



Manufacturing Industry Jackson, TN Labor Market Analysis

Younger Associates (YA) has evaluated the Jackson, TN labor market from the viewpoint of a manufacturing operation seeking to locate in Jackson. The labor Market Area is comprised of nine counties in West Tennessee including Carroll, Chester, Crockett, Gibson, Hardeman, Haywood, Henderson, Madison and McNairy.

In 2014, YA completed a comprehensive workforce survey and analysis for the nine counties that comprise the Jackson labor market. The survey of the workforce was conducted in sufficient depth to yield a 95% confidence factor and a $\pm 3\%$ margin of error.

In this labor market assessment, we draw from the in-depth primary data that was collected in that analysis and combine it with them most current data from the Tennessee Department of Labor and Workforce Development and the U.S. Bureau of Labor Statistics. Data was also used from licensed, proprietary sources such as Claritas and EMSI.

Younger Associates specializes in research for economic development. The firm has pioneered many innovative economic development studies and has developed a workforce survey process that provides highly reliable data that includes all sectors of the workforce. YA is nationally recognized for the quality of the firm's work in analyzing labor market dynamics for economic development. The firm's workforce data has been utilized in successful location decisions for businesses across the U.S.

Manufacturing Industry Workforce Availability

As the first step in determining workforce availability, the occupations most in demand by all manufacturing sectors were identified. A list was compiled of the national top 50 in-demand occupations (by number employed) for manufacturing included in the 2-digit NAICS codes 31, 32, and 33 which includes all sectors of manufacturing as reported by the Bureau of Labor Statistics, May 2014 Occupational Employment Statistics.

The annual employment demand, wage data, location quotients and other occupational characteristics were compiled for each job occupation. Applying information developed from the workforce survey, a labor yield table was developed to project the number of qualified applicants a manufacture could expect to hire from the Jackson TN Labor Market Area.

Key Findings

- This analysis finds that a manufacturing employer, providing locally competitive wages and benefits, locating in Jackson could currently expect to hire between 600 and 1,000 workers from the nine-county labor market area, depending on the selectivity of the employer.
- The average wage (\$17.01) for the top 50 manufacturing occupations is 21% lower in the Jackson labor market than the national average wage (\$21.55) for these workers.
- There are 10 colleges, universities and other post-secondary training providers in the Jackson Labor Market that offer training programs that support the top 50 manufacturing occupations.
- In 2014, these higher education training providers produced 750 graduates from programs related to the top 50 occupations in the manufacturing industry.
- Among the top 50 occupations for the manufacturing industry, 66% have a location quotient of 1 or higher, indicating a strong concentration of workers in these key occupations.
- Since employment peaked in 2007, the number of jobs in the top 50 manufacturing occupations in the region has declined 3.7%, or 4,630 jobs. This recessionary decrease in employment created a pool of potentially available workers many of whom are now unemployed or underemployed in other occupations.

Selected Demographic Data Jackson TN Labor Market Area

| Demographic Characteristic | Jackson Regional Partnership 9-County Area |
|--|---|
| 2021 Population Projection | 307,966 |
| 2016 Population Estimate | 305,709 |
| 2010 Census Population | 308,100 |
| 2000 Census Population | 297,619 |
| | |
| Growth 2000-2010 | 3.52% |
| Projected Growth 2016-2021 | 0.74% |
| | |
| Population Age 18-64 | 183,492 |
| Median Age | |
| | |
| High School Diploma/GED (%) | 82.28% |
| Some College, Post Secondary Training | 22.22% |
| Associates Degree | 4.99% |
| Bachelor's Degree | 10.98% |
| Master's Degree and Beyond | 6.11% |
| | |
| Average Travel Time to Work (Minutes) | 25.00 |
| | |
| Labor Force (April 2016) | 133,380 |
| | |
| Annual Average Wage (2015) (all industries) | \$ 35,788 |
| | |
| Unemployed (April 2016) | 6,390 |
| | |
| Post Secondary Completions (2014 - all educational programs) | 4,525 |

Source: Younger Associates, Claritas, U.S. Census Bureau, ESRI, IPEDS.

