

JACKSON

TALENT & WORKFORCE GUIDE



GREATER
JACKSON
CHAMBER TM

TALENT PIPELINE

Jackson, a thriving regional hub with a population exceeding 300,000, boasts excellent connectivity. The nine-county region benefits from the presence of six colleges and universities, as well as a technical college with multiple campuses, which together fuel the regional workforce. Notably, employers consistently praise the workforce for their strong work ethic and high levels of productivity.

Moreover, Jackson actively works to attract top talent from major cities across the nation, supplementing its local talent pool. Entrepreneurs, creative professionals, and technical specialists specializing in manufacturing, IT, and healthcare are increasingly choosing to make Jackson their home. The region's appeal lies in its exceptional quality of life, outstanding schools, and the attractive low cost of living it offers.

304,984

TOTAL LABOR REGION POPULATION

**LESS THAN
.02%**

OF THE PRIVATE SECTOR WORKFORCE IN
MADISON COUNTY BELONGS TO A LABOR UNION

86.5%

OF THE POPULATION HAS A HIGH SCHOOL
DIPLOMA OR HIGHER EDUCATION

41

MEDIAN AGE

Talent pipeline refers to the strategic and continuous process of identifying, attracting, developing, and retaining a pool of skilled individuals who can meet the current and future workforce needs of an organization or industry. It involves actively nurturing and cultivating a pipeline of talented individuals who possess the desired skills, qualifications, and potential for future roles within the organization or industry. The talent pipeline concept focuses on proactively managing the talent supply chain to ensure a steady flow of qualified candidates to fill key positions and support organizational growth and success. It involves activities such as recruitment, training, development, succession planning, and employee retention strategies to build and maintain a robust pool of talent.

COMMUTING PATTERNS



▶ **INFLOW**
 People who live in another county & commute to Madison County for work.

◀ **OUTFLOW**
 People who live in Madison County & commute to another county for work.

● **MADISON COUNTY LABOR REGION**

More than 50% of the Madison County workforce commutes from outside the county, over 60% in manufacturing.

