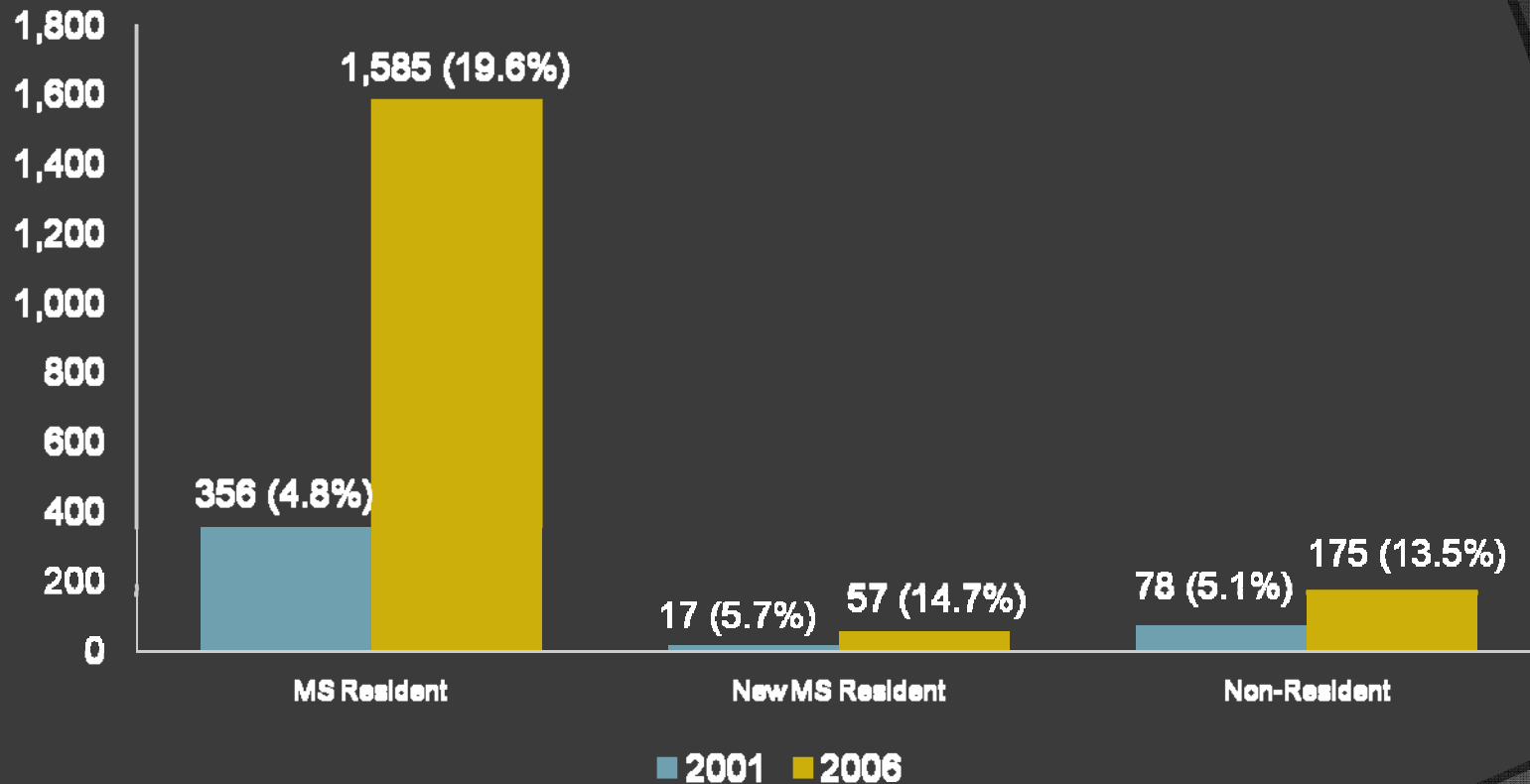
Number of Graduates by Residency Status at Graduation



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.

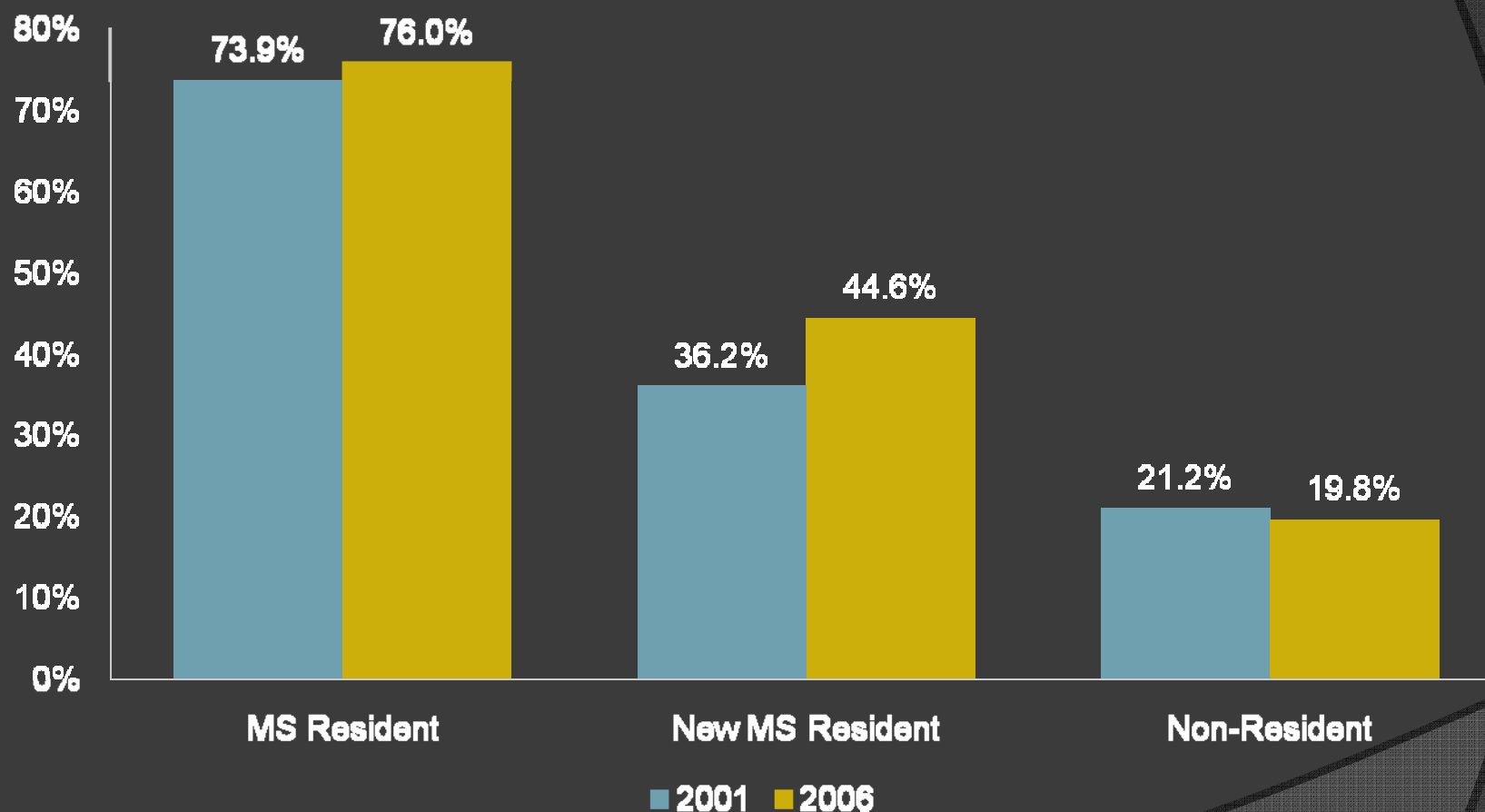
Bachelor's Degree Graduates Enrolling in Master's, Professional, or Doctoral Programs within One Year of Graduation by Residency Status



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.

