

February 2025

Mississippi's Workforce Enhancement Training Fund

*Training and Outcomes for Fiscal Years 2021
through 2023*



Prepared by Mississippi State University's NSPARC

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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

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EXECUTIVE SUMMARY

This report was commissioned by AccelerateMS to provide information on workforce training that is supported by the Workforce Enhancement Training (WET) Fund and the labor market outcomes of Mississippians who participated in these programs in fiscal years 2021 through 2023. This is an update to a report commissioned in 2020 by Mississippi's State Workforce Investment Board (SWIB) and the Mississippi Community College Board (MCCB).

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) 2021 through FY 2023.

OVERVIEW OF WET FUND TRAININGS

The results show that Mississippi's WET Fund supported training for approximately 50,000 Mississippi workers each year on average during the FY21-23 study period, or for roughly 4 percent of the state's labor force.¹ On average, each trainee participated in 3 trainings per year, resulting in nearly 172,000 total trainings annually. Mississippi's legislature allocated an average of \$13.4 million per year for WET Fund training, 54 percent of which was devoted to instructional costs. Approximately 25 percent of WET Fund trainees were unemployed when they begin their training; the remainder were employed in the Mississippi workforce when receiving training.

INDUSTRIAL SECTORS PARTICIPATING IN WET FUND TRAININGS

On average, 259 employers sent employees to WET Fund trainings each year during the FY21-23 study period. The Mississippi industrial sectors with the highest number of participating employers include *Manufacturing* (89), *Health Care and Social Assistance* (38), *Miscellaneous* (i.e., trainings open to multiple industries) (25), *Wholesale and Retail Trade* (20), and *Construction* (12). When ranking Mississippi's industries by the total amount of funds expended on training for their employees, the ranking remains the same except for *Wholesale and Retail Trade* and *Construction*, which are replaced with *Transportation and Warehousing* and *Educational Services*.

MISSISSIPPI'S WET FUND Fast Facts (FY 21-23)

171,703
trainings

occur on average each year - trainees received around 3 trainings on average.

50,282
Mississippi
workers

are trained in an average year.

64%
of trainees

experience an increase in earnings within 6 months.

259
employers

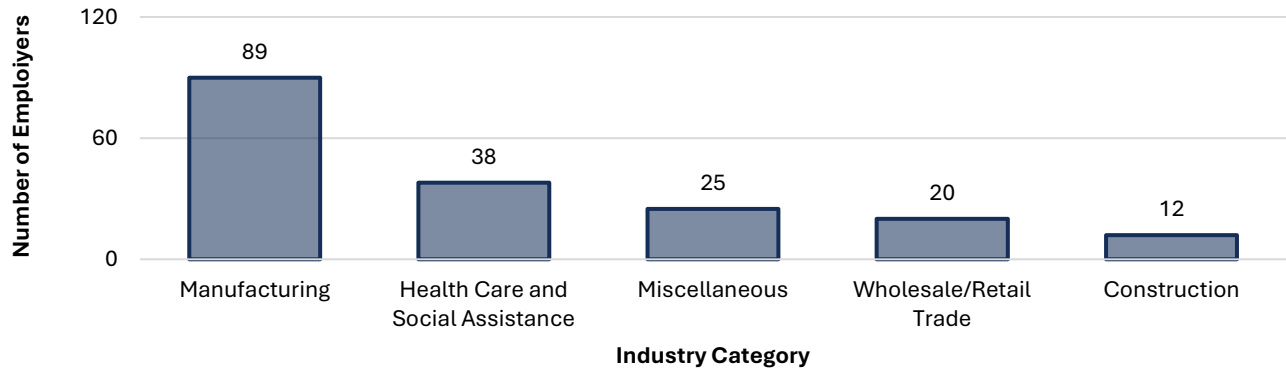
participate each year, primarily from the Manufacturing and Healthcare industries.

\$13,438,597
funding

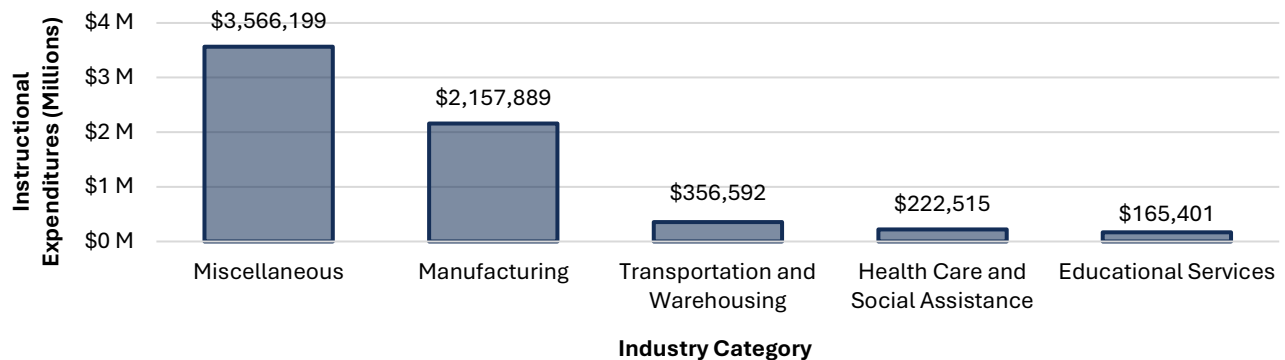
is allocated, on average, to WET Fund training and associated expenses annually.

¹ Mississippi's seasonally adjusted labor force was reported to be 1,230,449 in December 2023, according to the Bureau of Labor Statistics Local Area Unemployment Statistics.