HIGHER EDUCATION ENROLLMENT

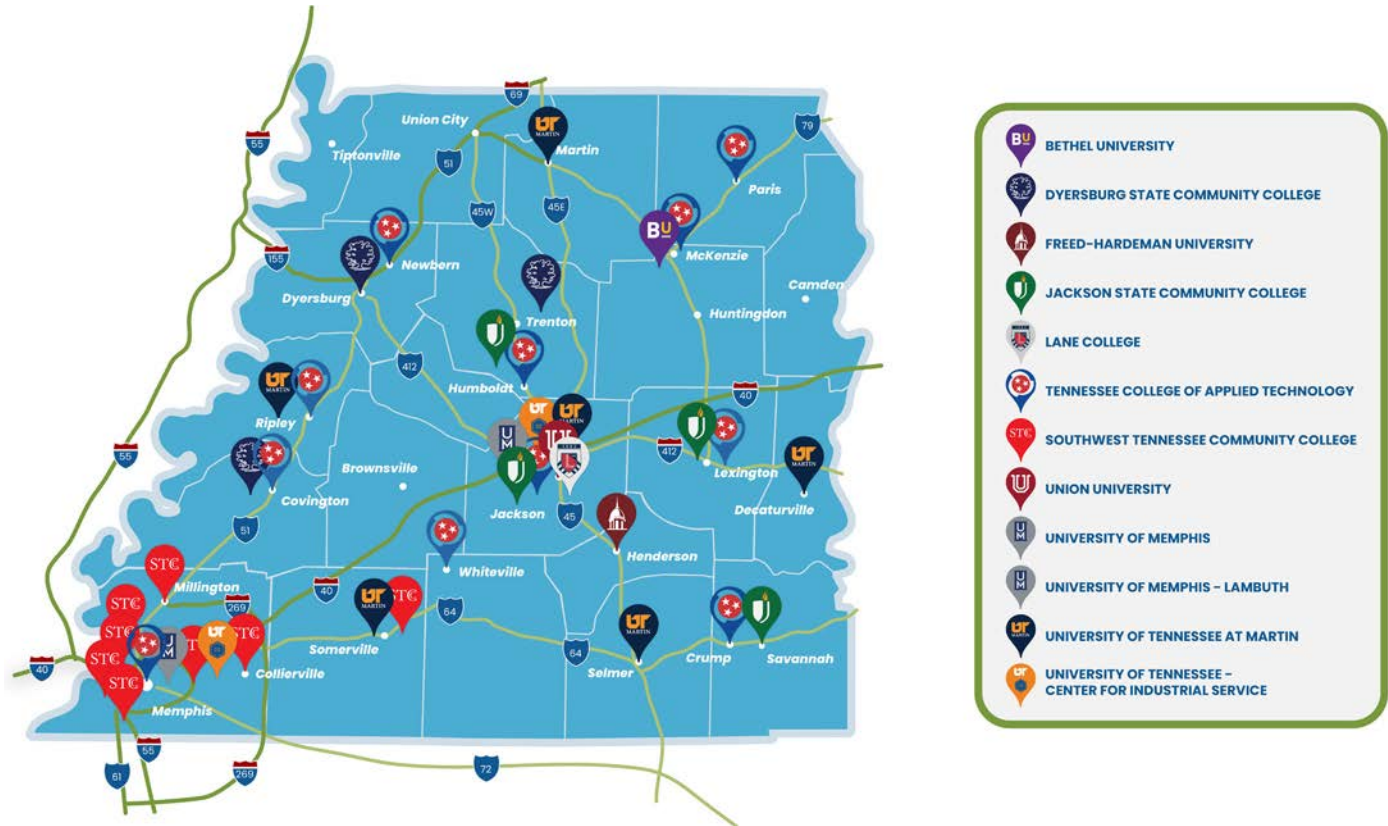
Accredited 4-year & Postgrad Institutions		2021 Total Enrollment
Bethel University	<i>McKenzie</i>	4,011
Freed Hardeman University	<i>Henderson</i>	2,320
Lane College	<i>Jackson</i>	1,047
Union University	<i>Jackson</i>	2,930
University of Memphis at Lambuth	<i>Jackson</i>	1,750
University of Tennessee at Martin	<i>Martin</i>	6,712

Accredited 2-Year Institutions & Technical Schools		2021 Total Enrollment
Jackson State Community College	<i>Jackson</i>	3,938
Tennessee College of Applied Technology Jackson	<i>Jackson</i>	1,541
Tennessee College of Applied Technology Crump	<i>Crump</i>	1,004
Tennessee College of Applied Technology McKenzie	<i>McKenzie</i>	106
Tennessee College of Applied Technology Newbern	<i>Newbern</i>	477

NEARLY **26,000** STUDENTS ATTEND THE
AREA'S COLLEGES & UNIVERSITIES

COLLEGES IN THE REGION

West Tennessee has a variety of post-secondary options for educating and training our workforce. There are 21 technical and community colleges, and thirteen 4-year colleges and universities.



Over 60 engineering programs in a two-hour drive of Jackson supply 974 engineering and 342 engineering tech graduates annually.

TECHNICAL TRAINING

In terms of local educational training, the Jackson workforce region benefits from the participation of two key institutions: Tennessee College of Applied Technology (TCAT) and Jackson State Community College's Ned McWherter Center for Advanced Industrial Technologies. Both schools are in Jackson and have multiple satellite locations across the nine-county labor area.

In addition to offering their own exceptional programs, these institutions actively collaborate with existing and new companies to develop specialized training programs tailored to the specific needs of their clients. This close partnership ensures that they deliver targeted training solutions that align with industry requirements. As a result, they provide exceptional opportunities for high-quality technical and professional training within our service delivery area.



