

An Evaluation Study of a City-Managed Workforce Development Program in Jackson, Miss., and its impact on Joblessness

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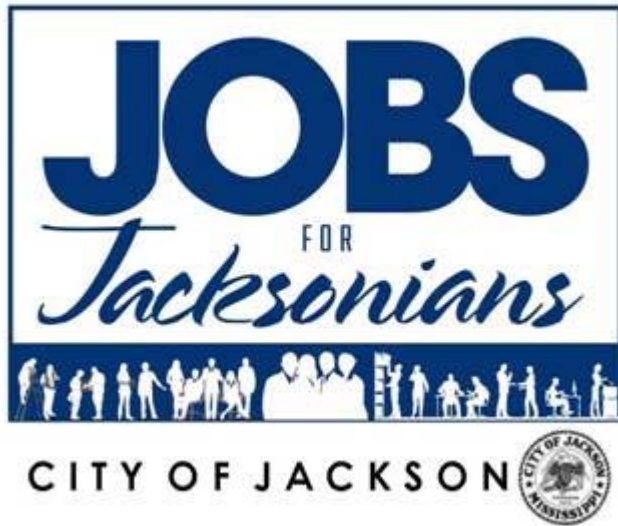
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Jobs for Jacksonians

An Introduction

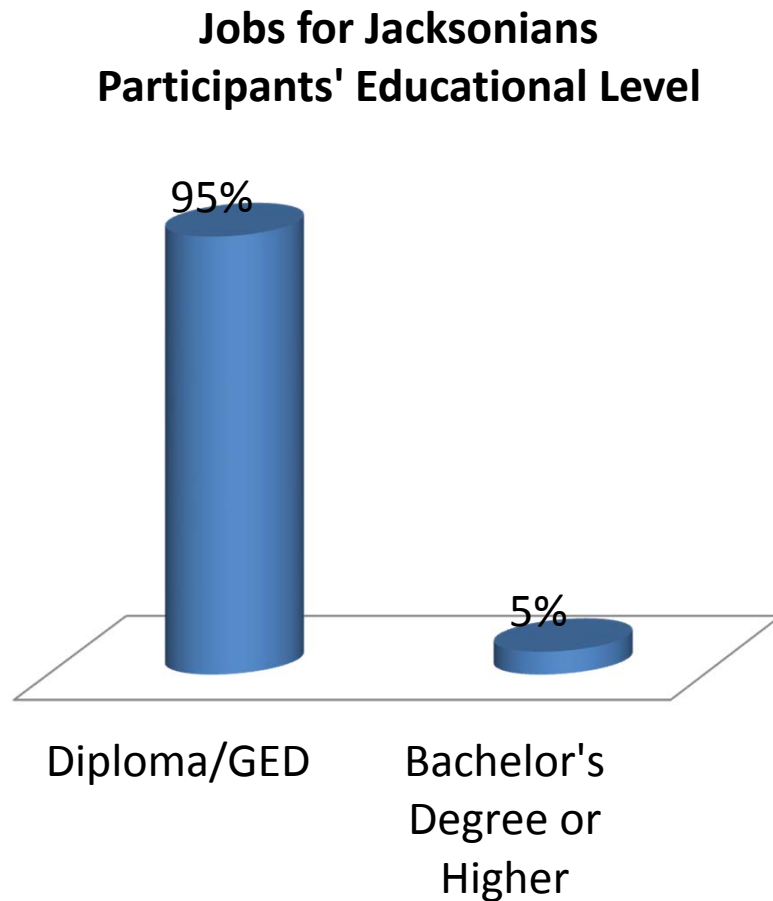


What Is Jobs for Jacksonians?