TOP TRAINING INDUSTRIES (FY 21-23 AVERAGE) BY NUMBER OF PARTICIPATING EMPLOYERS



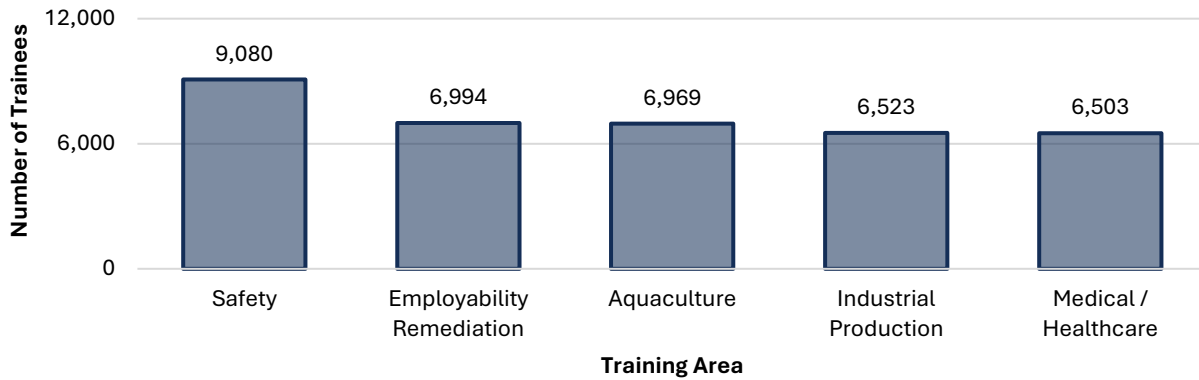
BY INSTRUCTIONAL EXPENDITURES



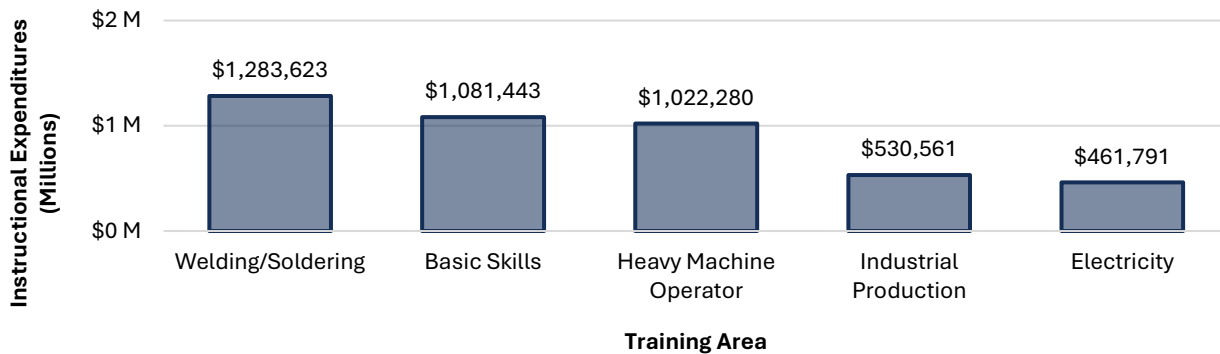
TYPES OF TRAINING PROVIDED

Statewide, the training categories with the largest number of trainees in the FY21-23 study period include *Safety* training, *Employability* training, *Aquaculture* training, *Industrial Production* training, and *Medical/Healthcare* training. When examining the training categories by total WET Fund instructional expenditures, *Industrial Production* training retains the rank among the top five training categories, alongside *Welding/Soldering*, *Basic Skills*, *Heavy Machine Operator*, and *Electricity* training.

TOP TRAINING AREAS (FY 21-23 AVERAGE) BY NUMBER OF TRAINEES



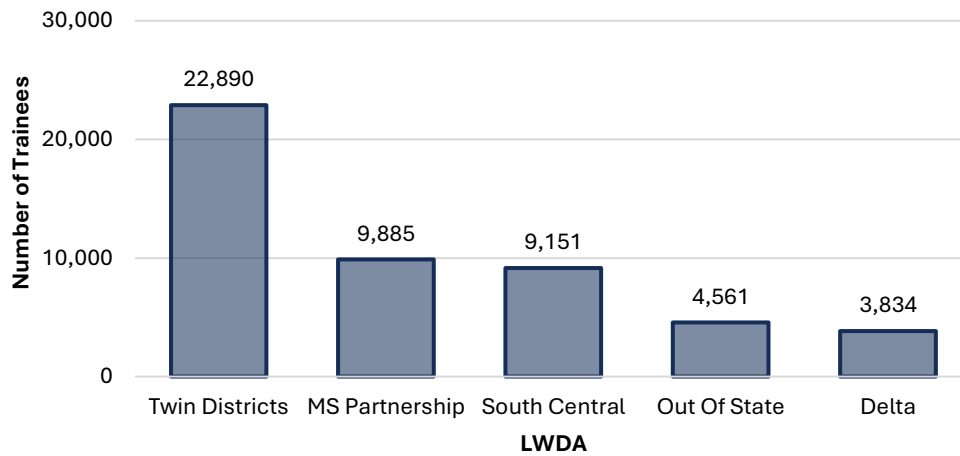
BY INSTRUCTIONAL EXPENDITURES



GEOGRAPHY AND RESIDENCY OF TRAINEES

Residents of all 82 counties received WET funded training during the FY21-23 study period. The counties with the highest average number of residents trained during FY21-23 are Jackson County (3,952 trainees), Jones County (2,695 trainees), Harrison County (2,459 trainees), Lauderdale County (2,167 trainees), and Hinds County (1,661 trainees). Of the four Local Workforce Development Areas (LWDAs), the Twin Districts LWDA had the highest number of trainees with nearly 23,000 people trained on average, each year of the study period. The Mississippi Partnership and South Central LWDAs averaged 10,000 and 9,200 people trained, respectively, and 3,800 were trained in the Delta LWDA. Additionally, an average of approximately 4,600 individuals with out-of-state residency were trained each year.

TRAINEES PER YEAR, BY WIOA LOCAL AREA (FY 21-23 AVERAGE)



WORKFORCE OUTCOMES FOR EMPLOYED TRAINEES

For trainees in the FY21-23 study period who were employed at the time of training, this study examined their Mississippi workforce outcomes within 6 and 12 months of training. Overall, 90 percent remained in the workforce for at least 6 months after training, and 86 percent remained for at least 12 months. After training, 64 percent of these trained employees experienced an increase in their annual earnings, and they earned an average of \$40,972 per year. Furthermore, 61 percent of trainees remained employed with the same employer, and 70 percent continued to work in the same industry within Mississippi.

WORKFORCE OUTCOMES FOR UNEMPLOYED TRAINEES

The results for trainees who were unemployed at the time of training show that an average of approximately 13,000 participated in WET Fund training during the FY 21-23 study period, and 44 percent subsequently found employment in the state within 6 months of completing their training. The top sectors in which these trainees found employment include *Manufacturing, Health Care and Social Assistance, Administrative and Waste Services, Wholesale and Retail Trade, and Accommodation and Leisure*.

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INTRODUCTION

This study was commissioned by AccelerateMS to provide information on workforce training supported by Mississippi's WET Fund, and to report the labor market outcomes of the Mississippians who participated in training. The study examines training offered in fiscal years 2021, 2022, and 2023. This is an update to a report commissioned in 2020 by Mississippi's State Workforce Investment Board (SWIB) and the Mississippi Community College Board (MCCB).

This report addresses the following questions about WET fund training programs:

- 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 addresses the following questions about the workforce outcomes of individuals trained using WET Funds:

FOR TRAINEES UNEMPLOYED AT TIME OF TRAINING:

- Do they find jobs after 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?
- Do wages increase after training?
- Do these outcomes vary by the type of training received?

INDICATORS

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

Trainee – any individual who has participated in Mississippi Community College training that was funded by Mississippi's WET Fund.

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

Training –Captures the number of times trainees participated in WET Fund training. For example: ten individuals participating in a single course of instruction would constitute ten trainings, and one individual participating in ten different courses of instruction would also constitute ten trainings.

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

Instructional Cost – the costs directly associated with trainings 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. Each community college inputted WET Fund training data into MCCB’s Workforce Education Subgrant System (WESS), and data for this study were provided through an extract from WESS. 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’s 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 (MDES), 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 included three cohorts of trainees and companies that have utilized training supported by the WET Fund in FY21-23. 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 utilized 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 of companies participating in WET Fund training 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. In many cases, training is not assigned to specific

companies. In this report, the term “Miscellaneous” is used to classify training not assigned to specific companies.

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 2020-2021 through fiscal year 2022-2023.

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

Instructional Costs – the costs directly associated with training, 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 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 AND EXPENDITURES

The results in this section provide information on WET Fund training offered in FY 21-23, the trainees participating, 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.

The results show that the top five training categories, ranked by number of trainings, include *Safety* training (9,080), *Employability/Remediation* (6,994), *Aquaculture* training (6,969), *Industrial Production* (6,523), and *Medical/Healthcare* (6,503).

The results presented in Table 1 are summarized and condensed in Table 2, which also includes a comparison to the total number of trainings. 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 with which it is used.

Table 3 provides information on the number of employers with employees trained using WET funds. On average, employees from over 250 employers were trained each year of the study period. Most trainees come from employers in the *Manufacturing, Miscellaneous, Healthcare and Social Assistance, Financial Activities, and Transportation and Warehousing*.

