**Introduction**

The Mississippi State Workforce Investment Board, in order to maximize the effectiveness of its funding, is requiring each of the workforce development areas of Mississippi to create a sector strategy plan for its workforce area.

Key factors in preparing the plan include...

- Creating a workforce that acts and functions as an ecosystem
- Bringing government, education, training, economic development, labor, and community organizations together
- Addressing current and emerging skill gaps
- Focusing comprehensively on workforce skills, from entry level to advanced, required in a regional economy
- Engaging directly with industry across traditional boundaries
- Better aligning state programs and resources serving employers and workers
- Helping to reduce inefficiencies and streamline state effort
- Meeting the needs of employers, crafting tailored workforce solutions and improving their ability to compete in the marketplace

The Three Rivers Planning and Development District respectfully submits this plan on behalf of the Mississippi Partnership Development Area in compliance with the request of the State Workforce Investment Board.
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Creating a Workforce!

Training for the sake of training is like offering water to a drowning person. Sometimes more is not the thing they need.

With workforce, training is the key to economic development, but that training has to be what the employer needs. So do something revolutionary, ASK THEM!

Talk with existing industries. What do they need now? What do they anticipate? Talk with economic developers. What do they need now? What do they anticipate? Talk with educators now. What training are they conducting? Why? What need is it fulfilling?

Following two intensive sessions of industry representatives, educators, economic developers, community organizations, and workforce experts, the Mississippi Partnership Sector Strategy committee – with the help of extensive research from Mississippi Department of Employment Security, the State Workforce Investment Board, and NSPARC – reached the conclusion that the following workforce sectors best represent the targets for currently expanding and future industry.

Advanced Manufacturing

Healthcare

Information Technology

Logistics – Warehousing, Transportation and Distribution
Why the manufacturing industry in particular? Of the total workforce in the 27-county Mississippi Partnership area, 18.2% are employed in manufacturing, which creates from two to seven related jobs per manufacturing job. That is more than double the same metrics for the United States as a whole and 50% more than the state of Mississippi.

With employment at a modern all-time high, you need to do no more than read the classified ads in the local newspaper for nurses, truck drivers, industrial maintenance professionals, and computer programmers – the high-demand jobs that require more than base-level training.

The economic developers tell us as industry looks at location opportunities, they quietly search for the availability of labor, the current skill levels, the trainability of the local workers and the ability to have a viable workforce in place when they are ready to manufacture.

Therefore, if the ability to train is in place, along with the ability to be trained in sufficient numbers to meet the need of incoming industry, then the workforce becomes a prime sales tool in the economic developers’ toolbox.

And, creating the culture that technically trained individuals on par with their college-educated counterparts will make workforce the driving force for future prosperity for the region.

*Three Rivers Sector Strategy – Bringing the Resources Together*

“It takes a village …” so the story goes. And, it takes a cooperative, collaborative, committed cross-functional team to study sector strategy and make informed decisions concerning the future of workforce.

A virtual who’s who of industry, government, education, training, economic development and community organizers were invited to represent their constituents in the important task. They represented the 27-county partnership broadly and each had a qualified area of expertise to lend to the mind pool.
A 54-member formal committee, with several additional interested individuals representing a cross-section of the population and the workforce, was invited to observe and, in fact, participate as they felt inclined.

The interesting and spirited discussion, led by a facilitator, was further enhanced by highly qualified experts in workforce training and data sharing their opinions and followed by question-and-answer sessions.