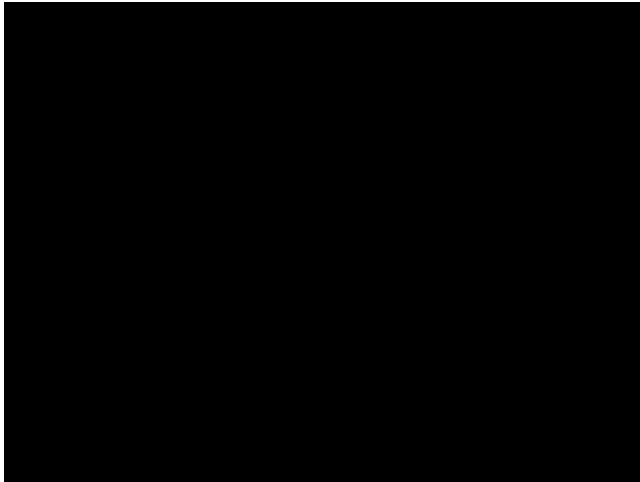
- The City of Jackson, Miss., launched a workforce training and job placement program (called, “The Jobs for Jacksonians Program”) in 2011.
- The program offers job readiness workshops, job search and placement assistance and an annual job fair.
- Additional services include assistance with leadership and professional development and resume writing.
- Since 2012, more than 350 have secured jobs through weekly training sessions and 1,800 have received job offers by participating in the annual job fair.

Participant Profile

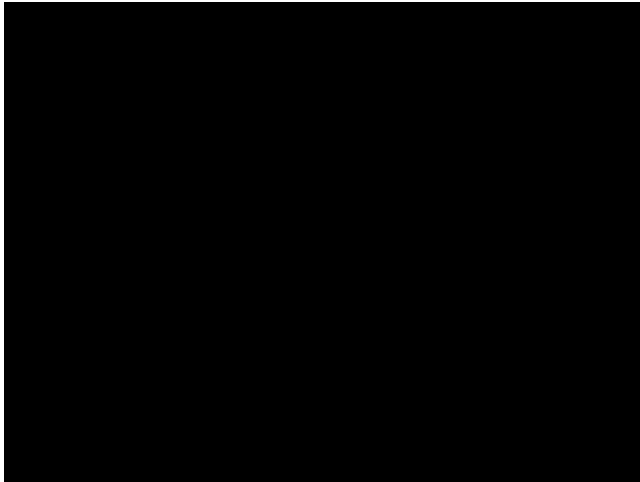


- 95 percent are African-American.
- 95 percent have a GED/High School Diploma.
- Each receives a career assessment.

Participant Feedback



Company Partners

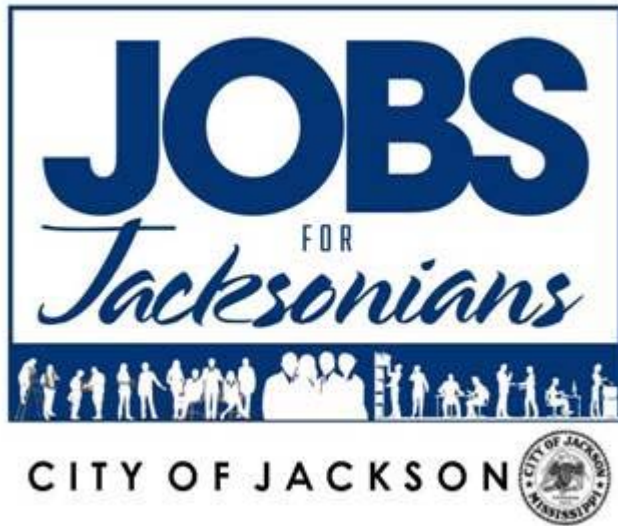


- Companies schedule weekly recruiting sessions to interview prospective job candidates.
- More than 400 companies statewide participate.
- Other partners include Miss. Governor's Job Fair Network, Miss. Association of Colleges & Employers, Greater Jackson Chamber Partnership, Capital Area Human Resource Management and Miss. Economic Council.