Table 4 and Figure 1 show the distribution of WET fund trainees across counties, WIOA Local Workforce Development Areas (LWDA), and AccelerateMS Ecosystems. The results show that, on average, the Twin Districts had the highest number of trainees of the LWDAs with 22,890, and Ecosystem 6 had the highest number of trainees of the Ecosystems with 11,799. The top five counties with the most trainees include Jackson County (3,952), Jones County (2,695), Harrison County (2,459), Lauderdale County (2,167), and Hinds County (1,661).

Table 5 lists the average course length (measured in instructional hours) for each training category. The training categories with the highest average number of instructional hours per course include *Basic Skills* (735 hours), *Telecommunications* (117 hours), *Sewing/Textiles* (78 hours), *Welding/Soldering* (67 hours per course), and *Pre-Employment Training* (58 hours).

Tables 6 and 7 provide information on instructional expenditures (e.g., instructor salary and benefits) across the 43 training categories. On average, these costs total approximately \$7.3 million per year of the study period. 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 utilizing WET Fund training.

Table 8 provides a breakdown of all WET Fund dollars utilized by the community colleges, which totaled an average of \$13.4 million annually during the study period. 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 2021-2023**

Training Category	Number of Unique Trainees			
	2021	2022	2023	Average
Safety	16,318	7,581	3,341	9,080
Employability/Remediation	11,856	7,781	1,345	6,994
Aquaculture	20,653	50	205	6,969
Industrial Production	5,779	10,310	3,479	6,523
Medical/Healthcare	0	15,682	3,827	6,503
Welding/Soldering	4,294	3,309	2,932	3,512
Heavy Machine Operator	2,957	4,959	2,359	3,425
Construction Trades	2,957	2,376	4,933	3,422
Basic Skills	3,409	2,089	2,497	2,665
Supervisory/Leadership	1,658	4,391	701	2,250
Personal Dev. Skills	3,272	1,471	1,385	2,043
Computer Use & Applications	841	3,358	485	1,561
Pre-employment Training	2,084	2,073	492	1,550
Banking Skills	1,716	2,526	333	1,525
Electricity	730	1,901	1,014	1,215
Law Enforcement	798	2,482	40	1,107
Industrial Maintenance	1,045	980	1,239	1,088
Furniture Manufacturing	1,884	0	0	628
A/C, Heating, Refrigeration	1,122	166	124	471
Customer Service	0	1,028	278	435
Blueprint Reading	229	637	189	352
Food Production	628	347	50	342
Fire Fighting	378	641	<10	340
Quality Control Management	124	650	165	313
Adult Education	11	532	64	202
Child Care	78	464	39	194
Electronics	219	138	147	168
Machine Shop/CNC	114	72	260	149
Hydraulics/Pneumatics	25	120	126	90
Sewing/Textiles	96	20	153	90
Forestry/Lumber	36	0	170	69
Train-the-Trainer	68	67	50	62
Measurements/Industrial Math	49	90	39	59
Drafting	64	42	40	49

Table 1 Continued on Next Page

Table 1 Continued

Team Management	48	76	0	41
Oral Communications	11	110	0	40
Entrepreneurial/Small Business	23	33	0	19
Instrumentation	23	<10	20	16
Telecommunication	0	<10	26	11
Missing	0	.	19	<10
Housekeeping	10	<10	0	<10
Marketing	<10	<10	0	<10
Adv. GPS	0	0	10	<10
GIS/GPS	0	0	10	<10
Missing	0	0	19	<10
Total	68,642	55,418	26,787	50,282

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.

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.

**TABLE 2: UNDUPLICATED COUNT OF TRAINEES AND TRAININGS,
FY 2021-2023 AVERAGE**

	Unique Trainees	Total Trainings
2021	68,642	255,053
2022	55,418	194,384
2023	26,787	65,672
Average	50,282	171,703

**TABLE 3: NUMBER OF MISSISSIPPI COMPANIES WITH EMPLOYEES TRAINED
USING WET FUNDS, FY 2021-2023**

NAICS Group	Number of Companies				Number of Trainees			
	2021	2022	2023	Avg.	2021	2022	2023	Avg.
Manufacturing	116	100	52	89	22,546	18,686	11,828	17,687
Miscellaneous	19	25	32	25	16,133	12,815	10,784	13,244
Health Care and Social Assistance	59	48	<10	38	15,688	11,160	945	9,264
Financial Activities	20	10	<10	11	4,725	3,059	386	2,723
Transportation and Warehousing	<10	<10	<10	<10	2,645	2,926	1,002	2,191
Wholesale/Retail Trade	26	19	14	20	1,489	1,226	836	1,184
Accommodation/Leisure	13	11	<10	<10	1,497	1,877	37	1,137
Construction	15	12	<10	12	1,100	1,803	452	1,118
Administrative and Waste Services	<10	<10	<10	<10	2,431	165	<10	867
Public Administration	16	19	<10	12	1,169	732	56	652
Professional, Scientific, and Technical Services	13	11	<10	10	723	751	121	532
Educational Services	<10	<10	<10	<10	331	353	230	305
Other Services (except Public Administration)	<10	10	<10	<10	306	395	161	287
Utilities	<10	<10	<10	<10	183	558	120	287
Management of Companies and Enterprises	<10	<10	<10	<10	89	36	103	76
Natural Resources	<10	<10	0	<10	105	94	0	66
Information	0	<10	0	0	0	<10	0	<10
Total	339	294	143	259	71,160	56,642	27,066	51,622

**TABLE 4: UNDUPLICATED COUNT OF TRAINEES,
BY LWDA AND ACCELERATEMS ECOSYSTEM, FY 2021-2023**

Area	Number of Trainees			
	2021	2022	2023	Average
LWDA				
Delta	5,099	4,335	2,068	3,834
MS Partnership	15,990	8,468	5,196	9,885
South Central	12,139	10,527	4,786	9,151
Twin Districts	29,781	26,797	12,093	22,890
AccelerateMS Ecosystem				
Ecosystem 1	3,518	3,433	1,894	2,948
Ecosystem 2	7,322	4,163	2,085	4,523
Ecosystem 3	3,025	2,141	756	1,974
Ecosystem 4	7,234	3,070	2,531	4,278
Ecosystem 5	6,486	5,289	2,879	4,885
Ecosystem 6	16,474	14,727	4,196	11,799
Ecosystem 7	5,654	5,241	1,909	4,268
Ecosystem 8	13,325	12,080	7,899	11,101
Out Of State	5,691	5,342	2,650	4,561
Statewide	68,642	55,418	26,787	50,282