Labor Force and Employment Data Jackson TN Labor Market Area

| County | April 2016 | | | | 2015 Annual Average Rate |
|--------------------------------|----------------|----------------|--------------|-----------------|--------------------------|
| | Labor Force | Employed | Unemployed | Unemployed Rate | |
| Carroll | 12,150 | 11,500 | 660 | 5.4% | 8.6% |
| Chester | 8,230 | 7,880 | 350 | 4.3% | 6.1% |
| Crockett | 6,830 | 6,530 | 300 | 4.4% | 6.6% |
| Gibson | 20,990 | 19,930 | 1,060 | 5.1% | 7.6% |
| Hardeman | 9,360 | 8,870 | 490 | 5.2% | 7.8% |
| Haywood | 7,820 | 7,400 | 420 | 5.4% | 8.6% |
| Henderson | 12,270 | 11,550 | 730 | 5.9% | 8.2% |
| Madison | 47,140 | 45,250 | 1,890 | 4.0% | 6.1% |
| McNairy | 8,590 | 8,100 | 490 | 5.7% | 8.7% |
| Jackson Labor Mkt Total | 133,380 | 127,010 | 6,390 | 4.8% | 7.2% |
| State of Tennessee | | | | 5.4% | 5.8% |
| United States | | | | 5.1% | 5.3% |

Source: Tennessee Department of Labor & Workforce Development, Employment Security Division

