

Mississippi's Workforce Enhancement Training Fund

*An Analysis of Training and Outcomes for Fiscal
Years 2016 through 2020*



MISSISSIPPI STATE UNIVERSITY™
NATIONAL STRATEGIC PLANNING
& ANALYSIS RESEARCH CENTER

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November 2021

About Mississippi's State Longitudinal Data System (SLDS)

Mississippi's State Longitudinal Data System (SLDS) is one of the most comprehensive systems in the country and includes administrative records from more than 25 education, workforce, and human service agencies in the state. The SLDS allows for the alignment of multiple sources of de-identified administrative data over time to evaluate educational or workforce strategies in terms of real outcomes, such as entrance into employment, wages, and skill gains.

About NSPARC

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EXECUTIVE SUMMARY

This report was commissioned by the State Workforce Investment Board (SWIB) and the Mississippi Community College Board (MCCB) for the purpose of developing a deeper understanding of Mississippi's Workforce Enhancement Training (WET) Fund. Mississippi's WET Fund was established by the Mississippi Legislature in 2004 to fund specialized, short-term workforce training programs that are implemented through community colleges. This report has two primary objectives: (1) to provide information on the training programs that are supported by the WET Fund, and (2) to provide information on the labor market outcomes of the Mississippians who participated in these programs in fiscal years 2016 through 2020.

DATA

Data for this report were contributed to Mississippi's State Longitudinal Data System (SLDS) by MCCB and the Mississippi Department of Employment Security (MDES). These data record trainee participation and outcomes in Fiscal Year (FY) 2016 through FY 2020.

OVERVIEW OF WET FUND TRAININGS

The results of this study show that Mississippi's WET Fund supports training for more than 94,000 Mississippi workers each year on average, or roughly 8 percent of the state's labor force.¹ On average, each trainee receives more than 3 trainings per year, resulting in nearly 300,000 trainings annually. To support these trainings, Mississippi's legislature allocates an average of \$19.2 million per year, 69 percent of which is devoted to instructional costs. Over 23 percent of these trainees are unemployed when they begin their training; the remainder are employed in the Mississippi workforce when receiving training.

INDUSTRIAL SECTORS PARTICIPATING IN WET FUND TRAININGS

On average, 454 employers send employees to WET Fund trainings each year. The Mississippi industrial sectors which see the highest numbers of employers participating for training include *Manufacturing* (158), *Health Care and Social Assistance* (70), *Wholesale and Retail Trade* (43), *Financial Activities* (25), and *Public Administration* (25). When ranking Mississippi's industries by the total amount of funds expended on training programs for their employees, *Manufacturing*,

¹ Mississippi's seasonally-adjusted labor force was reported to be 1,201,303 in September 2021, according to the Bureau of Labor Statistics Local Area Unemployment Statistics.

MISSISSIPPI'S WET FUND *Fast Facts*

299,407
trainings occur per year - trainees receives 3 trainings on average.

94,568
Mississippi
workers are trained in an average year.

59%
of trainees experience an increase in earnings within 6 months.

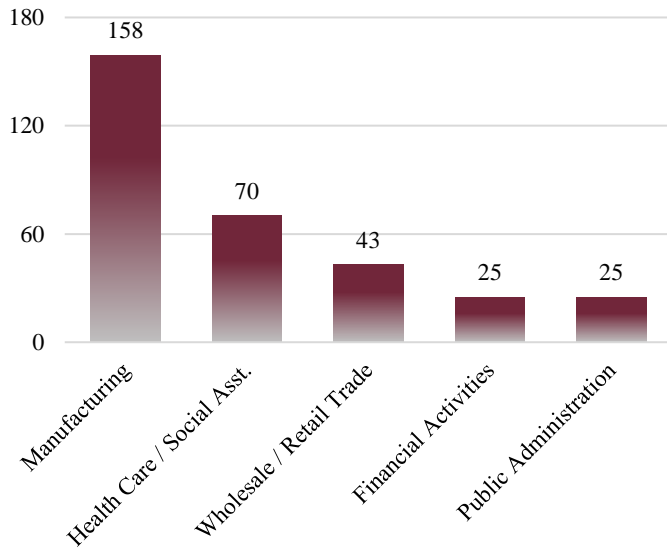
454
employers participate each year, primarily from the Manufacturing and Healthcare industries.

\$19,210,716
funding is allocated, on average, to WET Fund training and associated expenses annually.

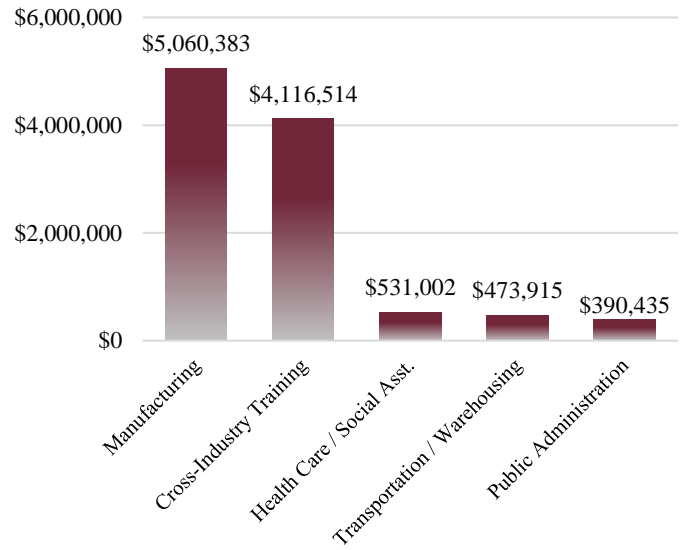


Health Care and Social Assistance, and Public Administration all remain on the top five list, alongside Transportation and Warehousing, and the trainings which are open to employees across multiple industries (Cross-Industry Trainings).

TOP INDUSTRIES,
BY NUMBER OF PARTICIPATING EMPLOYERS



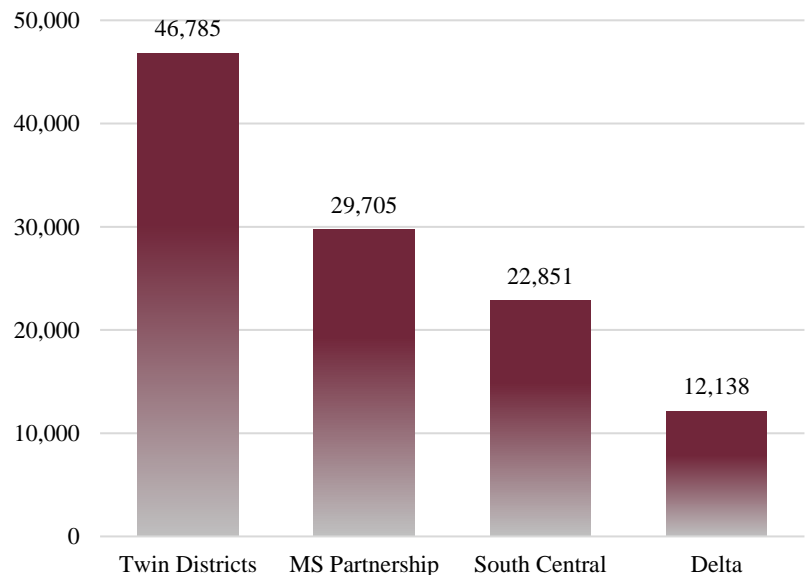
TOP INDUSTRIES,
BY INSTRUCTIONAL EXPENDITURES



GEOGRAPHY AND RESIDENCY OF TRAINEES

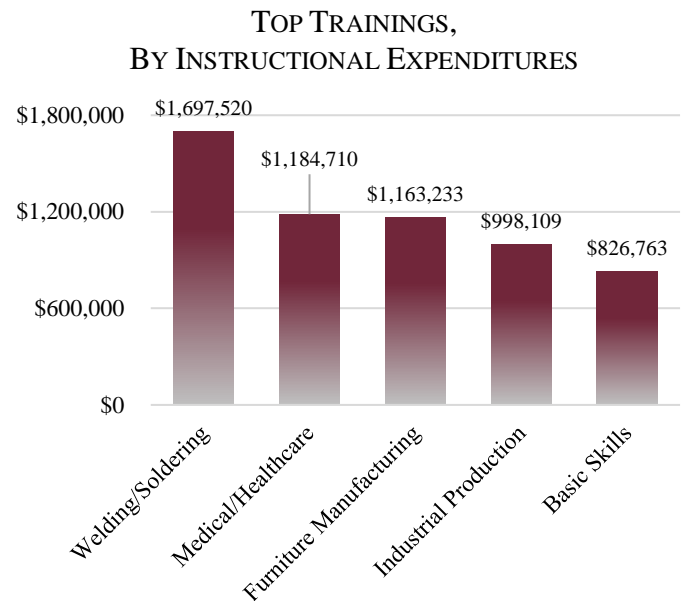
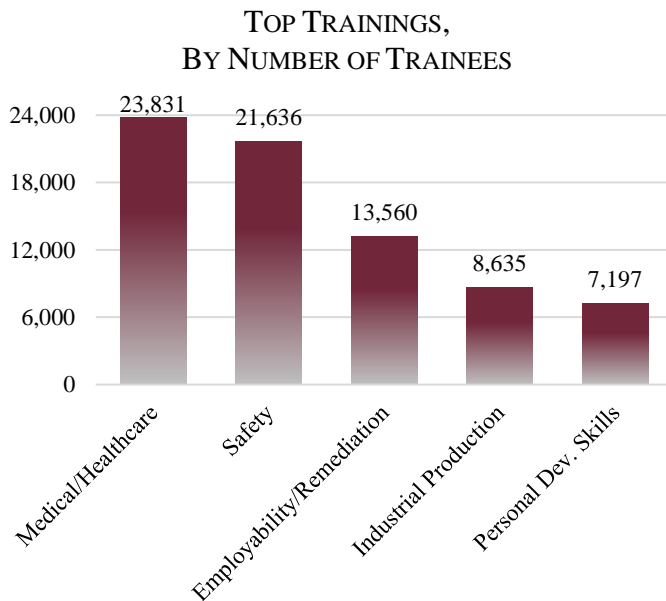
Residents of all 82 counties utilize WET Fund training. The counties which have the most trained residents include Jackson County (6,822 trainees), Harrison County (5,540 trainees), Jones County (5,122 trainees), Lauderdale County (4,892 trainees), and Hinds County (4,421 trainees). Of the four WIOA Local Workforce Development Areas (LWDA), the Twin Districts LWDA sees the highest number of trainees; nearly 47,000 people complete training on average each year. The Mississippi Partnership and South Central LWDA see 30,000 and 23,000 people completing training respectively, and an average of 12,000 people from the Delta LWDA complete training annually. Additionally, nearly 9,000 individuals claiming out-of-state residency complete training each year.