Committee representatives included:

**Business & Industry**

- Michael Bellipanni
  Director of Marketing & Business Development
  Northcentral Electric Power Association

- Tab Cherry
  Human Resources Manager
  MTD

- Jimmy Giles
  Deputy Director for the Unemployment Insurance Program
  MHA Solutions

- Greg Hinton
  Human Resources Manager
  Cooper Tire

- Laura Land
  Chief Human Resources Officer
  North Mississippi Health Services

- Nathan Mills
  Program Manager
  Ashley Furniture

- Jeremy Robinson
  Director of Program Management
  Ashley Furniture

- Greg Stewart
  Director of Development, Mississippi Facility
  Aurora Flight Sciences

- Patrick Sullivan
  President
  Mississippi Energy Institute
Economic Development Organizations

Gina Black  
Project Manager  
Community Development Foundation

Gary Chandler  
Industrial Development Director  
Three Rivers Planning & Development District

Jim Flanagan  
President/CEO  
DeSoto Economic Council

Shelia Freely  
Director  
Calhoun County Economic Development Association

Greg Giachelli  
Vice President, Economic Development  
Community Development Foundation

Justin Hall  
Executive Director  
Marshall County Industrial Development Association

Shane Homan  
Senior Vice President, Economic Development  
Community Development Foundation

Skip Scaggs  
Executive Director  
Monroe County Chamber of Commerce

Gary Matthews  
Executive Director  
Tishomingo County Development Foundation

Kim Richardson  
Assistant Director  
North Mississippi Industrial Development Association

David Rumbarger  
President/CEO  
Community Development Foundation

Clayton Stanley  
President  
The Alliance, Corinth & Alcorn County

Macaulay Whitaker  
Vice President, Internal & External Affairs  
Golden Triangle Development Link

Lewis Whitfield  
Senior Vice President  
CREATE Foundation
Community Colleges & Universities

Tyler Biggs
Center for Manufacturing Excellence
University of Mississippi

Barry Emison
Dean of Career & Technical Education
Itawamba Community College

David Campbell
Dean of Career, Technical & Workforce Education
Northwest Mississippi Community College

Greg James
Project Manager for Workforce Development
Northeast Mississippi Community College

Dwayne Casey
Associate Dean of Workforce Development and Manufacturing Programs
Northwest Mississippi Community College

Joe Lowder
Dean of Economic & Community Services
Itawamba Community College

Angie Chrestman
Associate Director Career Center
Mississippi State University

Sha’Carla Petty
SNAP Program Director
East Mississippi Community College

Nadara Cole
Vice President, Workforce Training & Economic Development
Northeast Mississippi Community College

Raj Shaunak
Vice President, Workforce & Community Services
East Mississippi Community College

K-12 System Leaders

Ronnie Bell
School Board Member
Lee County School Board of Education

Patricia Ellison
Director
Pontotoc Ridge Career & Technical Center

Jason McKay
Superintendent
Baldwyn School District

Evet Topp
Director
Tupelo Career-Technical Center

Carmon Miller
Counselor
Calhoun County Career & Technical Center

Jimmy Weeks
Superintendent
Lee County Schools

Mike Mulvihill
Director of Career & Technical Education
Mississippi Department of Education
Mississippi Community College Board

Dexter Holloway
Assistant Executive Director for Workforce
Mississippi Community College Board

The Workforce System

Mike Armour
Director
Appalachian Regional Commission

John Brown
Area Workforce Director
Mississippi Department of Human Services

Michael Curran
Workforce Specialist
Mississippi Development Authority

Vernon R. Kelley, III
Executive Director
Three Rivers Planning & Development District

Ray McClellan
Vice-Chair
The Mississippi Partnership Workforce Board

Domenico “Mimmo” Parisi
Executive Director
National Strategic Planning & Analysis Research Center

Bill Renick
WIOA Director
Three Rivers Planning & Development District

Jack Savely
Chairman
The Mississippi Partnership Workforce Board

Richard Scruggs
President
2nd Chance MS

Local Elected Officials

Lee Caldwell
District 4 Supervisor
DeSoto County

Bubba Pounds
Chancery Clerk
Prentiss County

R.B. Davis
District 3 Supervisor
Clay County

Darrell Robinson
District 4 Supervisor
Grenada County

David Kitchens
District 3 Supervisor
Union County
Three Rivers Sector Strategy Addressing Current and Emerging Skill Gaps

A recently released study on technology stated that in 25 years virtually every job currently held by a human being today could be handled by a machine.

So who will program and control those machines?

