

November 2024

H.B. 1388 2025 Analysis

**Examining Career and Technical Education at
Mississippi's Community Colleges**



SLDS

Statewide Longitudinal
Data System

Prepared by Mississippi State University's NSPARC

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November 2024

RECOMMENDED CITATION:

NSPARC, 2024. H.B. 1388 2025 Analysis; Examining Career and Technical Education at Mississippi's Community Colleges. NSPARC, Mississippi State University.

ABOUT MISSISSIPPI'S SLDS

Mississippi's Statewide 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.

PREPARED BY MISSISSIPPI STATE UNIVERSITY'S NSPARC

The National Strategic Planning & Analysis Research Center (NSPARC) at Mississippi State University is a nationally recognized research center that supports data-driven decision-making across workforce development, education, economic development, and public policy. With over two decades of experience, NSPARC specializes in integrating and analyzing data from multiple sources to address complex challenges faced by state agencies, policymakers, educational institutions, and private-sector partners.

NSPARC's interdisciplinary team—including experts in sociology, economics, computer engineering, and public policy, along with professionals in data analytics and machine learning—produces research that is practical, actionable, and impactful. The center's collaborative approach and cross-domain expertise enable it to generate insights that help stakeholders design and implement solutions with real-world relevance.

To learn more, contact NSPARC at nsparc@nsparc.msstate.edu or 662-325-9242.

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**The following report was created to fulfill the requirements described
in H.B. 1388, and was commissioned by AccelerateMS.**

OVERVIEW

Enacted on March 23, 2022, House Bill 1388 (HB1388) charged AccelerateMS with aligning community college career and technical education (CTE) programs with employer demand and occupations that pay a family-sustaining wage. HB1388 requires an annual study be conducted examining workforce outcomes of students who complete CTE programs through Mississippi community colleges, defined as the completion of (1) an Associate of Applied Science degree or (2) a Career/Technical Certificate. AccelerateMS commissioned Mississippi State University's NSPARC to conduct a study of these outcomes from Academic Year (AY) 2019 through AY 2023.

This study addresses the following objectives:

Objective 1: Measure Postsecondary Outcomes of Community College CTE Students –

Provide information on the number of community college CTE students in the state, the number of these students who subsequently enrolled in a Mississippi 4-year public university, and the extent of the alignment of these students' community college and public university majors.

Objective 2: Measure Employment Outcomes of Community College CTE Students –

Provide information on the employment outcomes of community college CTE students who have graduated with an Associate of Applied Science degree or a Career/Technical Certificate. For community college CTE graduates who enter the workforce after completing their CTE program, this study determines the extent to which students' majors are aligned with their industry of employment after graduation. For graduates who are not employed, alternative outcomes are examined, including the number receiving public assistance or unemployment insurance (UI) benefits.

DATA SOURCES

Data for this study came from Mississippi's State Longitudinal Data System (SLDS), which includes administrative records from more than 25 state agencies. Data from the following SLDS data contributors were used:

Mississippi Department of Employment Security – Employer wage records are contributed to the SLDS by the Mississippi Department of Employment Security (MDES). Employer wage records are collected from Mississippi employers that participate in the state's covered employment system. Data fields include information on quarterly earnings, company of employment, industry of employment, and county location of employer.

Mississippi Community Colleges – Data on community college graduates are contributed to the SLDS by Mississippi's 15 community colleges and the Mississippi Community College Board (MCCB). These data include information on enrollment, county of residence, academic major, and graduation.

Mississippi Public Universities – Data on 4-year public university graduates are contributed to the SLDS by Mississippi's eight public universities and the Institutions for Higher Learning (IHL). These data include information on enrollment, county of residence, academic major, and graduation.

METHODOLOGY

To help account for any annual fluctuations in CTE enrollment, each of the measurements presented in this report is calculated with the most recent five years of data available. Using five years of data enables this report to present student outcomes before, during, and after the academic interruptions caused by COVID-19. Results are presented for each year, and as a five-year average.

In accordance with SLDS Rules and Regulations, numeric values less than 10 are suppressed along with the accompanying percentages. These suppressed values are replaced with the "<10" symbol, and the accompanying percent is replaced with the "---" symbol.

The primary analysis for this report is conducted at the state level. Each state-level result is also presented for each of Mississippi's four Local Workforce Development Areas (LWDAs) and for each of the AccelerateMS Ecosystems. Figure 1 illustrates the geographic coverage of each LWDA, and Figure 2 illustrates the coverage of the eight Ecosystems.

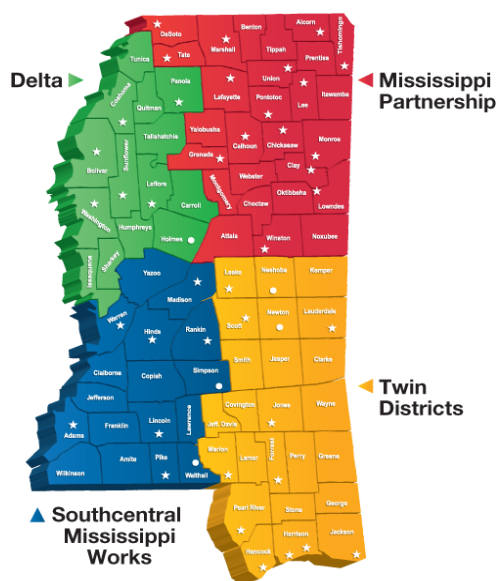


Figure 1: Mississippi's LWDAs

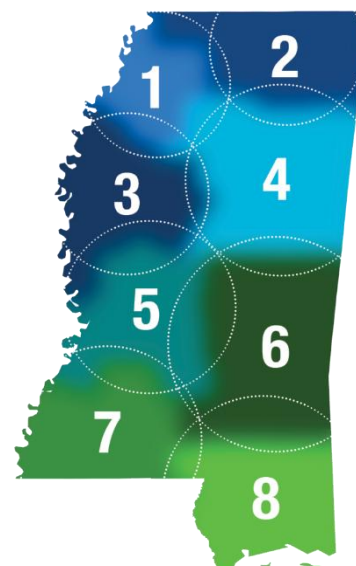


Figure 2: Mississippi's Ecosystems

Statewide results are also broken out by each of the following demographic characteristics, unless otherwise noted:

Demographics – Gender:

1. Male
2. Female

Demographics – Race:

1. Black
2. White
3. Other

Demographics – Race and Gender:

1. Black: Male and Female
2. White: Male and Female
3. Other: Male and Female

The method used to measure CTE Program-to-University alignment was provided by AccelerateMS, in coordination with the Mississippi Community College Board and the Mississippi Institutions for Higher Learning. 2-digit CIP codes were used to assess the community college major alignment with public university majors.

RESEARCH ACTIVITIES FOR OBJECTIVE 1: POSTSECONDARY OUTCOMES OF COMMUNITY COLLEGE CTE STUDENTS

The following SLDS data are used:

Mississippi Community College Data – Students enrolled or graduating in AY 2018-2019, AY 2019-2020, AY 2020-2021, AY 2021-2022, and AY 2022-2023.

Mississippi Public University Data – Students enrolled in AY 2019-2020, AY 2020-2021, AY 2021-2022, AY 2022-2023 and AY 2023-2024.

The following indicators have been constructed:

CTE Student Enrollment – The number of students enrolled in an Associate of Applied Science or Career/Technical Certificate program.

CTE Graduates – The number of students who graduated with an Associate of Applied Science or Career/Technical Certificate program.

Enrollment in a Mississippi Public University – The number of CTE Graduates who enrolled in a Mississippi public university within one year of graduation.

