

EMPOWER MISSISSIPPI



WHY AREN'T MORE MISSISSIPPIANS WORKING?

An Interim Report on Labor Force Participation in Mississippi

AUGUST 2024



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EXECUTIVE SUMMARY

Why aren't more Mississippians working? Answering that question requires knowledge and understanding of our state's current labor force and related issues. This report provides a compilation of information from various data sources to help policymakers and others as they explore solutions to Mississippi's labor issues.

We at Empower Mississippi approached this study with no preconceived notions about what the data would show or what solutions should be proposed. In fact, this report has no recommendations, only the information we have found thus far. A later report will have recommendations and further data.

However, we do approach this project with a fundamental belief that work is good for everyone and essential to the human experience. Work provides dignity and purpose, and we want everyone to experience the good that comes from using one's God-

given gifts to provide for themselves and their families. Obviously, there are those who cannot work because of disability or other hardships, but as a norm, people flourish when they earn their own success.

Conflicting Realities?

Mississippi's economy has seen strong growth in recent years, with economic records broken and announced with some regularity. State leaders have supported pro-growth economic policies that are producing tangible results.

- ▶ Mississippi is experiencing its lowest-ever unemployment rates.
- ▶ Earlier this year, Gov. Tate Reeves highlighted \$15 billion in new private capital investments announced in Mississippi, including the state's single largest economic development project (approximately \$10 billion) and the single largest payroll investment and commitment (approximately \$130 million in annual wages paid to Mississippians).
- ▶ Lt. Governor Delbert Hosemann recently noted Mississippi has paid off some \$1.2 billion in debt and has a strong balance in the state's so-called "rainy day fund" (about \$700 million).

Despite historic economic development successes and record-low unemployment rates, the number of people working and/or looking for employment in Mississippi consistently lags the region and nation. Termed the "labor force participation rate" by the federal government, Mississippi's average monthly rate of 53.9 percent places the state at the bottom of U.S.

rankings. Mississippi's economy is growing, but this trend must change for the state to reach its full economic potential.

More Mississippi workers means increased economic activity and government revenue, creating an environment in which lawmakers can lower tax rates without sacrificing public services. Data shows that dwindling labor force participation tends to create increased government dependency, higher tax rates, and reduced gross domestic product (GDP).

Tackling this complex challenge will require a deep understanding of labor market data and trends. This report is the first of at least two reports from Empower Mississippi to help provide relevant data and perspective to policymakers, business leaders, and others who are integral to solving this challenge.

As a nonprofit organization working to help all Mississippians flourish, we are dedicated to creating opportunity in every area of life - from education to economics. To that end, we resolved to analyze a single, but not simple, question: "Why aren't more Mississippians working?"

In pursuit of this answer, Empower Mississippi commissioned the National Strategic Planning & Analysis Research Center at Mississippi State University (NSPARC) to provide critical data and insights into the state's labor market challenges through a baseline study. After all, it's often been said that "what gets





measured, gets done.” This study covers a 2010 to 2023 timeframe (thus capturing the aftermath of the Great Recession and the COVID-19 pandemic) and looks at factors that impact labor force participation, such as age, education level, race, and gender. Other information in the report includes workforce turnover rates, comparisons of high and low-performing counties, information on job postings, and percentages of unbanked residents.

Selected Findings

- ▶ **Education:** Mississippians with postsecondary (meaning after high school) education participate in the workforce more than those without such education. The highest average monthly rates were seen by those with an associate’s degree (68.3%) followed by those with a bachelor’s degree (66.7%).
- ▶ **Race:** Labor force participation rates were similar for Black (non-Hispanic) and White (non-Hispanic) populations (54% and 53%), while Hispanic and individuals of other racial categories had higher-than-average rates (61.8% and 61.7%)
- ▶ **Gender:** Males generally participated at higher rates than females (59.8% compared to 48.5%) but experienced similar levels of decline from 2010-2023.
- ▶ **Age:** Those aged 25-64 are most likely to work and/or seek employment. Mississippians aged 65 and older are least likely to be working or looking for work, and those aged 16-24 saw the greatest decline in workforce participation (-5.9%) over the 13-year time span of this study.

Because numbers alone may not provide the context necessary to solve this economic equation, Empower employed both a quantitative and qualitative approach. Empower hosted stakeholder interviews with elected officials, economic developers, public policy professionals, nonprofit organizations, university professors, state agencies, and trade associations to better understand local perspectives surrounding labor force participation. These interviews were designed to collect broad themes of interest to both provide context and guide future labor force research.

In general, stakeholder feedback suggests the need for further study on most issues in this report, including gender and racial gaps, further veteran analysis, public sector employment, wage analysis, benchmarking data against southeastern U.S. states, and looking closely at regulatory burdens. There is also an underlying concern about the strength of the data collected and reported by the U.S. Bureau of Labor Statistics, which is the primary source for labor force data nationwide.

Empower Mississippi presents this interim report as a resource to policymakers and to identify opportunities to empower citizens through the dignity of work. We welcome feedback on this report and recommendations for further study. Those can be submitted via email to research@empowerms.org.

HISTORICAL CONTEXT

While Mississippi has experienced economic success in recent years, including historically low unemployment rates, record levels of capital investment, and wide job availability, the state's economy continues to face systemic challenges, including a declining labor force participation rate.

In 2024, Mississippi leaders announced the largest economic development project in state history – a \$10 billion investment bringing 1,000 high-paying tech jobs to the Jackson metropolitan area. Only days before that, the largest payroll commitment in state history was announced through a \$1.9 billion investment, bringing 2,000 jobs. These and other projects come on the heels of policies enacted to promote growth and private sector job creation, resulting in \$15 billion in capital investment – a state record.



Additionally, the state's fiscal position continues to be strong, with the state paying off more than \$1.2 billion in debt in recent years and having a strong balance of \$700 million in the state's so-called "rainy day fund."

Yet Mississippi lags in labor force participation.

In laymen's terms, the labor force participation rate (LFPR) is the percentage of people who are old enough to work and are either working or trying to find a job.

That definition lacks some precision, but it's close enough for normal conversation. A more precise definition is provided below.

Mississippi's LFPR has been among the nation's lowest for many years, never rising above 43rd among all states since the U.S. Bureau of Labor Statistics (BLS) began collecting this monthly and annual data in 1976. At the beginning of the 2010s, the state's LFPR reached a monthly average of 60.1% before experiencing a significant



decline over the next three years, falling to 54.1%. Years 2015 through 2019 saw rates ranging from 55.6% to 56.1%, followed by a decline in 2020 coinciding with the COVID-19 pandemic and state lockdown. It has not recovered since then.

State Economist Dr. Corey Miller observed that the state ranked forty-ninth from 2013 through 2022, beating only West Virginia. In 2023, Mississippi's LFPR reached 53.9%, placing the state at the bottom of U.S. rankings.

How can Mississippi be experiencing the lowest unemployment rate in our history, and yet have the lowest labor force participation rate in the country? It's all in the definitions. Both statistics start with a calculation of the "labor force."

- ▶ Labor force = Number of people employed + number of people actively looking for work but not currently employed
- ▶ Unemployment rate = Percentage of the labor force who are actively looking for work but are not currently employed. The unemployment rate does not reflect the portion of the population that is not looking for work.
- ▶ Labor force participation rate = Labor force divided by the total working-age population of the state. The federal government defines working-age population as aged 16 and older, with a few exceptions, such as those who are in the military or in institutions such as prisons or nursing homes.

Often, people are not in the labor force because they are full-time students or retirees. Sometimes, family responsibilities keep people out of the workforce, such as a stay-at-home parent who is working to raise children or a person who is taking care of an elderly family member. While we believe those who are doing so are indeed working and providing a valuable service, they are not officially considered part of labor force statistics.

The BLS collects employment data through a monthly survey of a sample of U.S. residents (the same survey data used to compute unemployment rates). BLS notes that changes in the LFPR are primarily affected by "longer-term structural changes" like educational attainment, employer-provided pensions, changes in the age composition of the population, and/or Social Security benefits. Changes in the LFPR also happen as individuals stop or start looking for work, or individuals "come off the sidelines" to seek employment. In fact, a temporary increase in the unemployment rate can occur simultaneously with an increase in the LFPR, as more people are encouraged by a growing economy to re-enter the labor force but have not yet obtained a job and would thus be counted as "unemployed."

WHY IT MATTERS

The labor force participation rate is important because it signifies the relative amount of labor available for the production of goods and services and can indicate labor market health. A decline in labor force participation levels can negatively impact the economy, as a falling participation rate means more people are unwilling or unable to work.

The Federal Reserve Bank of Philadelphia produced a 2017 report on labor force participation in which they found the “effects of nonparticipation on society are potentially severe: slower economic growth and a rising dependency....” Fewer workers generating income results in stagnant or decreasing tax revenues, while social safety net programs experience upward pressure due to the growing portion of the population out of the labor force. Relatedly, the report says higher tax rates are typically seen in economies with lower participation levels “because the government has a narrower tax base from which to draw revenue.” Lt. Governor Delbert Hosemann recently explained this

connection between economic freedom and working people, calling the state’s labor force participation rate “the drag on our economy.”

In testimony to a Senate committee earlier this year, State Economist Dr. Corey Miller cited the nonpartisan Congressional Budget Office’s report that also found lower labor force participation rates are associated with lower gross domestic product (GDP) and lower tax revenues, “as well as ‘larger federal outlays, because people who are not in the labor force are more likely to enroll in certain federal benefit programs.’” The CBO report suggested higher participation rates result in more tax revenues, as the number of people paying income and payroll taxes rises.

Dr. Miller estimates that if Mississippi’s labor force participation rate had mirrored the national rate in 2022, the state’s inflation-adjusted GDP would have been 10% larger, and the state’s labor force size would have been more than 13% larger.





RECENT STEPS TOWARD TACKLING THE CHALLENGE

Mississippi policymakers have already taken meaningful steps in attempting to tackle the state's low labor force participation rate. In 2021, the state created the Office of Workforce Development (branded as AccelerateMS) to oversee workforce development policy within a single agency. Prior to this effort, the state was spending approximately \$350 million annually on workforce development and job training programs across dozens of agencies without an easy way to track outcomes.

AccelerateMS is working to increase labor participation by focusing on programs that generate high-quality skills, shifting skills training toward occupation-based careers (instead of activities like safety training), and ensuring high-quality training is available across Mississippi. This includes new short-term training programs directly attached to critical employer demand in occupations like plumbers, electricians, industrial maintenance, heavy equipment operators, water and wastewater operators, etc.

One program designed to help achieve these goals is the state's career coaching program. This statewide initiative resulted in 185 coaches placed in 79% of public school districts across the state for the 2023-24 school year, with more to be placed in the 2024-25 school year. These coaches serve as a critical link among educators, students, and employers. To date, these coaches have had more than 4,389 interactions with students to identify aptitudes and clarify majors, 4,108 parent conversations, nearly 3,000 college applications, 1,741 job applications, and 1,057 field trips.

Creating an environment where job creators can thrive is important to growing the state's economy, and Mississippi leaders have made intentional steps to foster growth. These steps include significant and historic tax cuts that reduce fiscal pressures on individuals and businesses, investments in site development and economic

development, and policies that alleviate regulatory burdens.

Improving educational attainment has been a top priority of policymakers in recent years, with the state seeing tremendous gains in reading. In fact, Mississippi's progress from second-worst state in 2013 for fourth-grade reading to 21st in 2022 has been dubbed

as the "Mississippi Miracle," with students showing rapid progress following passage of evidence-based literacy laws.

These are only a few examples of recent efforts to address Mississippi's labor issues. However, more research is needed to determine which of these and other attempts produce needed results.





THE RESEARCH PROCESS

To better understand the landscape of the Mississippi labor force, Empower commissioned a research study from NSPARC, the National Strategic Planning & Analysis Research Center at Mississippi State University, which was established to help policymakers solve key economic, workforce, and educational challenges. The research scope included:

- ▶ An analysis of statewide labor force participation rate trends, including the impact of age, educational attainment, race, and sex on labor force participation, and an examination of reasons for not participating in the labor force;
- ▶ Information on workforce turnover rates for Mississippi industries and a comparison of these rates with trends for the state's LFPR;
- ▶ A list of the 25 counties in Mississippi and contiguous states with the lowest LFPR and the 25 counties with the highest, and the corresponding demographics (i.e., racial composition, female-headed households, child poverty) of these counties;

- ▶ Information on job postings in Mississippi broken down by educational attainment and geographic location (i.e., Local Workforce Development Area and AccelerateMS Ecosystem) required for the position; and
- ▶ Information on the percentage of Mississippi residents who do not own a checking or savings account ("unbanked"), including the percent unbanked for those employed and for those not in the labor force.

Data sources used in this research include the U.S. Census Bureau, the U.S. Bureau of Labor Statistics (BLS), administrative records from the Mississippi Department of Employment Security, estimates from a labor market data analytics company (Lightcast), and data from the Federal Deposit Insurance Corporation (FDIC) for unbanked population information. To capture recent economic trends including those occurring in the aftermath of the Great Recession and COVID-19 pandemic, NSPARC used data over a 14-year period (2010 through 2023).

We note here that there are significant shortcomings in the employment data collected by BLS. First, people who respond to the monthly surveys are considered "employed" if they work as little as one hour per week. Second, BLS provides only three categories for the reasons people are not working or looking for work, and two of those are ill-defined. Those reasons are "retired," which is fairly straightforward; "unable to work," which could potentially mean the person is physically disabled or is taking care of an ill family member, or some other real



or perceived barrier that makes them unable to work; and “other reasons,” which are not delineated.

Because numbers alone may not provide the context necessary to solve this economic equation, Empower employed both a quantitative and qualitative approach. Empower hosted stakeholder interviews with elected officials, economic developers, public policy professionals, nonprofit organizations, university professors, state agencies, and trade associations to better understand local perspectives surrounding labor force participation. These interviews were designed to collect broad themes of interest to both provide context and guide future labor force research.

Summary of Stakeholder Interviews

Stakeholder interviews revealed great interest in better understanding the Mississippi labor force participation rate, with some interviewees noting that improving the LFPR is a key part of their organization’s focus to improve the economy. Most interviewees noted the labor force challenge is multi-faceted and goes beyond the traditional scope of workforce training; in fact, several interviewees suggested training alone will not solve the challenge. These conversations often centered on barriers such as childcare, transportation, cost of tuition for postsecondary education, and other barriers to individuals interested in skills training, education, and/or simply finding a job. How



to address these barriers is not yet universally agreed upon. However, when training is provided, there is near universal agreement that skills training must include such skills as interpersonal communication, dependability, adaptability, responsibility, teamwork, and others.

Several stakeholders questioned the current methodology for collecting labor force data and wondered if the existing survey process accurately captures relevant economic activity within Mississippi. Additionally, some stakeholders felt the research should look closely at the “cash” or “informal” economy, which may or may not be reflected within traditional government methods of collecting and reporting data.

Other interviewees noted the labor force participation rate excludes individuals who work to provide value to society (such as a stay-at-home parent) or even directly to the economy (such as a retiree who spends retirement funds in the state or who volunteers at a local charity) but are not technically “employed” for pay by a business or an organization.

Most stakeholders agreed that labor force participation is impacted by the government benefit structure in multiple ways: first, beneficiaries who earn money through a transfer payment may have lower incentives to work; and second, beneficiaries who wish to rejoin the labor force are heavily disincentivized from doing so based on a “benefits cliff” financial calculation; that is, being immediately disqualified from government benefits by earning a competitive wage that might not match the value of government benefits the person is currently receiving. Several stakeholders suggested the state should target students at a younger age in their school careers to more effectively change perceptions about the culture and dignity of work.

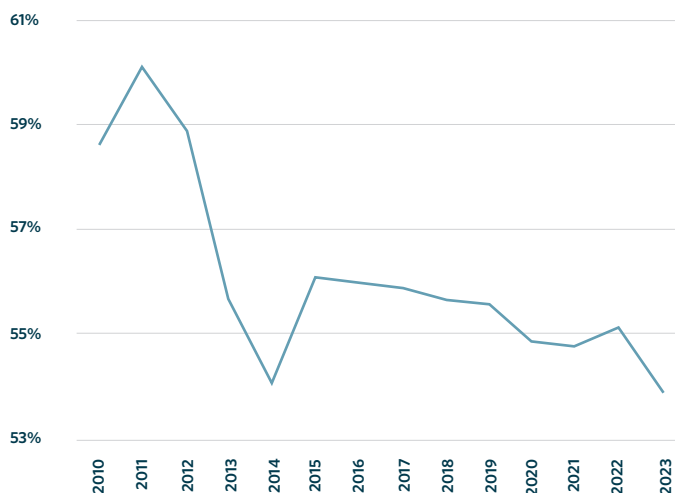
THE FINDINGS

NSPARC's findings are summarized below and include data from 2010 through 2023. The commissioned report with detailed tables is provided in full beginning on page 21.

Mississippi baseline

- ▶ According to the BLS, the average monthly LFPR in Mississippi was 53.9% in 2023, placing the state at the bottom of U.S. rankings. This represents the lowest labor force participation rate in the time period of this study.

Average monthly LFPR in Mississippi (2010-2023)



Participation by age with population context

Note: BLS reports data by age ranges of 16-24, 25-44, 45-64, and 65 and older.

- ▶ Mississippi's two age categories with the highest LFPR are 25-44 (78.9%) and 45-64 (61.7%). The *population* of each of these age groups showed little change over the time period.
- ▶ Mississippians at the younger and older ends of the working-age distribution saw lower levels of labor force participation than their counterparts, at 43.6% for individuals aged 16-24 and 13.5% for 65 and over.
- ▶ The LFPR among individuals aged 16-24 experienced the greatest drop (-5.9%).
- ▶ The second and third greatest participation declines were seen among individuals aged 45-64 (-3.4%) and 25-44 (-1.8%).
- ▶ Those aged 65 and over showed little change (-0.01%).
- ▶ The age category with the lowest LFPR (those 65 and over) experienced the largest *population* increase, steadily growing by almost 30% since 2010, with data suggesting a continuous trend. This may contribute to lower participation rates long-term, assuming most of those new residents are retired.

Participation by education with population context

Individuals with postsecondary (i.e., post-high school) education participated in the Mississippi labor force at greater rates than those with lower levels of educational attainment.

- ▶ The highest average monthly rates for individuals aged 16 and over were observed by those with an associate's degree (68.3%) followed by those with a bachelor's degree (66.7%). Those with some



college education but no degree also reported rates above the statewide average, at 55.4%.

- ▶ Mississippians aged 16 and over with a high school diploma or GED saw participation rates of 51% (slightly below the statewide average), while those without these credentials participated at a significantly lower rate (29.1%).
- ▶ While LFPR declined for all educational levels, the largest decline was seen among those with some college education but no degree, falling 8.9%. This was followed by those with an associate's degree (-8.4%), bachelor's degree or above (-6.5%), less than high school diploma or GED (-6.3%), and high school diploma or equivalent (-6.1%).
- ▶ The largest population decrease was experienced by the group with the lowest LFPR (those with less than a high school diploma), declining about 31%. The most population growth was observed among those with a high school diploma or equivalent, associate's degree, or bachelor's degree and above (21%, 21%, and 18%, respectively).
- ▶ The trajectory of these trends suggests a higher level of education, which could have a positive long-term impact on the state's overall labor force participation rate.

Participation by race with population context

The LFPR was similar for the Black (non-Hispanic) (54%) and White (non-Hispanic) (53%) population, at or slightly below the statewide average.

- ▶ While a relatively small portion of the Mississippi civilian working-age population, Hispanic individuals exhibited the highest labor force participation rate (61.8%) despite having the largest decline between 2010 and 2023. The

Hispanic working-age population saw the largest growth (162.3%) between 2010 and 2023. Even when coupled with large declines in participation rates over the time period, this data suggests more Hispanic individuals are entering into the Mississippi labor force each year.

- ▶ Labor force participation among White (non-Hispanic) individuals declined 6.5%, and the rate for Black (non-Hispanic) individuals declined -1.9%.
- ▶ The Black (non-Hispanic) working age population experienced significant growth (+8.6%), with the trajectory indicating a continued trend.
- ▶ The White (non-Hispanic) working-age population experienced a decline (-3.6%) that may continue in future years. Coupled with declining labor force participation rates, the current trend indicates fewer White individuals are entering into the labor force each year.

Participation by sex with population context

- ▶ The average monthly labor force participation rate for males (59.8%) was consistently higher than the rate for females (48.5%), even though there are more females in the working-age population than males.
- ▶ Overall, the Mississippi LFPR for males and females experienced similar levels of decline between 2010 and 2023 (-4.9% and -4.7% respectively). Mississippi male and female populations also experienced relatively similar levels of growth (+4.1% and +2.6%, respectively).

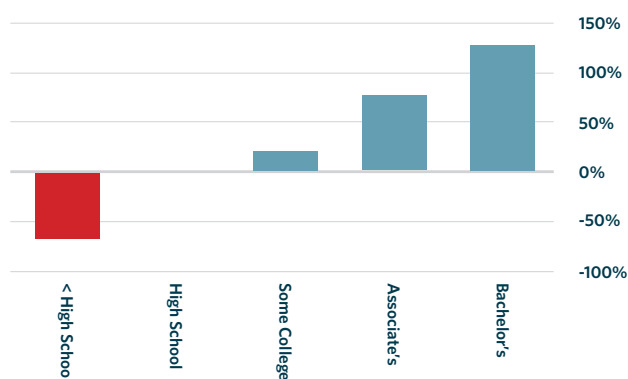
INFLUENCE OF DEMOGRAPHIC CHARACTERISTICS

NSPARC also examined the direct influence of individual demographic characteristics on labor force participation through a statistical technique known as regression analysis. This analysis looked at age, sex, race, and educational attainment, finding each of these characteristics to be statistically relevant predictor of outcomes. Other factors impact labor force participation (such as local/regional conditions, disability status, veteran status, marital status, availability of childcare, social and economic characteristics, etc.), **so this data should be interpreted carefully.**

Education was found to be the most important predictor of Mississippi labor force participation, with any level of college education giving individuals significantly higher odds of participating in the labor force than those with a high school diploma or less. This finding was most significant for individuals with a bachelor's degree, with results showing bachelor's degree holders were 129.5% more likely to participate than those with a high school diploma. For

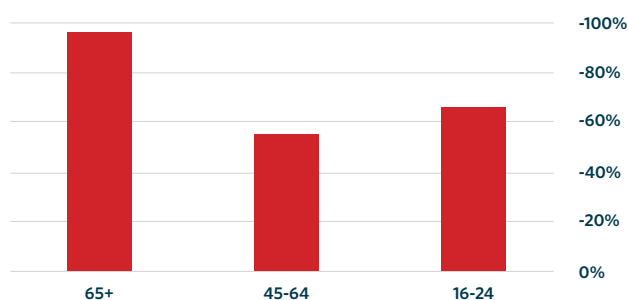
associate's degrees, this figure is 77.6%; for some college but no degree, 21.5%. Notably, individuals with less than a high school diploma were 60.7% less likely to participate in the Mississippi labor force than those who finished high school.

Education as a predictor of Labor Force Participation (HS Diploma Baseline)



Age was found to be the second most important predictor of Mississippi labor force participation, with individuals aged 25-44 most likely to be in the labor force. For comparison, individuals aged 65 and over were 95.8% less likely to participate than those aged 25-44; those aged 16-24 are 66.8% less likely to participate, as are those aged 45-64 (53.7% less likely than the 25-44 age group).

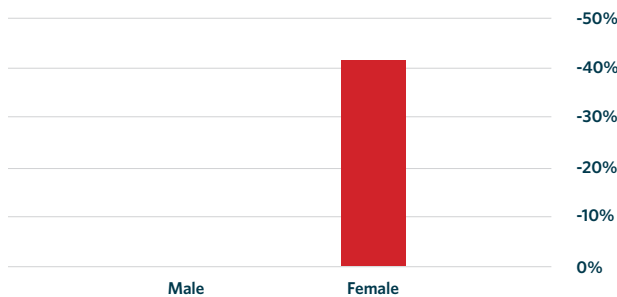
Age as a predictor of Labor Force Participation (25-44 Baseline)





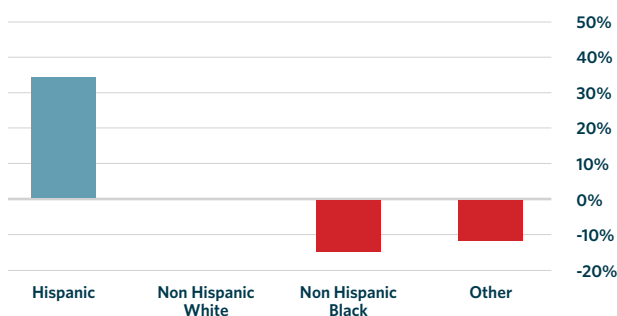
Sex was found to be the third most important predictor of Mississippi labor force participation, with females 43.7% less likely to be in the labor force than males.

*Sex as a predictor of Labor Force Participation
(Male as Baseline)*



Race was found to be the fourth most important predictor. This finding was most significant for Hispanic individuals, as results show they were 34.3% more likely to be in the labor force than their non-Hispanic White counterparts. This was followed by non-Hispanic Black individuals and individuals of other races who were 16.9% and 10.8%, respectively, less likely to be in the labor force than their non-Hispanic White counterparts.

