

| Workforce Analysis

Northwest Mississippi Labor Supply Survey and Workforce Analysis

Study Approach

A labor supply survey was conducted among a statistically valid sample of the Northwest Mississippi labor shed population between the ages of 18-65. The labor shed region consists of Benton, DeSoto, Marshall, Tate and Tunica Counties in Mississippi.

The survey was conducted in person through field interviews at locations throughout the region. The 607 completed responses provided enough primary data to achieve a confidence factor of 95 percent and a margin of error less than plus or minus four percent.

The survey sample size allows for an accurate extrapolation of the actual number of people who are in the regional labor pool, the number of workers with particular skills, training needs and many other critical workforce factors. The survey was conducted by Younger Associates' experienced team of field research specialists. The survey intercept locations included regional shopping centers, local grocery stores, other local retail outlets and public libraries.

This process was able to reach the entire demographic spectrum of age, income, education and occupation. The resulting sample is demographically representative of the regional population. Survey response statistics are provided in Tables 1 and 2.

Table 1

Labor Supply Survey Reliability

607	Completed Surveys
95%	Confidence Level
±3.96%	Margin of Error

Table 2

Labor Supply Survey Response Stratification by Locality

County	Total population	Households	% of HH to Total	95% Confidence Level +4%	Target	Completed
DeSoto	168,240	57,979	65.7%	394	350	410
Marshall*	36,515	13,050	14.8%	89	90	56
Tunica	10,560	4,116	4.7%	28	60	63
Benton*	8,571	3,195	3.6%	22	25	2
Tate	28,373	9,936	11.3%	68	75	76
Total	252,259	88,276	100.0%	600	600	607
Total	330,190	125,803		1,060	1,075	1,184

Source: Claritas, Younger Associates Labor Supply Survey

**No survey locations were provided for the research team in this county. The survey team accepted surveys from Benton County residents at any survey location in any county.*

Labor Supply Findings

Unemployment statistics understate, in intentional and unintentional ways, the number of people who do not have jobs. To be officially counted in the state and federal workforce statistics as unemployed, a person must have held a paying job, left that job through no fault of their own within the time period allowed for payment of unemployment benefits, registered with the local workforce investment network office, and stayed in touch with that office with proof that they are looking for a job.

Many people without jobs do not meet the criteria to be included in unemployment statistics. Recent high school and post secondary graduates are not included. People returning to the workforce after extended absences, such as parents and caregivers ready to return to work, are not included. Other examples of potential workers who do not qualify as officially unemployed are people who have relocated into an area, people who never applied for unemployment benefits, most separating military and early retirees who want to return to some type of employment.

The labor supply survey conducted for the Northwest MS area identifies all these types of workers and provides a count of the total “not employed.” The not employed includes the officially unemployed plus all other working-age people who could potentially be in the workforce. Younger Associates limited the age range of the survey to ages 18 to 65 and did not include recent high school graduates who are seeking any form of higher education.

Workforce Component: The Not Employed But Interested in Working

Not everyone who is not employed is interested in finding a job or seeking immediate employment. The labor supply survey screened for those who are actually interested in finding employment.

The labor supply survey found 16.3% of the potential workforce to be not employed and interested in working. When applied to the working age population this percentage translates to over 50,000 people in the region who are not employed as shown in Table 3.

Table 3

Workforce Status Among Survey Respondents

Employment Status Among Survey Respondents	Survey %	NW MS Region Extrapolation
Employed	83.7%	106,510
Not Employed But Interested in Working	16.3%	50,167
Total	100%	156,677

Source: Younger Associates Labor Supply Survey

Surveys with those respondents who were not employed and not interested in working were terminated, which is why the employed and the not employed but interested comprise 100% of the responses.

Workforce Component: The Underemployed

Another important component of the workforce is the pool of workers who are underemployed. The underemployed are defined by the Younger Associates analysis to be those who are: currently employed; have been previously successfully employed at a higher skill level job than the one they have now; and would prefer to hold a higher skill-level job. Another category of this worker pool would be workers who have recently and successfully completed training or certification for a higher skill-level job.

The labor supply survey found 23.2% of the region's labor supply pool to be underemployed. This translates to over 24,000 workers in the region who are underemployed. Employers across the country frequently report that this is the most desirable pool of potential workers. This is because employers view these workers as being motivated to work and having a productive work ethic. Although they have not found a job that matches their skills and training potential they remain in the workforce.

Workforce Component: Part-Time Employees

Among the people who are employed in the region, almost 16.1% are employed part-time as shown in Table 4. This includes those who prefer to be employed part-time and those who would prefer full-time work.

Table 4

Full-Time and Part-Time Employment

Employment Type	Total Survey	NW MS Region
Full-Time	83.9%	89,362
Part-Time Prefer Part Time	5,4 %	5,710
Part-Time Prefer Full Time	10.7%	11,438
Total	100%	106,510

Source: Younger Associates Labor Supply Survey

The labor supply survey found that over 66.7% of the people who are currently employed part-time would prefer to be employed full-time. In the region, this indicates that more than 11,000 people employed part-time would accept full-time work, if it was available.

These workers are an important component of the labor supply because employers often prefer to hire workers who have proven their reliability through part-time work. These workers may also have gained workplace skills that may not be found among people who have never worked or who have been out of the workplace for a long time.

Hidden Potential Labor Supply

When the components of the labor supply pool are combined, the total Hidden Potential Labor Supply can be seen. Table 5 below shows all the components, including the number of annual graduates from the higher education institutions in the region. In the Northwest Mississippi region, employers have a potential labor pool of approximately 88,000 workers, many with past work experience and training that can be beneficial to employers in key industry groups.

Table 5

Potential Hidden Labor Supply

Employment Status	NW MS Region
Not employed, but interested in working	50,167
Underemployed	24,710
Residents employed part-time, who would prefer full-time employment	11,438
Recent post-secondary graduates	1,661
Total	87,976

Source: Younger Associates Labor Supply Survey

Key Characteristics of the Underemployed and Not Employed, but Interested

Table 6-9 below show the characteristics of workers currently Not Employed but interested and Underemployed, by key characteristics, in the labor shed region.

Among the Not Employed, but Interested group, approximately half the group has some education beyond the high school equivalency level. This is beneficial to connecting these potential workers to employers.

Table 6 below shows the extrapolated number of workers currently Not Employed but Interested and Underemployed, by education level, in the labor shed region.

Table 6

Educational Attainment by Employment Status

	Not Employed, But Interested	Underemployed
Less than High School	8,178	1,730
High school graduate or equivalent	17,910	4,596
Some college, no degree	12,792	5,880
Associates degree or technical certificate	4,616	4,942
Bachelors degree	4,615	4,942
Graduate or Professional degree	2,057	2,619
Total	50,168	24,709

Source: Younger Associates Labor Supply Survey

Among the Not Employed, but Interested component, recent lack of job permanent openings is the top reason for lack of employment, as shown in Table 7.

