Community Workforce Development Initiatives in Mississippi

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The Center for Population Studies

The Center for Population Studies (CPS) seeks to educate, conduct research, and engage in public outreach concerning population issues.

It is a unit of the College of Liberal Arts affiliated with the Department of Sociology and Anthropology at the University of Mississippi (UM).

The CPS works in collaboration with the Department and numerous other partners within UM and beyond, including universities, nonprofit organizations, and government agencies.

CPS Leadership

- State Data Center of Mississippi
- Federal-State Cooperative for Population Estimates
- Community-Based Research Collaborative
- Academic Minor in Society and Health
A collaborative partnership between the Aaron E. Henry Community Health Services Center, Inc., Dreyfus Health Foundation of The Rogosin Institute, Mississippi Hospital Association Foundation, Tri-County Workforce Alliance, and the University of Mississippi Center for Population Studies, supported in part by a grant from the W.K. Kellogg Foundation.

The New Pathways to Health Initiative was developed to promote healthy behaviors and enhance educational and mentorship opportunities in the Delta region of Mississippi, creating pathways for youth and adults interested in pursuing careers in healthcare and ultimately improving access to care for vulnerable families. In 2013 and 2017, the Initiative was expanded to serve more people.
New Pathways to Health and Opportunity Initiative

- Serves a 5 County area of the Mississippi Delta region - Bolivar, Coahoma, Quitman, Sunflower, and Tallahatchie Counties

- Components: Middle School Summer Academy, High School Mentorship, School Health Councils, Health Professions Certificate Program, Dedicated Education Units, and Community Health Worker Training

- In its current iteration, the initiative aims to build the Delta’s health workforce from within, to foster economic equity, enhance educational attainment, and positively impact community health
Workforce Development in East Biloxi and Sunflower County

✓ A collaborative partnership between the Women and Children Health Initiatives, Inc., the Community Foundation of Northwest Mississippi, and the University of Mississippi Center for Population Studies, supported in part by a grant from the W.K. Kellogg Foundation.

✓ The Workforce Development in East Biloxi and Sunflower County Initiative was developed to focus on preparing young adults and vulnerable families by providing access to resources to meet the needs of current and future employers. This program is building from previous successes working with communities in the Gulf Coast region.
Workforce Development in East Biloxi and Sunflower County

- Serves a 2 county area: Harrison County (East Biloxi) and Sunflower County
- Program provides additional education, training, and skill enhancement to pursue careers in fields ranging from manufacturing and services to entrepreneurial small businesses seeking to expand
- The Workforce Development Initiative seeks to enhance education and training opportunities to help young adults overcome challenges to employment and advancement, improve workforce participation, assist employers in connecting with and preparing worker, and reduce socioeconomic and quality of life inequalities.
New Pathways, Workforce Development, and the Center for Population Studies

✓ Data driven decision making
- Collaborating with both of these programs, CPS was able to:
  • Design a data collection method that will allow the data to be comparable across both programs
  • Create data profiles from Census data specific to the program areas that were used in program creation
WORKFORCE DEVELOPMENT ALLIANCE:  
City/County Profile

A Summary for Biloxi City and Harrison County, MS

Biloxi City is located in Harrison County, MS. As of 2016, Biloxi had a total population of 45,271 people. One area that stands out due to its long history, strong community identity, and change following the destruction and rebuilding after Hurricane Katrina is East Biloxi. East Biloxi includes the intersection of four census tracts (1, 3, 36, 39) shown here for estimation purposes.

<table>
<thead>
<tr>
<th>Educational Attainment (%)</th>
<th>Census Tract 1</th>
<th>Census Tract 3</th>
<th>Census Tract 36</th>
<th>Census Tract 39</th>
<th>Harrison County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than High School</td>
<td>20</td>
<td>17</td>
<td>5</td>
<td>11</td>
<td>14</td>
</tr>
<tr>
<td>High School Graduate</td>
<td>25</td>
<td>31</td>
<td>28</td>
<td>33</td>
<td>30</td>
</tr>
<tr>
<td>Associate’s Degree</td>
<td>4</td>
<td>7</td>
<td>15</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td>Bachelor’s Degree</td>
<td>16</td>
<td>7</td>
<td>16</td>
<td>10</td>
<td>14</td>
</tr>
<tr>
<td>Graduate or Professional Degree</td>
<td>8</td>
<td>1</td>
<td>5</td>
<td>6</td>
<td>8</td>
</tr>
</tbody>
</table>