CTE Program-to-University Alignment – The number of CTE Graduates who enrolled in a Mississippi public university, and whose declared major aligns with their Associate of Applied Science degree. This alignment is determined by comparing the enrolled graduates' declared majors in their 4-year public university program to the majors for their community college degrees. The method used to assess CTE Program-to-University alignment was provided by AccelerateMS, in coordination with the Mississippi Community College Board and the Mississippi Institutes for Higher Learning. two-digit CIP codes were used to assess community college major alignment with public university majors.

In Appendix A, each indicator is presented separately for students in Associate of Applied Science programs and for students in Career/Technical Certificate programs.

RESEARCH ACTIVITIES FOR OBJECTIVE 2: EMPLOYMENT OUTCOMES OF COMMUNITY COLLEGE CTE STUDENTS

The following SLDS data are used:

Mississippi Community College Data – Students graduating in AY 2018-2019, AY 2019-2020, AY 2020-2021, AY 2021-2022 and AY 2022-2023.

MDES Data – Employment and wage records from Calendar Year (CY) 2019, CY 2020, CY 2021, CY 2022, CY 2023 and CY 2024.

The indicators in this section are calculated for CTE students who meet the following two conditions: (1) graduated from their community college CTE program and (2) did not enroll in a Mississippi community college or public university within one year of graduation.

The following indicators have been constructed:

Employment of CTE Graduates – The number of graduates employed within one year of graduation. Results are presented in total, and by industry of employment.

Average Annualized Earnings – The average (median) annualized earnings of graduates who were employed within one year of graduation. Quarterly earnings from MDES wage records are multiplied by 4 to create an annualized earnings measurement, and the median value is reported. Results are presented in total, and by industry of employment.

CTE Program-to-Workforce Alignment – The number of graduates employed in an industry that aligns with their CTE area of study.

Receipt of Public Assistance or Unemployment Insurance– The number of graduates who received Supplemental Nutritional Aid Program (SNAP), Temporary Aid for Needy Families (TANF), or Unemployment Insurance benefits. Results are presented in total, as well as for each public assistance program.

In Appendix A, each indicator is presented separately for graduates of Associate of Applied Science programs and for graduates of Career/Technical Certificate programs.

RESULTS

TABLE 1: COMMUNITY COLLEGE CTE STUDENT ENROLLMENT; NUMBER OF STUDENTS ENROLLED IN AN ASSOCIATE OF APPLIED SCIENCE OR CAREER/TECHNICAL CERTIFICATE PROGRAM

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	20,447	20,855	19,852	19,315	18,805	19,855
Gender*						
Female	10,460	10,649	10,508	10,265	10,119	10,400
Male	9,931	10,092	9,262	9,030	8,661	9,395
Race*						
Black	8,843	8,750	8,037	8,249	8,190	8,414
White	10,186	10,359	10,214	9,562	9,060	9,876
Other	1,023	1,136	1,142	1,129	1,144	1,115
Race & Gender*						
Black, Female	4,922	4,976	4,639	4,779	4,939	4,851
Black, Male	3,909	3,749	3,373	3,465	3,241	3,547
White, Female	4,926	4,961	5,149	4,769	4,465	4,854
White, Male	5,230	5,341	5,029	4,784	4,585	4,994
Other, Female	504	563	586	576	576	561
Other, Male	516	564	552	553	567	550
Ecosystem of College						
Ecosystem 1	562	540	511	588	600	560
Ecosystem 2	2,411	2,387	2,534	2,894	2,745	2,594
Ecosystem 3	570	557	482	466	418	499
Ecosystem 4	3,460	3,506	3,162	3,224	3,323	3,335
Ecosystem 5	4,603	4,553	3,860	3,904	3,558	4,096
Ecosystem 6	2,991	3,002	3,148	2,716	2,728	2,917
Ecosystem 7	1,373	1,454	1,274	1,154	1,231	1,297
Ecosystem 8	4,477	4,856	4,881	4,369	4,202	4,557
WIOA Region of College						
Delta	1,132	1,097	993	1,054	1,018	1,059
MS Partnership	5,871	5,893	5,696	6,118	6,068	5,929
South Central	5,976	6,007	5,134	5,058	4,789	5,393
Twin Districts	7,468	7,858	8,029	7,085	6,930	7,474

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE 2: COMMUNITY COLLEGE CTE GRADUATES; NUMBER OF STUDENTS GRADUATING WITH AN
ASSOCIATE OF APPLIED SCIENCE DEGREE OR A CAREER/TECHNICAL CERTIFICATE**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	8,002	8,077	7,996	7,283	7,545	7,781
Gender*						
Female	4,228	4,170	4,235	3,868	4,055	4,111
Male	3,689	3,654	3,553	3,178	3,289	3,473
Race*						
Black	3,127	2,886	2,880	2,642	2,980	2,903
White	4,357	4,204	4,285	3,914	3,808	4,114
Other	333	395	402	367	443	388
Race & Gender*						
Black, Female	1,739	1,677	1,685	1,517	1,803	1,684
Black, Male	1,386	1,207	1,192	1,120	1,175	1,216
White, Female	2,287	2,222	2,284	2,096	1,969	2,172
White, Male	2,058	1,963	1,989	1,816	1,833	1,932
Other, Female	176	203	211	208	236	207
Other, Male	156	190	190	159	207	180
Ecosystem of College						
Ecosystem 1	396	314	354	280	115	292
Ecosystem 2	948	913	999	837	1,154	970
Ecosystem 3	333	369	341	273	327	329
Ecosystem 4	848	858	877	1,011	1,259	971
Ecosystem 5	2,087	2,371	2,117	1,893	1,600	2,014
Ecosystem 6	1,181	1,133	1,074	948	1,117	1,091
Ecosystem 7	514	493	491	458	554	502
Ecosystem 8	1,695	1,626	1,743	1,583	1,419	1,613
WIOA Region of College						
Delta	729	683	695	553	442	620
MS Partnership	1,796	1,771	1,876	1,848	2,413	1,941
South Central	2,601	2,864	2,608	2,351	2,154	2,516
Twin Districts	2,876	2,759	2,817	2,531	2,536	2,704

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

TABLE 3: ENROLLMENT IN A MISSISSIPPI PUBLIC UNIVERSITY; NUMBER OF COMMUNITY COLLEGE CTE GRADUATES WHO ENROLLED IN A MISSISSIPPI PUBLIC UNIVERSITY WITHIN ONE YEAR OF GRADUATION

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	450	450	467	436	427	446
Gender*						
Female	292	291	291	279	269	284
Male	154	157	175	155	158	160
Race*						
Black	214	212	207	185	205	205
White	204	207	225	227	177	208
Other	27	26	28	19	38	28
Race & Gender*						
Black, Female	154	157	153	135	149	150
Black, Male	60	55	54	49	56	55
White, Female	120	120	119	129	98	117
White, Male	83	87	105	98	79	90
Other, Female	17	14	17	13	19	16
Other, Male	10	12	11	<10	19	12
Ecosystem of College						
Ecosystem 1	19	15	21	10	12	15
Ecosystem 2	58	67	57	62	62	61
Ecosystem 3	29	27	26	23	21	25
Ecosystem 4	48	60	55	74	91	66
Ecosystem 5	102	108	105	97	86	100
Ecosystem 6	85	74	72	54	71	71
Ecosystem 7	22	23	18	23	17	21
Ecosystem 8	87	76	113	93	67	87
WIOA Region of College						
Delta	48	42	47	33	33	41
MS Partnership	106	127	112	136	153	127
South Central	124	131	123	120	103	120
Twin Districts	172	150	185	147	138	158