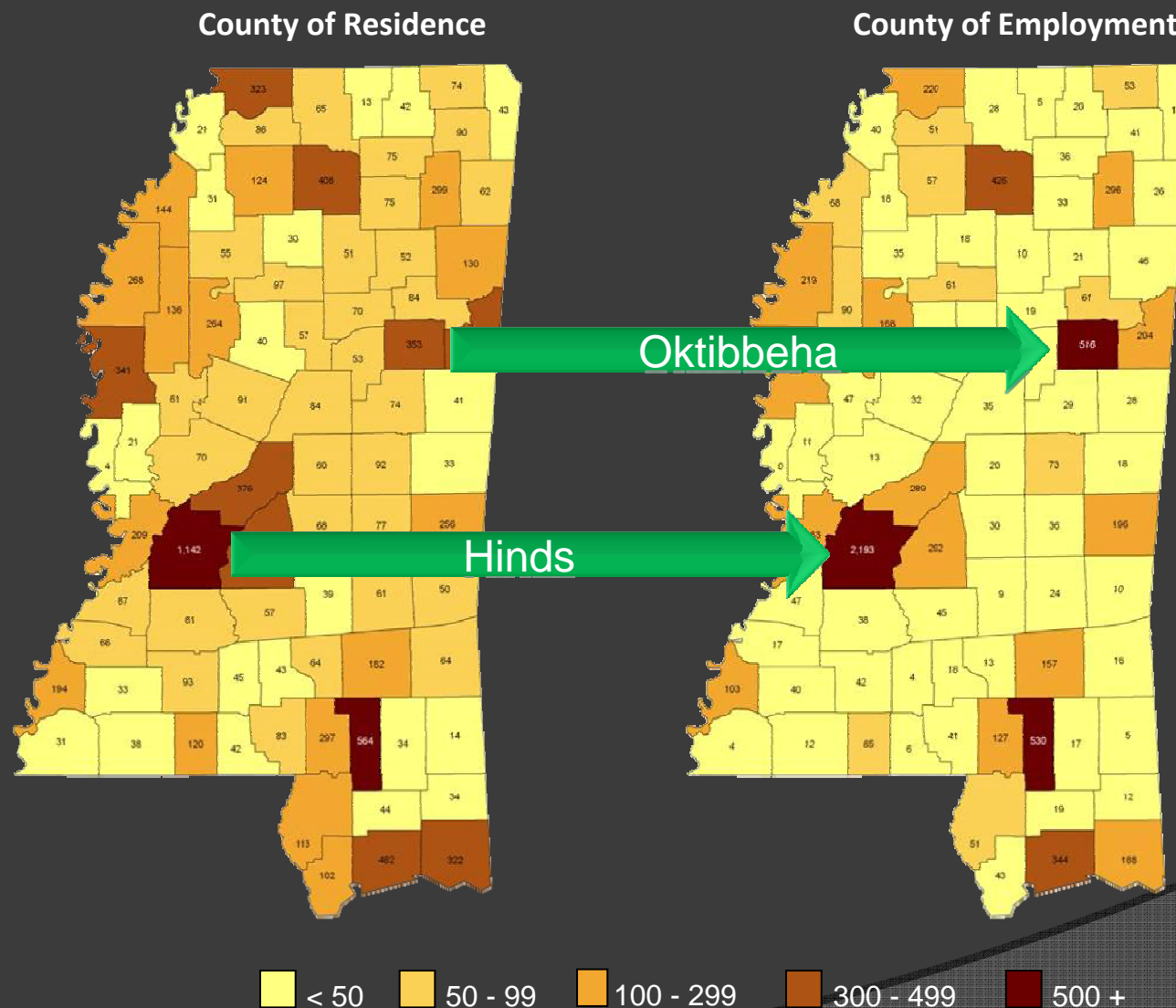
Employment in Mississippi within One Year of Graduation by Residency Status



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

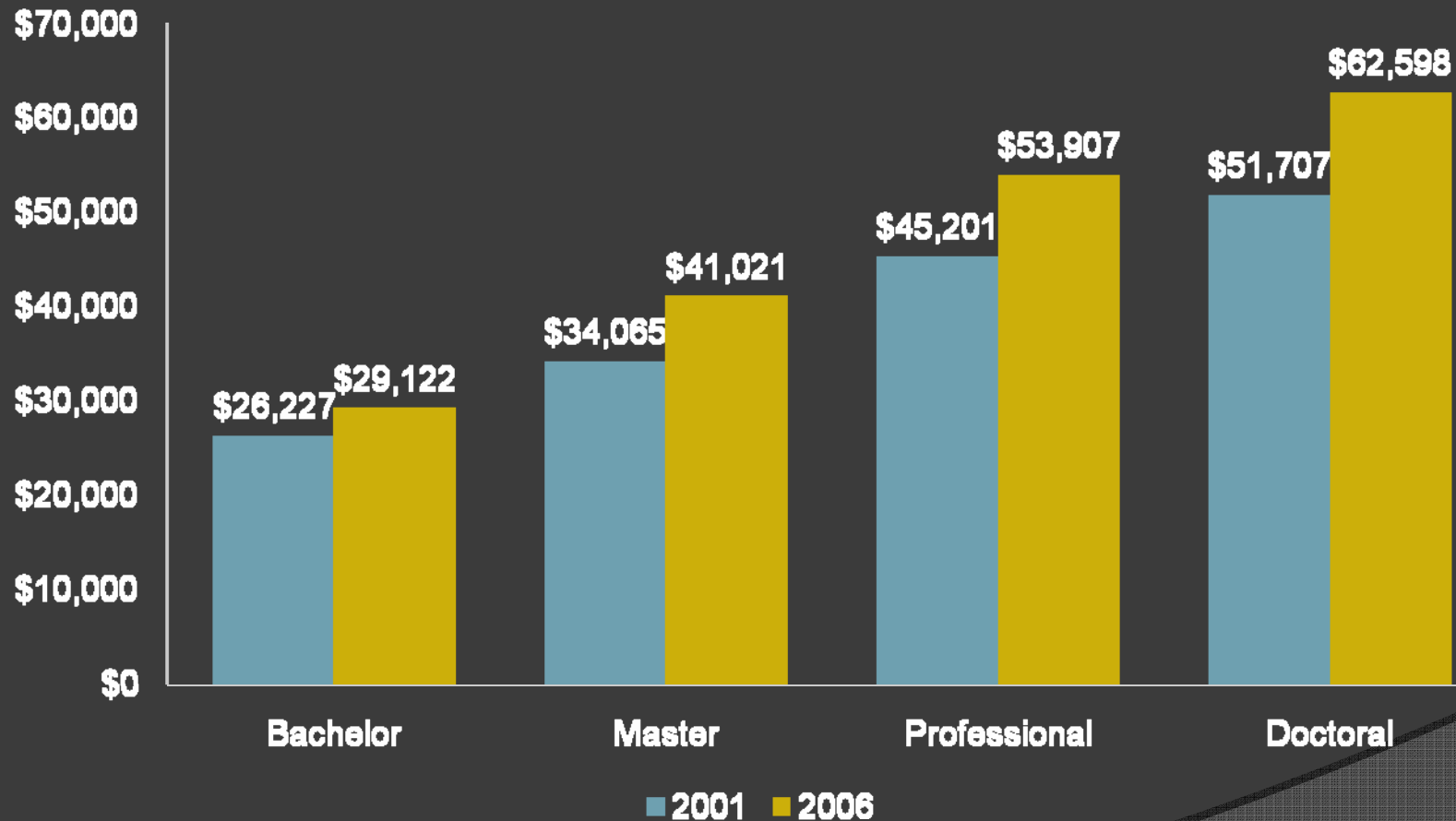
Note: "New MS Resident" refers to graduates who became Mississippi residents by their graduation date.