Worker Inflow/Outflow Analysis

| Live in...                  | 106            | 739            | 446             | 1,358          | 73,180          |
| Employed in...              | 2,709          | 721            | 8,977           | 3,092          | 88,005          |
| Commute into...             | 2,701          | 684            | 8,883           | 2,960          | 33,318          |
| Commute out of...           | 98             | 702            | 352             | 1,226          | 21,493          |
| Live and work in...         | 8              | 37             | 94              | 132            | 51,687          |

Sources: ACS 2016 five-year estimates; US Census Bureau On the Map, 2015
New Pathways, Workforce Development, and the Center for Population Studies

WORKFORCE DEVELOPMENT ALLIANCE: County Profile

A Summary for Sunflower County, MS

QUICK FACTS
Total Population (ACS 2016 5-year Estimates): 26,407
Neighboring Counties: Washington, Bolivar, Coahoma, Quitman, Tallahatchie, Leflore, Holmes, & Humphreys
Median Household Income (ACS 2016 5-year Estimates): $27,176

EDUCATIONAL ATTAINMENT

- 9% Graduate or Professional Degree
- 49% Associate’s Degree
- 38% High School Graduate
- 8% Less than High School

For Sunflower County, the goal is to further develop and enhance workforce development networks and alliances. This entails organizing businesses, governmental institutions, schools, and faith-based organizations to form a coalition devoted to building a job-ready workforce. The Workforce Development Alliance plans to recruit businesses and manufacturers and tailor training to the needs of those businesses.

As of 2016, there were 26,407 people living in Sunflower County with a 10 percent decrease in population between 2010 and 2016. Between 2010 and 2016, Sunflower County had a negative net migration of 11.58 percent.* A majority (66 percent) of the county’s population was between 18 and 64 years of age (refer to Figure 2). In terms of employment status, 8,018 people were employed in Sunflower County (as of 2015). Of those, 8,018 people, 4,587 workers lived outside Sunflower County and commuted to work, and the remaining 3,431 people both lived and worked in Sunflower County.

Residents of Sunflower County commonly find employment in healthcare and social assistance, utilities, construction, and manufacturing. To earn a living wage in Sunflower County, one adult must earn $10.11 per hour, one adult with two children must earn $22.62 per hour, and two adults and children kids must earn $21.84 per hour. The poverty wage for one adult is $9.00 per hour, for one adult with two children is $9.00, and for two adults with two children is $9.00 per hour each. The living wages reflect a sufficient income to support a family after accounting for the typical living expenses for each family type in the location (refer to Figure 3).

Educational attainment rates in Sunflower County include a nearly one-to-one ratio of those that have graduated high school (30 percent) and those that have not (28 percent). As of 2016, Twenty-two percent have gone on to achieve an associate’s degree or higher. Of those with higher education degrees, five percent have received a graduate or professional degree. These statistics demonstrate a need for collaboration of businesses and other organizations in Sunflower County to improve the employment rate and percent of the population that earn a living wage. A Workforce Development Alliance will improve the human, social, and economic capital of Sunflower County, thus improving overall livability.

*Percent net migration change from 2010-2016 was calculated using the ACS Correlative Estimates of the Components of Population Change Total Net Migration Data, and dividing this number by the 2010 population estimate data (the mid-point year).
New Pathways, Workforce Development, and the Center for Population Studies

New Pathways to Health: County Profile

A Summary for Sunflower County, MS

QUICK FACTS
Total Population (ACS 2016 5-year Estimates): 28,407
Neighboring Counties: Bolivar, Coahoma, Quitman, and Tallahatchie.
Median Household Income (ACS 2016 5-year Estimates): $27,126

New Pathways to Health and Opportunity is an initiative based in Sunflower County and the surrounding counties of Bolivar, Coahoma, Quitman, and Tallahatchie in the heart of the Delta region of Mississippi. This area of the state is a mostly rural region known for its many economic and health-related challenges, but is also widely recognized for innovative community-based development. New Pathways represents the next step in this approach to development by creating opportunities for educational and career advancement among young adults and families with children.