**FIGURE 1: UNDUPLICATED COUNT OF TRAINEES, BY COUNTY OF RESIDENCE,
3-YEAR AVERAGE, FY 2021-2023**

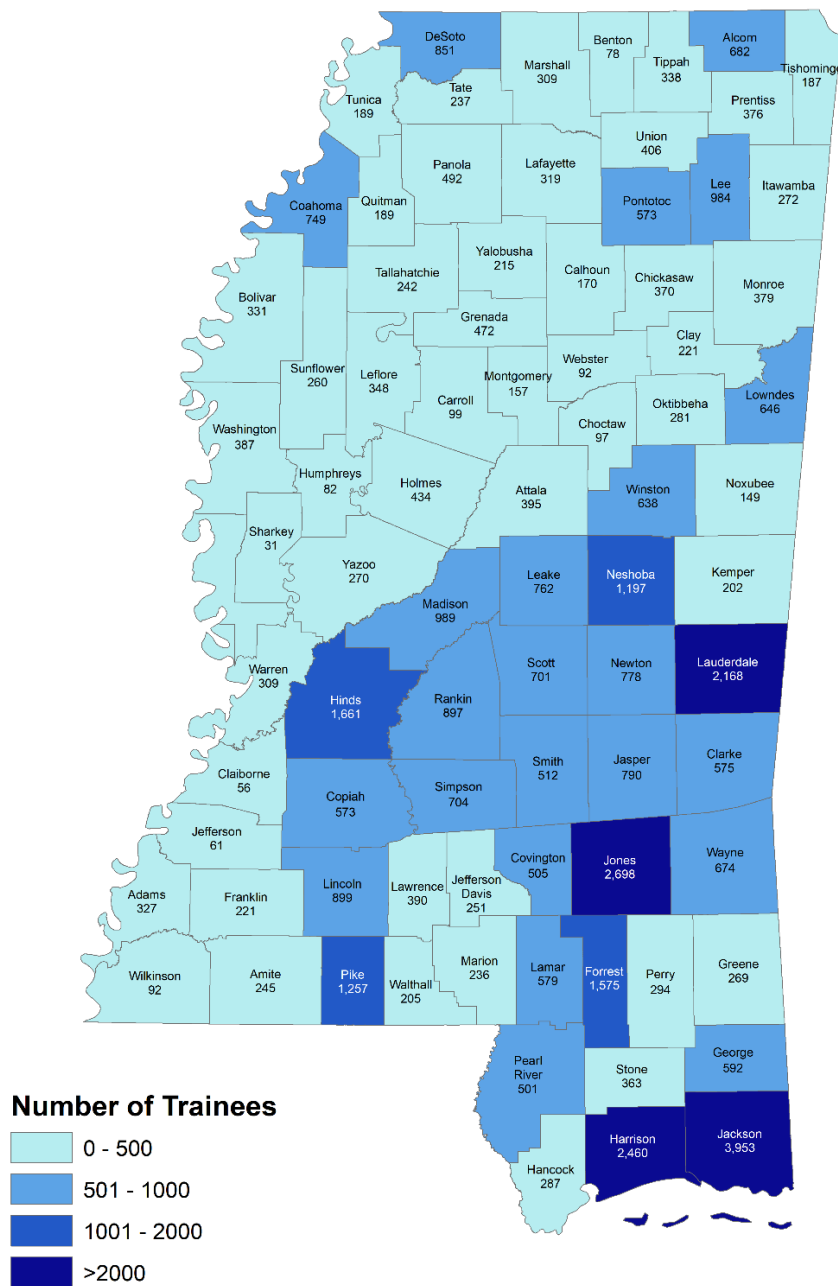


TABLE 5: AVERAGE COURSE LENGTH BY TRAINING CATEGORY, FY 2021-2023

Training Category	Average Course Length (Instructional Hours)			
	2021	2022	2023	Average
Basic Skills	851.4	647.4	645.7	734.9
Telecommunication	<i>n/a</i>	220.0	103.6	116.8
Sewing/Textiles	66.3	207.0	75.7	77.5
Welding/Soldering	79.1	64.0	58.4	67.1
Pre-employment Training	15.4	98.4	63.4	58.3
Electronics	47.6	57.9	60.1	53.3
Furniture Manufacturing	50.5	<i>n/a</i>	<i>n/a</i>	50.5
Drafting	57.7	64.5	25.9	47.8
Electricity	61.5	34.4	63.2	47.3
Instrumentation	29.5	15.5	80.0	44.7
Heavy Machine Operator	34.8	42.0	57.3	43.0
Adv. GPS	<i>n/a</i>	<i>n/a</i>	35.2	35.2
Hydraulics/Pneumatics	49.8	23.1	39.9	33.2
Train-the-Trainer	73.3	7.6	4.6	32.6
Machine Shop/CNC	34.6	31.4	27.4	30.1
Blueprint Reading	28.6	28.0	18.0	26.4
Industrial Maintenance	29.4	37.0	16.3	24.6
Measurements/Industrial Math	12.2	27.3	27.7	23.3
Law Enforcement	23.7	18.1	8.0	19.3
Construction Trades	29.4	21.6	12.9	18.8
GIS/GPS	<i>n/a</i>	<i>n/a</i>	16.0	16.0
Personal Dev. Skills	15.2	15.6	15.0	15.2
Computer Use & Applications	53.2	4.7	16.7	14.7
A/C, Heating, Refrigeration	6.7	37.7	39.5	14.4
Entrepreneurial/Small Business	28.7	3.7	<i>n/a</i>	14.0
Food Production	12.7	16.6	7.0	13.8
Industrial Production	12.5	8.6	25.0	12.6
Child Care	12.4	5.9	121.2	11.7
Customer Service	<i>n/a</i>	10.8	3.9	9.1
Quality Control Management	20.8	6.6	8.9	9.1
Supervisory/Leadership	9.4	6.0	16.5	8.4
Fire Fighting	30.8	5.5	1.0	8.4
Oral Communications	3.5	5.6	<i>n/a</i>	5.4
Medical/Healthcare	<i>n/a</i>	3.6	27.6	5.3
Forestry/Lumber	3.0	<i>n/a</i>	4.9	4.6
Employability/Remediation	4.3	3.0	2.9	3.7
Safety	3.2	4.1	4.7	3.6
Team Management	6.3	0.6	<i>n/a</i>	3.5
Aquaculture	3.0	73.7	22.7	3.1
Banking Skills	2.2	3.0	15.8	3.1
Marketing	1.3	1.0	<i>n/a</i>	1.1
Housekeeping	0.5	1.0	<i>n/a</i>	0.7
Missing	<i>n/a</i>	<i>n/a</i>	5.6	5.6
Total	23.9	20.3	52.9	26.3

TABLE 6: INSTRUCTIONAL COSTS BY TRAINING CATEGORY, FY 2021-2023

Training Category	Total Instructional Costs			
	2021	2022	2023	Average
Welding/Soldering	\$1,224,751	\$1,335,295	\$1,290,823	\$1,283,623
Basic Skills	\$1,146,949	\$976,065	\$1,121,315	\$1,081,443
Heavy Machine Operator	\$725,923	\$1,214,123	\$1,126,793	\$1,022,280
Industrial Production	\$409,129	\$621,129	\$561,425	\$530,561
Electricity	\$310,702	\$535,242	\$539,428	\$461,791
Medical/Healthcare	\$0	\$744,583	\$598,272	\$447,618
Construction Trades	\$351,317	\$158,002	\$641,315	\$383,545
Aquaculture	\$741,203	\$14,153	\$26,983	\$260,780
Furniture Manufacturing	\$744,107	\$0	\$0	\$248,036
Industrial Maintenance	\$165,076	\$270,746	\$227,104	\$220,975
Pre-employment Training	\$102,485	\$337,608	\$114,189	\$184,761
Safety	\$284,314	\$140,143	\$45,592	\$156,683
Supervisory/Leadership	\$126,393	\$134,775	\$92,608	\$117,925
Adult Education	\$89,436	\$179,311	\$59,459	\$109,402
Employability/Remediation	\$226,300	\$46,520	\$6,926	\$93,249
Banking Skills	\$80,993	\$88,803	\$62,419	\$77,405
Law Enforcement	\$62,483	\$154,653	\$0	\$72,379
Fire Fighting	\$59,963	\$94,309	\$0	\$51,424
Electronics	\$50,123	\$41,167	\$62,689	\$51,326
Computer Use & Applications	\$60,519	\$65,026	\$27,911	\$51,152
Blueprint Reading	\$26,486	\$83,638	\$24,996	\$45,040
Machine Shop/CNC	\$35,777	\$25,723	\$51,325	\$37,608
Sewing/Textiles	\$47,131	\$7,970	\$51,584	\$35,562
Personal Dev. Skills	\$87,913	\$7,941	\$280	\$32,044
A/C, Heating, Refrigeration	\$26,146	\$38,713	\$23,463	\$29,440
Food Production	\$14,716	\$33,111	\$0	\$15,942
Telecommunication	\$0	\$7,570	\$38,487	\$15,352
Hydraulics/Pneumatics	\$9,319	\$13,585	\$20,875	\$14,593
Customer Service	\$0	\$30,720	\$2,853	\$11,191
Quality Control Management	\$11,063	\$8,344	\$7,628	\$9,012
Drafting	\$12,537	\$8,995	\$4,922	\$8,818
Measurements/Industrial Math	\$785	\$9,779	\$5,516	\$5,360
Instrumentation	\$5,602	\$671	\$5,925	\$4,066
Team Management	\$6,756	\$301	\$0	\$2,352
Adv. GPS	\$0	\$0	\$2,199	\$733
Oral Communications	\$0	\$1,723	\$0	\$574
Train-the-Trainer	\$531	\$843	\$0	\$458
Child Care	\$947	\$192	\$0	\$380
GIS/GPS	\$0	\$0	\$800	\$267
Forestry/Lumber	\$105	\$0	\$0	\$35
Housekeeping	\$18	\$35	\$0	\$18
Marketing	\$0	\$50	\$0	\$17
Entrepreneurial/Small Business	\$0	\$0	\$0	\$0
<i>Subtotal</i>	\$7,247,996	\$7,431,556	\$6,846,104	\$7,175,219
<i>"Other, Unassigned Training, Missing Category Code"</i>	\$228,275	\$15,843	\$0	\$81,373
Total	\$7,476,270	\$7,447,399	\$6,846,104	\$7,256,591