*Race/Ethnicity as a predictor of Labor Force Participation
(Non-Hispanic White as Baseline)*



Reasons for Not Working

The U.S. Department of Labor's Bureau of Labor Statistics (BLS) reports only three categories related to non-participation in the labor force: retirement, inability to work, and "other reasons." While "nonparticipation in the labor force" is not a phrase used in everyday conversation, it simply means people who aren't employed or looking for work. The BLS survey attempts to answer the question: Why not?

- ▶ Retirement is a common reason among middle-aged and older individuals for not being in the labor force. Some 86% of non-participants aged 65 and older were retired, while 32% of non-participants aged 45-64 were retired. Inability to work was more commonly listed among the two mid-range age groups (25-44 and 45-64) when compared to those younger and older. About 35% of those aged 25-44 cited inability to work; for those 45-64, this is the primary reason for not participating in the labor force, at 47.9%.
- ▶ Younger Mississippians typically listed other reasons for not working or looking for work, which may include activities like attending school and caregiving. Approximately 93% of non-participants aged 16-24 and 62% aged 25-44 cited other reasons for not participating in the labor force.
- ▶ Those with higher educational attainment levels were more likely to cite retirement as reasons for not participating in the labor force. Approximately 73% of non-participants with a bachelor's degree or above were retired, compared to 53.8% with an associate's degree, 44% with some college, 42% with a high school diploma or GED, and 23.9% for less than a high school diploma.



- ▶ “Other reasons” was the most commonly reported category among individuals with lower levels of educational attainment. Approximately 49% of non-participants with less than a high school diploma indicated reasons other than retirement or inability to work as their reason for not being in the labor force, compared to those with a high school diploma or GED (28.8%), some college (25%), an associate’s degree (25%), and a bachelor’s degree or above (16.8%).
- ▶ Broken down by race, the study shows non-participating Black (non-Hispanic) individuals were evenly divided between inability to work (32.5%), retirement (30.9%), and other reasons (36.6%). Retirement was the most common reason White (non-Hispanic) individuals reported not working or looking for work (54%). Approximately 84% of Hispanic individuals not participating in the Mississippi labor force listed other reasons.
- ▶ Broken down by sex, males more frequently reported retirement and inability to work than females.

Workforce turnover rates

- ▶ The average quarterly turnover rate in Mississippi steadily increased by 4.5% between 2010 (14.3%) and 2022 (18.8%). The turnover rate is the number of people who leave an employer for any reason during a three-month period, divided by the average number of employees for that quarter. This does not necessarily mean these people leave the labor force; some might be leaving for another job. However, there is a loose correlation between the increase in the turnover rate and the decrease in the LFPR.



Mississippi and contiguous states

- ▶ NSPARC provided information regarding child poverty rates, female-headed households, and race and gender breakdowns for the 25 counties in Mississippi and its contiguous states with highest and lowest labor force participation rates. This section provides descriptive trends and should not be used to interpret causal relationships.
- ▶ The 25 counties with the highest levels of labor force participation reported an average rate of 65.8%, while the 25 counties with the lowest reported an average rate of 38.8%. As a reminder, Mississippi's rate is 53.9%.
- ▶ The child poverty rate for the 25 counties with high labor force participation is 16.5%. The child poverty rate for the 25 counties with the lowest workforce participation rates is 37.6%.
- ▶ The percentage of female-headed households for the 25 counties with the highest levels of labor force participation is 26.4%; it is 36.3% for the 25 counties with the lowest levels of participation.



Job postings

- ▶ In 2023, there were 174,275 unique job postings in Mississippi. The largest category of job postings required applicants to have at least a high school diploma or GED (72,971), followed by those requiring less than a high school diploma (58,571), those requiring a bachelor's degree (28,114), and those requiring at least an associate's degree (14,619).

Unbanked households in Mississippi and the U.S.

- ▶ Based on 2021 data, 6.6% of employed Mississippians and 14% of Mississippians not in the labor force were unbanked. These percentages for Mississippi are twice the national average. In 2021, 2.6% of employed individuals in the U.S. labor force and 6.8% of individuals not in the U.S. labor force were unbanked.
- ▶ Though the percentage of unbanked Mississippi households and individuals has exceeded national averages historically, the percentage of unbanked Mississippi households and individuals has declined to a historic low.

Veterans in the labor force

- ▶ NSPARC pulled select veteran data related to labor force participation. In 2023, Mississippi's veteran population was 166,607. Of these individuals, 39.8% were in the labor force and 60.2% were not. Of those who were not, approximately 73.3% report retirement, 20.8% report inability to work, and 5.8% report other reasons for not working.
- ▶ At the U.S. level, 46% of veterans were in the labor force. Of the 54% who were not in the labor force in 2023, 82.4% report retirement as the reason, with 10.5% unable to work and 7.1% listing other reasons.

CONCLUSION

Like neighbors sitting on the front porch, Mississippi's economic data tells a story: record capital investment, record low unemployment, strong cash reserves, and reduced public debt. With an eye toward job creation, policymakers have focused on attracting projects, raising wages, and creating an environment where the free market can thrive. Empower Mississippi celebrates these accomplishments and, joining with Mississippi leaders, believes the state should not rest on its laurels.

These include leaders like Lt. Governor Hosemann, who appointed a special legislative task force (chaired by Sen. Daniel Sparks) to study the state's labor force and increase the number of people working. With a focus on economic development, Governor Reeves promotes Mississippi on the national stage, touting the state's competitiveness and business-friendly climate. And Speaker of the House Jason White recently declared the state "truly has momentum...and we intend to keep our foot on the gas."



Empower Mississippi offers this interim report on the state's labor force participation rate in support of these and other efforts to increase the number of Mississippians working. For more information, including supplemental stakeholder feedback, visit www.empowerms.org. Additional findings are expected to be released in the next twelve (12) months. We welcome feedback on this report and recommendations for further study. Those can be submitted by email to research@empowerms.org.

ACKNOWLEDGMENTS

Empower Mississippi wishes to thank the many individuals and organizations who provided feedback, information, and/or other support throughout this process. Among these are voices from the Office of the Governor, Office of the Lieutenant Governor, Office of the Speaker of the House, Mississippi Senate, Mississippi House of Representatives, Mississippi Economic Council, the State Workforce Investment Board, the Mississippi Manufacturers Association, Office of Workforce Development (AccelerateMS), The Skills Foundation, Central Mississippi Planning and Development District (CMPDD), University of Mississippi, the Federal Reserve Bank of St. Louis, the Federal Reserve Bank of Atlanta, Office of the State Auditor, Institutions of Higher Learning, South Delta Planning and Development District (SDPDD), Washington County Economic Alliance, Bigger Pie Forum, and HOPE Enterprise Corporation.

APPENDIX

NSPARC Data and Analysis

April 2024

Empower Mississippi

Labor Force Participation Study

Produced by Mississippi State University's NSPARC.

NSPARC is a trusted source for research to address critical challenges in workforce and economic development.

It's our way of taking care of what matters.



Empower Mississippi

Labor Force Participation Study

April 2024

ABOUT NSPARC

NSPARC, the National Strategic Planning & Analysis Research Center at Mississippi State University (www.nsparc.msstate.edu), is a trusted source for research addressing critical challenges faced by government, economic and workforce development professionals, educational institutions, nonprofits, and the private sector. Drawing on a team of social scientists, economists, data engineers, data analysts, and machine learning experts, NSPARC facilitates informed decision-making.

With over 20 years of experience, NSPARC excels at combining data from disparate sources to tackle complex issues. NSPARC scientists uncover trends and enable evidence-based research across areas ranging from workforce development, education, and economics to disaster resilience, and community development.

NSPARC scientists' versatility allows them to easily translate knowledge from one domain to another and collaborate effectively with diverse partners, ensuring research findings have real-world impact. This allows NSPARC to draw meaningful insights from data to address challenges faced by policymakers, employers, economic developers, and state agencies.

For more information, contact NSPARC at nsparc@nsparc.msstate.edu or 662-325-9242.

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Empower Mississippi

Labor Force Participation Study

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Empower Mississippi

Labor Force Participation Study

OVERVIEW

To better understand the landscape of the Mississippi labor force, as well as inform decisions regarding its enhancement, Empower Mississippi requested a study of historical and contemporary trends pertaining to labor force participation, workforce turnover, and job availability. The following information was requested:

- An analysis of statewide labor force participation rate trends, including the impact of age, educational attainment, race, and sex on labor force participation, and an examination of reasons for not participating in the labor force.
- Information on workforce turnover rates for Mississippi industries and a comparison of these rates with trends for the state's labor force participation rate.
- A list of the top 25 counties in Mississippi and contiguous states with the lowest labor force participation and the bottom 25 counties with the highest labor force participation, and the corresponding demographics (i.e., racial composition, female-headed households, child poverty) of these counties.
- Information on job postings in Mississippi broken down by educational attainment and geographic location (i.e., Local Workforce Development Area (LWDA) and AccelerateMS Ecosystem) within the state.
- Information on the percent of Mississippi residents who do not own a checking or savings account (“unbanked”), including the percent unbanked for those employed and not in the labor force.

To address the request, Mississippi State University’s NSPARC compiled and analyzed data from several sources:

- Data from the U.S. Census Bureau and the U.S. Bureau of Labor Statistics were used to provide information on labor force participation.
- Administrative records from the Mississippi Department of Employment Security (MDES) were compiled to examine quarterly staff turnover of Mississippi employers.
- Estimates from a labor market data analytics company, Lightcast, were used to gauge job postings in the state.
- Data from the FDIC were used to provide information on Mississippi’s unbanked population.

To capture the impact of recent economic trends, including those occurring in the aftermath of the Great Recession and the COVID-19 pandemic, data from a 14-year period – 2010 to 2023 – were included in the study.

DATA SOURCES

Data required to complete this project were derived from the following public, commercial, and state agency data sources:

PUBLICLY AVAILABLE DATA

Individual Public Use Microdata Series (IPUMS) Current Population Survey (CPS) Data – IPUMS CPS provides individual-level microdata from the Current Population Survey, a monthly household-level survey of the U.S. labor force conducted jointly by the U.S. Census Bureau and the U.S. Bureau of Labor Statistics. IPUMS CPS provides microdata pertaining to demographic characteristics, labor force participation, and rationales for not participating in the labor force. The most current IPUMS CPS microdata provides monthly estimates through 2023. This study utilized microdata from 2010 through 2023. As the BLS periodically benchmarks IPUMS CPS data, it is important to note this study utilized CPS data downloaded on 4/2/2024.

U.S. Census Bureau American Community Survey (ACS) 5-Year Estimate Data – The ACS provides data pertaining to the social, economic, housing, and demographic characteristics of the U.S. population, aggregated to various geographic levels. This study used the most current county-level data available, which are 5-year (2018-2022) estimates. This study utilized county-level ACS data from 2022.

FDIC National Survey of Unbanked and Underbanked Households Data – The FDIC, in partnership with the U.S. Census Bureau, conducts a biennial household-level survey to provide data pertaining to bank account ownership, payment service usage, transfer service usage, and labor force participation. The most current FDIC data provides estimates through 2021. The present study utilized biennial data from 2009 through 2021.

COMMERCIALY AVAILABLE DATA

Lightcast Data – Lightcast, a third-party commercial data analytics company, compiles and integrates labor market, economic, demographic, educational, and job posting data from government and private-sector sources to provide a comprehensive dataset including detailed national-, state-, metropolitan-, and county-level estimates. This study utilized data from 2010 – 2023.

STATE AGENCY DATA

Mississippi Department of Employment Security (MDES) – The Mississippi Department of Employment Security (MDES) maintains administrative records pertaining to employment and staffing collected from Mississippi employers participating in the Mississippi Covered

Employment System. Data fields related to employment and staffing include information pertaining to quarterly earnings, company of employment, and county of employer. The present study utilized data from 2010 to 2022.

METHODOLOGY

DEFINING LABOR FORCE PARTICIPATION

According to the U.S. Bureau of Labor Statistics, labor force participation is defined as the number of individuals aged 16 and over in the civilian noninstitutional population who are employed or seeking work. The civilian noninstitutional population excludes active-duty members of the U.S. Armed Forces and individuals confined to, or living in, institutions or facilities such as prisons or residential care facilities.

The BLS classifies individuals aged 16 and over in the civilian noninstitutional population as not in the labor force if the individual was not employed during the survey reference week and had not sought work (or been on temporary layoff) in the last four weeks.

By defining the labor force in this manner, the BLS can compare the portion of the population who are typically *able* to enter the workforce against the portion of the population who are employed.

MEASURING LABOR FORCE PARTICIPATION

The federal government collects data on labor force participation through two major surveys: 1) the Current Population Survey (CPS); and 2) the American Community Survey (ACS).

CPS Data

The CPS is a voluntary monthly household-level survey which serves as the primary source of labor force statistics for the U.S. population. The CPS is used by the U.S. Bureau of Labor Statistics to produce official monthly estimates pertaining to employment, unemployment, and the unemployment rate for the U.S., as well as produce annual average estimates for states and metropolitan areas.

The CPS provides de-identified individual microdata monthly that is publicly available at the national- and state-level; however, the CPS does not provide individual microdata for geographies below the state-level.

The CPS samples approximately 73,000 households per month via trained interviewers conducting telephone and in-person interviews, collecting detailed information through 16 items pertaining to an individual's employment status (self-employment, job tenure, work status, unpaid family work, hours worked, layoff, active and passive methods of job search, and availability for work). In 2023, the average monthly response rate was 68.3%.

ACS Data

The ACS is an annual household-level survey designed to replace the decennial census long form. As the ACS is part of the decennial census, respondents are required to complete the survey per federal law. Relative to the monthly CPS survey, which is designed to exclusively collect demographic and labor force characteristics, the ACS is designed to capture a wide range of demographic, economic, social, and housing-related characteristics.

The ACS provides one-year and five-year estimates of labor force participation at the national-, state-, and county-levels, while five-year estimates are also provided for smaller geographic areas such as metropolitan statistical areas, micropolitan statistical areas, counties, and census tracts. This study utilized ACS five-year estimates to conduct county-level analyses due to larger sample sizes, increased reliability, and ability to assess smaller populations.

The ACS samples approximately 3,500,000 addresses per year via mail, telephone, and in-person interviews to collect information through seven items pertaining to work status, layoff, job search, and availability for work.

Choosing a Data Source

CPS labor force participation data is typically used over ACS data when research requires state-level information drawing from the most recent labor market data available that allows for short-term trend analysis and results that closely align with published government statistics.

Conversely, ACS labor force participation data is typically used when research requires more granular, sub-state geographic analysis (e.g., counties, towns, neighborhoods), and exploration of broader socioeconomic factors (e.g., housing, income).

Given the nature of the items requested, this study utilized both CPS and ACS data.

CPS data was used to conduct statewide analyses of labor force participation trends, the influence of demographic characteristics on labor force participation, and detailed reasons for not participating in the labor force.

ACS data was used to compile county-level information of labor force participation and select demographics.

For more information regarding labor force participation definitions and measurement, see Appendix A.

Survey Response Rates

Comparison of CPS and ACS Response Rates – Households

Year	CPS Response Rates		ACS Response Rates	
	National	Mississippi	National	Mississippi
2010	92.0%	-	97.5%	96.7%
2011	91.1%	-	97.6%	96.8%
2012	90.4%	-	97.3%	96.8%
2013	89.8%	-	89.9%	88.9%
2014	88.9%	-	96.7%	96.7%
2015	87.2%	-	95.8%	94.2%
2016	86.7%	-	94.7%	94.3%
2017	85.8%	-	93.7%	94.7%
2018	84.4%	-	92.0%	93.5%
2019	82.7%	-	86.0%	86.2%
2020	74.3%	-	71.2%	69.1%
2021	76.5%	-	85.3%	85.8%
2022	72.9%	-	84.4%	83.7%
2023	70.3%	-	-	-

Source: U.S. Census Bureau.

CPS response rates are available through 2023; however, ACS response rates are only available through 2022. For comparison, response rate trends will be discussed through 2022.

In 2022, the national CPS response rate was 72.9% while the national ACS response rate was 84.4%.

Though CPS response rates are not provided response rates for individual states, the U.S. Census Bureau provides national and state-level ACS response rates.

ACS response rates for Mississippi have closely reflected national ACS response rates since 2010. On average, ACS response rates for Mississippi were about .4% lower than national ACS response rates from 2010 to 2022.

Response rates for each survey have declined over time. The national CPS response rate decreased by approximately 19% from 2010 (92.0%) to 2022 (72.9%). Comparatively, the national ACS response rate decreased by approximately 13% from 2010 (97.5%) to 2022 (84.4%).

RESEARCH ACTIVITIES FOR OBJECTIVE 1: ASSESS THE MISSISSIPPI LABOR FORCE

The following data were used:

IPUMS CPS Monthly Data – Individual-level public use microdata pertaining to labor force participation and demographic characteristics for 2010 through 2023.

The following indicators were constructed:

Average Annual Civilian Noninstitutional Population – The average annual number of civilians aged 16 and older not confined to or living in institutional facilities (e.g., prisons, residential

care facilities). This indicator was calculated using the twelve-month average for each calendar year. Statewide counts are reported by age category, educational attainment, race, and sex.

Average Monthly Labor Force Participation Rate – The average annual percentage of the civilian noninstitutional population who were employed or actively seeking work. This indicator was calculated using the twelve-month average for each calendar year. Statewide percentages are reported by age category, educational attainment, race, and sex.

Average Annual Civilian Noninstitutional Population Not in the Labor Force – The average annual number and percentage of the civilian noninstitutional population who were unemployed and not actively seeking work. This indicator was calculated using the twelve-month average for each calendar year. Statewide counts and percentages are reported by age category, educational attainment, race, and sex.

Average Annual Civilian Noninstitutional Population Not in Labor Force: Unable to Work – The average annual percentage of the civilian noninstitutional population who reported not participating in the labor force due to an inability to work. This indicator was calculated using the twelve-month average for each calendar year. Statewide percentages are reported by age category, educational attainment, race, and sex.

Average Annual Civilian Noninstitutional Population Not in Labor Force: Retired – The average annual percentage of the civilian noninstitutional population who reported not participating in the labor force due to retirement. This indicator was calculated using the twelve-month average for each calendar year. Statewide percentages are reported by age category, educational attainment, race, and sex.

Average Annual Civilian Noninstitutional Population Not in Labor Force: Other Reasons – The average annual percentage of the civilian noninstitutional population who reported not participating in the labor force due to reasons other than inability to work or retirement. This indicator was calculated using the twelve-month average for each calendar year. Statewide percentages are reported by age category, educational attainment, race, and sex.

RESEARCH ACTIVITIES FOR OBJECTIVE 2: ASSESS LABOR FORCE TURNOVER IN MISSISSIPPI

The following data were used:

Mississippi Department of Employment Security (MDES) Data – Employment records for 2010 through 2022.

The following indicators were constructed:

Average Quarterly Employment – The average number of individuals employed each quarter of a given year. Statewide counts are reported.

Average Quarterly Separations – The average number of individuals who separated from their employer each quarter of a given year. Separations include quits, layoffs, discharges, and all other terminations of employment. Statewide counts are reported.

Average Quarterly Turnover – The average percentage of individuals who separated from their employer each quarter of a given year. Statewide counts are reported.

RESEARCH ACTIVITIES FOR OBJECTIVE 3:

COMPARE LABOR FORCE PARTICIPATION IN MISSISSIPPI AND CONTIGUOUS STATES

The following data were used:

U.S. Census Bureau American Community Survey (ACS) 5-Year Estimate Data – Labor force, economic, and demographic data for 2022.

The following indicators constructed:

Labor Force Participation Rate – The percentage of the civilian noninstitutional population who were employed or actively seeking work. County-level percentages are reported.

Child Poverty Rate – The annual percentage of children, 18 or younger, in families with incomes 100% below the federal poverty line. County-level percentages are reported.

Female-Headed Households – The percentage of households consisting of a female householder with no spouse or partner present. County-level percentages are reported.

White Male Population – The percentage of the total population consisting of non-Hispanic white males. County-level percentages are reported.

White Female Population – The percentage of the total population consisting of non-Hispanic white females. County-level percentages are reported.

Black Male Population – The percentage of the total population consisting of non-Hispanic Black males. County-level percentages are reported.

Black Female Population – The percentage of the total population consisting of non-Hispanic Black females. County-level percentages are reported.

Hispanic Male Population – The percentage of the total population consisting of Hispanic males. County-level percentages are reported.

Hispanic Female Population – The percentage of the total population consisting of Hispanic Black females. County-level percentages are reported.

Other Race Male Population – The percentage of the total population consisting of males identifying as other racial categories. County-level percentages are reported.

Other Race Female Population – The percentage of the total population consisting of females identifying as other racial categories. County-level percentages are reported.

RESEARCH ACTIVITIES FOR OBJECTIVE 4: ASSESS JOB POSTINGS IN MISSISSIPPI

The following data were used:

Lightcast Data – Job postings data for 2010 through 2023. Lightcast compiles, deduplicates,

and adds job posting records to the system daily, allowing the construction of monthly and annual estimates. These records are gathered from over 65,000 publicly available online job boards and company websites (e.g., Indeed, ZipRecruiter).

The following indicators were constructed:

Annual Job Postings – The annual number of job postings. These counts are reported by required educational attainment level (less than high school; high school diploma or GED; associate’s degree; bachelor’s degree or above) and are reported for Mississippi, AccelerateMS Ecosystem, and LWDA Region.

RESEARCH ACTIVITIES FOR OBJECTIVE 5: ASSESS THE UNBANKED POPULATION IN MISSISSIPPI

The following data were used:

FDIC National Survey of Unbanked and Underbanked Households Data – Account ownership and labor force participation data from 2009, 2011, 2013, 2015, 2017, 2019, and 2021.

The following indicators were constructed:

Unbanked Households – The annual percentage of households for which no resident owns a checking or savings account. Statewide and nationwide percentages are reported.

Unbanked Employed Individuals – The annual percentage of employed individuals who do not own a checking or savings account. Statewide and nationwide percentages are reported.

Unbanked Individuals Not in the Labor Force – The annual percentage of individuals who are not in the labor force and who do not own a checking or savings account. Statewide and nationwide percentages are reported.

Unbanked Individuals by Age Category – The annual percentage of individuals who do not own a checking or savings account by age category. Statewide and national percentages are reported.

Unbanked Individuals by Race – The annual percentage of individuals who do not own a checking or savings account by race. Statewide and national percentages are reported.

Unbanked Individuals by Educational Attainment – The annual percentage of individuals who do not own a checking or savings account by educational attainment. Statewide and national percentages are reported.

SECTION I. MISSISSIPPI LABOR FORCE PARTICIPATION

The following section provides information on the historical and contemporary trends pertaining to Mississippi labor force participation by various demographic characteristics. For more details regarding Mississippi and U.S. labor force participation respectively, see Appendix B and Appendix C. For a comparison of Mississippi and U.S. labor force participation rates, see Appendix D. For details regarding Mississippi and U.S. labor force participation among veterans, see Appendix E.

MISSISSIPPI LABOR FORCE PARTICIPATION

According to the BLS, the average monthly labor force participation rate in Mississippi was 53.9% in 2023, placing the state at the bottom of U.S. rankings. This represents the lowest labor force participation rate the state had experienced since 2010 (see Figure 1).

From 2010 to 2011, the Mississippi labor force participation rate reached a monthly average of 60.1% before experiencing a significant decline over the subsequent three years to 54.1%. This period gave way to a five-year period of recovery and less significant decline (2015 – 2019) where Mississippi labor force participation rates ranged from 55.6% to 56.1%, followed by a decline in 2020 which coincided with the COVID-19 pandemic and subsequent state lockdown.

FIGURE 1: MISSISSIPPI LABOR FORCE PARTICIPATION RATE AGED 16 AND OVER



MISSISSIPPI LABOR FORCE PARTICIPATION BY AGE

Current Labor Force Participation

In 2023, average monthly Mississippi labor force participation rates for individuals aged 25 to 44 (78.9%) and aged 45 to 64 (61.7%) were consistently above the statewide average (see Figure 2).

Mississippians at the younger and older ends of the working-age distribution experienced substantially lower levels of labor force participation than their counterparts: a 2023 monthly average of 43.6% for those aged 16-24 and 13.5% for those aged 65 and over reported being in the labor force.

2010-2023 Comparison

Relative to other age categories, labor force participation rates among individuals aged 16 to 24 experienced the greatest drop when comparing values for 2010 (49.5%) and 2023 (43.6%), accounting for a 5.9% decline (see Figure 3).

This was followed by individuals aged 45 to 64 (3.4% decline) and 25 to 44 (1.8% decline). Those aged 65 and over had no substantive difference when comparing the two time periods (0.01% decline).