Top 50 Manufacturing Occupations Jackson TN Labor Market

| SOC | NTL Rank | Description | 2007 Jobs | 2016 Jobs | 2021 Jobs | 2016 - 2021 Change | 2016 - 2021 % Change | 2016 Location Quotient | Avg. Hourly Earnings | National Avg. Hourly Earnings | National 2007 Jobs | National 2016 Jobs | National 2021 Jobs | 2016 - 2021 National Change | 2016 - 2021 National % Change |
|---------|----------|--|-----------|-----------|-----------|--------------------|----------------------|------------------------|----------------------|-------------------------------|--------------------|--------------------|--------------------|-----------------------------|-------------------------------|
| 51-2092 | 1 | Team Assemblers | 4,423 | 3,367 | 3,184 | (183) | (5.4%) | 3.54 | \$14.12 | \$14.80 | 1,266,242 | 1,191,276 | 1,188,913 | (2,363) | (0.2%) |
| 51-1011 | 2 | First-Line Supervisors of Production and Operating Workers | 1,062 | 769 | 737 | (33) | (4.2%) | 1.55 | \$25.18 | \$28.13 | 673,679 | 622,435 | 617,020 | (5,415) | (0.9%) |
| 51-9061 | 3 | Inspectors, Testers, Sorters, Samplers, and Weighers | 751 | 527 | 517 | (10) | (1.8%) | 1.28 | \$15.85 | \$18.74 | 532,774 | 513,824 | 521,645 | 7,821 | 1.5% |
| 51-4041 | 4 | Machinists | 687 | 518 | 521 | 3 | 0.5% | 1.60 | \$18.47 | \$19.95 | 394,965 | 405,394 | 430,591 | 25,196 | 6.2% |
| 53-7062 | 5 | Laborers and Freight, Stock, and Material Movers, Hand | 2,361 | 2,415 | 2,575 | 161 | 6.7% | 1.16 | \$11.93 | \$13.21 | 2,534,944 | 2,606,274 | 2,713,547 | 107,273 | 4.1% |
| 51-9198 | 6 | Helpers--Production Workers | 1,150 | 1,105 | 1,075 | (30) | (2.7%) | 3.23 | \$10.40 | \$12.40 | 479,873 | 428,547 | 424,210 | (4,337) | (1.0%) |
| 51-9111 | 7 | Packaging and Filling Machine Operators and Tenders | 711 | 731 | 719 | (12) | (1.7%) | 2.27 | \$18.15 | \$14.00 | 398,395 | 402,837 | 409,886 | 7,049 | 1.7% |
| 51-4121 | 8 | Welders, Cutters, Solderers, and Brazers | 821 | 500 | 470 | (30) | (6.0%) | 1.56 | \$17.81 | \$19.08 | 427,955 | 401,326 | 415,672 | 14,346 | 3.6% |
| 41-4012 | 9 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 911 | 760 | 806 | 46 | 6.1% | 0.63 | \$24.73 | \$31.06 | 1,547,742 | 1,506,970 | 1,563,974 | 57,004 | 3.8% |
| 11-1021 | 10 | General and Operations Managers | 1,544 | 1,411 | 1,467 | 57 | 4.0% | 0.80 | \$43.87 | \$56.09 | 2,111,702 | 2,205,354 | 2,321,993 | 116,639 | 5.3% |
| 49-9071 | 11 | Maintenance and Repair Workers, General | 1,518 | 1,461 | 1,493 | 32 | 2.2% | 1.25 | \$17.83 | \$18.52 | 1,405,784 | 1,466,944 | 1,535,161 | 68,217 | 4.7% |
| 43-5071 | 12 | Shipping, Receiving, and Traffic Clerks | 884 | 772 | 763 | (9) | (1.2%) | 1.40 | \$15.60 | \$15.32 | 718,647 | 692,207 | 696,425 | 4,218 | 0.6% |
| 49-9041 | 13 | Industrial Machinery Mechanics | 308 | 255 | 277 | 22 | 8.5% | 0.94 | \$26.99 | \$24.15 | 311,773 | 341,726 | 372,917 | 31,192 | 9.1% |
| 17-2112 | 14 | Industrial Engineers | 326 | 235 | 228 | (7) | (2.9%) | 1.19 | \$37.95 | \$41.03 | 251,155 | 246,370 | 250,584 | 4,214 | 1.7% |
| 51-2022 | 15 | Electrical and Electronic Equipment Assemblers | 204 | 133 | 134 | 1 | 0.7% | 0.79 | \$14.02 | \$15.54 | 229,092 | 211,743 | 209,311 | (2,431) | (1.1%) |
| 53-7064 | 16 | Packers and Packagers, Hand | 724 | 654 | 684 | 30 | 4.6% | 1.11 | \$11.05 | \$11.22 | 723,495 | 740,787 | 759,645 | 18,859 | 2.5% |
| 51-4031 | 17 | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic | 910 | 599 | 509 | (90) | (15.0%) | 3.98 | \$15.72 | \$15.63 | 238,672 | 188,489 | 172,786 | (15,702) | (8.3%) |
| 53-7051 | 18 | Industrial Truck and Tractor Operators | 745 | 616 | 624 | 8 | 1.3% | 1.37 | \$14.30 | \$16.09 | 551,617 | 564,073 | 580,552 | 16,480 | 2.9% |
| 43-9061 | 19 | Office Clerks, General | 2,458 | 2,389 | 2,481 | 93 | 3.9% | 0.89 | \$13.05 | \$14.91 | 3,312,825 | 3,365,039 | 3,489,518 | 124,479 | 3.7% |
| 43-4051 | 20 | Customer Service Representatives | 1,375 | 1,346 | 1,428 | 82 | 6.1% | 0.63 | \$14.27 | \$16.40 | 2,524,155 | 2,674,925 | 2,846,989 | 172,063 | 6.4% |
| 51-4011 | 21 | Computer-Controlled Machine Tool Operators, Metal and Plastic | 246 | 174 | 185 | 11 | 6.1% | 1.42 | \$15.61 | \$18.33 | 144,622 | 153,159 | 166,689 | 13,530 | 8.8% |