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.

**TABLE 7: INSTRUCTIONAL COSTS BY INDUSTRY OF EMPLOYER,
FY 2021-2023**

NAICS Group	Total Instructional Costs			
	2021	2022	2023	Average
Miscellaneous	\$3,164,040	\$3,806,355	\$3,728,200	\$3,566,199
Manufacturing	\$2,478,448	\$1,939,646	\$2,055,572	\$2,157,889
Transportation and Warehousing	\$425,962	\$444,042	\$199,773	\$356,592
Health Care and Social Assistance	\$350,452	\$196,395	\$120,699	\$222,515
Educational Services	\$202,947	\$154,272	\$138,983	\$165,401
Wholesale/Retail Trade	\$122,002	\$132,096	\$183,827	\$145,975
Public Administration	\$145,284	\$199,352	\$86,832	\$143,823
Utilities	\$120,935	\$164,465	\$119,995	\$135,132
Financial Activities	\$118,422	\$124,615	\$67,200	\$103,412
Other Services (except Public Administration)	\$101,311	\$89,190	\$57,194	\$82,565
Professional, Scientific, and Technical Services	\$67,215	\$80,728	\$33,045	\$60,329
Construction	\$36,324	\$37,184	\$46,292	\$39,933
Administrative and Waste Services	\$80,510	\$24,444	\$1,077	\$35,344
Accommodation/Leisure	\$53,432	\$51,506	\$630	\$35,190
Management of Companies and Enterprises	\$2,506	\$788	\$6,785	\$3,359
Natural Resources	\$3,870	\$2,154	\$0	\$2,008
Unclassified Industry	\$2,611	\$0	\$0	\$870
Information	\$0	\$166	\$0	\$55
Total	\$7,476,270	\$7,447,399	\$6,846,104	\$7,256,591

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 8: TOTAL WET FUND TRAINING COSTS,
FY 2021-2023**

Cost Type	Total Costs			
	2021	2022	2023	Average
Instructional Costs	\$7,476,270	\$7,447,399	\$6,846,104	\$7,256,591
Travel Costs	\$365,560	\$138,893	\$123,674	\$209,376
Contractual Costs	\$1,912,383	\$1,183,003	\$2,667,555	\$1,920,980
Educational Supply Costs	\$317,591	\$665,120	\$993,686	\$658,799
Equipment Costs	\$39,550	\$2,010,002	\$8,129,001	\$3,392,851
Administrative Costs	\$0	\$0	\$0	\$0
Total	\$10,111,353	\$11,444,417	\$18,760,021	\$13,438,597

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

RESULTS: WORKFORCE OUTCOMES FOR UNEMPLOYED TRAINEES

The results in this section provide information on the workforce outcomes of individuals who were unemployed at the time of participating in WET Fund training. These individuals are referred to as “Unemployed Trainees” in the tables below.

Table 9 summarizes the workforce outcomes for the unemployed trainees who participated in WET Fund training in the FY 21-23 study period. The results show that, on average, 44 percent of the approximately 13,000 unemployed trainees are employed within 6 months of training completion, and 41 percent are employed within 12 months of training; 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 are detailed in Table 10, which shows that the top industries include *Manufacturing, Health Care and Social Assistance, Administrative and Waste Services, Wholesale and Retail Trade, and Accommodation and Leisure*.

Table 11 provides the median annualized earnings for these trainees by the type of training they received. Results show that the overall wage was approximately \$22,300 per year, although this result varies greatly by category of training (ranging between \$9,000 and \$44,000).

**TABLE 9: OUTCOMES FOR UNEMPLOYED TRAINEES WHO FOUND EMPLOYMENT,
FY 2021-2023**

	Number of Unemployed Trainees	Employment within 6 Months of Training		Employment within 12 Months of Training	
		Number	Percent (%)	Number	Percent (%)
2021	17,346	7,868	45.4	7,787	44.9
2022	14,508	6,316	43.5	6,074	41.9
2023	7,021	2,925	41.7	n/a	n/a
Average	12,958	5,703	44.0	6,931	43.5

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

**TABLE 10: INDUSTRIES IN WHICH UNEMPLOYED TRAINEES FOUND EMPLOYMENT,
FY 2021-2023**

NAICS Group	Number of Trainees Employed			
	2021	2022	2023	Average
Manufacturing	2,177	1,824	975	1,659
Health Care and Social Assistance	1,363	1,029	268	887
Administrative and Waste Services	1,064	585	237	629
Wholesale/Retail Trade	786	611	332	576
Accommodation/Leisure	700	521	274	498
Transportation and Warehousing	571	644	169	461
Construction	325	364	213	301
Public Administration	266	278	221	255
Educational Services	171	156	47	125
Professional, Scientific, and Technical Services	135	73	59	89
Financial Activities	110	81	45	79
Other Services (except Public Administration)	77	63	36	59
Natural Resources	45	33	24	34
Utilities	36	34	22	31
Information	24	11	<10	12
Management of Companies and Enterprises	18	<10	<10	<10
Total	7,868	6,316	2,925	5,703