Table 7

Top Reasons for Lack of Employment Among Not Employed, but Interested

	Not Employed, But Interested	NW MS Region
Have applied for jobs, haven't gotten one yet	21.4%	10,736
Laid-Off/Company Closure	17.3%	8,679
Disabled	9.2%	4,615
Raising a Family	8.2%	4,114
Retired	4.1%	2,057
Other	20.4%	10,234

Source: Younger Associates Labor Supply Survey

Table 8

Not Employed, but Interested Most Frequently Reported Job Skills

Leading Occupational Skills	Not Employed, But Interested	NW MS Region
Retail Sales & Service	13.1%	6,572
Office & Administrative Support	11.7%	5,870
Warehouse/Distribution	9.7%	4,866
Cleaning & Maintenance	8.3%	4,164
Customer Services	7.4%	3,712

Source: Younger Associates Labor Supply Survey

Table 9

Underemployed Most Frequently Reported Job Skills

Leading Occupational Skills	Not Employed, But Interested	NW MS Region
Management – Entry & Middle Level	10.8%	5,287
Healthcare – Technical	9.8%	2,422
Business & Professional Services	7.1%	1,754
Computer/IS – Support Tech	6.3%	1,557
Special Trades	5.4%	1,334
Warehouse/Distribution	5.4%	1,334

Source: Younger Associates Labor Supply Survey

Training Preferences Among the Not Employed

For educators and training providers it is helpful to understand the types of training workers would prefer. This helps in planning training capacity, but is even more helpful in preparing to counsel workers to seek training in fields where the success of achieving long-term employment is high. Table 10 shows the most frequently reported training interests among the Not Employed, but Interested.

Table 10

Top Training Interests among Not Employed, But Interested

	Not Employed, But Interested	NW MS Region
Special Trades	12.6%	4,646
Computer – General/Technical	12.5%	4,609
Medical (except nursing)	8.0%	2,950
Business & Professional Services	5.7%	2,102
Sales	5.7%	2,102

Source: Younger Associates Labor Supply Survey

While the types of training desired by the Not Employed, but Interested may generally apply to existing and target industry groups in the region, career counseling could help direct trainees to specific areas, which will support economic growth. For example, those seeking training in special trades (which can include electrical, HVAC and maintenance) should be guided to the industrial special trades, rather than trades that support residential construction.

Evidence from workforce analyses completed in other areas have shown that people seeking general computer training may stop short of the skill level needed to meet current employer requirements. Specifically, trainees may seek to learn basic word processing and other basic functions, but do not reach the skill level to provide more analytical computer support for the Business and Professional Services sector.

Other Characteristics of the Labor Supply

Among employed, approximately 14 percent have a second job. Table 11 shows the most frequently reported types of second job. Almost half of those reporting a second job are self-employed in that second job.

Table 11

Second-Job Holder Occupations

Occupation	Total Survey	NW MS Region
Cleaning & Maintenance	10.0%	1,523
Leisure/Entertainment	8.2%	1,249
Retail Sales & Service	8.2%	1,249
Food Prep & Serving	6.7%	1,020
Military	6.7%	1,020

Source: Younger Associates Labor Supply Survey

Key Workforce Assessment Findings

- Among the survey respondents, 28.6 percent have worked shifts
- Underemployed workers would on average seek an additional \$4.80 per hour to change jobs
- A high proportion of the workforce is interested in training, 44.4%
- A relatively high proportion of workers have a second job, 14.3%
- Lack of transportation is not a factor among the workforce
- Approximately 80% of the workforce commutes less than 45 minutes to work, and almost 48% commute less than 30 minutes
- A very low proportion of the workforce has a Career Readiness Certificate
- Lack of childcare is a factor for 14.6% of the workforce

Northwest Mississippi Workforce Survey Full Survey

Section A: Current Employment

Are you currently employed?

	Total Survey	Total Survey Extrapolation
Yes	84.4%	106,510
No	15.6%	50,167
Total:	100%	

Which statement best describes your usual employment?

	Total Survey	Total Survey Extrapolation
Full-time	83.9%	89,362
Part-time	16.1%	17,148
Total:	100%	106,510

If you are employed less than full-time, year-round, would you prefer full-time employment?

	Total Survey	Total Survey Extrapolation
Yes	66.7%	11,438
No	33.3%	5,710
Total:	100%	17,148

For your primary job, are you self-employed?

	Total Survey	Total Survey Extrapolation
Yes	11.4%	12,142
No	88.6%	94,368
Total:	100%	106,510

Northwest Mississippi Workforce Survey

Full Survey

Describe the nature/type of your primary employer.

	Total Survey	Total Survey Extrapolation
Agriculture	2.6%	2,769
Construction/Special Trades	6.7%	7,136
Education Services	9.5%	10,118
Financial Services	4.1%	4,367
Food Services & Drinking Places	4.3%	4,580
Government - Local	4.8%	5,112
Government - State	0.0%	0
Government - Federal	0.6%	639
Health Services	9.7%	10,331
Information/Telecommunications	0.4%	426
Leisure & Hospitality	5.6%	5,965
Manufacturing	6.9%	7,349
Military	0.0%	0
Mining/Extraction, Oil	0.6%	639
Personal, Services	6.9%	7,349
Professional & Business Services	8.5%	9,053
Retail Trade	14.9%	15,870
Transportation	4.8%	5,112
Utilities	0.6%	639
Warehouse	8.5%	9,053
Wholesale Trade	0.0%	0
All Other	0.0%	0
Total:	100%	106,507

Northwest Mississippi Workforce Survey

Full Survey

What is your job at this company?

	Total Survey	Total Survey Extrapolation
Architecture & Engineering	0.4%	426
Business/Professional Services	0.6%	639
Child Care	0.4%	426
Cleaning & Maintenance	6.3%	6710
Computer/IS - Professional	0.4%	426
Computer/IS - Support/Tech	1.9%	2024
Construction	2.2%	2343
Customer Services	5.4%	5752
Education - Professional	4.3%	4580
Education - Support	3.7%	3941
Farming, Fishing & Forestry	0.9%	959
Financial Services	3.5%	3728
Food Prep & Serving	3.9%	4154
Healthcare - Professional	3.0%	3195
Healthcare - Technical	4.5%	4793
Healthcare - Support	0.2%	213
Information/Media	0.0%	0
Installation & Repair	3.2%	3408
Legal	0.4%	426
Leisure/Entertainment	0.6%	639
Management - Entry Level	8.8%	9373
Management - Middle	9.9%	10544
Management - Upper	5.1%	5432
Manufacturing - Highly Skilled	0.4%	426
Manufacturing - Production (unskilled)	1.9%	2024
Manufacturing - Skilled	1.3%	1385
Military	0.0%	0
Mining/Extraction	0.0%	0
Office & Administration Support	5.6%	5965
Personal Services	1.1%	1172
Physical Science	0.2%	213
Protective Services	2.4%	2556
Retail Sales & Service	4.3%	4580
Sales (non-retail)	0.6%	639
Social Services	1.1%	1172
Special Trades	1.7%	1811
Transportation & Material Moving	4.5%	4793
Utilities	0.2%	213
Warehouse/Distribution	5.1%	5432
Other	0.0%	0
Total:	100%	106,512

Northwest Mississippi Workforce Survey

Full Survey

How long is your one-way commute from your home to your primary job?

	Total Survey	Total Survey Extrapolation
Less than 15 minutes	33.7%	35,894
15-29 minutes	31.8%	33,870
30-44 minutes	17.2%	18,320
45-59 minutes	4.5%	4,793
1 hr to 1 hr, 29 min.	1.9%	2,024
1 hr, 30 min or more	0.4%	426
Work from home	2.8%	2,982
Varies	7.7%	8,201
Total:	100%	106,510

How are you paid?