TRAINEES PER YEAR,
BY WIOA LOCAL AREA



TYPES OF TRAINING PROVIDED

Statewide, the training categories serving the most number of trainees include *Medical/Healthcare* training, *Safety* training, *Employability* training, *Industrial Production* training, and *Personal Development Skills* training. When examining the training categories by total WET Fund instructional expenditures, *Medical/Healthcare* training and *Industrial Production* training retain their rank among the top five training categories, alongside *Welding/Soldering*, *Furniture Manufacturing*, and *Basic Skills* training.



WORKFORCE OUTCOMES FOR EMPLOYED TRAINEES

For trainees who were employed at the time of training, this study examined their workforce outcomes within 6 and 12 months of completing the training program. Overall, 91 percent remained in the workforce for at least 6 months after completing training, and 87 percent remained in the Mississippi workforce for at least 12 months. After training, 59 percent of these trained employees experienced an increase in their annual earnings and they earned an average of \$35,140 per year. Furthermore, more than 66 percent of trainees remained employed with the same employer, and 75 percent continued to work in the same industry within Mississippi.

WORKFORCE OUTCOMES FOR UNEMPLOYED TRAINEES

Workforce outcomes for trainees who were unemployed at the time of training indicate that nearly 21,000 unemployed trainees participate in WET Fund programs each year, and 43 percent subsequently find employment in the state within 6 months of completing their training. The top fields in which these trainees find employment include *Manufacturing*, *Health Care and Social Assistance*, *Administrative and Waste Services*, *Accommodation and Leisure*, and *Wholesale and Retail Trade*.



Mississippi's Workforce Enhancement Training Fund

An Analysis of Training and Outcomes for Fiscal Years 2016 through 2020

INTRODUCTION

This study was commissioned by the State Workforce Investment Board (SWIB) and the Mississippi Community College Board to provide information on the training programs that are supported by Mississippi's Workforce Enhancement Training (WET) Fund, and to report the labor market outcomes of the Mississippians who participated in these programs.

A number of questions about WET fund training programs are answered in this report, including the following:

- What kinds of training are supported with WET Fund dollars?
- How many people and companies take advantage of WET Fund training?
- What industrial sectors most frequently utilize WET Fund training?
- Where is WET Fund training offered?

This report also answers the following questions about the workforce outcomes of individuals completing in WET Fund training:

- For trainees unemployed at time of training:
 - Do they find jobs after they complete training, and do they keep these jobs for at least a year?
 - What kind of wages do they earn?
 - Do these outcomes vary by the kind of training they receive?
- For trainees who worked for a company that received WET Fund-supported training:
 - Do they stay in the Mississippi workforce after training? If so, do they stay with the same company after training, or remain in the same industry if they found another job?
 - Did training lead to increased wages?
 - Do these outcomes vary by the kind of training received?

INDICATORS

The following indicators and measurements were used to answer these questions:

Trainee – any individual person who has participated in a Mississippi Community College training program that was created through, and funded by, Mississippi's WET Fund.



Unemployed Trainee – a trainee who was unemployed at the time of training.

Training – a measurement intended to capture the number of times the state’s trainees participated in WET Fund programs offered by the Mississippi Community Colleges. For example: ten individuals participating in a single course of instruction would constitute ten training events, and one individual participating in ten different courses of instruction would also constitute ten training events.

Instructional Hours – the number of hours during which a student is scheduled to be in class with their instructor.

Instructional Cost – the costs directly associated with Training Events, which includes the instructor’s salary and benefits. In contrast, non-instructional costs would include expenses such as travel, administration, or supplies purchased by the Community Colleges.

DATA

The following data were obtained from Mississippi’s State Longitudinal Data System (SLDS) for use in the study:

COMMUNITY COLLEGE WET FUND TRAINING DATA

These data were collected from each of the 15 community colleges that administer WET Fund training and were compiled into an annual dataset by the Mississippi Community College Board (MCCB). Data fields include race and gender information on trainees, the trainee’s employment status at time of training, the types of training courses taken, and the employer name if the trainee was employed at a company that received WET Fund training.

MISSISSIPPI EMPLOYER WAGE RECORDS

These data, compiled by the Mississippi Department of Employment Security, were collected from Mississippi employers that participate in the state’s Covered Employment System. Data fields include information on quarterly earnings, company of employment, and industry of employment.

METHODOLOGY

This study examined five cohorts of trainees and companies that have utilized training supported by the WET Fund in fiscal years 2015-2016, 2016-2017, 2017-2018, 2018-2019, and 2019-2020. Each cohort was comprised of (1) individuals enrolled in at least one course that is funded, in part or in whole, by WET Funds, and (2) companies that utilize WET funded training for their employees.

WET Fund training categories were defined using the 44 standardized categories utilized by Mississippi’s 15 public community colleges. These training categories are listed in Appendix B.

Industrial sectors were categorized using the North American Industry Classification System (NAICS) codes. The list of sectors used for the analysis can be found in Appendix B.

Employment and wage measurements were defined in accordance with the U.S. Department of Labor’s (DOL) WIOA Performance Guidance. This guidance recommends that employment be measured in both the second and fourth quarter after training (*i.e.*, 6 months and 12 months after training), and that wages be measured as the median earnings of trained individuals in the second quarter after exiting training. After measuring earnings in the second quarter after exiting training, the quarterly earnings are multiplied by 4 to create an annualized earnings measurement. Both employment and median annualized earnings are measured using wage and earning records from the Mississippi Department of Employment Security.

This analysis also follows the precedent set by the DOL’s Bureau of Labor Statistics and removes outliers prior to calculating median earnings. For trainees, if an individual received multiple trainings within a single fiscal year, the individual’s most recent training event was used in the analysis to ensure an unduplicated count of individuals trained. Due to data availability, these outcome measurements were only measured in fiscal year 2015-2016 through fiscal year 2018-2019.

WET Fund program costs were defined in accordance with MCCB guidelines, and separated into the following categories:

Instructional Costs – the costs directly associated with Trainings, which includes the instructor’s salary and benefits.

Travel Costs – reimbursements for instructor travel expenses when traveling 25 miles or further for their work duties.

Contractual Costs – the costs associated with (1) acquiring or licensing or maintaining educational software, (2) installing, repairing or maintaining leased training equipment, (3) vendor training, and (4) online training.

Educational Supply Costs – the costs associated with training manuals and textbooks, and reimbursements for other approved project training materials.

Equipment Costs – the costs associated with training equipment that (1) has not been contractually leased, (2) is located in a facility owned or operated by the college, and (3) is not used for production or profit.

Administrative Costs – the costs associated with accountability, administration, and businesses expenses.

RESULTS: WET FUND TRAINING PROGRAMS AND EXPENDITURES

The results in this section provide insight into a variety of topics related to WET Fund training programs, the trainees participating in the programs, and the funding allocated to various types of training.

Table 1 provides information on the number of unique trainees participating in the different available training categories, and Table 2 provides information on the number of trainings occurring in each category. In this context, a “training” is a count of the number times all trainees were trained; for example, one person trained ten times is counted the same as ten people trained one time. Together,



these tables provide insight into the number of people who take advantage of WET Fund training, and the frequency which it is used. It can be seen that the top five training categories, ranked by number of trainings, include *Medical/Healthcare* training, *Safety* training, *Employability* training, *Industrial Production* training, and *Banking Skills* training.

For ease of comparison, the results of these tables are summarized and condensed in Table 3.

Table 4 provides insight into which of Mississippi's industrial sectors send their employees to WET Fund trainings most frequently. On average, employees from over 450 employers complete WET Fund training each year. The top industrial sectors participating include *Manufacturing*, *Health Care and Social Assistance*, *Wholesale and Retail Trade*, *Financial Activities*, and *Public Administration*.

Table 5 and Figure 1 collectively demonstrate which counties and WIOA Local Workforce Development Areas (LWDA) see the highest number of people trained. The Twin Districts LWDA has the highest number of trainees. The counties with the most trainees include Jackson County (6,822 trainees), Harrison County (5,540 trainees), Jones County (5,122 trainees), Lauderdale County (4,892 trainees), and Hinds County (4,421 trainees).

Table 6 lists the average course length (measured in instructional hours), broken out by training category. The training categories with the highest average number of instructional hours per course include *Sewing/Textiles* (112 hours per course), *Basic Skills* (101 hours per course), *Furniture Manufacturing* (62 hours per course), *Welding/Soldering* (60 hours per course), and *Drafting* (58 hours per course).

Tables 7 and 8 break out how WET Fund dollars are spent on instructional costs each year; these are the costs directly associated with trainings, such as the instructor's salary and benefits. On average, these instructional costs total approximately \$13.2 million per year. Table 7 identifies the allocation of these instructional costs by specific training categories, and Table 8 breaks out these same costs by the industrial sectors of the employers who send their employees for training.