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE 4: COMMUNITY COLLEGE CTE PROGRAM-TO-UNIVERSITY ALIGNMENT;
NUMBER OF ENROLLED COMMUNITY COLLEGE CTE GRADUATES WITH ALIGNED MAJOR**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	254	269	273	240	216	250
Gender*						
Female	182	197	197	177	161	183
Male	70	71	76	62	55	67
Race*						
Black	104	115	121	102	97	108
White	130	136	134	124	99	125
Other	18	16	14	14	16	16
Race & Gender*						
Black, Female	83	94	91	82	76	85
Black, Male	21	21	30	19	21	22
White, Female	87	92	93	84	71	85
White, Male	42	44	41	40	28	39
Other, Female	12	11	12	11	11	11
Other, Male	<10	<10	<10	<10	<10	<10
Ecosystem of College						
Ecosystem 1	<10	<10	<10	<10	<10	<10
Ecosystem 2	36	50	34	40	24	37
Ecosystem 3	19	19	19	18	17	18
Ecosystem 4	25	39	32	42	46	37
Ecosystem 5	49	50	59	37	40	47
Ecosystem 6	55	51	37	34	38	43
Ecosystem 7	11	14	14	13	<10	12
Ecosystem 8	50	42	69	52	37	50
WIOA Region of College						
Delta	28	23	28	22	23	25
MS Partnership	61	89	66	82	70	74
South Central	60	64	73	50	48	59
Twin Districts	105	93	106	86	75	93

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

TABLE 5: EMPLOYMENT OF COMMUNITY COLLEGE CTE GRADUATES; NUMBER OF COMMUNITY COLLEGE CTE GRADUATES EMPLOYED WITHIN ONE YEAR OF GRADUATION

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	4,890	4,975	4,942	4,612	4,865	4,857
Gender*						
Female	2,652	2,565	2,595	2,462	2,636	2,582
Male	2,191	2,293	2,228	2,021	2,121	2,171
Race*						
Black	1,822	1,695	1,690	1,640	1,890	1,747
White	2,778	2,723	2,762	2,564	2,558	2,677
Other	178	215	220	211	249	215
Race & Gender*						
Black, Female	1,008	951	948	921	1,150	996
Black, Male	813	743	740	716	738	750
White, Female	1,528	1,455	1,495	1,401	1,334	1,443
White, Male	1,243	1,255	1,261	1,162	1,221	1,228
Other, Female	102	119	118	116	128	117
Other, Male	76	96	102	95	121	98
Ecosystem of College						
Ecosystem 1	233	165	187	161	80	165
Ecosystem 2	595	576	630	539	718	612
Ecosystem 3	195	217	194	162	168	187
Ecosystem 4	498	491	525	597	844	591
Ecosystem 5	1,271	1,494	1,332	1,242	1,012	1,270
Ecosystem 6	730	718	727	630	759	713
Ecosystem 7	345	333	324	305	394	340
Ecosystem 8	1,023	981	1,023	976	890	979
WIOA Region of College						
Delta	428	382	381	323	248	352
MS Partnership	1,093	1,067	1,155	1,136	1,562	1,203
South Central	1,616	1,827	1,656	1,547	1,406	1,610
Twin Districts	1,753	1,699	1,750	1,606	1,649	1,691
Industry						
Accommodation/Leisure	333	383	329	292	335	334
Administrative and Waste Services	308	309	300	294	315	305
Construction	277	257	293	277	320	285
Educational Services	99	87	109	81	129	101
Financial Activities	63	55	70	84	83	71
Health Care and Social Assistance	1,973	1,831	1,863	1,766	1,832	1,853
Information	18	24	13	13	22	18
Management of Companies and Enterprises	16	15	13	22	17	17
Manufacturing	512	466	496	483	459	483
Natural Resources	43	33	33	28	23	32
Other Services (except Public Administration)	118	106	100	106	124	111
Professional, Scientific, and Technical Services	109	120	119	103	118	114
Public Administration	79	85	68	77	105	83
Transportation and Warehousing	289	476	384	377	319	369
Utilities	22	17	24	37	39	28
Wholesale/Retail Trade	622	701	719	568	623	647

Table 5 Continued on Next Page

Table 5 Continued

Industry not reported	<10	10	<10	<10	<10	<10
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Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE 6: AVERAGE ANNUALIZED EARNINGS; EARNINGS OF COMMUNITY COLLEGE CTE GRADUATES
EMPLOYED WITHIN ONE YEAR OF GRADUATION**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	\$31,207	\$31,181	\$33,291	\$36,988	\$39,867	\$34,206
Gender*						
Female	\$31,772	\$31,028	\$31,780	\$34,920	\$39,439	\$33,460
Male	\$30,685	\$31,117	\$34,711	\$38,552	\$40,001	\$34,839
Race*						
Black	\$26,347	\$26,865	\$29,916	\$32,791	\$36,392	\$30,287
White	\$34,000	\$33,917	\$35,141	\$39,406	\$42,015	\$36,736
Other	\$30,502	\$30,640	\$31,124	\$34,815	\$35,446	\$32,545
Race & Gender*						
Black, Female	\$26,650	\$26,878	\$29,126	\$31,270	\$36,959	\$30,428
Black, Male	\$26,097	\$26,478	\$31,550	\$34,481	\$35,712	\$30,238
White, Female	\$33,656	\$34,273	\$33,777	\$36,827	\$41,432	\$35,845
White, Male	\$34,282	\$33,845	\$36,826	\$41,261	\$43,070	\$37,636
Other, Female	\$33,272	\$31,142	\$29,851	\$36,401	\$30,698	\$31,555
Other, Male	\$27,095	\$28,893	\$33,053	\$33,515	\$40,685	\$33,401
Ecosystem of College						
Ecosystem 1	\$23,379	\$31,509	\$30,147	\$34,266	\$36,703	\$29,901
Ecosystem 2	\$32,123	\$33,498	\$34,619	\$37,720	\$36,951	\$34,775
Ecosystem 3	\$31,602	\$34,321	\$35,575	\$40,005	\$38,015	\$35,491
Ecosystem 4	\$32,819	\$32,468	\$34,352	\$37,244	\$41,670	\$35,874
Ecosystem 5	\$30,658	\$30,951	\$33,322	\$37,654	\$40,331	\$33,901
Ecosystem 6	\$32,198	\$30,479	\$33,287	\$35,754	\$39,520	\$33,846
Ecosystem 7	\$28,539	\$30,268	\$31,609	\$36,400	\$40,467	\$33,475
Ecosystem 8	\$32,290	\$29,248	\$32,094	\$36,315	\$39,964	\$33,600
WIOA Region of College						
Delta	\$27,384	\$32,499	\$33,349	\$36,106	\$37,703	\$32,791
MS Partnership	\$32,390	\$32,805	\$34,445	\$37,500	\$39,538	\$35,405
South Central	\$30,156	\$30,879	\$33,122	\$37,501	\$40,334	\$33,802
Twin Districts	\$32,249	\$29,743	\$32,547	\$36,000	\$39,788	\$33,693
Industry						
Accommodation/Leisure	\$15,027	\$13,854	\$16,245	\$18,284	\$17,088	\$15,708
Administrative and Waste Services	\$22,847	\$20,670	\$28,507	\$27,560	\$35,329	\$26,871
Construction	\$30,109	\$29,699	\$32,675	\$37,996	\$39,326	\$34,059
Educational Services	\$19,067	\$26,790	\$27,040	\$28,826	\$31,196	\$27,767
Financial Activities	\$28,829	\$27,843	\$34,836	\$31,359	\$40,120	\$32,589
Health Care and Social Assistance	\$38,738	\$40,250	\$39,720	\$42,600	\$48,489	\$41,585
Information	\$33,024	\$29,838	\$32,255	\$44,441	\$37,065	\$34,686
Management of Companies and Enterprises	\$33,599	\$32,671	\$39,048	\$36,856	\$44,562	\$37,062
Manufacturing	\$35,400	\$35,175	\$41,807	\$42,692	\$46,047	\$39,859
Natural Resources	\$37,786	\$34,443	\$29,680	\$48,084	\$40,874	\$36,262
Other Services (except Public Administration)	\$22,945	\$22,174	\$23,731	\$29,692	\$29,299	\$25,183
Professional, Scientific, and Technical Services	\$31,161	\$28,308	\$32,567	\$35,090	\$33,308	\$32,170
Public Administration	\$26,572	\$35,474	\$29,934	\$35,979	\$39,876	\$33,879
Transportation and Warehousing	\$29,057	\$31,279	\$32,678	\$42,934	\$41,168	\$33,946
Utilities	\$41,924	\$41,447	\$45,714	\$47,730	\$51,978	\$47,706
Wholesale/Retail Trade	\$20,504	\$21,206	\$25,885	\$24,400	\$27,231	\$24,082