**TABLE 11: ANNUAL EARNINGS FOR UNEMPLOYED TRAINEES,
MEASURED 6 MONTHS AFTER FINDING EMPLOYMENT, FY 2021-2023**

Training Category	Median Annualized Earnings			
	2021	2022	2023	Average
Oral Communications	<i>n/a</i>	\$77,951	<i>n/a</i>	\$77,951
Blueprint Reading	<i>n/a</i>	\$55,752	<i>n/a</i>	\$55,752
Construction Trades	\$44,176	\$39,903	\$43,048	\$43,034
Electricity	\$41,202	\$39,644	\$43,465	\$41,502
Fire Fighting	\$25,219	\$45,332	<i>n/a</i>	\$36,997
Welding/Soldering	\$34,666	\$34,108	\$35,320	\$34,921
Industrial Maintenance	\$27,633	\$65,910	\$24,976	\$31,892
Heavy Machine Operator	\$23,737	\$35,826	\$32,180	\$31,858
Banking Skills	\$24,372	\$26,519	\$34,730	\$28,671
Supervisory/Leadership	\$27,783	\$28,153	<i>n/a</i>	\$28,153
Computer Use & Applications	\$32,839	\$29,962	\$19,837	\$27,710
Forestry/Lumber	<i>n/a</i>	<i>n/a</i>	\$26,850	\$26,850
Law Enforcement	\$27,217	\$25,492	<i>n/a</i>	\$26,329
Pre-employment Training	\$24,212	\$26,447	\$27,454	\$25,181
Quality Control Management	<i>n/a</i>	\$23,302	<i>n/a</i>	\$23,302
Customer Service	<i>n/a</i>	\$24,906	\$6,057	\$22,549
Safety	\$20,174	\$26,296	\$34,781	\$22,465
Industrial Production	\$14,628	\$24,484	\$36,029	\$22,265
Medical/Healthcare	<i>n/a</i>	\$22,136	\$21,123	\$22,013
Aquaculture	\$21,347	<i>n/a</i>	<i>n/a</i>	\$21,347
Furniture Manufacturing	\$21,313	<i>n/a</i>	<i>n/a</i>	\$21,313
A/C, Heating, Refrigeration	\$20,908	<i>n/a</i>	<i>n/a</i>	\$20,908
Employability/Remediation	\$19,663	\$18,218	\$13,732	\$18,584
Sewing/Textiles	<i>n/a</i>	<i>n/a</i>	\$17,946	\$17,946
Personal Dev. Skills	\$17,243	\$18,061	\$18,137	\$17,690
Child Care	<i>n/a</i>	\$13,733	<i>n/a</i>	\$13,733
Food Production	\$9,625	\$15,615	<i>n/a</i>	\$13,295
Basic Skills	\$13,484	\$13,219	\$12,016	\$13,033
Adult Education	<i>n/a</i>	\$12,570	<i>n/a</i>	\$12,570
Total	\$20,469	\$23,686	\$24,543	\$22,228

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

Results: Workforce Outcomes for Employed Trainees

The results in this section provide information on the workforce outcomes of individuals who were employed at the time of participating in WET Fund training.

Table 12 summarizes the workforce outcomes for the employed trainees who participated in WET Fund training in the FY 21-23 study period at 6 months and 12 months after training; these timeframes were selected to align with the U.S. Department of Labor's WIOA Performance Guidance. The results show that, on average, 90 percent of the 37,000 employed trainees are retained in the workforce for at least 6 months after they complete their training, and 86 percent are retained in the workforce for at least 12 months.

Table 13 examines the 6-month retention of these trainees with the same employer, and the 6-month retention of these trainees within the same industry. Overall, 61 percent of trainees were retained with their same employer, and 70 percent within their same industry.

Tables 14 and 15 provide the median annualized earnings of all employed trainees after WET Fund training and include the percent of trainees in each training category who experience an earnings increase. The results show that trainees earned \$40,970 per year after training, and 64 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, Table 16 presents the pre- and post-training median earnings of trainees who experienced a wage increase after training, and Table 17 presents the same measurements for trainees who did not experience a wage increase after training.

**TABLE 12: OUTCOMES OF EMPLOYED TRAINEES,
FY 2021-2023**

	Number of Employed Trainees	Trainees Employed 6 Months after Training		Trainees Employed 12 Months after Training	
		Number	Percent (%)	Number	Percent (%)
2021	51,296	46,185	90.0	44,160	86.1
2022	40,910	36,708	89.7	35,171	86.0
2023	19,766	17,644	89.3	n/a	n/a
Average	37,324	33,512	89.8	39,666	86.0

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

**TABLE 13: 6-MONTH RETENTION OF EMPLOYED TRAINEES,
FY 2021-2023**

	Trainees Employed 6 Months after Training	Retained with the Same Employer		Retained in the Same Industry	
		Number	Percent (%)	Number	Percent (%)
2021	46,185	31,658	61.7	36,741	71.6
2022	36,708	24,585	60.1	28,493	69.7
2023	17,644	12,005	60.7	13,408	67.8
3-Year Average	33,512	22,749	61.0	26,214	70.2

**TABLE 14: AVERAGE EARNINGS AND WAGE CHANGE,
FY 2021-2023**

	Median Annualized Earnings		
	Wage before Training	Wage after Training	Percent with Earnings Increase
2021	\$32,526	\$37,850	62.7
2022	\$35,762	\$42,117	64.8
2023	\$41,721	\$47,242	63.1
3-Year Average	\$35,103	\$40,972	63.5

**TABLE 15: ANNUAL EARNINGS FOR ALL EMPLOYED TRAINEES,
MEASURED BEFORE AND AFTER TRAINING, FY 2021-2023**

Training Category	2021-2023 Median Annualized Earnings		
	Wage before Training	Wage after Training	Percent of Trainees with Earnings Increase
Forestry/Lumber	\$24,555	\$39,681	77.4
Oral Communications	\$48,367	\$64,452	73.2
Welding/Soldering	\$33,800	\$45,647	70.0
Electronics	\$52,813	\$61,251	70.0
Basic Skills	\$14,565	\$22,181	69.6
Hydraulics/Pneumatics	\$62,051	\$65,000	69.3
Computer Use & Applications	\$50,941	\$55,941	68.9
Drafting	\$49,794	\$57,910	68.3
Electricity	\$46,704	\$53,090	68.0
Machine Shop/CNC	\$47,162	\$49,532	67.8
Quality Control Management	\$40,485	\$45,037	67.7
A/C, Heating, Refrigeration	\$29,043	\$35,502	67.1
Employability/Remediation	\$19,936	\$26,447	67.0
Adult Education	\$18,860	\$26,151	66.8
Telecommunication	\$23,894	\$35,182	66.7
Supervisory/Leadership	\$59,175	\$62,929	65.8
Pre-employment Training	\$17,665	\$26,219	65.4
Sewing/Textiles	\$21,906	\$24,713	65.3
Law Enforcement	\$40,816	\$46,074	64.5
Child Care	\$15,832	\$19,168	64.3
Medical/Healthcare	\$34,094	\$38,656	64.1
Heavy Machine Operator	\$35,130	\$41,922	63.8
Instrumentation	\$31,904	\$61,239	63.6
Blueprint Reading	\$46,960	\$51,331	63.5
Personal Dev. Skills	\$23,753	\$28,234	63.4
Safety	\$34,314	\$39,747	63.3
Banking Skills	\$42,061	\$45,268	63.2
Furniture Manufacturing	\$27,310	\$35,082	63.1
Industrial Maintenance	\$79,903	\$85,580	62.6
Construction Trades	\$52,910	\$56,705	62.3
Fire Fighting	\$54,039	\$56,199	61.6
Customer Service	\$28,290	\$30,384	61.5
Industrial Production	\$30,006	\$38,274	60.6
Train-the-Trainer	\$65,531	\$64,732	60.5
Team Management	\$97,239	\$101,073	58.8
Aquaculture	\$38,064	\$41,080	58.0
Measurements/Industrial Math	\$40,970	\$38,542	57.8
Food Production	\$27,011	\$29,631	53.8
Total	\$35,103	\$40,972	63.5

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

**TABLE 16: ANNUAL EARNINGS FOR EMPLOYED TRAINEES WHO
EXPERIENCED EARNINGS INCREASE,
MEASURED BEFORE AND AFTER TRAINING, FY 2021-2023**