The matrix shows us that there are twice as many low-skilled workers as there are low-skilled jobs to fill. There are twice as many mid-skilled (now let’s call them high demand) jobs as there are skilled workers to fill them. So, as technology replaces jobs, the low-skilled worker will have an even more tenuous position and the mid-skilled worker will be even higher in demand.

Establishing the Baseline: High-Demand Gap

High Demand jobs require more than a high school diploma but less than a four year degree and often require specialized technical skills.

So how do we reverse the skill dilemma? Counseling: parents, students, society as a whole. We have created a society in which college-educated
individuals are thought to have a higher social status than their “blue collar” counterparts – who, in fact, earn more income.

In Germany, skilled workers are held in high regard because of the skills they offer society. To attain that mindset here, that philosophy must be nurtured in the middle grades where interest in technical and mechanical occupations should be encouraged among students and their parents.

Jason McKay, superintendent of Baldwyn City Schools, received an 85% positive vote to fund a bond issue to build a career-tech center from scratch. With the building in the planning stages, a director and four faculty members have been employed. And, what is their curriculum? They are engaging with industry and economic developers to determine the needs and then to meet them. And, the State Department of Education representative said, “You bring us what you need, and we will work with you.”

In Water Valley, high school graduates who were not inclined to pursue academics after graduation were given the opportunity, upon recommendation of their teachers, to participate in a yearlong, 40-hour-a-week computer coding (programming) course totally funded by interested businesses, industries, and Northwest Mississippi Community College. With an 80% graduation rate (among those who did not self-elect to drop out), 100% have jobs – in many cases multiple offers – from companies like C Spire, Federal Express and other top names. Starting salary – $34,000.

Dr. Domenico “Mimmo” Parisi of NSPARC at Mississippi State University told the committee about “aspirational industries” – those industries for which you train young people and attract the industry because a trained workforce exists for their needs.

State Workforce Investment Board Executive Director James Williams told the committee of the importance of reaching out to companies to discuss their skill requirements, especially with emerging technologies.

With that information in hand, Williams believes there is a particular need to coach students on careers and career options. “There is not enough career
preparation, we need better career exploration, and every child needs a plan by the 9th grade.” He said he realizes those plans can and will change, but having the process in place will guide students and their parents through the career choice process.

A consensus of the Sector Strategy committee agrees that the mindset on how students are educated needs to change. “We don’t have enough people to throw any away,” one participant commented. The committee agreed that it wants to see some technical courses begin in high school to allow students to have hands-on experience for which they can get dual credit at the community college level.

The pathway is not to discourage college education, but with a low graduation rate from college, it is apparent many high school graduates are perfect candidates for technical and industrial employment.

And, many skilled workers are out-earning their college peers.

The answer, **Pathways**. Educate students and their parents/influencers on opportunities and careers and the pathways to lead them to their ultimate goals in life.

**Pathways to Opportunities**

Where does it begin? It really begins at home and in the early grades at school. Many parents work. Do they discuss work with their children? What did you do at school today? Here’s what I did at work!

In the early grades, strive to build appreciation for work and accomplishment into the curriculum. A perfect example exists before their eyes: their own team of teachers, teaching assistants and school staff including the lunchroom workers and maintenance. Teach the importance that it takes the contributions of everyone to accomplish the task. Use opportunities in group study, art, and sports, for example, to teach teamwork and the importance of every individual.
Most of the counties in the Mississippi Partnership Development Area (17, in fact) enjoy the opportunity to have their 8th graders attend the Imagine the Possibilities expo in Tupelo where they can see, feel, touch, smell, and immerse themselves in activities that interest them – from surgery to logistics. Use this opportunity to have each choose three career pathways ahead of time and spend half or more of their allotted time exploring them with the remainder of the time looking and asking questions about anything else of interest.

In the 9th grade, begin formal counseling with students and parents as they mature from “I want to be a fireman when I grow up” to “I might want to have a profession as a firefighter.” Begin to explore with them the facts of the occupation, the challenges, the rewards, the pathway they are to follow to attain their goals. Realize too these may change from year to year, but the process has begun.