	Total Survey
Hourly	62.7%
Salary	28.3%
Commission	3.4%
Other	6.2%
Total: <i>exceeds 100% due to multiple responses</i>	100.6%

Please indicate your current annual pay, including overtime:

	Total Survey	Total Survey Extrapolation
Less than \$15,000	14.3%	15,231
\$15,000-\$24,999	15.4%	16,403
\$25,000-\$34,999	18.4%	19,598
\$35,000-\$49,999	17.3%	18,426
\$50,000-\$74,999	16.9%	18,000
\$75,000-\$99,999	8.8%	9,373
\$100,000-\$124,999	3.0%	3,195
Over \$125,000	2.6%	2,769
Would not indicate	3.3%	3,515
Total:	100%	106,510

If Hourly: How much more money would a similar job have to pay per hour for you to change jobs?

	Total Survey
Additional Hourly Minimum	\$ 2,080
Additional Hourly Mazimum	\$ 50,000
Additional Hourly Average	\$ 9,618
Calculated Hourly Rate	\$ 4.62

Northwest Mississippi Workforce Survey

Full Survey

Please indicate if you would change jobs.

	Total Survey	Total Survey Extrapolation
Would not change	42.3%	45,054
Would change	57.7%	61,456
Total:	100%	106,510

Reasons hourly employees would change jobs:

	Total Survey	Total Survey Extrapolation
Higher pay	69%	42,405
Same amount as current job	2%	1,229
Better/More benefits	8%	4,916
Closer to home	12%	7,375
Better/Different job	2%	1,229
All other	7%	4,302
Total:	100%	61,456

Would you be interested in receiving training to acquire new job skills?

	Total Survey	Total Survey Extrapolation
Yes	44.4%	47,290
No	55.6%	59,220
Total:	100.0%	106,510

Northwest Mississippi Workforce Survey

Full Survey

If yes, please indicate two jobs for which you would most like training:

	Total Survey	Total Survey Extrapolation
Any/Open/Undecided	4.0%	1,892
Agriculture, Forestry, Landscaping, Wildlife	0.0%	0
Auto Mechanic/Auto Body	4.0%	1,892
Business, Counseling, Engineering, Law, Paralegal,	7.0%	3,310
Child Care, Caregiver	2.0%	946
Computer - General, Technology	16.0%	7,566
Computer - Specialized, Data entry, Drafting	1.0%	473
Construction	2.0%	946
Cosmetology	0.0%	0
Customer Service	2.0%	946
Education	3.0%	1,419
Electronics/Electrical, Electrician	1.0%	473
Financial Services	3.0%	1,419
Food Prep & Services	0.0%	0
Management, HR	9.0%	4,256
Manufacturing	4.0%	1,892
Medical (except nursing)	12.0%	5,675
Nursing	7.0%	3,310
Office/Clerical	1.0%	473
Protective Services	1.0%	473
Sales	1.0%	473
Special Trades	8.0%	3,783
Transportation/Truck Driving	6.0%	2,837
Leisure/Entertainment	1.0%	473
Government/Military	1.0%	473
Social Services	3.0%	1,419
All Other	1.0%	473
Total:	100.0%	47,292

Do you have a second job?

	Total Survey	Total Survey Extrapolation
Yes	14.3%	15,231
No	85.7%	91,279
Total:	100%	106,510

Northwest Mississippi Workforce Survey

Full Survey

IF YES, please describe this job.

	Total Survey	Total Survey Extrapolation
Architecture & Engineering	1.7%	259
Business/Professional Services	1.7%	259
Child Care	0.0%	0
Cleaning & Maintenance	10.0%	1,523
Computer/IS - Professional	0.0%	0
Computer/IS - Support/Tech	0.0%	0
Construction	5.0%	762
Customer Services	3.3%	503
Education - Professional	0.0%	0
Education - Support	1.7%	259
Farming, Fishing & Forestry	5.0%	762
Financial Services	5.0%	762
Food Prep & Serving	6.7%	1,020
Healthcare - Professional	1.7%	259
Healthcare - Technical	5.0%	762
Healthcare - Support	1.7%	259
Information/Media	0.0%	0
Installation & Repair	5.0%	762
Legal	0.0%	0
Leisure/Entertainment	8.2%	1,249
Management - Entry Level	1.7%	259
Management - Middle	0.0%	0
Management - Upper	0.0%	0
Manufacturing - Highly Skilled	0.0%	0
Manufacturing - Production (unskilled)	0.0%	0
Manufacturing - Skilled	0.0%	0
Military	6.7%	1,020
Mining/Extraction	0.0%	0
Office & Administration Support	1.7%	259
Personal Services	3.3%	503
Physical Science	0.0%	0
Protective Services	1.7%	259
Retail Sales & Service	8.2%	1,249
Sales (non-retail)	1.7%	259
Social Services	5.0%	762
Special Trades	1.7%	259
Transportation & Material Moving	3.3%	503
Utilities	0.0%	0
Warehouse/Distribution	3.3%	503
All Other	0.0%	0
Total:	100.0%	15,235

Northwest Mississippi Workforce Survey

Full Survey

Are you self-employed in your second job?

	Total Survey	Total Survey Extrapolation
Yes	46.0%	3,381
No	54.0%	11,850
Total:	100%	15,231

Do you currently or have you in the last three years worked shifts?

	Total Survey	Total Survey Extrapolation
Yes	28.6%	30,462
No	71.4%	76,048
Total:	100%	106,510

Do you have work experience or specialized training that qualifies you for a better job than the one you have now, but can't find that type of employment locally?

	Total Survey	Total Survey Extrapolation
Yes	22.2%	23,645
No	77.8%	82,865
Total:	100%	106,510

Northwest Mississippi Workforce Survey

Full Survey

IF YES, what skill/occupation?

	Total Survey	Total Survey Extrapolation
Architecture & Engineering	3.0%	709
Business/Professional Services	7.0%	1,655
Child Care	0.0%	0
Cleaning & Maintenance	1.0%	236
Computer/IS - Professional	0.0%	0
Computer/IS - Support/Tech	6.0%	1,419
Construction	2.0%	473
Customer Services	0.0%	0
Education - Professional	6.0%	1,419
Education - Support	1.0%	236
Farming, Fishing & Forestry	0.0%	0
Financial Services	2.0%	473
Food Prep & Serving	2.0%	473
Healthcare - Professional	0.0%	0
Healthcare - Technical	11.0%	2,601
Healthcare - Support	3.0%	709
Information/Media	0.0%	0
Installation & Repair	4.0%	946
Legal	1.0%	236
Leisure/Entertainment	0.0%	0
Management - Entry Level	6.0%	1,419
Management - Middle	7.0%	1,655
Management - Upper	0.0%	0
Manufacturing - Highly Skilled	0.0%	0
Manufacturing - Production (unskilled)	2.0%	473
Manufacturing - Skilled	0.0%	0
Military	1.0%	236
Mining/Extraction	0.0%	0
Office & Administration Support	6.0%	1,419
Personal Services	0.0%	0
Physical Science	2.0%	473
Protective Services	3.0%	709
Retail Sales & Service	2.0%	473
Sales (non-retail)	2.0%	473
Social Services	5.0%	1,182
Special Trades	6.0%	1,419
Transportation & Material Moving	4.0%	946
Utilities	0.0%	0
Warehouse/Distribution	5.0%	1,182
All Other	0.0%	0
Total:	100.0%	23,644

Northwest Mississippi Workforce Survey

Full Survey

Do you want to work in this area/field now?

