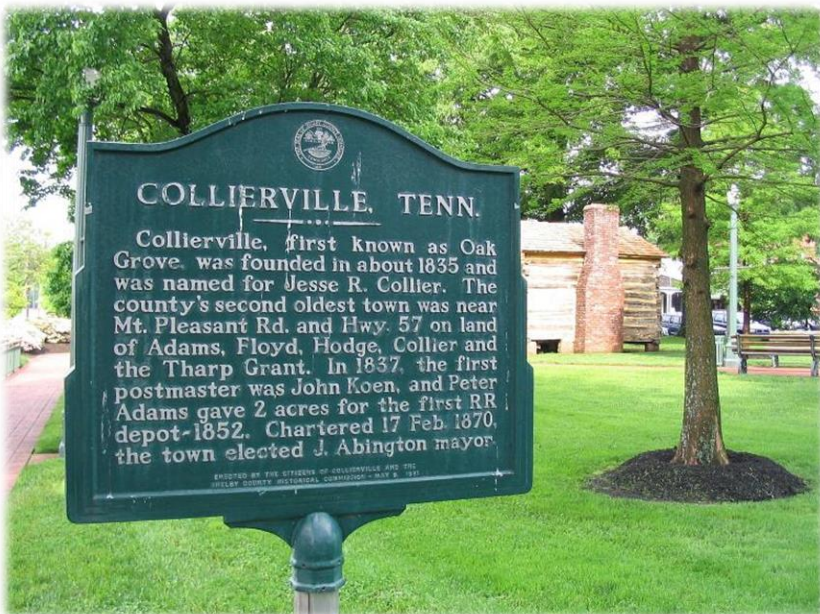


2020



Labor Markets In and Around Tennessee's Collierville School District



Trevor Stokes

NS4ED

2/21/2020

Collierville School District

Our Mission

Prepare our students for a life of scholarship, integrity, and service.

Our Vision

Collierville Schools will be the leader in public education, meeting the needs of a diverse student population by preparing them to succeed in a global society and celebrating their achievements of today.

Introduction

The Consequences of Inadequate Career Literacy Resources

In January 2020, the Coalition for Career Development released *Career Readiness for All*, a position paper that advocates for the prioritization of career planning and career advising in our elementary and secondary educational systems. The paper was based on the input of more than 200 attendees at the 2020 Career Readiness for All Conference, and it begins with a premise that is at once compelling and challenging:

“The greatest obligation of our education and workforce development system is to prepare young people for successful lives as adults, including satisfying careers that will allow them to achieve economic independence.”

This premise aligns fundamentally with the vision of the Collierville School District, and additional observations in the CCD paper help to establish context for this market-driven approach to local needs assessment.

“The lack of resources and programming for systemic career pathway exploration, planning, and work-based learning has a negative impact on student outcomes and welfare. Because so little time is devoted to career exploration, many students have only very limited awareness of their career opportunities, including those that provide faster and less expensive pathways to the middle class than four-year college. This helps explain the stunning decline in economic mobility the U.S. has witnessed since World War II, while increasing the likelihood that today’s youth will be trapped in the cycle of poverty. “

“The neglect of career development also contributes to the lack of student engagement in school. According to Gallup, while 74% of fifth–graders are actively engaged, this falls to just 33% of tenth–graders.¹ Put another way, high school is still boring for too many students.”

“Clearly, it isn’t enough to simply tell secondary school students they must learn material just because it will be on the test or help them pass a course so they can go to college. Today’s students require and

¹ 2016 Gallup Student Poll

deserve more compelling answers to the questions, “Why do I need to learn this?” and “How will I ever use it?”, so they can make a stronger connection between their education and future career.”

The concept of career pathways

In 2019, Stephanie Strom profiled a middle school career readiness program for the Hechinger Report and included some interesting observations:

“In the older days, we told students whether they were college material or not — that’s not appropriate today,” said Tobie Baker Wright, who until May worked as senior program manager at JFF (formerly Jobs for the Future), one of many nonprofits developing classroom plans, tools and strategies to help school districts implement and incorporate career training for younger children. “Good career exploration today is working to develop things in young people — the ability to work as part of a team, the ability to communicate effectively, personal responsibility — that help them have agency in making decisions about careers.”

Baker Wright said this is particularly important for students from lower-income backgrounds, who are less likely to have exposure to well-paying careers or to networks that could provide that exposure. Early training can also have direct financial benefits: If students get on track to earn a certificate or industry-recognized credential before graduating from high school, they may more easily find work to help them pay for college should they choose to attend.

<https://www.kqed.org/mindshift/53920/what-does-career-readiness-look-like-in-middle-school>

Empowering Students to Make Meaningful Decisions

The Center for the Future of Arizona is a nonprofit “do-tank” that is creating seamless educational, training and credentialing opportunities that are aligned with industry needs in high-demand, high-growth industry sectors for Arizona students as the leader of the state’s Pathways to Prosperity initiative. Cybil Francis, the CEO of the organization offered a simple but poignant thought:

“Career literacy should be thought of as a pillar of every student’s educational experience,”²

Approach and Methodology

This report seeks to provide the most foundational perspective possible on the labor markets and career opportunities that await graduates of the Collierville School District. While relocation can make any career available to a graduate, it is the hope of the authors that the district can become a major element of the economic prospects of the entire region. An adequate supply of appropriately skilled workers is a key factor in the ability of regional leadership to attract, retain and develop the high-quality employers and jobs that should define the region.