Top 50 Manufacturing Occupations Jackson TN Labor Market

| SOC | NTL Rank | Description | 2007 Jobs | 2016 Jobs | 2021 Jobs | 2016 - 2021 Change | 2016 - 2021 % Change | 2016 Location Quotient | Avg. Hourly Earnings | National Avg. Hourly Earnings | National 2007 Jobs | National 2016 Jobs | National 2021 Jobs | 2016 - 2021 National Change | 2016 - 2021 National % Change |
|---------|----------|---|-----------|-----------|-----------|--------------------|----------------------|------------------------|----------------------|-------------------------------|--------------------|--------------------|--------------------|-----------------------------|-------------------------------|
| 17-2141 | 22 | Mechanical Engineers | 237 | 119 | 121 | 2 | 1.4% | 0.52 | \$39.64 | \$41.84 | 279,466 | 286,036 | 298,549 | 12,513 | 4.4% |
| 11-3051 | 23 | Industrial Production Managers | 284 | 197 | 189 | (8) | (4.0%) | 1.41 | \$47.30 | \$48.50 | 187,658 | 174,643 | 173,186 | (1,458) | (0.8%) |
| 53-3032 | 24 | Heavy and Tractor-Trailer Truck Drivers | 3,038 | 2,620 | 2,648 | 29 | 1.1% | 1.70 | \$17.42 | \$19.77 | 1,930,850 | 1,926,886 | 2,009,133 | 82,248 | 4.3% |
| 51-4072 | 25 | Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | 409 | 167 | 144 | (23) | (14.0%) | 1.64 | \$13.89 | \$14.75 | 158,617 | 127,792 | 115,312 | (12,480) | (9.8%) |
| 51-5112 | 26 | Printing Press Operators | 168 | 129 | 123 | (6) | (4.6%) | 0.93 | \$15.17 | \$17.68 | 224,095 | 174,311 | 159,083 | (15,228) | (8.7%) |
| 51-3022 | 27 | Meat, Poultry, and Fish Cutters and Trimmers | 41 | 60 | 65 | 5 | 8.6% | 0.47 | \$10.81 | \$11.55 | 158,913 | 158,064 | 159,608 | 1,545 | 1.0% |
| 51-6031 | 28 | Sewing Machine Operators | 262 | 112 | 81 | (31) | (27.8%) | 0.89 | \$12.03 | \$12.05 | 205,664 | 157,931 | 135,575 | (22,356) | (14.2%) |
| 51-9023 | 29 | Mixing and Blending Machine Setters, Operators, and Tenders | 294 | 298 | 299 | 1 | 0.4% | 2.91 | \$17.74 | \$17.27 | 135,068 | 128,335 | 126,775 | (1,560) | (1.2%) |
| 43-5061 | 30 | Production, Planning, and Expediting Clerks | 389 | 321 | 318 | (4) | (1.1%) | 1.26 | \$21.09 | \$22.96 | 320,715 | 318,752 | 327,367 | 8,615 | 2.7% |
| 51-3092 | 31 | Food Batchmakers | 332 | 351 | 317 | (34) | (9.8%) | 3.50 | \$15.49 | \$13.91 | 120,784 | 125,716 | 127,677 | 1,961 | 1.6% |
| 51-9199 | 32 | Production Workers, All Other | 461 | 560 | 586 | 26 | 4.6% | 2.86 | \$15.02 | \$15.30 | 249,845 | 245,413 | 251,401 | 5,987 | 2.4% |
| 43-3031 | 33 | Bookkeeping, Accounting, and Auditing Clerks | 1,501 | 1,315 | 1,284 | (31) | (2.3%) | 0.93 | \$14.92 | \$18.32 | 1,909,852 | 1,780,151 | 1,752,270 | (27,882) | (1.6%) |
| 51-2099 | 34 | Assemblers and Fabricators, All Other | 309 | 189 | 203 | 14 | 7.6% | 0.93 | \$11.61 | \$13.89 | 265,132 | 255,785 | 261,899 | 6,114 | 2.4% |
| 43-6014 | 35 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 2,587 | 2,696 | 2,748 | 53 | 2.0% | 1.25 | \$13.22 | \$16.66 | 2,667,808 | 2,705,737 | 2,802,426 | 96,689 | 3.6% |
| 51-4081 | 36 | Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 264 | 155 | 147 | (9) | (5.5%) | 1.92 | \$16.25 | \$16.93 | 109,703 | 101,080 | 100,821 | (259) | (0.3%) |
| 13-1023 | 37 | Purchasing Agents, Except Wholesale, Retail, and Farm Products | 228 | 161 | 160 | (1) | (0.8%) | 0.66 | \$22.23 | \$31.09 | 307,266 | 306,551 | 312,031 | 5,480 | 1.8% |
| 51-9196 | 38 | Paper Goods Machine Setters, Operators, and Tenders | 160 | 199 | 206 | 7 | 3.3% | 2.68 | \$16.78 | \$17.43 | 112,982 | 92,976 | 85,943 | (7,034) | (7.6%) |
| 13-2011 | 39 | Accountants and Auditors | 548 | 529 | 566 | 37 | 7.0% | 0.47 | \$27.40 | \$34.94 | 1,311,784 | 1,420,297 | 1,514,477 | 94,179 | 6.6% |
| 51-9121 | 40 | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | 296 | 250 | 237 | (13) | (5.3%) | 3.35 | \$15.51 | \$15.81 | 104,671 | 93,554 | 93,223 | (330) | (0.4%) |
| 43-5081 | 41 | Stock Clerks and Order Fillers | 1,637 | 1,627 | 1,680 | 53 | 3.2% | 1.04 | \$11.04 | \$12.28 | 1,864,851 | 1,955,763 | 2,039,513 | 83,751 | 4.3% |
| 51-7011 | 42 | Cabinetmakers and Bench Carpenters | 150 | 110 | 110 | (0) | (0.1%) | 1.31 | \$14.06 | \$16.06 | 141,404 | 105,594 | 99,776 | (5,818) | (5.5%) |