Training Category	2021-2023 Median Annualized Earnings	
	Wage before Training	Wage after Training
Team Management	\$118,602	\$125,294
Industrial Maintenance	\$74,125	\$89,839
Train-the-Trainer	\$68,183	\$76,557
Oral Communications	\$44,724	\$73,883
Supervisory/Leadership	\$54,917	\$67,812
Drafting	\$52,528	\$66,330
Electronics	\$51,941	\$65,426
Instrumentation	\$30,590	\$62,939
Hydraulics/Pneumatics	\$53,088	\$62,505
Construction Trades	\$47,848	\$59,390
Computer Use & Applications	\$48,062	\$59,277
Fire Fighting	\$48,964	\$59,062
Blueprint Reading	\$45,160	\$55,676
Electricity	\$39,463	\$54,973
Machine Shop/CNC	\$46,500	\$53,605
Measurements/Industrial Math	\$40,879	\$52,356
Law Enforcement	\$38,578	\$50,336
Welding/Soldering	\$28,469	\$49,757
Aquaculture	\$34,687	\$48,006
Quality Control Management	\$38,631	\$47,812
Banking Skills	\$39,173	\$47,116
Heavy Machine Operator	\$30,191	\$46,483
Telecommunication	\$14,939	\$44,890
Safety	\$31,180	\$44,021
Medical/Healthcare	\$30,304	\$42,763
Industrial Production	\$24,107	\$42,416
Forestry/Lumber	\$22,645	\$41,745
A/C, Heating, Refrigeration	\$25,222	\$37,912
Furniture Manufacturing	\$25,272	\$37,617
Pre-employment Training	\$14,936	\$33,309
Employability/Remediation	\$17,020	\$32,825
Customer Service	\$22,599	\$32,115
Adult Education	\$14,085	\$30,846
Food Production	\$23,457	\$30,707
Personal Dev. Skills	\$16,193	\$28,849
Sewing/Textiles	\$19,846	\$27,100
Basic Skills	\$12,210	\$26,595
Child Care	\$14,127	\$21,296
Total	\$30,996	\$45,185

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

**TABLE 17: ANNUAL EARNINGS FOR EMPLOYED TRAINEES WHO
DID NOT EXPERIENCE AN EARNINGS INCREASE,
MEASURED BEFORE AND AFTER TRAINING, FY 2021-2023**

Training Category	2021-2023 Median Annualized Earnings	
	Wage before Training	Wage after Training
Industrial Maintenance	\$91,210	\$77,917
Hydraulics/Pneumatics	\$91,182	\$71,330
Supervisory/Leadership	\$66,891	\$56,783
Train-the-Trainer	\$62,468	\$56,650
Fire Fighting	\$62,815	\$53,785
Construction Trades	\$60,809	\$52,341
Oral Communications	\$66,330	\$51,912
Electricity	\$59,972	\$49,055
Electronics	\$57,709	\$47,983
Computer Use & Applications	\$61,283	\$47,032
Machine Shop/CNC	\$51,288	\$46,130
Blueprint Reading	\$50,902	\$44,004
Banking Skills	\$48,756	\$41,134
Drafting	\$47,045	\$40,813
Quality Control Management	\$46,254	\$39,100
Law Enforcement	\$46,130	\$37,901
Team Management	\$58,863	\$36,012
Measurements/Industrial Math	\$41,452	\$33,401
Aquaculture	\$42,356	\$32,976
Heavy Machine Operator	\$43,827	\$32,056
Safety	\$39,534	\$31,163
Medical/Healthcare	\$40,620	\$30,703
Welding/Soldering	\$44,380	\$30,313
Telecommunication	\$34,528	\$28,240
A/C, Heating, Refrigeration	\$36,231	\$27,940
Industrial Production	\$39,484	\$27,652
Food Production	\$34,530	\$26,954
Personal Dev. Skills	\$34,912	\$26,559
Furniture Manufacturing	\$34,306	\$25,806
Instrumentation	\$32,822	\$24,824
Customer Service	\$39,356	\$24,480
Forestry/Lumber	\$28,808	\$20,800
Sewing/Textiles	\$28,112	\$18,978
Child Care	\$21,483	\$14,913
Employability/Remediation	\$24,940	\$13,488
Pre-employment Training	\$23,088	\$13,048
Basic Skills	\$20,193	\$11,461
Adult Education	\$21,926	\$10,579
Total	\$42,380	\$32,171

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

APPENDIX A: SUPPLEMENTAL TABLES AND FIGURES

**TABLE A1: UNDUPLICATED COUNT OF TRAINEES, BY COUNTY,
FY 2021-2023**

County	Number of Unique Trainees in County			
	2021	2022	2023	Average
Adams	472	434	76	327
Alcorn	826	689	531	682
Amite	267	290	177	245
Attala	703	337	145	395
Benton	112	81	41	78
Bolivar	428	388	177	331
Calhoun	249	141	119	170
Carroll	193	70	33	99
Chickasaw	871	140	98	370
Choctaw	155	73	62	97
Claiborne	78	67	22	56
Clarke	826	751	148	575
Clay	298	170	195	221
Coahoma	804	827	616	749
Copiah	693	729	297	573
Covington	627	636	253	505
DeSoto	1,159	974	419	851
Forrest	2,349	1,565	811	1,575
Franklin	295	294	73	221
George	600	723	454	592
Greene	318	360	130	269
Grenada	1,041	241	135	472
Hancock	333	299	229	287
Harrison	2,806	2,956	1,619	2,460
Hinds	2,187	1,716	1,080	1,661
Holmes	671	475	157	434
Humphreys	124	96	25	82
Issaquena	<10	<10	0	<10
Itawamba	521	205	89	272
Jackson	4,104	4,226	3,529	3,953
Jasper	990	1,030	350	790
Jefferson	83	77	23	61
Jefferson Davis	323	281	149	251
Jones	3,549	3,613	931	2,698
Kemper	278	272	56	202
Lafayette	485	386	87	319
Lamar	905	562	270	579
Lauderdale	3,427	2,855	223	2,168
Lawrence	530	440	199	390

Appendix A1 Continued on Next Page

Appendix A1 Continued

Leake	1,159	721	406	762
Lee	1,753	891	309	984
Leflore	747	234	64	348
Lincoln	1,213	1,151	333	899
Lowndes	1,069	356	513	646
Madison	1,293	1,142	532	989
Marion	393	221	95	236
Marshall	460	341	127	309
Monroe	687	294	156	379
Montgomery	345	93	32	157
Neshoba	1,428	1,314	848	1,197
Newton	1,183	944	207	778
Noxubee	188	130	128	149
Oktibbeha	424	167	252	281
Panola	544	623	310	492
Pearl River	761	418	325	501
Perry	367	367	147	294
Pike	1,710	1,489	573	1,257
Pontotoc	1,324	277	119	573
Prentiss	467	416	246	376
Quitman	202	244	121	189
Rankin	1,260	935	497	897
Scott	1,152	777	173	701
Sharkey	32	48	13	31
Simpson	842	865	406	704
Smith	680	649	206	512
Stone	399	398	292	363
Sunflower	357	308	114	260
Tallahatchie	336	260	129	242
Tate	283	266	163	237
Tippah	478	330	206	338
Tishomingo	262	198	102	187
Tunica	190	241	136	189
Union	640	351	228	406
Walthall	286	228	101	205
Warren	495	226	207	309
Washington	470	519	173	387
Wayne	874	901	248	674
Webster	145	71	59	92
Wilkinson	107	110	59	92
Winston	732	656	527	638
Yalobusha	329	202	113	215
Yazoo	334	340	135	270
Out Of State	5,691	5,342	2,650	4,561
Statewide Unique Count	68,642	55,398	26,787	50,276