² *<https://www.jff.org/points-of-view/arizona-students-possible-futures/>*

Career and Technical Education

Career Technical Education (CTE) provides students of all ages with the academic and technical skills necessary to succeed in future careers and to become lifelong learners. In total, about 12.5 million high school and college students are enrolled in CTE across the nation. Funded by the Carl D. Perkins Career and Technical Education Act (Perkins), CTE prepares these learners for the world of work by introducing them to workplace competencies, and makes academic content accessible to students by providing hands-on experiences in various industry sectors.

- Just less than \$27 million dollars was awarded to Tennessee for fiscal year 2019.
- 85% of the state's funds are directed to secondary institutions.
- In Tennessee CTE Concentrators (those who enroll in at least two CTE courses) graduate high school at a rate of 98.3%.
- More than 232,000 Tennessee students are enrolled in CTE programs, including 30,600 postsecondary students and 17,400 adult learners.

At a secondary level, the largest programs by numbers of concentrators are:

- Health Science (7,929)
- Agriculture, Food and Natural Resources (4,430)
- Human Services (3,760)
- Business Management and Administration (2,598)
- Architecture and Construction (2,470)

The Partners in Education program is a unique initiative of the district to connect the education and business communities in a proactive and innovative effort to better align educational policy and practice with the realities of the workplace.

Our intention is to provide intelligence on regional labor markets and economic trends to inform the Collierville School District's strategies that make high-quality career opportunities more understandable and accessible to the students we serve.

The Region

The Collierville School District serves a portion of Shelby County in southwestern Tennessee.

A large majority (89.3%) of workers who live in the footprint of the district commute less than 25 miles for work. Only 8.9% commute more than 50 miles. Among all workers, the most common destinations are Memphis (58.7%), Collierville (16.8%) and Germantown (5.0%). In this profile, the labor shed associated with the district is composed of Shelby County.

In this profile, the labor shed associated with the Collierville School District is defined as Shelby County. This county lies in the Tennessee Local Workforce Region 13, and employment and wage data and occupational projections from the *Tennessee Labor and Workforce Department* will be used to estimate occupation-driven demand.

Thirty postsecondary institutions offer degrees and certificates in the region. The largest include the University of Memphis, Southwest Tennessee Community College, The University of Tennessee-Health Science Center, Concorde Career College-Memphis and Christian Brothers University.

The Key Findings

The People

- It is notable that the population of Shelby County is aging. The youngest age bands have declined in recent years, while the number of those 65 years and older have increased dramatically.
- A little more than half of the population in the region has either a high school diploma and no college experience or some college experience and no degree.
- The percentage who hold a bachelor's degree or higher (28.9%) is slightly lower than the national average of 30.9%.

The Employers

The largest industries in the region are

1. Health Care and Social Assistance
2. Government and Government Enterprises
3. Transportation and Warehousing
4. Administrative and Waste Management Services
5. Retail Trade
6. Accommodation and Food Service
7. Manufacturing
8. Wholesale Trade
9. Professional, Scientific and Technical Services
10. Construction

One of the unique characteristics of this region is the concentration of the *Transportation and Warehousing* industry, which employs the region's workers at a rate more than three times the national average. In particular, the *Couriers and Express Delivery Services* (12 times the average) and General Freight Trucking industries (4 times the average) make up an outsized portion of the region's workforce.

Certain types of manufacturing are also of particular importance to the region. Surgical Appliance and Supplies Manufacturing employs more than 6,000 people in Shelby County (a rate more than 17 times the national average) and AC/Air Heating and Refrigeration Equipment Manufacturing is concentrated in Shelby County at almost six times the average.

According to the Tennessee Department of Labor and Workforce Development, there are more than 20 organizations in the region who employ more than 1,000 workers.

- Carrier Corp
- International Paper
- Medtronic
- Sherwin Williams
- Nike NA
- YRC Freight
- Swift Transportation
- Sooner Property Management
- FedEx
- Central Defense Security
- TruGreen
- University of Tennessee
- University of Memphis
- Methodist Le Bonheur
- Methodist University Hospital
- St Jude Children's Hospital
- Baptist Memorial Hospital
- Memphis VA Medical Center
- Methodist North Hospital
- Shelby County Sheriff's Office

The Jobs

The occupation families with the largest projected growth include:

1. Health Care Practitioners and Technical Occupations (4,769 new jobs)
2. Education, Training and Library Occupations (4,754 new jobs)
3. Transportation and Material Moving (4,181)
4. Management (4,145)
5. Personal Care and Service (3,179)
6. Food Preparation and Serving (3,043)
7. Business and Financial Operations (2,688)
8. Health Care Support (1,858)

This report sought to identify “quality careers,” which are projected to grow significantly in coming years in this region and which typically pay higher-than-average wages.

Several of these Quality Careers were from the Health Care Practitioners cluster, including Registered Nurses (\$65,717 annual wages, 1,845 new jobs), Clinical Laboratory Technologists/Technicians (\$54,156, 134 new jobs) and Licensed Practical and Licensed Vocational Nurses (\$38,891, 210).

The Observations

This report identifies five segments of the regional economy which can serve as a starting point for conversations about the region’s economic priorities.