County of Residence and County of Employment for 2006 Graduates



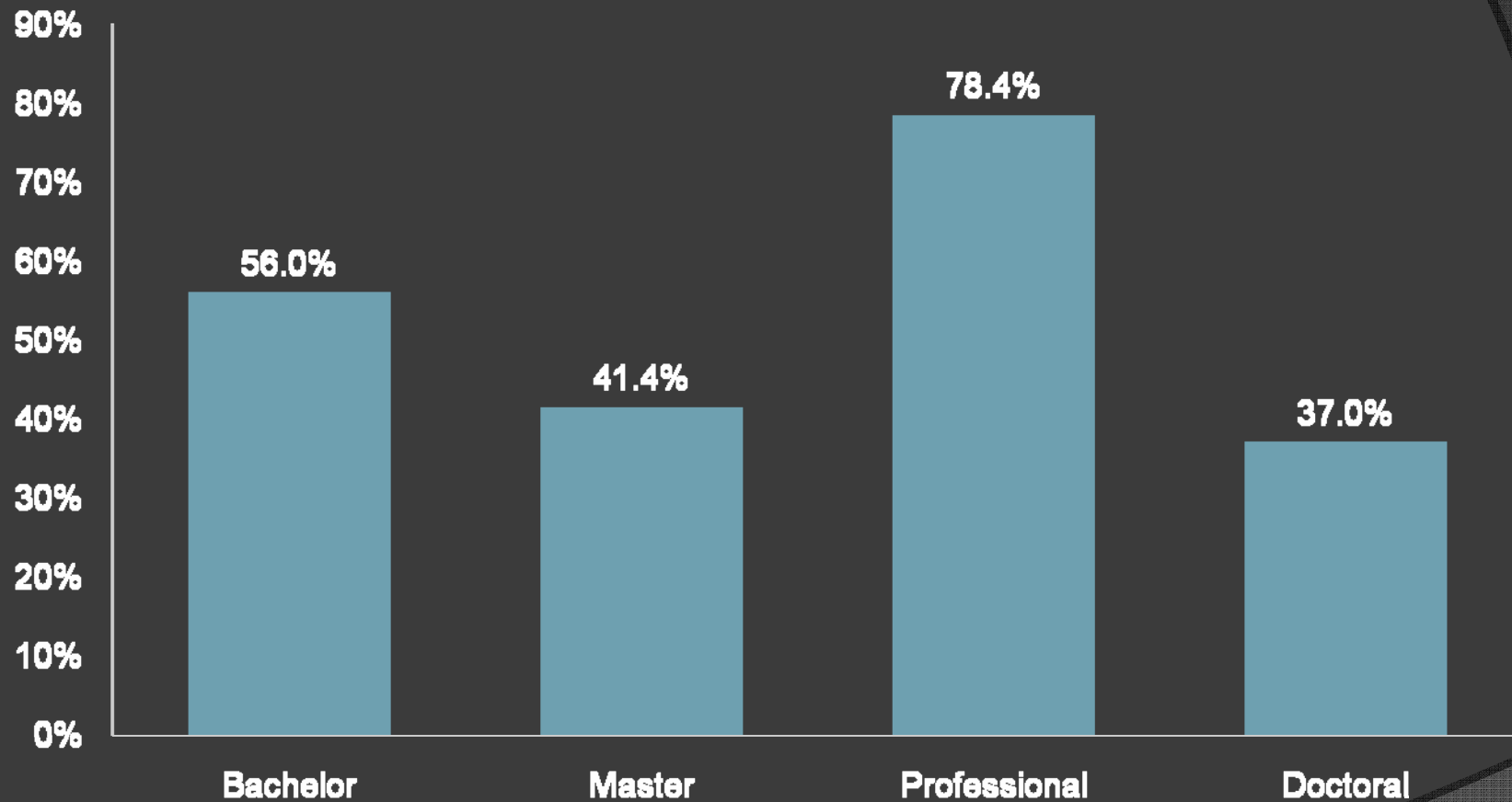
Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Annual Wage for Graduates at First-Year Employment in Mississippi



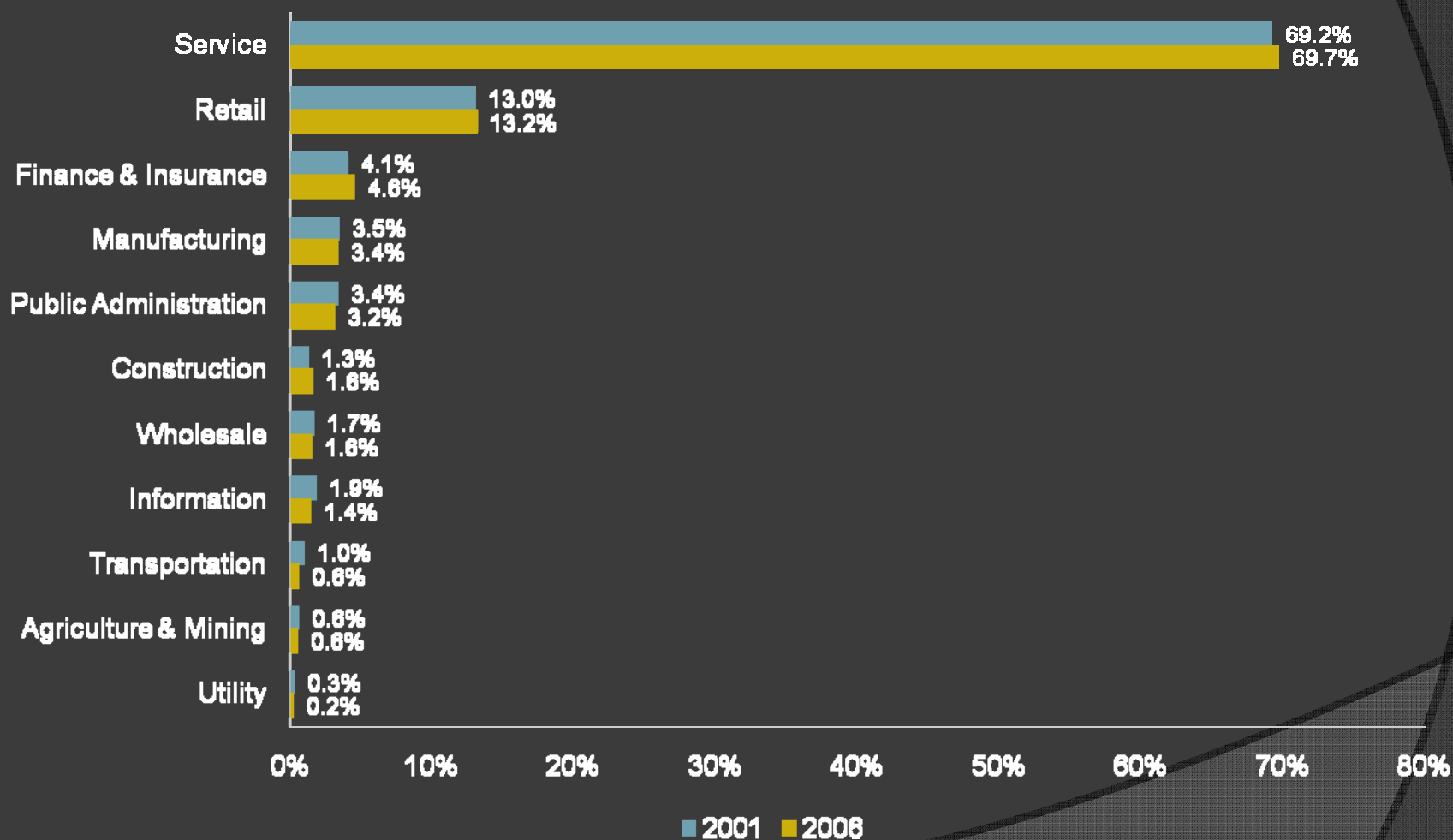
Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Five-Year Wage Growth for 2001 Graduates (2002 – 2007)