Population Context

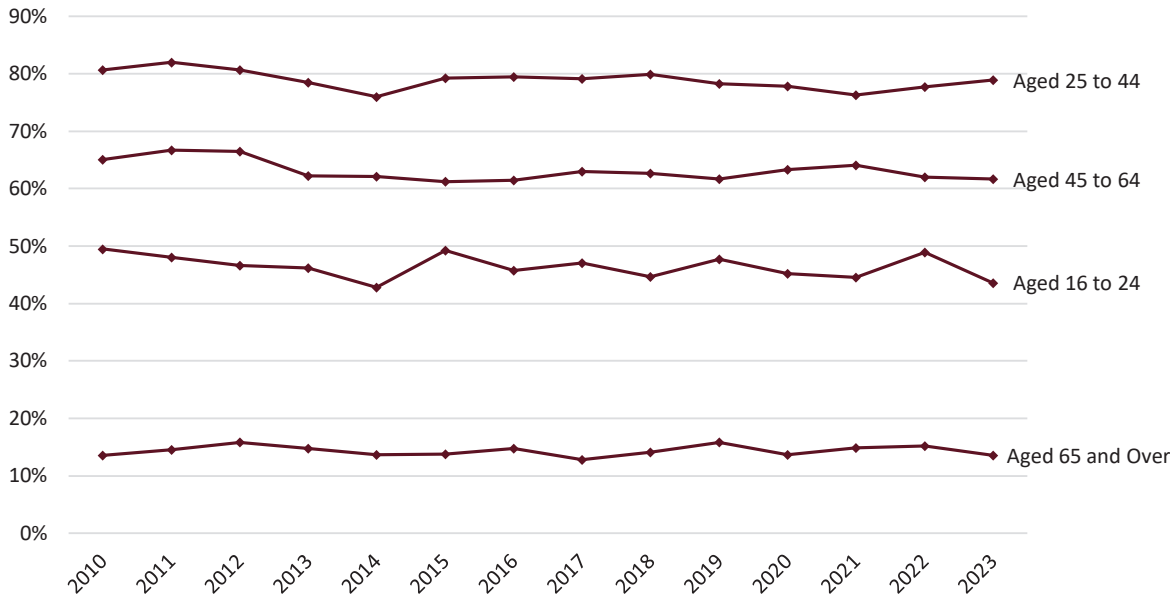
Three trends relevant to Mississippi's current and future labor force participation emerge when examining the overall civilian population in the state for these age categories (see Figure 4 and Figure 5).

First, for the two age categories with the highest labor force participation (25-44 and 45-64), their populations remained relatively stable and showed little change between 2010 and 2023.

Second, the age category with the lowest labor force participation, those 65 and over, also experienced the largest population increase, steadily growing by almost 30% between 2010 and 2023. The trajectory of this current trend suggests that it will continue in future years and, as a result, could have a larger impact on the state's overall labor force participation rate.

Third, the population size for those aged 16-24 experienced just over an 8% decline between 2010 and 2023. While the data show marked fluctuations in year-to-year changes over the study period, the overall negative direction suggests that the pipeline of younger workers moving into the core working age categories could be impacted in future years.

FIGURE 2: MISSISSIPPI LABOR FORCE PARTICIPATION RATE BY AGE CATEGORY



**FIGURE 3: MISSISSIPPI LABOR FORCE PARTICIPATION RATE
PERCENT CHANGE BY AGE CATEGORY, 2010 - 2023**

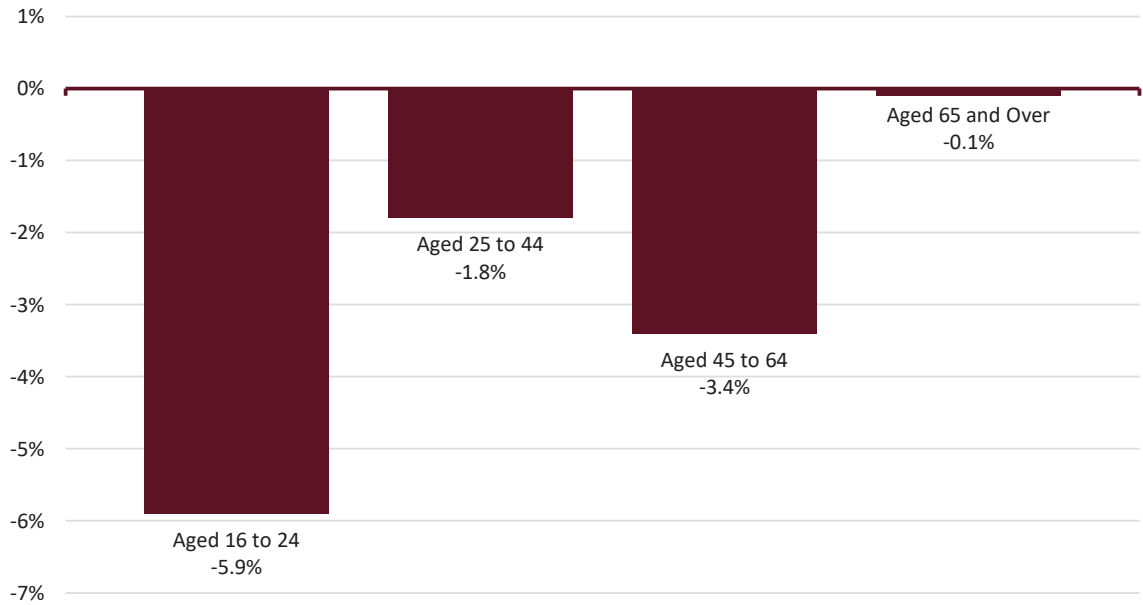
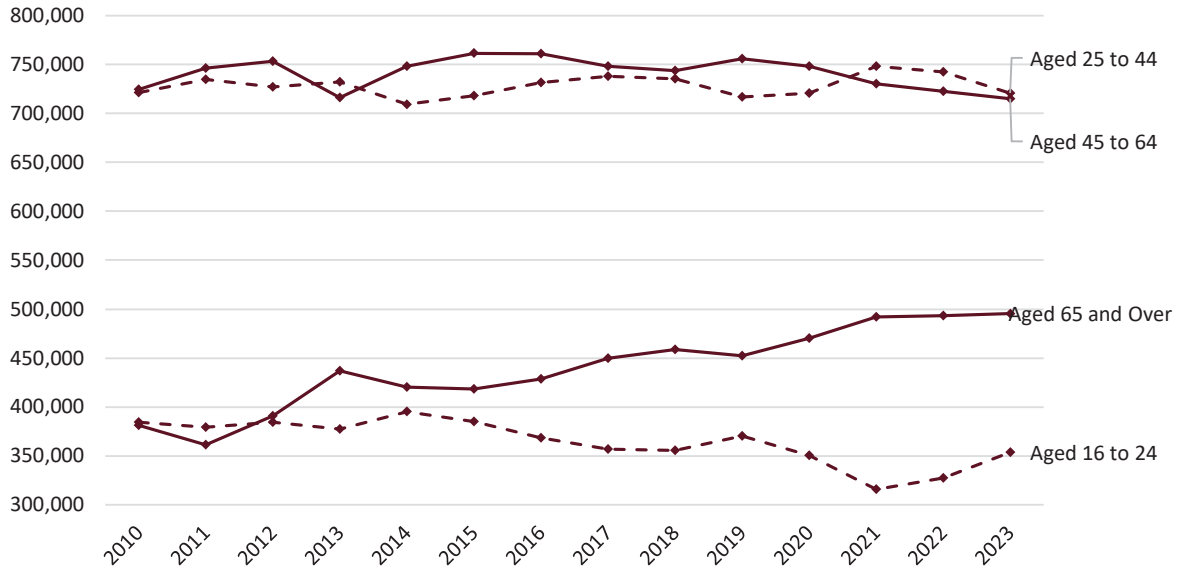
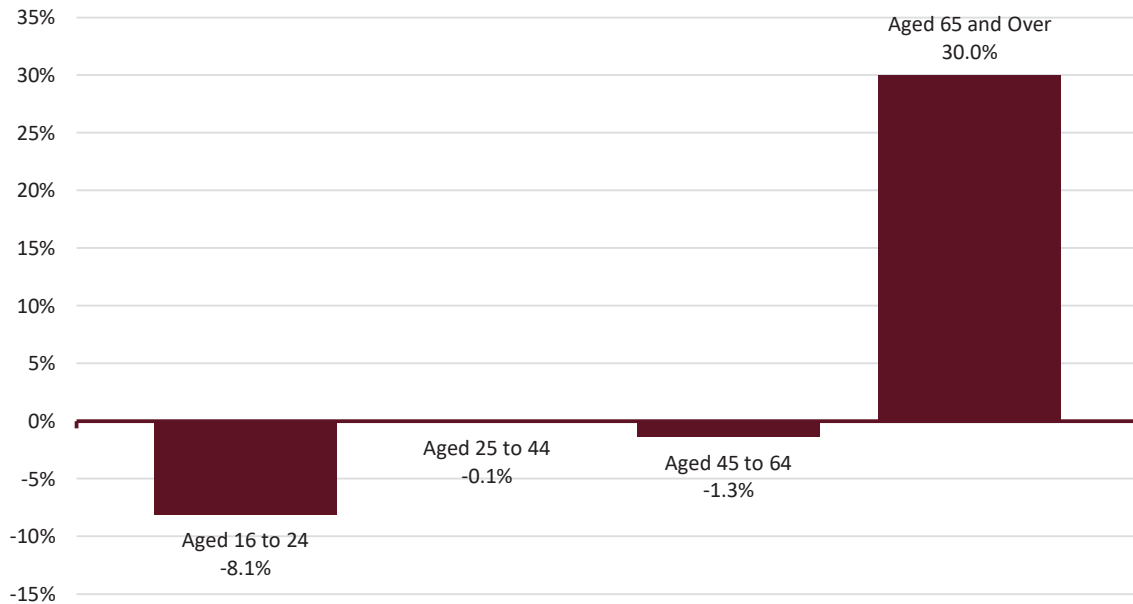


FIGURE 4: MISSISSIPPI CIVILIAN NONINSTITUTIONAL POPULATION BY AGE CATEGORY



**FIGURE 5. MISSISSIPPI CIVILIAN NONINSTITUTIONAL POPULATION
PERCENT CHANGE BY AGE CATEGORY, 2010 - 2023**



MISSISSIPPI LABOR FORCE PARTICIPATION BY EDUCATION

Current Labor Force Participation

Results show that individuals with postsecondary education participated in the Mississippi labor force at greater rates than those with lower levels of educational attainment.

In 2023, the highest average monthly Mississippi labor force participation rates for individuals aged 16 were reported for individuals with an associate's degree (68.3%) or bachelor's degree or above (66.7%). Those with some college education also reported rates (55.4%) that exceeded the 2023 statewide average (see Figure 6).

Relative to this group, Mississippians aged 16 and over with a high school diploma or GED (51.0%) participated in the labor force at a rate slightly below the statewide average, while those who did not complete high school or acquire a GED participated at a significantly lower rate (29.1%).

2010-2023 Comparison

Though labor force participation rates declined among each educational level from 2010 to 2023, individuals aged 16 and over with some college education exhibited the largest decline when comparing values for 2010 (64.3%) and 2023 (55.4%), accounting for an 8.9% decline (see Figure 7). This was followed by individuals aged 16 and over with associate's degrees (8.4 decline), bachelor's degree or above (6.5% decline), less than high school diploma or equivalent (6.3% decline), and high school diploma or equivalent (6.1% decline).

Population Context

Three trends pertaining to current and future Mississippi labor force participation emerge when examining the noninstitutional civilian population aged 16 and over in the state by educational attainment (see Figure 8 and Figure 9).

First, the educational category with the lowest labor force participation rate, those with less than a high school diploma or equivalent, experienced the largest population decrease, steadily declining by approximately 31% between 2010 and 2023.

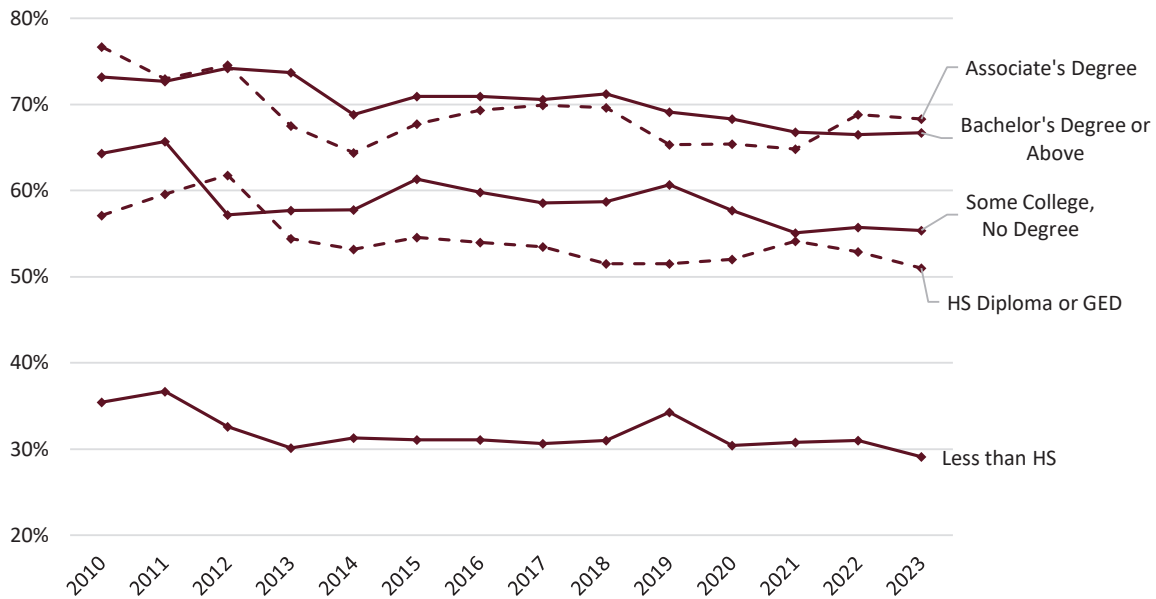
Second, populations sizes for individuals with a high school diploma, associate's degree, or bachelor's degree or above experienced significant increases, growing by approximately 21%, 21%, and 18% respectively.

Third, the population size for those with some college education experienced close to a 9% decline between 2010 and 2023, though the data show prominent annual fluctuations over the study period.

The trajectory of these trends suggest that Mississippi's population is trending toward a higher level of education, which in turn could have a positive impact on the state's overall labor force participation rate.



FIGURE 6: MISSISSIPPI LABOR FORCE PARTICIPATION RATE BY EDUCATIONAL ATTAINMENT



**FIGURE 7: MISSISSIPPI LABOR FORCE PARTICIPATION RATE
PERCENT CHANGE BY EDUCATIONAL ATTAINMENT, 2010 - 2023**

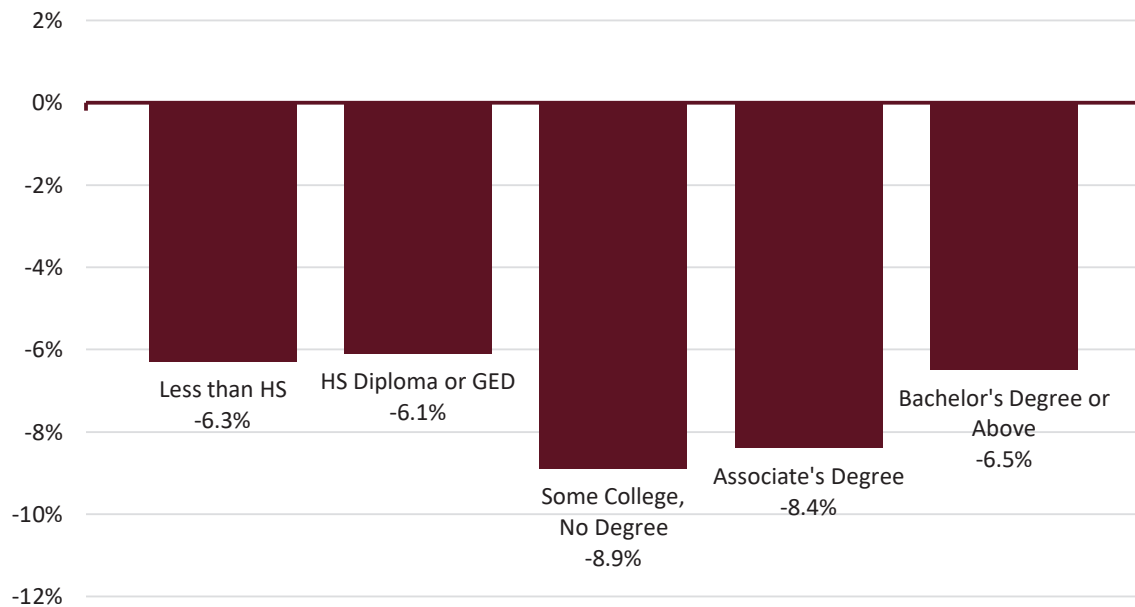


FIGURE 8: MISSISSIPPI CIVILIAN NONINSTITUTIONAL POPULATION BY EDUCATIONAL ATTAINMENT

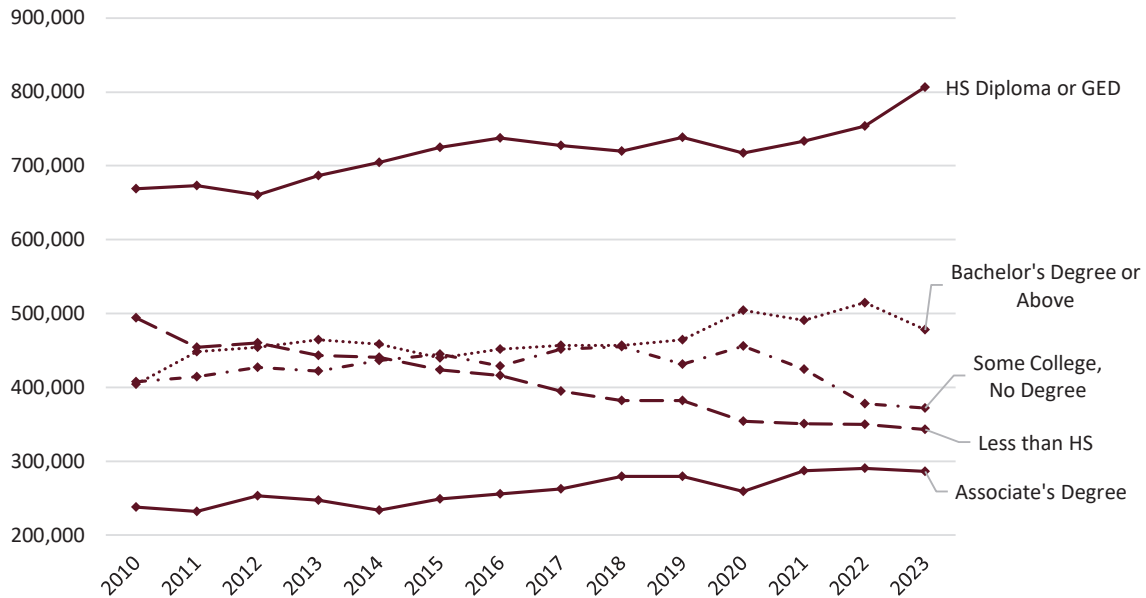
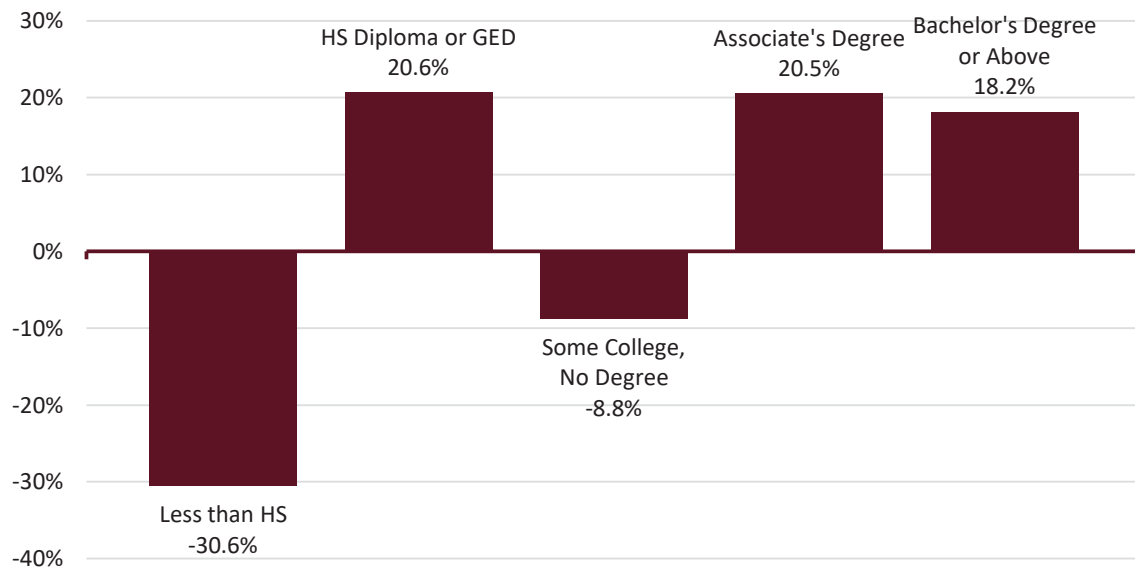


FIGURE 9: MISSISSIPPI CIVILIAN NONINSTITUTIONAL POPULATION PERCENT CHANGE BY EDUCATIONAL ATTAINMENT, 2010 - 2023



MISSISSIPPI LABOR FORCE PARTICIPATION BY RACE

Current Labor Force Participation

In 2023, average monthly Mississippi labor force participation rates were well above the statewide average for Hispanic individuals (61.8%) and individuals of other racial categories (61.7%) (see Figure 10).

Comparatively, average monthly Mississippi labor force participation rates were similar for non-Hispanic Black individuals (54.0%) and non-Hispanic white individuals (53.0%), falling at or slightly below the statewide average.

2010-2023 Comparison

Labor force participation among Hispanic individuals experienced the greatest drop when comparing values for 2010 (78.4%) and 2023 (61.8%), accounting for a 16.6% decline (see Figure 11). This was followed by non-Hispanic white individuals (6.5% decline) and non-Hispanic Black individuals (1.9% decline). Though labor force participation among other racial groups significantly fluctuated over time, these individuals had no substantive difference when comparing the two time periods (0.8% increase).

Population Context

Several trends relevant to Mississippi labor force participation emerged when examining the noninstitutional civilian population aged 16 and over by race (see Figure 12 and Figure 13).

First, though comprising a relatively small portion of the Mississippi civilian working-age population, Hispanic individuals not only exhibited the highest labor force participation rates, but also the largest population growth (162.3%) between 2010 and 2023. Despite experiencing the largest decline in labor force participation rates between 2010 and 2023, the observed population growth coupled with reported rates well above the Mississippi average indicates more Hispanic individuals are entering into the Mississippi labor force each year.

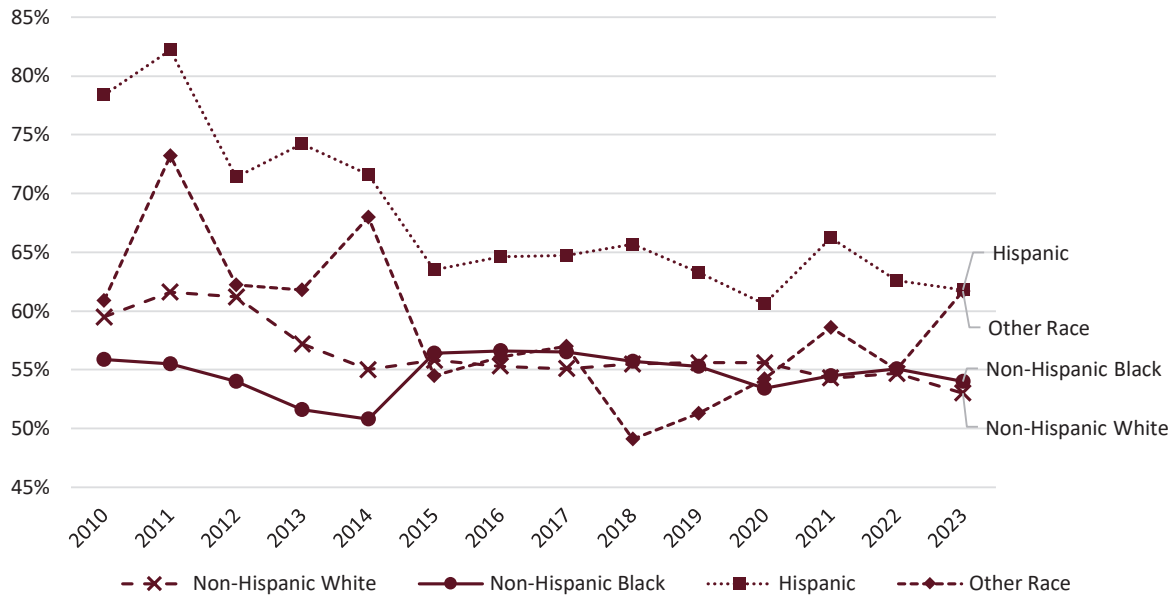
Second, the Mississippi non-Hispanic Black working age population experienced significant growth (8.6% increase) between 2010 and 2023. The steady trajectory of this current trend suggests it will continue into future years and could impact overall Mississippi labor force participation rates in the future.

Third, the Mississippi non-Hispanic white working-age population experienced a decline (3.6% decrease) between 2010 and 2023. The trajectory of the current population trend suggests such declines may continue in future years. Coupled with declining labor force participation rates, the current trend indicates less non-Hispanic white individuals are entering into the labor force each year, which could impact overall Mississippi labor force participation rates in the future.