Table 9 provides a breakdown of all WET Fund dollars spent by the colleges, which totals \$19.2 million in an average year. The cost categories identified in this table include the same instructional costs from the previous two tables, along with travel costs, contractual costs, educational supply costs, equipment costs, and administrative costs. Data limitations prevent breaking out these additional cost categories by type of training or industrial sector.



TABLE 1: UNDUPLICATED COUNT OF TRAINEES WITHIN TRAINING CATEGORIES,
FY 2016-2020

Training Category	Number of Unique Trainees in Training Category					
	2016	2017	2018	2019	2020	Average
Medical/Healthcare	23,769	24,268	25,450	24,069	21,601	23,831
Safety	22,323	21,648	22,682	23,145	18,382	21,636
Employability/Remediation	10,084	10,960	18,109	14,807	13,842	13,560
Industrial Production	6,535	8,773	11,065	9,140	7,664	8,635
Personal Dev. Skills	8,873	11,117	5,756	5,428	4,813	7,197
Supervisory/Leadership	5,221	5,909	5,344	4,855	3,248	4,915
Welding/Soldering	4,746	4,089	4,312	4,496	3,121	4,153
Heavy Machine Operator	2,460	3,893	3,947	4,409	4,090	3,760
Pre-Employment Training	6,046	4,010	4,724	2,301	1,201	3,656
Computer Use & Applications	4,847	4,705	3,183	2,790	2,204	3,546
Banking Skills	2,734	4,202	4,138	2,531	2,665	3,254
Basic Skills	2,417	2,602	2,429	4,584	4,181	3,243
Customer Service	3,461	2,968	2,444	2,246	1,695	2,563
Furniture Manufacturing	1,040	1,616	2,660	3,362	2,365	2,209
Construction Trades	1,622	1,471	2,109	1,599	2,942	1,949
Industrial Maintenance	2,423	2,642	1,596	1,457	1,312	1,886
Electricity	1,740	1,097	567	1,603	1,480	1,297
Quality Control Management	1,762	1,070	1,676	1,448	531	1,297
Food Production	1,275	948	1,329	1,512	677	1,148
Aquaculture	30	1,494	2,272	28	1,100	985
Law Enforcement	739	1,557	1,173	766	325	912
Fire Fighting	894	631	675	442	582	645
Blueprint Reading	635	797	572	502	374	576
Telecommunication	656	634	511	152	356	462
Team Management	774	471	335	328	248	431
Electronics	523	351	537	256	212	376
Measurements/Industrial Math	472	609	301	217	80	336
Entrepreneurial/Small Business	560	451	321	23	28	277
Sewing/Textiles	302	207	243	215	278	249
Train the Trainer	206	159	375	212	170	224
A/C, Heating, Refrigeration	287	174	167	152	187	193
Oral Communications	203	264	172	177	89	181
Machine Shop/CNC	157	187	189	209	144	177
Child Care	77	175	208	210	108	156
Drafting	88	103	81	168	97	107
*Adult Education	.	.	.	10	187	99
Forestry/Lumber	162	200	21	34	57	95
Hydraulics/Pneumatics	108	95	44	154	17	84
GIS/GPS	82	101	98	65	31	75
*Marketing	.	.	.	37	111	74
Instrumentation	.	19	.	15	6	8
Housekeeping	.	20	8	.	.	6
Adv. GPS	17	9	.	.	.	5

Notes: Trainee counts in this table are unduplicated within each training category. For example, if John Doe received three Drafting trainings and six Welding trainings, then John Doe would be counted once in the Drafting count and once in the Welding count. For this reason, the numbers in this table will not add up to the total unduplicated count of trainees in the state.

*Marketing and Adult Education trainings were first offered in 2019.



TABLE 2: TRAININGS , BY TRAINING CATEGORY,
FY 2016-2020

Training Category	Number of Trainings					
	2016	2017	2018	2019	2020	Average
Medical/Healthcare	85,257	87,889	113,112	90,340	134,496	102,219
Safety	54,075	54,280	61,743	61,201	45,808	55,421
Employability/Remediation	11,867	12,881	21,255	18,880	17,592	16,495
Industrial Production	13,558	15,974	18,902	16,596	12,749	15,556
Banking Skills	11,015	18,305	21,978	7,738	15,795	14,966
Welding/Soldering	13,195	10,651	11,725	10,140	14,939	12,130
Supervisory/Leadership	10,286	10,125	11,718	8,942	5,665	9,347
Personal Dev. Skills	10,906	14,293	7,789	6,479	5,741	9,042
Furniture Manufacturing	3,716	4,066	6,474	18,621	12,309	9,037
Heavy Machine Operator	3,016	6,340	7,785	7,785	6,878	6,361
Industrial Maintenance	6,285	5,797	9,628	3,407	2,604	5,544
Computer Use & Applications	7,684	7,497	4,487	3,808	2,753	5,246
Law Enforcement	3,589	6,914	7,240	2,144	2,709	4,519
Pre-Employment Training	6,864	4,732	5,581	2,921	1,500	4,320
Basic Skills	3,075	2,878	2,794	5,322	5,332	3,880
Construction Trades	2,170	1,757	3,222	4,369	7,564	3,816
Electricity	4,125	2,409	1,368	3,598	3,957	3,091
Customer Service	4,331	3,275	2,706	2,697	1,905	2,983
Quality Control Management	4,037	2,959	3,660	3,072	922	2,930
Fire Fighting	1,538	1,164	1,407	1,376	9,085	2,914
Aquaculture	30	2,714	3,626	28	2,135	1,707
Food Production	1,445	1,039	1,592	2,038	861	1,395
Telecommunication	1,343	1,007	834	371	774	866
Blueprint Reading	855	1,263	771	585	476	790
Sewing/Textiles	547	518	740	725	1,013	709
Team Management	1,280	797	390	349	396	642
Electronics	850	552	853	393	290	588
A/C, Heating, Refrigeration	713	397	569	281	398	472
Measurements/Industrial Math	820	785	302	307	93	461
Entrepreneurial/Small Business	682	609	449	27	30	359
Machine Shop/CNC	233	279	394	437	305	330
Train the Trainer	224	179	489	295	189	275
Child Care	77	246	273	316	142	211
Oral Communications	233	309	215	178	91	205
*Adult Education	.	.	.	10	288	149
Forestry/Lumber	235	206	36	68	83	126
Hydraulics/Pneumatics	200	128	65	154	17	113
Drafting	90	105	81	172	97	109
GIS/GPS	140	135	143	87	37	108
*Marketing	.	.	.	37	112	75
Housekeeping	.	84	8	.	.	18
Instrumentation	.	31	.	15	6	10
Adv. GPS	22	9	.	.	.	6
Total	270,608	285,578	336,404	286,309	318,136	299,407

Notes: A "Training" captures the number of times the state's trainees participated in WET Fund programs offered by the Mississippi Community Colleges. For example: ten individuals participating in a single course of instruction would constitute ten training events, and one individual participating in ten different courses of instruction would also constitute ten training events.

*Marketing and Adult Education trainings were first offered in 2019.



TABLE 3: UNDUPLICATED COUNT OF TRAINEES AND TRAININGS,
FY 2016-2020

	Mississippi Workers Trained	Trainings
2016	92,321	270,608
2017	97,624	285,578
2018	104,486	336,404
2019	95,295	286,309
2020	83,113	318,136
<i>5-Year Average</i>	<i>94,568</i>	<i>299,407</i>

TABLE 4: NUMBER OF MISSISSIPPI COMPANIES WITH EMPLOYEES TRAINED
IN WET FUND PROGRAMS, FY 2016-2020

NAICS Group	Number of Companies					
	2016	2017	2018	2019	2020	Average
Manufacturing	152	157	181	171	130	158
Health Care and Social Assistance	70	79	70	68	65	70
Wholesale/Retail Trade	42	42	49	40	40	43
Financial Activities	22	23	29	27	23	25
Public Administration	26	25	29	25	22	25
Construction	14	27	22	25	24	22
Miscellaneous	13	15	17	19	19	17
Transportation and Warehousing	13	20	17	18	12	16
Accommodation/Leisure	13	13	13	13	14	13
Utilities	11	16	15	14	10	13
Educational Services	7	12	21	6	8	11
Professional, Scientific, and Technical Services	8	11	12	15	10	11
Administrative and Waste Services	11	8	12	12	7	10
Other Services (except Public Administration)	6	8	17	11	7	10
Natural Resources	9	8	10	9	4	8
Management of Companies and Enterprises	5	6	6	4	5	5
Information	2	3	2	1	2	2
Unclassified Industry	.	1	2	.	1	1
<i>All</i>	<i>420</i>	<i>461</i>	<i>512</i>	<i>475</i>	<i>403</i>	<i>454</i>

*Cross-Industry Trainings are trainings which are open to employees across multiple industries.