Health Care

Nine of the region’s largest-growth occupations are from the Health Care Practitioners and Technical Occupations family or the Health Care Support Occupations family. Health Care businesses employ more than 12,000 people, and many of these jobs pay higher-than-average wages. Five different pathways provide a spectrum of career opportunities:

- Therapeutic Services
- Health Informatics
- Diagnostic Services
- Biotechnology Research and Development
- Support Services

Business Management

A number of business and financial careers were profiled in this report, including Financial Managers, Construction Managers and Medical, Marketing Research Analysts, Human Resources Specialists and Health Services Managers. These careers are crucial to many of the region’s most critical industries. Professional, Scientific and Technical Services, Hospitals and Construction.

21st Century Transportation

Many of the region's largest industries rely on an adequate transportation industry, including education, manufacturing and construction. Truck Drivers are in high demand throughout the region, and the evolution of technologies in this field mean that education and training will continue to be a primary component of readiness.

Skilled Construction Trades

The skilled construction trades offer some of the region's most in-demand careers, with great earning potential and the prospect of a high-quality career pathway without the burden of large student debt loads. Many of these careers make use of cutting-edge technology and offer work environments and working conditions other than the interior office environments and formal processes of many other fields.

Education

Several of the region's largest-growth occupations are from the Education, Training and Library Occupations family. These careers are a priority for the region in two primary ways: the careers offer stable employment with livable wages for the individuals who pursue them, and they are also in and of themselves, critical components of the region's capacity to develop adequate labor supplies for high-priority industries and to attract quality employers to the region.

Other areas that were considered for this recommendation, but ultimately not included were:

- Computer Occupations
- Advanced Manufacturing

The People

Population

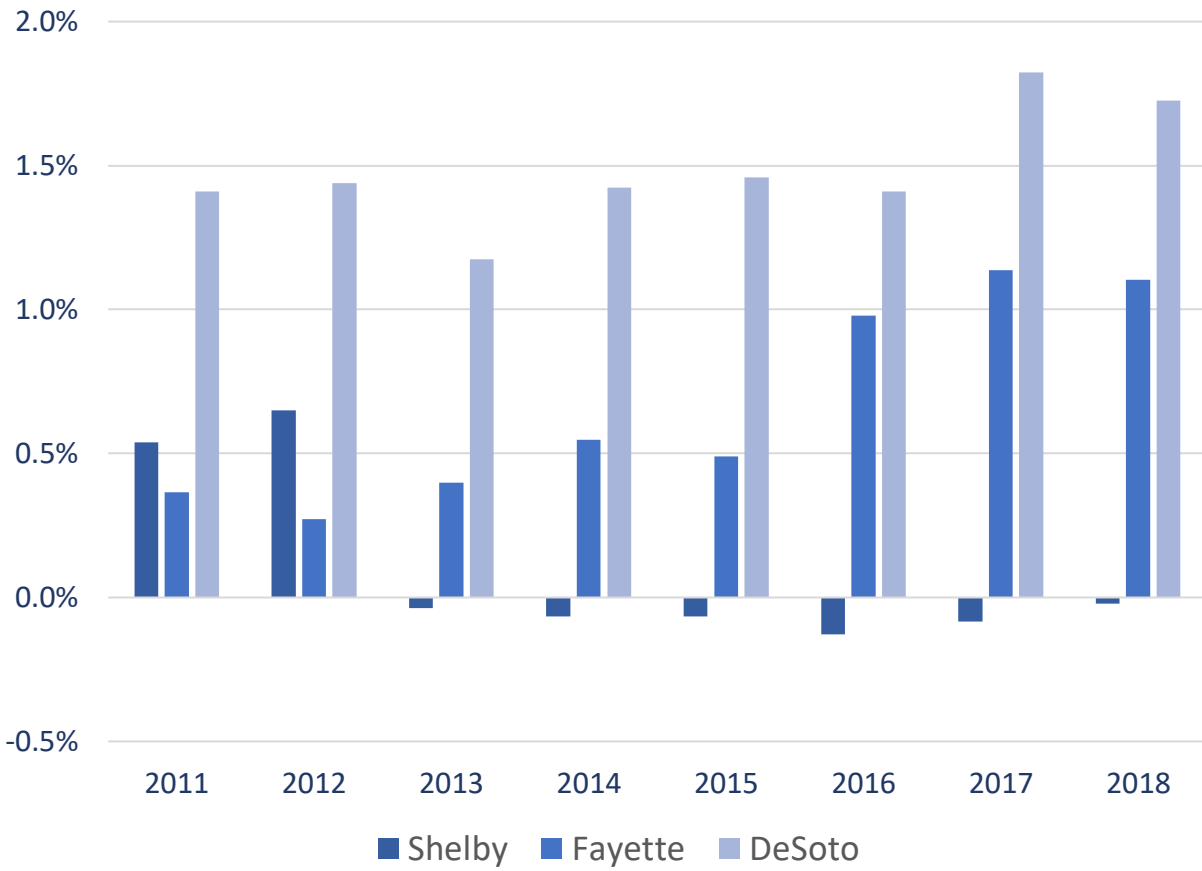
The Collierville School District is situated in Shelby County. It is bordered on the south by Mississippi and on the east by Fayette County. More than half (57%) of workers in the region who report commuting to work travel west to Memphis. Another 17% work in Collierville and 5% in Germantown. In this profile, the labor shed associated with the Collierville School District is defined as Shelby County. This county lies in the Tennessee Local Workforce Region 13, and employment projections from the Tennessee Labor and Workforce Department will be used to estimate occupation-driven demand.

Trends in the region's population will have an obvious effect on that enrollment and warrants regular analysis. The Collierville region has seen uneven population trends over recent years, with Shelby County experiencing small declines and the smaller Fayette and DeSoto Counties seeing significant gains. Overall, the region (the three counties combined) has seen growth of 2.6% since 2010, including a 12.5% increase in DeSoto County.