Fourth, though comprising the smallest portion of the Mississippi civilian working-age population, individuals of other racial categories experienced a significant decline (8.4% decrease) between 2010 and 2023; however, the data report that this decline predominantly occurred in 2023. When examining annual fluctuations, the Mississippi population of individuals in other racial categories experienced substantial growth from 2010 to 2022 before experiencing a reported decline in 2023. As such, it is uncertain whether the trajectory of this current population trend will continue

to decline in future years. Coupled with significant annual fluctuations in labor force participation, the current population trend suggests the number of individuals belonging to other racial groups who participate in the Mississippi labor force was relatively unstable year-to-year.

FIGURE 10: MISSISSIPPI LABOR FORCE PARTICIPATION RATE BY RACE



**FIGURE 11: MISSISSIPPI LABOR FORCE PARTICIPATION RATE
PERCENT CHANGE BY RACE, 2010 - 2023**

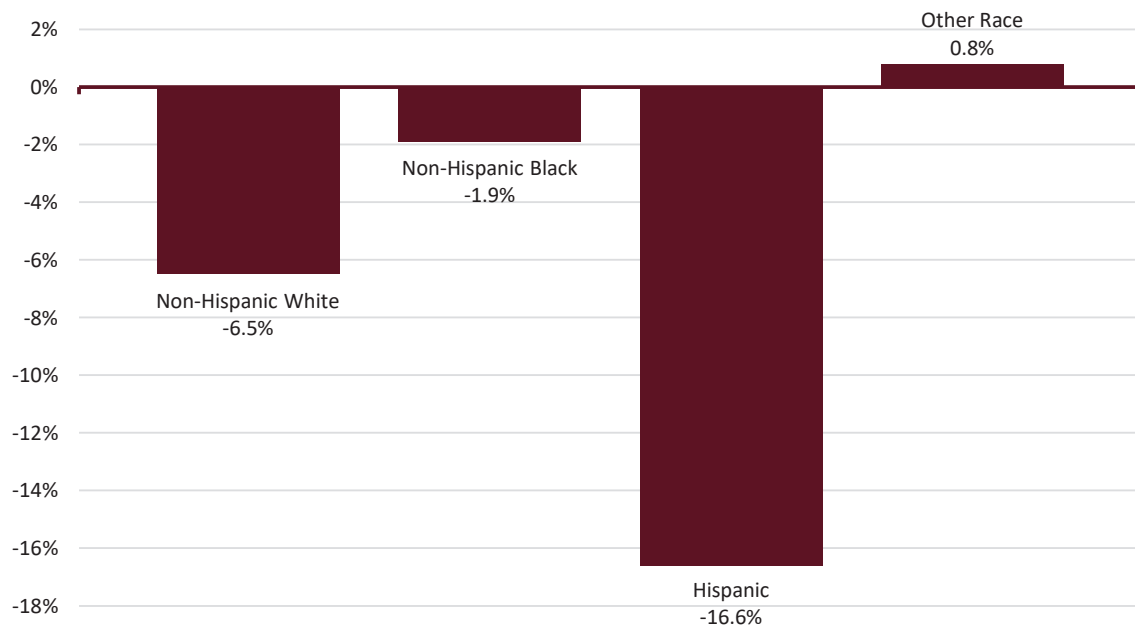
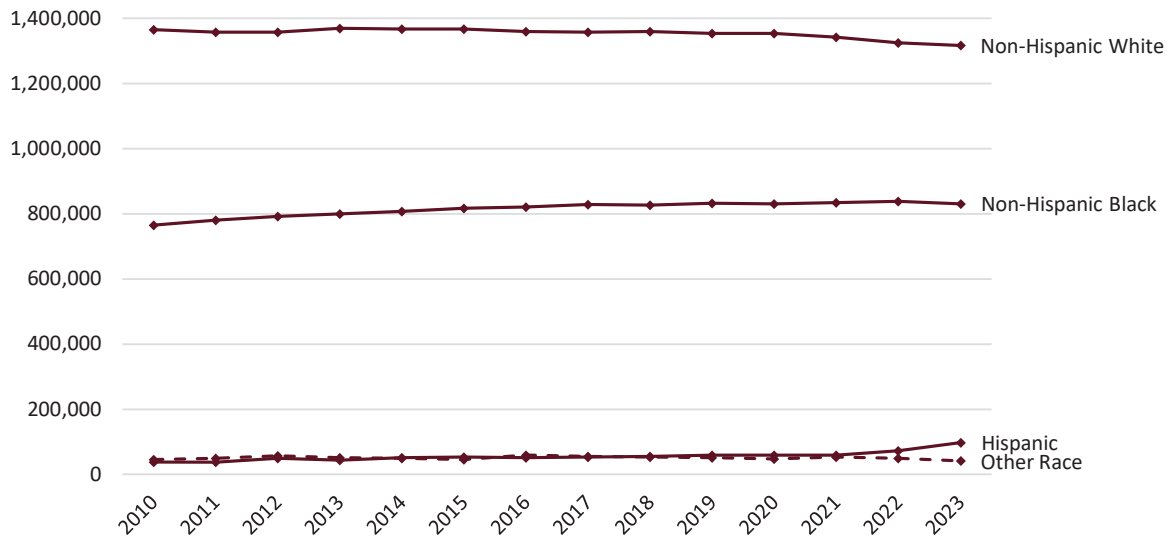
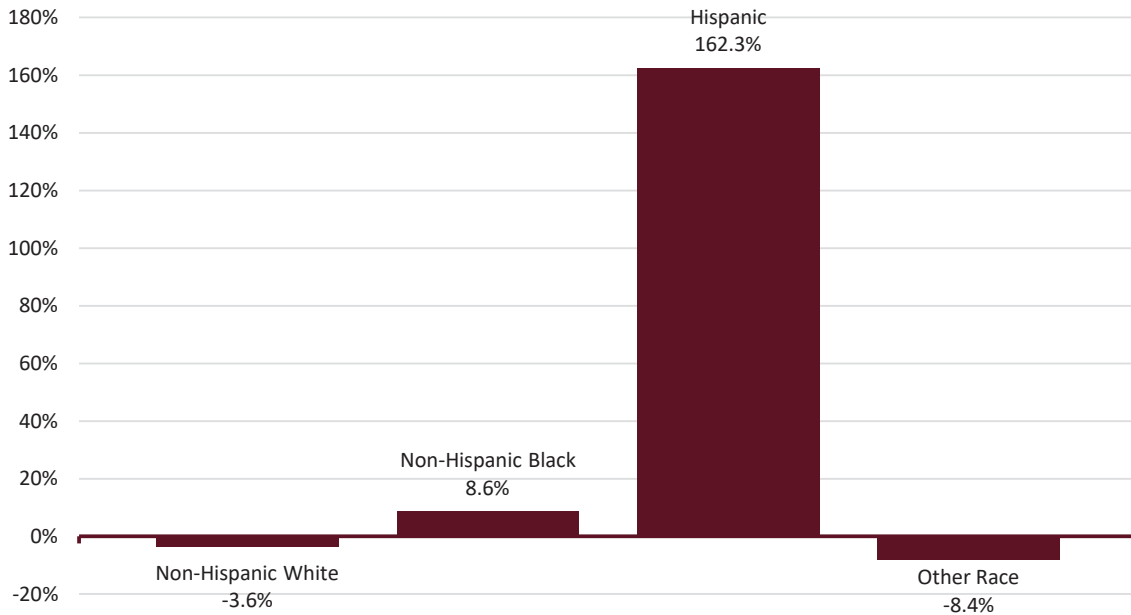


FIGURE 12: MISSISSIPPI CIVILIAN NONINSTITUTIONAL POPULATION BY RACE



**FIGURE 13. MISSISSIPPI CIVILIAN NONINSTITUTIONAL POPULATION
PERCENT CHANGE BY RACE, 2010 - 2023**



MISSISSIPPI LABOR FORCE PARTICIPATION BY SEX

Current Labor Force Participation

In 2023, the average monthly Mississippi labor force participation rate for males (59.8%) was consistently higher than the statewide average, while the labor force participation rate for females (48.5%) was consistently below the statewide average (see Figure 14).

2010-2023 Comparison

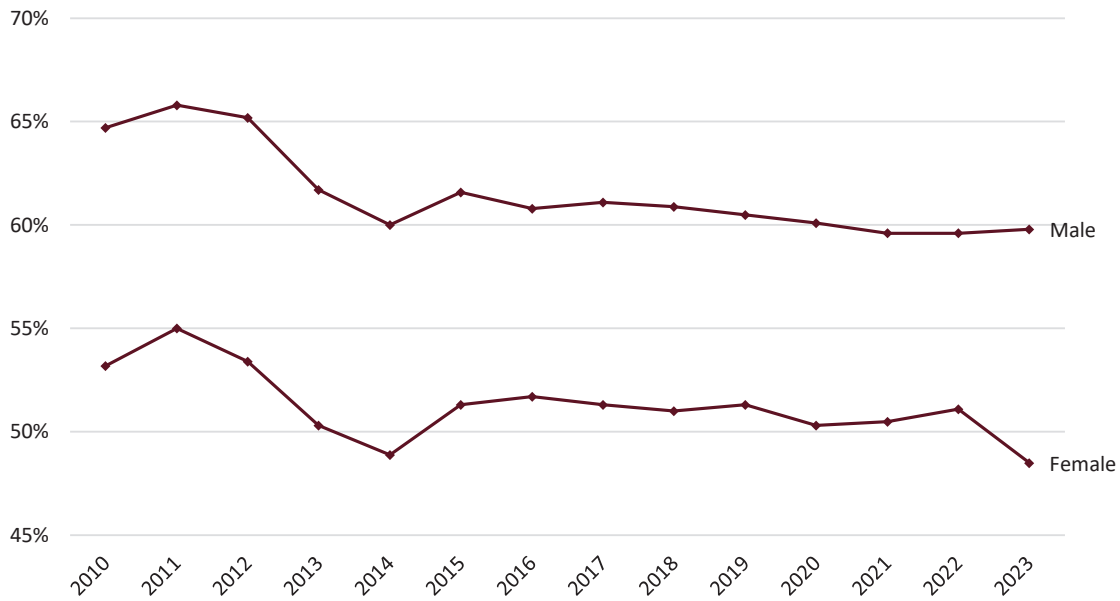
Overall, Mississippi labor force participation rates for males and females experienced similar levels of decline between 2010 and 2023, accounting for a 4.9% decrease and 4.7% decrease, respectively (see Figure 15).

Population Context

Overall, Mississippi male and female populations aged 16 and over experienced relatively similar levels of growth between 2010 and 2023 (4.1% and 2.6% respectively) (see Figure 16 and Figure 17). Females accounted for a larger portion of the Mississippi noninstitutional civilian population than males in any given year.

Despite comprising a larger portion of the Mississippi noninstitutional civilian population, the consistently lower labor force participation rate among females means more males were in the Mississippi labor force in any given year.

FIGURE 14: MISSISSIPPI LABOR FORCE PARTICIPATION RATE BY SEX



**FIGURE 15: MISSISSIPPI LABOR FORCE PARTICIPATION RATE
PERCENT CHANGE BY SEX, 2010 - 2023**

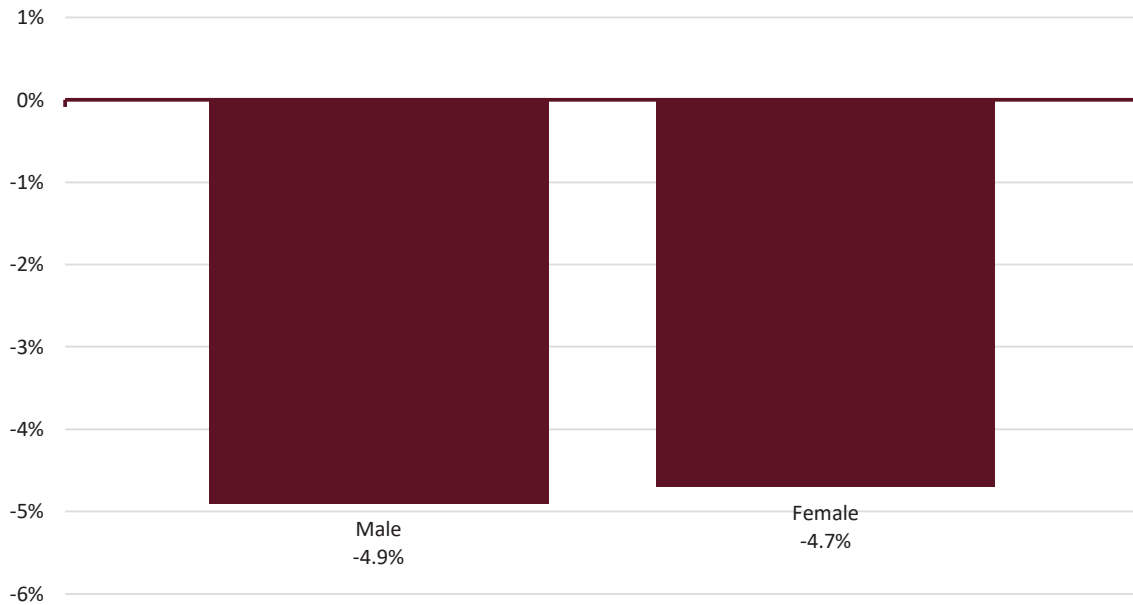
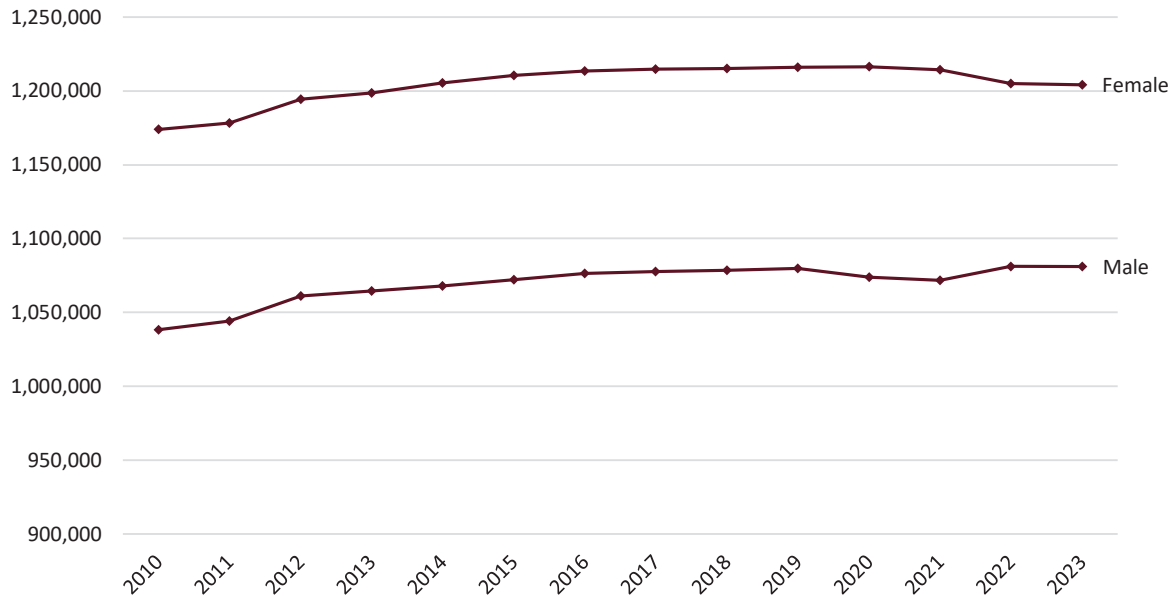
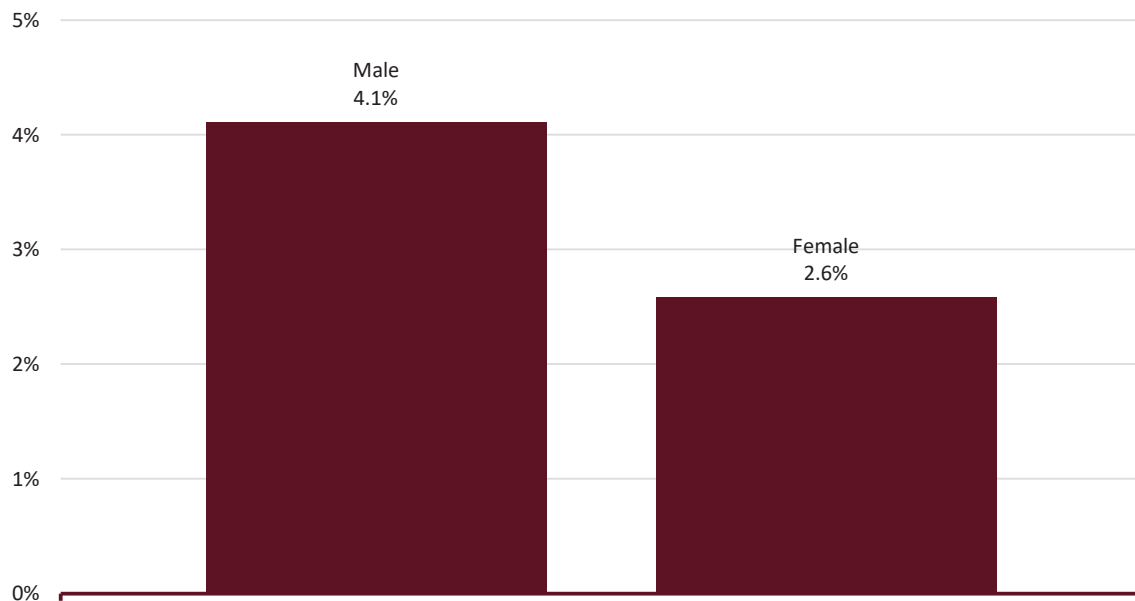


FIGURE 16. MISSISSIPPI CIVILIAN NONINSTITUTIONAL POPULATION BY SEX



**FIGURE 17: MISSISSIPPI CIVILIAN NONINSTITUTIONAL POPULATION
PERCENT CHANGE BY SEX, 2010 - 2023**



INFLUENCE OF DEMOGRAPHICS ON MISSISSIPPI LABOR FORCE PARTICIPATION

In addition to examining descriptive demographic trends, this study also examined the direct influence the specific demographic characteristics examined above had on Mississippi labor force participation throughout the fourteen-year observation period (2010 – 2023) to understand the significance of individual characteristics when all other demographic characteristics are held equal. Using a statistical technique known as regression analysis, researchers can determine the degree to which individual demographic characteristics can influence labor force participation.

It is important to note this study only examined the influence of the key demographic characteristics examined in this study: age, sex, race, and educational attainment. However, there are many other demographic, social, and economic characteristics that may influence labor force participation (e.g., local/regional economic conditions, disability status, veteran status, marital status, availability of childcare, economic recession/depression). As this study does not include additional demographic, social, and economic characteristics, results should be interpreted cautiously.

Furthermore, as this analysis assesses the entire fourteen-year study period, these results should not be used to draw conclusions on how such characteristics currently affect Mississippi labor force participation. As noted above, demographic trends in Mississippi labor force participation have changed over time. As such, these results reflect how the included demographic characteristics predicted Mississippi labor force participation during the specific timeframe.

Table 1 reports the influence of an individual's age, race, sex, and education level on their participation in Mississippi's labor force. This table includes the coefficient, standard deviation, odds ratio, and percent change in odds for each variable.

Each of these characteristics (age, race, sex, and educational attainment) is shown to be a statistically relevant predictor of Mississippi labor force participation. Below is a summary of the key findings of this regression analysis:

- Education was found to be the most important predictor of Mississippi labor force participation. Relative to individuals with a high school diploma, individuals with any level of college education had a significantly higher odds of participating in the Mississippi labor force.

This finding was most significant for individuals with a bachelor's degree. The results show that bachelor's degree holders were 129.5% more likely to participate in the labor force than those with a high school degree.

This was followed by those with associate's degrees and some college but no degree—who were 77.6% and 21.5% more likely to be in the labor force than their counterparts with a high school degree.

Notably, individuals with less than a high school diploma were 60.7% less likely to participate in the Mississippi labor force than their high school degree.

- Age was found to be the second most important predictor of Mississippi labor force

participation. Relative to individuals aged 25 to 44, individuals in all other age groups had significantly lower odds of participating in the Mississippi labor force.

This finding was most significant for individuals aged 65 and older. The results show individuals aged 65 and older were 95.8% less likely to participate in the labor force than their counterparts aged 25 to 44.

This was followed by those aged 16 to 24 and aged 45 to 64 – who were 66.8% and 53.7% less likely to be in the labor force than their counterparts aged 25 to 44.

- Sex was found to be the third most important predictor of Mississippi labor force participation. Relative to males, females were 43.7% less likely to be in the labor force.
- Race was found to be the fourth most important predictor of Mississippi labor force participation. This finding was most significant for Hispanic individuals, as results show Hispanic individuals were 34.3% more likely to be in the labor force than their non-Hispanic white counterparts.

This was followed by non-Hispanic Black individuals and individuals of other races – who were 16.9% and 10.8% less likely to be in the labor force than their non-Hispanic white counterparts.

TABLE 1. INFLUENCE OF DEMOGRAPHIC CHARACTERISTICS ON MISSISSIPPI LABOR FORCE PARTICIPATION, 2000 TO 2023

Variable	Coefficient	Standard Deviation	Odds Ratio	Percent Change in Odds
<i>Intercept</i>	34.6119***	0.0611	-	-
<i>Year of Survey</i>	-0.0164***	0.0000	0.9837	-1.6%
Age (Reference: Aged 25 to 44)				
<i>Aged 16 to 24</i>	-1.1038***	0.0004	0.3316	-66.8%
<i>Aged 45 to 64</i>	-0.7695***	0.0003	0.4632	-53.7%
<i>Aged 65 and Older</i>	-3.1670***	0.0004	0.0421	-95.8%
Race (Reference: White)				
<i>Black</i>	-0.1854***	0.0003	0.8308	-16.9%
<i>Hispanic</i>	0.2948***	0.0008	1.3429	34.3%
<i>Other Race</i>	-0.1138***	0.0008	0.8924	-10.8%
Sex (Reference: Male)				
<i>Female</i>	-0.5735***	0.0002	0.5635	-43.7%
Education (Reference: HS Diploma)				
<i>Less than HS</i>	-0.9335***	0.0004	0.3932	-60.7%
<i>Some College, No Degree</i>	0.1949***	0.0003	1.2152	21.5%
<i>Associate's Degree</i>	0.5745***	0.0004	1.7762	77.6%
<i>Bachelor's Degree or Above</i>	0.8305***	0.0004	2.2945	129.5%

*** $p < .001$ ** $p < .01$ * $p < .05$

Note: Percent change in odds should be calculated through the formula: $(\text{Odds Ratio} - 1) \times 100$.

SECTION II. REASONS FOR NOT PARTICIPATING IN THE MISSISSIPPI LABOR FORCE

The following section provides the reasons reported by individuals for not participating in the Mississippi labor force in 2023 and provides breakdowns across demographic characteristics (age, educational attainment, race, and sex). For more detailed results, see Appendix F.

REASONS FOR NON-PARTICIPATION BY AGE

Three main trends emerged when examining the reasons that individuals of a specific age category reported not participating in the Mississippi labor force in 2023 (see Figure 18).

First, and as expected, retirement was a more common reason among older individuals, specifically those aged 45 to 64 and aged 65 and older. In 2023, approximately 32% of non-participants aged 45 to 64 were retired, while approximately 86% of non-participants aged 65 and over were retired.

Second, inability to work was more common among non-participants aged 25 to 44 and aged 45 to 64 when compared to those younger and older Mississippians not in the labor force. Approximately 35% of non-participants aged 25 to 44 and 48% of those aged 45 to 64 reported being unable to work. For individuals aged 45 to 64, inability to work was the primary reason for not participating in the Mississippi labor force.

Third, younger Mississippians typically listed other reasons for not participating in the Mississippi labor force beside inability to work and retirement. These reasons consist of a multitude of explanations ranging from attending school to caring for an ill family member. Approximately 93% of individuals aged 16 to 24 and 62% of individuals aged 25 to 44 listed other reasons for not participating in the Mississippi labor force.

REASONS FOR NON-PARTICIPATION BY EDUCATIONAL ATTAINMENT

Three trends emerged when examining the reasons that individuals aged 16 and over of a specific educational attainment category reported not participating in the Mississippi labor force in 2023 (see Figure 19).

First, retirement was a more common reason among individuals with higher levels of educational attainment. In 2023, approximately 73% of non-participants with a bachelor's degrees or above were retired, compared to those with an associate's degrees (53.8%), some college education (44.0%), a high school diploma or GED (42.0%), and less than a high school diploma (23.9%).

Second, reasons other than inability to work and retirement were more common among individuals with lower levels of educational attainment. In 2023, approximately 49% of non-participants with less than a high school diploma indicated other reasons, compared to those with a high school diploma or GED (28.8%), some college education (36.7%), an associate's degree (25.0%), and a bachelor's degree or above (16.8%).