	Total Survey	Total Survey Extrapolation
Yes	69.4%	16,410
No	30.6%	7,235
Total:	100%	23,645

IF YES, how far are you willing to commute for that job?

	Total Survey	Total Survey Extrapolation
Less than 15 minutes	7.1%	1,165
15-29 minutes	22.9%	3,758
30-44 minutes	38.6%	6,334
45-59 minutes	14.3%	2,347
1 hr to 1 hr, 29 min.	8.6%	1,411
1 hr, 30 min or more	4.3%	706
Would relocate	4.3%	706
Total:	100.1%	16,427

How much would that job have to pay?

	Total Survey
Annual Minimum	\$ 17,680
Annual Maximum	\$ 85,000
Annual Average	\$ 40,981
Calculated Hourly Rate	\$ 19.70

Do you plan to retire in the next 5 years?

	Total Survey	Total Survey Extrapolation
Yes	15.1%	16,083
No	84.9%	90,427
Total:	100%	106,510

Northwest Mississippi Workforce Survey

Full Survey

Section B: NOT Currently Employed

If you are presently NOT employed, indicate why.

	Total Survey	Total Survey Extrapolation
Lack of jobs in your field of education/training	1.2%	602
Attending school	7.1%	3,562
Cannot find job with hours/schedule I need	3.5%	1,756
Lack of suitable childcare/dependent care	2.4%	1,204
Raising a family	9.4%	4,716
Retired	4.7%	2,358
Disabled	8.2%	4,114
Lack of transportation to work	0.0%	0
Laid-Off/Company Closure	16.5%	8,278
Have applied for jobs, haven't gotten one yet	18.8%	9,431
Don't want to be employed outside the home	4.7%	2,358
Other	23.5%	11,789
Total:	100%	50,168

How long has it been since you were last employed?

	Total Survey
Minimum	0.03
Maximum	324.00
Average	29.61

Northwest Mississippi Workforce Survey

Full Survey

Please describe the last job you held:

	Total Survey	Total Survey Extrapolation
Architecture & Engineering	0.0%	0
Business/Professional Services	3.7%	1,856
Child Care	3.7%	1,856
Cleaning & Maintenance	4.8%	2,408
Computer/IS - Professional	0.0%	0
Computer/IS - Support/Tech	1.2%	602
Construction	8.4%	4,214
Customer Services	9.6%	4,816
Education - Professional	3.6%	1,806
Education - Support	1.2%	602
Farming, Fishing & Forestry	2.4%	1,204
Financial Services	1.2%	602
Food Prep & Serving	8.4%	4,214
Healthcare - Professional	1.2%	602
Healthcare - Technical	2.4%	1,204
Healthcare - Support	0.0%	0
Information/Media	0.0%	0
Installation & Repair	0.0%	0
Legal	0.0%	0
Leisure/Entertainment	3.7%	1,856
Management - Entry Level	1.2%	602
Management - Middle	3.6%	1,806
Management - Upper	0.0%	0
Manufacturing - Highly Skilled	1.2%	602
Manufacturing - Production (unskilled)	1.2%	602
Manufacturing - Skilled	3.6%	1,806
Military	1.2%	602
Mining/Extraction	0.0%	0
Office & Administration Support	6.0%	3,010
Personal Services	3.7%	1,856
Physical Science	0.0%	0
Protective Services	0.0%	0
Retail Sales & Service	8.4%	4,214
Sales (non-retail)	0.0%	0
Social Services	2.4%	1,204
Special Trades	0.0%	0
Transportation & Material Moving	1.2%	602
Utilities	0.0%	0
Warehouse/Distribution	10.8%	5,418
All Other	0.0%	0
Total:	100.0%	50,167

Northwest Mississippi Workforce Survey

Full Survey

When was the last time you applied for a job? (months)

	Total Survey	
Minimum	0.03	1 Day
Maximum	156.00	13 Years
Average	8.12	8 Months, 4 Days

Do you prefer to be employed full-time or part-time?

	Total Survey	Total Survey Extrapolation
Full-time	74.4%	37,324
Part-time	32.6%	16,354
Total:	107.0%	

total exceeds 100% due to respondents indicating that would accept either full or part-time work

Northwest Mississippi Workforce Survey

Full Survey

Based on your skills/education/training, what type(s) of job(s) are you seeking

	Total Survey	Total Survey Extrapolation
Architecture & Engineering	0.0%	0
Business/Professional Services	4.9%	2,458
Child Care	2.9%	1,455
Cleaning & Maintenance	8.7%	4,365
Computer/IS - Professional	0.0%	0
Computer/IS - Support/Tech	1.0%	502
Construction	1.9%	953
Customer Services	8.7%	4,365
Education - Professional	1.9%	953
Education - Support	2.9%	1,455
Farming, Fishing & Forestry	0.0%	0
Financial Services	1.9%	953
Food Prep & Serving	4.9%	2,458
Healthcare - Professional	1.9%	953
Healthcare - Technical	4.9%	2,458
Healthcare - Support	1.0%	502
Information/Media	0.0%	0
Installation & Repair	1.0%	502
Legal	0.0%	0
Leisure/Entertainment	0.0%	0
Management - Entry Level	1.9%	953
Management - Middle	1.0%	502
Management - Upper	0.0%	0
Manufacturing - Highly Skilled	0.0%	0
Manufacturing - Production (unskilled)	2.9%	1,455
Manufacturing - Skilled	1.9%	953
Military	0.0%	0
Mining/Extraction	0.0%	0
Office & Administration Support	11.8%	5,920
Personal Services	1.9%	953
Physical Science	0.0%	0
Protective Services	1.0%	502
Retail Sales & Service	12.6%	6,321
Sales (non-retail)	1.9%	953
Social Services	1.9%	953
Special Trades	1.0%	502
Transportation & Material Moving	0.0%	0
Utilities	0.0%	0
Warehouse/Distribution	10.7%	5,368
All Other	1.0%	502
Total:	100.0%	50,167

Northwest Mississippi Workforce Survey

Full Survey

What minimum wage or salary would you accept to begin work?

	Total Survey
Annual Minimum	\$ 15,080
Annual Maximum	\$ 110,240
Annual Average	\$ 22,810
Calculated Average Hourly Rate	\$ 10.97

Would you be willing to work shifts?

	Total Survey	Total Survey Extrapolation
Yes	61.2%	30,702
No	38.8%	19,465
Total:	100%	50,167

If yes, what shifts?

	Total Survey	
1st	36.5%	11,206
2nd	34.6%	10,623
3rd	15.4%	4,728
All (rotating)	51.9%	15,934

How far are you willing to commute (one-way) to work?

	Total Survey	Total Survey Extrapolation
Less than 15 minutes	10.5%	5,268
15-29 minutes	37.1%	18,612
30-44 minutes	32.6%	16,354
45-59 minutes	12.8%	6,421
1 hr to 1 hr, 29 min.	4.7%	2,358
1 hr, 30 min or more	0.0%	0
Would relocate	2.3%	1,154
Total:	100.0%	50,167

Would you be interested in training to acquire new job skills?