Examples of Company Partners



Examples of Jobs Offered in the Program

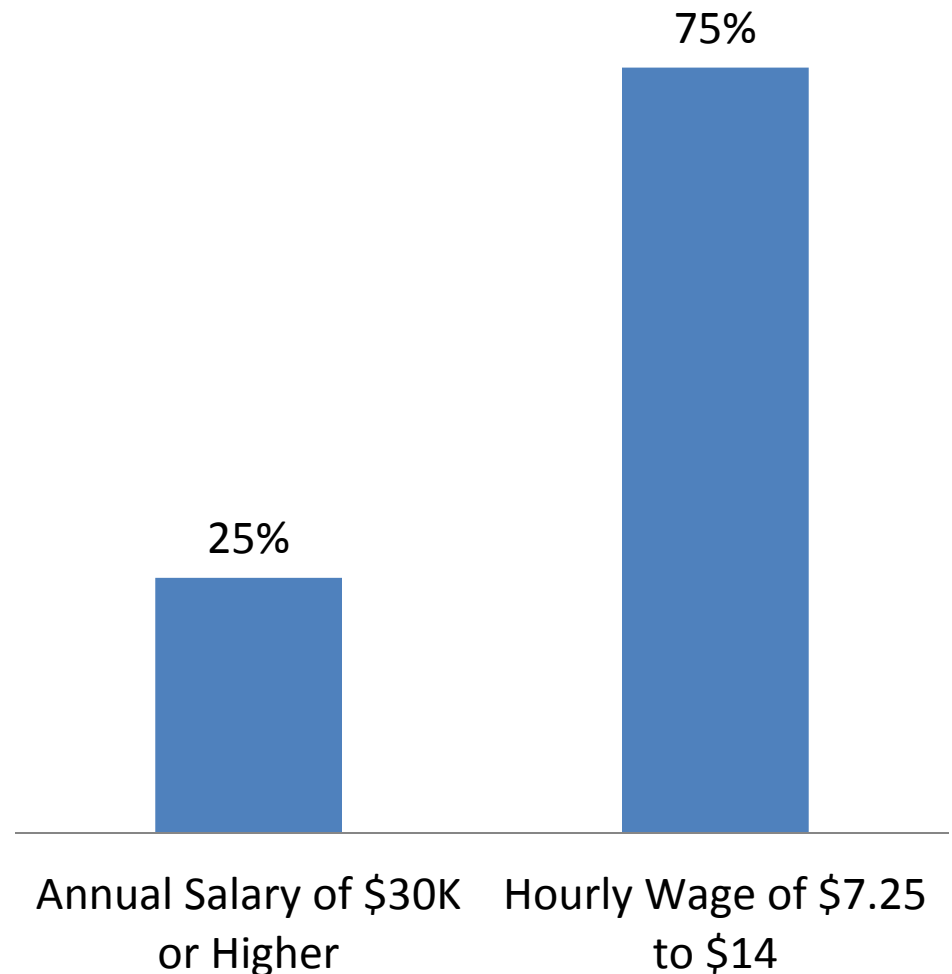


- Construction
- Manufacturing
- Customer Service
- Hospitality
- Retail
- Trucking
- Public Works

Average Salary

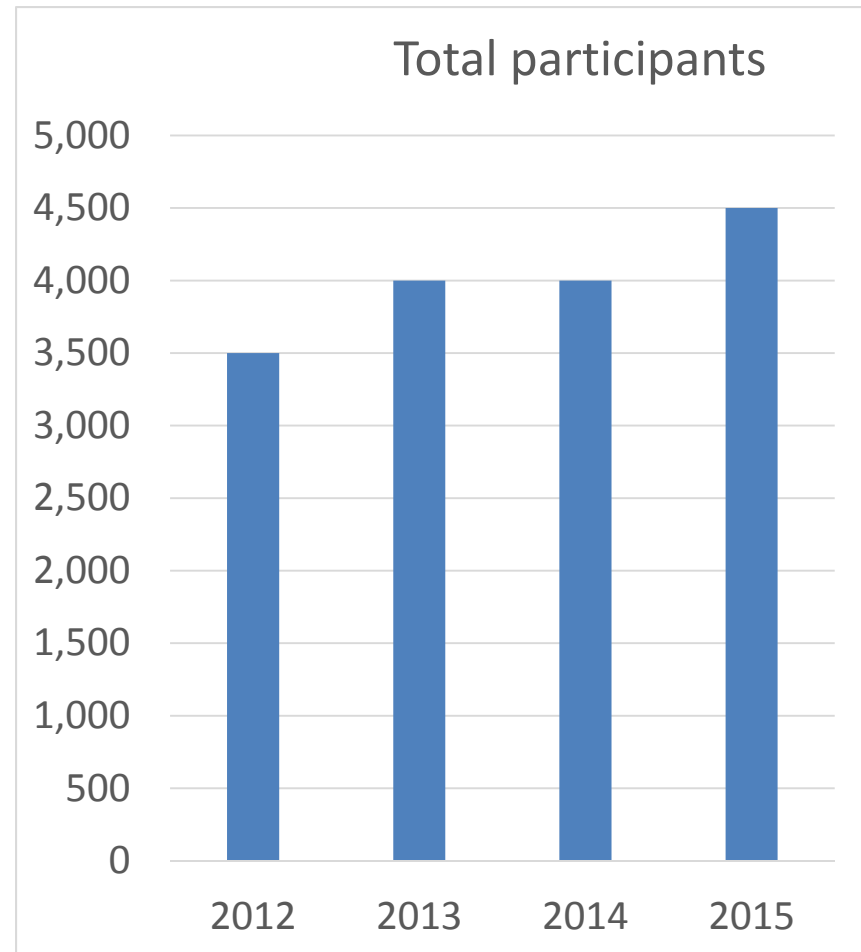
Salary Range for Jobs for Jacksonians
Participants