In their junior and senior years in high school, hold “lunching with jobs” sessions where students can meet with experts in their potential career choices to ask them questions at lunch. Establish rapport. Maybe even create opportunities for visits to plants and offices for a “day in the life of ...” experience.

The key is to establish pathways that clearly delineate the route to opportunities and options for the students. The following is one example for jobs within each of the selected sectors. These pathways would serve as models so students can self-select their goals. Samples of these pathways could look like:
Advanced Machining Program Progression

High School
- Machine Operator
- Assembly Worker
- General Laborer

Community College
- Certificate:
  - CNC Operator
  - Machinist
  - CNC Machinist
  - Mold Maker
  - Model Technician
  - CAD/CAM Designer

- Associate’s Degree:
  - CNC Programmer
  - Lead Machinist
  - Mechanical Drafter
  - Team Leader
  - Machine Shop Supervisor
  - Pattern & Mold Maker

- Bachelor’s Degree:
  - Project Manager
  - Plant Manager
  - Business Owner
  - Manufacturing Engineer
  - Mechanical Engineer

Industrial Maintenance Progression

High School
- Maintenance
- General Labor

Community College
- Certificate:
  - Electrical Assembly
  - Industrial Maintenance Tech.
  - Machine Assembler

- Associate’s Degree:
  - Field Service Technician
  - Electrical & Instrumentation Technician
  - Electro-Mechanical Technician
  - Automation Equipment Technician

- Bachelor’s Degree:
  - Project Manager
  - Maintenance Supervisor
  - Manufacturing Engineer
  - Mechanical Engineer
  - Plant Manager
  - Industrial Facilities Manager
  - Process Engineer
  - Reliability Engineer
  - Millwright
Materials and Logistics Progression

High School
- General Labor
- Clerical Worker

Community College
- Certificate:
  - Truck Driver
  - Customer Service Representative
  - Van Driver
- Associate's Degree
  - Material Handler
  - Logistics Associate
  - Inventory Controller
  - Dispatcher
  - Purchasing Supervisor
  - Supply Supervisor
  - Operations Supervisor
  - Production, Planning & Expediting Technician

University
- Bachelor's Degree:
  - Manager
  - Purchasing Manager
  - Supply Chain Manager
  - Logistics Manager
  - Operations Manager
  - Industrial Production Manager

Diagnostic Medical Sonographer Progression

High School
- Light Clerical Duties

Community College
- Certificate & Associate's Degree
  - Diagnostic Medical Sonographer
  - Medical Assistant

University
- Bachelor's Degree:
  - Specialize in Sonography:
    - Abdominal
    - OB-GYN
    - Vascular
    - Echocardiography
    - Ophthalmologic
  - Teaching Sonography
  - Medical Researcher
  - Image Administration
Get On The Grid is an initiative led by the Mississippi Energy Institute. It’s made possible by numerous partners who understand that Mississippi’s future depends on a world-class workforce ready to meet tomorrow’s challenges.

This is an excellent example of what can be done to further help students find themselves through the pathway process. The website states, “In Mississippi, careers in energy and advanced manufacturing are in high demand and pay above average — with or without a four-year degree. So how do you get one? Get On The Grid will get you plugged in. From here, you can choose your career, compare salary ranges, find training programs, and search job opportunities in dynamic fields driven by the latest technology.”

The following pages for the Get On The Grid website show innovation and set an example worth noting and emulating.

http://www.getonthegridms.com/
MECHATRONICS

CLICK HERE FOR AVAILABLE JOBS ONLINE AT MISSISSIPPIWORKS.ORG

FOR THE TECH GENIUS THAT WANTS TO REVOLUTIONIZE THE FACE OF ENERGY AND MANUFACTURING CAREERS.

Interested in training? See available training courses in Mississippi for this career below. You can also check out available openings below.

