



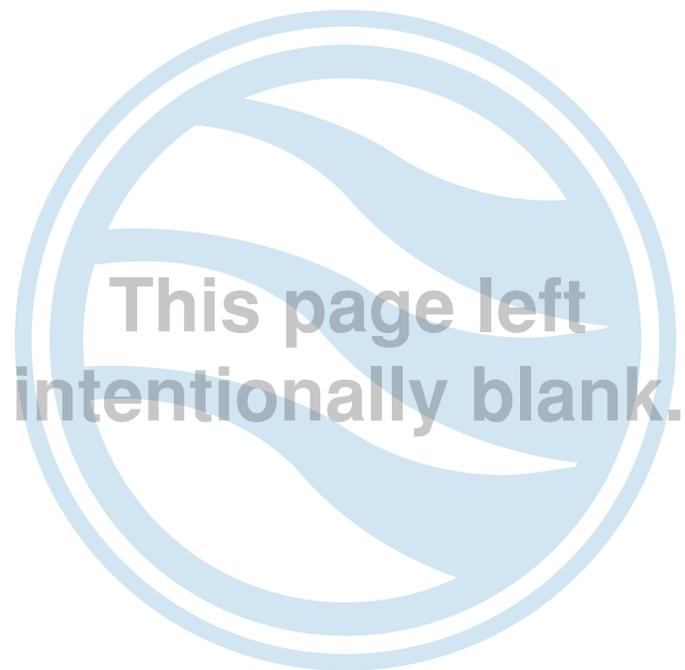
Three Rivers
Planning &
Development District
**Comprehensive Economic
Development Strategy
2021-2025**





Comprehensive Economic Development Strategy 2021-2025

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Introduction

Three Rivers Planning & Development (TRPDD) serves as the economic development district for eight counties in Northeast Mississippi (Calhoun, Chickasaw, Itawamba, Lafayette, Lee, Monroe, Pontotoc, Union). Three Rivers strives to be both reactive to the immediate needs of the region and proactive in innovatively providing new amenities to grow our population and enhance the lived experience of our residents. In this, we know the value of playing to our strengths. Exposing the val-

ue of our local assets, we believe, is the key to a prosperous future and the cornerstone of our proactive efforts to move our region forward. Thriving universities and community colleges, beautiful natural resources, a growing creative economy, stable automotive and furniture industries, multimodal port systems, and passionate and hardworking people are a foundation we are proud to build on.

With these resources in mind, our vision is to foster and implement responsible short term and

long term plans that aid the civic, social, and economic foundation of our region. Through emphasizing regional competitiveness, increasing employment and income levels, and increasing the quality of life for our residents, we seek to preserve and enhance the strengths of the people and environment that make our area a hub for empowered and innovative work. This Comprehensive Economic Development Strategy (CEDS) details this approach and serves to guide the region's economic pursuits.



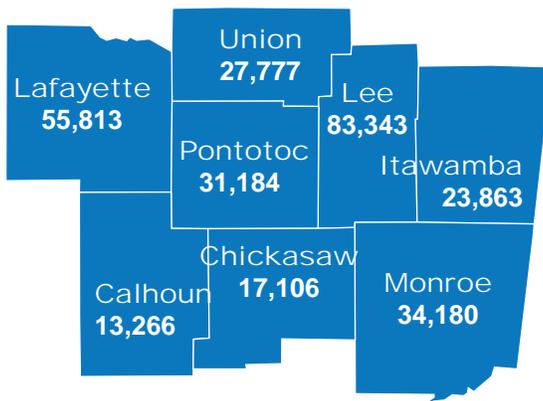
Source: New Albany Main Street Association



Executive Summary

Three Rivers Planning & Development District (TRPDD) is a private, non-profit organization formed by local government entities and business leaders to promote overall economic development; foster responsible short- and long-term community planning; and to aid general civic, social, and economic development. Three Rivers' Comprehensive Economic Development Strategy (CEDS) serves as an economic road map to diversify and strengthen the regional economy of its primary service area, which consists of Calhoun, Chickasaw, Itawam-

ba, Lafayette, Lee, Monroe, Pontotoc, and Union counties in northeast Mississippi. The CEDS analyzes the regional economy and functions as a guide for establishing regional goals and objectives, developing and implementing a regional plan of action, and identifying investment priorities and funding sources. Public and private partnerships are critical to the successful implementation of the CEDS and the document will be critical in Three Rivers' efforts to defend against economic dislocations that result in the loss of jobs and private investment.



2020 U.S. Decennial Census Numbers

Total population: 286,532

Population growth rate (2010-2020): 6.7%

Median age: 38

Unemployment rate: 3.4% (October 2021)

Labor force participation rate: 56.2%

Average median household income: \$44,010

Strengths, Weaknesses, Opportunities, & Threats

Strengths:

- Engaged Citizenry
- Healthcare Access
- Cultural and Environmental Assets
- Workforce Development Investments

Weaknesses:

- High Poverty
- Lack of Affordable Housing
- Inadequate Internet Access
- Aging Population
- Mismatched Labor Force

Opportunities:

- Natural Resource Abundance
- Affordable High-Speed Internet
- Diversification of Employment
- Renewable Energy Production
- Support of Workforce Training in Diverse Sectors
- Investment in Citizens

Threats:

- Technological Advancements
- Reliance on Low-Wage Industries
- Poor Educational Attainment
- "Brain Drain"
- Decreased Tax Base
- Decreasing Workforce Population

Vision Statement

Three Rivers Planning & Development District seeks to promote overall economic development; foster responsible short- and long-term community planning; and aid general civic, social, and economic development.

Goal 1: Increase Regional Job Opportunities and Income

- Objective 1.1:** Diversify the economic base by targeting diverse employment training and recruitment strategies for new businesses and emerging sectors
- Objective 1.2:** Support retention and expansion in existing industry clusters
- Objective 1.3:** Enhance regional entrepreneurial activity and small business development
- Objective 1.4:** Improve access to employment in the creative economy, cultural preservation, and natural resource conservation and recreation
- Objective 1.5:** Identify, develop, and market strategic regional assets
- Objective 1.6:** Promote sustainable economic uses of natural resources
- Objective 1.7:** Promote investments in sustainable energy and other “green” projects
- Objective 1.8:** Promote quality of life improvements
- Objective 1.9:** Enhance regional marketing tools and resources and community access to participatory opportunities

Goal 2: Develop and Enhance the Regional Infrastructure to Increase Economic Competitiveness

- Objective 2.1:** Improve utility and transportation infrastructure as well as other public facilities for community and economic development
- Objective 2.2:** Increase access and utilization of telecommunications technology
- Objective 2.3:** Promote and further develop multimodal transportation networks
- Objective 2.4:** Preserve and enhance environ-

mental assets through revitalization, reclamation, and promotion of environmental stewardship and agritourism

- Objective 2.5:** Identify, secure, and improve properties for economic utilization
- Objective 2.6:** Improve regional access to affordable housing and rental properties
- Objective 2.7:** Promote establishment and implementation of renewable energy production and distribution
- Objective 2.8:** Support training and infrastructure development for implementation of advanced technology

Goal 3: Strengthen the Capacity of the Region to compete in the Global Economy

- Objective 3.1:** Enhance workforce skills through training and education
- Objective 3.2:** Increase overall educational attainment and achievement and access to quality early childhood and K-12 education
- Objective 3.3:** Promote access to affordable housing and the availability of rental properties
- Objective 3.4:** Increase the availability of affordable, high-quality health care
- Objective 3.5:** Promote regional collaboration involving the public and private sectors and community leadership development
- Objective 3.6:** Improve the availability and affordability of regional housing
- Objective 3.7:** Enhance cultural and recreational opportunities
- Objective 3.8:** Improve public transit opportunities
- Objective 3.9:** Identify and implement planning and technical assistance initiatives to strengthen regional competitiveness

Implementation

The goals and objectives included within this CEDS line up with the economic development priorities of the State of Mississippi; the U.S. Economic Development Administration (EDA); the Appalachian Regional Commission (ARC); and the Delta Regional Authority (DRA). These entities seek to increase the number of high-skill, high wage jobs within the State of Mississippi while also addressing many of the socioeconomic outcomes in which Mississippi trails the rest of the United States (educational attainment, per capita income, etc.). The defined regional goals and objectives also are consistent with local and state

workforce investment strategies. Increasing the regional knowledge and skills bases to facilitate growth in new and emerging sectors goes hand-in-hand with the workforce development strategies implemented at each level and the net result of the capacity development strategies will be an improved labor force.

Federal, state, and local grant and loan funding is expected to come from the following entities: Housing and Urban Development, Mississippi Development Authority, Mississippi Department of Finance Administration, Appalachian Regional Commission, Delta Regional Authority, Economic

Development Administration, Environmental Protection Agency, United States Department of Agriculture, Mississippi Department of Wildlife, Parks, and Fisheries, National Park Service, Mississippi Department of Archives and History, Small Business Administration, New Market Tax Credit Program, other special legislative allocations, and other funding sources.

Three Rivers Planning and Development District will implement goals and objectives with strategic plans for executing short and medium term plans to reach the following high priority long term goals utilizing Logic Model strategic planning.

Performance Measures

Success of CEDS implementation will be measured by the following quantitative outcomes:

- Number of funding sources utilized to support economic and community development
- Number of public trails and waterfront access points
- Increased percentage of student accountability rates for regional school districts
- Number of training programs offered in emerging sectors
- Number of industries represented in regional economy
- Number of small businesses established
- Number of cultural and recreational activities and programs offered by local governments and community organizations
- Number of online visitors to

local government and planning district websites

- Number of properties with strategic development plans
- Number of entrepreneurs utilizing regional business development resources
- Number of feasibility studies conducted for emerging sector development and industry establishment
- Capacity of public utilities
- Number of customers served by affordable, high speed internet
- Number of participants in community planning decision making
- Number of local government websites improved by marketing and planning strategies
- Amount of regional median

income and per capita income

- Number of jobs with wages above \$15/hr
- Average high school graduation rate
- Average attrition to institution of higher education
- Average profit margin of businesses located in Main Street/downtown areas
- Amount of private investment inserted into the local economy
- Number of grants received
- Number of available affordable housing units and rental properties
- Number of new residents
- Number of jobs created and retained
- Reduced income inequality
- Public funds used for primary and secondary education

Opportunity Zones

In 2017, Opportunity Zones were legislatively designated to provide tax incentives for economic growth in low income communities. Within these zones, an investor may hold the investment in the Opportunity Fund for at least ten years. At this point, the investor would be eligible for an increase

in basis equal to the fair market value of the investment on the date that the investment is sold or exchanged.

Five of TRPDD's eight counties have apportioned opportunity zones. These are characterized by rural opportunities for industrial development and expansion.



Public and Private Sector Partnership

The development of the new CEDS has been a collaborative effort involving both the public and private sectors. Three Rivers and other economic development stakeholders have coordinated their efforts and resources to develop a vision for the forthcoming five-year CEDS cycle. Public and private sector representatives from throughout the region understand the importance of a collaborative approach and have helped implement regional economic development strategies and initiative for many years.

The 11-member CEDS strategy committee provided a wealth of knowledge regarding the state of the region and their input was vital to the development of this document. The committee members work in the trenches to foster positive economic outcomes every single day and their collective knowledge and experience served as vital resources in commu-

CEDS Committee

- Chelsea T. Baulch - Monroe County Chamber of Commerce
- Nadara Cole - Northeast Mississippi Community College
- Barry Emison - Itawamba Community College
- Sheila M. Freely - Calhoun Economic Development Association
- Patsy Gregory - Chickasaw Development Foundation
- LaSonja Ivy - Okolona Chamber
- Vaunita Martin - Itawamba County Development Council
- Jon Maynard - Oxford-Lafayette County Economic Development Foundation
- David Rumbarger - President/CEO, Community Development Foundation
- Billye Jean Stroud - New Albany Main Street Association
- Beth Waldo - Pontotoc County Chamber of Commerce & Main Street Association

nicating regional strengths, weaknesses, needs, and opportunities.

Potential Funding

Sources & Partners:

- Appalachian Regional Commission
- CREATE Foundation
- Delta Regional Authority
- E. Rhodes and Leona B. Carpenter Foundation
- Economic Development Administration
- Federal Emergency Management Agency
- Federal Highway Administration
- Gilmore Foundation
- Itawamba Community College
- Local Economic Development Organizations (Chambers of Commerce, Etc.)
- Local Governments (Counties, Municipalities, Etc.)
- Local School Districts
- Mississippi Department of Archives and History
- Mississippi Department of Employment Security
- Mississippi Department of Environmental Quality
- Mississippi Department of Human Services
- Mississippi Department of Public Safety
- Mississippi Department of Transportation
- Mississippi Department of Wildlife, Fisheries, and Parks
- Mississippi Development Authority
- Mississippi Emergency Management Agency
- Mississippi Main Street
- Mississippi State Department of Health
- Mississippi State University
- National Park Service
- Northeast Mississippi Community College
- Northwest Mississippi Community College
- Rural Utilities Service
- Small Business Administration
- State of Mississippi
- Tennessee Valley Authority
- Three Rivers Solid Waste Management Authority
- Tombigbee River Valley Water Management District
- University of Mississippi
- U.S. Army Corps of Engineers
- U.S. Department of Agriculture
- U.S. Department of Commerce
- U.S. Department of Energy
- U.S. Department of Homeland Security
- U.S. Department of Housing and Urban Development
- U.S. Department of Justice
- U.S. Department of Transportation
- U.S. Environmental Protection Agency



Regional Background

Three Rivers Planning & Development District (TRPDD) serves as the economic development district for eight counties in Northeast Mississippi (Calhoun, Chickasaw, Itawamba, Lafayette, Lee, Monroe, Pontotoc, Union). Historically, the TRPDD region has encountered industrial decline in both farming and furniture manufacturing in the last 30 years and experienced severe economic decline from 2009-2012 after the great recession. Many counties in the region have been declared disaster areas due to severe tornado damage that frequently destroys personal and commercial properties. For our region, poverty was at 17.1 percent¹ in 2020, still well above the national average of 11.4 percent². The crises that plague our community as a result of low income cannot be understated. Housing, education, health, access to transportation, child-care, infrastructure, and environmental health suffer without significant outside investment. Due to the low tax base, the state of the economy is often less due to the outmigration of young, high skill workers able to find higher quality of life measures elsewhere and whose movement contributes to an aging population. Creating employment opportunities is critical to subvert continued loss of population; the result of which has limited investment in the region and stagnant growth. In addition, limited educational resources and poor transition from high school to employment creates a diminished overall quality of life in the environment of an economic profile that is misaligned with the outlook and opportunities of many of our youth.

However, in the past five years, the



Source: My Tupelo

region has demonstrated renewed exuberance for the growth of downtown areas, small businesses, quality of life measures, and overall community participation. Through indirect economic influences, these efforts have proven to fill gaps in the social and economic environment that have previously kept

diverse industries and small to medium sized enterprises from siting in the region. With improvements to resident's daily lived experiences and entrepreneurial opportunities, Main Streets have begun to thrive, small business communities revived to create impassioned residents dedicated to continued growth,

1. U.S. Census Bureau, American Community Survey: 5-Year Estimates 2015-2019, Poverty Status in the Past 12 Months

2. U.S. Census Bureau, Income and Poverty in the United States: 2020, Report Number P60-273

3. U.S. Census Bureau, 2020 Decennial Census: (topics) Population, Age & Sex, Race

4. U.S. Census Bureau, 2020 Decennial Census: Hispanic or Latino, and Not Hispanic or Latino by Race

5. U.S. Census Bureau, American Community Survey: 5-Year Estimates 2015-2019, Educational Attainment

6. U.S. Census Bureau, American Community Survey: 5-Year Estimates 2015-2019, Per Capita Income in the Past 12 Months (2019 Inflation-adjusted)

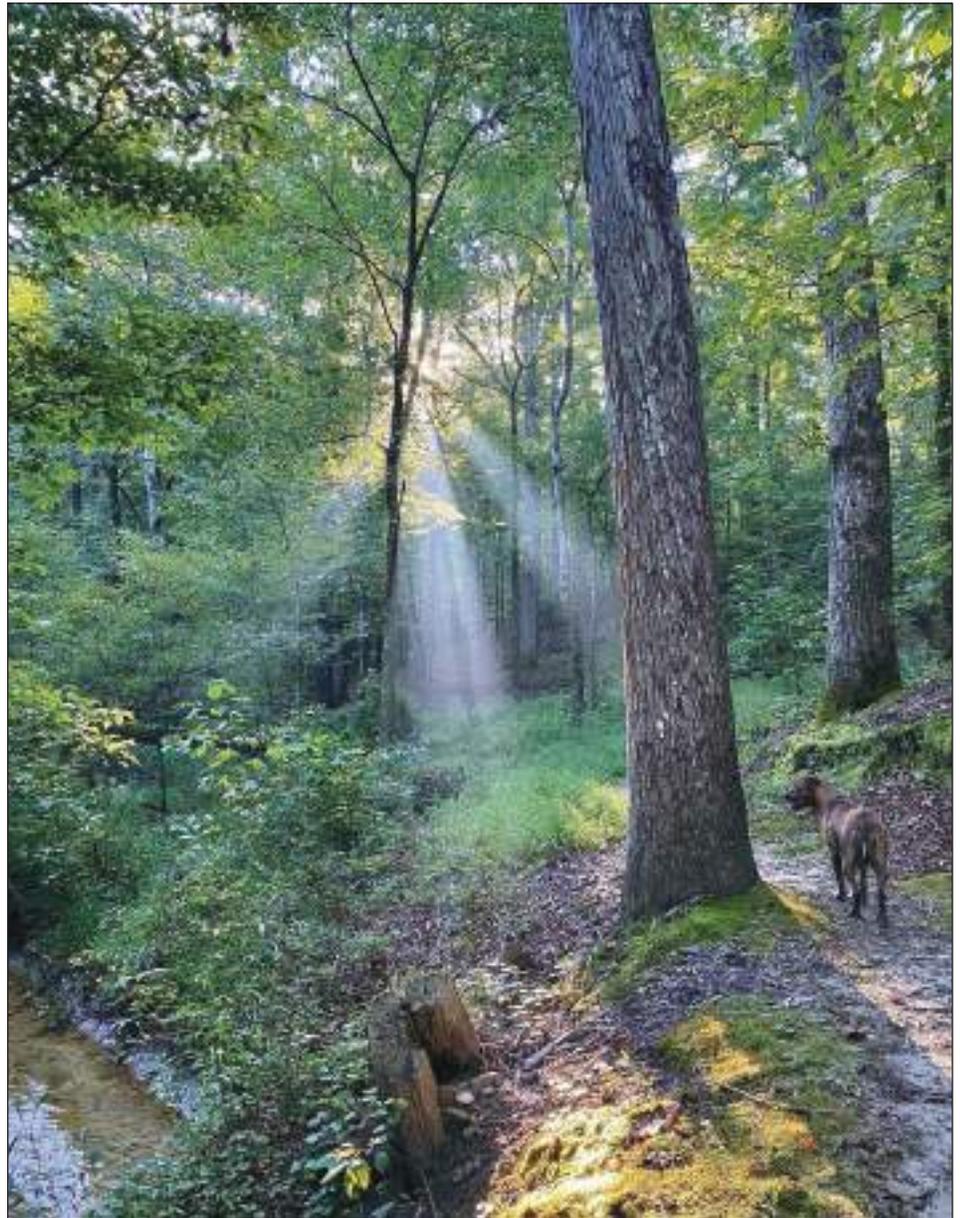
and investment in the region's outdoor recreation that has renewed participation with natural resource assets. These improvements have incited countless new hotels, restaurants, truck stops, entertainment venues, and retail establishments to locate in the region, despite the ongoing difficulties resulting from the COVID-19 pandemic and recovery.