Top 50 Manufacturing Occupations Jackson TN Labor Market

| SOC | NTL Rank | Description | 2007 Jobs | 2016 Jobs | 2021 Jobs | 2016 - 2021 Change | 2016 - 2021 % Change | 2016 Location Quotient | Avg. Hourly Earnings | National Avg. Hourly Earnings | National 2007 Jobs | National 2016 Jobs | National 2021 Jobs | 2016 - 2021 National Change | 2016 - 2021 National % Change |
|--|----------|---|----------------|----------------|----------------|--------------------|----------------------|------------------------|----------------------|-------------------------------|--------------------|--------------------|--------------------|-----------------------------|-------------------------------|
| 51-3023 | 43 | Slaughterers and Meat Packers | 13 | 28 | 33 | 5 | 17.5% | 0.40 | \$11.58 | \$12.43 | 88,470 | 88,838 | 90,467 | 1,629 | 1.8% |
| 51-7042 | 44 | Woodworking Machine Setters, Operators, and Tenders, Except Sawing | 163 | 104 | 86 | (18) | (17.1%) | 1.74 | \$12.14 | \$13.81 | 99,715 | 74,815 | 70,169 | (4,646) | (6.2%) |
| 51-4111 | 45 | Tool and Die Makers | 183 | 104 | 98 | (6) | (5.8%) | 1.70 | \$21.50 | \$24.12 | 89,571 | 76,695 | 71,905 | (4,790) | (6.2%) |
| 51-4021 | 46 | Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic | 259 | 138 | 118 | (20) | (14.4%) | 2.40 | \$12.84 | \$16.17 | 88,269 | 71,969 | 65,197 | (6,773) | (9.4%) |
| 51-9041 | 47 | Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders | 190 | 176 | 158 | (18) | (10.0%) | 3.18 | \$13.73 | \$15.98 | 80,352 | 69,216 | 64,840 | (4,376) | (6.3%) |
| 51-4033 | 48 | Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and | 249 | 174 | 153 | (21) | (12.3%) | 3.20 | \$15.86 | \$16.47 | 84,396 | 68,150 | 62,518 | (5,632) | (8.3%) |
| 15-1133 | 49 | Software Developers, Systems Software | 43 | 35 | 39 | 4 | 12.5% | 0.10 | \$36.37 | \$50.61 | 365,199 | 422,656 | 460,283 | 37,627 | 8.9% |
| 11-9041 | 50 | Architectural and Engineering Managers | 121 | 84 | 83 | (1) | (1.0%) | 0.56 | \$49.32 | \$66.49 | 189,232 | 187,994 | 193,889 | 5,894 | 3.1% |
| Region Total - Top 50 Manufacturing Occupations | | | 38,937 | 33,744 | 33,877 | 133 | 0.4% | | \$17.01 | \$21.55 | 34,632,440 | 34,631,401 | 35,713,341 | 1,081,940 | 3.1% |
| Region Total - All Occupations | | | 130,956 | 126,326 | 130,005 | 3,679 | 2.9% | | \$17.27 | \$22.16 | 152,406,188 | 158,252,948 | 165,485,465 | 7,232,517 | 4.6% |