TABLE 5: UNDUPLICATED COUNT OF TRAINEES,
BY WIOA LOCAL WORKFORCE DEVELOPMENT AREA, FY 2016-2020

WIOA Local Area	Number of Trainees in WIOA Local Area					
	2016	2017	2018	2019	2020	Average
Delta	13,771	12,246	15,462	10,177	9,035	12,138
MS Partnership	28,009	32,041	33,896	31,380	23,197	29,705
South Central	25,677	25,133	24,002	21,890	17,554	22,851
Twin Districts	43,947	47,577	48,791	48,344	45,268	46,785
Out Of State	8,946	9,699	9,672	8,363	7,747	8,885



**TABLE 6: AVERAGE COURSE LENGTH
BY TRAINING CATEGORY, FY 2016-2020**

Training Category	Average Course Length (Instructional Hours)					Average
	2016	2017	2018	2019	2020	
Sewing/Textiles	106.09	130.67	161.39	112.49	60.89	112.43
Basic Skills	14.89	33.60	30.18	160.13	203.35	101.05
Furniture Manufacturing	48.34	116.30	112.83	49.96	41.92	61.73
Welding/Soldering	49.95	58.54	49.27	65.70	88.31	60.30
Drafting	64.00	55.10	62.14	59.58	56.25	57.98
Construction Trades	53.58	69.57	60.33	81.45	25.53	47.55
Machine Shop/CNC	57.56	41.91	52.36	42.57	43.45	47.36
Electronics	31.86	56.67	40.07	51.74	54.88	42.81
Team Management	43.98	54.17	51.65	79.20	3.56	41.94
Blueprint Reading	41.99	27.75	35.96	41.85	31.89	34.23
Electricity	21.29	30.24	39.40	56.25	34.28	34.19
Quality Control Management	32.67	37.85	28.16	28.71	49.06	32.87
Hydraulics/Pneumatics	9.84	7.25	8.40	536.00	69.67	32.60
Customer Service	31.11	37.58	37.13	46.57	9.16	32.47
Measurements/Industrial Math	30.88	36.00	35.29	22.54	8.41	30.48
Heavy Machine Operator	21.22	20.73	34.52	41.97	30.37	30.37
Industrial Production	48.21	29.63	22.84	16.82	18.48	26.54
Industrial Maintenance	15.85	18.48	21.45	55.81	25.78	24.98
Pre-Employment Training	18.79	31.01	12.43	55.20	11.81	23.33
A/C, Heating, Refrigeration	17.00	27.03	17.97	37.93	21.68	21.73
Instrumentation	.	24.40	.	15.75	60.00	21.35
Personal Dev. Skills	22.34	16.74	14.37	21.04	38.36	21.01
Entrepreneurial/Small Business	20.93	16.83	18.06	38.09	33.46	19.88
Law Enforcement	19.58	23.96	21.45	24.53	6.30	19.67
Food Production	10.77	9.73	22.08	23.32	24.09	18.74
Computer Use & Applications	12.20	12.04	24.08	21.72	14.50	15.50
Train the Trainer	18.83	16.80	14.72	14.23	11.97	15.31
Adv. GPS	4.00	24.25	.	.	.	12.90
Housekeeping	.	6.40	64.00	.	.	12.80
Telecommunication	15.75	17.71	9.99	2.71	4.07	12.54
Child Care	23.86	10.42	3.53	10.29	13.26	10.82
Oral Communications	15.33	8.89	8.79	9.97	11.07	10.78
Fire Fighting	24.65	48.34	20.15	11.81	3.19	9.25
Supervisory/Leadership	7.11	10.77	8.87	9.89	7.62	8.94
Aquaculture	10.00	9.35	11.13	2.81	5.22	8.58
Medical/Healthcare	6.91	8.37	7.16	6.89	5.23	6.83
GIS/GPS	3.63	6.47	5.08	15.00	12.50	5.83
*Marketing	.	.	.	4.75	6.61	5.61
Employability/Remediation	8.23	5.75	5.17	5.25	4.34	5.53
Banking Skills	7.16	5.74	4.85	7.34	4.04	5.47
Safety	3.76	4.58	3.51	4.36	3.52	3.95
Forestry/Lumber	3.75	5.15	3.17	1.79	3.24	3.42
Total	16.25	17.62	17.08	21.27	15.13	17.47

*Marketing trainings were first offered in 2019.



TABLE 7: INSTRUCTIONAL COSTS, BY TRAINING CATEGORY,
FY 2016-2020

Training Category	Total Instructional Costs					
	2016	2017	2018	2019	2020	Average
Welding/Soldering	\$2,106,963	\$2,086,873	\$1,685,099	\$1,418,278	\$1,190,389	\$1,697,520
Medical/Healthcare	\$1,434,762	\$1,208,851	\$1,103,851	\$1,256,499	\$919,589	\$1,184,710
Furniture Manufacturing	\$280,735	\$1,009,746	\$1,569,382	\$1,865,044	\$1,091,261	\$1,163,233
Industrial Production	\$1,621,340	\$1,144,326	\$889,169	\$748,717	\$586,993	\$998,109
Basic Skills	\$418,191	\$418,354	\$428,251	\$1,543,653	\$1,325,366	\$826,763
Heavy Machine Operator	\$417,304	\$544,926	\$921,852	\$1,060,596	\$652,168	\$719,369
Industrial Maintenance	\$395,022	\$457,866	\$1,021,777	\$912,188	\$219,702	\$601,311
Safety	\$702,598	\$572,391	\$503,436	\$585,179	\$420,400	\$556,801
Construction Trades	\$540,914	\$337,281	\$555,807	\$428,779	\$412,205	\$454,997
Electricity	\$405,230	\$325,846	\$435,317	\$453,268	\$351,392	\$394,211
Pre-Employment Training	\$563,203	\$433,833	\$165,909	\$527,787	\$87,632	\$355,673
Supervisory/Leadership	\$391,652	\$398,170	\$541,955	\$272,262	\$160,317	\$352,871
Computer Use & Applications	\$349,317	\$355,203	\$341,810	\$308,801	\$120,979	\$295,222
Employability/Remediation	\$372,347	\$171,433	\$383,201	\$248,503	\$212,552	\$277,607
Personal Dev. Skills	\$391,026	\$388,508	\$138,823	\$134,904	\$108,576	\$232,367
Sewing/Textiles	\$143,023	\$191,151	\$278,571	\$227,649	\$124,577	\$192,994
Quality Control Management	\$248,906	\$239,757	\$197,225	\$179,701	\$98,258	\$192,770
Customer Service	\$225,470	\$160,734	\$166,249	\$191,355	\$28,807	\$154,523
*Adult Education	.	.	.	\$95,462	\$209,053	\$152,257
Banking Skills	\$155,154	\$108,800	\$175,508	\$95,436	\$80,405	\$123,061
Law Enforcement	\$134,761	\$162,309	\$156,759	\$95,062	\$62,477	\$122,274
Machine Shop/CNC	\$237,814	\$72,088	\$97,710	\$85,889	\$56,453	\$109,991
Fire Fighting	\$72,807	\$109,810	\$91,266	\$62,106	\$109,077	\$89,013
Electronics	\$111,925	\$70,161	\$83,043	\$84,310	\$49,369	\$79,761
Food Production	\$54,548	\$32,030	\$94,132	\$100,782	\$57,627	\$67,824
Blueprint Reading	\$74,370	\$76,425	\$54,387	\$72,788	\$57,093	\$67,013
Team Management	\$90,842	\$73,501	\$17,104	\$81,205	\$5,585	\$53,647
Measurements/Industrial Math	\$90,544	\$92,059	\$18,545	\$26,206	\$4,435	\$46,358
Telecommunication	\$84,314	\$78,210	\$46,492	\$3,605	\$8,125	\$44,149
A/C, Heating, Refrigeration	\$62,429	\$34,994	\$47,043	\$30,141	\$32,028	\$41,327
Aquaculture	\$760	\$86,380	\$76,220	\$326	\$40,409	\$40,819
Hydraulics/Pneumatics	\$41,094	\$6,957	\$4,227	\$89,610	\$4,795	\$29,337
Entrepreneurial/Small Business	\$60,556	\$31,789	\$22,538	\$5,625	\$6,023	\$25,306
Drafting	\$34,356	\$15,978	\$11,747	\$25,708	\$19,688	\$21,495
Oral Communications	\$21,699	\$18,892	\$4,090	\$5,670	\$3,729	\$10,816
Train the Trainer	\$24,721	\$4,254	\$16,388	\$965	\$2,457	\$9,757
GIS/GPS	\$6,272	\$4,241	\$7,451	\$5,130	\$1,796	\$4,978
Child Care	\$6,792	\$9,460	\$306	\$1,048	\$193	\$3,560
Forestry/Lumber	\$13,490	\$1,705	\$615	\$338	\$1,161	\$3,462
Instrumentation	.	\$4,270	.	\$1,343	\$2,626	\$1,648
Adv. GPS	\$560	\$2,100	.	.	.	\$532
*Marketing	.	.	.	\$665	\$263	\$464
Housekeeping	.	\$1,605	\$273	.	.	\$375
Subtotal	\$12,387,810	\$11,543,269	\$12,353,526	\$13,332,579	\$8,926,028	\$11,708,642
<i>Other, Unassigned Programs</i>	<i>\$810,322</i>	<i>\$1,760,455</i>	<i>\$3,121,178</i>	<i>\$992,451</i>	<i>\$1,009,834</i>	<i>\$1,538,848</i>
Total	\$13,198,132	\$13,303,725	\$15,474,704	\$14,325,030	\$9,935,862	\$13,247,491

Notes: Instructional costs include the costs directly associated with Training Events, which includes the instructor's salary and benefits. The WET Fund also supports non-instructional costs, which includes expenses such as travel, administration, or supplies purchased by the Community Colleges. These costs are detailed in Table 8. Due to rounding, columns may not add to totals.

*Marketing and Adult Education trainings were first offered in 2019.