These quality of life improvements work closely in tandem with the many improvements to transportation, public utilities, and broadband infrastructure provides a strong foundation for diverse and sustainable economic growth and the ability to diversify away from single industry reliance on low wage, low skill labor. Since 2017, more than \$102 million dollars in grants, \$87 million in private investment, and \$24 million in local investment has flowed through Three Rivers alone to support improvements toward stronger economic standing, creating more than 1,600 jobs and retaining more than 5,800.

The region also has invested heavily in speculative industrial park development for build ready siting as well as continued to grow its workforce development initiatives to correct for the mismatch between workforce skills and industry requirements. These programs work to increase the region's competitiveness in industries with ever changing technological proficiency requirements as the labor force becomes skilled in manufacturing technology, robotics, and healthcare, for example. Incentives for siting have helped site new business and expand existing industry profiles. New technology such as Carmigo and CoreLogic in Oxford and the expansion of furniture and manufacturing to the tune of more than 1,600 jobs and billions in private investment.

DEMOGRAPHICS

Our region is primarily rural with a total population³ of 286,532. Communities are, on average, 67 percent white, 30 percent black, 3 percent Hispanic⁴, and 4 percent other racial groups, 48.5 percent male, and 51.5 percent female. Population growth is almost negligible.



Source: Natchez Trace Parkway

Education levels in the region trail national averages, the majority having a high school diploma⁵ (21.8 percent) or having attended college but received no degree (13.9 percent for those age 25 and older). Low-skill labor contributes to the lower than average median household income of \$44,010, with an average \$22,854 per capita⁶, and a 17.1 percent poverty rate compared to 11.4 percent for the country.

Population growth is low, but increasing at levels higher than most areas of the State. Low-skill labor contributes to the lower than average median household income of \$44,010, with \$22,854 per capita. With 17.1 percent

of the Three Rivers' region in poverty (compared to 11.4 percent nationally) and 55.5 percent of the population having less educational attainment than a college degree, the possibility of workforce stagnation in an era of advanced technology and offshoring industries is a daily threat.

ENVIRONMENTAL

One of the greatest resources of rural America has always been the natural environment. As an opportunity and a resource it is vital to utilize sustainability to protect culture and the physical environment while also providing access to locals and tourists. As the infusion



Source: Tanglefoot Trail (Town of Houlika)

culture and geographic location between the Appalachian Mountains and Mississippi Delta, the Mississippi Hill Country where the TRPDD region is located is saturated with existing environmental opportunities. The National Park Service provides funding for Mississippi Heritage National Heritage Area and the Natchez Trace Parkway, both of which preserve and market the arts, culture, history, and outdoor resources of the region. Our communities serve as hubs for arts and music, outdoor recreation, educational opportunities, employment, and community growth that weave a tapestry of place, identity, and cultural connectedness. Many local organizations such as Makers Markets, Farmers Markets, the Oren Dunn Museum, William Falkner's Rowan Oak,

Yoknapatawpha Arts Council, the Elvis Presley Birthplace, the Tammy Wynette Museum, local tourism boards, festival circuits, community theaters, live music venues, local museums, and a growing public park system, among many other examples, uphold the guarding of these elements of space as keys to preservation as well as retaining a young, diverse, and educated population.

To protect the physical environment, TRPDD has received a \$600,000 Brownfield Coalition Assessment Grant from the Environmental Protection Agency (EPA) to serve three coalition communities, the City of New Albany, the City of Pontotoc, and the City of Tupelo, as well as the larger Three Rivers footprint. With these funds, we are able to conduct required environmental assessments on

properties suspected of having some level of environmental contamination, thus clearing properties for sale and reuse when owners may not be financially able to do so and thus, develop the property and contribute to the community through redevelopment of the property. Cleanup and redevelopment of brownfield properties lead to 5 percent to 15 percent increase in property value for properties that are up to 3/4 mile from the site; recoup public investment within about three years; lead to increases in local tax revenue; and protect farms and countryside from sprawl development. Many brownfield sites exist within the region with known and potential environmental hazards resulting from the outmigration of manufacturing, numerous tornadoes and flooding events, and

abandonment of facilities as population shifts out of rural communities, limiting growth and posing risk to citizens. By decreasing overall environmental risk, the region can respond to adverse health outcomes and environmental contamination by improving access to greenspace and healthy living.

The environmental standard for the region, however, is the GM&O Rails to Trails Recreational District of North Mississippi, or the Tanglefoot Trail®, which has received National Recreational Trail (NRT) recognition and is a safe and scenic route for cyclists, walkers, and runners from our local communities and visitors for across the world. TRPDD provides administrative support for the trail and continues to facilitate maintenance and development of the trail and its whistle stops, comfort stations, and rest stops with sponsorship support from the communities that have benefited from the recreational and economic opportunities it has induced.

INFRASTRUCTURE

Critical infrastructure is of increasing relevance to supporting other growth in the region and maintaining the impact of other growth strategies. The American Society of Civil Engineers “2020 Report Card for Mississippi’s Infrastructure”, gave Mississippi’s overall state infrastructure a D- rating. Not being immune to the impact of degrading infrastructure rated by the ASCE, local governments continually pursue infrastructural grants to improve utilities and expand capacity. COVID-19 recovery funds through the CARES Act and American Rescue Act are currently providing millions of dollars to the region to improve infrastructure needs such as water, gas, sewer, and broadband. These funds provide for a critical need in the region and their implementation will produce immediate results for residential and business communities.

The Mississippi Legislature has passed a number of broadband access bills since 2019 to allow electrical cooperatives to utilize privately owned lines to provide broadband connectivity to



Source: Aberdeen Visitors Bureau

rural areas, a privilege previously only allowed to independent private companies. The broadband bill has allowed many areas to expand connectedness. This will allow infrastructure to properly recruit new businesses, residents, and provide necessary access for students and remote workers. The importance of broadband for our region is a top priority for TRPDD and local governments.

Multimodal transportation infrastructure supports regional economy more than most other assets. The Tennessee Tombigbee Waterway with a ports system in Itawamba and Monroe Counties; the Itawamba Mississippian Railway shortline; Burlington Northern Santa Fe Rail lines; Kansas City Southern Rail Road; access to Interstate 22; and improvements to Mississippi State Highway system routes such as MS-15, MS-45, and MS-6 create a contiguous circuit from the Great Lakes to the Gulf of Mexico, and to Memphis, Tenn., and Birmingham, Ala., which provide access to the Panama Canal and the national interstate system with ease of connection to US Interstate 40 and US Interstate 55.

EMERGING AND DECLINING INDUSTRY

New industries such as electric vehicle batteries and components and

semiconductor component production, for example, are target areas of interest present in similar rural communities to our region. The industrial recruitment division of TRPDD along with Economic Development Organizations (EDOs) throughout the region tackle these and other emerging industries to maintain relevancy and provide improved economic sustainability in our region. We have found that existing industries and those the region aims to recruit are best served by a three pronged approach: 1) Access to free or low cost training, including support for employers providing on the job training, with access to current equipment being used in the field 2) improved infrastructure for individual facilities, communities supporting cluster sites, and residential areas supporting manufacturing employees, and 3) enhanced quality of life measures to maintain and increase the size of the local labor force.

WORKFORCE DEVELOPMENT

As jobs become more automated the need for skilled workers in information technology will continue to grow in the future. Through funding with the Mississippi Partnership, TRPDD and the Workforce Development Division has

prioritized workforce sectors identified as areas with a high-demand gap: Advanced Manufacturing, Information Technology, Healthcare, and Logistics, where 40 percent of projected future job demand will occur. Over the next 5 years, employment in the Three Rivers 8 County Region is projected to expand by 1,198 jobs. The fastest growing sector in the region is expected to be Health Care and Social Assistance with a +1.2% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+1,249 jobs), Accommodation and Food Services (+402), and Administrative and Support and Waste Management and Remediation Services (+210)⁷. Lack of training and mismatch with current workforce needs is the primary factor preventing success. Correcting the mismatch between skill set of our workforce, needs of employer needs, and local environment is necessary to entice residents and industry to remain in the region. Encouraging high skill and higher wage employment opportunities among already existing and new industry can provide sustainable employment and improved quality of life for young people. The immersion of school aged youth in exploratory/experiential learning with industry partners and targeting youth facing obstacles to employment is critical to close the divide in our community.

In the past five years, EDA's investment in Itawamba Community College's WIN Manufacturing Solutions Center has helped northeast Mississippi become a prime location for industrial growth and development. This has enabled Itawamba Community College to provide enhanced workforce development training and assistance within a preeminent one-stop workforce development center. The WIN Manufacturing Solutions Center will play a vital role as TRPDD and its multitude of partners



Source: Toyota Kentucky Experience Center (Blue Springs Facility)

promote regional growth and development initiatives moving forward.

To more effectively train high school students entering the workforce in strategic and high demand sectors already existing in the region, Three Rivers' Workforce Development Division has – with support from the Appalachian Regional Commission – equipped five high schools with SkillPath experiential labs to accompany a two-year apprenticeship programs through four area community colleges that have also been equipped with new training technology to improve workforce education in high priority high demand sectors. This program allows a direct pipeline from in classroom training, certification, and internship to the community college apprenticeship program with industry commitment to hire high performing individuals and will serve 320 students each year in its high school programs with attrition each year into community college training and apprenticeships.

In addition, vocational and technical schools in many of our communities are themselves improving equipment for high demand sectors. ARC funds have supported school district grants to

fund training improvements in the City of Okolona and Chickasaw, Calhoun, Union, and Lee Counties since 2017, particularly in furniture, automotive, and advanced technology sectors.

EXPANSION AND RETENTION

Northeast Mississippi has represented a hub in the country's manufacturing base since the boom of furniture manufacturing in the 1950s, with 38.4 percent of the population currently being employed by one of the 80+ furniture related manufacturers in the area⁸. The heaviest concentration of furniture manufacturers in the state of Mississippi lies within the Three Rivers district and comprises the highest producing upholstered manufacturing cluster in the nation. When globalization pressure from Pacific Rim Countries began impacting the cluster in the early 2000's, and in an attempt to keep skilled workers and the manufacturing base strong within the area, Three Rivers took a proactive approach and helped recruit the automotive sector to the area through the siting of a new Toyota OEM facility in Blue Springs, Miss., in 2007. From this, man-

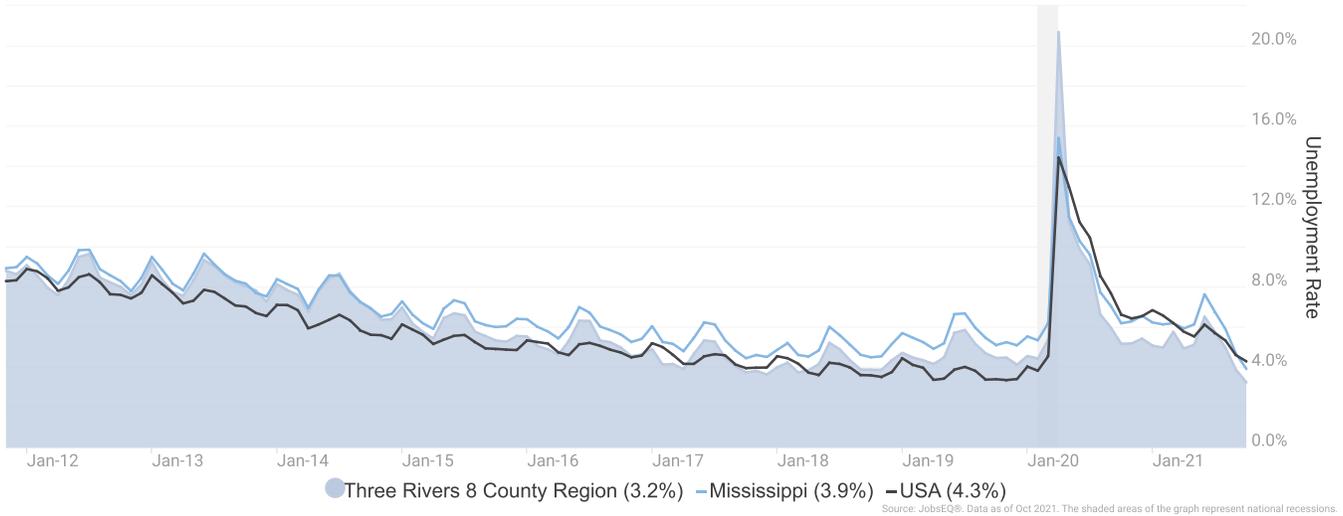
7. JobsEQ. Chmura. 2021. Economic Overview Report, Three Rivers 8 County Region.

8: JobsEQ. Chmura. 2021. Manufacturing Cluster Occupation Report, Three Rivers 8 County Region.

Unemployment Rate

The unemployment rate for the Three Rivers 8 County Region was 3.2% as of October 2021. The regional unemployment rate was lower than the national rate of 4.3%. One year earlier, in October 2020, the unemployment rate in the Three Rivers 8 County Region was 5.1%.

Unemployment Rate for Three Rivers 8 County Region



Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through October 2021.

Manufacturing sector industries in auto have also burgeoned as supply chain providers in the area contributing to overall regional growth in manufacturing skills, training, and job placement. More than a quarter of employment in the eight county region⁸ is now accounted for by automotive and automotive suppliers. With this history, area governments, community development entities, and industry leaders have aimed to promote this sector and advance its impact on regional quality of life by supporting industry needs and developing plans for long term sustainability in the region.

The region's primary method of expansion and retention projects for existing industry is to provide improvements and expansion of existing infrastructure as well as property acquisitions needed to support the industry. Grant funds and local investment along with ease of doing business incentives provided by the state help to develop roads, gas, sewer, and water infrastructure necessary to recruit and maintain existing industry sectors. Three Rivers was awarded \$3,630,000 through EDA CARES Act funds to extend a lifeline to major employers in the regions so they might

alleviate the detrimental impacts of the pandemic and plan for changes that will enable them to withstand future shocks. As of November 2021, only \$100,000 remains unclosed. Three Rivers also was awarded \$4,500,000 through EDA CARES Act competitive round of funding, through November 2021, \$2,944,758 has been closed or committed to area employers.

EMPLOYER RESOURCES

Increasingly, entrepreneurship efforts have regained attention, particularly alongside the impacts of COVID-19 that have led to inconsistent supply, demand, and expense of consumer goods. Regional desire to become more self-sustaining has led to focus on providing small business resources including feasibility studies, loans, grants, and continued support. The Oxford Lafayette County Chamber of Commerce and Economic Development Center has partnered with Three Rivers and Heartland Forward to create a digital resource platform to this end. The North Mississippi Entrepreneurship Network will connect 22 organizations already engaging with prospective and current entre-

preneurs with the diverse resources each provide. The resources will be, but not limited to business counseling, research, talent, capital, peer networks, and economic development resources.