FIGURE 18: REASONS FOR NON-PARTICIPATION BY AGE

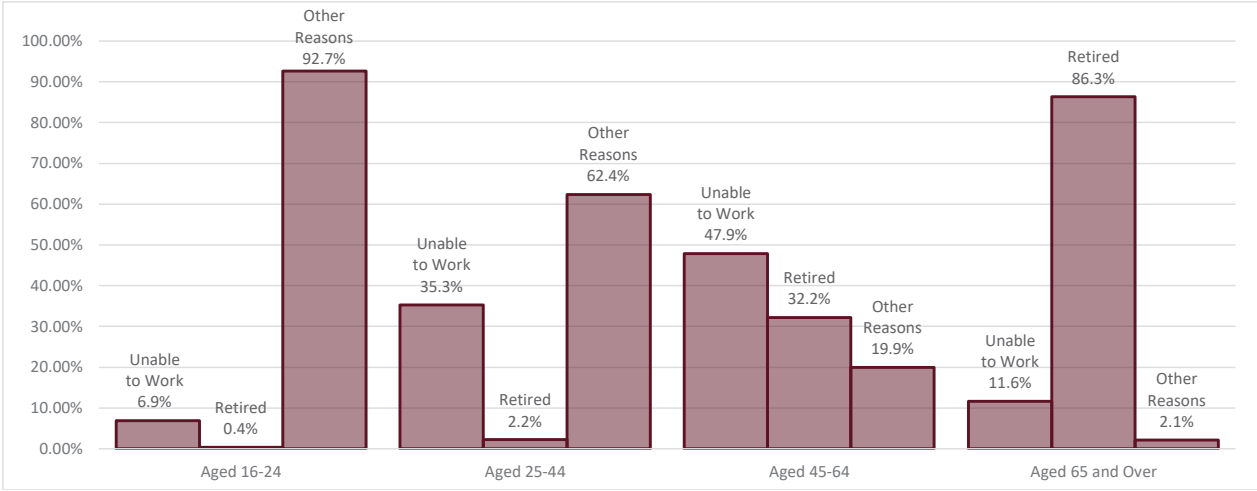
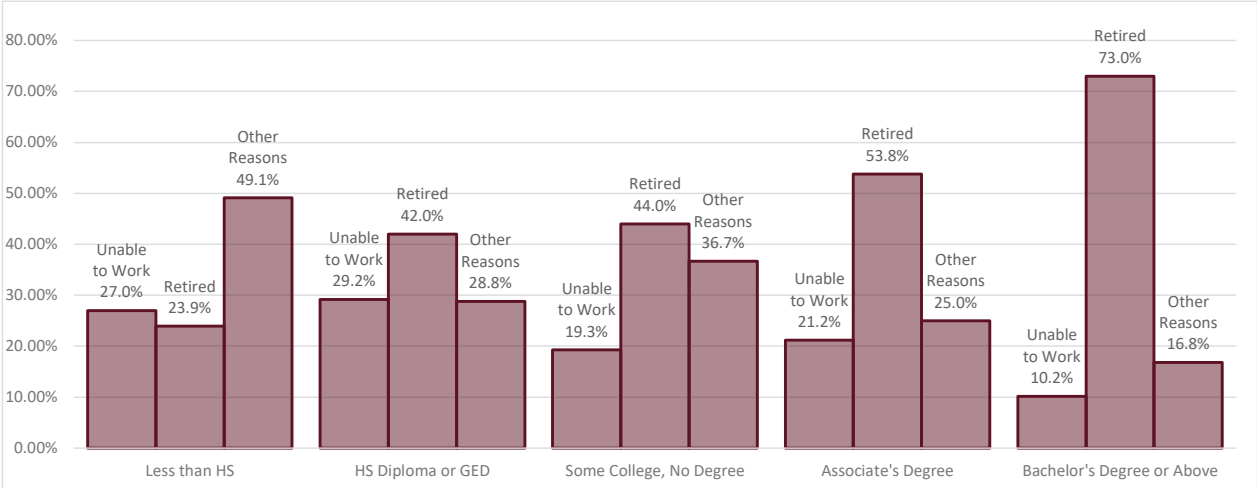


FIGURE 19: REASONS FOR NON-PARTICIPATION BY EDUCATIONAL ATTAINMENT



REASONS FOR NON-PARTICIPATION BY RACE

Three trends emerged when examining the reasons that individuals aged 16 and over of a specific racial category reported not participating in the Mississippi labor force in 2023 (see Figure 20).

First, the reasons non-Hispanic Black individuals reported not participating in the Mississippi labor force in 2023 were relatively evenly divided between inability to work (32.5%), retirement (30.9%), and other reasons (36.6%).

Second, retirement (54.0%) was the most common reason non-Hispanic white individuals reported for not participating in the Mississippi labor force in 2023. Furthermore, relative to each of the other racial categories, retirement was more common among non-Hispanic white individuals.

Third, approximately 84% of Hispanic individuals not participating in the Mississippi labor force listed reasons other than inability to work and retirement.

REASONS FOR NON-PARTICIPATION BY SEX

Rationales for not participating in the Mississippi labor force were similar among males and females aged 16 and over (see Figure 21). For both categories, retirement was the most common reason for not participating in the Mississippi labor force, followed by other reasons and inability to work. Furthermore, retirement and inability to work were reported more frequently by males than females.

FIGURE 20: RATIONALES FOR NON-PARTICIPATION BY RACE

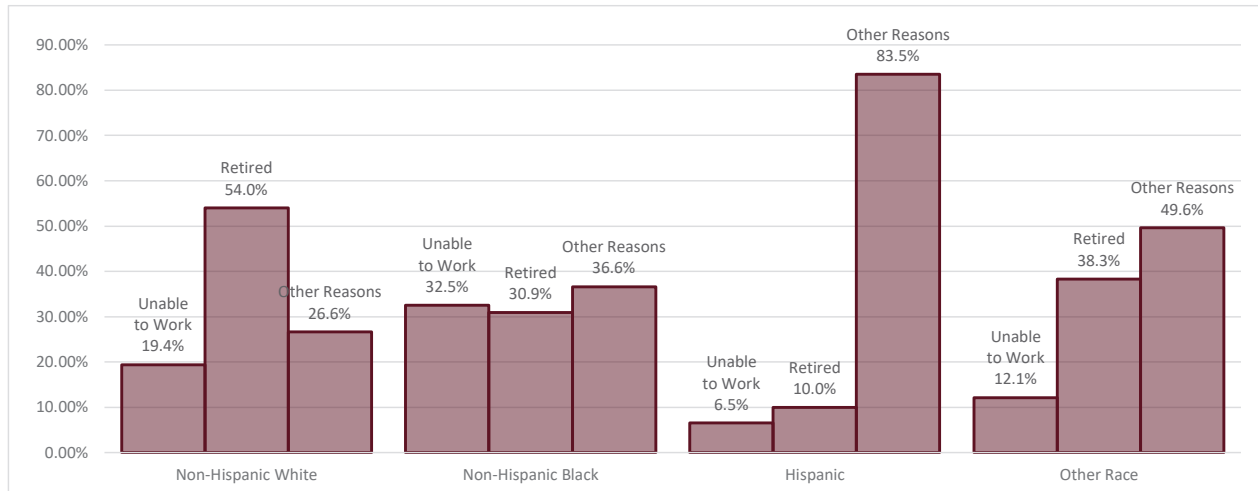
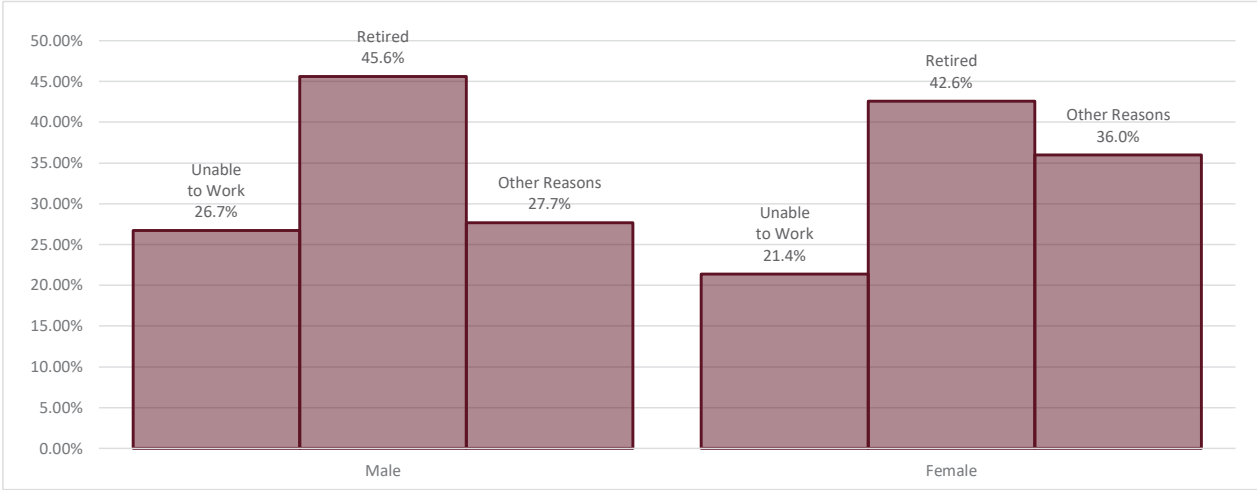


FIGURE 21: RATIONALES FOR NON-PARTICIPATION BY SEX



SECTION III. MISSISSIPPI WORKFORCE TURNOVER RATES

To assess average quarterly workforce turnover rates, the average number of individuals who separated from their employer each quarter of a given year was divided by the average number of employees each quarter (see Table 2 and Figure 21).

The average quarterly turnover rate in Mississippi steadily increased by 4.5% between 2010 (14.3%) and 2022 (18.8%). Although fluctuations occurred throughout the observation period, the average annual labor force participation rate in Mississippi decreased by 3.5% from 2010 (58.6%) to 2022 (55.1%).

Despite an observed increase in average quarterly turnover rates and an observed decrease in average annual labor force participation rates, it should be noted that these trends are not directly comparable. For instance, individuals separating from their employers may do so for a variety of reasons other than exiting the labor force. For example, some individuals may have other jobs lined up at the time of their separation, while others may actively be seeking other employment.

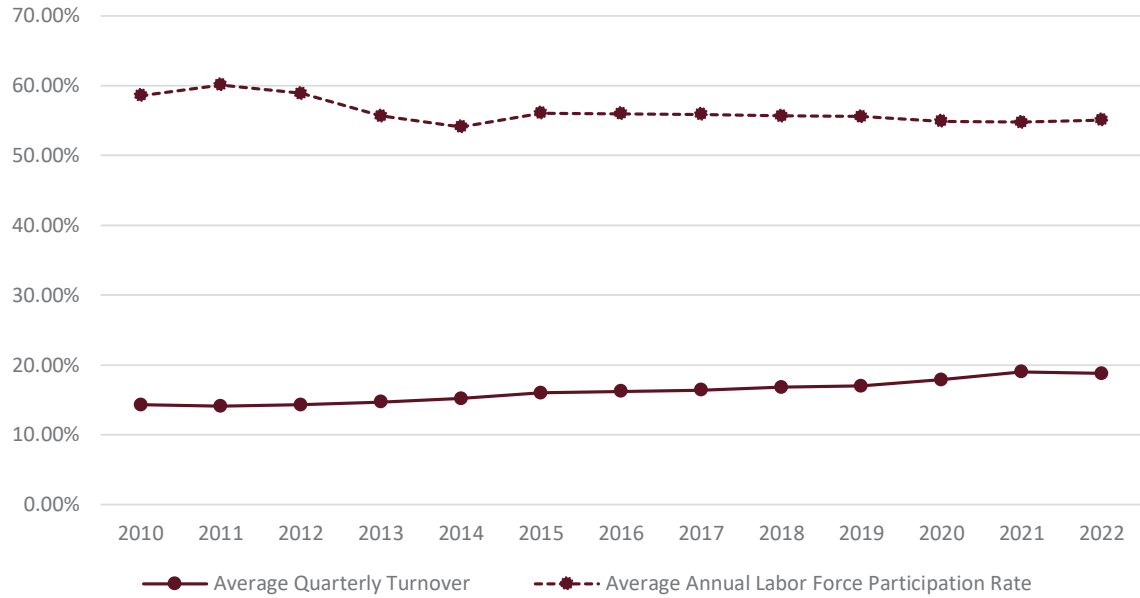
TABLE 2. AVERAGE QUARTERLY TURNOVER RATE IN MISSISSIPPI, 2010 TO 2022

	Average Quarterly Employment	Average Quarterly Separations	Average Quarterly Turnover Rate	Annual Average Labor Force Participation Rate
2010	1,187,529	170,330	14.3%	58.6%
2011	1,198,071	169,215	14.1%	60.1%
2012	1,215,942	174,267	14.3%	58.9%
2013	1,235,043	181,841	14.7%	55.7%
2014	1,256,431	191,585	15.2%	54.1%
2015	1,278,231	204,087	16.0%	56.1%
2016	1,295,412	210,404	16.2%	56.0%
2017	1,301,818	213,322	16.4%	55.9%
2018	1,307,815	220,351	16.8%	55.7%
2019	1,319,517	223,866	17.0%	55.6%
2020	1,286,337	230,429	17.9%	54.9%
2021	1,333,044	253,725	19.0%	54.8%
2022	1,356,567	255,264	18.8%	55.1%

Source: MDES, 2024; IPUMS CPS Monthly Data, 2024.



**FIGURE 22: COMPARISON OF AVERAGE QUARTERLY TURNOVER RATES
AND ANNUAL AVERAGE LABOR FORCE PARTICIPATION RATES**



SECTION IV. TOP 25 COUNTIES IN MISSISSIPPI AND ITS CONTIGUOUS STATES WITH HIGHEST AND LOWEST LABOR FORCE PARTICIPATION RATES IN 2022

This section provides information regarding child poverty rates, female-headed households, and race-gender breakdowns for the top 25 counties in Mississippi and its contiguous states with the highest and lowest labor force participation rates. It is important to note this section provides descriptive trends and should not be used to interpret causal relationships.

Table 3A and Table 4A, respectively, provide information on select poverty characteristics of the top 25 counties in Mississippi and its contiguous states (LA, AL, AR, TN, MS) with the highest and lowest labor force participation rates in 2022. Table 3B and Table 4B provide information on race and gender breakdowns for these counties.

Labor Force Participation Rates

Five Mississippi counties were among the top 25 counties with the highest labor force participation rates: DeSoto County (5th); Madison County (9th); Tunica County (16th); Rankin County (20th); and Lamar County (23rd).

Conversely, five Mississippi counties were in the top 25 counties with the lowest labor force participation rates in 2022: Issaquena County (1st); Greene County (3rd); Jefferson County (8th); Claiborne County (9th); and Wilkinson County (22nd).

The top 25 counties with the highest levels of labor force participation reported an average labor force participation rate of 65.8%, while the top 25 counties with the lowest levels of labor force participation reported an average labor force participation rate of 38.8%.

Labor force participation rates for the top 25 counties with the highest levels of labor force participation ranged from 63.9% to 71.7%. Conversely, labor force participation rates for the top 25 counties with the lowest level of labor force participation ranged from 18.6% to 43.6%.

Child Poverty Rates

On average, the child poverty rate was 21.1% lower for top 25 counties with the highest levels of labor force participation (16.5%) than the top 25 counties with the lowest levels of labor force participation (37.6%).

Excluding Tunica County, MS, as an outlier (51.9%), child poverty rates among the top 25 counties with the highest levels of labor force participation (3.4% - 27.0%) varied considerably less than those with the lowest levels of labor force participation (13.2% - 62.9%).

Female-Headed Households

On average, the percentage of female-headed households was 9.9% lower for the top 25 counties with the highest levels of labor force participation (26.4%) than the top 25 counties with the lowest levels of labor force participation (36.3%).

Furthermore, the percentage of female-headed households among the top 25 counties with the highest levels of labor force participation (19.3% - 44.3%) varied only slightly less than those with the lowest levels of labor force participation (25.6% - 52.9%).

Non-Hispanic White Males

On average, the percentage of non-Hispanic white males was 5.2% higher for the top 25 counties with the highest levels of labor force participation (32.5%) than the top 25 counties with the lowest levels of labor force participation (27.3%).

Non-Hispanic White Females

On average, the percentage of non-Hispanic white females was 7.5% higher for the top 25 counties with the highest levels of labor force participation (33.2%) than the top 25 counties with the lowest levels of labor force participation (25.7%).

Non-Hispanic Black Males

On average, the percentage of non-Hispanic Black males was 12.1% lower for the top 25 counties with the highest levels of labor force participation (10.2%) than the top 25 counties with the lowest levels of labor force participation (22.3%).

Non-Hispanic Black Females

On average, the percentage of non-Hispanic Black females was 8.4% lower for the top 25 counties with the highest levels of labor force participation (11.2%) than the top 25 counties with the lowest levels of labor force participation (19.7%).

Hispanic Males

On average, the percentage of Hispanic males was 2.2% higher for the top 25 counties with the highest levels of labor force participation (3.5%) than the top 25 counties with the lowest levels of labor force participation (1.3%).

Hispanic Females

On average, the percentage of Hispanic females was 2.4% higher for the top 25 counties with the highest levels of labor force participation (3.2%) than the top 25 counties with the lowest levels of labor force participation (0.8%).

Other Race Males

On average, the percentage of males of other racial groups was 1.5% higher for the top 25 counties with the highest levels of labor force participation (3.1%) than the top 25 counties with the lowest levels of labor force participation (1.6%).

Other Race Females

On average, the percentage of females of other racial groups was 1.8% higher for the top 25 counties with the highest levels of labor force participation (3.1%) than the top 25 counties with the lowest levels of labor force participation (1.3%).

**TABLE 3A. TOP 25 COUNTIES IN CONTIGUOUS STATES (LA, AL, AR, TN, MS)
WITH HIGHEST LABOR FORCE PARTICIPATION RATES**

Rank	County Name	Labor Force Participation Rate Population 16 and Over	Poverty Rate for Population Under 18 Years Old	Female-Headed Households
1	Davidson County, TN	71.7%	22.7%	34.5%
2	Rutherford County, TN	71.2%	11.1%	23.8%
3	Ascension Parish, LA	67.9%	14.9%	21.6%
4	Williamson County, TN	67.8%	3.4%	19.3%
5	DeSoto County, MS	67.6%	13.4%	26.2%
6	Montgomery County, TN	66.9%	16.0%	25.0%
7	Benton County, AR	66.6%	11.5%	20.8%
8	Sumner County, TN	66.2%	13.1%	22.5%
9	Madison County, MS	65.6%	13.6%	29.1%
10	Shelby County, AL	65.5%	7.4%	23.6%
11	Wilson County, TN	65.5%	9.6%	20.0%
12	Lafayette Parish, LA	65.2%	23.9%	27.7%
13	Plaquemines Parish, LA	65.0%	20.6%	21.2%
14	Cheatham County, TN	64.8%	9.3%	20.7%
15	Washington County, AR	64.7%	16.4%	25.5%
16	Tunica County, MS	64.6%	51.9%	44.3%
17	Shelby County, TN	64.5%	27.0%	37.7%
18	East Baton Rouge Parish, LA	64.4%	23.6%	35.6%
19	Robertson County, TN	64.3%	13.6%	22.1%
20	Rankin County, MS	64.2%	12.2%	26.9%
21	Knox County, TN	64.2%	13.9%	28.4%
22	Madison County, AL	64.1%	13.9%	28.7%
23	Lamar County, MS	64.0%	23.8%	25.4%
24	Maury County, TN	64.0%	11.8%	26.7%
25	St. Charles Parish, LA	63.9%	14.8%	23.6%

Source: American Community Survey 2022 5-Year Estimates, U.S. Census Bureau



**TABLE 3B. TOP 25 COUNTIES IN CONTIGUOUS STATES (LA, AL, AR, TN, MS)
WITH HIGHEST LABOR FORCE PARTICIPATION RATES**

Rank	County	White		Black		Hispanic		Other	
		Male	Female	Male	Female	Male	Female	Male	Female
1	Davidson County, TN	27.0%	28.5%	12.2%	14.1%	5.6%	5.0%	3.6%	4.0%
2	Rutherford County, TN	33.4%	34.1%	7.4%	7.8%	4.7%	4.4%	3.9%	4.3%
3	Ascension Parish, LA	33.2%	33.2%	11.2%	11.7%	3.1%	3.0%	2.0%	2.6%
4	Williamson County, TN	40.8%	41.9%	1.9%	2.0%	2.6%	2.5%	4.2%	4.1%
5	DeSoto County, MS	29.5%	30.3%	14.3%	16.6%	2.7%	2.5%	1.9%	2.2%
6	Montgomery County, TN	30.6%	30.2%	9.8%	10.4%	5.6%	5.2%	4.0%	4.2%
7	Benton County, AR	31.9%	32.7%	1.1%	0.8%	8.9%	8.4%	8.4%	7.8%
8	Sumner County, TN	39.8%	41.2%	4.0%	4.5%	2.9%	2.8%	2.3%	2.5%
9	Madison County, MS	27.0%	28.0%	17.3%	20.3%	1.6%	1.5%	2.4%	1.9%
10	Shelby County, AL	37.0%	38.9%	6.1%	6.9%	3.1%	2.8%	2.6%	2.6%
11	Wilson County, TN	40.4%	41.6%	3.6%	3.4%	2.7%	2.4%	2.7%	3.2%
12	Lafayette Parish, LA	31.5%	32.7%	12.2%	13.5%	2.5%	2.2%	2.7%	2.7%
13	Plaquemines Parish, LA	31.5%	30.2%	11.5%	9.7%	4.2%	3.9%	4.8%	4.2%
14	Cheatham County, TN	45.3%	45.0%	0.9%	1.0%	2.3%	1.5%	2.1%	1.9%
15	Washington County, AR	32.6%	32.9%	1.9%	1.6%	8.9%	8.4%	7.0%	6.7%
16	Tunica County, MS	10.0%	8.2%	38.8%	41.6%	0.6%	0.8%	0.0%	0.0%
17	Shelby County, TN	17.0%	17.6%	24.8%	28.9%	3.6%	3.2%	2.3%	2.6%
18	East Baton Rouge Parish, LA	21.2%	22.2%	21.1%	24.2%	2.4%	2.1%	3.2%	3.6%
19	Robertson County, TN	40.3%	41.1%	3.4%	3.7%	4.1%	3.6%	1.9%	1.9%
20	Rankin County, MS	35.0%	37.5%	10.4%	11.2%	1.4%	1.3%	1.7%	1.5%
21	Knox County, TN	39.8%	41.4%	4.0%	4.2%	2.4%	2.3%	2.9%	3.0%
22	Madison County, AL	31.8%	31.6%	11.5%	13.0%	2.7%	2.6%	3.2%	3.6%
23	Lamar County, MS	35.4%	36.9%	9.5%	11.4%	1.3%	1.8%	1.7%	2.0%
24	Maury County, TN	38.1%	39.9%	5.1%	5.8%	3.5%	3.1%	2.3%	2.2%
25	St. Charles Parish, LA	32.0%	32.1%	10.9%	12.7%	3.5%	3.1%	3.4%	2.3%

Source: American Community Survey 2022 5-Year Estimates, U.S. Census Bureau



**TABLE 4A. TOP 25 COUNTIES IN CONTIGUOUS STATES (LA, AL, AR, TN, MS)
WITH LOWEST LABOR FORCE PARTICIPATION RATES**

Rank	County Name	Labor Force Participation Rate Population 16 and Over	Poverty Rate for Population Under 18 Years Old	Female-Headed Households
1	Issaquena County, MS	18.6%	13.2%	38.8%
2	Lake County, TN	30.7%	37.8%	37.4%
3	Greene County, MS	32.2%	24.5%	30.4%
4	Lincoln County, AR	32.9%	27.4%	32.0%
5	East Carroll Parish, LA	33.6%	62.9%	43.3%
6	Claiborne Parish, LA	38.4%	52.2%	42.7%
7	Izard County, AR	38.8%	27.0%	25.9%
8	Jefferson County, MS	39.2%	56.1%	52.9%
9	Claiborne County, MS	39.3%	33.8%	40.6%
10	Perry County, AL	39.8%	58.4%	48.2%
11	Amite County, MS	40.1%	37.7%	30.0%
12	Greene County, AL	40.3%	46.2%	43.5%
13	Stone County, AR	40.4%	28.4%	31.1%
14	Tensas Parish, LA	40.6%	52.8%	32.9%
15	Lee County, AR	40.8%	43.3%	41.0%
16	Madison Parish, LA	40.9%	52.4%	47.2%
17	Conecuh County, AL	41.1%	34.2%	35.6%
18	Concordia Parish, LA	41.7%	51.4%	41.1%
19	East Feliciana Parish, LA	42.5%	16.5%	29.9%
20	Jackson Parish, LA	42.6%	45.4%	30.5%
21	Pickett County, TN	42.8%	28.3%	25.6%
22	Wilkinson County, MS	42.9%	31.5%	44.7%
23	Van Buren County, AR	43.0%	21.7%	29.6%
24	Fulton County, AR	43.4%	17.1%	26.3%
25	Catahoula Parish, LA	43.6%	40.2%	26.0%

Source: American Community Survey 2022 5-Year Estimates, U.S. Census Bureau



**TABLE 4B. TOP 25 COUNTIES IN CONTIGUOUS STATES (LA, AL, AR, TN, MS)
WITH LOWEST LABOR FORCE PARTICIPATION RATES**

Rank	County	White		Black		Hispanic		Other	
		Male	Female	Male	Female	Male	Female	Male	Female
1	Issaquena County, MS	14.0%	13.5%	48.7%	21.7%	1.0%	0.0%	0.4%	0.7%
2	Lake County, TN	38.3%	27.6%	18.8%	6.8%	2.6%	0.3%	3.8%	1.8%
3	Greene County, MS	38.3%	32.6%	20.4%	5.0%	1.0%	0.3%	1.5%	0.9%
4	Lincoln County, AR	36.0%	26.8%	23.6%	6.2%	3.2%	1.3%	1.2%	1.7%
5	East Carroll Parish, LA	13.8%	13.9%	38.8%	28.1%	1.3%	0.2%	2.1%	1.8%
6	Claiborne Parish, LA	23.3%	22.3%	28.4%	21.2%	1.1%	0.7%	1.1%	1.9%
7	Izard County, AR	45.5%	42.3%	1.7%	0.1%	1.3%	1.4%	4.5%	3.2%
8	Jefferson County, MS	5.9%	7.1%	35.4%	43.1%	6.6%	1.9%	0.0%	0.0%
9	Claiborne County, MS	6.2%	5.0%	41.1%	44.7%	0.2%	0.0%	1.3%	1.5%
10	Perry County, AL	13.3%	15.0%	31.9%	38.4%	0.9%	0.1%	0.0%	0.4%
11	Amite County, MS	26.9%	31.0%	19.4%	20.8%	0.1%	0.0%	0.5%	1.3%
12	Greene County, AL	8.5%	8.7%	38.8%	43.0%	0.1%	0.2%	0.7%	0.0%
13	Stone County, AR	44.6%	45.8%	0.1%	0.0%	0.6%	1.4%	4.0%	3.5%
14	Tensas Parish, LA	20.5%	20.9%	22.4%	30.1%	2.2%	1.0%	2.1%	0.8%
15	Lee County, AR	24.6%	16.1%	29.1%	26.2%	2.0%	0.9%	0.6%	0.5%
16	Madison Parish, LA	16.8%	16.8%	29.6%	32.9%	0.9%	2.1%	0.2%	0.7%
17	Conecuh County, AL	24.9%	24.8%	23.1%	25.3%	0.5%	0.2%	0.2%	1.0%
18	Concordia Parish, LA	28.1%	28.8%	19.0%	20.3%	1.5%	0.4%	1.1%	0.8%
19	East Feliciana Parish, LA	28.8%	25.3%	22.7%	17.4%	1.2%	0.6%	2.5%	1.5%
20	Jackson Parish, LA	34.8%	32.7%	12.3%	13.3%	1.1%	0.8%	2.4%	2.6%
21	Pickett County, TN	47.4%	47.7%	0.3%	0.0%	0.7%	1.6%	1.4%	0.9%
22	Wilkinson County, MS	16.0%	11.7%	35.0%	32.3%	0.0%	1.8%	2.8%	0.4%
23	Van Buren County, AR	45.6%	46.3%	0.6%	0.2%	1.1%	2.3%	1.9%	2.0%
24	Fulton County, AR	46.2%	46.7%	0.2%	0.0%	0.2%	0.4%	3.4%	2.9%
25	Catahoula Parish, LA	33.8%	32.3%	17.1%	14.6%	0.6%	0.5%	0.8%	0.3%

Source: American Community Survey 2022 5-Year Estimates, U.S. Census Bureau



SECTION V. JOB POSTINGS IN MISSISSIPPI

In 2023, there were 174,275 unique job postings in Mississippi. The largest category of job postings consisted of those requiring applicants to possess at least a high school diploma or GED (72,971), followed by those requiring less than a high school diploma (58,571), those requiring a bachelor's degree or above (28,114), and those requiring at least an associate's degree (14,619). This trend was noted for each year in the observation period (see Figure 23).