	Total Survey	Total Survey Extrapolation
Yes	74.1%	37,174
No	25.9%	12,993
Total:	100%	50,167

Northwest Mississippi Workforce Survey

Full Survey

If yes, please indicate two jobs for which you would most like training :

	Total Survey	Total Survey Extrapolation
Any/Open/Undecided	11.1%	4,126
Auto Mechanic/Auto Body	1.4%	520
Business, Counseling, Engineering, Law, Paralegal,	6.9%	2,565
Computer - General, Technology	15.3%	5,688
Computer - Specialized, Data entry, Drafting	1.4%	520
Construction	4.2%	1,561
Cosmetology	2.8%	1,041
Customer Service	1.4%	520
Education	4.2%	1,561
Financial Services	1.4%	520
Food Prep & Services	1.4%	520
Management, HR	2.8%	1,041
Manufacturing	1.4%	520
Medical (except nursing)	9.7%	3,606
Nursing	2.8%	1,041
Office/Clerical	4.2%	1,561
Sales	6.9%	2,565
Special Trades	12.5%	4,647
Transportation/Truck Driving	5.6%	2,082
All Other	2.8%	1,041
Total:	100%	37,246

Do you have a Career Readiness Certificate (CRC) or Work Keys Assessment?

	Total Survey	Total Survey Extrapolation
Yes	4.9%	2,458
No	70.4%	35,318
I am in the program now	1.2%	602
Don't know about the program	23.5%	11,789
Total:	100%	50,167

If offered a job, would transportation to/from work be a problem for you?

	Total Survey	Total Survey Extrapolation
Yes	7.2%	3,612
No	92.8%	46,555
Total:	100.0%	50,167

Northwest Mississippi Workforce Survey

Full Survey

If offered a job, would childcare/ dependent care be a problem for you?

	Total Survey	Total Survey Extrapolation
Yes	14.6%	7,324
No	85.4%	42,843
Total:	100%	50,167

Northwest Mississippi Workforce Survey

Full Survey

Section C: Demographics

Where do you live?

	Total Survey	Total Survey Extrapolation
Benton	0.0%	
DeSoto	70.8%	
Marshall	1.3%	
Tate	12.9%	
Tunica	10.9%	
Shelby	2.0%	
All Other	2.2%	
Total:	100%	

How long have you in lived in this area?

	Total Survey	Total Survey Extrapolation
Less than one year	4.9%	
1-5 years	22.4%	
6-10 years	20.6%	
11-20 years	20.4%	
More than 20 years	31.7%	
Total:	100%	

If less than one year, please indicate how long you lived at your previous residence. (months)

Minimum	5.50	5 months, 15 days
Maximum	600.00	50 years
Average	221.00	18 years, 4 months

Are you currently going to school for a degree or certificate?

	Total Survey	Total Survey Extrapolation
Yes	8.9%	13,944
No	91.1%	142,733
Total:	100%	156,677

Northwest Mississippi Workforce Survey

Full Survey

What is your age category?

	Total Survey	Total Survey Extrapolation
18-24	13.6%	21,308
25-34	19.6%	30,709
35-44	20.9%	32,745
45-54	26.1%	40,893
55-64	15.8%	24,755
65+	4.0%	6,267
Total:	100%	156,677

What is your gender?

	Total Survey	Total Survey Extrapolation
Male	51.0%	79,905
Female	49.0%	76,772
Total:	100.0%	156,677

What is your race or ethnic background?

	Total Survey	Total Survey Extrapolation
African-American	44.4%	69,565
Asian/Pacific Islander	0.2%	313
Hispanic/Latino	2.4%	3,760
Native-American	0.0%	0
White/caucasian	53.0%	83,039
Other	0.0%	0
Total:	100.0%	156,677

Northwest Mississippi Workforce Survey

Full Survey

What is the highest level of education you have completed?

	Total Survey	Total Survey Extrapolation
8th grade or lower	0.4%	627
Some high school	7.6%	11,907
High school graduate or equivalent	30.2%	47,316
Some technical or vocational school	1.5%	2,350
Some college, no degree	20.0%	31,335
Technical/Vocational certificate	4.7%	7,364
Associates degree	10.7%	16,764
Bachelor's degree	17.1%	26,792
Postgraduate study, but no degree	1.1%	1,723
Graduate degree	5.6%	8,774
Professional degree	1.1%	1,723
Total:	100.0%	156,675

Are you proficient (read & write) in any language(s) other than English?

	Total Survey	Total Survey Extrapolation
None	89.9%	140,853
Chinese	0.2%	313
French	0.7%	1,097
German	0.9%	1,410
Japanese	0.4%	627
Spanish	7.4%	11,594
Other	1.4%	2,193
Total:	100.9%	

Total exceeds 100% as some respondents spoke more than one language.

Northwest Mississippi Workforce Survey

Not Employed, But Interested Profile

Section A: Current Employment

Are you currently employed?

	Total Survey	Total Survey Extrapolation
Yes	83.7%	106,510
No	16.3%	50,167
Total:	100%	

Section B: NOT Currently Employed

If you are presently NOT employed, indicate why.

	Total Survey	Total Survey Extrapolation
Lack of jobs in your field of education/training	1.0%	502
Attending school	7.1%	3,562
Cannot find job with hours/schedule I need	5.1%	2,559
Lack of suitable childcare/dependent care	2.0%	1,003
Raising a family	8.2%	4,114
Retired	4.1%	2,057
Disabled	9.2%	4,615
Lack of transportation to work	0.0%	0
Laid-Off/Company Closure	17.3%	8,679
Have applied for jobs, haven't gotten one yet	21.4%	10,736
Don't want to be employed outside the home	4.2%	2,107
Other	20.4%	10,234
Total:	100.0%	50,168

How long has it been since you were last employed? (in months)

	Total Survey	
Minimum	0.03	1 day
Maximum	324.00	27 years
Average	26.91	2 years, 3 months

Northwest Mississippi Workforce Survey

Not Employed, But Interested Profile

Please describe the last job you held:

	Total Survey	Total Survey Extrapolation
Architecture & Engineering	0.0%	0
Business/Professional Services	3.2%	1,605
Child Care	3.2%	1,605
Cleaning & Maintenance	5.3%	2,659
Computer/IS - Professional	0.0%	0
Computer/IS - Support/Tech	1.0%	502
Construction	8.4%	4,214
Customer Services	8.4%	4,214
Education - Professional	3.2%	1,605
Education - Support	1.0%	502
Farming, Fishing & Forestry	2.1%	1,054
Financial Services	1.0%	502
Food Prep & Serving	8.4%	4,214
Healthcare - Professional	2.1%	1,054
Healthcare - Technical	2.1%	1,054
Healthcare - Support	0.0%	0
Information/Media	0.0%	0
Installation & Repair	0.0%	0
Legal	0.0%	0
Leisure/Entertainment	3.2%	1,605
Management - Entry Level	2.1%	1,054
Management - Middle	3.2%	1,605
Management - Upper	0.0%	0
Manufacturing - Highly Skilled	1.0%	502
Manufacturing - Production (unskilled)	3.2%	1,605
Manufacturing - Skilled	3.2%	1,605
Military	1.0%	502
Mining/Extraction	0.0%	0
Office & Administration Support	6.3%	3,161
Personal Services	3.2%	1,605
Physical Science	0.0%	0
Protective Services	1.0%	502
Retail Sales & Service	9.6%	4,816
Sales (non-retail)	0.0%	0
Social Services	2.1%	1,054
Special Trades	0.0%	0
Transportation & Material Moving	1.0%	502
Utilities	0.0%	0
Warehouse/Distribution	10.5%	5,268
All Other	0.0%	0
Total:	100.0%	50,167

Northwest Mississippi Workforce Survey

Not Employed, But Interested Profile

When was the last time you applied for a job? (months)

	Total Survey	
Minimum	0.03	1 Day
Maximum	156.00	13 Years
Average	7.23	7 Months, 9 Days

Do you prefer to be employed full-time or part-time?