The EDA-funded business incubators within the region continue to promote small business and entrepreneurial growth. The Oxford Enterprise Center and Tupelo's Renasant Center for IDEAs offer quality business incubation programs and the Community Development Foundation continues to market available space constructed as part of Phase II of the Center for IDEAs project. The phase II facility in Tupelo's Fairpark District serves as a key regional resource and has provided much-needed office and conference space as well as the added incubator space noted above.

The Workforce Investment Network (WIN) of centers matches job seekers to employers while providing services that address the needs of both groups. One stop operating centers have access to telephones, fax machines, copiers, and the internet to assist with job searches. Applicants can receive help with these searches as well as their resumes,



Source: Baptist Memorial Hospital North Mississippi

preparation for job interviews, aptitude and skill assessments, completing their GED, access to training opportunities, and can engage with career assessments to identify a career that matches their skills and interests. We also recognize that employers need assistance getting the right employees as well. At WIN Job Centers we provide on the job training services; assistance writing job descriptions; proficiency testing for employees; private interview rooms; up to date labor market and wage data; information on Work Opportunity Tax Credits (WOTC); job fair information; North American Free Trade Agreement (NAFTA) and Trade Adjustment Assistance (TAA) program employee benefit help; Incumbent Worker training; and access to a database of qualified prospective employees. Employers also can benefit from our Adult Internship Program that offers 320 hours at no expense to the company and oversight of payroll and other liabilities in exchange for helping develop an employee's meaningful work experience in their field of interest.

Employers and employees can take advantage of our Rapid Response Services when affected by layoffs or clo-

tures. The Rapid Response team, made up of professionals from state and local agencies as well as institutions of higher education, helps transition workers back into reemployment by providing resources to identify employees' specific needs and develop an action plan. Workshops and informational sessions assist with matching employees with the best resources, resume writing, developing employability skills, education and training, career assessments, the Children's Health Insurance Program, financial counseling, help starting a business, and information on unemployment insurance. Employers receive transition planning as well through assistance in conducting orderly layoffs, pre-layoff services for employees, help with Worker Adjustment and Retraining Notification (WARN) and NAFTA/TAA requirements, and assistance with maintaining morale and corporate image while in transition.

REGIONAL ECONOMY

State development priorities influence the types of funding allocated to our communities. Current state administration goals are dedicated to infrastructure improvements, industrial site

development, with an overall focus on increasing the number of available jobs and the amount of private investments. State priorities indirect economic influences such as education and health-care have been particularly influential during the ongoing COVID-19 pandemic. National and state varied responses to the pandemic have strained not only local residents, but the business community and among prospective businesses looking to locate in the region. Unease about reliable supply of goods, worker protections, and policy have had a direct impact on consumer behavior and the availability of goods in our area.

The economy lessons of the COVID-19 pandemic are vast and continual. The TRPDD region – as part of the larger state and national context – is driven by a consumer, rather than participatory, economy. The impact of limited supply, supply chain disruptions, and general fear around how, when, and how much it will cost to consume goods residents rely on has altered the perspective of most communities as to how they will continue to progress and how they can prevent negative outcomes from reliance on global trade systems. This is far

from a new problem for our region that has struggled through historic cycles of offshoring of industry, national investment in manufacturing, and fluctuating demand. Accompanied by inconsistent state and federal funding trends, the region is continually adjusting to administrative priorities and consumer demands that determine the success or failure of the primary means of work in our communities. As a region struggling to define itself not by the poverty that historically has plagued our communities, reliance on outside funding becomes a major influence on regional economy.

Market fluctuations and state priorities critically influence funding opportunities to local governments and non-profits for development. The quickly changing nature of work and opportunities for diverse investment in our region will continue to influence to regional economy. The COVID-19 pandemic also has renewed awareness of the types of work and amount of pay the labor force demands. Factors including improved trust in the workplace and flexibility of schedule as well as improved access to advanced technology and broadband are vital to remaining relevant and successful as a regional economy.

DIRECT ECONOMIC INFLUENCES

A revitalization of our downtown areas have been accompanied by dramatic growth in participation among members of the business communities in municipalities quickly becoming central hubs to growth. This interest has led to the creation of organizations by the business community, renewed activity in various chambers of commerce, and the establishment of sports and social clubs. These groups have increased participation in community events and downtown pedestrian traffic and renewed local government investment in small businesses and social events, improving overall economic climate. The successes of some communities have created a domino effect of development from one community to another. From these developments, and as a result of EDA



Source: Cherry Creek Orchards

CARES Act Planning Grant progress, many EDOs are promoting improving the strength of a regional approach toward economic development recruitment and planning.

The economy also is impacted by the presence of large scale manufacturers, such as Toyota, Ashley Furniture, and Winchester, as well as defense industries like General Atomics, a motor and generator manufacturer in Shannon. Highly concentrated manufacturing operations in the area employ an average of 1,400 manufacturing employees per zip code. Approximately 29,000 residents in the Three Rivers region are employed in the manufacturing sector with an average mean wage of \$37,800. Projected annual demand for manufacturing sector employment is around 2,300 annually. New projections of the manufacturing industry cluster in the region reflect increased demand for high-skill

technical operations and industrial machinery mechanics. Of those currently employed in manufacturing, 81 percent had no experience or training beyond a high school education at hiring. An increasing trend toward requiring higher skill labor and less reliance on low skill, low wage labor in the manufacturing industry, however, already has begun to impact our communities.

Many facilities are able to site in our communities due to the influence of economic incentives provided by local, state, and federal grant and loan programs. These incentives are the chief driver of economic development and structure in the region and support continued improvements to vital assets and infrastructure such as the multi-modal transportation system that is key to manufacturing success of our region, allowing ease of access for the transport of goods nationally and internationally.

SWOT Analysis



Source: My Tupelo

STRENGTHS

An established manufacturing cluster, successful nonprofit organizations, a ready workforce, multimodal transportation, strong investment in workforce training, cultural and natural resource assets, build ready industrial sites, and thriving medical centers are the foundational strengths of our region. Awareness of the capacity of our strengths and analysis of weaknesses help identify opportunities not yet taken full advantage of and threats that can impact the region's competitive advantage and long term sustainability of the region's development plan.

The most effective form of catalyzing progress is an engaged citizenry. The Three Rivers' region is fraught with leaders who create opportunities for community participation that help direct what types of resources are available to residents. Non-profits such as United Way, Boys and Girls Club, the CREATE Foundation, Mississippi United to End

Homelessness (MUTEH), M Partner through the University of Mississippi, WIN Job Centers, as well as countless economic development organizations, chambers of commerce, and faith based organizations lead our communities' strongest asset: healthy and thriving people.

Our region benefits from healthcare access through North Mississippi Medical Center network of clinics and expanding Baptist Memorial Hospital system, as well as state and federal funding for programs such as Mississippi Medicaid Elderly and Disable Waiver, Area Agency on Aging, and Mississippi Access to Care Centers (MAC). Advocacy and care for the most vulnerable in our region is provided through these organizations.

Community life and the quality of life it determines is often determined by the cultural and environmental assets of an area. Tupelo is home to the National Park Service Natchez Trace Parkway

Headquarters and Visitors Centers and acts as a hub for recognition of the many historical assets of our area and provides a draw for tourism. Tourists are met with a vibrant circuit of antique and flea markets, festivals, community theater, state and local parks, state forest and wildlife refuges, trail system including the Rails to Trails Tanglefoot Trail, and US Army Corp of Engineers managed reservoir lake system supporting water sports, campgrounds, biking and hiking trails, and endless other recreational opportunities. In the past 5 years, local governments have established public use areas to insert community life back into outdoor recreation and public spaces. With support from the National Park Service, Lafayette County, for example, expanded their law enforcement training facility to allow public use for shooting sports and training. Expansion of the Park Along the River in New Albany has also received technical assistance from the National Park Service to begin

development of access to recreation in and along the Tallahatchie River.

Organizations such as the Southern Foodways Alliance, Yoknapatawpha Arts Council, and the Mississippi Hills Natural Heritage Area (established by the National Park System), for example, help to preserve, educate, and promote the distinct social landscape of our communities and develop our creative economy. Providing access to cultural assets as part of daily life is quickly becoming a more central part of our communities. The City of Houston, for example, has developed a partnership with the Memphis based Levitt Concert Series to offer free live outdoor blues concerts featuring such arts as the world renown Cedric Burnside.

Investment in people as a priority to support of successful economic development also is provided with massive investment in workforce development training. From high school to apprenticeship and on the job training, numerous publicly and privately funds provide programs to maintain relevance in our top sectors. Advanced technical training through vocational and technical secondary education, high school SkillPath labs, area community colleges, WIN Job Centers, and the University of Mississippi. As a chief accomplishment of the region, Three Rivers and local governments work in partnership to support a tuition assistance program (TAP) allowing any graduating high school seniors to receive tuition assistance for four regular semesters at a community college. Three Rivers also lies within the Mississippi Partnership Workforce Investment Area and is designated as the administrative and fiscal agent for \$17,994,072 CARES Act funds distributed to East Mississippi, Itawamba, Northeast Mississippi, and Northwest Mississippi Community Colleges for the purpose of purchasing equipment necessary to increase the capacity to support training programs as well as provide short-term training for individuals who have been affected by the COVID-19 pandemic, particularly in high demand sectors.

Almost 40 percent of the population



Source: Aberdeen Visitors Bureau

is employed in manufacturing, with manufacturing representing the largest private sector contributor to GDP in the state as it has since the 1960s, despite its continual decline nationally. As such, our region maintains a ready workforce with decades of experience in manufacturing and warehousing. This strength in tandem with strong work ethic often associated with America's steady reliance on the goods and services of rural communities has led to the siting of large scale furniture and automobile manufacturers. The success of, for example, Toyota Motor Manufacturing and Ashley Furniture Industries, have helped to maintain manufacturing employment and spurred the siting of numerous supplier industries.

Wood and lumber processing also is a long standing industrial sector in our region. Retention and expansion of this industry has been made possible with the development of the Tennessee-Tombigbee Waterway, allowing multimodal transport of goods alongside the Burlington Northern Santa Fe Railway and US Interstate 22 access. Infrastructure funding also has improved the State Highway system in our community, providing additional access and ease of

trade. Federal, State, and local funding has allowed for the development of numerous industrial parks in the region to provide build ready pad sites for industries taking advantage of transportation access alongside numerous ease of doing business incentives.

WEAKNESSES

In 2020 Mississippi ranked 51st in overall poverty at 19.7 percent, highest in the nation, compared to a national average of 11.8 percent. Mississippi ranks 47th in economic wellbeing, 44th in education, 47th in healthcare, and 49th in likelihood of living in healthy families and communities. Approximately 30 percent of all children in the region live in poverty.⁹ According to the U.S. Partnership on Mobility from Poverty, persistently poor children are two-thirds less likely to have consistent work or be in school between 25 and 30 and more than half experience extreme poverty at the same time.¹⁰ These disadvantages significantly impact communities of color, women, single parent families, non-English speakers, minor offenders, the homeless, and older residents, perpetuating already present social

vulnerabilities that bar movement into sustainable employment.¹¹ For our region, poverty was 19.7 percent in 2020, well above the national average of 13.4 percent. Chronic poverty continues to be the root of continuing struggles faced by the Three Rivers' region. This alongside economic fluctuations, single industry dependence, low educational attainment, and the perceived or real risk of investing in low income communities have prevented development of a strong framework to help build a resilient economy.

Lack of affordable housing is the area is nuanced along the different counties in the region, however lack of housing supply presents a major barrier to talent and business recruitment. From 2018 to 2019, the Three Rivers' region saw a 20 percent loss of housing units¹². The negative impact of housing loss is amplified by further loss of property taxes that support public services, chiefly education and infrastructure. High renter populations and low availability of rental properties, particularly low income rental properties, further complicates this issue, particularly in a region whose existing industries rely on low skill, low wage labor. Lack of diverse employment opportunities that would encourage high skill workers to remain or locate in the region and thus provide the resources for quality of life improvements that would draw such populations, then, is immensely complex as, like most rural communities, the area struggles to provide resources and opportunities to encourage sustainable funding and financial investment.

Though support and funding for infrastructure improvements improves, decaying sewer systems, limited capacity of water systems, and unreliable broad-



Source: Double Decker Arts Festival

band access continues to create barriers to employment and challenges to recruiting diverse industries. These immediate needs also cost the region over time as high skill workers are able to find a higher quality of life elsewhere (“brain drain”) and contribute to an aging population. As our region has been unable to bolster economic growth that will break the low wage low skill employment profile of our region, we also lose a population that might assist in contributing to regional success. Indeed, Mississippi is among only three states to have lost population between the 2010 and 2020 Census, although Census response rates in our region were historically low.

While communities in the TRPDD region invest in quality of life improvements as they are able, lack of local funding and lack of state and federal funding for measures that encourage high skill employment such as public facilities, recreation, and in-classroom primary and secondary education. Fur-

ther complicating weaknesses in educational attainment and opportunities, large scale industry continues to require higher skill workers as manufacturing becomes increasingly more reliant on technological advances. Despite all of our successes in improving workforce training, labor force participation in our communities remains an challenge. As such, a mismatch between the labor pool and industry standards continues to stall growth of industry as workers are unable to access traditional means of employment or have skills that are mismatched with local opportunities. Lack of education, low wages, and quality of life limitations create a twofold problem from an economic profile that is misaligned with the outlook and opportunities required by employers and those entering the labor force. Removing this stigma is critical to subvert continued loss of population; the result of which has been poor investment in the region and limited growth.

9. U.S. Department of Health and Human Services. 2021. “Overview of the State - Mississippi- 2021” HRSA, Maternal and Child Health. www.mchb.tvisdat.hrsa.gov.

10. Mississippi Kids Count. 2020. Kids Count Factbook 2020, Census Edition. www.KIDSCOUNT.ssrc.msstate.edu

11. Ratcliffe, Caroline and Emma Cancian Kalish. 2017. “Escaping Poverty”. US Partnership on Mobility from Poverty. <https://www.mobilitypartnership.org/publications/escaping-poverty>.

12. Deleveaux, Jamiko. Housing Unit Estimates. Center for Population Studies & State Data Center of Mississippi. 2019.



Source: City of Aberdeen Visitors Bureau

OPPORTUNITIES

Natural resources, a workforce skilled in farming and manufacturing labor force, and an increasingly diverse population represent a multitude of opportunities able to improve and grow the Three Rivers' region. Access to outdoor recreation, desire for open spaces and natural resource abundance, and vibrant pedestrian spaces are among the most important measures for young people choosing to locate in a community. During the COVID-19 pandemic, the

mechanisms by which work takes place globally are increasingly digital and remote. A desire to also escape crowded urban spaces has led to an outmigration to suburban, exurban, and rural spaces. The changing nature of work, necessity of open spaces for social engagement, and disposable income available to young, often childless, workers provides the perfect storm of events for rural development. However, critical infrastructure is necessary to take proper advantage. To access remote work, reli-

able and affordable high speed internet access is priority.

While funding opportunities and legislation for improved broadband access is available, the complexity of the barriers to implementation is multi-fold. With a move to cellular communication, much household telecommunications infrastructure in rural areas was abandoned. Replacement or initial infrastructure required for fiber networks, then, is inordinately costly, particularly when providers measure cost by the number of potential households served. Additionally, legislation allowing electric cooperatives to provide broadband access has created competitive strain with corporate internet providers, complicated further by the limited number of companies per area that may offer broadband and lack of competitive pricing for services. Removing this barrier an important issue for the promotion of small businesses and population growth in our region.

Infrastructural access to outdoor social opportunities such as outdoor dining spaces, waterfront entry locations, trail development, and large scale outdoor venues, particularly in high population hubs, is also limited. Though authentic local cuisine, talented musicians, beautiful water resources, and public lands are at the ready, our region struggles to promote these resources or provide ease of access necessary to insert these elements into the daily lives of residents, giving the illusion that they are rare or do not exist at all.

Opportunities for diversification of employment in the expansion of the recreational and outdoor sectors. Projections for employment demands in the region site agriculture, farming, hunting, and outdoor recreation development as some of the most lucrative emerging sectors, alongside administrative and technical positions. Agritourism has already taken hold in small corners of our region though local farms and farmers markets, fish hatcheries, seasonal farm experiences, cottage industries, nature trails and community centers, and river guides and portage companies,

for example, already paving the initial course for expansion. Sector expansion also provides an opportunity to respond to the high number of commuters in the region's workforce by providing employment in rural backyards.

The financial ability to support quality of life measures such as these is also a ready opportunity for the region. Workforce skills necessary to respond to the movement to renewable energy production are comparable to those required for manufacturing labor already developed among our labor force. While solar energy production, for example, as a source for employment and local sustainable energy production is being discussed, costly barriers to implementation such as cost, energy storage, transition of services with existing energy providers, and household capture currently inhibit diversification of industry with renewable energy solutions.

New projections of the manufacturing industry cluster in the region reflect increased demand for high-skill technical operations and industrial machinery mechanics. Of those currently employed in manufacturing, 81 percent had no experience, training, or beyond a high school education at hiring. More than 72 percent manufacturing laborers in the region are white, 96 percent are non-Hispanic, and 71 percent are male. Education, training, and access to employment presents an opportunity to expand and improve the manufacturing workforce to meet the changing needs of employers. However, immense opportunity also lies in disadvantaged and minority communities currently without entry into the field. The Three Rivers' region boasts a highly diverse population not currently reflected in manufacturing employment.