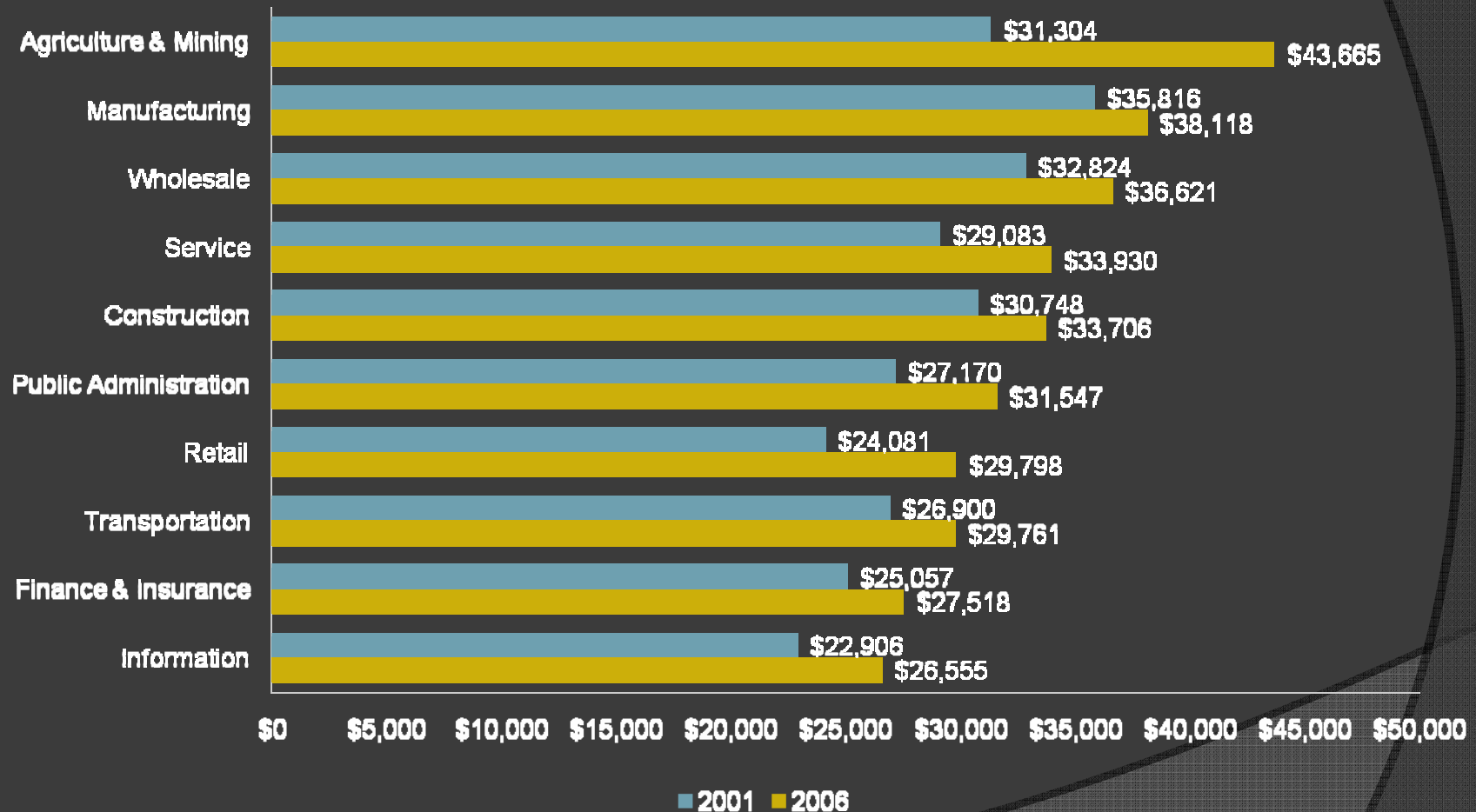
Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Employment in Mississippi within One Year of Graduation by Industry



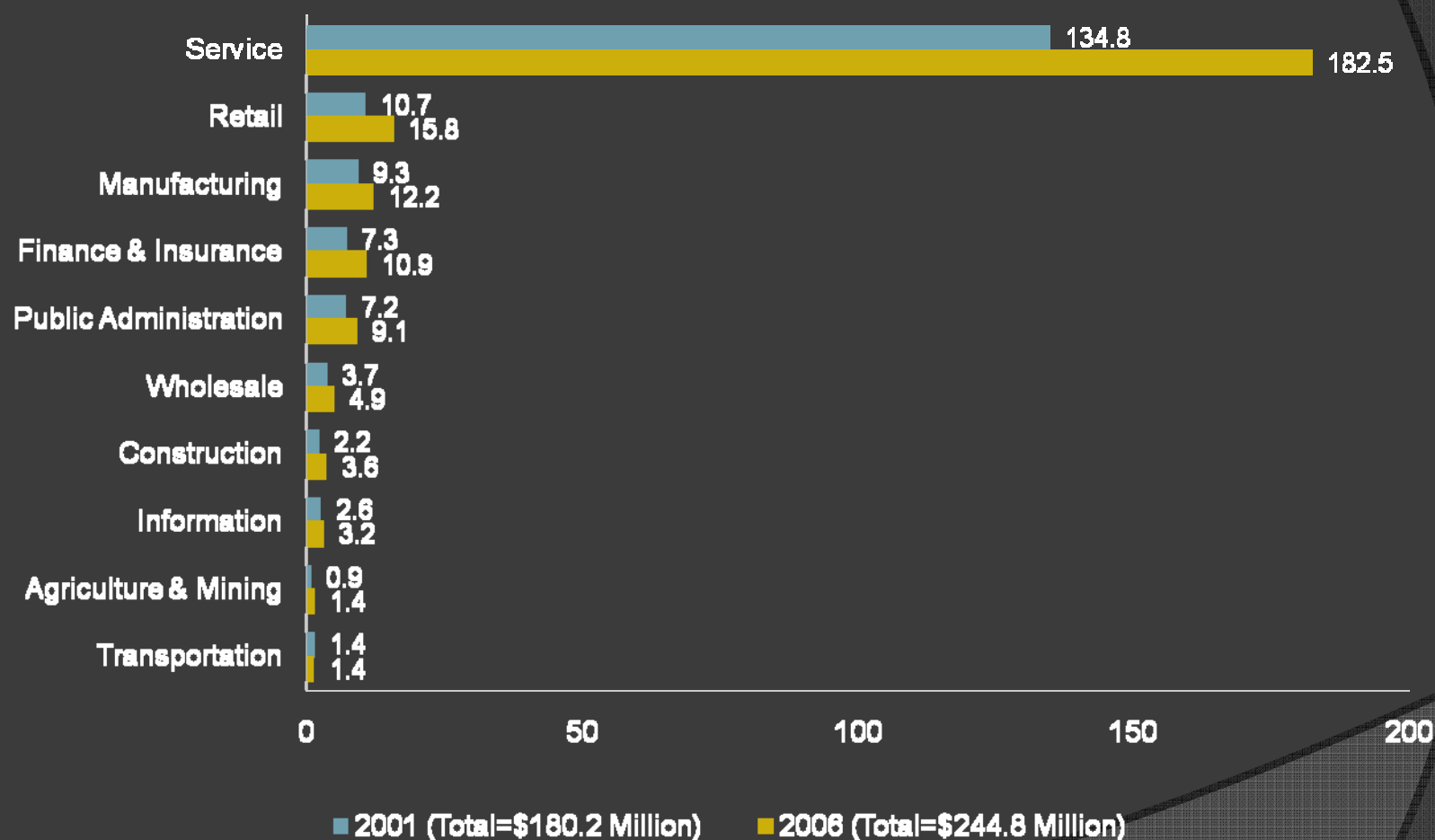
Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Annual Wage for Graduates at First-Year Employment in Mississippi by Industry