Jackson TN Labor Market is comprised of the following nine Tennessee Counties: Carroll, Chester, Crockett, Gibson, Hardeman, Haywood, Henderson, Madison & McNairy.

This report uses state data from the following Sources: Tennessee Department of Labor and Workforce Development, Research and Statistics Division, EMSI Q2 2016 Data Set, BLS, Younger Associates.

Occupational Programs Supporting Manufacturing Occupations Jackson TN Labor Market Area

| CIP Code | Program | Completions (2010) | Completions (2011) | Completions (2012) | Completions (2013) | Completions (2014) |
|----------|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 52.0101 | Business/Commerce, General | 137 | 0 | 0 | 208 | 229 |
| 52.0201 | Business Administration and Management, General | 557 | 213 | 486 | 153 | 164 |
| 48.0508 | Welding Technology/Welder | 91 | 70 | 73 | 86 | 77 |
| 47.0303 | Industrial Mechanics and Maintenance Technology | 24 | 52 | 59 | 56 | 59 |
| 48.0501 | Machine Tool Technology/Machinist | 41 | 37 | 4 | 0 | 50 |
| 49.0205 | Truck and Bus Driver/Commercial Vehicle Operator and Instructor | 0 | 0 | 31 | 32 | 36 |
| 52.0301 | Accounting | 28 | 17 | 28 | 30 | 29 |
| 52.0402 | Executive Assistant/Executive Secretary | 0 | 0 | 0 | 6 | 29 |
| 47.0105 | Industrial Electronics Technology/Technician | 28 | 0 | 4 | 48 | 24 |
| 52.0305 | Accounting and Business/Management | 8 | 4 | 0 | 8 | 11 |
| 48.0503 | Machine Shop Technology/Assistant | 20 | 25 | 46 | 47 | 11 |
| 48.0507 | Tool and Die Technology/Technician | 8 | 14 | 9 | 13 | 9 |
| 14.1901 | Mechanical Engineering | 4 | 6 | 6 | 8 | 6 |
| 11.0701 | Computer Science | 4 | 1 | 4 | 4 | 6 |
| 52.1101 | International Business/Trade/Commerce | 3 | 3 | 3 | 3 | 4 |
| 14.1001 | Electrical and Electronics Engineering | 4 | 7 | 4 | 6 | 3 |
| 52.0401 | Administrative Assistant and Secretarial Science, General | 11 | 19 | 6 | 4 | 2 |
| 11.0103 | Information Technology | 0 | 0 | 1 | 0 | 1 |
| 15.0613 | Manufacturing Engineering Technology/Technician | 0 | 0 | 0 | 0 | 0 |