**TABLE 8: INSTRUCTIONAL COSTS, BY INDUSTRY OF TRAINEE'S EMPLOYER,
FY 2016-2020**

NAICS Group	Total Instructional Costs					
	2016	2017	2018	2019	2020	Average
Manufacturing	\$5,439,797	\$5,403,392	\$6,090,508	\$5,227,936	\$3,140,282	\$5,060,383
*Cross-Industry Trainings	\$4,302,892	\$3,847,564	\$2,313,908	\$6,213,291	\$3,904,915	\$4,116,514
Unclassified Industry	\$425,226	\$765,794	\$3,765,129	.	\$951,897	\$1,181,609
Health Care and Social Assistance	\$654,714	\$663,503	\$521,243	\$459,348	\$356,204	\$531,002
Transportation and Warehousing	\$199,521	\$326,287	\$724,054	\$687,488	\$432,225	\$473,915
Public Administration	\$430,465	\$710,062	\$368,294	\$283,694	\$159,662	\$390,435
Wholesale/Retail Trade	\$661,707	\$267,401	\$419,888	\$229,436	\$176,213	\$350,929
Financial Activities	\$267,177	\$195,294	\$279,543	\$270,880	\$138,429	\$230,265
Educational Services	\$137,329	\$268,939	\$169,567	\$156,265	\$146,543	\$175,729
Construction	\$159,223	\$300,437	\$266,675	\$69,000	\$51,274	\$169,322
Administrative and Waste Services	\$129,181	\$180,719	\$133,484	\$193,896	\$121,864	\$151,829
Other Services (except Public Administration)	\$96,946	\$108,044	\$91,065	\$60,026	\$72,849	\$85,786
Professional, Scientific, and Technical Services	\$37,271	\$40,605	\$136,084	\$148,825	\$44,005	\$81,358
Management of Companies and Enterprises	\$96,583	\$79,397	\$75,270	\$84,379	\$62,716	\$79,669
Utilities	\$36,599	\$49,200	\$45,107	\$135,047	\$111,404	\$75,471
Accommodation/Leisure	\$97,882	\$82,005	\$52,935	\$74,511	\$59,786	\$73,424
Natural Resources	\$22,010	\$11,947	\$18,001	\$31,009	\$5,160	\$17,625
Information	\$3,609	\$3,134	\$3,951	\$0	\$434	\$2,226
Total	\$13,198,132	\$13,303,725	\$15,474,704	\$14,325,030	\$9,935,862	\$13,247,491

Notes: Instructional costs include the costs directly associated with Training Events, which includes the instructor's salary and benefits. The WET Fund also supports non-instructional costs, which includes expenses such as travel, administration, or supplies purchased by the Community Colleges. These costs are detailed in Table 8. Due to rounding, columns may not add to totals.

**Cross-Industry Trainings are trainings which are open to employees across multiple industries.*

**TABLE 9: TOTAL WET FUND PROGRAM COSTS,
FY 2016-2020**

Cost Type	Total Costs					
	2016	2017	2018	2019	2020	Average
Instructional Costs	\$13,198,132	\$13,303,725	\$15,474,704	\$14,325,030	\$9,935,862	\$13,247,491
Travel Costs	\$59,688	\$306,721	\$323,734	\$662,041	\$621,632	\$394,763
Contractual Costs	\$1,142,649	\$3,752,884	\$2,226,060	\$2,075,719	\$2,590,817	\$2,357,626
Educational Supply Costs	\$967,837	\$1,069,553	\$1,135,384	\$1,241,124	\$659,050	\$1,014,590
Equipment Costs	\$208,978	\$723,899	\$3,452,089	\$4,917,605	\$1,623,647	\$2,185,244
Administrative Costs	\$18,871	\$4,000	\$36,061	\$0	\$0	\$11,786
Total	\$15,596,555	\$19,156,782	\$22,647,081	\$23,221,520	\$15,431,646	\$19,210,716

Notes: Due to rounding, columns may not add to totals.

RESULTS: WORKFORCE OUTCOMES FOR UNEMPLOYED TRAINEES

The results in this section provide insight into the workforce outcomes of individuals who were unemployed at the time of participating in a WET Fund training program. Throughout these tables, these individuals are referred to as “Unemployed Trainees.”

Table 10 summarizes the workforce outcomes for the unemployed trainees who participated in WET Fund training programs. It can be seen that 43 percent of the 21,000 unemployed trainees are able to find employment within 6 months of program completion, and the same percent are employed within 12 months of program completion; these timeframes were selected to align with the U.S. Department of Labor’s WIOA Performance Guidance.

The industries in which these trainees find work is detailed in Table 11, which shows that the top industries include *Manufacturing, Health Care and Social Assistance, Administrative and Waste Services, Accommodation and Leisure, and Wholesale and Retail Trade.*

Table 12 lists the median annualized earnings for these trainees and breaks the results out by the type of training they received. The average annualized wage earned by these trainees is approximately \$17,000 per year, but this result varies greatly by category of training (ranging between \$9,000 and \$44,000).

TABLE 10: OUTCOMES FOR UNEMPLOYED TRAINEES WHO FOUND EMPLOYMENT, FY 2016-2019

	Number of Unemployed Trainees	Employment within 6 Months of Program Completion		Employment within 12 Months of Program Completion	
		Number	Percent (%)	Number	Percent (%)
2016	20,892	9,071	43.42	8,978	42.97
2017	23,267	9,797	42.11	9,570	41.13
2018	25,181	9,819	38.99	10,021	39.80
2019	22,439	9,278	41.35	8,852	39.45
<i>4-years Average</i>	20,892	9,071	43.42	8,978	42.97

Notes: The employment measurements in this table were selected to align with the U.S. Department of Labor’s WIOA Performance Guidance.



TABLE 11: INDUSTRIES IN WHICH UNEMPLOYED TRAINEES FOUND EMPLOYMENT,
FY 2016-2019

NAICS Group	Number of Trainees Employed				
	2016	2017	2018	2019	Average
Manufacturing	2,752	2,540	2,476	2,473	2,560
Health Care and Social Assistance	1,476	1,700	1,594	1,657	1,607
Administrative and Waste Services	1,433	1,397	1,664	1,382	1,469
Accommodation/Leisure	1,058	1,300	1,155	1,077	1,148
Wholesale/Retail Trade	766	910	1,003	971	913
Transportation and Warehousing	465	554	477	493	497
Construction	270	360	486	363	370
Educational Services	180	247	235	181	211
Public Administration	119	170	145	175	152
Financial Activities	148	170	118	126	141
Professional, Scientific, and Technical Services	134	86	76	100	99
Other Services (except Public Administration)	53	97	115	78	86
Natural Resources	59	61	89	75	71
Information	59	71	69	42	60
Management of Companies and Enterprises	43	52	51	31	44
Utilities	32	67	31	24	39
Unclassified Industry	24	15	35	29	26
<i>All</i>	<i>9,071</i>	<i>9,797</i>	<i>9,819</i>	<i>9,277</i>	<i>9,491</i>



TABLE 12: ANNUAL EARNINGS FOR UNEMPLOYED TRAINEES,
MEASURED 6 MONTHS AFTER FINDING EMPLOYMENT, FY 2016-2019

Training Category	Median Annualized Earnings				
	2016	2017	2018	2019	Average
Train the Trainer	\$52,204	.	.	\$32,544	\$43,878
Electricity	\$49,147	\$45,702	\$29,570	\$37,935	\$42,995
Telecommunication	\$38,387	\$39,837	\$56,940	.	\$41,447
Construction Trades	\$33,369	\$28,283	\$42,866	\$40,487	\$39,491
Supervisory/Leadership	\$39,324	\$36,190	\$35,890	\$19,387	\$35,185
Blueprint Reading	.	\$19,997	.	\$39,446	\$33,168
Law Enforcement	\$29,287	\$30,991	\$28,778	\$38,464	\$31,546
Forestry/Lumber	\$40,591	\$15,851	.	.	\$28,783
Welding/Soldering	\$31,401	\$26,046	\$32,658	\$22,081	\$27,582
Industrial Maintenance	\$31,835	\$30,014	\$25,308	\$18,307	\$26,610
Banking Skills	\$19,018	\$24,130	\$22,683	\$29,961	\$23,166
Furniture Manufacturing	\$25,696	\$25,660	\$19,849	\$17,711	\$22,533
Heavy Machine Operator	\$23,498	\$23,832	\$20,775	\$20,856	\$22,197
Entrepreneurial/Small Business	\$24,090	\$20,010	.	.	\$21,138
Quality Control Management	\$20,130	\$10,532	\$25,973	\$27,898	\$20,710
Team Management	\$28,190	\$19,525	.	.	\$20,049
Safety	\$21,282	\$20,575	\$16,696	\$17,145	\$18,759
Medical/Healthcare	\$17,836	\$18,352	\$17,981	\$19,224	\$18,502
Machine Shop/CNC	.	\$18,318	\$15,250	.	\$18,011
Personal Dev. Skills	\$17,513	\$15,728	\$15,740	\$17,567	\$16,764
Electronics	\$16,409	.	.	.	\$16,409
Pre-Employment Training	\$12,256	\$19,212	\$21,177	\$15,332	\$16,306
A/C, Heating, Refrigeration	.	.	.	\$15,728	\$15,728
Fire Fighting	\$18,970	\$13,473	\$10,645	\$16,729	\$15,352
Aquaculture	.	\$12,398	\$18,056	.	\$14,776
Industrial Production	\$21,380	\$15,200	\$14,056	\$12,161	\$14,750
Customer Service	\$15,569	\$13,978	\$16,144	\$13,903	\$14,432
Measurements/Industrial Math	.	\$12,764	.	\$20,318	\$13,663
Employability/Remediation	\$14,609	\$12,652	\$13,207	\$14,646	\$13,633
Child Care	.	\$15,306	\$12,747	\$14,005	\$13,276
Food Production	\$12,600	\$9,076	\$13,183	\$13,943	\$12,473
Computer Use & Applications	\$10,870	\$14,017	\$12,216	\$14,133	\$12,260
Basic Skills	\$9,399	\$7,808	\$7,594	\$10,657	\$9,061
Total	\$17,324	\$17,186	\$16,314	\$16,915	\$16,951

Notes: Categories with fewer than 10 trainees in all years are omitted.



RESULTS: WORKFORCE OUTCOMES FOR EMPLOYED TRAINEES

The results in this section provide insight into the workforce outcomes of individuals who were employed at the time of participating in a WET Fund training program.