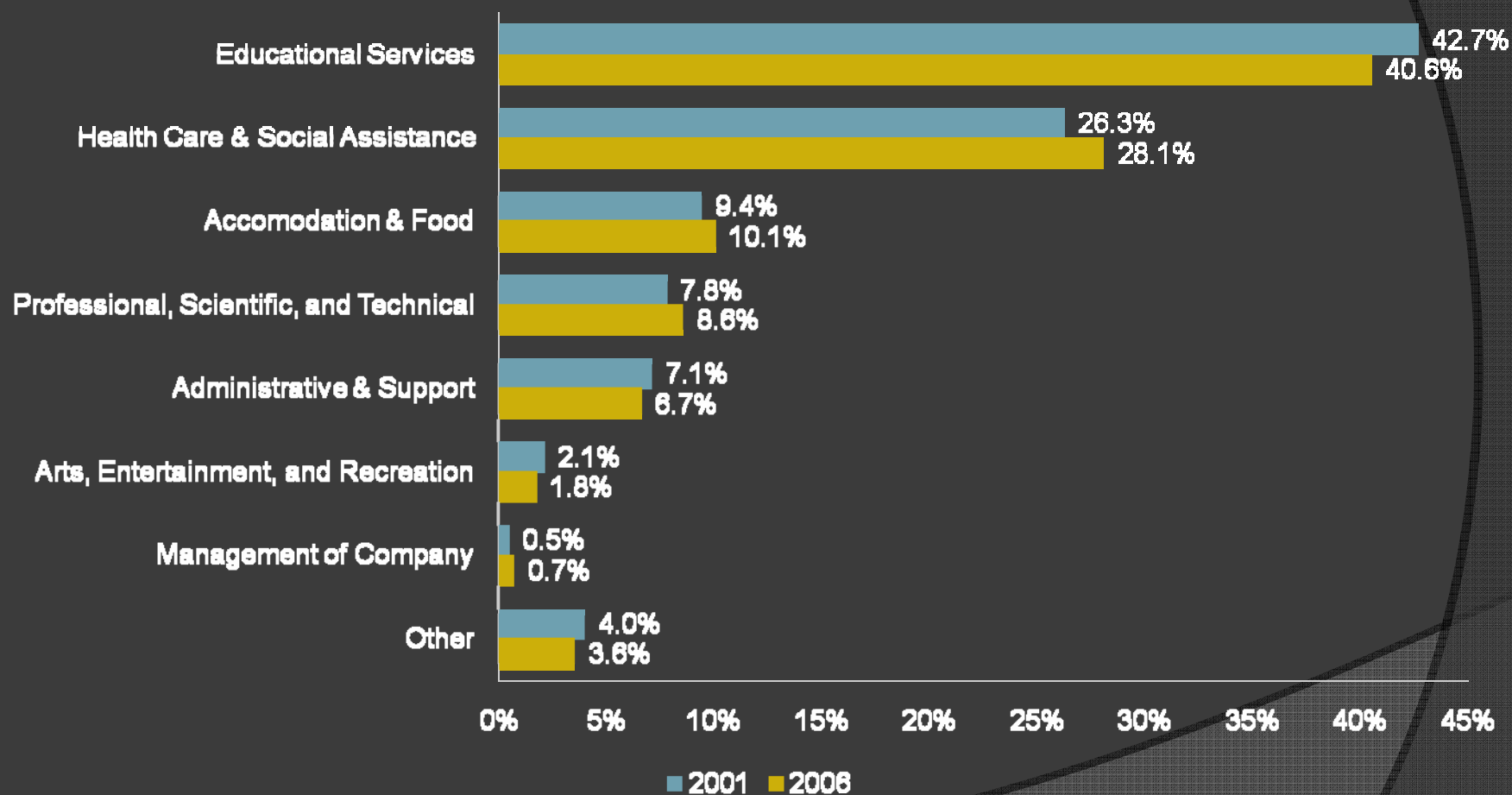
Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Total Wage Contribution of Graduates to Mississippi's Economy by Industry