The number of job postings in Mississippi declined by 12.2% over the study period, from 198,478 in 2010 to 174,275 in 2023. Over this period, the number of job postings in Mississippi decreased across every level of required educational attainment (see Figure 24). The largest decrease in Mississippi job postings occurred among those which required applicants to possess at least an associate's degree (19.4% decrease), followed by those which required a high school diploma (14.1% decrease), less than a high school diploma (9.3% decrease), and a bachelor's degree or above (8.7% decrease).

For detailed results of Mississippi job postings by educational attainment for each LWDA and AccelerateMS Ecosystem, see Appendix G.

**FIGURE 23: MISSISSIPPI JOB POSTINGS IN 2023
BY EDUCATIONAL ATTAINMENT**

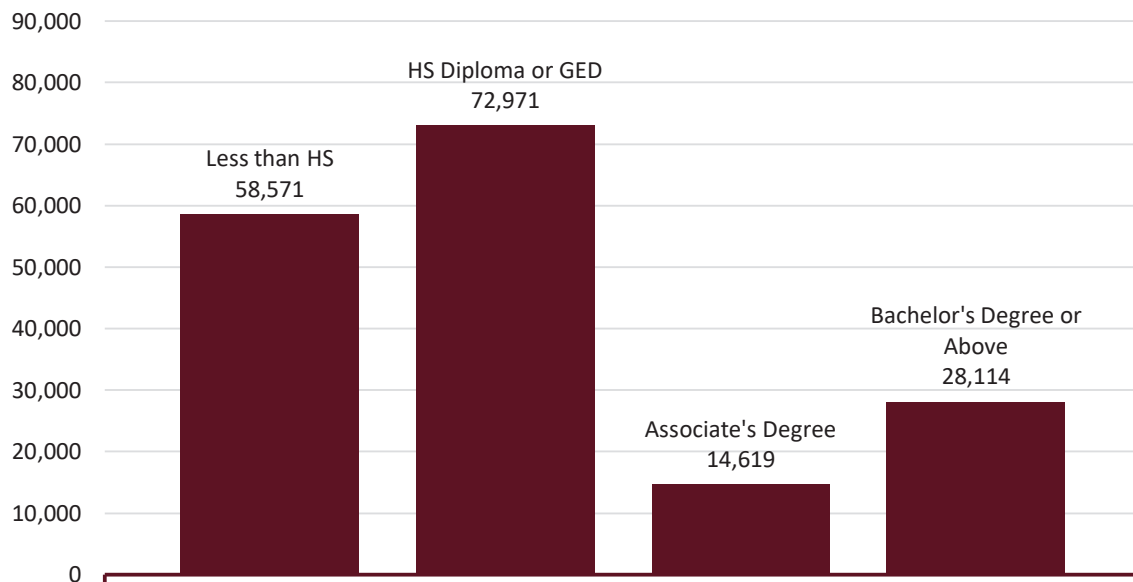
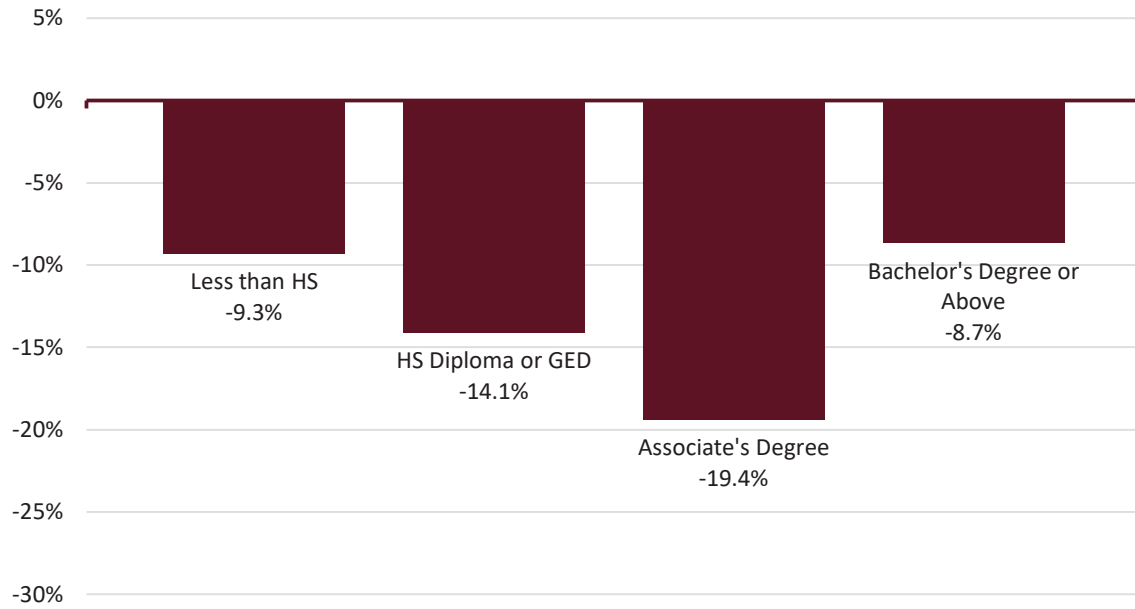


FIGURE 24: MISSISSIPPI JOB POSTINGS
PERCENT CHANGE BY EDUCATIONAL ATTAINMENT, 2010 – 2023



SECTION VI. UNBANKED HOUSEHOLDS IN MISSISSIPPI AND THE UNITED STATES

In 2021, 11.1% of Mississippi households were unbanked, while 6.6% of employed Mississippians and 14.0% of Mississippians not in the labor force were unbanked (see Table 5).

These percentages for Mississippi are twice the national average. In 2021, 4.5% of U.S. households were unbanked in 2021, while 2.6% of employed individuals in the U.S. labor force and 6.8% of individuals not in the U.S. labor force were unbanked (see Table 6).

Though the percentage of unbanked Mississippi households and individuals has exceeded national averages historically, the percentage of unbanked Mississippi households and individuals has declined to a historic low since 2009.

In addition to providing information on unbanked individuals by labor force status, Table 5 and Table 6 provide information on unbanked individuals by specific demographic characteristics alone (age, race, educational attainment) without consideration of an individual's labor force status.

TABLE 5. UNBANKED POPULATIONS IN MISSISSIPPI

	2009	2011	2013	2015	2017	2019	2021
Statewide	16.2%	15.1%	14.5%	12.6%	15.8%	12.8%	11.1%
By Labor Force Status							
<i>Employed</i>	10.1%	8.4%	8.0%	9.9%	11.8%	8.6%	6.6%
<i>Not in the Labor Force</i>	22.1%	19.8%	19.9%	15.0%	19.4%	17.1%	14.0%
By Age							
<i>15 – 24 Years Old</i>	14.3%	16.4%	34.8%	22.4%	18.1%	19.6%	16.0%
<i>25 – 34 Years Old</i>	18.4%	36.3%	17.3%	20.0%	33.3%	13.3%	17.8%
<i>35 – 44 Years Old</i>	15.3%	17.1%	26.7%	13.3%	20.0%	14.0%	13.2%
<i>45 – 54 Years Old</i>	19.3%	15.8%	11.5%	12.8%	16.0%	17.0%	13.4%
<i>55 – 64 Years Old</i>	18.4%	7.4%	8.9%	14.2%	10.5%	8.4%	11.2%
<i>65 Years Old and Over</i>	10.5%	4.5%	7.7%	4.6%	6.3%	10.6%	4.7%
By Race							
<i>White</i>	5.4%	5.1%	5.7%	6.8%	7.5%	6.2%	3.5%
<i>Black</i>	33.5%	30.9%	29.0%	21.5%	27.9%	23.8%	23.1%
<i>Hispanic</i>	55.0%	66.7%	41.2%	36.4%	36.8%	25.0%	14.3%
<i>Other Race</i>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%
By Educational Attainment							
<i>Less than High School Diploma</i>	37.2%	31.6%	35.3%	27.4%	30.2%	25.7%	29.5%
<i>High School Diploma or GED</i>	18.3%	18.6%	17.9%	13.9%	20.3%	17.4%	12.9%
<i>Some College, No Degree</i>	8.0%	12.3%	8.9%	10.6%	11.8%	12.1%	6.3%
<i>Associate's Degree or Above</i>	1.5%	3.1%	4.2%	2.6%	4.5%	1.3%	3.4%

Source: FDIC, 2024



TABLE 6. UNBANKED POPULATIONS IN THE UNITED STATES

	2009	2011	2013	2015	2017	2019	2021
Nationwide	7.6%	8.2%	7.7%	7.0%	6.5%	5.4%	4.5%
By Labor Force Status							
<i>Employed</i>	5.5%	5.3%	5.4%	5.0%	4.5%	3.6%	2.6%
<i>Not in the Labor Force</i>	9.7%	11.0%	9.9%	9.2%	9.0%	8.0%	6.8%
By Age							
<i>15 – 24 Years Old</i>	15.7%	17.4%	15.7%	13.1%	10.0%	8.8%	5.8%
<i>25 – 34 Years Old</i>	11.7%	12.7%	12.5%	10.6%	8.5%	6.9%	5.1%
<i>35 – 44 Years Old</i>	8.9%	9.3%	9.0%	8.9%	7.8%	6.3%	5.1%
<i>45 – 54 Years Old</i>	7.5%	8.1%	7.5%	6.7%	6.9%	5.1%	5.2%
<i>55 – 64 Years Old</i>	4.8%	5.5%	5.6%	5.8%	5.9%	5.5%	4.8%
<i>65 Years Old and Over</i>	3.5%	3.9%	3.5%	3.1%	3.9%	3.3%	2.7%
By Race							
<i>White</i>	3.3%	4.0%	3.6%	3.1%	3.0%	2.5%	2.1%
<i>Black</i>	21.5%	21.4%	20.6%	18.2%	16.9%	13.6%	10.9%
<i>Hispanic</i>	19.2%	20.1%	17.9%	16.2%	14.0%	12.0%	9.3%
<i>Other Race</i>	6.3%	5.3%	5.1%	5.6%	4.9%	3.6%	3.7%
By Educational Attainment							
<i>Less than High School Diploma</i>	24.4%	25.8%	25.1%	23.2%	22.4%	21.4%	19.2%
<i>High School Diploma or GED</i>	9.6%	10.9%	10.8%	9.7%	9.4%	8.1%	6.8%
<i>Some College, No Degree</i>	4.9%	5.9%	5.6%	5.5%	5.1%	4.3%	3.3%
<i>Associate's Degree or Above</i>	1.2%	1.1%	1.1%	1.1%	1.3%	0.8%	0.9%

Source: FDIC, 2024



APPENDIX A: DEFINING AND MEASURING LABOR FORCE PARTICIPATION

OFFICIAL DATA SOURCES FOR LABOR FORCE PARTICIPATION

The federal government reports labor force participation estimates through two major surveys:

- Current Population Survey (CPS)
- American Community Survey (ACS)

Current Population Survey (CPS) Program

Jointly sponsored by the U.S. Census Bureau and the U.S. Bureau of Labor Statistics, the Current Population Survey (CPS) is a voluntary monthly household-level survey which serves as the primary source of labor force statistics for the U.S. population. The CPS is used to produce official monthly estimates pertaining to employment, unemployment, and the unemployment rate for the U.S., as well as produce annual average estimates for states and metropolitan areas.

The CPS samples approximately 73,000 addresses per month to conduct telephone and in-person interviews for the 50 states and the District of Columbia. Once selected, a household in the sample is interviewed during four consecutive months, given an eight-month period of non-contact, and the interviewed over an additional four consecutive months. After concluding the sixteen-month period, the household address is retired from the sample.

To qualify for the sample, the householder must consider the address to be their usual place of residence. Data are collected for all people who usually live or stay at the sample address even if the individual is temporarily away for various reasons such as travel, school attendance, or hospitalization.

The CPS population universe consists of the civilian noninstitutional population aged 16 and above. The CPS classifies an individual's employment status during the calendar week including the 12th day of a given month, asking 16 items pertaining to: a) self-employment; b) job tenure; c) work status; d) unpaid family work; e) hours worked; f) layoffs; g) active and passive job search methods; and h) availability for work. In addition to these items, the CPS collects data to produce other socioeconomic and demographic estimates.

American Community Survey (ACS) Program

Sponsored by the U.S. Census Bureau, the American Community Survey (ACS) is a mandatory annual household-level survey designed to replace the decennial census long form. As the ACS is part of the decennial census, respondents are required to complete the survey per federal law.

The ACS provides annual and multi-year estimates of select demographic, social, economic, and housing characteristics of the population and various subpopulations. In addition, the ACS provides:

- Single-year labor force estimates for geographic areas with a population of 65,000 or more;
- Three-year labor force estimates for geographic areas with a population of 20,000 or more; and
- Five-year labor force estimates for geographic areas with a population of 20,000 or less.



The ACS samples approximately 3,500,000 addresses per year to conduct mail, telephone, and in-person interviews for the 50 states, the District of Columbia and Puerto Rico. Approximately half of all responses are collected by mail. Data are collected from approximately one-twelfth of the sample each month.

To qualify for the sample, the individual at the address must have been, or plan to be, at the sample address for more than two months and not have a usual residence elsewhere.

The ACS population universe includes the civilian population aged 16 and older residing in households, institutionalized group quarters (e.g., prison, residential care facilities), and noninstitutionalized group quarters (e.g., university/college dormitories). The ACS classifies an individual's employment status during the full calendar week prior to the week the ACS is administered, asking seven items pertaining to: a) work status; b) layoff; c) job search; and d) availability for work.

DEFINING LABOR FORCE PARTICIPATION

The U.S. Bureau of Labor Statistics (BLS) utilizes several concepts from the U.S. Census Bureau Current Population Survey (CPS) to define labor force participation rates: a) *the civilian noninstitutional population*; b) *the civilian labor force*; c) *employment*; and d) *unemployment*. Each concept is defined below:

Civilian Noninstitutional Population

The civilian noninstitutional population aged 16 and over serves as the base population group for determining labor force participation rates. This population includes citizens of foreign countries who reside within the U.S. but do not live on the premises of an embassy. Furthermore, this population excludes:

- Active Duty members of the U.S. Armed Forces.
- Persons confined to, or living in, institutions or facilities such as:
 - Prisons, jails, and other correctional institutions and detention centers.
 - Residential care facilities such as skilled nursing homes.

Civilian Labor Force

The civilian labor force includes all individuals in the civilian noninstitutional population aged 16 and over who are classified as either employed or unemployed. Conceptually, this population represents the number of individuals in the civilian noninstitutional population aged 16 and over who are either working or actively looking for work.

Employment

Individuals are classified as employed if, during the survey reference week, any of the following criteria are met:

1. The individual worked at least 1 hour as a paid employee.
2. The individual worked at least 1 hour in their own business, profession, trade, or farm for pay or profit.
3. The individual was temporarily absent from their job, business, or farm, regardless of



whether the absence constituted paid time off.

4. The individual worked without pay for a minimum of 15 hours in a business or farm owned by a family member.

The following are not considered employment:

- Volunteer work.
- Unpaid internships.
- Unpaid training programs.
- Training programs not sponsored by an employer, even if the trainee receives a public assistance payment for attending.
- National Guard or Reserve duty (weekend or summer training).
- Ownership in a business or farm solely for investment purposes, with no participation in its management or operation.
- Jury duty.
- Work around one's home such as cleaning, painting, repairing, or other housework or home improvement projects.

Unemployment

Individuals are classified as unemployed if all of the following criteria are met:

1. The individual was not employed during the survey reference week.
2. The individual was available for work during the survey reference week, except for temporary illness.
3. The individual made at least one specific, active effort to find a job during the 4-week period ending with the survey reference week OR the individual was temporarily laid off and expecting to be recalled to their job.

Individuals waiting to start a new job must have actively looked for the job within the last 4 weeks to be classified as unemployed. Otherwise, the individual is classified as not in the labor force.

LABOR FORCE PARTICIPATION RATE

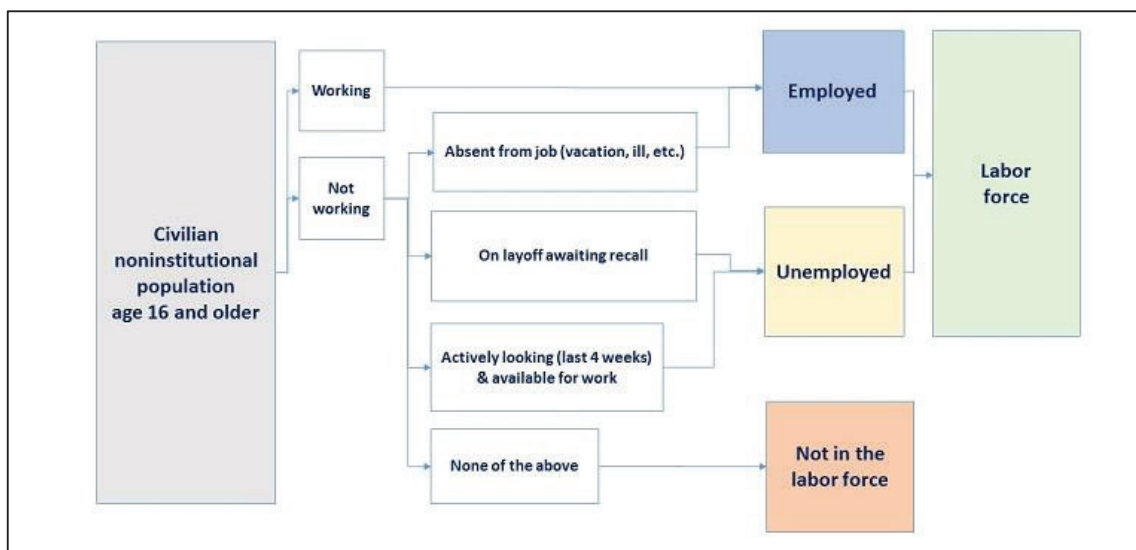
BLS relies on the above concepts to define labor force participation rates as the percentage of the civilian noninstitutional population in the civilian labor force. In other words, labor force participation rates reflect the percentage of the civilian noninstitutional population aged 16 and above who are either employed (currently working) or unemployed (actively seeking work).

Labor force participation rates are calculated as:

$$(\text{Civilian Labor Force} \div \text{Civilian Noninstitutional Population}) * 100$$

Figure A1 demonstrates the relationship of each of the above concepts.

FIGURE A1. RELATIONSHIP OF LABOR FORCE CONCEPTS



Source: U.S. Bureau of Labor Statistics

If an individual is classified as not in the labor force, the CPS asks individuals: a) whether they want a job; b) if they were available for work during the survey reference week; c) if they have searched for a job in the past 12 months; and d) what their reason was for not having looked for work in the last four weeks.

The BLS classifies those not in the labor force into several subgroups: a) people who want a job now; b) discouraged workers; c) other people marginally attached to the labor force; and d) other people not in the labor force.

People who want a job are defined as individuals who: a) searched for a job in the past 12 months, but not in the past four weeks; b) would like a job; and c) were available to start a job during the survey reference week.

Discouraged workers are defined as individuals who: a) searched for a job in the past 12 months, but not in the past four weeks; b) were available to start a job during the survey reference week; and c) indicated some type of discouragement about their job prospects (e.g., lack of job availability, lack of education/training/experience, inability to find work in the past) as the primary reason for not seeking work in the past four weeks.

Other people marginally attached to the labor force are defined as individuals who: a) searched for a job in the past 12 months, but not in the past four weeks; b) were available to start a job during the survey reference week; and c) indicated reasons other than discouragement about their job prospects as the primary reason for not seeking work in the past for weeks (e.g., family responsibilities, school, disability, lack of childcare).

Other people not in the labor force are defined as individuals who: a) did not search for a job in the past 12 months; b) do not want a job; or c) were not available for work.