- The majority of program participants are hired for hourly wage positions.
- The majority of positions with a salary of \$30,000 or higher require a degree.



Job Fair Data

- The annual job fair yields the majority of program hires each year.
- Since 2012, more than 1,800 people have secured job offers through the job fair.
- On average, about 100 companies participate.



Educational Partners



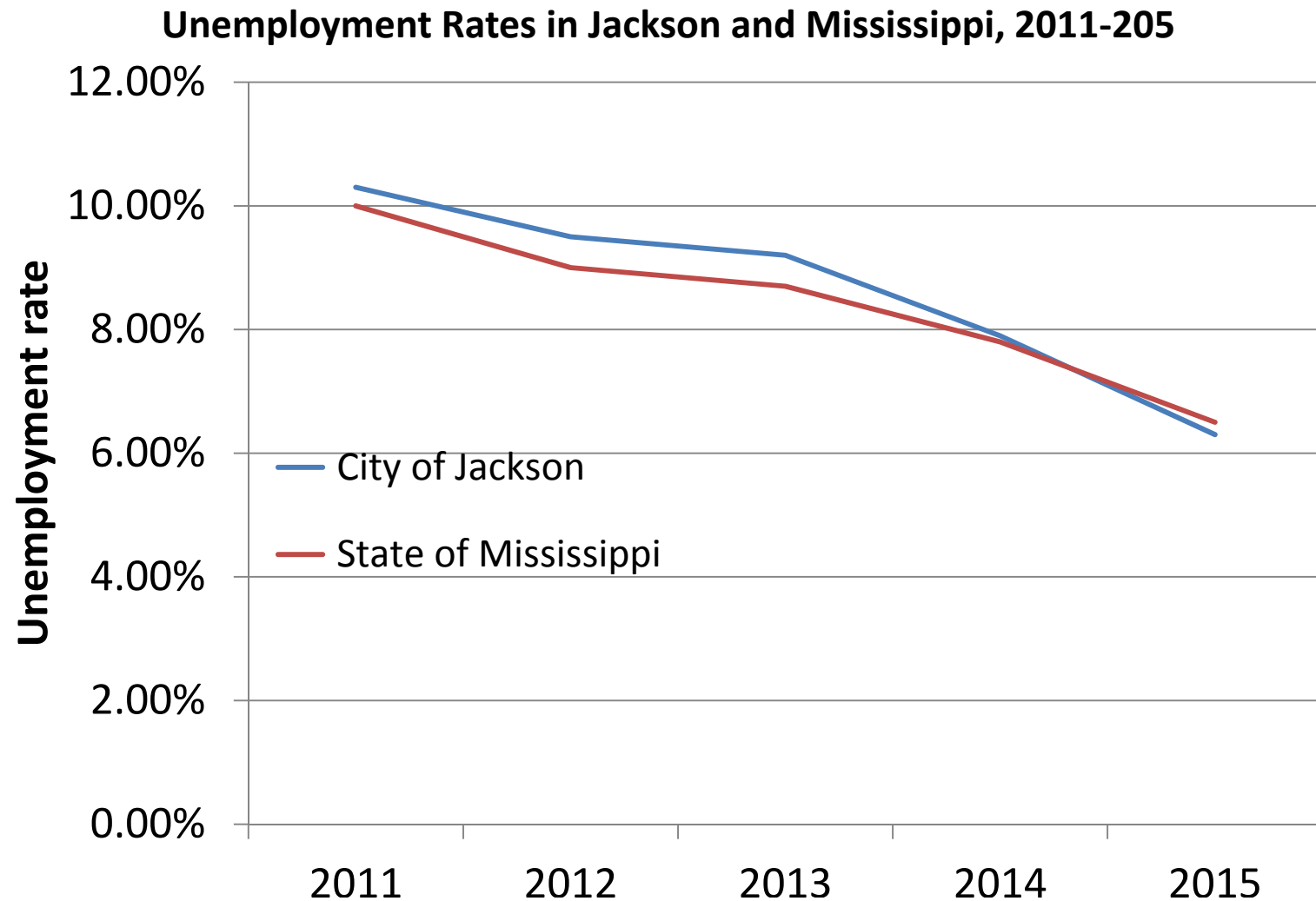
- Educational institutions engage participants through mock interviews, resume writing and leadership modules.
- The institutions also expose participants to opportunities to pursue a higher degree.