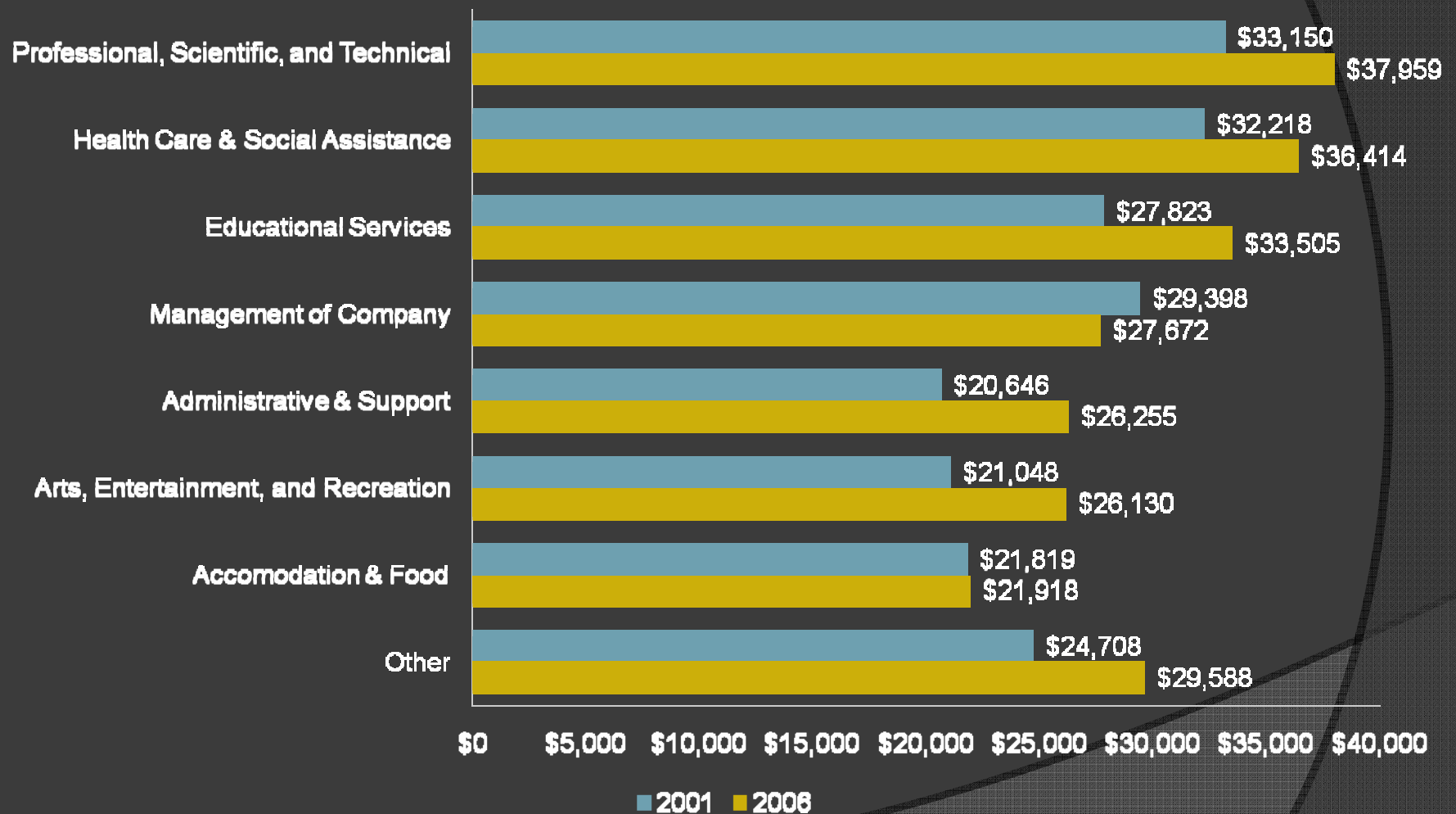
Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Employment in Mississippi's Service Sector within One Year of Graduation



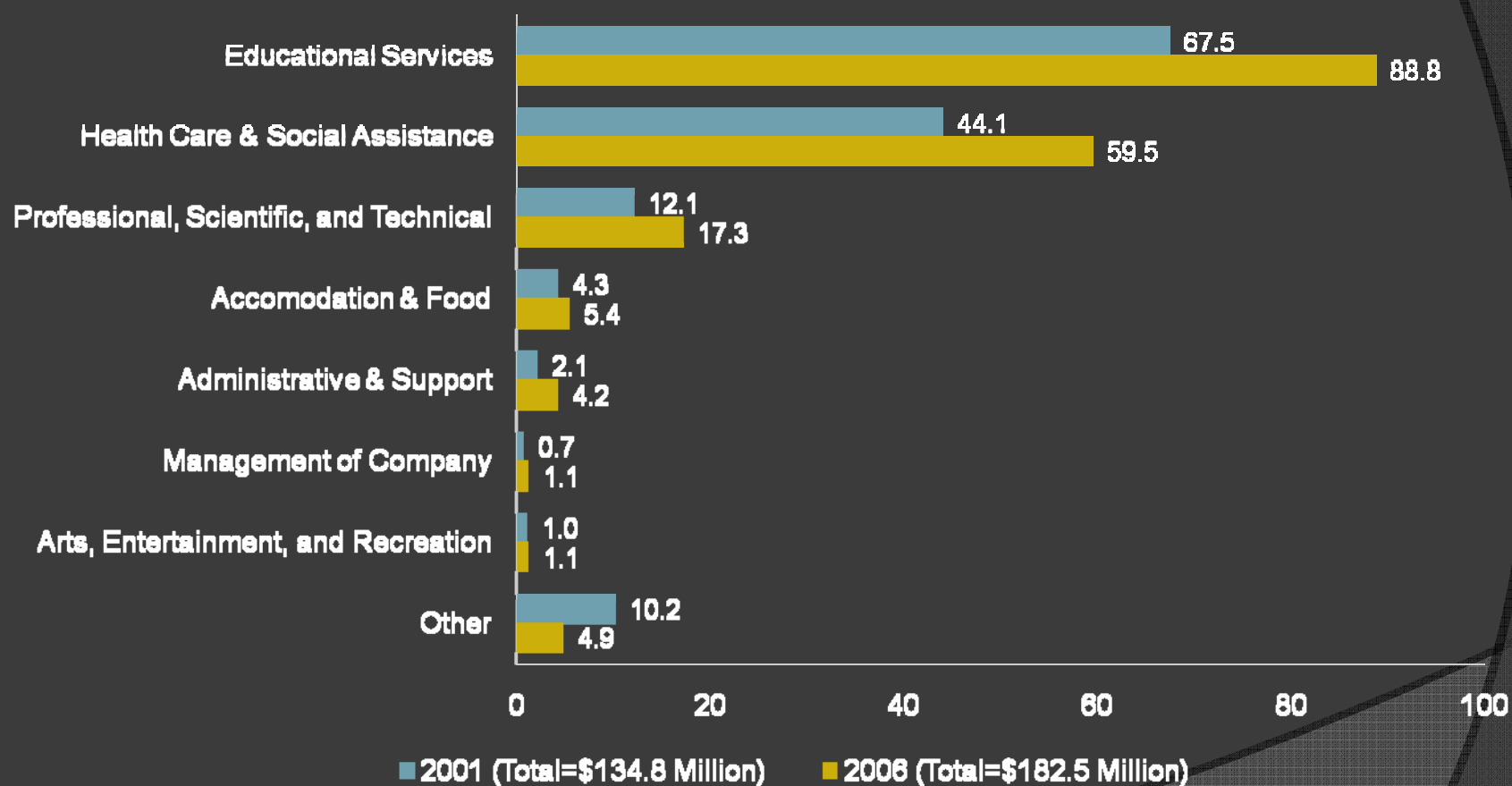
Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Annual Wage of Graduates at First-Year Employment in Mississippi's Service Sector