Opportunities for support of workforce training in diverse sectors extends to small business growth and development. Demand for growth in downtown areas requires investment and support of small business through entrepreneurial resources and investment incentives to prospective small business

owners. Locally owned businesses tend to support residential employment and are more likely to invest profit as well as development investment funds back into the local community, providing continued advantage to investment in entrepreneurship.

Investment in our people continues to be the best opportunity for growth. With low voter turnout and low Census response rates, encouraging local participation in civic society to better provide resources for diverse populations is the most important pathway to removing barriers to growth and development. However, limited time, financial resources, and transportation prevent many residents from doing more than consuming what is provided to them by others in their community, limiting their representation in decision making. Providing for citizens' basic needs, such as barriers in language, transportation, childcare access, housing, healthcare, etc. begins with participation in local government processes. Holistic community growth begins with the promotion of public meetings, publicizing of community events, creating public meeting spaces, and highlighting existing opportunities for engagement.

THREATS

Maintaining workforce relevance to protect existing employment and wages is under threat as technological advancements are implemented into standard practices in manufacturing more quickly than education can adjust to new requirements. Many manufacturing facilities in our area are locally owned and do not have the resources to compete with changing on the job training requirements at larger facilities, further threatening employment opportunities our communities rely on. Reliance on manufacturing and low wage industries such as retail and service in an economy in which these are quickly becoming automated or do not provide a living wage congruent with increasing cost of living threatens overall quality of life in the region.

Currently, the impact is a stagnation of income levels and a declining working class population. However, the ability of our communities to quickly adjust to changing industry standards or diversify employment opportunities will determine the long term future of our region's competitiveness on the global marketplace.

Educational standards also threaten the long term success of our region. In the 2020-2021 school year, The Mississippi Department of Education accountability report details prophecies in the region's public school districts. Cumulatively, 37.8 percent of the region's students are proficient in reading, 41.2 percent in math, 51.4 percent in history, and 58.5 percent in science, and an 88 percent graduation rate. At best, this data represents a deterrent for families and businesses hoping to site in our communities. At worst, this data represents historically poor educational attainment that is supported by poor attrition to higher education and limitations on employment opportunities for students' future contribution to the labor force. Without available public funding, communities must face this threat by redefining local school district approach to education.

The outmigration of high skill workers, or "brain drain", that results from lack of resources or employment opportunities in the region continues to remove future opportunities for economic and social growth. Poor quality of life measures cyclically work against our communities as limited public funds cannot support their development. To increase these measures, reliable tax contributions are required. However, without high quality of life measures, high contributing workers are unlikely to locate or remain in the community, threatening limited investment and limited growth to significantly change standards. As young people leave, the proportion of aging residents increases. An aging population without the support of a thriving labor force and support services contributes its own threat to the region.

Goals and Objectives

Vision Statement

Three Rivers Planning & Development District seeks to promote overall economic development; foster responsible short- and long-term community planning; and aid general civic, social, and economic development.

Goal 1: Increase Regional Job Opportunities and Income

- Objective 1.1:** Diversify the economic base by targeting diverse employment training and recruitment strategies for new businesses and emerging sectors
- Objective 1.2:** Support retention and expansion in existing industry clusters
- Objective 1.3:** Enhance regional entrepreneurial activity and small business development
- Objective 1.4:** Improve access to employment in the creative economy, cultural preservation, and natural resource conservation and recreation
- Objective 1.5:** Identify, develop, and market strategic regional assets
- Objective 1.6:** Promote sustainable economic uses of natural resources
- Objective 1.7:** Promote investments in sustainable energy and other “green” projects
- Objective 1.8:** Promote quality of life improvements
- Objective 1.9:** Enhance regional marketing tools and resources and community access to participatory opportunities

Goal 2: Develop and Enhance the Regional Infrastructure to Increase Economic Competitiveness

- Objective 2.1:** Improve utility and transportation infrastructure as well as other public facilities for community and economic development
- Objective 2.2:** Increase access and utilization of telecommunications technology
- Objective 2.3:** Promote and further develop multimodal transportation networks
- Objective 2.4:** Preserve and enhance environ-

mental assets through revitalization, reclamation, and promotion of environmental stewardship and agritourism

- Objective 2.5:** Identify, secure, and improve properties for economic utilization
- Objective 2.6:** Improve regional access to affordable housing and rental properties
- Objective 2.7:** Promote establishment and implementation of renewable energy production and distribution
- Objective 2.8:** Support training and infrastructure development for implementation of advanced technology

Goal 3: Strengthen the Capacity of the Region to compete in the Global Economy

- Objective 3.1:** Enhance workforce skills through training and education
- Objective 3.2:** Increase overall educational attainment and achievement and access to quality early childhood and K-12 education
- Objective 3.3:** Promote access to affordable housing and the availability of rental properties
- Objective 3.4:** Increase the availability of affordable, high-quality health care
- Objective 3.5:** Promote regional collaboration involving the public and private sectors and community leadership development
- Objective 3.6:** Improve the availability and affordability of regional housing
- Objective 3.7:** Enhance cultural and recreational opportunities
- Objective 3.8:** Improve public transit opportunities
- Objective 3.9:** Identify and implement planning and technical assistance initiatives to strengthen regional competitiveness



Source: Town of Nettleton

Implementation

The goals and objectives included within this CEDS line up with the economic development priorities of the State of Mississippi; the U.S. Economic Development Administration (EDA); the Appalachian Regional Commission (ARC); and the Delta Regional Authority (DRA). These entities seek to increase the number of high-skill, high wage jobs within the State of Mississippi while also addressing many of the socioeconomic outcomes in which Mississippi trails the rest of the United States (educational attainment, per capita income, etc.). The defined regional goals and objectives also are consistent with local and state workforce investment strategies. Increasing the regional knowledge and skills bases to facilitate growth in new and emerging sec-

tors goes hand-in-hand with the workforce development strategies implemented at each level and the net result of the capacity development strategies will be an improved labor force.

Federal, state, and local grant and loan funding is expected to come from the following entities: Housing and Urban Development, Mississippi Development Authority, Mississippi Department of Finance Administration, Appalachian Regional Commission, Delta Regional Authority, Economic Development Administration, Environmental Protection Agency, United States Department of Agriculture, Mississippi Department of Wildlife, Parks, and Fisheries, National Park Service, Mississippi Department of Archives and History, Small Business Admin-

istration, New Market Tax Credit Program, other special legislative allocations, and other funding sources.

Three Rivers Planning and Development District will implement goals and objectives with strategic plans for executing short and medium term plans to reach the following high priority long term goals utilizing Logic Model strategic planning. (*See next page.*)

Logic models demonstrate the tools and programs that will help reach an intended outcome. Complex outcomes require progressive planning. The logic model demonstrates cause and effect relationships that define a community's approach to determining and overall plan and steps to accomplishing it.



Performance Measures

Success of CEDS implementation will be measured by the following quantitative outcomes

- Number of funding sources utilized to support economic and community development
- Number of public trails and waterfront access points
- Increased percentage of student accountability rates for regional school districts
- Number of training programs offered in emerging sectors
- Number of industries represented in regional economy
- Number of small businesses established
- Number of cultural and recreational activities and programs offered by local governments and community organizations
- Number of online visitors to local government and planning district websites
- Number of properties with strategic development plans
- Number of entrepreneurs utilizing regional business development resources
- Number of feasibility studies conducted for emerging sector development and industry establishment
- Capacity of public utilities
- Number of customers served by affordable, high speed internet
- Number of participants in community planning decision making
- Number of local government websites improved by marketing and planning strategies
- Amount of regional median income and per capita income
- Number of jobs with wages above \$15/hr
- Average high school graduation rate
- Average attrition to institution of higher education
- Average profit margin of businesses located in Main Street/downtown areas
- Amount of private investment inserted into the local economy
- Number of grants received
- Number of available affordable housing units and rental properties
- Number of new residents
- Number of jobs created and retained
- Reduced income inequality
- Public funds used for primary and secondary education

Potential Funding Sources & Partners:

- Appalachian Regional Commission
- CREATE Foundation
- Delta Regional Authority
- E. Rhodes and Leona B. Carpenter Foundation
- Economic Development Administration
- Federal Emergency Management Agency
- Federal Highway Administration
- Gilmore Foundation
- Itawamba Community College
- Local Economic Development Organizations (Chambers of Commerce, Etc.)
- Local Governments (Counties, Municipalities, Etc.)
- Local School Districts
- Mississippi Department of Archives and History
- Mississippi Department of Employment Security
- Mississippi Department of Environmental Quality
- Mississippi Department of Human Services
- Mississippi Department of Public Safety
- Mississippi Department of Transportation
- Mississippi Department of Wildlife, Fisheries, and Parks
- Mississippi Development Authority
- Mississippi Emergency Management Agency
- Mississippi Main Street
- Mississippi State Department of Health
- Mississippi State University
- National Park Service
- Northeast Mississippi Community College
- Northwest Mississippi Community College
- Rural Utilities Service
- Small Business Administration
- State of Mississippi
- Tennessee Valley Authority
- Three Rivers Planning and Development District
- Three Rivers Solid Waste Management Authority
- Tombigbee River Valley Water Management District
- University of Mississippi
- U.S. Army Corps of Engineers
- U.S. Department of Agriculture
- U.S. Department of Commerce
- U.S. Department of Energy
- U.S. Department of Homeland Security
- U.S. Department of Housing and Urban Development
- U.S. Department of Justice
- U.S. Department of Transportation
- U.S. Environmental Protection Agency

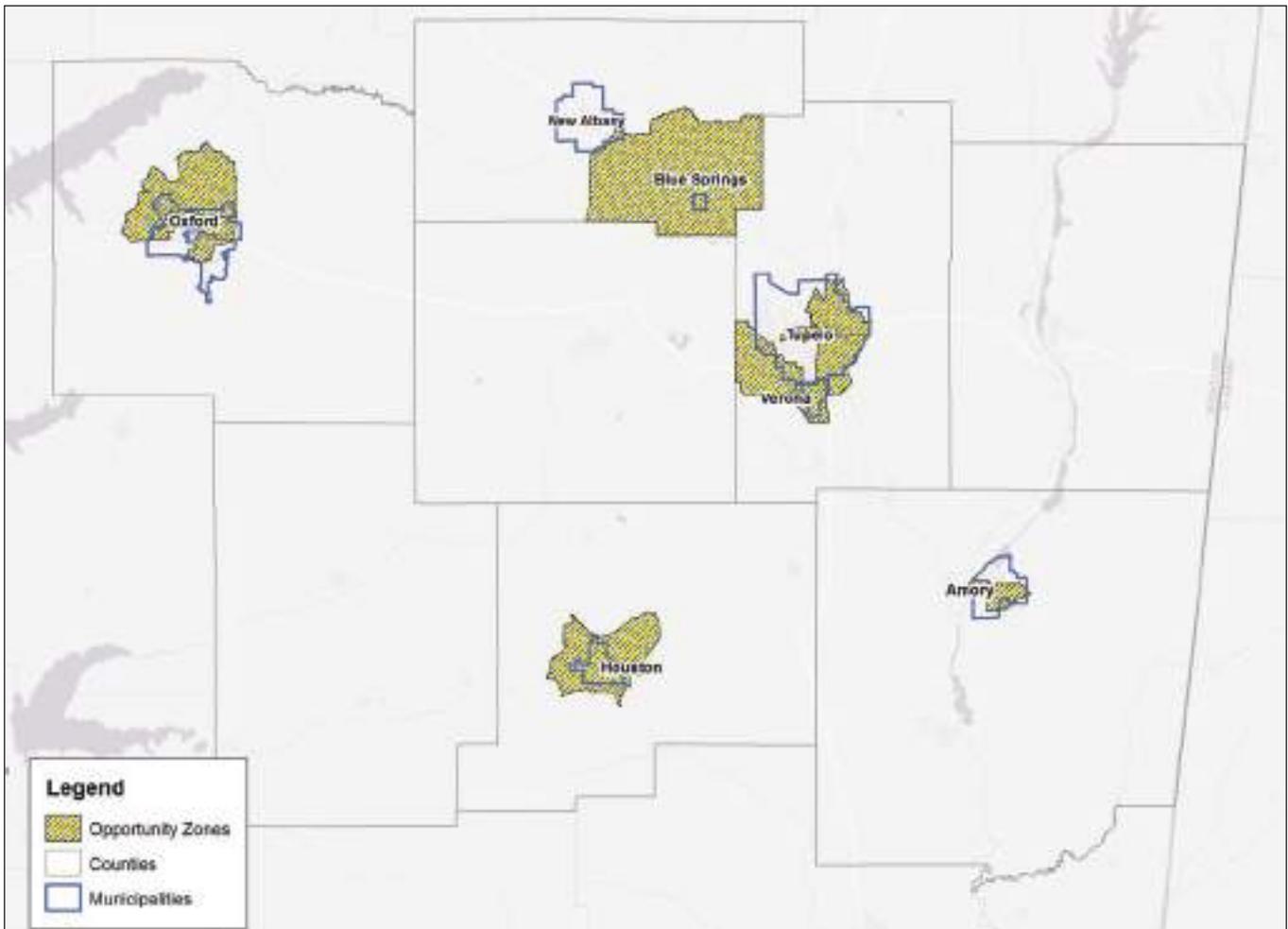
Opportunity Zones

In 2017, Opportunity Zones were legislatively designated to provide tax incentives for economic growth in low income communities. Within these zones, an investor may hold the investment in the Opportunity Fund for at least ten years. At this point, the investor would be eligible for an increase in basis equal to the fair market value of the investment on the date that the in-

vestment is sold or exchanged.

Five of TRPDD's eight counties have apportioned opportunity zones. These are characterized by rural opportunities for industrial development and expansion. At present, Opportunity Zone incentives are underutilized in our region. However, Three Rivers' is working to involve local EDOs and government entities. Multiple sites in TRPDD's EPA Brownfields As-

essment Grant award inventory include Opportunity Zone eligible areas, where remediation and development of properties serve the goals and objectives of this CEDS, particularly those located along waterfront areas and in downtown developments. Below is a list of those tracts apportioned as Opportunity Zones that lie within the region as well as a map of designated zones.



U.S. CENSUS 2011-2015 AMERICAN COMMUNITY SURVEY: LOW-INCOME COMMUNITIES

COUNTY	CENSUS TRACT	COUNTY	CENSUS TRACT	COUNTY	CENSUS TRACT
Chickasaw	28017950300	Lee	28081950401	Monroe	2809950400
Lafayette	28071950201		28081950500	Union	28145950500
	28071950202		28081950602		
	28071950401		28081950700		
			28081951002		

Source: IRS Bulletin N. 2018-28 | Designated Qualified Opportunity Zones under Internal Revenue Code 1400Z-2

Resiliency and Recovery

COMPREHENSIVE PLANNING EFFORTS

Three Rivers aims to be both reactive to our immediate needs and proactive in innovatively providing new amenities to grow our population and better the experience of our citizens. In this, we know the value of playing to our strengths. Exposing the value of our local assets, we believe, is the key to a prosperous future and the cornerstone of our proactive efforts to move our region forward. With these resources in mind, our vision is to foster and implement responsible short term and long term plans that aid the civic, social, and economic foundation of our region. Through emphasizing regional competitiveness, increasing employment and income levels, and increasing the quality of life for our residents, we seek to preserve and enhance the strengths of our people and environment that make our area a hub for empowered and innovative work. Our focus takes on the primary goals of supporting infrastructural development, advanced technology, environmental stewardship, property improvement, small business and entrepreneurial activity, emerging sectors and trends, sustainable energy, and natural resource development. For this reason, Three Rivers works tirelessly to create a foundation for success by working towards increasing access to quality early childhood education, encouraging community leadership development, improving the availability and affordability of housing and quality health care, improving public transit, expanding cultural and recreational opportunities, and diverse employment opportunities.

Assessing community needs and locating resources to address them is the heart of any community development effort. The Community and Economic Development Division works closely with county and municipality govern-



Source: Aberdeen Visitors Bureau

ments to match funding opportunities with needs while integrating each project into broader community level outcomes, particularly those that will improve low income communities. By utilizing local, state, and federal funds, the technical assistance team helps to improve infrastructure and failing industrial facilities, catalyzes business expansion, builds schools,

attracts local and outside investment, recruits new industry and jobs, and facilitates high impact community projects through stakeholder collaboration. Targeted planning, state of the art GIS mapping, demographic analysis, grant and loan application and preparation, and project implementation help this Division answer the ever changing needs of our communities.

This regional strategy includes business recruitment, expansion, and retention as well as increasing quality of life level indicators that make our region an appealing location for current and future residents.

RESILIENCE BUILDING

As economic and social trends emerge and the region is exposed to fluctuations and vulnerabilities, it is necessary to analyze existing steady state initiatives to include new approaches to resiliency. In 2020, Three Rivers received an EDA CARES Act Supplemental Planning Grant of \$400,000.00 to prevent, prepare for, and respond to economic injury to the region resulting from the COVID-19 pandemic. TRPDD is utilizing this grant to expand organizational capacity and convene stakeholders for the purpose of managing the economic disaster and collaboratively increase regional resiliency. As part of this program, TRPDD has hired a disaster recovery coordinator to serve as the regional point person for local experts and assist in monitoring changes in the area economy, identify development opportunities, and support partners in recovery efforts. Nine (9) economic development organizations have joined this team to serve as economic recovery coordinators and represent all counties in the district. Alongside continued planning efforts taking place as part of regular Three Rivers' and local government activities, recovery initiatives have spurred new approaches to development by identifying emerging trends, needs, and industry sectors (see SWOT analysis).