AVERAGE YEARLY SALARY COMPARISON

RADIO ASSISTANTS - $20,810

PHARMACY TECH - $37,340

TAX PREPARES - $29,830

GRAPHIC DESIGNERS - $36,630

COMPUTER SUPPORT - $46,860

SYSTEMS OPERATORS - $55,030

AVAILABLE TRAINING PROGRAMS

MECHATRONICS (COMPUTER NETWORKING TECHNOLOGY)

Hinds CC
Dr. Chad Stocks
601-872-3315
Pearl, Raymond

Mississippi Gulf Coast CC
John Shores
601-928-6397
Gulfport

MECHATRONICS (COMPUTER SERVICING TECHNOLOGY)

Coahoma CC
Ann Shelton-Clark
662-826-4200
Clarksdale

MECHATRONICS (INDUSTRIAL ENGINEERING TECHNOLOGY)

Holmes CC
Sharron Cheek
662-472-9241
Goodman, Grenada, Ridgeland

Itawamba CC
Barry Elinson
662-820-3100
Fulton, Tupelo, Belden
An example of another valuable asset for both employers and potential employees is Mississippi Works. Developed and managed by NSPARC and the Mississippi Department of Employment Security, both job seekers and employers have access to a vast array of assets including individual job profiles where every person can create their custom, confidential vita and fully reveal their talent and experience to employers.

Similarly, employers can search the site entering their specific needs giving them the opportunity to confidentially search for potential employees.
As I said in my inaugural address, my first job is to make sure every Mississippian who wants a job can find a job.”
- Governor Phil Bryant

Mississippi submits Workforce Innovation and Opportunity Act Plan
First State in the Nation to Submit Plan
JACKSON—The State of Mississippi has submitted its Workforce Innovation and Opportunity Act (WIOA) plan for review to the U.S. Department of Labor and is the first state in the nation to do so. Unique to each state, the WIOA plans are designed to strengthen the national workforce by bringing all stakeholders together at the
How do we get there?

Goals

- Create a workforce to mutually meet the needs of industry and business while providing quality of life for workers and their families
- Prepare Mississippi Partnership Development Area students to navigate the pathways to successful careers
- Provide the skilled workforce to meet the immediate and anticipated needs of existing industry and to provide the high-demand skills needed for the area to enjoy economic development
- Create an environment where technical and industrial occupations enjoy parity with academic pursuits
- Develop rapport between industry and education to mutually recognize their interconnectedness, understand the responsibilities of each, and achieve the goals of both important segments of society

Objectives

- Prepare all high school seniors and early graduating juniors to enter the workforce if they choose not to pursue an academic degree while continuing to enhance the opportunity for those students for eventual academic opportunities
- Assist economic development by having all high school seniors and early graduating juniors build their workforce profile on MS Works and to review and update it frequently
- Promote specialized programs which fulfill the needs of career technical students while providing them career-ready opportunities that match the needs of current and aspirational businesses
- Re-establish the importance of the work ethic in students by exposing them to the importance that work plays in their own life and in society as a whole
• Confirm the commitment to the sector strategy concept by committing significant resources to the initiation and long-term maintenance of this philosophy.

• Create the opportunities where incumbent workers, unemployed or underemployed, may benefit from enhancing their existing pathway or even exploring a new career pathway

Action Plan

• Beginning with the 2017-2018 school year, work with the education system at the State and local level, ensure that all high school seniors and early graduating juniors will take the WorkKeys evaluation developed by ACT in order to obtain a Career Readiness Certificate with the goal of Silver or higher. Recommended testing is the fall semester of the school year.

• Encourage the state and local educational boards to require that all high school seniors, early graduating juniors, and community college graduates build and maintain a profile in MS Works found at www.mississippipworks.org.

• Encourage the Mississippi Department of Education to move the accountability system to address career and technical education.

• Seek funding for the WorkKeys test for all Mississippi high school seniors and early graduating juniors including requesting funding from the Mississippi Legislature.

• To address the skill gap across industry, Three Rivers WIOA Division will promote and work to develop resources for the academy concept such as the Baldwyn Career-Tech program, the Base Camp Coding Academy, and the Ashley Furniture/Pontotoc Ridge project.