Table 6 Continued on Next Page

Table 6 Continued

Industry not reported	---	\$22,221	---	---	---	---
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Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE 7: COMMUNITY COLLEGE CTE PROGRAM-TO-WORKFORCE ALIGNMENT; NUMBER OF
COMMUNITY COLLEGE CTE GRADUATES EMPLOYED IN AN ALIGNED INDUSTRY**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	1,668	1,684	1,727	1,620	1,720	1,684
Gender*						
Female	1,077	1,099	1,141	1,091	1,128	1,107
Male	586	581	579	524	585	571
Race*						
Black	621	600	596	552	699	614
White	976	990	1,015	976	903	972
Other	59	83	87	74	89	78
Race & Gender*						
Black, Female	430	435	425	395	522	441
Black, Male	190	165	171	156	177	172
White, Female	610	599	650	641	548	610
White, Male	366	389	363	335	355	362
Other, Female	34	60	53	45	48	48
Other, Male	25	23	34	29	41	30
Ecosystem of College						
Ecosystem 1	98	77	84	68	28	71
Ecosystem 2	265	279	280	249	295	274
Ecosystem 3	74	88	64	58	64	70
Ecosystem 4	212	232	223	251	329	249
Ecosystem 5	357	348	320	324	257	321
Ecosystem 6	257	242	273	228	277	255
Ecosystem 7	118	118	106	106	150	120
Ecosystem 8	287	300	377	336	320	324
WIOA Region of College						
Delta	172	165	148	126	92	141
MS Partnership	477	511	503	500	624	523
South Central	475	466	426	430	407	441
Twin Districts	544	542	650	564	597	579

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

TABLE 8: RECEIPT OF PUBLIC ASSISTANCE; NUMBER OF COMMUNITY COLLEGE CTE GRADUATES WHO RECEIVE SNAP, TANF, OR UI BENEFITS WITHIN ONE YEAR OF GRADUATION

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	1,156	1,583	806	554	602	940
Gender*						
Female	696	993	559	404	450	620
Male	452	568	232	137	146	307
Race*						
Black	674	882	540	380	446	584
White	428	547	204	137	130	289
Other	36	71	19	21	12	32
Race & Gender*						
Black, Female	403	569	388	285	349	399
Black, Male	271	313	151	93	97	185
White, Female	268	367	153	100	88	195
White, Male	158	179	49	37	42	93
Other, Female	21	38	10	17	<10	19
Other, Male	15	33	<10	<10	<10	13
Ecosystem of College						
Ecosystem 1	92	69	44	28	35	54
Ecosystem 2	132	144	75	39	69	92
Ecosystem 3	53	71	22	15	40	40
Ecosystem 4	99	151	78	60	86	95
Ecosystem 5	297	525	276	182	155	287
Ecosystem 6	179	242	106	90	94	142
Ecosystem 7	77	79	59	45	41	60
Ecosystem 8	227	302	146	95	82	170
WIOA Region of College						
Delta	145	140	66	43	75	94
MS Partnership	231	295	153	99	155	187
South Central	374	604	335	227	196	347
Twin Districts	406	544	252	185	176	313
Public Assistance						
SNAP	649	656	559	481	545	578
TANF	14	11	<10	<10	<10	<10
UI	646	1,186	376	98	85	478

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

APPENDIX A:

DETAILED BREAKDOWN OF RESULTS

**TABLE A1: COMMUNITY COLLEGE CTE STUDENT ENROLLMENT,
NUMBER OF STUDENTS ENROLLED ASSOCIATE OF APPLIED SCIENCE PROGRAMS**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	14,618	15,513	14,992	14,377	14,122	14,724
Gender*						
Female	7,328	7,665	7,682	7,323	7,064	7,412
Male	7,249	7,776	7,264	7,040	7,041	7,274
Race*						
Black	5,856	6,157	5,693	5,616	5,588	5,782
White	7,805	8,217	8,104	7,601	7,345	7,814
Other	782	889	903	889	898	872
Race & Gender*						
Black, Female	3,312	3,507	3,261	3,189	3,162	3,286
Black, Male	2,535	2,633	2,420	2,423	2,419	2,486
White, Female	3,551	3,642	3,862	3,583	3,369	3,601
White, Male	4,232	4,539	4,224	4,014	3,970	4,196
Other, Female	393	427	457	444	436	431
Other, Male	386	455	444	445	461	438
Ecosystem of College						
Ecosystem 1	481	465	435	523	509	483
Ecosystem 2	1,712	1,731	1,806	2,181	2,012	1,888
Ecosystem 3	298	322	269	229	205	265
Ecosystem 4	2,678	2,746	2,538	2,545	2,653	2,632
Ecosystem 5	2,739	3,267	3,000	2,980	2,807	2,959
Ecosystem 6	2,104	2,039	2,231	1,804	1,917	2,019
Ecosystem 7	986	1,067	904	759	829	909
Ecosystem 8	3,620	3,876	3,809	3,356	3,190	3,570
WIOA Region of College						
Delta	779	787	704	752	714	747
MS Partnership	4,390	4,477	4,344	4,726	4,665	4,520
South Central	3,725	4,334	3,904	3,739	3,636	3,868
Twin Districts	5,724	5,915	6,040	5,160	5,107	5,589

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A2: COMMUNITY COLLEGE CTE STUDENT ENROLLMENT,
NUMBER OF STUDENTS ENROLLED IN CAREER/TECHNICAL CERTIFICATE PROGRAMS**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	5,829	5,342	4,860	4,938	4,683	5,130
Gender*						
Female	3,132	2,984	2,826	2,942	3,055	2,988
Male	2,682	2,316	1,998	1,990	1,620	2,121
Race*						
Black	2,987	2,593	2,344	2,633	2,602	2,632
White	2,381	2,142	2,110	1,961	1,715	2,062
Other	241	247	239	240	246	243
Race & Gender*						
Black, Female	1,610	1,469	1,378	1,590	1,777	1,565
Black, Male	1,374	1,116	953	1,042	822	1,061
White, Female	1,375	1,319	1,287	1,186	1,096	1,253
White, Male	998	802	805	770	615	798
Other, Female	111	136	129	132	140	130
Other, Male	130	109	108	108	106	112
Ecosystem of College						
Ecosystem 1	81	75	76	65	91	78
Ecosystem 2	699	656	728	713	733	706
Ecosystem 3	272	235	213	237	213	234
Ecosystem 4	782	760	624	679	670	703
Ecosystem 5	1,864	1,286	860	924	751	1,137
Ecosystem 6	887	963	917	912	811	898
Ecosystem 7	387	387	370	395	402	388
Ecosystem 8	857	980	1,072	1,013	1,012	987
WIOA Region of College						
Delta	353	310	289	302	304	312
MS Partnership	1,481	1,416	1,352	1,392	1,403	1,409
South Central	2,251	1,673	1,230	1,319	1,153	1,525
Twin Districts	1,744	1,943	1,989	1,925	1,823	1,885