To improve resiliency, multiple initiatives have been incorporated into existing programs to incorporate additional measures to avoid hazard and minimize community risk. Responding to key vulnerabilities that have emerged from the COVID-19 pandemic has afforded the region specific insight into areas in need of critical development. Labor force security, through reliable wages, sustainable

employment, and employer support and established trust, is one such target area. Improving working conditions in regard to public health concerns has been difficult due to inconsistent messaging and mandate regulations. To resolve primary employment and supply issues, Three Rivers' is working to create cooperative planning among industry leaders to establish standard protocols that will protect the region's workers equitably by establishing funding sources to support business needs during public health crises. The regional vision for resiliency includes supporting businesses seeking updates to equipment that will enable more efficient and safe operations, assisting firms that require renovations to safely operate disaster situations, and improved lending to businesses that need financing for construction projects for expansions or new buildings.

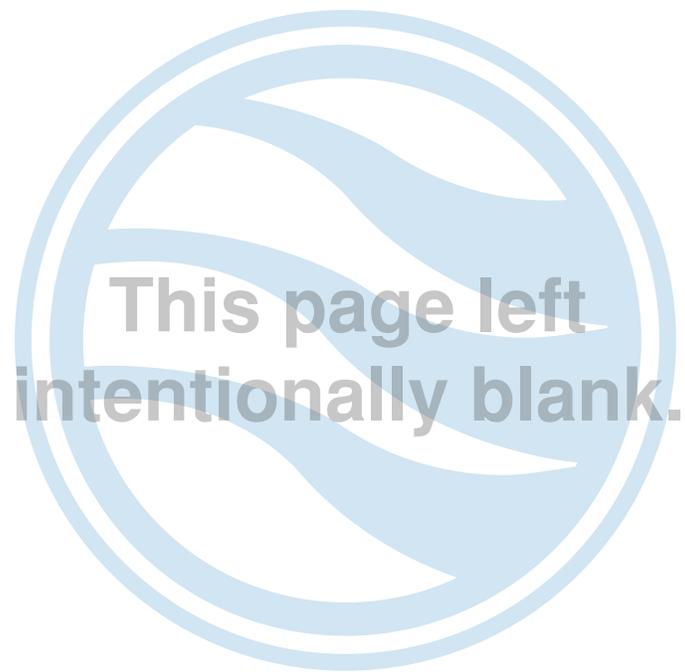
Broadband access is also critical to improving resiliency as this provides remote work and education opportunities for workers and students. Infrastructural weaknesses such as telecommunications networking have brought light to other regional vulnerabilities of components necessary to everyday life. Reliance on externally produced external goods, non-renewable energy, non-seasonal produce, non-locally based industry has become evident as availability of goods and services limits the success of daily life. Security of access via telecommunications, roadways, access points, transportation, and trails, for example, is the priority of resiliency planning alongside creating mechanisms and structures for more sustainable local production of necessary goods and services. Improving other mechanisms of resiliency include increased application of federal and state loan programs that could benefit communities during this disaster, opportunities to help retailers adjust to new marketing standards and expectations, and removing barriers to access government assistance. Continued and improved support for the region's areas of strengths and

pursuit of opportunities laid out in the enclosed SWOT analysis along with regional goals and objectives provide the action plan to develop more resilient communities.

PREPAREDNESS PLANNING

Existing disaster and recovery planning relies on citizen participation, stakeholder engagement, private investments, and public funding support. Regional preparedness plans rely on efficient communication systems to provide information to residents. Natural disasters require early warning tools, established safe houses and shelters, and quickly implemented recovery strategies. In affiliation with local county board of supervisors, Three Rivers makes the CodeRED Emergency and Weather Warning System available to all residents to receive phone and text warnings prior to a high risk weather event. As the logistical hub for these services for local government entities, the Government Functions division of Three Rivers provides the County Records Management System (CRMS). The CRMS is particularly useful to local entities as it provides document management of public records and electronic filing of land and court records. The Government Functions Division hosts the High Availability Disaster Recovery Project (HA) AS-400 computer mainframe that protects against data loss during disaster, providing a recovery solution for eleven counties and municipalities. Each of the eight counties within the district coordinate with both the Federal Emergency Management Agency (FEMA) and the Mississippi Emergency Management Agency (MEMA) to create Hazardous Mitigation plans.

Economic shocks also require preparedness. Continued support of existing industries and emerging sectors and economic diversification plans, as laid out in this CEDS, provide mechanisms to absorb shock by creating resilient and sustainable economic opportunities.



About TRPDD

Three Rivers Planning and Development District Board of Directors consists of 41 members (five representatives per county and one at-large appointee). The representation for each county will be as follows:

1. Two Supervisors or Other County-Elected Officials
2. Two Private-Sector Representatives
3. One Municipal Official

In addition, the Three Rivers Planning and Development District By-Laws state that at least one of the aforementioned five representatives per county will be a minority member.

The term of office for all mem-

bers of the Board of Directors shall be five years with staggered terms so that eight of the members appointed by the eight Boards of Supervisors are up for appointment each year. The at-large member shall be appointed on each fifth anniversary of the original appointment.

The tenure of office for members of the Board of Directors shall be terminated at death, resignation, or at the time of the election of his or her successor. Board members who are serving in an elected official position shall cease to serve if they cease to serve as elected officials.

2021 TRPDD

Board of Directors:

- Jason Bailey
- Robert Blackmon
- Bill Blissard
- Hosea Bogan
- Russell Brooks
- Lena Chewe
- Chad Coffey
- Marshall Coleman
- John Darden
- Cliff Easley, Jr.
- Romona Edge
- Carolyn Estes
- Sheila Freeley
- John Herrod, Jr.
- Danny Holley
- Eric Hughes
- Tommie Lee Ivy
- Ike Johnson
- Tim Kent
- Anderson McFarland
- Early McKinney
- Chad McLarty
- Phil Morgan
- Tony Morgan
- Jim Owen
- Randy Owen
- Bob Peeples
- Patti Pettit
- Emily Quinn
- Joseph Richardson
- David Rikard
- Mike Roberts
- Charles Scott
- Cleavon Smith
- Mike Smith
- Wayne Stokes
- Carl Trice
- Fulton Ware
- Steve Watson
- Ernie Wright

Public Notice

Three Rivers Planning and Development District (Three Rivers) plans to submit its latest Comprehensive Economic Development Strategy (CEDS) to the Economic Development Administration (EDA) on December 31, 2021. EDA requires that Three Rivers make its CEDS available for public review and comment prior to the document's submission to the agency.

The CEDS is available for review during normal business hours (8:00 a.m. to 4:30 p.m., Monday through Friday, excluding holidays) at Three Rivers' office on 75 South Main Street in Pontotoc, Mississippi. In addition, Three Rivers will post a copy of the CEDS to its website (<http://www.trpdd.com/ceds>).

Comments regarding the CEDS will be accepted until 4:30 p.m. on December 29, 2021. Please mail written comments to Cristen Bland, Three Rivers PDD, Post Office Box 690, Pontotoc, MS 38863.

STATE OF MISSISSIPPI, LEE COUNTY.

Personally appeared before me, Kallen A. Donald, Notary Public, in and for said County and State, William H. Bronson, III, Publisher, of a newspaper printed and published in the City of Tupelo, Lee County, Mississippi, called The Northeast Mississippi Daily Journal, who being duly sworn, deposes and says that the publication of a certain notice, a true copy of which is hereunto attached, has been made in said newspaper for 1 weeks consecutively to-wit:

Vol. <u>149</u>	No. <u>254</u>	Date <u>Dec 10</u>	20 <u>21</u>
Vol. _____	No. _____	Date _____	20 _____
Vol. _____	No. _____	Date _____	20 _____
Vol. _____	No. _____	Date _____	20 _____
Vol. _____	No. _____	Date _____	20 _____
Vol. _____	No. _____	Date _____	20 _____

William H. Bronson, III Publisher

Witness my hand and seal this 10 day of December 2021

Kallen A. Donald, Notary





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Past Investments

Three Rivers Planning & Development District: FY 2017 CEDS Annual Performance Report Funding Award Approvals (10/1/2016 to 9/30/2017)

APPLICANT	PROJECT NAME / DESC.	GRANT AMOUNT	LOAN AMOUNT	FUNDING SOURCE(S)	COMPANY INVESTMENT	LOCAL INVESTMENT	OTHER INVESTMENT	TOTAL PROJECT COST	JOBS CREATED	JOBS RETAINED
Nettleton	Emergency Sewer		\$ 100,000.00	CAPLOAN				\$ 100,000.00		
Bruce	Sweet Potato Industry	\$ 127,500.00		SMLPC						
Fulton	Mueller Rd	\$ 150,000.00		SMLPC		\$ 49,253.60		\$ 199,253.60		
Union County	Martintown Spec Bldg	\$ 150,000.00		SMLPC		\$ 187,348.00	\$ 337,348.00	\$ 674,696.00		
Itawamba County	Mueller Warehouse	\$ 400,000.00		ARC	\$ 3,000,000.00		\$ 528,000.00	\$ 3,928,000.00	25	
Itawamba County	Mueller Warehouse	\$ 528,000.00		CDBG ED	\$ 101,300.00		*	\$ 629,300.00	*	
Lee County	Tecumseh Roof	\$ 200,000.00		DIP	\$ 715,000.00	\$ 20,000.00		\$ 935,000.00	60	327
Union County	Courthouse	\$ 382,884.00		MDAH		\$ 95,721.00		\$ 478,605.00		
Shannon	Patrol Cars	\$ 37,400.00		USDA RD						
Vardaman	Backhoe	\$ 49,500.00		USDA RD		\$ 32,195.00		\$ 71,544.00		
Houston	Police cars	\$ 17,624.00		USDA RD		\$ 14,420.00		\$ 32,044.00		
Lafayette County	Brushfire truck District 5	\$ 12,502.00		USDA RD		\$ 23,218.00		\$ 33,750.00		
Union County	Martintown Spec Bldg	\$ 337,348.00		ARC		*		\$ 337,348.00		
Fulton	UTV Utility Vehicles	\$ 13,500.00	\$ 6,300.00	USDA RD		\$ 11,000.00	\$ 18,200.00	\$ 24,500.00		
Lafayette County	Turnout Gear	\$ 14,086.00		USDA RD		\$ 26,159.00		\$ 40,244.00		
New Albany	Colter Drive 3 lane	\$ 390,000.00		ARC		\$ 401,398.00		\$ 791,397.00	35	
Tombigbee RLS	Computer Upgrades	\$ 71,040.00		ARC		\$ 17,760.00		\$ 88,800.00		
Baldwyn SD	Furniture/Automotive Training	\$ 153,124.00		ARC		\$ 118,893.78		\$ 272,017.78		
Calhoun City	Varsity Pro Expansion	\$ 96,020.40		ARC		\$ 24,005.10		\$ 120,025.10	15	20
Chickasaw Co. SD	SmartBoards	\$ 30,275.00		ARC		\$ 12,975.00		\$ 43,250.00		
IT-MS RR	RR Multi-modal	\$ 315,000.00		MDOT				\$ 315,000.00		
Itawamba Port Comm	Port Multi-modal	\$ 132,000.00		MDOT				\$ 132,000.00		
Okolona SD	Computers / Smartboards	\$ 34,995.00		ARC		\$ 14,998.20		\$ 49,994.00		
Houston	Wastewater Imp.	\$ 168,000.00		ARC		\$ 72,000.00		\$ 240,000.00		
Myrtle	Walking Trail	\$ 76,309.00		MDWFP		\$ 19,077.68		\$ 95,386.68		
Vardaman	Pump	\$ 38,098.16		ARC		\$ 9,524.59		\$ 47,622.70		
Guntown	Meters		\$ 450,000.00	CAPLOAN				\$ 450,000.00		
Lee County	Green Tee	\$ 440,540.00		CDBG PF		\$ 445,860.00		\$ 886,400.00		
Monroe County	Unservd Quincy Water Assn	\$ 215,550.00		CDBG PF				\$ 215,550.00		
MS Dept of Education	Software Purchase	\$ 100,000.00		ARC		\$ 200,000.00		\$ 300,000.00		
Baldwyn	Fire Truck	\$ 50,000.00		USDA RD				\$ 50,000.00		
New Albany	S&A Site prep	\$ 638,175.00		CDBG ED	\$ 4,150,000.00	\$ 68,400.00		\$ 4,856,575.00	40	21
Itawamba Rail Auth	Locomotive Rehab	\$ 113,370.00		ARC		\$ 83,139.00		\$ 196,509.00		
Tupelo	Fairpark Detention Pond	\$ 52,200.00		ARC		\$ 52,200.00		\$ 104,400.00	30	
New Albany	Airport Terminal	\$ 289,850.00		ARC		\$ 12,164.00	\$ 231,106.00	\$ 533,120.00		
TRSWMA	Household Haz Waste Day	\$ 75,000.00		MDEQ		\$ 25,000.00		\$ 100,000.00		

* Either reported in a previous CEDS Annual Performance Report or on a different row of this report.

Three Rivers Planning & Development District: FY 2018 CEDS Annual Performance Report

Funding Award Approvals (10/1/2017 to 9/30/2018)

APPLICANT	PROJECT NAME / DESC.	GRANT AMOUNT	LOAN AMOUNT	FUNDING SOURCE(S)	COMPANY INVESTMENT	LOCAL INVESTMENT	OTHER INVESTMENT	TOTAL PROJECT COST	JOBS CREATED	JOBS RETAINED
Amory	Police cars	\$ 12,670.00		USDA RD		\$ 71,798.00		\$ 84,468.00		
Three Rivers	S&A	\$ 80,000.00		ACE	\$ 9,445,991.00			\$ 80,000.00	40	21
TRSWMA	Household Haz Waste Day	\$ 75,000.00		MDEQ		\$ 25,000.00		\$ 100,000.00		
Plantersville	Police cars	\$ 4,600.00		USDA RD		\$ 26,000.00		\$ 30,600.00		
Nettleton	Police cars	\$ 4,000.00		USDA RD		\$ 22,600.00		\$ 26,600.00		
Fulton	Police cars	\$ 46,900.00		USDA RD		\$ 38,300.00		\$ 85,200.00		
Bruce	Police Cars	\$ 41,600.00		USDA RD		\$ 13,900.00		\$ 55,500.00		
Myrtle	Utility truck and mower	\$ 35,400.00		USDA RD		\$ 11,800.00		\$ 47,200.00		
Baldwyn	Gas System upgrade	\$ 500,000.00		ARC		\$ 1,055,674.50	\$ 1,555,674.50	\$ 3,111,349.00		
Baldwyn	Skid Steer	\$ 50,000.00		USDA RD		\$ 71,793.00		\$ 121,793.00		
Baldwyn	Public works trucks (2)	\$ 42,500.00		USDA RD		\$ 14,188.00		\$ 56,688.00		
Badlwyn	Police Cars (2)	\$ 40,200.00		USDA RD		\$ 13,400.00		\$ 53,600.00		
Vardaman	Police Car	\$ 26,200.00		USDA RD		\$ 8,700.00		\$ 34,900.00		
Baldwyn	Gas System upgrade	\$ 1,055,674.50		EDA		*	*	\$ 1,055,674.50	520	2018
Lee County	Souther Industrial Parks -Hive	\$ 1,250,000.00		ARC		\$ 1,250,000.00		\$ 2,500,000.00		
Sherman	Fire Equipment	\$ 38,295.00		USDA RD		\$ 12,764.00		\$ 51,059.60		
Sherman	Patrol Car	\$ 30,739.67		USDA RD		\$ 10,246.56		\$ 40,986.23		
Ole Miss	Graphene Study	\$ 83,391.00		EDA		\$ 83,391.00		\$ 166,782.00		
Three Rivers	S&A - Additional	\$ 56,000.00		ACE	*			\$ 56,000.00	*	
Sherman	Patrol Car	\$ 30,739.67		USDA RD		\$ 10,246.00		\$ 40,986.23		
Three Rivers	MasterBilt Exp	\$ 50,000.00		ACE	\$ 1,237,000.00			\$ 50,000.00	30	435
Union County	Martintown West	\$ 50,000.00		TVA		\$ -		\$ 50,000.00		
Union County	Martintown West	\$ 300,000.00		TVA		\$ 214,000.00		\$ 514,000.00		
Myrtle	Southwest Commercial Dev	\$ 192,278.00		ARC		\$ 82,405.20		\$ 274,684.00	15	
Houston	Franklin Corportation	\$ 1,200,000.00		CDBG ED	\$ 2,417,200.00	\$ 120,000.00		\$ 3,736,200.00	60	947
Union County	Southern Ind Parks /Mtown West	\$ 500,000.00		ARC		\$ 214,000.00	\$ 300,000.00	\$ 1,014,000.00		
Union County	Buncomb / 348 Unservd	\$ 362,736.00		CDBG PF		\$ 97,870.00		\$ 460,606.00		
Ecu	Unservd Water	\$ 450,000.00		CDBG PF				\$ 450,000.00		
Vardaman	Sewer Improvements	\$ 450,000.00		CDBG PF				\$ 450,000.00		
Monroe County	Homestretch Expansion	\$ 1,420,000.00		CDBG ED	\$ 3,000,000.00	\$ 142,000.00		\$ 4,420,000.00	72	428
Calhoun Co SD	Technology	\$ 62,869.60		ARC		\$ 15,717.40		\$ 78,587.00		
Itawamba County	Fawn Grove	\$ 50,000.00		MDA		\$ 50,000.00		\$ 100,000.00		
Three Rivers	Host	\$ 20,000.00		ARC				\$ 20,000.00		
Ecu			\$ 200,000.00	CAPLOAN				\$ 200,000.00		
Bruce	Haworth	\$ 144,080.00		ARC		\$ 44,500.00		\$ 188,500.00		
Fulton	White Goods area	\$ 15,000.00		MDEQ		\$ 1,445.00		\$ 16,445.00		
Itawamba Port Comm	Mooring	\$ 301,158.00		MDOT		\$ 3,042.00		\$ 304,200.00		
Itawamba Rail Auth	Track / Crossies	\$ 307,838.00		MDOT		\$ 3,110.00		\$ 310,948.00		
Calhoun City	Sewer	\$ 29,938.00		ARC		\$ 7,484.00		\$ 37,422.00		125
Pontotoc	Seven Star ext	\$ 300,000.00		ARC		\$ 538,126.00		\$ 838,126.00		
Union County SD	Chrome Pads	\$ 56,491.02		ARC		\$ 24,211.00		\$ 80,702.02		
Lee County SD		\$ 111,284.60		ARC		\$ 111,284.60		\$ 222,569.20		
Union County	Martintown West - Additional	\$ 200,000.00		TVA		*		\$ 200,000.00		
Itawamba County	Fawn Grove Sewer	\$ 35,000.00		TVA		\$ 15,000.00		\$ 50,000.00		
MS Energy Institute	Website / workforce dev	\$ 175,000.00		ARC		\$ 75,000.00		\$ 250,000.00		
Autism Center NEMS	Life and Social Skills training	\$ 59,232.00		ARC		\$ 25,385.00		\$ 84,617.00		
Sherman		\$ 100,000.00		USDA RD				\$ 100,000.00		
GM&O	Additional funds NA welcome cent.	\$ 40,000.00		ARC				\$ 40,000.00		
Tupelo	Faripark	\$ 21,127.00		ARC		\$ 21,127.00		\$ 42,254.00		