Occupational Programs Supporting Manufacturing Occupations Jackson TN Labor Market Area

| CIP Code | Program | Completions (2010) | Completions (2011) | Completions (2012) | Completions (2013) | Completions (2014) |
|---------------|--|--------------------|--------------------|--------------------|--------------------|--------------------|
| 52.9999 | Business, Management, Marketing, & Related Support Services, Other | 0 | 0 | 209 | 0 | 0 |
| 47.0399 | Heavy/Industrial Equipment Maintenance Technologies, Other | 0 | 0 | 0 | 0 | 0 |
| 52.0399 | Accounting and Related Services, Other | 0 | 0 | 0 | 0 | 0 |
| 52.0408 | General Office Occupations and Clerical Services | 0 | 0 | 0 | 0 | 0 |
| Totals | | 968 | 468 | 973 | 712 | 750 |

Institution Information

| Institution | Address |
|--|--|
| Bethel University | 325 Cherry Ave, McKenzie, TN 38201 |
| Freed-Hardeman University | 158 E Main St, Henderson, TN 38340-2399 |
| Jackson State Community College | 2046 North Pky, Jackson, TN 38301-3797 |
| Lambuth University/University of Memphis | 705 Lambuth Boulevard, Jackson, TN 38301 |
| Lane College | 545 Lane Ave, Jackson, TN 38301-4598 |
| Tennessee College of Applied Technology-McKenzie | 16940 Highland Dr, McKenzie, TN 38201 |
| Tennessee College of Applied Technology-Jackson | 2468 Technology Center Drive, Jackson, TN 38301 |
| Tennessee College of Applied Technology-Whiteville | 1685 Highway 64, Whiteville, TN 38075-0489 |
| Union University | 1050 Union University Dr, Jackson, TN 38305-3697 |
| West Tennessee Business College | 1186 Highway 45 Bypass, Jackson, TN 38301 |

Source: The national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics, EMSI.

Jackson TN Labor Market Estimated Labor Supply for Manufacturing Industry

9-County Labor Market Area

| | | |
|----|--|-------|
| 1 | Potential underemployment yield | 6,449 |
| 2 | Not employed, but interested in employment | 1,687 |
| 3 | New labor force entrants | 825 |
| 4 | Total potential applicants – 1 year | 8,962 |
| 6 | Qualified Applicants | 4,481 |
| 7 | Commute Propensity | 67.1% |
| 8 | Qualified Applicants Willing to Commute | 3,007 |
| 9 | 1 in 3 selectivity ratio | 1,002 |
| 10 | 1 in 5 selectivity ratio | 601 |

Explanatory Notes

- 1 Individuals currently working, but possess skills for higher employment levels in the specified occupations. From the labor study, 26% of those currently employed report they are underemployed with higher skill levels than the job they currently hold requires.
- 2 Based upon those not currently working, but interested in finding employment (unemployed, separating military, workers returning to the workforce after an absence, others employed, but not in the official unemployment count) with an assumed rate of experience of the specified occupations at the same ratio of those currently employed.
- 3 Growth component to account for new entrants into the labor force. Includes recent postsecondary completions and new residents that are likely to apply for data center industry positions.
- 4 Total eligible population.
- 6 Number of applicants shown in line 4 passing initial screening and offered an interview. The actual percentage will vary according to the skills required by the operation. It is assumed 50% would be qualified for the mix of jobs available.
- 7 Based upon the percentage of workers residing in Madison County or commuting into Madison County from the other counties in the Jackson TN Labor Market.
- 8 Number of applicants that are qualified for employment and either live in Madison County or would be willing to commute to Jackson for employment.
- 9 The number of employees an employer could hire assuming a selectivity ratio of one hire per three applicants.
- 11 The number of employees an employer could hire assuming a selectivity ratio of one hire per five applicants.

Source: Calculations by Younger Associates based upon data from BLS, IPEDS, 2014 Labor Study.