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A3: COMMUNITY COLLEGE CTE GRADUATES;
NUMBER OF STUDENTS GRADUATING WITH AN ASSOCIATE OF APPLIED SCIENCE DEGREE**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	4,261	4,380	4,263	3,890	4,053	4,169
Gender*						
Female	2,619	2,623	2,599	2,374	2,443	2,532
Male	1,619	1,734	1,650	1,502	1,595	1,620
Race*						
Black	1,310	1,277	1,233	1,111	1,285	1,243
White	2,706	2,807	2,728	2,476	2,435	2,630
Other	204	241	239	229	254	233
Race & Gender*						
Black, Female	930	886	887	782	912	879
Black, Male	379	389	345	328	372	363
White, Female	1,554	1,581	1,551	1,426	1,355	1,493
White, Male	1,145	1,215	1,169	1,050	1,079	1,132
Other, Female	124	131	133	139	145	134
Other, Male	80	109	106	90	109	99
Ecosystem of College						
Ecosystem 1	154	133	124	128	76	123
Ecosystem 2	594	588	615	516	548	572
Ecosystem 3	165	181	177	147	145	163
Ecosystem 4	435	443	484	540	766	534
Ecosystem 5	864	842	817	734	665	784
Ecosystem 6	590	574	554	411	510	528
Ecosystem 7	338	324	338	286	310	319
Ecosystem 8	1,121	1,295	1,154	1,128	1,033	1,146
WIOA Region of College						
Delta	319	314	301	275	221	286
MS Partnership	1,029	1,031	1,099	1,056	1,314	1,106
South Central	1,202	1,166	1,155	1,020	975	1,104
Twin Districts	1,711	1,869	1,708	1,539	1,543	1,674

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A4: COMMUNITY COLLEGE CTE GRADUATES;
NUMBER OF STUDENTS GRADUATING WITH A CAREER/TECHNICAL CERTIFICATE**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	3,741	3,697	3,733	3,393	3,492	3,611
Gender*						
Female	1,609	1,547	1,636	1,494	1,612	1,580
Male	2,070	1,920	1,903	1,676	1,694	1,853
Race*						
Black	1,817	1,609	1,647	1,531	1,695	1,660
White	1,651	1,397	1,557	1,438	1,373	1,483
Other	129	154	163	138	189	155
Race & Gender*						
Black, Female	809	791	798	735	891	805
Black, Male	1,007	818	847	792	803	853
White, Female	733	641	733	670	614	678
White, Male	913	748	820	766	754	800
Other, Female	52	72	78	69	91	72
Other, Male	76	81	84	69	98	82
Ecosystem of College						
Ecosystem 1	242	181	230	152	39	169
Ecosystem 2	354	325	384	321	606	398
Ecosystem 3	168	188	164	126	182	166
Ecosystem 4	413	415	393	471	493	437
Ecosystem 5	1,223	1,529	1,300	1,159	935	1,229
Ecosystem 6	591	559	520	537	607	563
Ecosystem 7	176	169	153	172	244	183
Ecosystem 8	574	331	589	455	386	467
WIOA Region of College						
Delta	410	369	394	278	221	334
MS Partnership	767	740	777	792	1,099	835
South Central	1,399	1,698	1,453	1,331	1,179	1,412
Twin Districts	1,165	890	1,109	992	993	1,030

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A5: ENROLLMENT IN A MISSISSIPPI PUBLIC UNIVERSITY;
NUMBER OF COMMUNITY COLLEGE CTE GRADUATES FROM ASSOCIATE OF APPLIED SCIENCE
PROGRAMS WHO ENROLLED IN A MISSISSIPPI PUBLIC UNIVERSITY WITHIN ONE YEAR OF GRADUATION**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	388	401	412	388	359	390
Gender*						
Female	257	264	270	248	232	254
Male	128	135	141	140	127	134
Race*						
Black	176	183	174	157	160	170
White	183	191	205	211	162	190
Other	25	23	27	17	32	25
Race & Gender*						
Black, Female	129	140	135	116	122	128
Black, Male	47	43	39	41	38	42
White, Female	112	112	116	119	92	110
White, Male	70	79	88	92	70	80
Other, Female	15	12	17	11	16	14
Other, Male	10	11	10	<10	16	11
Ecosystem of College						
Ecosystem 1	16	12	14	<10	10	12
Ecosystem 2	54	60	55	59	49	55
Ecosystem 3	24	26	21	20	18	22
Ecosystem 4	38	52	47	67	74	56
Ecosystem 5	83	88	88	79	69	81
Ecosystem 6	76	70	65	46	64	64
Ecosystem 7	21	22	17	21	13	19
Ecosystem 8	76	71	105	88	62	80
WIOA Region of College						
Delta	40	38	35	28	28	34
MS Partnership	92	112	102	126	123	111
South Central	104	110	105	100	82	100
Twin Districts	152	141	170	134	126	145

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A6: ENROLLMENT IN A MISSISSIPPI PUBLIC UNIVERSITY;
NUMBER OF COMMUNITY COLLEGE CTE GRADUATES FROM CAREER/TECHNICAL CERTIFICATE
PROGRAMS WHO ENROLLED IN A MISSISSIPPI PUBLIC UNIVERSITY WITHIN ONE YEAR OF GRADUATION**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	62	49	55	48	68	56
Gender*						
Female	35	27	21	31	37	30
Male	26	22	34	15	31	26
Race*						
Black	38	29	33	28	45	35
White	21	16	20	16	15	18
Other	<10	<10	<10	<10	<10	<10
Race & Gender*						
Black, Female	25	17	18	19	27	21
Black, Male	13	12	15	<10	18	13
White, Female	<10	<10	<10	10	<10	<10
White, Male	13	<10	17	<10	<10	11
Other, Female	<10	<10	<10	<10	<10	<10
Other, Male	<10	<10	<10	<10	<10	<10
Ecosystem of College						
Ecosystem 1	<10	<10	<10	<10	<10	<10
Ecosystem 2	<10	<10	<10	<10	13	<10
Ecosystem 3	<10	<10	<10	<10	<10	<10
Ecosystem 4	10	<10	<10	<10	17	10
Ecosystem 5	19	20	17	18	17	18
Ecosystem 6	<10	<10	<10	<10	<10	<10
Ecosystem 7	<10	<10	<10	<10	<10	<10
Ecosystem 8	11	<10	<10	<10	<10	<10
WIOA Region of College						
Delta	<10	<10	12	<10	<10	<10
MS Partnership	14	15	10	10	30	16
South Central	20	21	18	20	21	20
Twin Districts	20	<10	15	13	12	14

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A7: COMMUNITY COLLEGE CTE PROGRAM-TO-UNIVERSITY ALIGNMENT,
NUMBER OF ENROLLED COMMUNITY COLLEGE CTE GRADUATES FROM ASSOCIATE OF APPLIED
SCIENCE PROGRAMS WITH ALIGNED MAJOR**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	237	253	252	218	191	230
Gender*						
Female	170	187	188	161	141	169
Male	65	65	64	57	50	60
Race*						
Black	94	107	107	90	83	96
White	124	130	127	116	91	118
Other	17	14	14	12	14	14
Race & Gender*						
Black, Female	75	89	82	74	64	77
Black, Male	19	18	25	16	19	19
White, Female	84	88	93	78	66	82
White, Male	39	42	34	38	25	36
Other, Female	11	10	12	<10	<10	10
Other, Male	<10	<10	<10	<10	<10	<10
Ecosystem of College						
Ecosystem 1	<10	<10	<10	<10	<10	<10
Ecosystem 2	34	47	33	38	19	34
Ecosystem 3	18	19	16	17	16	17
Ecosystem 4	23	34	29	38	38	32
Ecosystem 5	43	47	50	30	34	41
Ecosystem 6	52	48	35	31	36	40
Ecosystem 7	11	13	14	12	<10	11
Ecosystem 8	47	41	66	48	36	48
WIOA Region of College						
Delta	27	23	25	21	22	24
MS Partnership	57	81	62	76	57	67
South Central	54	60	64	42	40	52
Twin Districts	99	89	101	79	72	88