	Total Survey	Total Survey Extrapolation
Full-time	74.7%	37,475
Part-time	34.3%	17,207
Total:	109.0%	

total exceeds 100% due to respondents indicating that would accept either full or part-time work

Northwest Mississippi Workforce Survey

Not Employed, But Interested Profile

Based on your skills/education/training, what type(s) of job(s) are you seeking

	Total Survey	Total Survey Extrapolation
Architecture & Engineering	0.0%	0
Business/Professional Services	4.1%	2,057
Child Care	4.1%	2,057
Cleaning & Maintenance	8.3%	4,164
Computer/IS - Professional	0.0%	0
Computer/IS - Support/Tech	1.7%	853
Construction	2.5%	1,254
Customer Services	7.4%	3,712
Education - Professional	1.7%	853
Education - Support	2.5%	1,254
Farming, Fishing & Forestry	0.0%	0
Financial Services	2.5%	1,254
Food Prep & Serving	4.1%	2,057
Healthcare - Professional	2.5%	1,254
Healthcare - Technical	5.0%	2,508
Healthcare - Support	0.8%	401
Information/Media	0.0%	0
Installation & Repair	0.8%	401
Legal	0.0%	0
Leisure/Entertainment	0.0%	0
Management - Entry Level	1.7%	853
Management - Middle	1.7%	853
Management - Upper	0.0%	0
Manufacturing - Highly Skilled	0.0%	0
Manufacturing - Production (unskilled)	4.1%	2,057
Manufacturing - Skilled	1.7%	853
Military	0.0%	0
Mining/Extraction	0.0%	0
Office & Administration Support	11.7%	5,870
Personal Services	1.7%	853
Physical Science	0.0%	0
Protective Services	0.8%	401
Retail Sales & Service	13.1%	6,572
Sales (non-retail)	1.7%	853
Social Services	2.5%	1,254
Special Trades	0.8%	401
Transportation & Material Moving	0.0%	0
Utilities	0.0%	0
Warehouse/Distribution	9.7%	4,866
All Other	0.8%	401
Total:	100.0%	50,167

Northwest Mississippi Workforce Survey

Not Employed, But Interested Profile

What minimum wage or salary would you accept to begin work?

	Total Survey
Annual Minimum	\$ 15,080
Annual Maximum	\$ 110,240
Annual Average	\$ 22,377
Calculated Average Hourly Rate	\$ 10.76

Would you be willing to work shifts?

	Total Survey	Total Survey Extrapolation
Yes	63.3%	31,756
No	36.7%	18,411
Total:	100.0%	50,167

If yes, what shifts? (multiple responses allowed)

	Total Survey	Total Survey Extrapolation
1st	30.6%	9,717
2nd	29.0%	9,209
3rd	12.9%	4,097
All (rotating)	59.7%	18,958

How far are you willing to commute (one-way) to work?

	Total Survey	Total Survey Extrapolation
Less than 15 minutes	9.1%	4,565
15-29 minutes	35.4%	17,759
30-44 minutes	31.3%	15,702
45-59 minutes	18.2%	9,130
1 hr to 1 hr, 29 min.	4.0%	2,007
1 hr, 30 min or more	0.0%	0
Would relocate	2.0%	1,003
Total:	100.0%	50,166

Would you be interested in training to acquire new job skills?

	Total Survey	Total Survey Extrapolation
Yes	73.5%	36,873
No	26.5%	13,294
Total:	100.0%	50,167

Northwest Mississippi Workforce Survey

Not Employed, But Interested Profile

If yes, please indicate two jobs for which you would most like training :

	Total Survey	Total Survey Extrapolation
Any/Open/Undecided	10.3%	3,798
Agriculture, Forestry, Landscaping, Wildlife	0.0%	0
Auto Mechanic/Auto Body	2.4%	885
Business, Counseling, Engineering, Law, Paralegal, Criminal	5.7%	2,102
Child Care, Caregiver	1.2%	442
Computer - General, Technology	12.5%	4,609
Computer - Specialized, Data entry, Drafting	1.2%	442
Construction	3.4%	1,254
Cosmetology	2.4%	885
Customer Service	2.4%	885
Education	3.4%	1,254
Electronics/Electrical, Electrician	0.0%	0
Financial Services	1.2%	442
Food Prep & Services	1.2%	442
Management, HR	5.7%	2,102
Manufacturing	2.4%	885
Medical (except nursing)	8.0%	2,950
Nursing	3.4%	1,254
Office/Clerical	4.6%	1,696
Protective Services	0.00%	0
Real Estate	0.0%	0
Sales	5.7%	2,102
Special Trades	12.6%	4,646
Transportation/Truck Driving	4.6%	1,696
Leisure/Entertainment	0.0%	0
Government/Military	0.0%	0
Social Services	0.0%	0
All Other	5.7%	2,102
Total:	100.0%	36,873

Do you have a Career Readiness Certificate (CRC) or Work Keys Assessment?

	Total Survey	Total Survey Extrapolation
Yes	4.4%	2,207
No	67.8%	34,013
I am in the program now	1.1%	552
Don't know about the program	26.7%	13,395
Total:	100.0%	50,167

Northwest Mississippi Workforce Survey

Not Employed, But Interested Profile

If offered a job, would transportation to/from work be a problem for you?

	Total Survey	Total Survey Extrapolation
Yes	7.6%	3,813
No	92.4%	46,354
Total:	100.0%	50,167

If offered a job, would childcare/ dependent care be a problem for you?

	Total Survey	Total Survey Extrapolation
Yes	14.3%	7,174
No	85.7%	42,993
Total:	100.0%	50,167

Section C: Demographics

Where do you live?

	Total Survey
Benton	1.0%
DeSoto	51.5%
Marshall	12.1%
Tate	19.2%
Tunica	15.2%
Shelby	0.0%
All Other	1.0%
Total:	100.0%

How long have you in lived in this area?

	Total Survey
Less than one year	4.1%
1-5 years	19.4%
6-10 years	23.5%
11-20 years	18.4%
More than 20 years	34.6%
Total:	100.0%

If less than one year, please indicate how long you lived at your previous

	Total Survey	
Minimum	168.00	14 years
Maximum	600.00	50 years
Average	189.00	15 years, 9 months

Northwest Mississippi Workforce Survey

Not Employed, But Interested Profile

Are you currently going to school for a degree or certificate?

	Total Survey	Total Survey Extrapolation
Yes	10.2%	5,117
No	89.8%	45,050
Total:	100.0%	50,167

What is your age category?

	Total Survey	Total Survey Extrapolation
18-24	20.2%	10,134
25-34	25.3%	12,692
35-44	17.2%	8,629
45-54	20.2%	10,134
55-64	13.1%	6,572
65+	4.0%	2,007
Total:	100.0%	50,168

What is your gender?