Focusing on the health sector, New Pathways provides resources for livelihood security while also meeting the needs of healthcare providers and businesses facing high vacancy and turnover rates. Initiative partners provide education, training, job shadowing, mentorship, and community engagement opportunities across the geographic area. Sunflower and Coahoma Counties serve as critical hubs of activity due to the importance of their local labor markets for the broader region.

As of 2016, there were an estimated 43 establishments that employed workers in health care and social assistance. The surrounding counties Bolivar and Coahoma had around 80 health care and social assistance establishments each. The other counties surrounding Sunflower county, Quitman and Tallahatchie, had an estimated 15 establishments each. An example of professions in health care and social assistance are: phlebotomists, paramedics, medical records technicians, medical and clinical lab technicians, other technical workers, and nursing related positions. People working in these positions in the Delta typically make less annually than their statewide counterparts.

With the abundance of health related employment opportunities in Sunflower county and the surrounding counties, it is beneficial to supply job training towards that employment sector. These statistics demonstrate a need for collaboration of organizations with workers to improve job preparation with certificate programs, mentorship programs, and career fairs. New Pathways to Health and Opportunity can improve the human, social, and economic capital of Sunflower County and its surrounding counties.

Hourly and Annual Wage Estimates for Health Professions in Mississippi and the Delta Region

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<thead>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Annual (Full-Time)</td>
</tr>
<tr>
<td>Phlebotomist</td>
<td>$12.70</td>
<td>$26,419</td>
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<tr>
<td>Emergency Medical Technician/Paramedic</td>
<td>$16.38</td>
<td>$34,080</td>
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<tr>
<td>Medical Records Technician</td>
<td>$15.47</td>
<td>$32,181</td>
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<tr>
<td>Medical and Clinical Lab Technician</td>
<td>No data</td>
<td>No data</td>
</tr>
<tr>
<td>Other Health Care Practitioner/Technical Worker</td>
<td>$15.77</td>
<td>$32,804</td>
</tr>
<tr>
<td>Nursing Related</td>
<td>$9.99</td>
<td>$20,781</td>
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<tr>
<td>Nursing Assistant</td>
<td>$19.01</td>
<td>$39,568</td>
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<tr>
<td>Licensed Practical Nurse/Licensed Vocational Nurse</td>
<td>$28.29</td>
<td>$58,834</td>
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</table>


Health Care and Social Assistance Employment Opportunities in the Mississippi Delta

Living Wage Calculations for Sunflower County in Mississippi

<table>
<thead>
<tr>
<th>Living Wage</th>
<th>1 Adult</th>
<th>1 Adult with 2 Children</th>
<th>2 Working Adults with 2 Children</th>
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</thead>
<tbody>
<tr>
<td>Living Wage</td>
<td>$10.31</td>
<td>$22.62</td>
<td>$12.85 (per adult)</td>
</tr>
<tr>
<td>Poverty Wage</td>
<td>$5.00</td>
<td>$9.00</td>
<td>$5.00 (per adult)</td>
</tr>
<tr>
<td>Minimum Wage</td>
<td>$7.25</td>
<td>$7.25</td>
<td>$7.25 (per adult)</td>
</tr>
<tr>
<td>Required Annual Income</td>
<td>$17,749</td>
<td>$39,610</td>
<td>$45,005 (per adult)</td>
</tr>
</tbody>
</table>

Source: Jackson, Amy, 2018 Living Wage Calculations MT. Adapted by the UM Center for Population Studies.
Both programs are valuable and add:
- Economic Stability
  • Meet job vacancies
  • Reduce turnover
  • Increase economic security for families within high poverty communities

Research and the academy
- Community based programs and its process oriented approaches
  • New Pathways connects their program participants (potential workers) through their mentoring and job shadowing opportunities (potential employers)
  • Workforce Development connects their program participants through the formation of public-private partnerships with major manufacturers, small businesses, local government, government agencies, and community/faith-based organizations
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