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A8: COMMUNITY COLLEGE CTE PROGRAM-TO-UNIVERSITY ALIGNMENT,
NUMBER OF ENROLLED COMMUNITY COLLEGE CTE GRADUATES FROM CAREER/TECHNICAL
CERTIFICATE PROGRAMS WITH ALIGNED MAJOR**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	17	16	21	22	25	20
Gender*						
Female	12	10	<10	16	20	13
Male	<10	<10	12	<10	<10	<10
Race*						
Black	10	<10	14	12	14	12
White	<10	<10	<10	<10	<10	<10
Other	<10	<10	<10	<10	<10	<10
Race & Gender*						
Black, Female	<10	<10	<10	<10	12	<10
Black, Male	<10	<10	<10	<10	<10	<10
White, Female	<10	<10	<10	<10	<10	<10
White, Male	<10	<10	<10	<10	<10	<10
Other, Female	<10	<10	<10	<10	<10	<10
Other, Male	<10	<10	<10	<10	<10	<10
Ecosystem of College						
Ecosystem 1	<10	<10	<10	<10	<10	<10
Ecosystem 2	<10	<10	<10	<10	<10	<10
Ecosystem 3	<10	<10	<10	<10	<10	<10
Ecosystem 4	<10	<10	<10	<10	<10	<10
Ecosystem 5	<10	<10	<10	<10	<10	<10
Ecosystem 6	<10	<10	<10	<10	<10	<10
Ecosystem 7	<10	<10	<10	<10	<10	<10
Ecosystem 8	<10	<10	<10	<10	<10	<10
WIOA Region of College						
Delta	<10	<10	<10	<10	<10	<10
MS Partnership	<10	<10	<10	<10	13	<10
South Central	<10	<10	<10	<10	<10	<10
Twin Districts	<10	<10	<10	<10	<10	<10

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A9: EMPLOYMENT OF COMMUNITY COLLEGE CTE GRADUATES,
NUMBER OF COMMUNITY COLLEGE CTE GRADUATES FROM ASSOCIATE OF APPLIED SCIENCE
PROGRAMS EMPLOYED WITHIN ONE YEAR OF GRADUATION**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	2,799	2,835	2,784	2,552	2,761	2,746
Gender*						
Female	1,736	1,684	1,671	1,552	1,660	1,661
Male	1,055	1,140	1,106	994	1,090	1,077
Race*						
Black	782	738	744	664	819	749
White	1,869	1,925	1,858	1,711	1,732	1,819
Other	125	144	145	140	166	144
Race & Gender*						
Black, Female	558	510	511	465	582	525
Black, Male	224	227	233	198	236	224
White, Female	1,093	1,079	1,064	993	969	1,040
White, Male	773	838	791	718	762	776
Other, Female	78	81	80	81	91	82
Other, Male	47	63	65	59	75	62
Ecosystem of College						
Ecosystem 1	99	83	76	78	52	78
Ecosystem 2	407	402	416	354	367	389
Ecosystem 3	108	118	109	86	79	100
Ecosystem 4	281	281	333	356	559	362
Ecosystem 5	559	551	551	508	444	523
Ecosystem 6	390	399	388	276	358	362
Ecosystem 7	220	220	211	176	223	210
Ecosystem 8	735	781	700	718	679	723
WIOA Region of College						
Delta	207	201	185	164	131	178
MS Partnership	688	683	749	710	926	751
South Central	779	771	762	684	667	733
Twin Districts	1,125	1,180	1,088	994	1,037	1,085
Industry						
Accommodation/Leisure	189	242	197	184	185	199
Administrative and Waste Services	152	143	163	166	177	160
Construction	121	150	118	111	147	129
Educational Services	75	67	83	67	102	79
Financial Activities	44	35	42	51	52	45
Health Care and Social Assistance	1,362	1,265	1,237	1,146	1,215	1,245
Information	14	18	12	11	12	13
Management of Companies and Enterprises	11	13	<10	17	13	12
Manufacturing	254	246	290	267	251	262
Natural Resources	19	14	12	10	10	13
Other Services (except Public Administration)	53	52	44	38	59	49
Professional, Scientific, and Technical Services	92	104	102	86	102	97
Public Administration	50	58	42	56	58	53
Transportation and Warehousing	38	44	56	49	46	47
Utilities	10	12	10	11	14	11

Table A9 Continued on Next Page

Table A9 Continued

Wholesale/Retail Trade	312	368	364	280	317	328
Industry not reported	<10	<10	<10	<10	<10	<10

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A10: EMPLOYMENT OF COMMUNITY COLLEGE CTE GRADUATES,
NUMBER OF COMMUNITY COLLEGE CTE GRADUATES FROM CAREER/TECHNICAL CERTIFICATE
PROGRAMS EMPLOYED WITHIN ONE YEAR OF GRADUATION**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	2,091	2,140	2,158	2,060	2,104	2,111
Gender*						
Female	916	881	924	910	976	921
Male	1,136	1,153	1,122	1,027	1,031	1,094
Race*						
Black	1,040	957	946	976	1,071	998
White	909	798	904	853	826	858
Other	53	71	75	71	83	71
Race & Gender*						
Black, Female	450	441	437	456	568	470
Black, Male	589	516	507	518	502	526
White, Female	435	376	431	408	365	403
White, Male	470	417	470	444	459	452
Other, Female	24	38	38	35	37	34
Other, Male	29	33	37	36	46	36
Ecosystem of College						
Ecosystem 1	134	82	111	83	28	88
Ecosystem 2	188	174	214	185	351	222
Ecosystem 3	87	99	85	76	89	87
Ecosystem 4	217	210	192	241	285	229
Ecosystem 5	712	943	781	734	568	748
Ecosystem 6	340	319	339	354	401	351
Ecosystem 7	125	113	113	129	171	130
Ecosystem 8	288	200	323	258	211	256
WIOA Region of College						
Delta	221	181	196	159	117	175
MS Partnership	405	384	406	426	636	451
South Central	837	1,056	894	863	739	878
Twin Districts	628	519	662	612	612	607
Industry						
Accommodation/Leisure	144	141	132	108	150	135
Administrative and Waste Services	156	166	137	128	138	145
Construction	156	107	175	166	173	155
Educational Services	24	20	26	14	27	22
Financial Activities	19	20	28	33	31	26
Health Care and Social Assistance	611	566	626	620	617	608
Information	<10	<10	<10	<10	10	<10
Management of Companies and Enterprises	<10	<10	<10	<10	<10	<10
Manufacturing	258	220	206	216	208	222
Natural Resources	24	19	21	18	13	19
Other Services (except Public Administration)	65	54	56	68	65	62
Professional, Scientific, and Technical Services	17	16	17	17	16	17
Public Administration	29	27	26	21	47	30
Transportation and Warehousing	251	432	328	328	273	322

Table A10 Continued on Next Page

Table A10 Continued

Utilities	12	<10	14	26	25	16
Wholesale/Retail Trade	310	333	355	288	306	318
Industry not reported	<10	<10	<10	<10	<10	<10