APPENDIX B: DETAILED RESULTS - LABOR FORCE PARTICIPATION IN MISSISSIPPI

**TABLE B1. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 16 – 24)**

	Civilian Noninstitutional Population: Aged 16 - 24	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	384,700	49.5%	50.5%
2011	379,530	48.0%	52.0%
2012	384,209	46.6%	53.4%
2013	377,481	46.2%	53.8%
2014	395,055	42.8%	57.2%
2015	384,739	49.2%	50.8%
2016	368,660	45.7%	54.3%
2017	356,836	47.1%	52.9%
2018	355,568	44.6%	55.4%
2019	370,314	47.7%	52.3%
2020	350,190	45.2%	54.8%
2021	315,729	44.5%	55.5%
2022	327,371	48.9%	51.1%
2023	353,727	43.6%	56.4%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE B2. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 25 – 44)**

	Civilian Noninstitutional Population: Aged 25 - 44	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	721,522	80.7%	19.3%
2011	734,773	82.0%	18.0%
2012	727,447	80.7%	19.3%
2013	732,468	78.5%	21.5%
2014	709,477	76.0%	24.0%
2015	718,027	79.2%	20.8%
2016	731,335	79.5%	20.5%
2017	737,706	79.1%	20.9%
2018	735,597	79.9%	20.1%
2019	716,915	78.3%	21.7%
2020	720,991	77.8%	22.2%
2021	748,231	76.3%	23.7%
2022	742,277	77.7%	22.3%
2023	720,973	78.9%	21.1%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE B3. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 45 – 64)**

	Civilian Noninstitutional Population: Aged 45 - 64	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	724,729	65.1%	34.9%
2011	746,582	66.7%	33.3%
2012	753,468	66.5%	33.5%
2013	716,133	62.2%	37.8%
2014	748,520	62.1%	37.9%
2015	761,414	61.2%	38.8%
2016	761,187	61.5%	38.5%
2017	748,274	63.0%	37.0%
2018	743,490	62.7%	37.3%
2019	755,871	61.7%	38.3%
2020	748,420	63.3%	36.7%
2021	730,217	64.1%	35.9%
2022	722,964	62.0%	38.0%
2023	715,074	61.7%	38.3%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE B4. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 65 AND OVER)**

	Civilian Noninstitutional Population: Aged 65 and Over	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	381,257	13.6%	86.4%
2011	361,280	14.5%	85.5%
2012	390,471	15.8%	84.2%
2013	437,114	14.8%	85.2%
2014	419,995	13.7%	86.3%
2015	418,388	13.8%	86.2%
2016	428,522	14.7%	85.3%
2017	449,759	12.8%	87.2%
2018	458,810	14.1%	85.9%
2019	452,604	15.8%	84.2%
2020	470,502	13.7%	86.3%
2021	491,877	14.9%	85.1%
2022	493,580	15.2%	84.8%
2023	495,479	13.5%	86.5%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE B5. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: LESS THAN HIGH SCHOOL DIPLOMA)**

	Civilian Noninstitutional Population: Less than HS Diploma	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	494,016	35.4%	64.6%
2011	454,380	36.7%	63.3%
2012	460,184	32.6%	67.4%
2013	443,361	30.1%	69.9%
2014	440,238	31.3%	68.7%
2015	423,881	31.1%	68.9%
2016	416,360	31.1%	68.9%
2017	394,475	30.6%	69.4%
2018	381,709	31.0%	69.0%
2019	381,805	34.3%	65.7%
2020	354,459	30.4%	69.6%
2021	350,573	30.8%	69.2%
2022	349,512	31.0%	69.0%
2023	342,872	29.1%	70.9%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE B6. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: HIGH SCHOOL DIPLOMA/GED)**

	Civilian Noninstitutional Population: HS Diploma/GED	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	668,753	57.1%	42.9%
2011	673,359	59.6%	40.4%
2012	660,577	61.8%	38.2%
2013	686,400	54.4%	45.6%
2014	704,541	53.2%	46.8%
2015	725,159	54.6%	45.4%
2016	737,723	54.0%	46.0%
2017	727,848	53.5%	46.5%
2018	720,109	51.5%	48.5%
2019	738,742	51.5%	48.5%
2020	717,102	52.0%	48.0%
2021	733,450	54.1%	45.9%
2022	753,996	52.9%	47.1%
2023	806,775	51.0%	49.0%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE B7. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: SOME COLLEGE, NO DEGREE)**

	Civilian Noninstitutional Population: Some College, No Degree	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	407,845	64.3%	35.7%
2011	414,447	65.7%	34.3%
2012	427,367	57.2%	42.8%
2013	421,701	57.7%	42.3%
2014	436,688	57.8%	42.2%
2015	444,685	61.3%	38.7%
2016	428,762	59.8%	40.2%
2017	451,304	58.6%	41.4%
2018	455,234	58.7%	41.3%
2019	431,395	60.7%	39.3%
2020	455,774	57.7%	42.3%
2021	424,234	55.1%	44.9%
2022	377,586	55.7%	44.3%
2023	371,913	55.4%	44.6%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE B8. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: ASSOCIATE'S DEGREE)**

	Civilian Noninstitutional Population: Associate's Degree	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	237,451	76.7%	23.3%
2011	231,910	73.0%	27.0%
2012	253,333	74.6%	25.4%
2013	247,369	67.5%	32.5%
2014	233,378	64.4%	35.6%
2015	249,031	67.7%	32.3%
2016	255,299	69.3%	30.7%
2017	262,162	69.9%	30.1%
2018	279,432	69.6%	30.4%
2019	279,052	65.3%	34.7%
2020	258,778	65.4%	34.6%
2021	286,953	64.8%	35.2%
2022	290,231	68.8%	31.2%
2023	286,136	68.3%	31.7%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE B9. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: BACHELOR'S DEGREE OR ABOVE)**

	Civilian Noninstitutional Population: Bachelor's Degree or Above	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	404,142	73.2%	26.8%
2011	448,070	72.7%	27.3%
2012	454,135	74.2%	25.8%
2013	464,365	73.7%	26.3%
2014	458,202	68.8%	31.2%
2015	439,812	70.9%	29.1%
2016	451,560	70.9%	29.1%
2017	456,786	70.6%	29.4%
2018	456,980	71.2%	28.8%
2019	464,710	69.1%	30.9%
2020	503,991	68.3%	31.7%
2021	490,844	66.8%	33.2%
2022	514,868	66.5%	33.5%
2023	477,558	66.7%	33.3%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE B10. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: NON-HISPANIC WHITE)**

	Civilian Noninstitutional Population: Non-Hispanic White	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	1,365,488	59.5%	40.5%
2011	1,356,970	61.6%	38.4%
2012	1,358,077	61.2%	38.8%
2013	1,369,219	57.2%	42.8%
2014	1,367,288	55.0%	45.0%
2015	1,367,423	55.8%	44.2%
2016	1,359,431	55.3%	44.7%
2017	1,357,781	55.1%	44.9%
2018	1,359,238	55.5%	44.5%
2019	1,353,940	55.6%	44.4%
2020	1,353,464	55.6%	44.4%
2021	1,341,446	54.3%	45.7%
2022	1,325,346	54.7%	45.3%
2023	1,316,403	53.0%	47.0%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE B11. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: NON-HISPANIC BLACK)**

	Civilian Noninstitutional Population: Non-Hispanic Black	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	764,859	55.9%	44.1%
2011	779,338	55.5%	44.5%
2012	791,568	54.0%	46.0%
2013	800,002	51.6%	48.4%
2014	806,876	50.8%	49.2%
2015	816,116	56.4%	43.6%
2016	820,471	56.6%	43.4%
2017	827,342	56.5%	43.5%
2018	825,986	55.7%	44.3%
2019	831,631	55.3%	44.7%
2020	830,303	53.4%	46.6%
2021	833,524	54.5%	45.5%
2022	837,925	55.1%	44.9%
2023	830,593	54.0%	46.0%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE B12. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: HISPANIC)**

	Civilian Noninstitutional Population: Hispanic	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	37,063	78.4%	21.6%
2011	37,059	82.2%	17.8%
2012	48,431	71.4%	28.6%
2013	43,502	74.2%	25.8%
2014	50,216	71.6%	28.4%
2015	53,264	63.5%	36.5%
2016	50,764	64.6%	35.4%
2017	52,891	64.7%	35.3%
2018	54,885	65.7%	34.2%
2019	59,542	63.3%	36.7%
2020	59,237	60.6%	39.4%
2021	58,967	66.2%	33.8%
2022	72,967	62.6%	37.4%
2023	97,213	61.8%	38.2%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE B13. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: OTHER RACE)**

	Civilian Noninstitutional Population: Other Race	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	44,798	60.9%	39.1%
2011	48,798	73.2%	26.8%
2012	57,520	62.2%	37.8%
2013	50,474	61.8%	38.2%
2014	48,667	68.0%	32.0%
2015	45,764	54.5%	45.5%
2016	59,038	56.1%	43.9%
2017	54,562	57.0%	43.0%
2018	53,356	49.1%	50.9%
2019	50,591	51.3%	48.7%
2020	47,100	54.2%	45.8%
2021	52,116	58.6%	41.4%
2022	49,954	55.0%	45.0%
2023	41,044	61.7%	38.3%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE B14. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: MALE)**

	Civilian Noninstitutional Population: Male	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	1,038,302	64.7%	35.3%
2011	1,044,018	65.8%	34.2%
2012	1,061,115	65.2%	34.8%
2013	1,064,712	61.7%	38.3%
2014	1,067,775	60.0%	40.0%
2015	1,072,139	61.6%	38.4%
2016	1,076,299	60.8%	39.2%
2017	1,077,634	61.1%	38.9%
2018	1,078,407	60.9%	39.1%
2019	1,079,860	60.5%	39.5%
2020	1,073,765	60.1%	39.9%
2021	1,071,837	59.6%	40.4%
2022	1,081,243	59.6%	40.4%
2023	1,081,003	59.8%	40.2%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE B15. AVERAGE MONTHLY MISSISSIPPI LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: FEMALE)**

	Civilian Noninstitutional Population: Female	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	1,173,906	53.2%	46.8%
2011	1,178,147	55.0%	45.0%
2012	1,194,482	53.4%	46.6%
2013	1,198,484	50.3%	49.7%
2014	1,205,272	48.9%	51.1%
2015	1,210,429	51.3%	48.7%
2016	1,213,404	51.7%	48.3%
2017	1,214,941	51.3%	48.7%
2018	1,215,057	51.0%	49.0%
2019	1,215,844	51.3%	48.7%
2020	1,216,339	50.3%	49.7%
2021	1,214,216	50.5%	49.5%
2022	1,204,949	51.1%	48.9%
2023	1,204,250	48.5%	51.5%

Source: IPUMS CPS Monthly Data, 2024.



APPENDIX C: DETAILED RESULTS – LABOR FORCE PARTICIPATION IN THE UNITED STATES

TABLE C1. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 16 – 24)

	Civilian Noninstitutional Population: Aged 16 - 24	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	37,947,706	55.2%	44.8%
2011	38,197,626	55.0%	45.0%
2012	38,783,334	54.9%	45.1%
2013	38,839,025	55.0%	45.0%
2014	38,712,360	55.0%	45.0%
2015	38,589,725	55.0%	45.0%
2016	38,434,544	55.2%	44.8%
2017	38,149,748	55.5%	44.5%
2018	38,003,992	55.2%	44.8%
2019	37,748,056	55.9%	44.1%
2020	37,484,771	53.9%	46.1%
2021	37,261,980	55.5%	44.5%
2022	37,957,094	55.6%	44.4%
2023	39,339,193	56.3%	43.7%

Source: IPUMS CPS Monthly Data, 2024.

TABLE C2. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 25 – 44)

	Civilian Noninstitutional Population: Aged 25 - 44	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	80,993,117	82.7%	17.3%
2011	80,862,098	82.1%	17.9%
2012	80,616,925	82.1%	17.9%
2013	81,160,808	81.7%	18.3%
2014	81,696,156	81.6%	18.4%
2015	82,471,907	81.5%	18.5%
2016	83,363,409	82.0%	18.0%
2017	83,910,049	82.4%	17.6%
2018	85,150,311	82.7%	17.3%
2019	85,836,555	83.0%	17.0%
2020	86,174,637	81.8%	18.2%
2021	86,593,327	82.0%	18.0%
2022	87,167,083	83.1%	16.9%
2023	87,981,199	83.8%	16.2%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE C3. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 45 – 64)**

	Civilian Noninstitutional Population: Aged 45 - 64	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	80,182,754	73.9%	26.1%
2011	80,821,591	73.1%	26.9%
2012	82,007,428	72.9%	27.1%
2013	82,257,135	72.4%	27.6%
2014	82,566,541	72.1%	27.9%
2015	83,222,312	71.9%	28.1%
2016	83,693,486	72.1%	27.9%
2017	83,471,065	72.4%	27.6%
2018	83,338,849	72.8%	27.2%
2019	82,670,730	73.2%	26.8%
2020	82,050,862	72.4%	27.6%
2021	81,389,172	72.4%	27.6%
2022	82,134,992	72.9%	27.1%
2023	81,352,634	73.8%	26.2%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE C4. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 65 AND OVER)**

	Civilian Noninstitutional Population: Aged 65 and Over	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	38,705,958	17.4%	82.6%
2011	39,736,241	17.9%	82.1%
2012	41,876,653	18.5%	81.5%
2013	43,422,226	18.7%	81.3%
2014	44,971,564	18.6%	81.4%
2015	46,516,771	19.0%	81.0%
2016	48,046,189	19.3%	80.7%
2017	49,548,158	19.3%	80.7%
2018	51,297,473	19.6%	80.4%
2019	52,919,677	20.2%	79.8%
2020	54,618,739	19.4%	80.6%
2021	56,200,676	18.9%	81.1%
2022	56,714,296	19.2%	80.8%
2023	58,269,163	19.2%	80.8%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE C5. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: LESS THAN HIGH SCHOOL DIPLOMA)**

	Civilian Noninstitutional Population: Less than HS Diploma	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	39,208,354	41.3%	58.7%
2011	38,524,006	41.0%	59.0%
2012	38,319,515	40.4%	59.6%
2013	37,479,245	39.9%	60.1%
2014	36,942,108	39.6%	60.4%
2015	36,907,237	39.9%	60.1%
2016	36,207,273	40.1%	59.9%
2017	35,294,338	40.2%	59.8%
2018	34,761,471	40.4%	59.6%
2019	33,815,291	40.1%	59.9%
2020	31,765,757	38.8%	61.2%
2021	31,892,978	39.6%	60.4%
2022	32,265,271	40.1%	59.9%
2023	32,019,019	41.3%	58.7%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE C6. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: HIGH SCHOOL DIPLOMA/GED)**

	Civilian Noninstitutional Population: HS Diploma/GED	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	71,382,493	62.5%	37.5%
2011	71,207,257	61.3%	38.7%
2012	71,028,513	60.5%	39.5%
2013	71,403,602	59.9%	40.1%
2014	71,642,266	59.4%	40.6%
2015	71,551,214	58.8%	41.2%
2016	71,706,176	59.0%	41.0%
2017	71,695,339	59.2%	40.8%
2018	72,141,920	59.0%	41.0%
2019	72,157,680	59.5%	40.5%
2020	71,894,711	57.3%	42.7%
2021	73,599,963	57.0%	43.0%
2022	74,376,161	58.2%	41.8%
2023	74,810,405	58.5%	41.5%

Source: IPUMS CPS Monthly Data, 2024.



TABLE C7. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: SOME COLLEGE, NO DEGREE)

	Civilian Noninstitutional Population: Some College, No Degree	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	44,207,614	66.8%	33.2%
2011	44,894,674	65.9%	34.1%
2012	45,647,241	65.2%	34.8%
2013	45,838,594	64.4%	35.6%
2014	46,174,139	63.8%	36.2%
2015	46,207,572	63.5%	36.5%
2016	46,171,502	63.2%	36.8%
2017	45,773,549	62.9%	37.1%
2018	45,356,273	62.3%	37.7%
2019	44,906,681	62.0%	38.0%
2020	44,096,168	60.2%	39.8%
2021	42,916,039	60.4%	39.6%
2022	42,120,516	60.2%	39.8%
2023	42,148,317	60.1%	39.9%

Source: IPUMS CPS Monthly Data, 2024.

TABLE C8. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: ASSOCIATE'S DEGREE)

	Civilian Noninstitutional Population: Associate's Degree	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	20,090,107	75.0%	25.0%
2011	20,795,319	74.0%	26.0%
2012	21,670,611	73.8%	26.2%
2013	22,296,160	72.8%	27.2%
2014	22,553,985	71.6%	28.4%
2015	22,628,799	71.2%	28.8%
2016	23,439,110	71.0%	29.0%
2017	23,848,218	70.2%	29.8%
2018	24,325,701	70.1%	29.9%
2019	24,671,142	69.9%	30.1%
2020	25,071,537	67.8%	32.2%
2021	24,886,754	67.2%	32.8%
2022	25,387,428	66.8%	33.2%
2023	26,027,956	66.6%	33.4%

Source: IPUMS CPS Monthly Data, 2024.



TABLE C9. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: BACHELOR'S DEGREE OR ABOVE)

	Civilian Noninstitutional Population: Bachelor's Degree or Above	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	62,940,966	77.0%	23.0%
2011	64,196,299	76.7%	23.3%
2012	66,618,460	76.2%	23.8%
2013	68,661,593	75.7%	24.3%
2014	70,634,123	75.2%	24.8%
2015	73,505,894	74.7%	25.3%
2016	76,013,566	74.4%	25.6%
2017	78,467,575	74.2%	25.8%
2018	81,205,259	74.1%	25.9%
2019	83,624,224	74.1%	25.9%
2020	87,500,835	72.7%	27.3%
2021	88,149,422	72.5%	27.5%
2022	89,824,089	73.2%	26.8%
2023	91,936,492	73.3%	26.7%

Source: IPUMS CPS Monthly Data, 2024.

TABLE C10. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: NON-HISPANIC WHITE)

	Civilian Noninstitutional Population: Non-Hispanic White	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	160,811,073	64.6%	35.4%
2011	161,158,100	64.1%	35.9%
2012	160,337,739	63.5%	36.5%
2013	160,810,579	63.0%	37.0%
2014	161,194,706	62.4%	37.6%
2015	161,556,872	62.2%	37.8%
2016	161,959,004	62.3%	37.7%
2017	162,124,876	62.1%	37.9%
2018	162,232,882	62.1%	37.9%
2019	162,170,062	62.1%	37.9%
2020	162,088,647	60.9%	39.1%
2021	162,070,459	60.5%	39.5%
2022	162,355,324	60.9%	39.1%
2023	162,484,335	61.0%	39.0%

Source: IPUMS CPS Monthly Data, 2024.



TABLE C11. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: NON-HISPANIC BLACK)

	Civilian Noninstitutional Population: Non-Hispanic Black	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	27,588,646	62.2%	37.8%
2011	27,911,553	61.3%	38.7%
2012	28,205,324	61.2%	38.8%
2013	28,682,380	60.9%	39.1%
2014	29,083,269	61.0%	39.0%
2015	29,718,864	61.2%	38.8%
2016	30,113,886	61.3%	38.7%
2017	30,362,867	62.0%	38.0%
2018	30,861,521	62.1%	37.9%
2019	30,941,059	62.3%	37.7%
2020	31,275,107	60.3%	39.7%
2021	31,576,536	60.7%	39.3%
2022	31,858,053	62.1%	37.9%
2023	32,377,992	62.9%	37.1%

Source: IPUMS CPS Monthly Data, 2024.

TABLE C12. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: HISPANIC)

	Civilian Noninstitutional Population: Hispanic	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	33,712,646	67.5%	32.5%
2011	34,437,632	66.5%	33.5%
2012	36,758,766	66.4%	33.6%
2013	37,517,278	66.0%	34.0%
2014	38,400,222	66.1%	33.9%
2015	39,617,483	65.9%	34.1%
2016	40,696,671	65.8%	34.2%
2017	41,371,328	66.1%	33.9%
2018	42,733,718	66.3%	33.7%
2019	43,506,599	66.8%	33.2%
2020	44,182,462	65.6%	34.4%
2021	44,902,350	65.5%	34.5%
2022	46,171,093	66.3%	33.7%
2023	47,531,754	66.9%	33.1%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE C13. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: OTHER RACE)**

	Civilian Noninstitutional Population: Other Race	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	15,717,169	63.8%	36.2%
2011	16,110,271	63.8%	36.2%
2012	17,982,512	63.6%	36.4%
2013	18,668,958	63.4%	36.6%
2014	19,268,425	63.0%	37.0%
2015	19,907,496	62.3%	37.7%
2016	20,768,067	62.9%	37.1%
2017	21,219,948	63.7%	36.3%
2018	21,962,503	63.3%	36.7%
2019	22,557,299	63.9%	36.1%
2020	22,782,792	62.4%	37.6%
2021	22,895,811	63.4%	36.6%
2022	23,588,995	63.9%	36.1%
2023	24,548,109	64.4%	35.6%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE C14. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: MALE)**

	Civilian Noninstitutional Population: Male	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	115,173,853	71.2%	28.8%
2011	116,317,192	70.5%	29.5%
2012	117,343,495	70.2%	29.8%
2013	118,555,362	69.7%	30.3%
2014	119,747,809	69.2%	30.8%
2015	121,100,900	69.1%	30.9%
2016	122,497,317	69.2%	30.8%
2017	123,275,394	69.1%	30.9%
2018	124,678,190	69.1%	30.9%
2019	125,353,469	69.2%	30.8%
2020	125,921,991	67.7%	32.3%
2021	126,487,228	67.6%	32.4%
2022	128,617,496	68.0%	32.0%
2023	130,476,224	68.1%	31.9%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE C15. AVERAGE MONTHLY NATIONAL LABOR FORCE PARTICIPATION
(CIVILIAN NONINSTITUTIONAL POPULATION: FEMALE)**

	Civilian Noninstitutional Population: Female	<i>In the Labor Force</i>	<i>Not in the Labor Force</i>
2010	122,655,682	58.6%	41.4%
2011	123,300,363	58.1%	41.9%
2012	125,940,845	57.7%	42.3%
2013	127,123,832	57.2%	42.8%
2014	128,198,813	57.0%	43.0%
2015	129,699,815	56.7%	43.3%
2016	131,040,311	56.8%	43.2%
2017	131,803,626	57.0%	43.0%
2018	133,112,434	57.1%	42.9%
2019	133,821,550	57.4%	42.6%
2020	134,407,017	56.2%	43.8%
2021	134,957,927	56.1%	43.9%
2022	135,355,969	56.8%	43.2%
2023	136,465,966	57.3%	42.7%

Source: IPUMS CPS Monthly Data, 2024.



APPENDIX D: LABOR FORCE PARTICIPATION FOR A “PRIME AGE” CATEGORY (I.E., 25-64)

TABLE D1. AVERAGE MONTHLY LABOR FORCE PARTICIPATION: PRIME AGE
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 25 – 64)

	Mississippi			Nationwide		
	Civilian Noninstitutional Population: Aged 25 - 64	In the Labor Force	Not in the Labor Force	Civilian Noninstitutional Population: Aged 25 - 64	In the Labor Force	Not in the Labor Force
2010	1,446,251	72.9%	27.1%	161,175,870	78.3%	21.7%
2011	1,481,355	74.3%	25.7%	161,683,689	77.6%	22.4%
2012	1,480,915	73.5%	26.5%	162,624,353	77.5%	22.5%
2013	1,448,601	70.4%	29.6%	163,417,943	77.0%	23.0%
2014	1,457,997	68.9%	31.1%	164,262,698	76.9%	23.1%
2015	1,479,441	69.9%	30.1%	165,694,219	76.7%	23.3%
2016	1,492,522	70.3%	29.7%	167,056,894	77.0%	23.0%
2017	1,485,981	71.0%	29.0%	167,381,114	77.4%	22.6%
2018	1,479,087	71.3%	28.7%	168,489,160	77.8%	22.2%
2019	1,472,785	69.8%	30.2%	168,507,285	78.2%	21.8%
2020	1,469,411	70.4%	29.6%	168,225,498	77.2%	22.8%
2021	1,478,448	70.3%	29.7%	167,982,499	77.3%	22.7%
2022	1,465,241	70.0%	30.0%	169,302,075	78.1%	21.9%
2023	1,436,048	70.3%	29.7%	169,333,834	79.0%	21.0%

Source: IPUMS CPS Monthly Data, 2024.



APPENDIX E: DETAILED RESULTS – LABOR FORCE PARTICIPATION FOR VETERANS RESIDING IN MISSISSIPPI AND THE UNITED STATES

Table E1. Mississippi Veteran Labor Force Participation Rates

	Veteran Population	In the Labor Force	Not in the Labor Force
2010	181,678	44.0%	56.0%
2011	175,372	48.0%	52.0%
2012	178,773	48.3%	51.7%
2013	180,661	44.0%	56.0%
2014	185,531	46.0%	54.0%
2015	184,656	46.3%	53.7%
2016	184,067	44.1%	55.9%
2017	177,008	46.3%	53.7%
2018	173,922	50.0%	50.0%
2019	165,667	45.3%	54.7%
2020	159,695	44.8%	55.2%
2021	162,399	42.2%	57.8%
2022	170,079	41.8%	58.2%
2023	166,607	39.8%	60.2%

Source: IPUMS CPS Monthly Data, 2024.

Table E2. Mississippi Veteran Reasons for Not Participating in the Labor Force

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	101,750	23.7%	71.4%	4.9%
2011	91,192	19.9%	72.8%	7.4%
2012	92,468	18.6%	71.1%	10.3%
2013	101,227	18.7%	76.0%	5.3%
2014	100,111	14.4%	82.1%	3.6%
2015	99,231	21.6%	71.2%	7.2%
2016	102,876	20.9%	70.5%	8.6%
2017	94,996	18.4%	74.7%	6.9%
2018	86,917	19.7%	75.1%	5.2%
2019	90,649	22.2%	70.0%	7.8%
2020	88,183	16.1%	77.7%	6.1%
2021	93,798	20.2%	72.3%	7.5%
2022	99,039	20.4%	74.3%	5.3%
2023	100,246	20.8%	73.3%	5.8%

Source: IPUMS CPS Monthly Data, 2024.



Table E3. U.S. Veteran Labor Force Participation Rates

	Veteran Population	In the Labor Force	Not in the Labor Force
2010	20,590,832	51.3%	48.7%
2011	20,576,708	49.8%	50.2%
2012	20,330,864	49.4%	50.6%
2013	19,966,852	48.7%	51.3%
2014	19,593,029	47.8%	52.2%
2015	19,236,672	47.7%	52.3%
2016	18,868,959	47.4%	52.6%
2017	18,608,095	46.7%	53.3%
2018	18,295,304	46.4%	53.6%
2019	17,981,407	46.7%	53.3%
2020	17,532,350	45.5%	54.5%
2021	16,991,390	44.5%	55.5%
2022	16,687,286	45.4%	54.6%
2023	16,330,109	46.0%	54.0%

Source: IPUMS CPS Monthly Data, 2024.