Unemployment Trends

- The City of Jackson's unemployment rate prior to the Great Recession of 2008 was 6.9 percent.
- The rate rose to 11.3 percent in 2010.
- The Jobs for Jacksonians program was created in 2011 as a tool to help unemployed citizens find work.
- The city and the state experienced a decline in unemployment rates from 2011 to third quarter of 2015.

Unemployment Rate Trends over the Span of Jobs for Jacksonians

Source: November 2015 Chmura Report using data from the Mississippi Department of Employment Security



Current Economic Conditions in Jackson, Miss.

The Greater Jackson Partnership, a Jackson metropolitan-area chamber of commerce, commissioned a report from Chmura Economics & Analytics in November 2015 that provided an economic overview of the City of Jackson. Here are some findings:

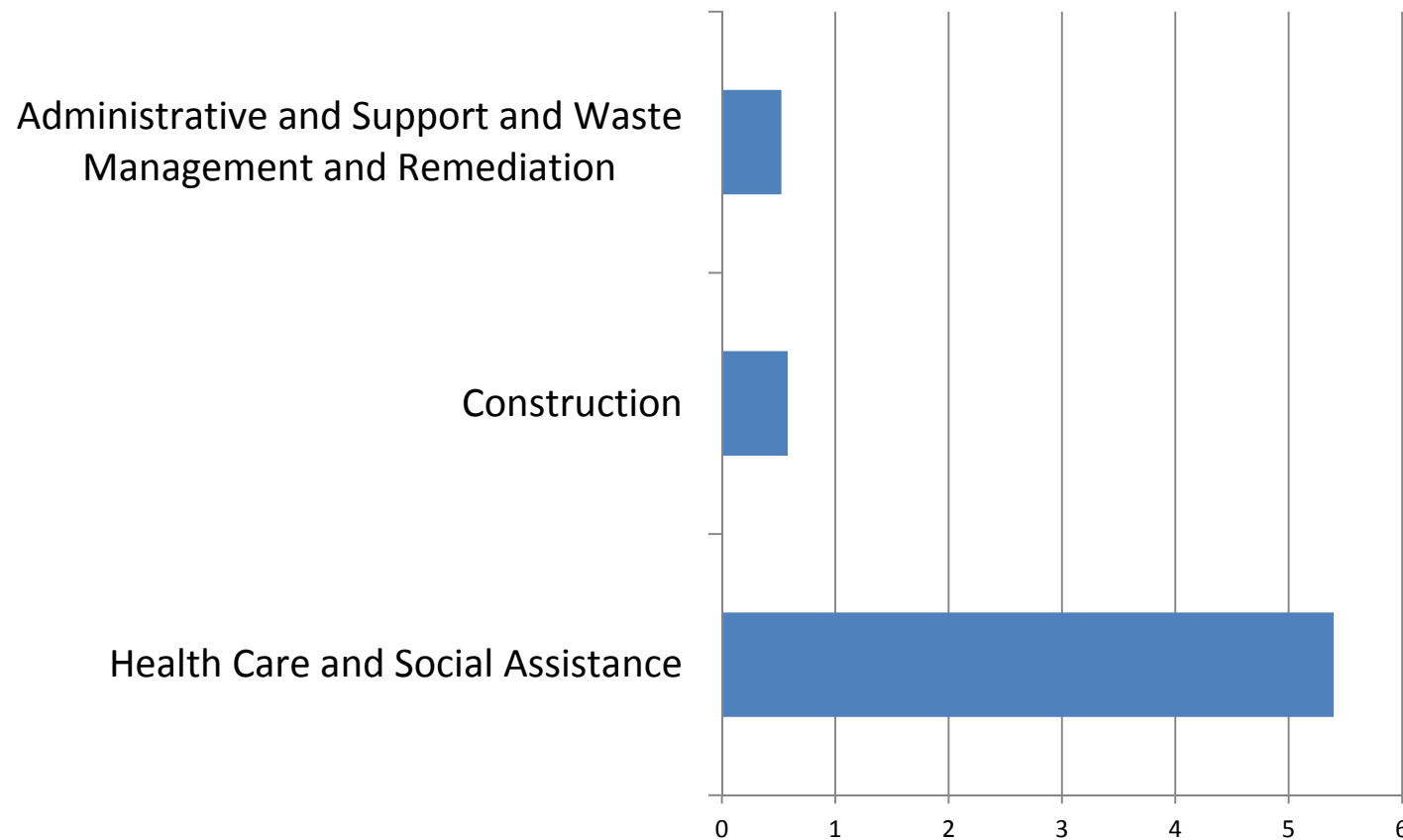
- The city has a civilian workforce of 82,035 with a participation rate of 62.3 percent.
- As of the second quarter of 2015, the city's total employment was 103,316. Over the year, employment increased 1.5 percent in the region.
- The average worker in the City of Jackson earned annual wages of \$44,150 as of the second quarter of 2015, higher than that of the State of Mississippi, which was \$37,653.