• Three Rivers WIOA Division will promote and work with State and local education boards to require work ethic training modules – like the ones in the C2C youth program or the Furniture Academy – for all students beginning with the current high school senior year and
working toward having 100% coverage in all high school grades by 2021.

- The Mississippi Partnership Development Area C2C WIOA Youth Program commits to ensuring that at least 25% of the PY 2017 youth enrolled are placed on a career pathway that is in accord with the Mississippi Partnership Sector Strategy Plan. To achieve this, C2C Providers will work with local industries in the target sectors to determine specific gaps that C2C can help address and develop internship opportunities that lead the youth to employment in these sectors. C2C Providers will also assist youth interested in obtaining training in one of the target sectors by developing a pathway for the youth to receive such training.

- The Mississippi Partnership Local Workforce Area will promote use of the Dual Enrollment/Dual Credit System with our high schools and community colleges where they align with the Sector Strategy plan and potentially Early College High Schools.

- Three Rivers will recruit and enroll a minimum of 150 participants from the adult and dislocated worker pool into the Sector Strategy plan into the four sectors identified by the committee within PY 2017.

- The Mississippi Partnership Local Workforce Development Board has approved training dollars for PY 2017 to the Sector Strategy plan including apprenticeships, internships, individual training accounts (ITAs) and on-the-job training (OJT).

- Three Rivers will seek funding to have a dedicated employee to coordinate and implement the Sector Strategy plan.

- Three Rivers will track performance and quantify the successes of the participants enrolled in the Sector Strategy plan through MS Works using the Online Employment Services System (OESS) or other available monitoring technology.
• Implementation of the Sector Strategy plan will begin in PY 2017 with a goal of 25% completed in the first year and full implementation by 2021.

DETAILS OF THE ACTION PLAN

The Sector Strategy Regional Leadership Team identified four sectors to target in the Mississippi Partnership workforce area based upon information and data that was presented during the Sector Strategy Meetings. These four sectors are:

➤ Advanced Manufacturing  
➤ Healthcare  
➤ Information Technology  
➤ Transportation, Distribution, and Logistics

In the Mississippi Partnership Workforce area there are 9,500 average job openings annually according to the Occupational Employment Projections, Year 2012 Projected to Year 2022, MDES LMI data. Over 40% of these jobs are in three main sectors: Advanced Manufacturing; Transportation, Distribution, and Logistics; and Healthcare. As jobs become more automated the need for skilled workers in information technology will continue to grow in the future.

Below is a chart of the top 25 middle-skill, better known as high demand jobs, in the Mississippi Partnership. Many of these high demand jobs fall within one of the four sectors identified by the Regional Leadership Team.
Advanced Manufacturing Sector:

ECONOMIC IDENTITY: MANUFACTURING

Source: Mississippi State Longitudinal Data System (SLDS); National Strategic Planning and Analysis Research Center, Bureau of Labor Statistics, 2016
According to LMI, by 2022 there will be 1,290 jobs in Industrial Maintenance in the Mississippi Partnership. In today’s highly automated and mechanized manufacturing sector, skilled professionals are needed to monitor and maintain industrial scale equipment to keep processes going. And, when necessary, rapid response is needed to repair broken parts. In any business, revenue comes from production, and when manufacturing processes stop, revenue ceases. Industrial maintenance technicians are needed to avoid disruptions in production.

The salary range for these jobs varies widely based on the company, skill of the employee, and location, but industrial maintenance technicians may earn about $45,000 per year on average, with more experienced workers earning $60,000 or more, with some employers paying more than $100,000 for top talent and experience.

Depending on the employer and region, job candidates are advised to earn an associate degree from an accredited community college. Industrial maintenance, production, or technology programs are offered at each of the community colleges located within the Mississippi Partnership region.

The Mississippi Partnership plans to implement apprenticeship, internship, individual training accounts and on-the-job training programs by focusing on active partnerships among businesses in the target industry sector, training providers, educators, community organizations, and other key stakeholders.