Table 1: Population by County, 2010-2018:

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Shelby	928,448	933,457	939,533	939,189	938,576	937,953	936,759	935,973	935,764
Fayette	38,428	38,568	38,673	38,827	39,040	39,231	39,615	40,065	40,507
DeSoto	161,781	164,061	166,421	168,375	170,773	173,265	175,709	178,914	182,001

Population by Annual Percentage Change, by County

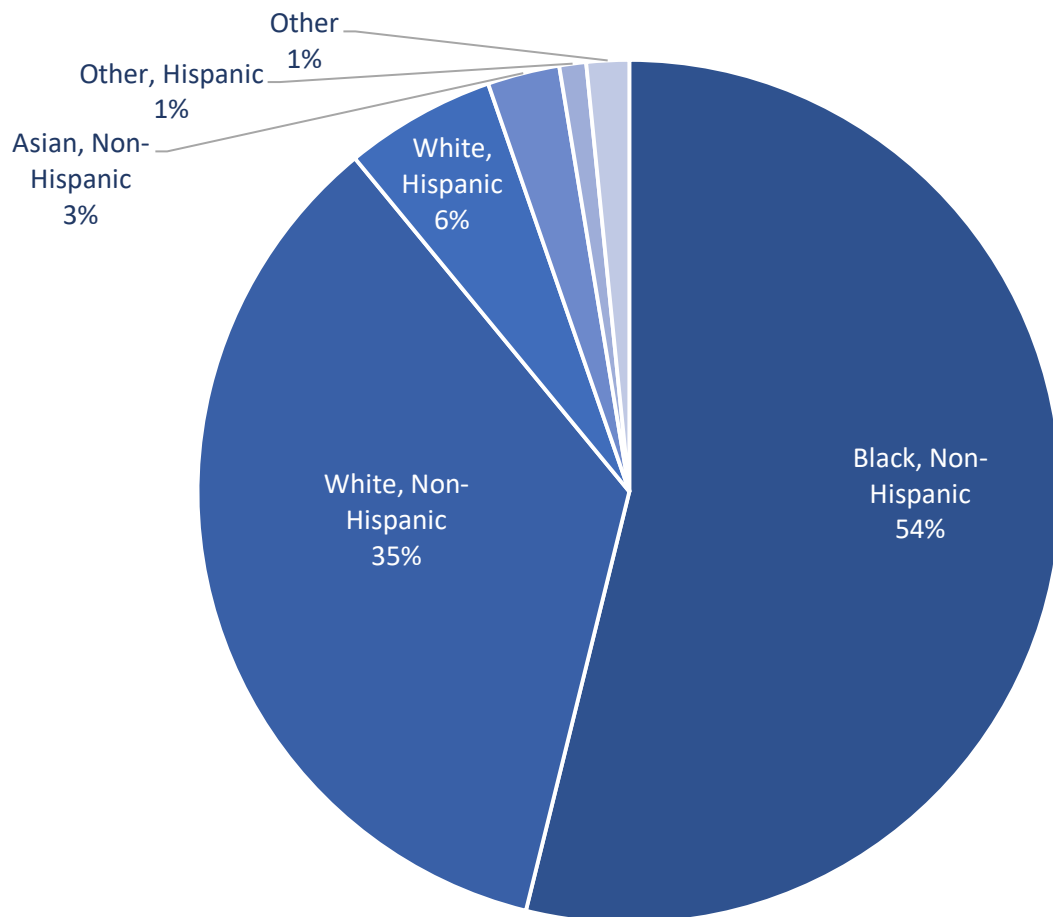


Demographics-Race and Ethnicity

Table 2: Region E Population, by Race and Ethnicity, Shelby County:

Race/Ethnicity	2010 Population	2018 Population	Change	% Change	2018 % of Total
Black, Non-Hispanic	483,391	503,772	20,381	4.2%	53.9%
White, Non-Hispanic	359,300	329,140	(30,160)	-8.4%	35.2%
White, Hispanic	43,974	52,953	8,979	20.4%	5.7%
Asian, Non-Hispanic	21,622	25,290	3,668	17.0%	2.7%
Other, Hispanic	8,014	9,382	1,368	17.1%	1.0%
Other	12,174	14,938	2,764	22.7%	1.6%

United States Census Bureau, Annual Population Estimates



Demographics-Age

It is notable that the population of Shelby County is aging. The youngest age bands have declined in recent years, while the number of those 65 years and older have increased dramatically.

Table 3: Region E Population, by Age, Shelby County:

Age Cohort	2010 Population	2018 Population	Change	% Change	2018 % of Cohort
Under 10	131,679	130,958	(721)	-0.5%	14.0%
10-19	140,488	125,000	(15,488)	-11.0%	13.4%
20-29	133,721	135,655	1,934	1.4%	14.50%
30-39	125,205	127,330	2,125	1.7%	13.6%
40-49	128,592	113,496	(15,096)	-11.7%	12.1%
50-64	173,089	172,289	(800)	-0.5%	18.4%
65+	95,701	130,747	35,046	36.6%	14.0%

United States Census Bureau, Annual Population Estimates

Demographics-Educational Attainment

Table 4: Shelby County Population by Educational Attainment:

Education Level	Population
Less than 9 th Grade	4.5%
9 th Grade to 12 th Grade	9.1%
High School Diploma	27.7%
Some College	23.9%
Associate's Degree	5.9%
Bachelor's Degree	18.3%
Graduate Degree or Higher	10.6%

United States Census Bureau, American Community Survey

A little more than half of the population in the region has either a high school diploma and no college experience or some college experience and no degree.