Largest Industry Sectors in Jackson, Miss.

- The Chmura report found that the largest industry sector in Jackson is health care and social assistance. These include such jobs as caregivers, medical professionals, hospital workers and social workers.
- The next largest-sectors are public administration and educational services. Such jobs include human resources, law enforcement, public affairs and communications, nonprofits and utilities management.

Fastest Growing Industry Sectors in Jackson Over Next 10 Years

Fast Growing Jobs sectors in Jackson, MS (*1000)





The Jobs for Jacksonians and its Role in the Current Economy

In what direction should the program go?

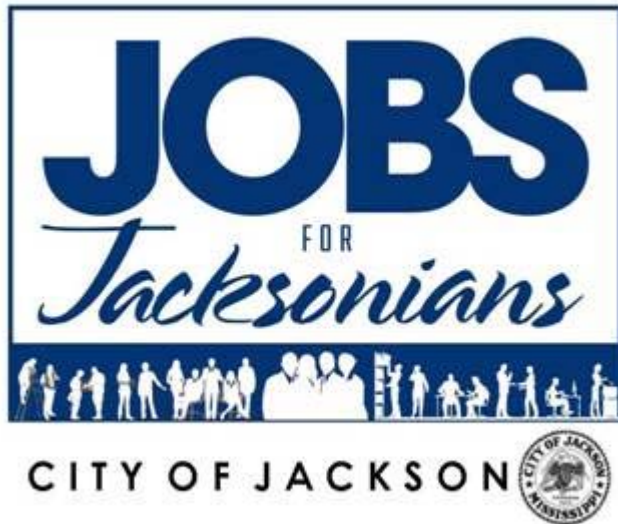
Jobs for Jacksonians Program Summary

- Based on the economic forecast of industry sector growth, the program could assist in building a workforce for the growing health care, administrative and construction industries.
- The city-managed program has assisted about 2,200 people in obtaining job offers since 2012.
- The majority of the participants are low-skilled, undereducated workers.
- The city cost for the program is \$36,000, the salary of the program coordinator and \$10,000 for the job fair.

Jobs for Jacksonians Program Summary, Con't.

- The program establishes and builds partnerships with public, private and educational sectors to benefit participants and generate a workforce for employers.
- Though colleges and universities are partners, few participants appear to take advantage of degree opportunities. This is based on anecdotal information as there is no tracking mechanism.

Recommendations



- Program needs a larger staff to assist the coordinator in processing information.
- The program should have a greater emphasis on career building through advancement and training. This will enhance workers' efforts to transition from menial, minimum wage jobs to professional or higher-paying positions. This will require development of an action plan.
- The program should develop a tracking mechanism for people hired through the program and those who pursue a degree as a result of the program.
- Based on data showing industry sector growth, the program should build more partnerships with businesses in health care, social assistance, construction, administrative and waste management fields.