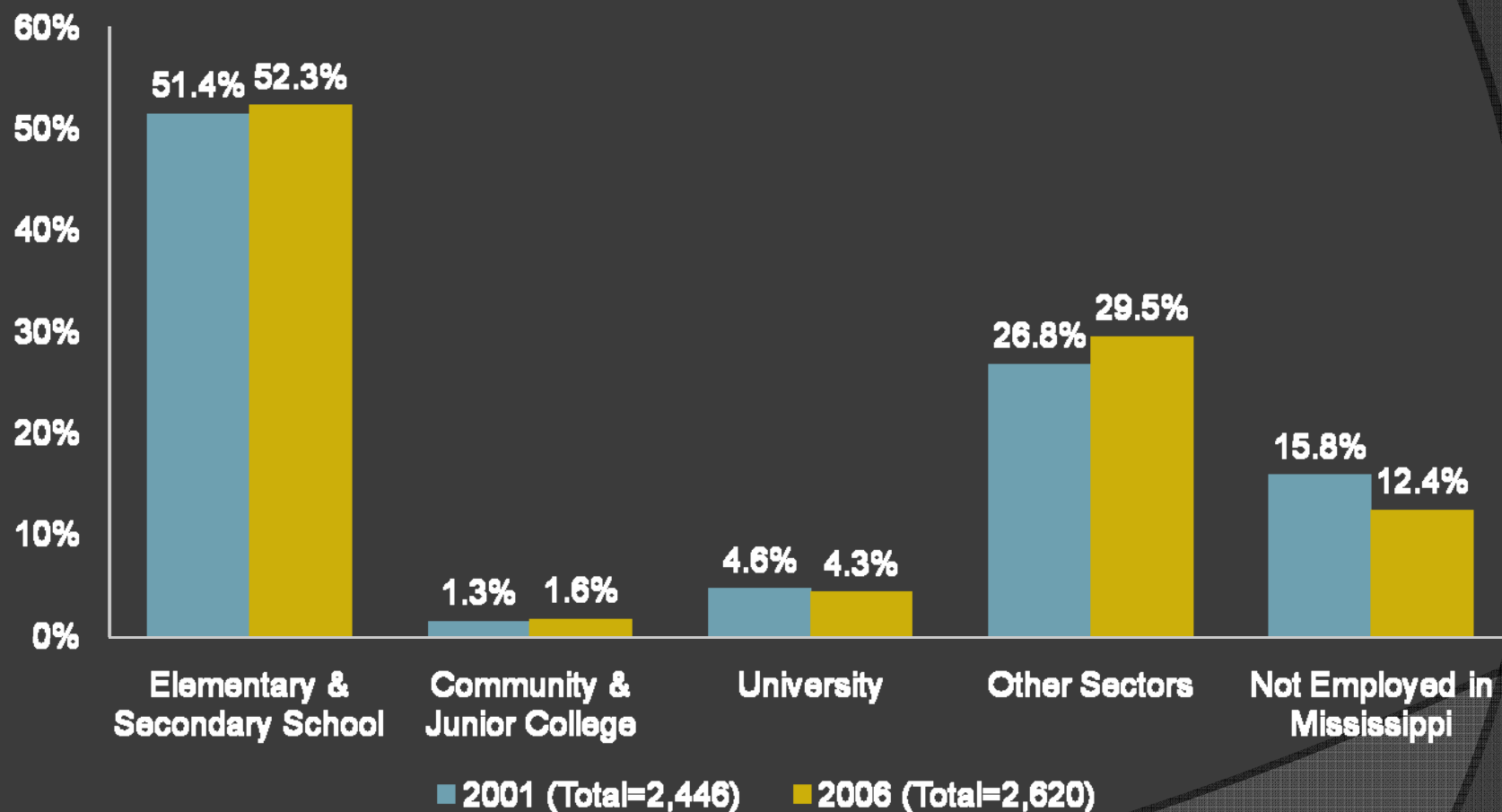
Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Total Wage Contribution of Graduates to Mississippi's Economy by Service Sector



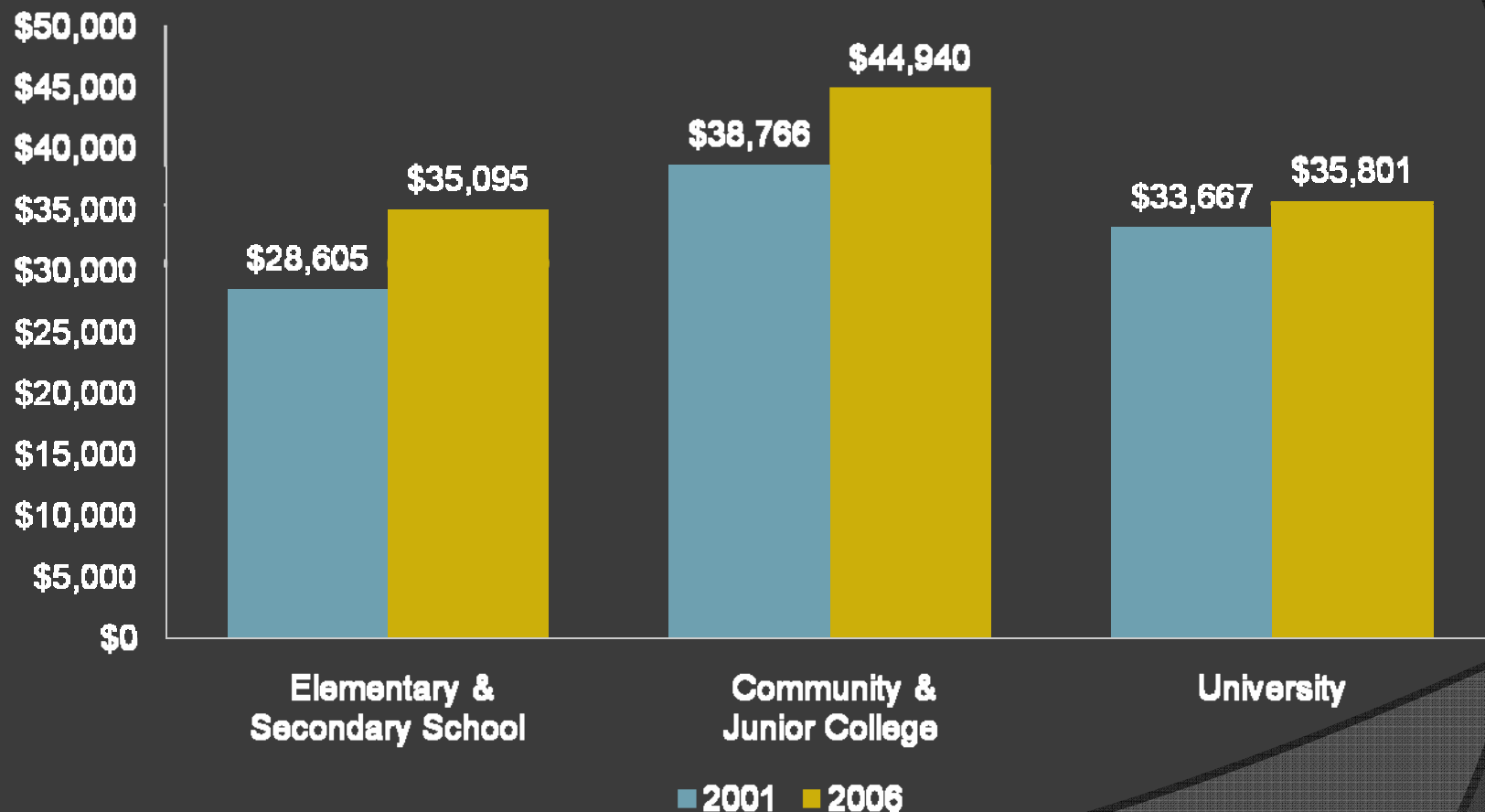
Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