Table 13 summarizes the workforce outcomes for the employed trainees who participated in WET Fund training programs at 6 months and 12 months after program completion; these timeframes were selected to align with the U.S. Department of Labor’s WIOA Performance Guidance. It can be seen that 91 percent of the 74,000 employed trainees are retained in the workforce for at least 6 months after they complete their training, and 87 percent are retained in the workforce for at least 12 months.

Table 14 examines the 6-month retention of these trainees with their same employer, and the 6-month retention of these trainees within their same industry. Overall, 66 percent of trainees were retained with their same employer, and 75 percent within their same industry.

Tables 15 and 16 break out the median annualized earnings of all employed trainees after they complete their WET Fund training program and list the percent of trainees in each training category who experience earnings increase. The results of the analysis indicate that, on average, trainees earn \$35,140 per year after training, and 59 percent experienced a wage increase over their pre-training earnings.

To provide additional information on the pre-training and post-training earnings of employed trainees, two additional tables are presented. Table 17 presents the pre- and post-training earnings of trainees who experienced a wage increase after training, and Table 18 presents the same measurements for trainees who did not experience a wage increase after training.

TABLE 13: OUTCOMES OF EMPLOYED TRAINEES,
FY 2016-2019

	Number of Employed Trainees	Trainees Employed 6 Months after Program Completion		Trainees Employed 12 Months after Program Completion	
		Number	Percent (%)	Number	Percent (%)
2016	71,429	65,381	91.53	63,086	88.32
2017	74,357	67,682	91.02	65,071	87.51
2018	79,305	71,599	90.28	69,054	87.07
2019	72,856	66,025	90.62	62,073	85.20
<i>4-Year Average</i>	<i>74,487</i>	<i>67,672</i>	<i>90.85</i>	<i>64,821</i>	<i>87.02</i>

Notes: The employment measurements in this table were selected to align with the U.S. Department of Labor’s WIOA Performance Guidance.



TABLE 14: 6-MONTH RETENTION OF EMPLOYED TRAINEES,
FY 2016-2019

	Trainees Employed 6 Months after Program Completion	Retained with the Same Employer		Retained in the Same Industry	
		Number	Percent (%)	Number	Percent (%)
2016	65,381	48,715	68.20	54,547	76.37
2017	67,682	50,245	67.57	56,494	75.98
2018	71,599	51,901	65.44	59,439	74.95
2019	66,025	46,692	64.09	53,551	73.50
<i>4-Year Average</i>	<i>67,672</i>	<i>49,388</i>	<i>66.30</i>	<i>56,008</i>	<i>75.19</i>

TABLE 15: AVERAGE EARNINGS AND WAGE CHANGE,
FY 2016-2019

	Median Annualized Earnings		
	Wage before Training	Wage after Training	Percent with Earnings Increase
2016	\$32,719	\$34,818	58.48
2017	\$33,159	\$35,645	58.28
2018	\$32,163	\$35,291	59.60
2019	\$32,084	\$34,801	57.87
<i>4-Year Average</i>	<i>\$32,527</i>	<i>\$35,140</i>	<i>58.58</i>



TABLE 16: ANNUAL EARNINGS FOR ALL EMPLOYED TRAINEES,
MEASURED BEFORE AND AFTER TRAINING, FY 2016-2019

Training Category	2016-2019 Median Annualized Earnings		
	Wage before Training	Wage after Training	Percent of Trainees with Earnings Increase
*Marketing	\$21,624	\$42,100	87.50
Housekeeping	\$18,579	\$16,935	78.57
Hydraulics/Pneumatics	\$42,832	\$54,348	75.58
Drafting	\$49,226	\$55,881	72.78
Forestry/Lumber	\$26,210	\$45,868	70.43
Electronics	\$42,307	\$50,749	69.25
Construction Trades	\$40,549	\$46,601	69.22
Telecommunication	\$42,861	\$45,096	68.93
Blueprint Reading	\$41,140	\$48,952	68.01
A/C, Heating, Refrigeration	\$35,922	\$38,769	65.92
Electricity	\$44,900	\$50,217	64.42
Machine Shop/CNC	\$39,370	\$41,395	64.10
Banking Skills	\$35,679	\$38,485	64.07
GIS/GPS	\$46,845	\$48,000	63.78
Fire Fighting	\$41,376	\$43,630	63.60
Welding/Soldering	\$42,869	\$47,983	62.83
Personal Dev. Skills	\$23,041	\$26,798	61.75
Customer Service	\$20,800	\$23,295	61.52
Oral Communications	\$50,497	\$54,360	61.37
Law Enforcement	\$34,812	\$37,012	61.02
Pre-Employment Training	\$17,551	\$21,722	60.59
Basic Skills	\$16,114	\$18,912	59.97
Supervisory/Leadership	\$54,631	\$57,209	59.97
Train the Trainer	\$51,680	\$54,017	59.93
Team Management	\$39,029	\$38,559	59.88
Employability/Remediation	\$16,908	\$20,436	59.86
Computer Use & Applications	\$41,822	\$43,269	59.79
Heavy Machine Operator	\$29,473	\$32,266	59.72
Aquaculture	\$46,602	\$47,878	58.16
Child Care	\$14,929	\$16,224	57.67
Furniture Manufacturing	\$28,337	\$31,177	57.63
Industrial Production	\$31,461	\$35,682	57.57
Sewing/Textiles	\$22,491	\$24,122	57.49
Safety	\$36,454	\$38,867	57.02
Entrepreneurial/Small Business	\$39,977	\$41,422	56.72
Food Production	\$17,339	\$18,890	56.47
Medical/Healthcare	\$34,098	\$35,648	55.93
Measurements/Industrial Math	\$40,635	\$42,780	53.24
Quality Control Management	\$38,155	\$40,712	53.16
Industrial Maintenance	\$70,265	\$69,886	52.97
Total	\$32,527	\$35,140	58.58

Notes: Categories with fewer than 10 trainees in all years are omitted.

*Marketing training was first offered in 2019.



TABLE 17: ANNUAL EARNINGS FOR EMPLOYED TRAINEES WHO EXPERIENCED EARNINGS INCREASE, MEASURED BEFORE AND AFTER TRAINING, FY 2016-2019

Training Category	2016-2019 Median Annualized Earnings	
	Wage before Training	Wage after Training
Industrial Maintenance	\$61,038	\$74,187
Supervisory/Leadership	\$49,910	\$59,773
Drafting	\$47,813	\$58,368
Oral Communications	\$47,905	\$57,791
Train the Trainer	\$45,903	\$54,794
Hydraulics/Pneumatics	\$41,394	\$54,627
GIS/GPS	\$43,192	\$54,327
Electronics	\$41,802	\$53,462
Blueprint Reading	\$39,540	\$51,862
Welding/Soldering	\$37,730	\$51,364
Electricity	\$40,846	\$51,324
Aquaculture	\$40,465	\$51,284
Fire Fighting	\$39,318	\$49,832
Construction Trades	\$39,029	\$49,271
Telecommunication	\$39,435	\$47,625
Measurements/Industrial Math	\$37,405	\$47,020
Computer Use & Applications	\$38,627	\$46,226
Forestry/Lumber	\$24,000	\$45,969
*Marketing	\$21,331	\$44,908
Quality Control Management	\$34,502	\$44,692
Machine Shop/CNC	\$35,043	\$43,898
Entrepreneurial/Small Business	\$36,620	\$43,664
A/C, Heating, Refrigeration	\$34,551	\$41,800
Safety	\$31,807	\$40,925
Team Management	\$30,886	\$40,457
Banking Skills	\$32,566	\$39,610
Medical/Healthcare	\$29,635	\$39,481
Law Enforcement	\$31,991	\$39,125
Industrial Production	\$25,549	\$37,221
Heavy Machine Operator	\$24,250	\$35,236
Furniture Manufacturing	\$25,263	\$33,687
Personal Dev. Skills	\$19,205	\$29,340
Sewing/Textiles	\$20,407	\$26,216
Pre-Employment Training	\$14,222	\$26,015
Customer Service	\$17,233	\$25,413
Housekeeping	\$19,321	\$24,702
Employability/Remediation	\$13,230	\$24,569
Basic Skills	\$13,425	\$22,053
Food Production	\$14,733	\$20,487
Child Care	\$13,559	\$17,420
Total	\$28,382	\$38,029

Notes: Categories with fewer than 10 trainees in all years are omitted.

*Marketing training was first offered in 2019.



TABLE 18: ANNUAL EARNINGS FOR EMPLOYED TRAINEES WHO DID NOT EXPERIENCE AN EARNINGS INCREASE, MEASURED BEFORE AND AFTER TRAINING, FY 2016-2019

Training Category	2016-2019 Median Annualized Earnings	
	Wage before Training	Wage after Training
Industrial Maintenance	\$82,910	\$66,417
Supervisory/Leadership	\$62,695	\$53,608
Train the Trainer	\$59,290	\$53,520
Oral Communications	\$58,378	\$50,870
Drafting	\$56,343	\$50,202
Electricity	\$54,064	\$47,008
Aquaculture	\$53,549	\$45,069
GIS/GPS	\$49,488	\$44,639
Welding/Soldering	\$51,128	\$42,026
Forestry/Lumber	\$54,620	\$41,563
Telecommunication	\$47,676	\$40,394
Measurements/Industrial Math	\$46,929	\$38,859
Computer Use & Applications	\$46,870	\$38,543
Machine Shop/CNC	\$47,781	\$38,287
Entrepreneurial/Small Business	\$45,966	\$38,145
Hydraulics/Pneumatics	\$51,877	\$37,898
Construction Trades	\$45,810	\$37,414
Electronics	\$43,733	\$37,194
Blueprint Reading	\$46,964	\$37,000
Fire Fighting	\$44,641	\$36,662
Quality Control Management	\$43,750	\$36,439
Banking Skills	\$42,443	\$35,875
Team Management	\$47,049	\$35,666
Safety	\$44,208	\$35,475
Law Enforcement	\$38,722	\$33,694
A/C, Heating, Refrigeration	\$38,910	\$32,561
Industrial Production	\$40,575	\$31,887
Medical/Healthcare	\$39,552	\$31,080
Heavy Machine Operator	\$36,906	\$28,170
Furniture Manufacturing	\$34,313	\$26,615
Personal Dev. Skills	\$28,838	\$20,530
Sewing/Textiles	\$25,950	\$20,030
Customer Service	\$26,270	\$19,199
Food Production	\$21,845	\$15,698
Pre-Employment Training	\$22,974	\$14,444
Employability/Remediation	\$22,083	\$13,764
Child Care	\$16,741	\$13,649
Basic Skills	\$20,404	\$12,799
Housekeeping	\$14,387	\$11,298
Marketing	\$24,995	\$6,905
	\$38,605	\$30,269

Notes: Categories with fewer than 10 trainees in all years are omitted.