	Total Survey	Total Survey Extrapolation
Female	67.7%	33,963
Male	32.3%	16,204
Total:	100.0%	50,167

What is your race or ethnic background?

	Total Survey	Total Survey Extrapolation
African-American	59.2%	29,699
Asian/Pacific Islander	0.0%	0
Hispanic/Latino	5.1%	2,559
Native-American	0.0%	0
White/caucasian	35.7%	17,910
Other	0.0%	0
Total:	100.0%	50,168

Northwest Mississippi Workforce Survey

Not Employed, But Interested Profile

What is the highest level of education you have completed?

	Total Survey	Total Survey Extrapolation
8th grade or lower	1.0%	502
Some high school	15.3%	7,676
High school graduate or equivalent	35.7%	17,910
Some technical or vocational school	2.0%	1,003
Some college, no degree	23.5%	11,789
Technical/Vocational certificate	4.1%	2,057
Associates degree	5.1%	2,559
Bachelor's degree	9.2%	4,615
Postgraduate study, but no degree	0.0%	0
Graduate degree	3.1%	1,555
Professional degree	1.0%	502
Total:	100.0%	50,168

Are you proficient (read & write) in any language(s) other than English?

	Total Survey	Total Survey Extrapolation
None	93.9%	47,107
Chinese	0.0%	0
French	0.0%	0
German	0.0%	0
Japanese	0.0%	0
Spanish	6.1%	3,060
Other	0.0%	0
Total:	100.0%	

Northwest Mississippi Workforce Survey

Underemployed Profile

Section A: Current Employment

Are you currently employed?

	Total Survey	Total Survey Extrapolation
Yes	83.7%	106,510
No	16.3%	50,167
Total:	100.0%	

Do you have work experience or specialized training that qualifies you for a better job than the one you have now, but can't find that type of employment locally?

	Total Survey	Total Survey Extrapolation
Yes	23.2%	24,710
No	76.8%	81,800
Total:	100.0%	106,510

Which statement best describes your current employment?

	Total Survey	Total Survey Extrapolation
Full-time	89.6%	22,140
Part-time	10.4%	2,570
Total:	100.0%	24,710

For your primary job, are you self-employed?

	Total Survey	Total Survey Extrapolation
Yes	10.1%	2,496
No	89.9%	22,214
Total:	100.0%	24,710

Northwest Mississippi Workforce Survey

Underemployed Profile

Describe the nature/type of your primary employer.

	Total Survey	Total Survey Extrapolation
Agriculture	1.7%	420
Construction/Special Trades	6.1%	1,507
Education Services	12.2%	3,015
Financial Services	1.7%	420
Food Services & Drinking Places	3.5%	865
Government - Local	5.2%	1,285
Government - State	0.0%	0
Government - Federal	0.0%	0
Health Services	9.6%	2,372
Information/Telecommunications	0.0%	0
Leisure & Hospitality	6.1%	1,507
Manufacturing	6.1%	1,507
Military	0.0%	0
Mining/Extraction, Oil	0.9%	222
Personal, Services	10.4%	2,570
Professional & Business Services	7.9%	1,952
Retail Trade	16.5%	4,077
Transportation	4.3%	1,063
Utilities	0.0%	0
Warehouse	7.8%	1,927
Wholesale Trade	0.0%	0
All Other	0.0%	0
Total:	100.0%	24,709

Northwest Mississippi Workforce Survey

Underemployed Profile

What is your job at this company?

	Total Survey	Total Survey Extrapolation
Architecture & Engineering	0.0%	0
Business/Professional Services	0.0%	0
Child Care	0.9%	222
Cleaning & Maintenance	8.8%	2,174
Computer/IS - Professional	0.0%	0
Computer/IS - Support/Tech	2.6%	642
Construction	0.9%	222
Customer Services	5.3%	1,310
Education - Professional	4.4%	1,087
Education - Support	3.5%	865
Farming, Fishing & Forestry	1.7%	420
Financial Services	1.7%	420
Food Prep & Serving	2.6%	642
Healthcare - Professional	1.7%	420
Healthcare - Technical	4.4%	1,087
Healthcare - Support	0.9%	222
Information/Media	0.0%	0
Installation & Repair	4.4%	1,087
Legal	0.0%	0
Leisure/Entertainment	0.9%	222
Management - Entry Level	7.0%	1,730
Management - Middle	7.0%	1,730
Management - Upper	2.6%	642
Manufacturing - Highly Skilled	0.0%	0
Manufacturing - Production (unskilled)	2.6%	642
Manufacturing - Skilled	1.8%	445
Military	0.0%	0
Mining/Extraction	0.0%	0
Office & Administration Support	11.4%	2,817
Personal Services	1.8%	445
Physical Science	0.0%	0
Protective Services	3.5%	865
Retail Sales & Service	7.0%	1,730
Sales (non-retail)	0.0%	0
Social Services	0.9%	222
Special Trades	1.8%	445
Transportation & Material Moving	1.8%	445
Utilities	0.0%	0
Warehouse/Distribution	6.1%	1,507
Other	0.0%	0
Total:	100.0%	24,707

Northwest Mississippi Workforce Survey

Underemployed Profile

How long is your one-way commute from your home to your primary job?

	Total Survey	Total Survey Extrapolation
Less than 15 minutes	33.9%	8,377
15-29 minutes	25.2%	6,227
30-44 minutes	17.4%	4,300
45-59 minutes	6.1%	1,507
1 hr to 1 hr, 29 min.	3.5%	865
1 hr, 30 min or more	2.6%	642
Work from home	3.5%	865
Varies	7.8%	1,927
Total:	100.0%	24,710

How are you paid?

	Total Survey
Hourly	70.2%
Salary	20.2%
Commission	3.5%
Other	6.1%
Total: <i>exceeds 100% due to multiple responses</i>	100.0%

Please indicate your current annual pay, including overtime:

	Total Survey	Total Survey Extrapolation
Less than \$15,000	8.7%	2,150
\$15,000-\$24,999	27.0%	6,672
\$25,000-\$34,999	25.2%	6,227
\$35,000-\$49,999	13.9%	3,435
\$50,000-\$74,999	12.2%	3,015
\$75,000-\$99,999	6.1%	1,507
\$100,000-\$124,999	2.6%	642
Over \$125,000	1.7%	420
Would not indicate	2.6%	642
Total:	100.0%	24,710

If Hourly: How much more money would a similar job have to pay per hour for you to change jobs?

	Total Survey
Additional Hourly Minimum	\$ 2,080
Additional Hourly Maximum	\$ 37,440
Additional Hourly Average	\$ 9,988
Calculated Hourly Rate	\$ 4.80

Northwest Mississippi Workforce Survey

Underemployed Profile

Please indicate if you would change jobs.

	Total Survey	Total Survey Extrapolation
Would not change	20.2%	4,991
Would change	79.8%	19,719
Total:	100.0%	24,710

Reasons hourly employees would change jobs:

	Total Survey	Total Survey Extrapolation
Higher pay	70.5%	17,421
Same amount as current job	1.1%	272
Better/More benefits	5.2%	1,285
Closer to home	13.7%	3,385
Better/Different job	1.1%	272
All other	8.4%	2,076
Total:	100.0%	24,711

Would you be interested in receiving training to acquire new job skills?