**Transportation, Distribution, and Logistics:**
Heavy and tractor-trailer truck drivers transport goods from one location to another. Most tractor-trailer drivers are long-haul drivers and operate trucks with a gross vehicle weight.

Employment of heavy and tractor-trailer truck drivers is projected to grow 5 percent from 2014 to 2024, about as fast as the average of all occupations. As the economy grows, the demand for goods will increase and more truck drivers will be needed to keep supply chains moving.

In its publication *Occupations in Demand, Mississippi Partnership WIA* by the Mississippi Department of Employment Security, projections for annual need for
employees for transportation/moving materials for new positions and to fill positions of retirement and resignation exceeds 900. These high-paying jobs require additional training at the community college or through independent professional driving schools.

**Information Technology:**
Information technology (IT) drives innovation and has become a vital and integral part of every business. Without IT none of the other three sectors identified by the Regional Leadership Team would survive in today’s economy. Annually, our state graduates fewer than 200 computer science majors from its universities, yet there are over 1,200 job vacancies in the private and public sector (combined) in the Mississippi Partnership which require coding and software design skills.

According to the Bureau of Labor Statistics, employment of computer and information technology occupations is projected to grow 12 percent from 2014 to 2024, faster than the average for all occupations. Jobs within this sector include but are not limited to computer network administrators, database administrators, information security, computer programmers, computer support specialists, computer programmers/coders, software developers, and web developers.

The median annual wage for computer and information technology occupations is $37,040.

In today’s data driven world, electrical and electronics engineering technicians design and construct computers, communications systems, medical monitoring devices, navigational equipment, and other electrical and electronic products. Telecommunications, automotive, aerospace, and energy companies are looking for qualified, motivated individuals with the skills to perform.

Employers prefer candidates to have a high school diploma or its equivalent, and many employers look for candidates with a community college degree. Specific skills vary by type of technician work; however, technicians must generally demonstrate strong troubleshooting and problem solving skills, creativity, and attention to detail.
Healthcare:
Radiologic technologists perform medical imaging exams and administer radiation therapy treatments. With the help of various imaging technologies, these professionals take pictures of a patient’s body for radiologists, who will then interpret the images. Radiologic technologists often specialize in a particular examination technique, such as mammography or bone densitometry. These professionals can also assist oncology teams in delivering radiation therapy to cancer patients. Most radiologic technologists are employed at hospitals, physicians’ offices, and in medical and diagnostic laboratories.

According to the Bureau of Labor Statistics, employment of healthcare occupations is projected to grow 19 percent from 2014 to 2024, much faster than the average for all occupations, adding about 2.3 million new jobs nationally. Healthcare occupations will add more jobs than any other group of occupations. This growth is expected due to an aging population and because federal health insurance reform should increase the number of individuals who have access to health insurance. Jobs within this sector include but are not limited to registered nurses, athletic trainers, dental hygienists, paramedics, occupational therapists, pharmacists, physicians, and veterinarians.

A large aging population creates a need for imaging to diagnose and treat medical conditions which should keep demand strong for radiologic technologists.

Most radiologic technologists get an associate degree, though there are also bachelor’s degree programs available. A student’s coursework will include anatomy, patient positioning, radiation safety, and basic patient care, among other subjects. After graduating, they’ll need to take and pass a national certification exam. A state-specific license and continuing education credits are also requirements for working in the field.

The Mississippi Partnership plans to utilize Individual Training Accounts to help meet the need for radiologic technologists in the Mississippi Partnership region.
Budget

WIOA Adult and Dislocated Worker Allocation to support apprenticeships, internships, ITAs and OJT

$500,000

WIOA Youth Program Allocation to support the 25% commitment to enroll C2C participants in specific pathways that come from the various sectors

$200,000

SWIB prioritized as follows:

- $75,000 for full-time Sector Strategy coordinator
- $50,000 for outreach, recruitment, and promotion
- $75,000 for support of academy concepts

$200,000

WET funds, TANF workforce funds, potential grants, etc., to be utilized as braided funding for projects where applicable

$100,000

Total

$1,000,000