*Marketing training was first offered in 2019.



APPENDIX A: SUPPLEMENTAL TABLES AND FIGURES

TABLE A1: UNDUPLICATED COUNT OF TRAINEES, BY COUNTY,
FY 2016-2020

County	Number of Unique Trainees in County					Average
	2016	2017	2018	2019	2020	
Adams	1,146	1,111	1,145	1,046	779	1,045
Alcorn	1,920	2,120	1,997	1,469	1,535	1,808
Amite	514	531	551	471	388	491
Attala	1,058	1,008	1,033	869	746	943
Benton	213	265	252	210	168	222
Bolivar	1,661	1,368	1,509	689	634	1,172
Calhoun	479	522	594	639	355	518
Carroll	515	417	616	377	383	462
Chickasaw	870	1091	1,055	1,263	2,020	1,260
Choctaw	244	339	440	344	272	328
Claiborne	399	242	202	174	124	228
Clarke	865	1,064	1,104	1,150	1,068	1,050
Clay	1,246	1,280	1,041	997	502	1,013
Coahoma	1,464	1,618	1,588	1,916	1,531	1,623
Copiah	1,399	1,296	1,296	1,307	905	1,241
Covington	748	833	1,014	1,176	1,078	970
DeSoto	1,326	1,680	1,649	1,460	1,107	1,444
Forrest	2,841	3,841	2,796	3,266	3,850	3,319
Franklin	468	541	566	394	397	473
George	1,025	1,201	1,239	957	1,072	1,099
Greene	413	547	544	499	553	511
Grenada	945	801	1,810	1,891	1,804	1,450
Hancock	659	803	676	751	665	711
Harrison	5,370	5,976	5,841	5,904	4,608	5,540
Hinds	5,086	4,869	4,388	4,567	3,196	4,421
Holmes	1,377	1,161	1,451	1,027	972	1,198
Humphreys	377	329	448	248	180	316
Issaquena	43	39	24	10	21	27
Itawamba	762	1,173	939	1,051	868	959
Jackson	6,731	7,552	6,965	6,391	6,471	6,822
Jasper	1,292	1,620	1,855	1,720	1,586	1,615
Jefferson	249	209	211	182	153	201
Jefferson Davis	428	485	501	593	550	511
Jones	4,151	4,667	5,298	6,109	5,385	5,122
Kemper	336	377	411	319	402	369
Lafayette	876	786	648	597	511	684
Lamar	1,731	1,480	1,520	1,847	1,550	1,626
Lauderdale	4,604	4,902	5,392	5,065	4,499	4,892
Lawrence	836	1,014	985	919	833	917
Leake	2,166	1,537	1,819	1,564	1,495	1,716
Lee	3,186	4,043	4,233	4,718	2,409	3,718
Leflore	2,186	1,382	2,978	1,466	1,492	1,901
Lincoln	1,757	2,061	2,027	1,969	1,484	1,860
Lowndes	2,783	2,938	2,691	2,628	1,810	2,570
Madison	2,801	2,507	2,812	2,434	2,047	2,520
Marion	445	641	454	644	624	562
Marshall	580	1,084	1,108	768	543	817
Monroe	1,620	2,376	2,441	2,073	1,071	1,916
Montgomery	559	342	678	555	540	535
Neshoba	1,434	1,431	1,729	1,507	1,529	1,526



Newton	1,893	1,715	1,930	1,569	1,526	1,727
Noxubee	482	456	549	491	307	457
Oktibbeha	1,287	1,240	1,241	1,170	741	1,136
Panola	936	1,088	944	845	700	903
Pearl River	760	1,330	946	1,179	1,182	1,079
Perry	486	614	496	619	495	542
Pike	2,158	2,613	2,490	2,045	2,012	2,264
Pontotoc	1,415	1,496	2,258	1,762	905	1,567
Prentiss	1,034	1,255	1,015	956	798	1,012
Quitman	274	339	309	354	247	305
Rankin	2,556	2,639	2,636	2,247	1,966	2,409
Scott	2,894	2,271	3,104	2,128	1,891	2,458
Sharkey	144	97	124	84	66	103
Simpson	1,159	1,115	1,130	1,330	1,180	1,183
Smith	921	909	1,131	1,118	1,050	1,026
Stone	680	674	579	616	663	642
Sunflower	1,454	1,087	1,855	897	761	1,211
Tallahatchie	492	541	805	816	553	641
Tate	721	717	594	505	402	588
Tippah	934	1,121	1,218	1,348	792	1,083
Tishomingo	446	707	573	460	409	519
Tunica	195	398	266	448	323	326
Union	943	1,232	1,307	1,264	858	1,121
Walthall	490	645	561	465	331	498
Warren	3,434	2,749	1,925	1,543	1,026	2,135
Washington	2,653	2,382	2,545	1000	1,172	1,950
Wayne	1,074	1,107	1,447	1,653	1,476	1,351
Webster	281	260	362	367	286	311
Wilkinson	188	204	197	117	111	163
Winston	1,307	1,252	1,515	957	1,019	1,210
Yalobusha	492	457	655	568	419	518
Yazoo	1,037	787	880	680	622	801
Out Of State	8,946	9,699	9,672	8,363	7,747	8,885



TABLE A2: ANNUAL EARNINGS FOR ALL EMPLOYED TRAINEES,
MEASURED BEFORE AND AFTER TRAINING, FY 2016

Training Category	2016 Median Annualized Earnings		
	Wage before Training	Wage after Training	Percent of Trainees with Earnings Increase
A/C, Heating, Refrigeration	\$31,880	\$35,079	62.04
Aquaculture	\$40,600	\$38,784	36.36
Banking Skills	\$32,708	\$35,932	67.34
Basic Skills	\$16,682	\$18,363	58.13
Blueprint Reading	\$42,155	\$45,763	68.40
Child Care	\$14,743	\$16,085	46.51
Computer Use & Applications	\$35,267	\$39,214	67.42
Construction Trades	\$38,902	\$41,254	59.52
Customer Service	\$26,378	\$27,749	63.34
Drafting	\$50,281	\$53,766	78.26
Electricity	\$43,430	\$48,921	60.13
Electronics	\$41,206	\$43,191	68.82
Employability/Remediation	\$15,498	\$19,298	59.62
Entrepreneurial/Small Business	\$37,514	\$37,490	55.75
Fire Fighting	\$36,727	\$39,339	62.58
Food Production	\$16,135	\$17,646	56.84
Forestry/Lumber	\$23,721	\$40,453	69.44
Furniture Manufacturing	\$38,453	\$30,874	24.91
GIS/GPS	\$63,159	\$60,638	46.88
Heavy Machine Operator	\$29,331	\$31,899	63.16
Housekeeping	.	.	.
Hydraulics/Pneumatics	\$43,438	\$56,454	65.71
Industrial Maintenance	\$94,591	\$93,421	47.91
Industrial Production	\$30,661	\$36,240	62.40
Law Enforcement	\$33,838	\$36,858	64.71
Machine Shop/CNC	\$40,697	\$39,973	58.95
Measurements/Industrial Math	\$40,776	\$42,780	58.95
Medical/Healthcare	\$34,805	\$35,708	56.09
Oral Communications	\$51,475	\$56,128	67.26
Personal Dev. Skills	\$20,625	\$24,820	61.44
Pre-Employment Training	\$16,512	\$20,113	59.98
Quality Control Management	\$44,366	\$42,476	47.55
Safety	\$36,272	\$39,124	58.23
Sewing/Textiles	\$22,944	\$25,763	48.72
Supervisory/Leadership	\$53,008	\$55,188	52.53
Team Management	\$40,297	\$36,143	57.23
Telecommunication	\$37,004	\$39,930	66.33
Train the Trainer	\$46,517	\$49,467	62.07
Welding/Soldering	\$40,282	\$46,190	63.99
*Marketing	.	.	.
Total	\$32,719	\$34,818	58.48

Notes: Categories with fewer than 10 trainees in all years are omitted.

*Marketing training was first offered in 2019.