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A11: AVERAGE ANNUALIZED EARNINGS,
EARNINGS OF COMMUNITY COLLEGE CTE GRADUATES FROM ASSOCIATE OF APPLIED SCIENCE
PROGRAMS EMPLOYED WITHIN ONE YEAR OF GRADUATION**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	\$35,013	\$34,465	\$37,675	\$40,226	\$43,308	\$37,922
Gender*						
Female	\$35,193	\$34,505	\$36,510	\$38,630	\$43,605	\$37,546
Male	\$34,580	\$34,465	\$38,898	\$42,373	\$42,874	\$38,288
Race*						
Black	\$27,803	\$28,424	\$34,497	\$35,224	\$39,941	\$33,052
White	\$37,290	\$36,900	\$39,128	\$41,757	\$46,094	\$39,856
Other	\$33,286	\$32,895	\$32,024	\$38,576	\$39,756	\$34,296
Race & Gender*						
Black, Female	\$28,147	\$27,613	\$33,186	\$33,745	\$41,389	\$32,736
Black, Male	\$26,898	\$29,181	\$37,954	\$37,439	\$36,862	\$33,862
White, Female	\$38,486	\$37,858	\$39,185	\$40,529	\$47,254	\$40,147
White, Male	\$36,381	\$35,457	\$39,126	\$43,912	\$44,789	\$39,476
Other, Female	\$36,129	\$31,490	\$30,226	\$39,568	\$34,201	\$33,901
Other, Male	\$26,757	\$34,364	\$35,718	\$37,151	\$40,685	\$34,473
Ecosystem of College						
Ecosystem 1	\$29,621	\$31,914	\$42,073	\$36,134	\$35,671	\$33,499
Ecosystem 2	\$34,384	\$36,322	\$38,924	\$40,147	\$41,156	\$37,796
Ecosystem 3	\$37,439	\$40,281	\$42,173	\$50,856	\$53,248	\$43,077
Ecosystem 4	\$35,013	\$35,843	\$35,557	\$42,483	\$47,722	\$39,965
Ecosystem 5	\$33,211	\$36,554	\$38,394	\$41,473	\$43,020	\$38,105
Ecosystem 6	\$38,429	\$33,717	\$39,108	\$41,297	\$42,687	\$39,390
Ecosystem 7	\$31,099	\$33,633	\$37,888	\$41,845	\$44,183	\$36,748
Ecosystem 8	\$36,159	\$32,231	\$34,306	\$37,281	\$41,975	\$35,880
WIOA Region of College						
Delta	\$32,640	\$36,400	\$42,136	\$43,385	\$48,395	\$39,458
MS Partnership	\$34,570	\$35,992	\$37,850	\$41,144	\$44,220	\$38,490
South Central	\$32,880	\$35,550	\$38,358	\$41,683	\$43,165	\$37,669
Twin Districts	\$37,281	\$32,636	\$35,557	\$38,760	\$42,189	\$37,151
Industry						
Accommodation/Leisure	\$16,660	\$14,528	\$18,022	\$20,131	\$17,704	\$16,855
Administrative and Waste Services	\$24,560	\$26,815	\$31,806	\$30,528	\$43,549	\$30,827
Construction	\$30,806	\$30,568	\$34,851	\$38,136	\$40,576	\$34,908
Educational Services	\$18,618	\$26,790	\$26,195	\$28,826	\$31,825	\$27,281
Financial Activities	\$30,542	\$31,302	\$34,167	\$32,063	\$40,557	\$33,065
Health Care and Social Assistance	\$42,695	\$46,527	\$48,092	\$48,648	\$53,963	\$47,254
Information	\$12,745	\$30,211	\$34,686	\$43,425	\$36,303	\$33,052
Management of Companies and Enterprises	\$30,405	\$32,671	---	\$35,939	\$42,936	\$35,511
Manufacturing	\$40,901	\$38,666	\$44,710	\$49,218	\$50,432	\$44,797
Natural Resources	\$32,462	\$34,353	\$28,291	\$60,765	\$65,159	\$34,780
Other Services (except Public Administration)	\$29,056	\$26,905	\$32,110	\$31,200	\$31,179	\$29,858
Professional, Scientific, and Technical Services	\$31,161	\$29,736	\$32,383	\$35,090	\$36,400	\$32,499
Public Administration	\$27,636	\$36,500	\$28,512	\$37,296	\$41,990	\$34,167
Transportation and Warehousing	\$20,233	\$30,024	\$34,703	\$41,162	\$40,151	\$34,200

Table A11 Continued on Next Page

Table A11 Continued

Utilities	\$38,284	\$31,206	\$42,413	\$54,021	\$47,987	\$44,419
Wholesale/Retail Trade	\$20,964	\$20,878	\$26,966	\$23,235	\$30,460	\$24,634
Industry not reported	---	---	---	---	---	---

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A12: AVERAGE ANNUALIZED EARNINGS,
EARNINGS OF COMMUNITY COLLEGE CTE GRADUATES FROM CAREER/TECHNICAL CERTIFICATE
PROGRAMS EMPLOYED WITHIN ONE YEAR OF GRADUATION**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	\$27,475	\$27,529	\$28,493	\$33,819	\$35,553	\$30,303
Gender*						
Female	\$26,563	\$26,405	\$26,199	\$31,611	\$32,640	\$28,633
Male	\$27,850	\$27,878	\$31,168	\$35,949	\$37,933	\$31,553
Race*						
Black	\$25,018	\$25,295	\$26,024	\$31,459	\$33,923	\$28,401
White	\$29,341	\$27,914	\$30,018	\$35,603	\$36,557	\$31,663
Other	\$23,973	\$28,080	\$29,568	\$30,625	\$34,221	\$29,366
Race & Gender*						
Black, Female	\$24,749	\$25,156	\$24,593	\$29,528	\$33,119	\$28,180
Black, Male	\$25,670	\$25,634	\$27,961	\$33,117	\$35,325	\$28,714
White, Female	\$27,972	\$26,579	\$27,284	\$32,367	\$32,615	\$29,358
White, Male	\$30,962	\$29,699	\$33,981	\$38,524	\$40,014	\$34,725
Other, Female	\$21,061	\$30,862	\$29,342	\$30,164	\$27,560	\$29,248
Other, Male	\$28,519	\$23,671	\$29,815	\$31,089	\$41,055	\$30,344
Ecosystem of College						
Ecosystem 1	\$21,540	\$31,509	\$26,770	\$31,224	\$39,667	\$26,778
Ecosystem 2	\$26,018	\$27,864	\$29,025	\$33,293	\$31,759	\$29,851
Ecosystem 3	\$20,563	\$25,851	\$29,031	\$31,056	\$29,838	\$27,730
Ecosystem 4	\$31,127	\$27,927	\$31,453	\$34,298	\$35,116	\$32,105
Ecosystem 5	\$28,414	\$29,045	\$29,905	\$35,979	\$37,790	\$31,646
Ecosystem 6	\$28,224	\$26,680	\$27,338	\$32,279	\$36,349	\$29,885
Ecosystem 7	\$24,337	\$25,723	\$22,451	\$32,074	\$38,522	\$29,582
Ecosystem 8	\$26,328	\$22,971	\$28,658	\$33,396	\$33,817	\$28,852
WIOA Region of College						
Delta	\$21,131	\$26,112	\$28,210	\$31,224	\$32,114	\$27,355
MS Partnership	\$28,896	\$27,896	\$29,670	\$33,926	\$33,352	\$30,891
South Central	\$27,918	\$28,860	\$28,519	\$35,333	\$37,913	\$31,259
Twin Districts	\$27,630	\$25,267	\$27,956	\$32,715	\$35,554	\$29,421
Industry						
Accommodation/Leisure	\$13,316	\$11,564	\$14,585	\$14,585	\$15,613	\$14,013
Administrative and Waste Services	\$20,727	\$17,087	\$23,332	\$24,685	\$29,684	\$23,025
Construction	\$28,795	\$28,204	\$29,710	\$37,996	\$37,476	\$33,002
Educational Services	\$32,750	\$25,086	\$31,785	\$29,331	\$30,489	\$29,807
Financial Activities	\$23,679	\$25,267	\$34,879	\$28,760	\$39,830	\$31,998
Health Care and Social Assistance	\$32,697	\$33,134	\$30,594	\$35,354	\$39,970	\$33,838
Information	---	---	---	---	\$50,044	---
Management of Companies and Enterprises	---	---	---	---	---	---
Manufacturing	\$29,762	\$30,987	\$36,627	\$35,949	\$41,669	\$34,773
Natural Resources	\$40,478	\$36,262	\$30,757	\$46,008	\$34,739	\$37,786
Other Services (except Public Administration)	\$19,116	\$18,833	\$21,883	\$28,423	\$22,460	\$21,896
Professional, Scientific, and Technical Services	\$30,572	\$24,576	\$33,900	\$34,410	\$25,092	\$28,807
Public Administration	\$20,231	\$31,821	\$31,646	\$35,019	\$39,681	\$32,524
Transportation and Warehousing	\$29,863	\$31,294	\$32,267	\$43,095	\$41,274	\$33,910