The percentage who hold a bachelor's degree or higher (28.9%) is slightly lower than the national average of 30.9%.

The Employers

To gain perspective on the businesses who employ workers in Shelby County, we look at data from the Tennessee Department of Labor and Workforce Development, in particular the *Quarterly Census of Employment and Wages*. Data from that instrument are organized according to the *North American Industry Classification System (NAICS)*, in which businesses are categorized by their primary lines of business into general industry sectors, then subdivided into more granular industry definitions. For this report, we look first at the general industry sectors, then at the detailed industries they include.

An Employment Location Quotient is an indexed value that illustrates the concentration of an industry in a particular location. An LQ of 1.0 indicates that employment in the target industry is exactly equal to the national average. An LQ of 2.0 indicates that industry employment is double the national rate.

Employment, Top Industry Sectors, Shelby County

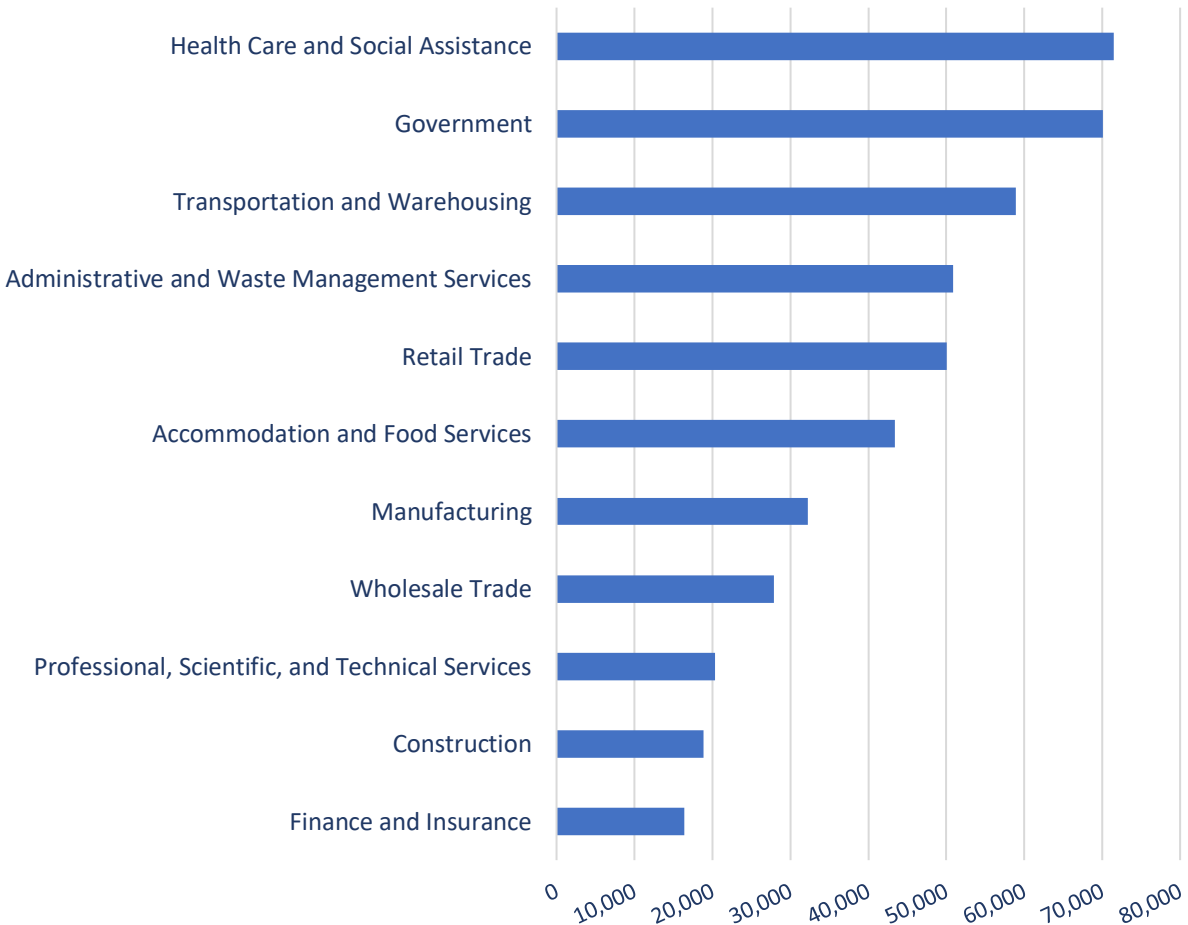


Table 5: Components of Top Industry Sectors, Region E:

Sector/Top Detailed Industries	2019 Jobs	Average Wages	Location Quotient
Health Care and Social Assistance			
General Medical and Surgical Hospitals	25,983	\$62,899	1.61
Offices of Physicians	11,351	\$95,113	1.29
Services for the Elderly and Persons with Disabilities	4,158	\$19,975	0.63
Nursing Care Facilities	4,081	\$34,348	0.75
Home Health Care Services	3,390	\$34,347	0.67
Child Day Care Services	2,882	\$23,057	0.90
Offices of Dentists	2,255	\$47,747	0.69
Residential Mental Health and Substance Abuse Facilities	2,117	\$30,510	2.66
Psychiatric and Substance Abuse Hospitals	1,498	\$41,620	3.49
Continuing Care Retirement Communities	1,294	\$25,514	0.76
Medical Laboratories	1,285	\$57,452	1.87
Assisted Living Facilities for the Elderly	982	\$24,912	0.64
Residential Intellectual and Developmental Disability Facilities	963	\$27,612	0.70
Government			
Elementary and Secondary Schools (Local Government)	19,840	\$42,718	0.81
Colleges, Universities, Professional Schools (State Government)	12,250	\$44,979	1.35
Federal Government, Civilian, Excluding Postal Service	10,981	\$79,317	1.41
Federal Government, Military	3,292	\$34,456	0.51
US Postal Service	2,538	\$68,545	1.23
State Government, Excluding Education and Hospitals	2,487	\$48,058	0.32

Sector/Top Detailed Industries	2019 Jobs	Average Earnings	Location Quotient
Transportation and Warehousing			
Couriers and Express Delivery Services	28,283	\$92,366	12.41
General Warehousing and Storage	7,558	\$42,698	2.11
General Freight Trucking, Long-Distance, Truckload	5,876	\$52,997	3.33
General Freight Trucking, Long-Distance, Less Than Truckload	3,911	\$64,795	4.36
Freight Transportation Arrangement	2,996	\$62,884	3.77
Other Warehousing and Storage	1,420	\$45,822	8.48
General Freight Trucking, Local	1,121	\$54,087	1.25
Administrative and Waste Services			
Temporary Help Services	21,368	\$22,586	2.13
Security Guards and Patrol Services	6,705	\$22,898	2.68
Janitorial Services	4,774	\$20,851	1.29
Landscaping Services	1,989	\$39,356	0.74
Telemarketing Bureaus and Other Contact Centers	1,862	\$29,652	1.17
Office Administrative Services	1,102	\$96,518	0.62
Manufacturing			
Surgical Appliance and Supplies	6,077	\$103,499	17.29
AC / Air Heating Equipment & Refrigeration Equipment	1,800	\$53,537	5.92
Commercial Printing	1,448	\$53,978	1.37
Other Engine Equipment Manufacturing	1,149	\$97,154	6.95
Soft Drink Manufacturing	909	\$52,233	3.41
Major Household Appliance Manufacturing	778	\$53,837	4.46
Soybean and Other Oilseed Processing	527	\$84,016	17.77
Commercial, Industrial, Institutional Electric Lighting Fixtures	524	\$71,104	6.86

Economic Modelling Specialists International

Detailed Industries

It is also instructive to look at the top detailed industries in Shelby County. In our quest to prioritize industries and occupations, one of the most valuable pieces of intelligence we can utilize is industry employment data.

Table 6: Employment by Industry, Shelby County, 2019:

Sandoval	2019 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Restaurants and Other Eating Places	34,924	\$18,048	0.95	18.5%
Couriers and Express Delivery Services	28,283	\$92,366	12.41	49.3%
General Medical and Surgical Hospitals	25,983	\$62,899	1.61	46.1%
Temporary Help Services	21,368	\$22,586	2.13	29.2%
Education (Local Government)	19,885	\$42,786	0.74	52.9%
Local Government, Excluding Education and Hospitals	18,474	\$58,985	0.95	52.9%
Education (State Government)	12,359	\$44,879	1.32	47.5%
Offices of Physicians	11,492	\$94,537	1.28	46.1%
Federal Government, Civilian, Excluding Postal Service	10,981	\$79,317	1.41	48.9%
General Freight Trucking, Long-Distance	9,787	\$57,711	3.68	57.4%

Economic Modelling Specialists International

The Jobs

Another instrument of the Tennessee Department of Labor and Workforce Development that provides valuable perspective on career opportunities in this region is the *Occupational Employment Statistics* Series. Employment and wages are estimated for more than 750 occupation categories, and to evaluate growth in demand for particular occupations, we return the occupations with the largest growth since 2010.