TECHNICAL TRAINING



The State of Tennessee provides a special benefit to the business and industrial communities in the state by offering custom employee training through the Tennessee Colleges of Applied Technology. Your local TCAT campus will work to develop new, job-specific training courses designed to help your employees develop new skills and upgrade their existing skills.

The local TCATs offer the following Manufacturing courses:

- Advanced Manufacturing Technology: (8-month course)
- Industrial Maintenance Technology: (16-month course)
- Machine Tool Technology: (20-month course)
- Tool & Die: (length depends on the course)
- Welding: (12-month course)

974 JACKSON TCAT GRADUATES
EACH YEAR

TECHNICAL TRAINING



The Ned McWherter Center for Advanced Industrial Technologies offers an Advanced Maintenance Technician: (24-month course)

The Engineering Systems Co-op Program blends classroom instruction with on-site manufacturing experience at 28 various West TN industry consortium partners.

Students work three eight-hour days per week, and earn a wage starting at \$15 per hour, potentially increasing up to \$17.50 per hour.

Students receive an Associate of Applied Science degree that includes a cutting-edge Engineering Systems curriculum.

AMT PARTNERS



WORK READY LAB

In April 2023, the Tennessee General Assembly allocated \$34.6M to Jackson State Community College/TCAT Jackson for constructing a Work Ready Lab focused on serving existing industries in the region.



A regional training facility to serve **21 COUNTIES** in West Tennessee.



High demand technical education & training. Informed and aligned **ONE-TO-ONE** with workforce & economic opportunities.



FASTTRACK workforce training.



PREPARE the West Tennessee workforce for new and expanding industries.



JACKSON-MADISON COUNTY SCHOOL SYSTEM

Our local PreK-12 public school system partners with the colleges to provide dual enrollment courses and work-based learning opportunities for high school students, offering a rigorous college prep/workforce readiness curriculum through courses in advanced manufacturing.



Jackson-Madison County School System



LOOP is a unique work-based learning opportunity through the Jackson-Madison County School System where students attend a modified school day for academic credit through an online learning lab model with teacher support and work experience at their industry placement for the remainder of the day.

- Work-based learning program
- Half-day on a paid work placement, half-day working on academics
- Current placements include advanced manufacturing, food services, environmental services, distribution, and energy
- The focus is on in-demand careers in the Madison County area.
- Open to high school juniors and seniors

1,828 CTE STUDENTS

- All Six high schools have CTE and dual enrollment courses
- 14 State of TN-approved career clusters
- 30+ individualized programs of study
- 591 earned industry certifications
- 137 students participating in work-based learning
- 97% graduation rate for students completing CTE programs

Pathways2Possibilities

P2P is a hands-on, interactive career expo for all 8th graders and opportunity youth, ages 16-24. The expo will be held in January 2024 in partnership with the Jackson-Madison School System.

LEADERSHIP PROGRAMS

The Emerging Leaders program caters to aspiring business professionals between the ages of 22 and 35. Its primary objective is to establish a platform where young individuals within the region can foster connections through networking events, enhance their professional growth through various programs, and actively participate in community initiatives to raise awareness.



Leadership Jackson is a 13 week program designed to identify, motivate, and professionally develop 30 emerging leaders from a cross section of the community to help develop personal potential for community leadership by exposing them to the realities, opportunities, and challenges in our community.



Leadership University is a youth leadership development program for Jackson-Madison County and is made up of a diverse group of 40 high school juniors that demonstrate leadership potential. Started in 1999 LU prepares participants to become responsible, ethical leaders that make a positive difference in others, as well as their community by creating awareness in all aspects of the community.



CHILD CARE

The Greater Jackson Chamber in partnership with United Way and Bright Start TN is focused on solutions to the childcare crisis in our area. Our goal is to increase the number of childcare slots in Madison County by 420 within the next three years. The solution includes micro-centers, family childcare networks (in-home), and employer-led centers. These facilities will operate both traditional and non-traditional hours to accommodate working parents.