Table E4. U.S. Veteran Reasons for Not Participating in the Labor Force

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	10,028,818	12.7%	80.1%	7.2%
2011	10,333,100	13.3%	79.0%	7.7%
2012	10,279,515	12.5%	80.0%	7.5%
2013	10,238,125	12.6%	80.2%	7.2%
2014	10,218,163	13.1%	79.6%	7.3%
2015	10,058,859	12.7%	80.2%	7.1%
2016	9,917,753	12.5%	80.6%	7.0%
2017	9,925,370	12.0%	80.9%	7.1%
2018	9,799,992	11.8%	81.7%	6.4%
2019	9,591,832	11.5%	81.7%	6.8%
2020	9,550,803	10.2%	82.0%	7.8%
2021	9,436,996	10.6%	82.2%	7.2%
2022	9,107,911	10.6%	82.3%	7.0%
2023	8,824,699	10.5%	82.4%	7.1%

Source: IPUMS CPS Monthly Data, 2024.



APPENDIX F: DETAILED RESULTS - REASONS FOR NOT PARTICIPATING IN THE MISSISSIPPI LABOR FORCE

TABLE F1. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	915,628	24.4%	39.4%	36.2%
2011	886,827	23.0%	38.8%	38.2%
2012	926,848	22.8%	38.8%	38.4%
2013	1,003,681	27.0%	39.7%	33.3%
2014	1,042,203	27.2%	38.0%	34.8%
2015	1,001,225	25.7%	38.3%	36.0%
2016	1,008,413	25.7%	39.2%	35.0%
2017	1,012,012	24.7%	41.7%	33.6%
2018	1,016,316	24.2%	41.4%	34.3%
2019	1,019,007	24.5%	40.9%	34.6%
2020	1,032,898	22.1%	43.2%	34.7%
2021	1,033,291	23.2%	44.3%	32.4%
2022	1,025,902	23.5%	44.8%	31.8%
2023	1,054,274	23.6%	43.8%	32.6%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE F2. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 16 – 24)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	194,421	5.0%	0.1%	94.9%
2011	197,428	5.1%	0.0%	94.9%
2012	205,224	3.2%	0.0%	96.8%
2013	202,919	9.0%	0.0%	91.0%
2014	225,952	6.7%	0.2%	93.0%
2015	195,493	5.9%	0.2%	93.9%
2016	200,232	4.5%	0.1%	95.5%
2017	188,925	4.4%	0.0%	95.6%
2018	197,131	4.6%	0.1%	95.3%
2019	193,649	5.2%	0.3%	94.5%
2020	191,983	6.5%	0.8%	92.7%
2021	175,206	7.6%	0.9%	91.5%
2022	167,332	6.2%	0.7%	93.1%
2023	199,433	6.9%	0.4%	92.7%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE F3. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 25 – 44)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	138,983	33.6%	1.5%	64.9%
2011	132,202	31.6%	2.8%	65.5%
2012	140,569	30.0%	1.3%	68.6%
2013	157,757	37.4%	2.0%	60.6%
2014	170,518	41.2%	2.8%	56.0%
2015	149,487	30.6%	2.1%	67.3%
2016	149,778	35.8%	2.1%	62.1%
2017	154,458	33.6%	3.5%	62.8%
2018	147,952	31.9%	1.9%	66.2%
2019	155,278	31.2%	1.7%	67.0%
2020	160,275	28.2%	2.6%	69.2%
2021	177,171	34.2%	2.9%	62.9%
2022	165,565	35.5%	3.1%	61.4%
2023	152,053	35.3%	2.2%	62.4%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE F4. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 45 - 64)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	252,714	47.7%	32.9%	19.4%
2011	248,279	44.9%	32.3%	22.8%
2012	252,252	48.0%	32.0%	20.0%
2013	270,788	55.0%	27.3%	17.7%
2014	283,436	52.3%	30.3%	17.4%
2015	295,610	52.4%	26.1%	21.5%
2016	293,079	53.7%	25.9%	20.4%
2017	276,638	52.3%	28.5%	19.2%
2018	277,218	50.0%	30.3%	19.7%
2019	289,176	49.9%	30.7%	19.4%
2020	274,396	48.4%	30.1%	21.5%
2021	262,092	47.3%	32.0%	20.8%
2022	274,465	47.1%	31.5%	21.4%
2023	274,214	47.9%	32.2%	19.9%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE F5. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: AGED 65 AND OVER)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	329,509	14.1%	83.5%	2.4%
2011	308,918	13.3%	84.2%	2.5%
2012	328,803	12.7%	84.2%	3.2%
2013	372,217	12.1%	86.3%	1.6%
2014	362,297	13.7%	84.1%	2.2%
2015	360,635	12.5%	84.1%	3.4%
2016	365,325	10.9%	86.5%	2.6%
2017	391,992	11.4%	86.1%	2.4%
2018	394,015	13.0%	84.8%	2.1%
2019	380,904	12.4%	85.3%	2.4%
2020	406,244	9.3%	88.1%	2.6%
2021	418,823	10.1%	87.8%	2.1%
2022	418,539	10.2%	87.5%	2.3%
2023	428,574	11.6%	86.3%	2.1%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE F6. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: LESS THAN HIGH SCHOOL DIPLOMA)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	319,099	27.4%	27.1%	45.5%
2011	287,799	25.7%	27.6%	46.7%
2012	310,108	27.7%	27.8%	44.5%
2013	309,936	32.9%	27.3%	39.7%
2014	302,380	32.9%	20.7%	46.4%
2015	291,895	30.7%	23.8%	45.5%
2016	286,756	28.2%	23.9%	47.9%
2017	273,632	27.2%	25.7%	47.1%
2018	263,198	26.7%	23.5%	49.8%
2019	250,840	27.7%	23.1%	49.2%
2020	246,791	27.5%	25.6%	46.9%
2021	242,755	26.6%	24.1%	49.2%
2022	241,082	26.7%	25.5%	47.7%
2023	243,182	27.0%	23.9%	49.1%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE F7. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: HIGH SCHOOL DIPLOMA/GED)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	287,181	29.4%	43.8%	26.8%
2011	272,005	27.5%	40.6%	31.8%
2012	252,496	25.3%	46.9%	27.8%
2013	312,819	30.2%	43.5%	26.2%
2014	329,849	34.1%	40.0%	25.8%
2015	328,939	30.4%	38.9%	30.7%
2016	339,609	32.7%	41.1%	26.1%
2017	338,148	30.7%	43.8%	25.5%
2018	348,988	28.9%	43.2%	27.9%
2019	358,448	30.2%	43.3%	26.4%
2020	344,106	28.4%	43.3%	28.3%
2021	336,518	30.6%	44.1%	25.4%
2022	354,817	28.8%	43.6%	27.7%
2023	395,308	29.2%	42.0%	28.8%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE F8. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: SOME COLLEGE, NO DEGREE)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	145,546	15.6%	34.7%	49.7%
2011	142,082	19.5%	33.5%	47.0%
2012	182,794	21.6%	32.1%	46.3%
2013	178,335	25.4%	37.9%	36.7%
2014	184,086	21.8%	35.7%	42.5%
2015	171,964	19.8%	37.6%	42.6%
2016	172,316	20.8%	37.8%	41.4%
2017	187,056	20.5%	40.9%	38.6%
2018	187,864	20.3%	43.2%	36.5%
2019	169,349	19.3%	41.0%	39.7%
2020	192,922	16.6%	43.9%	39.4%
2021	190,283	19.9%	43.9%	36.1%
2022	167,172	22.4%	45.0%	32.6%
2023	166,050	19.3%	44.0%	36.7%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE F9. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: ASSOCIATE'S DEGREE)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	55,441	29.1%	39.5%	31.3%
2011	62,625	27.8%	38.8%	33.4%
2012	64,333	20.9%	39.0%	40.1%
2013	80,390	17.3%	41.9%	40.9%
2014	82,995	19.8%	47.8%	32.5%
2015	80,428	24.2%	48.3%	27.6%
2016	78,437	22.0%	47.3%	30.8%
2017	78,908	22.2%	49.7%	28.1%
2018	84,865	25.1%	43.4%	31.5%
2019	96,773	24.1%	37.4%	38.6%
2020	89,465	17.5%	47.2%	35.2%
2021	100,950	18.7%	54.4%	26.9%
2022	90,550	20.4%	52.7%	26.9%
2023	90,691	21.2%	53.8%	25.0%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE F10. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: BACHELOR'S DEGREE OR ABOVE)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	108,360	11.6%	69.9%	18.5%
2011	122,316	8.4%	67.3%	24.3%
2012	117,117	7.5%	60.5%	32.0%
2013	122,201	12.4%	62.3%	25.3%
2014	142,893	10.3%	66.9%	22.8%
2015	127,999	11.1%	64.6%	24.3%
2016	131,295	11.1%	64.7%	24.2%
2017	134,269	11.5%	65.4%	23.1%
2018	131,401	11.8%	69.0%	19.2%
2019	143,598	11.3%	68.1%	20.6%
2020	159,614	9.2%	67.1%	23.7%
2021	162,785	9.7%	69.2%	21.1%
2022	172,281	10.9%	69.7%	19.5%
2023	159,043	10.2%	73.0%	16.8%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE F11. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: NON-HISPANIC WHITE)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	552,829	19.1%	48.8%	32.2%
2011	520,700	16.2%	50.7%	33.2%
2012	527,161	15.5%	51.5%	33.0%
2013	586,338	19.7%	51.1%	29.2%
2014	615,380	20.6%	48.1%	31.3%
2015	604,881	20.7%	47.4%	31.9%
2016	608,114	20.0%	49.6%	30.4%
2017	610,170	20.5%	49.7%	29.8%
2018	604,434	21.1%	49.4%	29.5%
2019	600,668	20.5%	48.5%	30.9%
2020	600,730	17.4%	52.6%	30.1%
2021	612,747	16.9%	54.5%	28.6%
2022	600,006	18.5%	54.6%	26.9%
2023	619,313	19.4%	54.0%	26.6%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE F12. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: NON-HISPANIC BLACK)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	337,301	33.6%	25.1%	41.3%
2011	346,444	34.4%	21.6%	44.0%
2012	364,117	34.3%	23.0%	42.7%
2013	386,862	38.4%	24.3%	37.3%
2014	397,026	37.9%	23.5%	38.6%
2015	356,090	34.7%	25.6%	39.7%
2016	356,454	36.9%	24.7%	38.4%
2017	359,705	32.9%	30.2%	36.9%
2018	365,930	30.6%	30.8%	38.6%
2019	371,857	32.1%	30.8%	37.1%
2020	387,236	30.9%	30.3%	38.7%
2021	379,086	34.8%	29.3%	35.9%
2022	376,135	32.6%	32.2%	35.3%
2023	382,116	32.5%	30.9%	36.6%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE F13. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: HISPANIC)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	7,993	20.0%	17.4%	62.5%
2011	6,614	0.0%	26.3%	73.7%
2012	13,856	10.6%	14.2%	75.2%
2013	11,214	14.3%	6.3%	79.4%
2014	14,239	10.6%	19.1%	70.3%
2015	19,439	17.7%	14.9%	67.4%
2016	17,949	10.7%	13.4%	75.9%
2017	18,684	9.8%	12.9%	77.3%
2018	18,798	7.1%	14.7%	78.2%
2019	21,866	15.4%	11.2%	73.5%
2020	23,353	9.2%	22.4%	68.3%
2021	19,903	12.9%	14.3%	72.8%
2022	27,298	12.6%	10.6%	76.8%
2023	37,111	6.5%	10.0%	83.5%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE F14. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: OTHER RACE)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	17,505	15.9%	28.7%	55.3%
2011	13,069	8.7%	26.7%	64.6%
2012	21,714	13.8%	10.4%	75.8%
2013	19,266	27.1%	21.2%	51.7%
2014	15,558	30.6%	23.0%	46.4%
2015	20,815	25.1%	14.9%	60.0%
2016	25,896	17.7%	13.4%	68.9%
2017	23,454	19.5%	31.5%	49.0%
2018	27,154	20.0%	26.6%	53.4%
2019	24,616	16.7%	33.1%	50.2%
2020	21,578	8.8%	36.6%	54.6%
2021	21,555	8.1%	47.4%	44.5%
2022	22,462	18.3%	35.3%	46.4%
2023	15,733	12.1%	38.3%	49.6%

Source: IPUMS CPS Monthly Data, 2024.



**TABLE F15. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: MALE)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	366,379	29.6%	39.3%	31.1%
2011	356,654	26.5%	36.6%	36.9%
2012	369,794	26.7%	38.4%	35.0%
2013	407,801	30.1%	40.2%	29.7%
2014	426,812	32.3%	37.3%	30.4%
2015	411,365	29.4%	38.7%	31.9%
2016	422,363	29.2%	38.7%	32.1%
2017	419,737	26.6%	43.0%	30.5%
2018	421,291	26.2%	42.7%	31.1%
2019	426,907	28.5%	40.8%	30.8%
2020	428,620	25.0%	43.4%	31.6%
2021	432,738	27.1%	45.0%	27.9%
2022	436,300	27.9%	45.3%	26.8%
2023	434,196	26.7%	45.6%	27.7%

Source: IPUMS CPS Monthly Data, 2024.

**TABLE F16. REASONS FOR NOT PARTICIPATING IN MISSISSIPPI'S LABOR FORCE
(CIVILIAN NONINSTITUTIONAL POPULATION: FEMALE)**

	Not in Labor Force	Unable to Work	Retired	Other Reasons
2010	549,249	20.9%	39.4%	39.7%
2011	530,174	20.8%	40.3%	39.0%
2012	557,054	20.2%	39.0%	40.7%
2013	595,880	24.9%	39.3%	35.8%
2014	615,391	23.6%	38.4%	37.9%
2015	589,859	23.1%	38.1%	38.8%
2016	586,050	23.3%	39.6%	37.2%
2017	592,275	23.3%	40.8%	35.9%
2018	595,025	22.9%	40.5%	36.6%
2019	592,100	21.7%	41.0%	37.3%
2020	604,277	20.0%	43.1%	36.9%
2021	600,554	20.5%	43.8%	35.7%
2022	589,602	20.2%	44.3%	35.4%
2023	620,078	21.4%	42.6%	36.0%

Source: IPUMS CPS Monthly Data, 2024.



APPENDIX G: DETAILED RESULTS –JOB POSTINGS FOR MISSISSIPPI AND EACH LWDA AND ACCELERATEMS ECOSYSTEM

TABLE G1. JOB POSTINGS BY EDUCATIONAL ATTAINMENT (STATEWIDE)

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	198,478	64,584	84,974	18,136	30,784
2011	200,373	67,529	83,698	17,585	31,561
2012	191,932	64,587	82,033	16,501	28,811
2013	204,341	70,500	85,799	16,855	31,187
2014	201,322	68,396	85,185	17,825	29,916
2015	206,024	70,313	86,084	17,905	31,722
2016	215,953	72,805	91,511	18,796	32,841
2017	206,429	69,924	85,879	18,039	32,587
2018	207,892	68,361	87,923	17,766	33,842
2019	200,080	63,507	85,322	17,554	33,697
2020	235,183	70,711	100,713	19,702	44,057
2021	250,401	72,582	108,845	20,046	48,928
2022	177,888	59,270	74,741	14,934	28,943
2023	174,275	58,571	72,971	14,619	28,114

Source: Lightcast, 2024.

LWDA JOB POSTINGS

TABLE G2. DELTA JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	19,062	6,801	7,911	1,724	2,626
2011	18,112	6,702	7,420	1,468	2,522
2012	17,050	6,132	7,144	1,421	2,353
2013	20,323	7,777	8,396	1,541	2,609
2014	17,538	6,368	7,484	1,480	2,206
2015	17,241	6,148	7,406	1,390	2,297
2016	19,776	6,907	8,584	1,555	2,730
2017	17,329	5,871	7,522	1,506	2,430
2018	16,861	5,506	7,351	1,429	2,575
2019	16,447	5,299	7,308	1,394	2,446
2020	17,795	5,556	7,835	1,392	3,012
2021	19,506	5,417	8,959	1,684	3,446
2022	12,963	4,259	5,783	1,070	1,851
2023	12,623	4,158	5,621	1,047	1,797

Source: Lightcast, 2024.



TABLE G3. MS PARTNERSHIP JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	54,313	16,783	24,508	4,883	8,139
2011	56,021	18,171	24,508	4,949	8,393
2012	51,059	16,832	22,514	4,528	7,185
2013	56,080	19,081	24,370	4,471	8,158
2014	58,121	19,304	25,579	5,065	8,173
2015	61,253	20,663	26,689	5,110	8,791
2016	62,063	20,911	27,178	5,125	8,849
2017	61,785	20,673	26,470	5,082	9,560
2018	62,029	20,429	27,214	4,908	9,478
2019	58,811	18,727	25,896	5,026	9,162
2020	70,683	21,411	31,567	5,739	11,966
2021	75,864	22,268	34,419	5,313	13,864
2022	53,687	18,392	23,183	4,317	7,795
2023	52,514	18,176	22,589	4,213	7,536

Source: Lightcast, 2024.

TABLE G4. SOUTH CENTRAL JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	55,688	17,037	23,420	5,345	9,886
2011	55,161	17,267	22,847	5,159	9,888
2012	53,394	16,768	23,046	4,735	8,845
2013	56,106	18,183	22,934	5,097	9,892
2014	57,047	18,273	23,755	5,446	9,573
2015	57,383	18,039	23,815	5,379	10,150
2016	59,495	18,931	24,713	5,678	10,173
2017	55,952	18,432	22,668	5,169	9,683
2018	57,325	18,018	23,802	5,327	10,178
2019	53,800	16,492	22,519	4,941	9,848
2020	60,204	17,607	24,884	5,335	12,378
2021	65,911	18,616	27,853	6,111	13,331
2022	47,027	14,930	19,404	4,434	8,259
2023	46,151	14,742	18,966	4,352	8,091

Source: Lightcast, 2024.



TABLE G5. TWIN DISTRICTS JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	62,905	22,062	25,928	5,658	9,257
2011	65,369	23,476	26,367	5,553	9,973
2012	63,297	22,828	25,799	5,232	9,438
2013	64,361	23,629	26,483	5,177	9,072
2014	62,703	22,935	25,488	5,314	8,966
2015	65,398	24,213	25,801	5,625	9,759
2016	69,620	24,733	28,541	6,038	10,308
2017	66,157	23,762	26,626	5,781	9,988
2018	66,638	23,381	27,101	5,693	10,463
2019	64,999	22,001	26,489	5,706	10,803
2020	72,831	23,856	29,977	6,299	12,699
2021	75,451	24,439	31,149	6,123	13,740
2022	55,007	20,163	21,931	4,507	8,406
2023	54,144	20,009	21,513	4,419	8,203

Source: Lightcast, 2024.

ACCELERATEMS ECOSYSTEM JOB POSTINGS

TABLE G6. ECOSYSTEM 1 JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	7,120	2,695	3,064	539	822
2011	6,753	2,626	2,795	483	849
2012	6,443	2,458	2,808	428	749
2013	7,364	2,917	3,206	492	749
2014	6,226	2,403	2,695	467	661
2015	5,865	2,223	2,599	406	637
2016	7,096	2,609	3,107	499	881
2017	6,062	2,159	2,679	479	745
2018	6,074	1,951	2,835	473	815
2019	5,699	1,888	2,658	416	737
2020	6,131	2,048	2,703	448	932
2021	6,521	1,895	2,965	466	1,195
2022	4,272	1,465	1,878	318	611
2023	4,137	1,421	1,807	311	598

Source: Lightcast, 2024.



TABLE G7. ECOSYSTEM 2 JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	34,717	10,580	15,729	3,213	5,195
2011	36,035	11,677	15,857	3,209	5,292
2012	32,983	11,040	14,378	3,007	4,558
2013	37,075	12,773	15,994	2,926	5,382
2014	39,224	13,127	17,171	3,457	5,469
2015	41,857	14,251	18,192	3,439	5,975
2016	41,878	14,101	18,368	3,450	5,959
2017	42,642	14,255	18,049	3,448	6,890
2018	43,148	13,961	18,910	3,389	6,888
2019	40,940	12,914	18,008	3,418	6,600
2020	49,701	14,887	22,440	3,953	8,421
2021	51,100	15,250	23,838	3,385	8,627
2022	37,455	12,893	16,407	2,940	5,215
2023	36,621	12,743	15,975	2,863	5,040

Source: Lightcast, 2024.

TABLE G8. ECOSYSTEM 3 JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	11,942	4,106	4,847	1,185	1,804
2011	11,359	4,076	4,624	986	1,673
2012	10,608	3,674	4,336	993	1,605
2013	12,958	4,860	5,189	1,049	1,860
2014	11,311	3,964	4,789	1,013	1,545
2015	11,377	3,925	4,808	984	1,660
2016	12,679	4,298	5,477	1,056	1,848
2017	11,268	3,712	4,843	1,028	1,685
2018	10,787	3,555	4,516	956	1,760
2019	10,747	3,411	4,650	978	1,708
2020	11,663	3,508	5,131	944	2,080
2021	12,984	3,522	5,994	1,217	2,251
2022	8,692	2,794	3,905	752	1,241
2023	8,486	2,737	3,814	736	1,199

Source: Lightcast, 2024.



TABLE G9. ECOSYSTEM 4 JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	19,597	6,203	8,779	1,670	2,945
2011	19,986	6,494	8,651	1,740	3,101
2012	18,075	5,792	8,136	1,521	2,626
2013	19,002	6,307	8,376	1,544	2,775
2014	18,896	6,177	8,408	1,608	2,703
2015	19,396	6,412	8,497	1,671	2,816
2016	20,184	6,810	8,809	1,675	2,890
2017	19,141	6,418	8,421	1,633	2,669
2018	18,881	6,468	8,304	1,519	2,590
2019	17,871	5,813	7,888	1,608	2,562
2020	20,981	6,524	9,127	1,786	3,544
2021	24,764	7,018	10,581	1,928	5,237
2022	16,232	5,499	6,776	1,376	2,581
2023	15,892	5,433	6,614	1,350	2,495

Source: Lightcast, 2024.

TABLE G10. ECOSYSTEM 5 JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	44,212	12,936	18,765	4,182	8,329
2011	44,413	13,506	18,534	4,096	8,277
2012	43,046	13,103	18,689	3,743	7,511
2013	44,969	14,054	18,449	4,078	8,388
2014	45,952	14,196	19,318	4,307	8,131
2015	46,583	14,262	19,366	4,303	8,652
2016	47,764	14,880	19,804	4,546	8,534
2017	44,696	14,486	17,963	4,099	8,148
2018	46,414	14,255	19,278	4,309	8,572
2019	43,064	13,038	17,866	3,938	8,222
2020	48,355	13,791	19,998	4,300	10,266
2021	52,018	14,238	21,925	4,923	10,932
2022	37,991	11,787	15,629	3,627	6,948
2023	37,315	11,653	15,289	3,558	6,815

Source: Lightcast, 2024.



TABLE G11. ECOSYSTEM 6 JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	22,811	7,873	9,548	2,091	3,299
2011	24,005	8,449	9,823	2,143	3,590
2012	23,085	8,122	9,612	1,927	3,424
2013	23,023	8,599	9,541	1,843	3,040
2014	21,642	7,872	9,004	1,883	2,883
2015	21,655	7,965	8,756	1,962	2,972
2016	24,542	8,423	10,471	2,282	3,366
2017	21,714	7,604	9,155	1,950	3,005
2018	22,152	7,553	9,500	1,942	3,157
2019	21,511	7,220	9,193	1,964	3,134
2020	22,864	7,864	9,595	2,058	3,347
2021	26,188	8,376	10,940	2,168	4,704
2022	17,522	6,224	7,264	1,471	2,563
2023	17,169	6,151	7,087	1,441	2,490

Source: Lightcast, 2024.

TABLE G12. ECOSYSTEM 7 JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	11,477	4,101	4,656	1,163	1,557
2011	10,748	3,761	4,313	1,063	1,611
2012	10,350	3,666	4,358	992	1,334
2013	11,136	4,129	4,485	1,018	1,504
2014	11,094	4,077	4,437	1,138	1,442
2015	10,799	3,777	4,449	1,075	1,498
2016	11,731	4,051	4,909	1,132	1,639
2017	11,255	3,946	4,705	1,069	1,535
2018	10,911	3,763	4,524	1,018	1,606
2019	10,737	3,454	4,653	1,004	1,626
2020	11,850	3,816	4,886	1,036	2,112
2021	13,893	4,378	5,929	1,187	2,399
2022	9,037	3,143	3,775	808	1,311
2023	8,837	3,089	3,677	794	1,277

Source: Lightcast, 2024.



TABLE G13 ECOSYSTEM 8 JOB POSTINGS BY EDUCATIONAL ATTAINMENT

	Total	Less than High School	High School Diploma or GED	Associate's Degree or Certificate	Bachelor's Degree or Higher
2010	40,095	14,189	16,381	3,567	5,958
2011	41,364	15,028	16,543	3,410	6,383
2012	40,211	14,706	16,187	3,305	6,013
2013	41,338	15,031	16,942	3,333	6,032
2014	41,061	15,063	16,484	3,431	6,083
2015	43,743	16,248	17,045	3,663	6,787
2016	45,078	16,310	18,070	3,756	6,942
2017	44,443	16,158	17,471	3,831	6,983
2018	44,485	15,827	17,601	3,751	7,306
2019	43,490	14,782	17,296	3,743	7,669
2020	49,969	15,992	20,382	4,242	9,353
2021	49,262	16,063	20,208	3,955	9,036
2022	37,484	13,939	14,666	3,035	5,844
2023	36,975	13,859	14,425	2,979	5,712

Source: Lightcast, 2024.





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