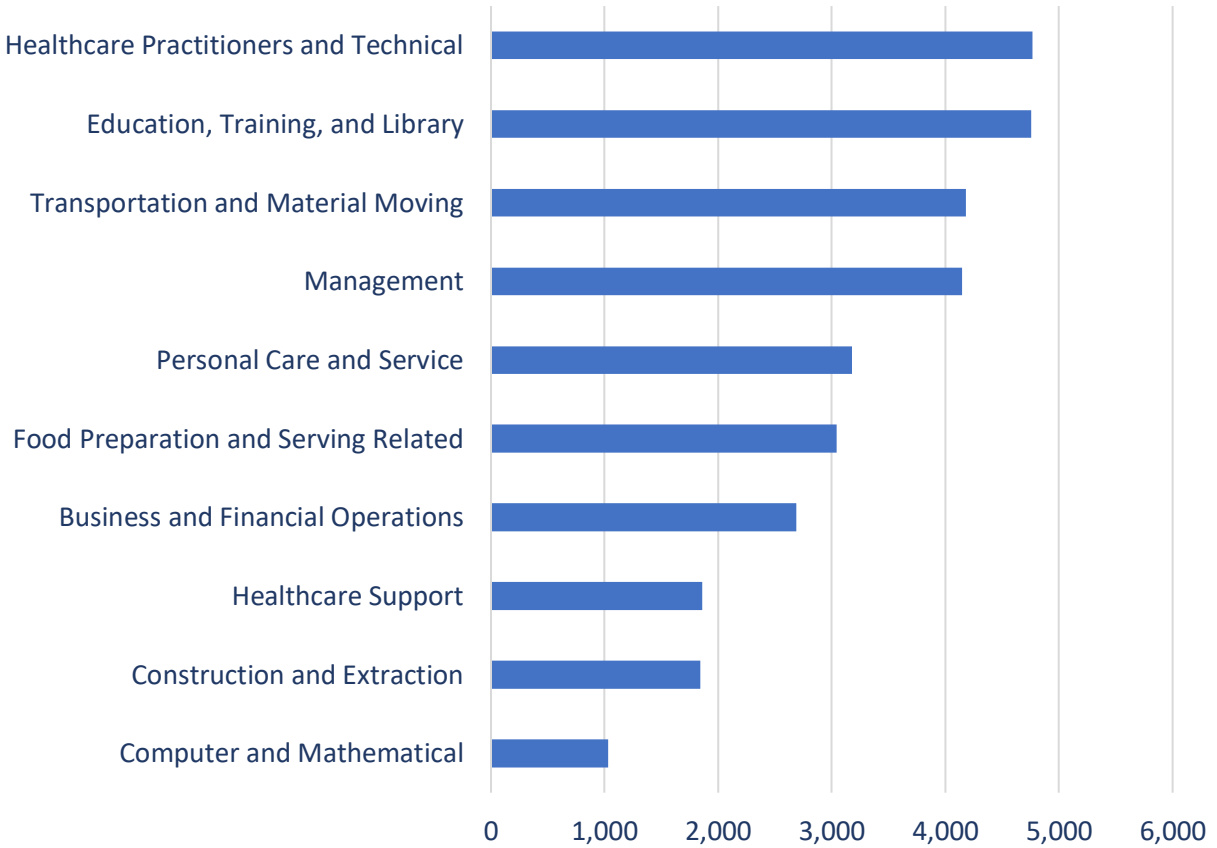
Table 9: Occupation Employment, Shelby County, 2010-2019:

Description	2010 Jobs	2019 Jobs	2010 - 2019 Change	2010 - 2019 % Change	Annual Openings	Median Annual Earnings
Laborers & Freight, Stock, Material Movers	22,133	34,529	12,396	56%	5,275	\$28,495
Personal Care Aides	2,076	4,667	2,591	125%	760	\$20,260
Combined Food Prep/Serving, Fast Food	6,734	8,977	2,243	33%	1,610	\$18,486
Customer Service Representatives	7,749	9,770	2,021	26%	1,399	\$33,720
General and Operations Managers	5,699	7,464	1,765	31%	777	\$92,468
Heavy and Tractor-Trailer Truck Drivers	11,671	13,346	1,675	14%	1,650	\$43,958
Registered Nurses	10,443	11,701	1,258	12%	778	\$65,717
Secretaries and Administrative Assistants	7,274	8,441	1,167	16%	1,122	\$35,596
Human Resources Specialists	1,600	2,574	974	61%	319	\$51,933
Stock Clerks and Order Fillers	8,514	9,313	799	9%	1,276	\$22,952
Cooks, Restaurant	2,777	3,537	760	27%	529	\$24,042
Postsecondary Teachers	3,031	3,761	730	24%	365	\$72,325
Insurance Sales Agents	1,385	2,090	705	51%	267	\$56,180
Industrial Truck and Tractor Operators	3,740	4,426	686	18%	520	\$32,287
Residential Advisors	821	1,494	673	82%	310	\$20,744
Marketing Research Analyst/Specialist	619	1,286	667	108%	173	\$58,198
Medical Assistants	2,431	3,062	631	26%	366	\$31,526
Security Guards	7,995	8,605	610	8%	1,199	\$22,732
Supervisors-Transportation/Material Moving	3,631	4,154	523	14%	512	\$52,074
Nurse Practitioners	640	1,155	515	80%	101	\$107,876
Computer User Support Specialists	1,320	1,831	511	39%	190	\$46,272
Financial Managers	1,770	2,273	503	28%	204	\$104,914
Medical and Health Services Managers	1,484	1,965	481	32%	187	\$94,485
Office Clerks, General	11,935	12,394	459	4%	1,567	\$33,636

Pathways vs Careers

Occupations are organized into “families,” and here we aggregate the projected growth in the individual occupations to estimate the

**Occupation Families, by Projected Employment Change, 2016-2026,
Shelby County**



Many factors go into an evaluation of a career’s potential, including demand and earning potential. The Tennessee Department of Labor and Workforce Development also projects changes in total employment for every occupation by 2026. The occupations that are projected to experience the largest growth and that pay wages above the region’s average are categorized here as high-quality careers.