* Either reported in a previous CEDS Annual Performance Report or on a different row of this report.

Three Rivers Planning & Development District: FY 2019 CEDS Annual Performance Report

Funding Award Approvals (10/1/2018 to 9/30/2019)

APPLICANT	PROJECT NAME / DESC.	GRANT AMOUNT	LOAN AMOUNT	FUNDING SOURCE(S)	COMPANY INVESTMENT	LOCAL INVESTMENT	OTHER INVESTMENT	TOTAL PROJECT COST	JOBS CREATED	JOBS RETAINED
Verona	Police Cars	\$ 48,400.00		USDA RD		\$ 16,100.00		\$ 64,500.00		
TRSWMA	Household Haz Waste Day	\$ 75,000.00		MDEQ		\$ 25,000.00		\$ 100,000.00		
Pontotoc	Seven Star ext	\$ 150,000.00		SMLPC		\$ 688,126.00		\$ 838,126.00		
Verona	Water lines	\$ 93,350.00		SMLPC		\$ 18,856.00		\$ 112,206.00		
Houston	Shannon Building	\$ 150,000.00		SMLPC		\$ 37,500.00		\$ 187,500.00		
Blue Springs	Sidewalk Improvements	\$ 120,000.00		SMLPC		\$ 15,000.00		\$ 135,000.00		
Plantersville	Signage	\$ 35,920.80		SMLPC		\$ 3,991.20		\$ 39,912.00		
Mantachie	Fawn Grove	\$ 150,000.00		SMLPC		\$ 15,000.00		\$ 165,000.00		
TRSWMA	Waste Tire Collection	\$ 80,000.00		MDEQ				\$ 80,000.00		
Derma	Tractor / Trailer	\$ 40,200.00		USDA RD		\$ 13,400.00		\$ 53,600.00		
Monroe County	Southern Industrial Parks	\$ 500,000.00		ARC		\$ 214,000.00		\$ 714,000.00		
Calhoun City	Police Car	\$ 14,647.60		USDA RD		\$ 11,984.40		\$ 26,632.00		
Three Rivers CDE		\$ 25,000,000.00		CDFI / TREASURY				\$ 25,000,000.00		
Tupelo	Hive - SAAW 2018	\$ 500,000.00		ARC		\$ 1,233,730.00		\$ 1,733,730.00		
Itawamba County	Fawn Grove SAAW 2018	\$ 1,500,000.00		ARC		\$ 642,858.00		\$ 2,142,858.00		
Houston	Tanglefoot Trail		\$ 180,000.00	CAPLOAN				\$ 180,000.00		
Mantachie	SAAW 2018	\$ 1,500,000.00		ARC		\$ 1,500,000.00		\$ 3,000,000.00		
Three Rivers	Kevin Charles Furniture	\$ 75,000.00		ACE	\$ 2,480,000.00			\$ 2,555,000.00	30	73
Pontotoc	Behold Washington	\$ 347,503.00		CDBG ED	\$ 400,000.00	\$ 32,486.00		\$ 779,989.00	20	215
Houston	Shannon Building	\$ 150,000.00		ARC		\$ *		\$ 270,000.00	5 *10	
Calhoun Co SD	Technology	\$ 45,930.00		ARC		\$ 19,684.00		\$ 65,614.50		
Okolona	Fire Truck		\$ 320,000.00	CAPLOAN				\$ 320,000.00		
Itawamba Rail Auth		\$ 318,000.00		MDOT		\$ 3,180.00	*	\$ 321,180.00		
Itawamba County	MDA Site Prep - Fawn Grove	\$ 250,000.00		MDA		\$ 250,000.00		\$ 500,000.00		
Union County	MDA Site Prep - Martintown N	\$ 250,000.00		MDA		\$ 250,000.00		\$ 500,000.00		
New Albany	Airport Equipment	\$ 33,000.00		ARC		\$ 33,000.00		\$ 66,000.00		
Okolona	Pool Rehab	\$ 61,780.00		MDWFP - LWCF		\$ 61,780.00		\$ 123,560.00		
Itawamba Port Comm		\$ 366,300.00		MDOT		\$ 3,700.00		\$ 370,000.00		
Three Rivers CDE	State NMTC Allocation Request	\$ 13,975,218.00	\$ 14,831,061.00	MDA				\$ 13,975,218.00		
Sherman	Water Tank / Well /Hwy 9	\$ 150,000.00		SMLPC		*				
Bruce	Haworth	\$ 149,618.00		SMLPC		\$ 17,954.00		\$ 167,572.00	td	275
Calhoun City	Burle CC Road	\$ 92,070.00		SMLPC		\$ 10,004.00		\$ 102,114.00		243
Nettleton	Redevelopment	\$ 150,000.00		SMLPC		\$ 15,000.00		\$ 165,000.00		
Three Rivers	Skillpath Apprenticeship	\$ 1,900,000.00		ARC		\$ 814,286.00		\$ 2,714,286.00		
Pontotoc County		\$ 49,900.00		USDA RD				\$ 499,900.00		
Tupelo	BancorpSouth	\$ 750,000.00		DIP	\$ 14,850,554.34	\$ 2,563,245.66		\$ 18,163,800.00	100	
Calhoun City SD	Continuing Ed classroom	\$ 25,622.00		ARC		\$ 10,982.00		\$ 36,604.00		
Houston	Turnout Gear	\$ 34,501.68		USDA RD		\$ 28,228.64		\$ 62,730.32		
Excel Okolona	CeNA Training	\$ 25,770.00		ARC		\$ 6,608.00		\$ 32,378.00		

* Either reported in a previous CEDS Annual Performance Report or on a different row of this report.

Three Rivers Planning & Development District: FY 2020 CEDS Annual Performance Report

Funding Award Approvals (10/1/2019 to 9/30/2020)

APPLICANT	PROJECT NAME / DESC.	GRANT AMOUNT	LOAN AMOUNT	FUNDING SOURCE(S)	COMPANY INVESTMENT	LOCAL INVESTMENT	OTHER INVESTMENT	TOTAL PROJECT COST	JOBS CREATED	JOBS RETAINED
Houlka		\$ 19,100.00		USDA RD				\$ 19,100.00		
Verona	Sewer improvments	\$ 400,820.00		CDBG PF		\$ 400,820.00		\$ 400,820.00		
Okolona	Sewer improvments	\$ 450,000.00		CDBG PF		\$ 450,000.00		\$ 450,000.00		
Union County	Martintown North	\$ 241,588.00		DRA		\$ 250,000.00		\$ 491,588.00		
Tupelo	Hyperion		\$ 2,000,000.00	CAPLOAN						
Derma	Water Improvements	\$ 305,700.00		CDBG PF				\$ 305,700.00		
Myrtle	Unserved / Water Tank	\$ 600,000.00		CDBG PF		\$ 892,400.00		\$ 1,482,400.00		
Bruce	Sewer Improvements	\$ 449,916.00		CDBG PF				\$ 449,916.00		
Union County	UC Courthouse / Jail	\$ 195,560.00		MDAH		\$ 49,140.00		\$ 244,700.00		
Myrtle	Tank / Well		\$ 892,400.00	CAPLOAN	*			\$ 892,400.00		
Monroe County	VFD Radios	\$ 29,809.00		MS Homeland Security		\$ 116.00		\$ 29,975.00		
TRSWMA	Household Haz Waste Day	\$ 75,000.00		MDEQ		\$ 25,000.00		\$ 100,000.00		
Ashley	Expansion	\$ 3,000,000.00		MDA Industry Incentive	\$ 25,000,000.00			\$ 28,000,000.00	100	
Itawamba Rail Auth		\$ 263,000.00		MDOT/MDA				\$ 263,000.00		
Union County	Martintown North SDG	\$ 241,588.00		MDA		\$ 250,000.00		\$ 491,588.00		
Itawamba County	Fawn Grove SDG	\$ 250,000.00		MDA		\$ 250,000.00		\$ 500,000.00		
Okolona		\$ 24,776.11		USDA RD		\$ 8,258.73		\$ 33,034.89		
Baldwyn	Fire Equipment	\$ 50,000.00		USDA RD		\$ 20,934.85		\$ 83,737.40		
Itawamba Rail Auth		\$ 519,193.62		MDA			*	\$ 630,000.00		
Pontotoc County	Fire Protection American / Fus	\$ 620,970.00		EDA		\$ 320,970.00		\$ 1,241,939.20	50	991
Pontotoc County	Fire Protection American / Fus	\$ 300,000.00		ARC		*	*	\$ 300,000.00		
Sherman	Water Tank / Well / Hwy 9	\$ 300,000.00		ARC		\$ 2,006,000.00		\$ 2,456,000.00	70	
Verona	Mower	\$ 48,300.00		USDA RD		\$ 11,964.25		\$ 60,000.00		
Baldwyn	Maintenance Truck	\$ 49,999.00		USDA RD		\$ 17,250.19		\$ 67,249.19		
Monroe County		\$ 45,929.51		USDA RD		\$ 15,309.83		\$ 61,239.34		
Calhoun City	Excavator	\$ 36,300.00		USDA RD		\$ 12,100.74		\$ 48,402.98		
Calhoun City	2 Public Works Vehicles	\$ 27,744.75		USDA RD		\$ 9,248.25		\$ 36,993.00		
TRPDD	Brownfields Assessment	\$ 600,000.00		EPA				\$ 600,000.00		
Vardaman	Tractor / Bushog	\$ 36,750.00		USDA RD		\$ 12,250.00		\$ 49,000.00		
Aberdeen	Tractor	\$ 42,316.70		USDA RD		\$ 14,105.56		\$ 56,422.26		
Derma	Jaws of Life	\$ 37,462.75		USDA RD		\$ 12,487.58		\$ 49,950.33		
Pontotoc County	Ashley	\$ 132,185.00		ARC	\$ 150,000.00	\$ 66,190.00	*	\$ 198,375.00	20	
Three Rivers CDE	State NMTC (Additional)	\$ 6,880,623.00	\$ 6,667,667.00	MDA				\$ 13,975,218.00		
Oxford EDF	Oxford T shirt	\$ 86,213.00		USDA RBDG		\$ 56,787.00		\$ 143,000.00		
Ecu	Ashley	\$ 200,000.00		ARC	*	\$ 18,200.00	*	\$ 218,200.00	*	
Pontotoc County	Ashley	\$ 66,000.00		DIP	*	*			*	
Ecu	Ashley	\$ 181,200.00		DIP	*	*			*	
Baldwyn	Walking Trail	\$ 82,213.92		RTP		\$ 20,553.48		\$ 102,767.40		
GM&O	Trail Improvements	\$ 20,805.00		RTP		\$ 6,230.00		\$ 27,035.00		
TRSWMA	Waste Tire Collection	\$ 90,000.00		MDEQ				\$ 90,000.00		
TRPDD	CARES ACT	\$ 400,000.00		EDA				\$ 400,000.00		
TRPDD	CARES ACT Non Competitive	\$ 3,993,000.00		EDA				\$ 3,993,000.00		
Pontotoc County	InvestPrep Magee Site	\$ 650,000.00		TVA		\$ 350,000.00	*	\$ 650,000.00		
Lee County	Ashley Verona & Saltillo	\$ 1,150,000.00		DIP	\$ 22,574,075.00	\$ 115,000.00		\$ 23,839,075.00	130	
Baldwyn	Tennis Court / RR Fac	\$ 72,873.00		LWCF		\$ 72,873.00		\$ 145,746.00		
NMMC	Residency Program	\$ 750,000.00		ARC				\$ 750,000.00		
Union County	E911 System		\$ 700,000.00	USDA RD		\$ 78,578.83		\$ 778,578.83		
Myrtle	Utility Vehicle	\$ 26,600.00		USDA						
Myrtle	Police Car	\$ 21,300.00		USDA						

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Three Rivers Planning & Development District: FY 2021 CEDS Annual Performance Report

Funding Award Approvals (10/1/2020 to 9/30/2021)

APPLICANT	PROJECT NAME / DESC.	GRANT AMOUNT	LOAN AMOUNT	FUNDING SOURCE(S)	COMPANY INVESTMENT	LOCAL INVESTMENT	OTHER INVESTMENT	TOTAL PROJECT COST	JOBS CREATED	JOBS RETAINED
Bruce	Police Camera	\$ 19,740.00		USDA RD		\$ 6,580.00		\$ 26,320.00		
TRPDD	CARES ACT Competitive	\$ 4,500,000.00		EDA				\$ 4,500,000.00		
Union County	Fusion Furniture	\$ 1,500,000.00		CDBG	\$ 1,700,000.00	\$ 150,000.00		\$ 3,672,000.00	125	34
VIP Luxury Seating	VIP Investment	\$ 150,000.00		ACE	\$ 180,000.00			\$ 330,000.00	100	
Pontotoc County	SAAW 2018	\$ 999,900.00		ARC		\$ 350,000.00	\$ 650,000.00	\$ 1,999,900.00		
Verona	Dump Truck	\$ 50,000.00		USDA RD		\$ 36,500.00		\$ 86,500.00		
Itawamba Rail Auth		\$ 297,000.00		MDOT		\$ 3,000.00		\$ 300,000.00		
Vardaman	Fire PPE	\$ 27,721.53		USDA RD		\$ 9,240.51		\$ 36,962.04		
Lafayette County	Shooting Range	\$ 227,550.00		LWCF		\$ 227,550.00		\$ 445,101.00		
Plantersville	Lagoon	\$ 450,000.00		CDBG PF				\$ 450,000.00		
Shannon	Gas System expansion	\$ 450,000.00		CDBG PF				\$ 450,000.00		
Houston	Fire CV Police	\$ 50,000.00		USDA RD		\$ 51,585.61		\$ 101,585.61		
Ecru	Sewer	\$ 450,000.00		CDBG PF				\$ 450,000.00		
Guntown	Sewer	\$ 450,000.00		CDBG PF				\$ 450,000.00		
Pittsboro	Water	\$ 450,000.00		CDBG PF				\$ 450,000.00		
Aberdeen	Recreation		\$ 250,000.00	CAPLOAN				\$ 250,000.00		
Aberdeen	Holley Roof / New Business	\$ 119,996.00		SMLPC		\$ 29,998.00		\$ 149,994.00		
Aberdeen	Police Car	\$ 13,400.00		USDA				\$ 13,400.00		
Pontotoc County	Extension Office	\$ 93,782.40		SMLPC		\$ 23,445.60		\$ 117,228.00		
Houston	Shannon Building	\$ 144,000.00		SMLPC		\$ 36,000.00		\$ 180,000.00		
Fulton	Sidewalk Improvements	\$ 142,080.00		SMLPC		\$ 35,520.00		\$ 177,600.00		
Algoma	Downtown Improvements	\$ 150,000.00		SMLPC		\$ 26,100.00		\$ 176,100.00		
Vardaman	Douglass Circle	\$ 100,000.00		SMLPC		\$ 10,000.00		\$ 110,000.00		
Houston	Tractor / Bushog	\$ 48,840.00		USDA		\$ 39,960.00		\$ 88,000.00		
Pontotoc	Courthouse	\$ 239,753.00		MDAH		\$ 47,950.60		\$ 287,703.60		
ICC		\$ 200,000.00		ARC		\$ 254,764.00		\$ 454,764.00		
Lee County	Ashley additional	\$ 250,000.00		DIP	*	*		\$ 250,000.00	*	
Lee County	District 4 Fire Equipment	\$ 50,000.00		USDA		\$ 25,780.00		\$ 75,780.00		
TRSWMA	Solid Waste Plan update	\$ 45,000.00		MDEQ		\$ 45,000.00		\$ 90,000.00		
Itawamba Rail Auth	Rail Improvements	\$ 396,000.00		MDOT		\$ 4,000.00		\$ 400,000.00		
Woodland	Clinic ADA Improvements	\$ 450,000.00		CDBG PF				\$ 450,000.00		
Pontotoc	Unserved Sewer	\$ 600,000.00		CDBG PF		*		\$ 600,000.00		
Pontotoc	Unserved Sewer		\$ 884,259.00	CAPLOAN		*		\$ 884,259.00		
Calhoun City	Sewer Improvements	\$ 449,835.00		CDBG				\$ 449,835.00		
Aberdeen	Police Cars	\$ 26,800.00		USDA				\$ 26,800.00		
Pontotoc County	Ashley T Todd Additional	\$ 47,272.00		ARC		\$ 47,272.00		\$ 94,544.00		
Baldwyn	Baldwyn Gas Additional	\$ 400,000.00		ARC				\$ 400,000.00		
Pontotoc County	Ashley T Todd Additional	\$ 60,000.00		MDOT		*		\$ 60,000.00		
Aberdeen	Radios / Body Cameras	\$ 102,620.00		MS Homeland Security				\$ 102,620.00		

* Either reported in a previous CEDS Annual Performance Report or on a different row of this report.