	Total Survey	Total Survey Extrapolation
Yes	56.1%	13,862
No	43.9%	10,848
Total:	100.0%	24,710

Northwest Mississippi Workforce Survey

Underemployed Profile

If yes, please indicate two jobs for which you would most like training:

	Total Survey	Total Survey Extrapolation
Any/Open/Undecided	3.8%	939
Agriculture, Forestry, Landscaping, Wildlife	0.0%	0
Auto Mechanic/Auto Body	2.5%	618
Business, Counseling, Engineering, Law, Paralegal,	6.3%	1,557
Child Care, Caregiver	1.2%	297
Computer - General, Technology	16.3%	4,028
Computer - Specialized, Data entry, Drafting	1.2%	297
Construction	2.5%	618
Cosmetology	0.0%	0
Customer Service	1.2%	297
Education	2.5%	618
Electronics/Electrical, Electrician	0.0%	0
Financial Services	6.3%	1,557
Food Prep & Services	0.0%	0
Management, HR	11.2%	2,768
Manufacturing	6.3%	1,557
Medical (except nursing)	7.5%	1,853
Nursing	5.0%	1,236
Office/Clerical	2.5%	618
Protective Services	2.5%	618
Real Estate	0.0%	0
Sales	2.5%	618
Special Trades	7.5%	1,853
Transportation/Truck Driving	6.3%	1,557
Leisure/Entertainment	1.2%	297
Government/Military	1.2%	297
Social Services	2.5%	618
All Other	0.0%	0
Total:	100.0%	24,716

Do you have a second job?

	Total Survey	Total Survey Extrapolation
Yes	26.3%	6,499
No	73.7%	18,211
Total:	100.0%	24,710

Do you have work experience or specialized training that qualifies you for a better job than the one you have now, but can't find that type of employment

	Total Survey	Total Survey Extrapolation
Yes	23.2%	5,733
No	76.8%	18,977
Total:	100.0%	24,710

Northwest Mississippi Workforce Survey

Underemployed Profile

IF YES, what skill/occupation?

	Total Survey	Total Survey Extrapolation
Architecture & Engineering	2.7%	667
Business/Professional Services	7.1%	1,754
Child Care	0.0%	0
Cleaning & Maintenance	0.9%	222
Computer/IS - Professional	0.0%	0
Computer/IS - Support/Tech	6.3%	1,557
Construction	1.8%	445
Customer Services	0.0%	0
Education - Professional	5.4%	1,334
Education - Support	1.8%	445
Farming, Fishing & Forestry	0.0%	0
Financial Services	3.6%	890
Food Prep & Serving	1.8%	445
Healthcare - Professional	1.8%	445
Healthcare - Technical	9.8%	2,422
Healthcare - Support	2.7%	667
Information/Media	0.9%	222
Installation & Repair	3.6%	890
Legal	0.9%	222
Leisure/Entertainment	0.0%	0
Management - Entry Level	5.4%	1,334
Management - Middle	5.4%	1,334
Management - Upper	0.0%	0
Manufacturing - Highly Skilled	0.0%	0
Manufacturing - Production (unskilled)	1.8%	445
Manufacturing - Skilled	0.0%	0
Military	0.9%	222
Mining/Extraction	0.0%	0
Office & Administration Support	5.4%	1,334
Personal Services	0.0%	0
Physical Science	1.8%	445
Protective Services	4.5%	1,112
Retail Sales & Service	2.7%	667
Sales (non-retail)	1.8%	445
Social Services	5.4%	1,334
Special Trades	5.4%	1,334
Transportation & Material Moving	3.0%	741
Utilities	0.0%	0
Warehouse/Distribution	5.4%	1,334
All Other	0.0%	0
Total:	100.0%	24,708

Northwest Mississippi Workforce Survey

Underemployed Profile

Do you want to work in this area/field now?

	Total Survey	Total Survey Extrapolation
Yes	73.4%	18,137
No	26.6%	6,573
Total:	100.0%	24,710

IF YES, how far are you willing to commute for that job?

	Total Survey	Total Survey Extrapolation
Less than 15 minutes	6.2%	1,532
15-29 minutes	21.0%	5,189
30-44 minutes	32.1%	7,932
45-59 minutes	16.0%	3,954
1 hr to 1 hr, 29 min.	14.8%	3,657
1 hr, 30 min or more	6.2%	1,532
Would relocate	3.7%	914
Total:	100.0%	24,710

How much would that job have to pay?

	Total Survey
Annual Minimum	\$ 17,680
Annual Maximum	\$ 85,000
Annual Average	\$ 39,969
Calculated Hourly Rate	\$ 19.22

Do you plan to retire in the next 5 years?

	Total Survey	Total Survey Extrapolation
Yes	11.6%	2,866
No	88.4%	21,844
Total:	100.0%	24,710

Section C: Demographics

Where do you live?

	Total Survey
Benton	0.9%
DeSoto	62.6%
Marshall	7.8%
Tate	13.0%
Tunica	10.5%
Shelby	1.7%
All Other	3.5%
Total:	100.0%

Northwest Mississippi Workforce Survey

Underemployed Profile

How long have you in lived in this area?

	Total Survey	Total Survey Extrapolation
Less than one year	7.0%	1,730
1-5 years	27.0%	6,672
6-10 years	17.4%	4,300
11-20 years	18.3%	4,522
More than 20 years	30.3%	7,487
Total:	100.0%	24,711

If less than one year, please indicate how long you lived at your previous residence. (months)

	Total Survey	
Minimum	24	2 years
Maximum	360	30 years
Average	124	10 years, 4 months

Are you currently going to school for a degree or certificate?

	Total Survey	Total Survey Extrapolation
Yes	12.3%	3,039
No	87.7%	21,671
Total:	100.0%	24,710

What is your age category?

	Total Survey	Total Survey Extrapolation
18-24	12.3%	3,039
25-34	21.1%	5,214
35-44	19.3%	4,769
45-54	28.9%	7,141
55-64	16.7%	4,127
65+	1.7%	420
Total:	100.0%	24,710

What is your gender?

	Total Survey	Total Survey Extrapolation
Female	49.1%	12,133
Male	50.9%	12,577
Total:	100.0%	24,710

Northwest Mississippi Workforce Survey

Underemployed Profile

What is your race or ethnic background?

	Total Survey	Total Survey Extrapolation
African-American	55.0%	13,591
Asian/Pacific Islander	0.0%	0
Hispanic/Latino	1.8%	445
Native-American	0.9%	222
White/Caucasian	39.5%	9,760
Other	2.8%	692
Total:	100.0%	24,710

What is the highest level of education you have completed?

	Total Survey	Total Survey Extrapolation
8th grade or lower	0.0%	0
Some high school	7.0%	1,730
High school graduate or equivalent	18.6%	4,596
Some technical or vocational school	1.9%	469
Some college, no degree	21.9%	5,411
Technical/Vocational certificate	6.1%	1,507
Associates degree	13.9%	3,435
Bachelor's degree	19.1%	4,720
Postgraduate study, but no degree	0.9%	222
Graduate degree	8.8%	2,174
Professional degree	1.8%	445
Total:	100.0%	24,709

Are you proficient (read & write) in any language(s) other than English?

	Total Survey	Total Survey Extrapolation
None	85.2%	21,053
Chinese	0.0%	0
French	2.6%	642
German	0.0%	0
Japanese	0.9%	222
Spanish	10.4%	2,570
Other	2.6%	642
Total:	101.7%	

Total exceeds 100% as some respondents spoke more than one language.