Table 10: Projected Change, Occupations, 2016-2026, Shelby County:

High Quality Career	2016 Jobs	2026 Jobs	New Jobs	% Change	Annual Openings	Average Earnings
Health Care Practitioners and Technical Occupations						
Registered Nurses	11,333	13,178	1,845	16%	828	\$65,717
Clinical Laboratory Technologist/Technician	3,388	3,522	134	4%	262	\$54,156
Licensed Practical/Vocational Nurse	3,248	3,458	210	6%	278	\$38,891
Nurse Practitioners	930	1,363	433	47%	106	\$107,876
Pharmacists	1,377	1,303	(74)	(5%)	61	\$125,292
Medical Records and Information Technician	948	1,056	108	11%	75	\$40,792
Emergency Medical Technicians/Paramedics	717	1,018	301	42%	90	\$33,834
Respiratory Therapists	617	755	138	22%	50	\$51,744
Education, Training and Library Occupations						
Elementary School Teachers	4,068	4,842	774	19%	422	\$51,116
Postsecondary Teachers	3,476	4,287	811	23%	404	\$72,325
Secondary School Teachers	3,112	3,824	712	23%	329	\$55,426
Middle School Teachers	1,916	2,199	283	15%	186	\$50,583
Special Education Teachers	1,087	1,251	164	15%	106	\$51,631
Transportation and Material Moving Occupations						
Heavy and Tractor-Trailer Truck Drivers	12,719	13,299	580	5%	1,581	\$43,958
Supervisors-Transportation/Material Moving	3,926	4,156	230	6%	474	\$52,074

Management Occupations						
General and Operations Managers	7,140	7,784	644	9%	719	\$92,468
Financial Managers	1,953	2,575	622	32%	241	\$104,914
Medical and Health Services Managers	1,764	2,188	424	24%	201	\$94,485
Food Service Managers	1,344	1,576	232	17%	196	\$42,951
Sales Managers	1,187	1,242	55	5%	114	\$108,810
Property, Real Estate, Association Managers	1,026	1,180	154	15%	104	\$44,038
Administrative Services Managers	1,000	1,126	126	13%	102	\$88,342
Education Admin-Elementary/Secondary	886	1,126	240	27%	108	\$91,492
Business and Financial Operations Occupations						
Accountants and Auditors	2,865	3,031	166	6%	295	\$66,434
Human Resources Specialists	2,315	2,647	332	14%	293	\$51,933
Management Analysts	1,431	1,545	114	8%	153	\$80,244
Marketing Research Analysts and Specialists	1,177	1,516	339	29%	171	\$58,198
Claims Adjusters, Examiners, Investigators	1,177	1,403	226	19%	144	\$72,124

The Talent Development Ecosystem

Assets

Postsecondary institutions in the Collierville region offer a broad spectrum of awards and program types. The institutions that saw the largest numbers of awards in the most recent academic year ranged from the University of Memphis with more than 4,000 degrees awarded to the Massage Institute of Memphis which awarded 8 certificates. Those that issued more than 500 awards last year are detailed in the table below:

Table X: Postsecondary Institutions, Shelby County, 2018 Awards, 500+

Institution	Total Awards	Certificates	Degrees
University of Memphis	4,597	158	4,439
Southwest Tennessee Community College	1,328	362	966
The University of Tennessee-Health Science Center	939	5	934
Concorde Career College-Memphis	846	658	188
Christian Brothers University	615	N/A	615
Tennessee College of Applied Technology-Memphis	536	536	N/A
Rhodes College	521	N/A	521

Awards

In 2018, the most recent academic year for which data are available, 11,813 degrees and certificates were awarded by these institutions, including 1,328 that were awarded by Southwest Tennessee Community College. A large majority of the total awards (9,093) were degrees, while 2,720 were non-degree certificates.

Workforce Equilibrium

Finally, we use a crosswalk from the United States Department of Education to estimate the balance between the region’s emerging supply of qualified talent and projected demand for workers with relevant skills. The difference between awards in a program and the aggregated number of openings in related occupations is quantified here as a “Workforce Equilibrium Value.”

Ideally, the numbers representing emerging supply will be roughly equal to projected demand. Where an imbalance exists, there may be an opportunity to expand program offerings or to encourage students and jobseekers to consider careers in these fields. The educational system thus becomes a valuable factor in not only the success of individual students, but also in the economic success of the region.

Table 11: Program Awards and Openings in Related Occupations, Shelby County:

Description	2018 Awards	Openings-Related Occupations	2019 Jobs	Equilibrium Value
Registered Nursing, Nursing Administration & Research	923	1,525	20,246	(602)
Liberal Arts and Sciences, General Studies and Humanities	889	365	3,761	524
Allied Health and Medical Assisting Services	672	1,302	12,439	(630)
Business Administration, Management and Operations	647	4,641	43,130	(3,994)
Cosmetology and Related Personal Grooming Services	446	183	1,339	263
Multi/Interdisciplinary Studies, Other	316	0	0	316
Health and Physical Education/Fitness	305	829	6,597	(524)
Allied Health Diagnostic/Intervention/Treatment Professions	279	378	4,595	(99)
Vehicle Maintenance and Repair Technologies	266	864	7,419	(598)
Accounting and Related Services	255	1,782	15,752	(1,527)
Psychology, General	253	54	658	199
Criminal Justice and Corrections	244	3,028	27,331	(2,784)
Dental Support Services and Allied Professions	226	176	1,847	50
Health and Medical Administrative Services	200	2,791	24,910	(2,591)
Biology, General	185	32	293	153
Communication Disorders Sciences and Services	166	30	420	136
Pharmacy, Pharmaceutical Sciences, and Administration	162	277	3,333	(115)
Medicine	156	135	2,696	21
Business/Commerce, General	141	1,781	17,665	(1,640)
Social Work	137	190	1,706	(53)
HVAC and Refrigeration Maintenance Technology/Technician	134	169	1,465	(35)
Optometry	131	11	161	120
English Language and Literature, General	130	365	3,761	(235)
Hospitality Administration/Management	119	1,527	13,253	(1,408)

For more information, contact Trevor Stokes at tstokes@careersthatwork.net

NS4ED

200 E Broadway
Maryville, TN

NS4ed.com

Joseph Goins, President