Appendix

Total Population | Source: U.S. Census Bureau American Community Survey 5-Year Estimates (2015-2019)

	United States	Mississippi	TRPDD	Calhoun County	Chickasaw County	Itawamba County	Lafayette County	Lee County	Monroe County	Pontotoc County	Union County
Total population	328,239,523	2,976,149	289,614	14,499	17,193	23,462	53,590	85,072	35,673	31,618	28,507
Under 5 years	19,404,835	179,497	18,124	859	1,251	1,251	2,849	5,777	2,082	2,230	1,825
5 to 9 years	19,690,437	190,277	18,973	666	1,099	1,366	2,919	6,096	2,085	2,506	2,236
10 to 14 years	21,423,479	211,264	19,372	1,335	1,259	1,587	2,495	6,055	2,528	2,228	1,885
15 to 19 years	21,353,524	214,658	21,606	937	1,145	1,902	5,924	5,663	2,093	2,149	1,793
20 to 24 years	21,468,680	200,789	22,378	836	1,089	1,640	8,021	5,042	2,123	1,912	1,715
25 to 29 years	23,233,299	190,095	19,723	771	1,150	1,559	4,176	5,853	2,219	1,994	2,001
30 to 34 years	22,345,176	178,132	17,803	826	976	1,266	3,484	5,389	2,100	2,082	1,680
35 to 39 years	21,728,259	190,629	17,191	781	1,083	1,192	2,977	5,212	2,179	1,923	1,844
40 to 44 years	20,186,586	188,981	18,381	870	829	1,551	3,606	5,944	1,910	1,854	1,817
45 to 49 years	20,398,226	183,638	17,708	984	1,155	1,573	2,483	5,449	2,284	1,958	1,822
50 to 54 years	20,464,881	177,919	18,364	952	1,078	1,525	2,646	5,686	2,374	2,280	1,823
55 to 59 years	21,484,060	192,721	17,936	940	954	1,538	2,868	5,772	2,205	2,086	1,573
60 to 64 years	20,984,053	190,745	17,470	1,079	1,231	1,452	2,637	4,762	2,720	1,775	1,814
65 to 69 years	17,427,013	162,197	14,575	678	1,010	1,082	2,487	3,957	2,125	1,609	1,627
70 to 74 years	14,148,548	126,867	11,339	781	704	1,199	1,493	3,306	1,781	1,020	1,055
75 to 79 years	9,759,764	90,225	7,820	463	593	718	1,145	2,076	1,108	831	886
80 to 84 years	6,380,474	53,094	5,691	386	270	518	584	1,795	1,004	439	695
85 years and over	6,358,229	54,421	5,160	355	317	543	796	1,238	753	742	416
Median age (years)	38.5%	38.3%	38	41.4	37.8	39.9	30.5	37.5	41.1	36.6	37.9
Total Male population	161,588,973	1,434,957	139,742	6,917	8,291	11,835	25,822	40,571	17,002	15,292	14,012
Total Female population	166,650,550	1,541,192	149,872	7,582	8,902	11,627	27,768	44,501	18,671	16,326	14,495

Hispanic or Latino | Source: U.S. Census Bureau 2020 Decennial Census

	United States	Mississippi	TRPDD	Calhoun County	Chickasaw County	Itawamba County	Lafayette County	Lee County	Monroe County	Pontotoc County	Union County
Total Population	331,449,281	2,961,279	286,532	13,266	17,106	23,863	55,813	83,343	34,180	31,184	27,777
Hispanic or Latino	62,080,044	105,220	10,565	747	642	384	2,142	2,828	473	2,048	1,301
Percentage Hispanic or Latino	18.7%	3.6%	3.7%	5.6%	3.8%	1.6%	3.8%	3.4%	1.4%	6.6%	4.7%
Not Hispanic or Latino	269,369,237	2,856,059	275,967	12,519	16,464	23,479	53,671	80,515	33,707	29,136	26,476
Percentage Not Hispanic or Latino	81.3%	96.4%	96.3%	94.4%	96.2%	98.4%	96.2%	96.6%	98.6%	93.4%	95.3%

Race | Source: U.S. Census Bureau 2020 Decennial Census

	United States	Mississippi	TRPDD	Calhoun County	Chickasaw County	Itawamba County	Lafayette County	Lee County	Monroe County	Pontotoc County	Union County
Total Population	331,449,281	2,961,279	286,532	13,266	17,106	23,863	55,813	83,343	34,180	31,184	27,777
One race	297,600,338	2,850,547	276,351	12,784	16,599	23,144	53,378	80,400	33,297	29,946	26,803
White	204,277,273	1,658,893	199,832	8,776	8,664	21,217	39,274	53,394	22,629	24,126	21,752
Black or African American	41,104,200	1,084,481	66,692	3,467	7,436	1,625	11,381	24,246	10,337	4,226	3,974
American Indian and Alaska Native	3,727,135	16,450	646	27	32	60	84	180	53	142	68
Asian	19,886,049	32,709	2,959	17	43	51	1,685	924	67	55	117
Native Hawaiian and Other Pacific Islander	689,966	1,154	57	-	-	-	24	25	3	5	-
Some Other Race	27,915,715	56,860	6,165	497	424	191	930	1,631	208	1,392	892
Two or more races	33,848,943	110,732	10,181	482	507	719	2,435	2,943	883	1,238	974

NOTE: A complete breakdown of the racial profile of Three Rivers Planning & Development District can be provided upon request.

Health Insurance | Source: U.S. Census Bureau American Community Survey 5-Year Estimates (2015-2019)

	United States	Mississippi	TRPDD	Calhoun County	Chickasaw County	Itawamba County	Lafayette County	Lee County	Monroe County	Pontotoc County	Union County
Total population	319,706,872	2,916,886	286,234	14,307	16,744	23,193	53,081	84,122	35,195	31,368	28,224
With health insurance coverage	291,458,259	2,558,306	254,324	12,614	14,696	20,819	48,493	74,507	31,618	26,412	25,165
Percent	91.2%	87.7%	88.6%	88.2%	87.8%	89.8%	91.4%	88.6%	89.8%	84.2%	89.2%
With private health insurance	217,186,300	1,749,300	183,238	7,401	9,322	14,577	40,568	54,940	21,394	18,362	16,674
Percent	67.9%	6.0%	61.3%	51.7%	55.7%	62.9%	76.4%	65.3%	60.8%	58.5%	59.1%
With public coverage	112,236,495	1,138,913	101,775	6,895	7,539	8,964	13,120	28,210	14,136	11,601	11,310
Percent	35.1%	39.0%	38.4%	48.2%	45.0%	38.6%	24.7%	33.5%	40.2%	37.0%	40.1%
No health insurance coverage	28,248,613	358,580	31,910	1,693	2,048	2,374	4,588	9,615	3,577	4,956	3,059
Percent	8.8%	12.3%	11.4%	11.8%	12.2%	10.2%	8.6%	11.4%	10.2%	15.8%	10.8%

Educational Attainment | Source: U.S. Census Bureau American Community Survey 5-Year Estimates (2015-2019)

	United States	Mississippi	TRPDD	Calhoun County	Chickasaw County	Itawamba County	Lafayette County	Lee County	Monroe County	Pontotoc County	Union County
Population 18 to 24 years	30,646,327	295,255	32,425	1,189	1,549	2,632	12,331	7,004	2,808	2,616	2,296
Less than high school graduate	3,865,636	42,705	3,798	220	178	123	380	1,465	419	587	426
Percentage	12.6%	14.5%	11.7%	18.5%	11.5%	4.7%	3.1%	20.9%	14.9%	22.4%	18.6%
High school graduate (includes equivalency)	9,631,866	88,025	7,668	379	511	804	1,243	2,126	1,259	506	840
Percentage	31.4%	29.8%	23.6%	31.9%	33.0%	30.5%	10.1%	30.4%	44.8%	19.3%	36.6%
Some college or associate's degree	13,719,761	145,097	18,630	560	860	1,651	9,419	2,998	992	1,285	865
Percentage	44.8%	49.1%	57.5%	47.1%	55.5%	62.7%	76.4%	42.8%	35.3%	49.1%	37.7%
Bachelor's degree or higher	3,429,064	19,428	2,329	30	-	54	1,289	415	138	238	165
Percentage	11.2%	6.6%	7.2%	2.5%	-	2.1%	10.5%	5.9%	4.9%	9.1%	7.2%
Population 25 years and over	220,622,076	1,975,670	189,161	9,866	11,350	15,716	31,382	56,439	24,762	20,593	19,053
Less than 9th grade	11,284,290	99,936	10,876	707	850	999	954	2,523	1,709	1,949	1,185
Percentage	5.1%	5.1%	5.7%	7.2%	7.5%	6.4%	3.0%	4.5%	6.9%	9.5%	6.2%
9th to 12th grade, no diploma	15,187,971	206,169	23,383	1,509	1,941	2,289	2,053	6,709	3,003	2,889	2,990
Percentage	6.9%	10.4%	12.4%	15.3%	17.1%	14.6%	6.5%	11.9%	12.3%	14.0%	15.7%
High school graduate (includes equivalency)	59,472,748	601,355	54,748	3,679	4,353	4,890	5,884	14,625	8,910	5,994	6,413
Percentage	27.0%	30.4%	28.9%	37.3%	38.4%	31.1%	18.7%	25.9%	36.0%	29.1%	33.7%
Some college, no degree	45,044,698	440,191	39,968	1,889	1,912	3,927	5,737	13,018	5,096	4,519	3,870
Percentage	20.4%	22.3%	21.1%	19.1%	16.8%	25.0%	18.3%	23.1%	20.6%	21.9%	20.3%
Associate's degree	18,712,207	192,866	17,049	919	882	1,543	2,445	5,790	1,900	1,521	2,049
Percentage	8.5%	9.8%	9.0%	9.3%	7.8%	9.8%	7.8%	10.3%	7.7%	7.4%	10.8%
Bachelor's degree	43,646,104	269,736	26,358	627	1,118	1,304	8,039	8,772	2,689	2,333	1,476
Percentage	19.8%	13.7%	13.9%	6.4%	9.9%	8.3%	25.6%	15.5%	10.9%	11.3%	7.7%
Graduate or professional degree	27,274,058	165,417	16,779	536	294	764	6,270	5,002	1,455	1,388	1,070
Percentage	12.4%	8.4%	8.9%	5.4%	2.6%	4.9%	20.0%	8.9%	5.9%	6.7%	-
Population 25 to 34 years	45,030,415	387,644	37,526	1,597	2,126	2,825	7,660	11,242	4,319	4,076	3,681
High school graduate or higher	40,896,012	339,735	32,708	1,322	1,702	2,379	7,176	9,719	3,872	3,382	3,156
Percentage	90.8%	87.6%	87.2%	82.8%	80.1%	84.2%	93.7%	86.4%	89.7%	83.0%	85.7%
Bachelor's degree or higher	16,089,370	88,220	9,779	172	359	272	3,679	2,802	898	1,098	499
Percentage	35.7%	22.8%	26.1%	10.8%	16.9%	9.6%	48.0%	24.9%	20.8%	26.9%	13.6%
Population 35 to 44 years	40,978,831	371,300	35,572	1,651	1,912	2,743	6,583	11,156	4,089	3,777	3,661
High school graduate or higher	36,287,635	323,882	30,231	1,256	1,626	2,449	6,037	9,532	3,682	2,881	2,768
Percentage	88.6%	87.2%	85.0%	76.1%	85.0%	89.3%	91.7%	85.4%	90.0%	76.3%	75.6%
Bachelor's degree or higher	14,887,483	90,845	10,150	179	202	404	3,630	3,644	721	703	667
Percentage	36.3%	24.5%	28.5%	10.8%	10.6%	14.7%	55.1%	32.7%	17.6%	18.6%	18.2%
Population 45 to 64 years	83,829,034	755,704	71,478	3,955	4,418	6,088	10,634	21,669	9,583	8,099	7,032
High school graduate or higher	74,104,483	645,098	58,433	3,249	3,189	4,637	9,689	18,190	7,617	6,374	5,488
Percentage	88.4%	85.4%	81.7%	82.1%	72.2%	76.2%	91.1%	83.9%	79.5%	78.7%	78.0%
Bachelor's degree or higher	25,982,555	162,122	14,994	528	570	965	4,539	4,714	1,464	1,327	887
Percentage	31.0%	21.5%	21.0%	13.4%	12.9%	15.9%	42.7%	21.8%	15.3%	16.4%	12.6%
Population 65 years and over	50,783,796	461,022	44,585	2,663	2,894	4,060	6,505	12,372	6,771	4,641	4,679
High school graduate or higher	42,861,685	360,850	33,530	1,823	2,042	2,963	5,473	9,766	4,879	3,118	3,466
Percentage	84.4%	78.3%	75.2%	68.5%	70.6%	73.0%	84.1%	78.9%	72.1%	67.2%	74.1%
Bachelor's degree or higher	13,960,754	93,966	8,214	284	281	427	2,461	2,614	1,061	593	493
Percentage	27.5%	20.4%	18.4%	10.7%	9.7%	10.5%	37.8%	21.1%	15.7%	12.8%	10.5%

Work Commuting | Source: U.S. Census Bureau American Community Survey 5-Year Estimates (2015-2019)

	United States	Mississippi	TRPDD	Calhoun County	Chickasaw County	Itawamba County	Lafayette County	Lee County	Monroe County	Pontotoc County	Union County
Workers 16 years and over	152,735,781	1,223,551	123,943	5,364	6,721	9,915	24,559	38,168	14,007	13,050	12,159
Car, truck, or van -- drove alone	116,584,507	1,041,666	106,680	4,730	5,740	8,223	20,163	33,884	11,801	11,394	10,745
Percent	76.3%	85.1%	85.9%	88.2%	85.4%	82.9%	82.1%	88.8%	84.3%	87.3%	88.4%
Car, truck, or van -- carpooled	13,763,532	113,195	11,417	438	727	1,073	2,515	2,842	1,278	1,296	1,248
Percent	9.0%	9.3%	9.6%	8.2%	10.8%	10.8%	10.2%	7.4%	9.1%	9.9%	10.3%
Public transportation (excluding taxi)	7,641,160	3,578	244	-	-	12	183	15	24	10	-
Percent	5.0%	0.3%	0.1%	-	-	0.1%	0.7%	-	0.2%	0.1%	-
Walked	4,073,891	16,335	1,186	57	37	58	532	226	111	99	66
Percent	2.7%	1.3%	0.9%	1.1%	0.6%	0.6%	2.2%	0.6%	0.8%	0.8%	0.5%
Other means	2,774,115	19,002	1,244	33	76	145	355	400	19	178	38
Percent	1.8%	1.6%	0.9%	0.6%	1.1%	1.5%	1.4%	1.0%	0.1%	1.4%	0.3%
Worked from home	7,898,576	29,775	3,172	106	141	404	811	801	774	73	62
Percent	5.2%	2.4%	2.5%	2.0%	2.1%	4.1%	3.3%	2.1%	5.5%	0.6%	0.5%
Mean travel time to work (minutes)	26.9	24.8	23.8	25.9	24.5	25.6	19.5	20.5	24.3	25.2	24.7

Poverty Status | Source: U.S. Census Bureau American Community Survey 5-Year Estimates (2015-2019)