Table A12 Continued on Next Page

Table A12 Continued

Utilities	\$43,544	---	\$48,327	\$46,727	\$56,472	\$48,924
Wholesale/Retail Trade	\$20,229	\$21,644	\$24,683	\$24,538	\$25,196	\$23,617
Industry not reported	---	---	---	---	---	---

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A13: COMMUNITY COLLEGE CTE PROGRAM-TO-WORKFORCE ALIGNMENT; NUMBER OF
COMMUNITY COLLEGE CTE GRADUATES FROM ASSOCIATE OF APPLIED SCIENCE PROGRAMS
EMPLOYED IN AN ALIGNED INDUSTRY**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	865	939	928	888	951	914
Gender*						
Female	536	569	579	578	577	568
Male	329	368	344	306	369	343
Race*						
Black	257	266	263	238	273	259
White	564	621	597	595	598	595
Other	40	47	52	45	58	48
Race & Gender*						
Black, Female	183	187	180	172	205	185
Black, Male	74	79	83	65	68	74
White, Female	328	346	360	372	332	348
White, Male	236	274	236	223	266	247
Other, Female	24	34	32	28	31	30
Other, Male	16	13	20	17	27	19
Ecosystem of College						
Ecosystem 1	42	36	34	29	18	32
Ecosystem 2	154	170	159	163	150	159
Ecosystem 3	29	32	32	20	28	28
Ecosystem 4	124	125	134	148	214	149
Ecosystem 5	188	196	166	177	130	171
Ecosystem 6	101	101	118	81	109	102
Ecosystem 7	67	70	65	53	77	66
Ecosystem 8	160	209	220	217	225	206
WIOA Region of College						
Delta	71	68	66	49	46	60
MS Partnership	278	295	293	311	364	308
South Central	255	266	231	230	207	238
Twin Districts	261	310	338	298	334	308

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A14: COMMUNITY COLLEGE CTE PROGRAM-TO-WORKFORCE ALIGNMENT; NUMBER OF
COMMUNITY COLLEGE CTE GRADUATES FROM CAREER/TECHNICAL CERTIFICATE PROGRAMS
EMPLOYED IN AN ALIGNED INDUSTRY**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	803	745	799	732	769	770
Gender*						
Female	541	530	562	513	551	539
Male	257	213	235	218	216	228
Race*						
Black	364	334	333	314	426	354
White	412	369	418	381	305	377
Other	19	36	35	29	31	30
Race & Gender*						
Black, Female	247	248	245	223	317	256
Black, Male	116	86	88	91	109	98
White, Female	282	253	290	269	216	262
White, Male	130	115	127	112	89	115
Other, Female	10	26	21	17	17	18
Other, Male	<10	10	14	12	14	12
Ecosystem of College						
Ecosystem 1	56	41	50	39	10	39
Ecosystem 2	111	109	121	86	145	114
Ecosystem 3	45	56	32	38	36	41
Ecosystem 4	88	107	89	103	115	100
Ecosystem 5	169	152	154	147	127	150
Ecosystem 6	156	141	155	147	168	153
Ecosystem 7	51	48	41	53	73	53
Ecosystem 8	127	91	157	119	95	118
WIOA Region of College						
Delta	101	97	82	77	46	81
MS Partnership	199	216	210	189	260	215
South Central	220	200	195	200	200	203
Twin Districts	283	232	312	266	263	271

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A15: RECEIPT OF PUBLIC ASSISTANCE,
NUMBER OF COMMUNITY COLLEGE CTE GRADUATES FROM ASSOCIATE OF APPLIED SCIENCE
PROGRAMS WHO RECEIVE PAYMENTS FROM PUBLIC ASSISTANCE WITHIN ONE YEAR OF GRADUATION**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	607	776	342	247	259	446
Gender*						
Female	426	547	277	205	213	334
Male	180	227	63	42	45	111
Race*						
Black	293	380	209	146	183	242
White	289	343	114	88	69	181
Other	24	44	13	13	<10	20
Race & Gender*						
Black, Female	222	295	180	128	157	196
Black, Male	71	85	29	18	26	46
White, Female	187	226	86	67	52	124
White, Male	101	116	27	21	17	56
Other, Female	16	22	<10	10	<10	12
Other, Male	<10	22	<10	<10	<10	<10
Ecosystem of College						
Ecosystem 1	43	38	12	15	24	26
Ecosystem 2	92	85	31	18	22	50
Ecosystem 3	26	25	11	<10	12	17
Ecosystem 4	46	65	40	31	39	44
Ecosystem 5	113	190	101	63	60	105
Ecosystem 6	73	106	36	27	33	55
Ecosystem 7	48	39	24	21	18	30
Ecosystem 8	166	228	87	63	51	119
WIOA Region of College						
Delta	69	63	23	24	36	43
MS Partnership	138	150	71	49	61	94
South Central	161	229	125	84	78	135
Twin Districts	239	334	123	90	84	174
Public Assistance						
SNAP	305	300	251	215	234	261
TANF	<10	<10	<10	<10	<10	<10
UI	376	587	144	45	41	239

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*

**TABLE A16: RECEIPT OF PUBLIC ASSISTANCE,
NUMBER OF COMMUNITY COLLEGE CTE GRADUATES FROM CAREER/TECHNICAL CERTIFICATE
PROGRAMS WHO RECEIVE PAYMENTS FROM PUBLIC ASSISTANCE WITHIN ONE YEAR OF GRADUATION**

	AY2019	AY2020	AY2021	AY2022	AY2023	Average
Total	549	807	464	307	343	494
Gender*						
Female	270	446	282	199	237	287
Male	272	341	169	95	101	196
Race*						
Black	381	502	331	234	263	342
White	139	204	90	49	61	109
Other	12	27	<10	<10	<10	12
Race & Gender*						
Black, Female	181	274	208	157	192	202
Black, Male	200	228	122	75	71	139
White, Female	81	141	67	33	36	72
White, Male	57	63	22	16	25	37
Other, Female	<10	16	<10	<10	<10	<10
Other, Male	<10	11	<10	<10	<10	<10
Ecosystem of College						
Ecosystem 1	49	31	32	13	11	27
Ecosystem 2	40	59	44	21	47	42
Ecosystem 3	27	46	11	<10	28	24
Ecosystem 4	53	86	38	29	47	51
Ecosystem 5	184	335	175	119	95	182
Ecosystem 6	106	136	70	63	61	87
Ecosystem 7	29	40	35	24	23	30
Ecosystem 8	61	74	59	32	31	51
WIOA Region of College						
Delta	76	77	43	19	39	51
MS Partnership	93	145	82	50	94	93
South Central	213	375	210	143	118	212
Twin Districts	167	210	129	95	92	139
Public Assistance						
SNAP	344	356	308	266	311	317
TANF	<10	<10	<10	<10	<10	<10
UI	270	599	232	53	44	240

Note: This analysis uses five years so as to present a comprehensive picture of students and student outcomes before, during, and after the academic interruptions caused by COVID-19.

** Values reported for race and gender categories do not equal the reported total due to gender and/or race not being reported in all cases.*



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