Employment in Mississippi within One Year for Graduates with an Education Degree



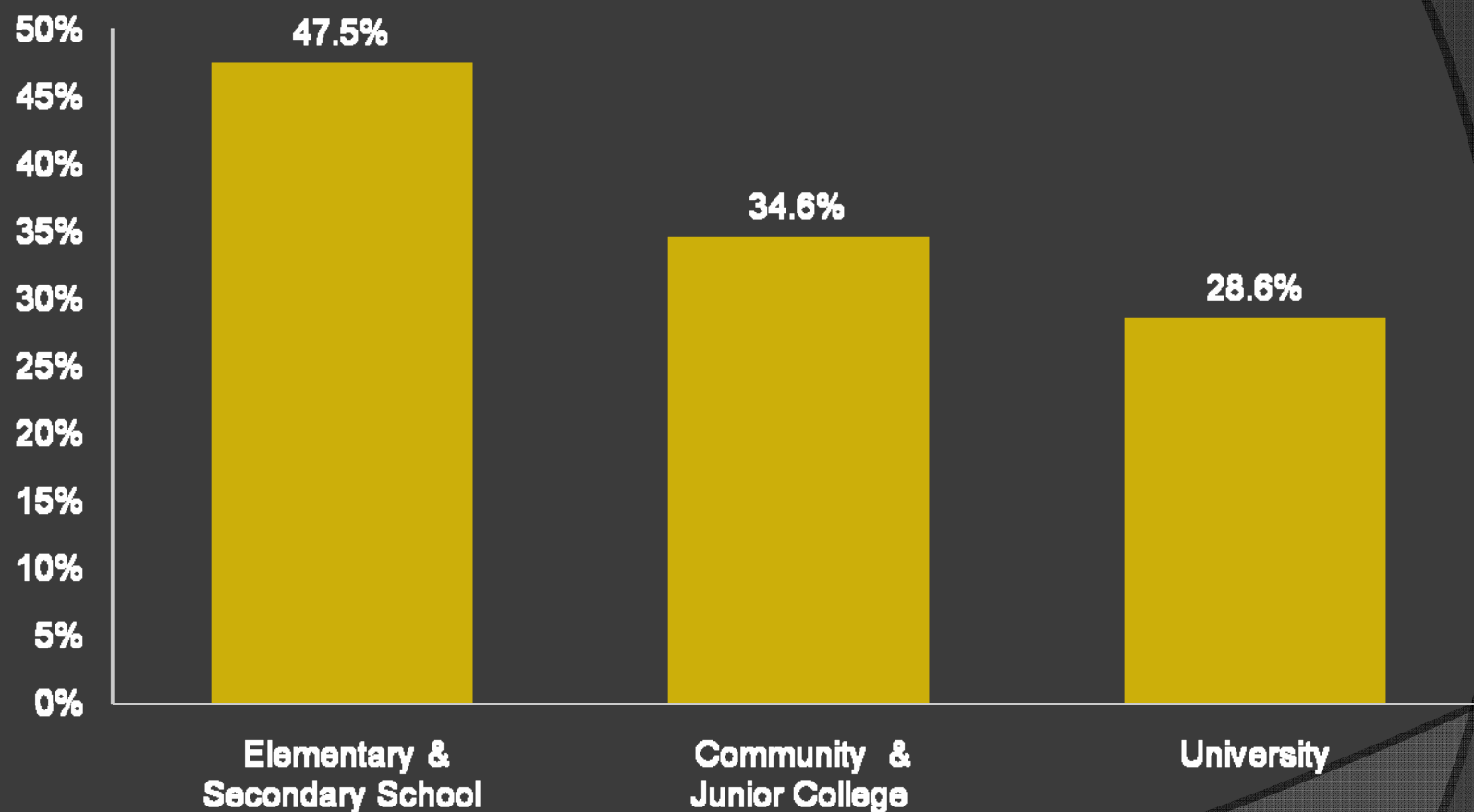
Source: IHL, MIS; State Workforce Investment Board; National Strategic Planning & Analysis Research Center (nSPARC), Mississippi State University, 2008.

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.

Five-Year Wage Growth for 2001 Graduates with an Education Degree (2002 – 2007)



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%)

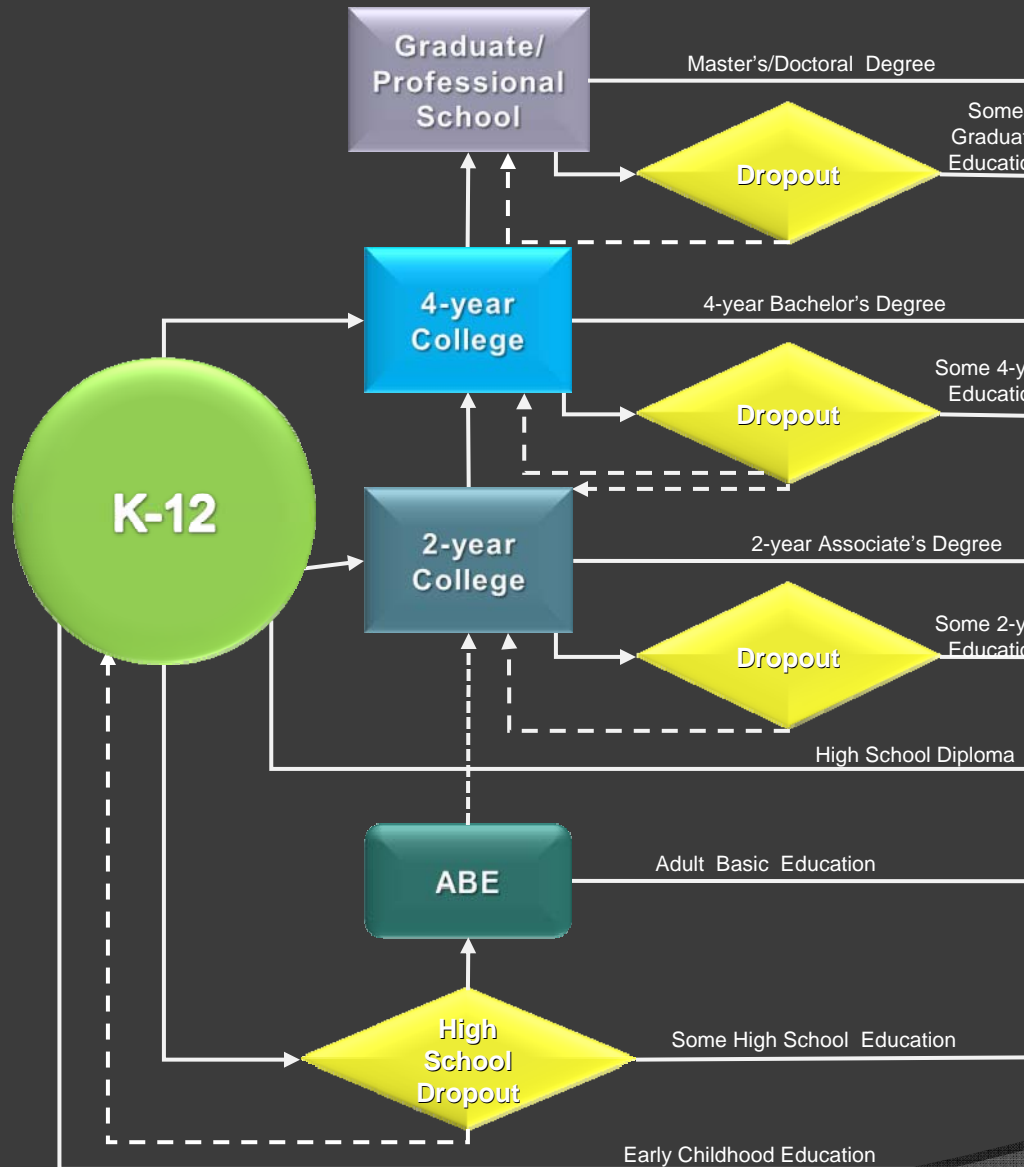
What Mississippi Needs

- ⦿ 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?

Aligning Education with Workforce Expectations

EDUCATIONAL PATHS



EDUCATION LEVELS



SKILL DEVELOPMENT



Education and Skill Demand

Questions?

Contact: Dr. Mimmo Parisi
Professor and Director
National Strategic Planning & Analysis Research Center
Phone: 662-325-9242
Email: mimmo.pari@nsparc.msstate.edu