TABLE A3: ANNUAL EARNINGS FOR ALL EMPLOYED TRAINEES,
MEASURED BEFORE AND AFTER TRAINING, FY 2017

Training Category	2017 Median Annualized Earnings		
	Wage before Training	Wage after Training	Percent of Trainees with Earnings Increase
A/C, Heating, Refrigeration	\$41,366	\$41,568	61.70
Aquaculture	\$47,636	\$48,815	55.10
Banking Skills	\$35,374	\$39,229	65.62
Basic Skills	\$14,831	\$17,243	59.64
Blueprint Reading	\$38,800	\$51,758	75.95
Child Care	\$14,263	\$15,504	62.77
Computer Use & Applications	\$43,913	\$42,842	49.59
Construction Trades	\$38,687	\$44,755	60.53
Customer Service	\$19,079	\$21,154	56.96
Drafting	\$43,879	\$56,203	76.32
Electricity	\$45,658	\$48,731	63.68
Electronics	\$42,007	\$54,749	83.46
Employability/Remediation	\$15,751	\$20,238	64.63
Entrepreneurial/Small Business	\$41,130	\$43,440	54.22
Fire Fighting	\$37,962	\$36,089	50.42
Food Production	\$18,148	\$19,589	54.06
Forestry/Lumber	\$27,149	\$37,631	52.00
Furniture Manufacturing	\$24,236	\$30,313	66.01
GIS/GPS	\$45,006	\$43,819	60.53
Heavy Machine Operator	\$30,910	\$34,113	57.61
Housekeeping	\$18,579	\$16,935	78.57
Hydraulics/Pneumatics	\$42,482	\$54,571	89.74
Industrial Maintenance	\$64,264	\$65,373	53.88
Industrial Production	\$36,945	\$39,243	55.19
Law Enforcement	\$34,208	\$36,176	59.37
Machine Shop/CNC	\$33,703	\$39,404	74.04
Measurements/Industrial Math	\$29,611	\$31,318	57.67
Medical/Healthcare	\$33,482	\$34,979	54.80
Oral Communications	\$51,050	\$56,674	65.22
Personal Dev. Skills	\$22,815	\$26,117	63.82
Pre-employment Training	\$18,891	\$22,584	60.27
Quality Control Management	\$45,288	\$44,802	51.23
Safety	\$38,843	\$40,832	56.21
Sewing/Textiles	\$21,794	\$22,870	59.54
Supervisory/Leadership	\$52,715	\$55,062	61.48
Team Management	\$44,895	\$44,349	65.33
Telecommunication	\$38,684	\$42,509	64.32
Train-the-Trainer	\$55,205	\$57,223	58.04
Welding/Soldering	\$42,271	\$49,905	64.14
*Marketing	.	.	.
Total	\$33,159	\$35,645	58.28

Notes: Categories with fewer than 10 trainees in all years are omitted.

*Marketing training was first offered in 2019.



TABLE A4: ANNUAL EARNINGS FOR ALL EMPLOYED TRAINEES,
MEASURED BEFORE AND AFTER TRAINING, FY 2018

Training Category	2018 Median Annualized Earnings		
	Wage before Training	Wage after Training	Percent of Trainees with Earnings Increase
A/C, Heating, Refrigeration	\$35,245	\$36,923	70.67
Aquaculture	\$45,440	\$47,657	60.79
Banking Skills	\$37,265	\$39,897	62.21
Basic Skills	\$14,688	\$17,309	62.45
Blueprint Reading	\$51,551	\$50,619	46.67
Child Care	\$14,799	\$15,667	56.76
Computer Use & Applications	\$43,298	\$44,549	62.26
Construction Trades	\$40,981	\$46,157	72.42
Customer Service	\$18,809	\$22,023	62.82
Drafting	\$53,763	\$50,202	40.00
Electricity	\$35,110	\$41,212	62.83
Electronics	\$47,818	\$48,250	54.61
Employability/Remediation	\$16,484	\$20,175	59.69
Entrepreneurial/Small Business	\$42,107	\$45,808	60.99
Fire Fighting	\$45,011	\$48,090	63.64
Food Production	\$16,419	\$18,305	57.04
Forestry/Lumber	.	.	.
Furniture Manufacturing	\$27,315	\$31,873	71.14
GIS/GPS	\$48,792	\$53,987	79.31
Heavy Machine Operator	\$32,476	\$35,472	63.56
Housekeeping	.	.	.
Hydraulics/Pneumatics	\$41,267	\$43,584	58.33
Industrial Maintenance	\$63,104	\$64,699	56.28
Industrial Production	\$28,612	\$33,240	58.16
Law Enforcement	\$35,994	\$37,253	57.00
Machine Shop/CNC	\$42,396	\$44,781	54.79
Measurements/Industrial Math	\$53,018	\$48,857	37.58
Medical/Healthcare	\$33,296	\$35,459	57.23
Oral Communications	\$50,626	\$50,165	46.67
Personal Dev. Skills	\$27,872	\$30,415	58.17
Pre-employment Training	\$17,970	\$23,734	62.11
Quality Control Management	\$34,812	\$39,864	58.81
Safety	\$35,705	\$38,055	57.75
Sewing/Textiles	\$22,156	\$23,038	65.85
Supervisory/Leadership	\$60,443	\$63,369	65.44
Team Management	\$44,491	\$48,240	57.02
Telecommunication	\$47,955	\$52,359	76.70
Train-the-Trainer	\$47,835	\$49,579	55.45
Welding/Soldering	\$48,729	\$50,736	58.02
*Marketing	.	.	.
Total	\$32,163	\$35,291	59.60

Notes: Categories with fewer than 10 trainees in all years are omitted.

*Marketing training was first offered in 2019.



TABLE A5: ANNUAL EARNINGS FOR ALL EMPLOYED TRAINEES,
MEASURED BEFORE AND AFTER TRAINING, FY 2019

Training Category	2019 Median Annualized Earnings		
	Wage before Training	Wage after Training	Percent of Trainees with Earnings Increase
A/C, Heating, Refrigeration	\$37,884	\$44,635	71.79
Aquaculture	.	.	.
Banking Skills	\$36,799	\$38,069	61.61
Basic Skills	\$17,536	\$20,690	59.68
Blueprint Reading	\$38,135	\$44,106	65.79
Child Care	\$15,944	\$17,047	58.65
Computer Use & Applications	\$47,289	\$50,979	63.11
Construction Trades	\$41,260	\$51,433	76.30
Customer Service	\$18,106	\$22,047	63.00
Drafting	\$51,484	\$59,013	74.58
Electricity	\$46,841	\$52,498	67.67
Electronics	\$54,725	\$67,227	50.00
Employability/Remediation	\$19,040	\$21,782	56.98
Entrepreneurial/Small Business	.	.	.
Fire Fighting	\$50,180	\$55,606	74.68
Food Production	\$18,941	\$20,063	57.32
Forestry/Lumber	\$78,268	\$119,431	100.00
Furniture Manufacturing	\$28,505	\$31,065	53.94
GIS/GPS	\$36,655	\$41,311	71.43
Heavy Machine Operator	\$25,009	\$27,480	55.49
Housekeeping	.	.	.
Hydraulics/Pneumatics	.	.	.
Industrial Maintenance	\$63,708	\$65,416	56.77
Industrial Production	\$31,463	\$34,514	55.14
Law Enforcement	\$35,217	\$38,660	66.61
Machine Shop/CNC	\$40,283	\$43,108	65.82
Measurements/Industrial Math	\$32,336	\$38,891	67.39
Medical/Healthcare	\$34,766	\$36,547	55.50
Oral Communications	\$45,365	\$50,341	60.76
Personal Dev. Skills	\$23,781	\$28,818	62.35
Pre-employment Training	\$17,701	\$21,148	60.09
Quality Control Management	\$35,939	\$38,338	51.34
Safety	\$35,551	\$37,994	55.92
Sewing/Textiles	\$23,278	\$24,808	58.06
Supervisory/Leadership	\$52,487	\$55,633	60.43
Team Management	\$30,164	\$32,072	59.64
Telecommunication	\$59,289	\$61,453	72.93
Train-the-Trainer	\$59,437	\$62,040	67.20
Welding/Soldering	\$38,992	\$44,332	65.52
*Marketing	\$21,624	\$42,100	87.50
Total	\$32,084	\$34,801	57.87

Notes: Categories with fewer than 10 trainees in all years are omitted.

*Marketing training was first offered in 2019.



APPENDIX B: TRAINING CATEGORIES AND NAICS SECTORS

TABLE B1: MISSISSIPPI COMMUNITY COLLEGE BOARD TRAINING CODES AND TITLES

Training Code	Category Title	Training Code	Category Title
1	A/C, Heating, Refrigeration	23	Hydraulics/Pneumatics
2	Adv. GPS	24	Industrial Maintenance
3	Aquaculture	25	Industrial Production
4	Banking Skills	26	Instrumentation
5	Basic Skills	27	Law Enforcement
6	Blueprint Reading	28	Machine Shop/CNC
7	Child Care	29	Measurements/Industrial Math
8	Computer Use & Applications	30	Medical/Healthcare
9	Construction Trades	31	Oral Communications
10	Customer Service	32	Personal Dev. Skills
11	Drafting	33	Pre-employment Training
12	Electricity	34	Quality Control Management
13	Electronics	35	Safety
14	Employability/Remediation	36	Sewing/Textiles
15	Entrepreneurial/Small Business	37	Supervisory/Leadership
16	Fire Fighting	38	Team Management
17	Food Production	39	Telecommunication
18	Forestry/Lumber	40	Torts
19	Furniture Manufacturing	41	Train-the-Trainer
20	GIS/GPS	42	Welding/Soldering
21	Heavy Machine Operator	43	Marketing
22	Housekeeping	44	Adult Education



TABLE B2: NAICS CODES AND TITLES

NAICS CODE	CATEGORY TITLE
11	Agriculture, Forestry, Fishing and Hunting
21	Mining, Quarrying, and Oil and Gas Extraction
22	Utilities
23	Construction
31-33	Manufacturing
42	Wholesale Trade
44-45	Retail Trade
48-49	Transportation and Warehousing
51	Information
52	Finance and Insurance
53	Real Estate and Rental and Leasing
54	Professional, Scientific, and Technical Services
55	Management of Companies and Enterprises
56	Administrative and Support and Waste Management and Remediation Services
61	Educational Services
62	Health Care and Social Assistance
71	Arts, Entertainment, and Recreation
72	Accommodation and Food Services
81	Other Services (except Public Administration)
92	Public Administration