**TABLE A2: ANNUAL EARNINGS FOR ALL EMPLOYED TRAINEES,
MEASURED BEFORE AND AFTER TRAINING, FY 2021**

Training Category	2021 Median Annualized Earnings		
	Wage before Training	Wage after Training	Percent of Trainees with Earnings Increase
A/C, Heating, Refrigeration	\$23,449	\$30,303	68.6
Aquaculture	\$37,958	\$40,913	58.1
Banking Skills	\$39,816	\$42,241	66.2
Basic Skills	\$13,282	\$22,381	72.0
Blueprint Reading	\$44,211	\$52,439	75.0
Child Care	\$20,120	\$19,164	41.2
Computer Use & Applications	\$35,347	\$41,236	62.8
Construction Trades	\$42,813	\$51,912	70.7
Customer Service	\$0	\$0	0.0
Drafting	\$49,098	\$59,489	87.0
Electricity	\$47,521	\$54,730	73.6
Electronics	\$51,545	\$65,719	76.8
Employability/Remediation	\$20,881	\$28,049	68.4
Fire Fighting	\$49,096	\$52,000	59.0
Food Production	\$28,270	\$31,964	50.7
Forestry/Lumber	\$0	\$0	0.0
Furniture Manufacturing	\$27,310	\$35,082	63.1
Heavy Machine Operator	\$27,763	\$35,312	67.9
Hydraulics/Pneumatics	\$0	\$0	0.0
Industrial Maintenance	\$84,987	\$88,176	59.7
Industrial Production	\$18,546	\$24,586	61.2
Instrumentation	\$0	\$0	0.0
Law Enforcement	\$41,389	\$46,637	61.8
Machine Shop/CNC	\$55,828	\$54,631	72.6
Measurements/Industrial Math	\$48,205	\$45,766	48.2
Medical/Healthcare	\$0	\$0	0.0
Oral Communications	\$0	\$0	0.0
Personal Dev. Skills	\$28,841	\$31,729	55.9
Pre-employment Training	\$16,248	\$23,507	66.5
"Quality Control Management"	\$55,866	\$67,546	68.6
Safety	\$31,565	\$35,976	62.5
Sewing/Textiles	\$24,556	\$27,147	72.3
Supervisory/Leadership	\$65,448	\$72,283	69.6
Team Management	\$97,239	\$101,073	58.8
Telecommunication	\$0	\$0	0.0
Train-the-Trainer	\$57,813	\$57,880	58.8
Welding/Soldering	\$43,340	\$52,187	71.1
Adult Education	\$0	\$0	0.0
Total	\$32,526	\$37,850	62.7

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

**TABLE A3: ANNUAL EARNINGS FOR ALL EMPLOYED TRAINEES,
MEASURED BEFORE AND AFTER TRAINING, FY 2022**

Training Category	2022 Median Annualized Earnings		
	Wage before Training	Wage after Training	Percent of Trainees with Earnings Increase
A/C, Heating, Refrigeration	\$42,902	\$49,797	61.9
Aquaculture	\$22,738	\$25,194	86.7
Banking Skills	\$43,556	\$47,306	60.6
Basic Skills	\$15,489	\$23,417	70.3
Blueprint Reading	\$47,587	\$50,751	57.4
Child Care	\$15,410	\$19,374	68.2
Computer Use & Applications	\$51,598	\$56,786	71.0
Construction Trades	\$60,712	\$59,861	52.5
Customer Service	\$27,508	\$30,276	61.2
Drafting	\$50,103	\$51,472	43.8
Electricity	\$40,930	\$49,697	67.2
Electronics	\$55,276	\$54,845	63.6
Employability/Remediation	\$18,828	\$24,469	65.2
Fire Fighting	\$57,620	\$58,201	63.1
Food Production	\$24,960	\$27,000	58.3
Forestry/Lumber	\$0	\$0	0.0
Furniture Manufacturing	\$0	\$0	0.0
Heavy Machine Operator	\$37,242	\$44,164	64.7
Hydraulics/Pneumatics	\$46,944	\$52,296	87.1
Industrial Maintenance	\$82,329	\$91,456	61.0
Industrial Production	\$32,100	\$40,220	60.2
Instrumentation	\$0	\$0	0.0
Law Enforcement	\$40,657	\$45,047	67.3
Machine Shop/CNC	\$48,833	\$56,645	50.0
Measurements/Industrial Math	\$36,285	\$39,922	72.4
Medical/Healthcare	\$34,760	\$39,987	65.0
Oral Communications	\$48,367	\$64,452	73.2
Personal Dev. Skills	\$16,920	\$25,852	73.7
Pre-employment Training	\$18,838	\$28,545	65.7
"Quality Control Management"	\$31,388	\$38,369	66.9
Safety	\$40,429	\$46,154	64.7
Sewing/Textiles	\$0	\$0	0.0
Supervisory/Leadership	\$52,352	\$56,725	67.3
Team Management	\$0	\$0	0.0
Telecommunication	\$0	\$0	0.0
Train-the-Trainer	\$71,627	\$73,041	61.1
Welding/Soldering	\$28,577	\$42,708	70.0
Adult Education	\$18,860	\$26,151	66.8
Total	\$35,762	\$42,117	64.8

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

**TABLE A4: ANNUAL EARNINGS FOR ALL EMPLOYED TRAINEES,
MEASURED BEFORE AND AFTER TRAINING, FY 2023**

Training Category	2023 Median Annualized Earnings		
	Wage before Training	Wage after Training	Percent of Trainees with Earnings Increase
A/C, Heating, Refrigeration	\$41,130	\$47,156	65.3
Aquaculture	\$62,604	\$64,907	51.4
Banking Skills	\$46,579	\$47,138	61.8
Basic Skills	\$15,658	\$21,472	65.2
Blueprint Reading	\$49,937	\$51,348	63.3
Child Care	\$15,237	\$17,710	76.2
Computer Use & Applications	\$74,590	\$77,391	59.4
Construction Trades	\$53,375	\$56,805	62.6
Customer Service	\$40,045	\$31,545	62.7
Drafting	\$74,553	\$76,831	66.7
Electricity	\$55,273	\$58,320	65.0
Electronics	\$59,833	\$63,353	65.4
Employability/Remediation	\$18,110	\$25,323	66.2
Fire Fighting	\$0	\$0	0.0
Food Production	\$28,146	\$27,470	62.9
Forestry/Lumber	\$24,555	\$39,681	77.4
Furniture Manufacturing	\$0	\$0	0.0
Heavy Machine Operator	\$38,577	\$43,377	59.1
Hydraulics/Pneumatics	\$84,328	\$79,155	48.1
Industrial Maintenance	\$68,266	\$73,312	67.2
Industrial Production	\$47,889	\$55,190	60.6
Instrumentation	\$31,904	\$61,239	63.6
Law Enforcement	\$37,161	\$43,677	69.4
Machine Shop/CNC	\$46,500	\$47,500	72.3
Measurements/Industrial Math	\$38,193	\$35,106	46.7
Medical/Healthcare	\$32,504	\$34,848	61.1
Oral Communications	\$0	\$0	0.0
Personal Dev. Skills	\$15,138	\$24,034	70.6
Pre-employment Training	\$20,184	\$31,347	60.2
"Quality Control Management"	\$73,956	\$81,771	69.1
Safety	\$43,757	\$50,857	65.0
Sewing/Textiles	\$21,196	\$23,655	60.8
Supervisory/Leadership	\$72,204	\$75,185	54.2
Team Management	\$0	\$0	0.0
Telecommunication	\$23,894	\$35,182	66.7
Train-the-Trainer	\$65,803	\$68,018	61.0
Welding/Soldering	\$26,542	\$38,931	68.1
Adult Education	\$0	\$0	0.0
Total	\$41,721	\$47,242	63.0

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

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
11-21	Natural Resources
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, Support, 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



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