United Way
of West Tennessee



Powered by **TQEE**

GOAL

INCREASE THE NUMBER OF CHILDCARE SLOTS
IN MADISON COUNTY

420 SLOTS OVER 3 YEARS

STATE OF TENNESSEE WORKFORCE INITIATIVES

TENNESSEE PROMISE

Tennessee Promise is a scholarship program to help more Tennessee high school graduates attend college. Since the program launched in 2015, Tennessee has seen record application numbers and higher student enrollment and retention rates. Students may use the scholarship at any of the state's 13 community colleges, 27 colleges of applied technology, or other eligible institutions offering an associate degree program. Incredibly, most Promise students are the first in their family to go to college. Volunteer mentors through the tnAchieves program are a critical component to their success providing individual guidance to each participant as they navigate the college admissions process. For more information, visit tn.gov/tnpromise.



13,361

Tennessee Promise Students
2021-2022

TENNESSEE RECONNECT

The Tennessee Reconnect program helps adults attend a community college or technical college and complete a postsecondary degree or credential, tuition-free. The joint effort includes public and private nonprofit higher education institutions; the region's workforce development boards; and community and employer partners. The goal of this program is to ensure each adult has access to resources necessary to start and finish a college degree. This initiative will help adults enter higher education to gain new skills, enter jobs that pay well or advance in their current workplace. For more information, visit tnreconnect.gov.



18,217

Individuals enrolled in eligible institution and received
Tennessee Reconnect grant funding in 2019

COMMUNITY GROWTH

Madison County Population Projection 2035

Projected Total Population Growth Range

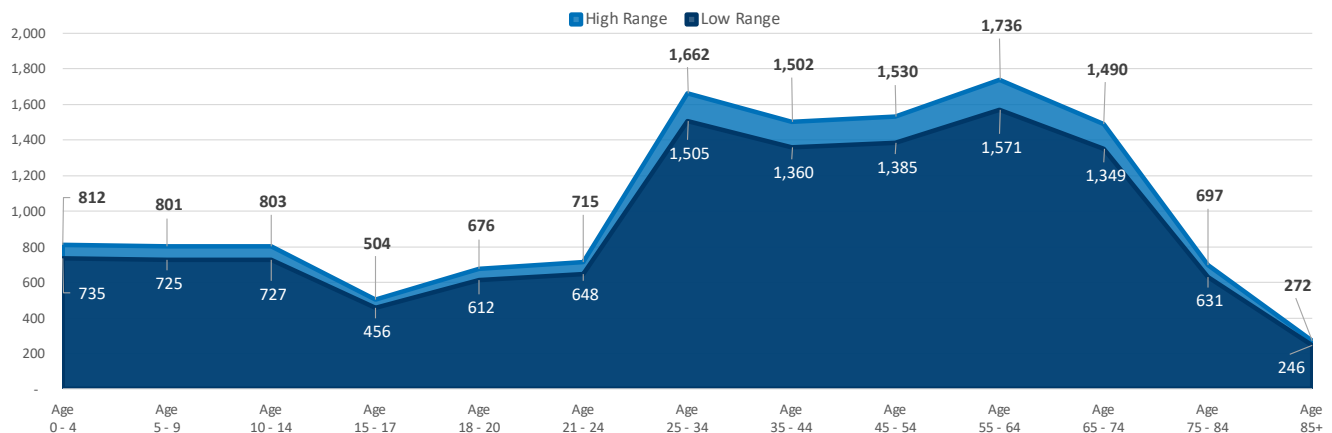
11,950 – 13,200

Projected Madison County Population

110,950 – 112,200

Potential of **12%–13.3%** increase in population by 2035

Projected Population Growth by Age Range
2022-2035 Projected Population Growth



HOUSING

Jackson & Madison County living units in planning/construction from 2022 to February 2023

Single Family Residential	436
Multi-Family Residential	888
Total Units	1,325