Subject	United States			Mississippi			TRPDD		
	Total	Below poverty level	Percent below poverty level	Total	Below poverty level	Percent below poverty level	Total	Below poverty level	Percent below poverty level
	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate
Population for whom poverty status is determined	316,715,051	42,510,843	13.4%	28,286,767	585,786	20.3%	280,622	48,005	17.1%
AGE									
Under 18 years	72,235,700	13,377,778	18.5%	701,910	201,265	28.7%	66,765	14,858	22.3%
Under 5 years	19,430,702	3,948,405	20.3%	183,821	56,089	30.5%	17,633	4,268	24.2%
5 to 17 years	52,804,998	9,429,373	17.9%	518,089	145,176	28.0%	49,132	10,590	21.6%
Related children of householder under 18 years	71,912,137	13,078,339	18.2%	699,457	198,939	28.4%	66,580	14,666	22.0%
18 to 64 years	194,990,552	24,545,633	12.6%	1,737,164	327,113	18.8%	170,417	28,151	16.5%
18 to 34 years	71,601,235	11,638,198	16.3%	634,134	150,236	23.7%	64,303	14,923	23.2%
35 to 64 years	123,389,317	12,907,435	10.5%	1,103,030	176,877	16.0%	106,114	13,228	12.5%
60 years and over	69,423,553	6,697,494	9.6%	630,920	86,130	13.7%	59,619	7,070	11.9%
65 years and over	49,488,799	4,587,432	9.3%	447,693	57,408	12.8%	42,375	4,996	11.8%
ALL INDIVIDUALS WITH INCOME BELOW THE									
50 percent of poverty level	18,957,462	(X)	(X)	263,329	(X)	(X)	19,974	(X)	(X)
125 percent of poverty level	56,269,559	(X)	(X)	759,926	(X)	(X)	64,174	(X)	(X)
150 percent of poverty level	69,762,719	(X)	(X)	921,198	(X)	(X)	80,415	(X)	(X)
185 percent of poverty level	89,440,015	(X)	(X)	1,136,621	(X)	(X)	103,771	(X)	(X)
200 percent of poverty level	97,747,992	(X)	(X)	1,222,287	(X)	(X)	113,196	(X)	(X)
300 percent of poverty level	148,822,865	(X)	(X)	1,740,891	(X)	(X)	168,962	(X)	(X)
400 percent of poverty level	191,896,578	(X)	(X)	2,122,708	(X)	(X)	207,732	(X)	(X)
500 percent of poverty level	225,115,325	(X)	(X)	2,387,706	(X)	(X)	233,726	(X)	(X)

Subject	Calhoun County			Chickasaw County			Itawamba County			Lafayette County	
	Total	Below poverty level	Percent below poverty level	Total	Below poverty level	Percent below poverty level	Total	Below poverty level	Percent below poverty level	Total	Percent below poverty level
	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate
Population for whom poverty status is determined	14,217	3,066	21.6%	16,726	3,441	20.6%	22,362	3,021	13.5%	48,878	22.1%
AGE											
Under 18 years	3,344	1,109	33.2%	4,268	1,208	28.3%	4,986	792	15.9%	9,834	17.8%
Under 5 years	807	320	39.7%	1,251	453	36.2%	1,177	153	13.0%	2,836	17.7%
5 to 17 years	2,537	789	31.1%	3,017	755	25.0%	3,809	639	16.8%	6,998	17.8%
Related children of householder under 18 years	3,344	1,109	33.2%	4,251	1,191	28.0%	4,986	792	15.9%	9,754	17.1%
18 to 64 years	8,341	1,487	17.8%	9,689	1,835	18.9%	13,452	1,870	13.9%	32,852	26.5%
18 to 34 years	2,771	564	20.4%	3,562	849	23.8%	4,685	764	16.3%	15,736	44.2%
35 to 64 years	5,570	923	16.6%	6,127	986	16.1%	8,767	1,106	12.6%	17,116	10.1%
60 years and over	3,603	720	20.0%	3,990	619	15.5%	5,338	507	9.5%	8,817	6.9%
65 years and over	2,532	470	18.6%	2,769	398	14.4%	3,924	359	9.4%	6,192	5.6%
ALL INDIVIDUALS WITH INCOME BELOW THE											
50 percent of poverty level	1,274	(X)	(X)	1,340	(X)	(X)	752	(X)	(X)	7,197	(X)
125 percent of poverty level	4,233	(X)	(X)	4,767	(X)	(X)	3,951	(X)	(X)	12,526	(X)
150 percent of poverty level	5,021	(X)	(X)	6,429	(X)	(X)	5,970	(X)	(X)	14,936	(X)
185 percent of poverty level	6,172	(X)	(X)	8,531	(X)	(X)	8,240	(X)	(X)	17,927	(X)
200 percent of poverty level	6,564	(X)	(X)	8,865	(X)	(X)	9,287	(X)	(X)	19,269	(X)
300 percent of poverty level	9,772	(X)	(X)	11,743	(X)	(X)	14,271	(X)	(X)	28,005	(X)
400 percent of poverty level	11,984	(X)	(X)	13,434	(X)	(X)	17,212	(X)	(X)	33,160	(X)
500 percent of poverty level	13,089	(X)	(X)	14,371	(X)	(X)	19,802	(X)	(X)	37,290	(X)

Subject	Lee County			Monroe County			Pontotoc County			Union County	
	Total	Below poverty level	Percent below poverty level	Total	Below poverty level	Percent below poverty level	Total	Below poverty level	Percent below poverty level	Total	Percent below poverty level
	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate
Population for whom poverty status is determined	83,892	12,254	14.6%	35,103	6,125	17.4%	31,287	5,055	16.2%	28,157	15.1%
AGE											
Under 18 years	21,259	4,310	20.3%	8,011	1,937	24.2%	7,983	2,174	26.4%	7,080	22.3%
Under 5 years	5,642	1,268	22.5%	2,041	568	27.8%	2,091	708	32.6%	1,788	16.6%
5 to 17 years	15,617	3,042	19.5%	5,970	1,369	22.9%	5,892	1,466	24.1%	5,292	24.3%
Related children of householder under 18 years	21,192	4,243	20.0%	8,011	1,937	24.2%	7,966	2,146	26.1%	7,076	22.3%
18 to 64 years	50,802	6,639	13.1%	20,633	3,083	14.9%	18,119	2,366	12.8%	16,529	13.2%
18 to 34 years	18,138	2,819	15.5%	7,071	1,020	14.4%	6,437	1,041	15.6%	5,903	15.3%
35 to 64 years	32,664	3,820	11.7%	13,562	2,063	15.2%	11,682	1,325	11.2%	10,626	12.0%
60 years and over	16,577	1,817	11.0%	9,148	1,447	15.8%	5,803	770	12.3%	6,343	9.2%
65 years and over	11,831	1,305	11.0%	6,459	1,105	17.1%	4,120	515	11.5%	4,548	10.9%
ALL INDIVIDUALS WITH INCOME BELOW THE											
50 percent of poverty level	4,217	(X)	(X)	2,341	(X)	(X)	1,771	(X)	(X)	1,082	(X)
125 percent of poverty level	16,340	(X)	(X)	8,543	(X)	(X)	8,182	(X)	(X)	5,632	(X)
150 percent of poverty level	20,133	(X)	(X)	10,869	(X)	(X)	9,670	(X)	(X)	7,387	(X)
185 percent of poverty level	27,828	(X)	(X)	13,013	(X)	(X)	12,130	(X)	(X)	9,930	(X)
200 percent of poverty level	30,255	(X)	(X)	15,028	(X)	(X)	12,733	(X)	(X)	11,195	(X)
300 percent of poverty level	47,034	(X)	(X)	21,510	(X)	(X)	19,488	(X)	(X)	17,139	(X)
400 percent of poverty level	58,912	(X)	(X)	26,462	(X)	(X)	24,812	(X)	(X)	21,756	(X)
500 percent of poverty level	67,279	(X)	(X)	29,812	(X)	(X)	27,883	(X)	(X)	24,200	(X)

Median Household Income Source: U.S. Census Bureau American Community Survey 5-Year Estimates (2015-2019)

	United States	Mississippi	TRPDD (Average)	Calhoun County	Chickasaw County	Itawamba County	Lafayette County	Lee County	Monroe County	Pontotoc County	Union County
2019 Estimates	\$ 62,843	\$ 45,081	\$ 44,010	\$ 37,263	\$ 36,548	\$ 44,567	\$ 50,272	\$ 50,559	\$ 42,354	\$ 44,759	\$ 45,754
2015 Estimates	\$ 53,889	\$ 39,665	\$ 37,219	\$ 31,098	\$ 30,926	\$ 35,004	\$ 44,643	\$ 42,784	\$ 36,783	\$ 40,645	\$ 35,865
2010 Estimates	\$ 51,941	\$ 37,881	\$ 35,541	\$ 28,484	\$ 30,092	\$ 37,588	\$ 39,080	\$ 39,049	\$ 35,685	\$ 38,420	\$ 35,928
2015-2019 Percent Change	16.6%	13.7%	18.2%	19.8%	18.2%	27.3%	12.6%	18.2%	15.1%	10.1%	27.6%
2010-2019 Percent Change	21.0%	19.0%	23.8%	30.8%	21.5%	18.6%	28.6%	29.5%	18.7%	16.5%	27.3%

Quarterly Census of Employment and Wages (2020 Annual Averages) | Source: U.S. Bureau of Labor Statistics

	United States	Mississippi	TRPDD	Calhoun County	Chickasaw County	Itawamba County	Lafayette County	Lee County	Monroe County	Pontotoc County	Union County
Annual Average Employment	139,103,773	1,089,821	121,133	3,050	4,949	5,670	22,682	52,565	9,528	11,989	10,700
Average Hourly Wage*	\$ 30.78	\$ 20.78	\$ 19.04	\$ 15.85	\$ 17.90	\$ 18.45	\$ 20.55	\$ 20.83	\$ 20.15	\$ 17.73	\$ 20.85
Annual Average Weekly Wage	\$ 1,231.00	\$ 831	\$ 762	\$ 634	\$ 716	\$ 738	\$ 822	\$ 833	\$ 806	\$ 709	\$ 834
Average Annual Wage	\$ 64,021.00	\$ 43,222	\$ 39,593	\$ 32,943	\$ 37,228	\$ 38,375	\$ 42,759	\$ 43,334	\$ 41,896	\$ 36,851	\$ 43,360

*Assumes a 40-hour week worked the year round. Calculated by dividing the average weekly by 40.

Per Capita Income in the Past 12 Months (in 2019 Inflation-adjusted Dollars)

Source: U.S. Census Bureau American Community Survey 5-Year Estimates (2015-2019)

	United States	Mississippi	TRPDD (average)	Calhoun County	Chickasaw County	Itawamba County	Lafayette County	Lee County	Monroe County	Pontotoc County	Union County
Per capita income	\$ 34,103	\$ 24,369	\$ 22,854	\$ 19,229	\$ 19,926	\$ 22,806	\$ 27,765	\$ 26,369	\$ 23,844	\$ 21,191	\$ 21,705

Per Capita Personal Income Source: U.S. Department of Commerce | Bureau of Economic Analysis

	United States	Mississippi	TRPDD (average)	Calhoun County	Chickasaw County	Itawamba County	Lafayette County	Lee County	Monroe County	Pontotoc County	Union County
2020 Per capita personal income	\$59,510	\$ 42,129	\$ 40,473	\$ 38,017	\$ 40,254	\$ 39,878	\$ 46,037	\$ 46,138	\$ 39,729	\$ 37,342	\$ 36,387

NOTE: Per capita personal income was computed using Census Bureau midyear population estimates. All dollar estimates are in thousands current dollars not adjusted for inflation.

Top Industries per County | Source: Bureau of Labor Statistics Quarterly Census of Employment and Wages

Calhoun County			Chickasaw County			Itawamba County			Lafayette County		
Top 10 Industries	Total Employed in Industry	Average Annual Wage	Top 10 Industries	Total Employed in Industry	Average Annual Wage	Top 10 Industries	Total Employed in Industry	Average Annual Wage	Top 10 Industries	Total Employed in Industry	Average Annual Wage
Manufacturing	709	\$ 38,323	Manufacturing	1,960	\$ 45,937	Manufacturing	1,906	\$ 43,942	Health Care and Social Assistance	4,822	\$ 45,361
Agriculture, Forestry, Fishing and Hunting	648	\$ 27,708	Retail Trade	801	\$ 24,070	Educational Services	680	\$ 35,065	Educational Services	4,499	\$ 44,463
Health Care and Social Assistance	468	\$ 30,217	Educational Services	444	\$ 38,218	Retail Trade	674	\$ 28,239	Accommodation and Food Services	3,647	\$ 18,054
Retail Trade	438	\$ 23,917	Health Care and Social Assistance	418	\$ 32,995	Health Care and Social Assistance	645	\$ 37,037	Retail Trade	2,845	\$ 26,975
Educational Services	336	\$ 37,781	Agriculture, Forestry, Fishing and Hunting	406	\$ 42,659	Construction	573	\$ 46,345	Manufacturing	1,918	\$ 48,527
Public Administration	181	\$ 22,764	Public Administration	309	\$ 28,409	Accommodation and Food Services	396	\$ 17,511	Administrative Support and Waste Management and Remediation Services	1,259	\$ 20,887
Transportation and Warehousing	169	\$ 41,873	Accommodation and Food Services	271	\$ 14,860	Transportation and Warehousing	274	\$ 45,848	Professional, Scientific, and Technical Services	1,205	\$ 66,727
Other Services (except Public Administration)	168	\$ 15,238	Transportation and Warehousing	241	\$ 41,562	Agriculture, Forestry, Fishing and Hunting	235	\$ 19,024	Other Services (except Public Administration)	1,144	\$ 24,910
Construction	111	\$ 20,783	Construction	217	\$ 39,010	Public Administration	230	\$ 28,024	Construction	866	\$ 49,127
Accommodation and Food Services	104	\$ 14,857	Other Services (except Public Administration)	199	\$ 17,571	Other Services (except Public Administration)	206	\$ 20,920	Public Administration	788	\$ 59,501

Lee County			Monroe County			Pontotoc County			Union County		
Top 10 Industries	Total Employed in Industry	Average Annual Wage	Top 10 Industries	Total Employed in Industry	Average Annual Wage	Top 10 Industries	Total Employed in Industry	Average Annual Wage	Top 10 Industries	Total Employed in Industry	Average Annual Wage
Manufacturing	11,279	\$ 45,790	Manufacturing	3,186	\$ 52,438	Manufacturing	5,762	\$ 38,798	Manufacturing	3,555	\$ 55,356
Health Care and Social Assistance	9,199	\$ 58,689	Health Care and Social Assistance	1,412	\$ 48,344	Health Care and Social Assistance	1,203	\$ 38,360	Transportation and Warehousing	1,450	\$ 48,264
Retail Trade	6,704	\$ 30,347	Retail Trade	1,219	\$ 27,432	Retail Trade	1,139	\$ 28,343	Health Care and Social Assistance	1,425	\$ 43,782
Administrative Support and Waste Management and Remediation Services	5,850	\$ 27,088	Construction	939	\$ 50,062	Transportation and Warehousing	856	\$ 51,189	Retail Trade	1,160	\$ 26,692
Accommodation and Food Services	4,259	\$ 16,793	Educational Services	808	\$ 35,964	Educational Services	811	\$ 44,368	Accommodation and Food Services	896	\$ 15,277
Educational Services	2,761	\$ 36,744	Accommodation and Food Services	650	\$ 15,090	Accommodation and Food Services	565	\$ 14,747	Educational Services	748	\$ 37,455
Construction	2,243	\$ 42,482	Public Administration	558	\$ 36,496	Administrative and Support and Waste Management and Remediation Services	519	\$ 22,690	Construction	439	\$ 41,444
Other Services (except Public Administration)	2,189	\$ 28,901	Other Services (except Public Administration)	407	\$ 22,563	Other Services (except Public Administration)	455	\$ 20,186	Other Services (except Public Administration)	398	\$ 16,657
Transportation and Warehousing	1,979	\$ 51,922	Transportation and Warehousing	367	\$ 54,319	Construction	386	\$ 29,638	Public Administration	388	\$ 42,136
Professional, Scientific, and Technical Services	1,908	\$ 62,894	Agriculture, Forestry, Fishing and Hunting	278	\$ 23,178	Public Administration	370	\$ 35,045	Administrative and Support and Waste Management and Remediation Services	302	\$ 26,701

Area Labor Force

Source: Bureau of Labor Statistics | Local Area Unemployment Statistics (LAUS)

	United States	Mississippi	TRPDD	Calhoun County	Chickasaw County	Itawamba County	Lafayette County	Lee County	Monroe County	Pontotoc County	Union County
2020											
Labor Force	160,742,000	1,259,347	135,581	5,598	6,964	10,343	26,570	41,347	15,692	14,911	14,156
Employed	147,795,000	1,157,546	125,116	5,146	6,207	9,621	24,955	37,985	14,297	13,755	13,150
Unemployed	12,947,000	101,801	10,465	452	757	722	1,615	3,362	1,395	1,156	1,006
Unemployment Rate (%)	8.1%	8.1%	7.7%	8.1%	10.9%	7.0%	6.1%	8.1%	8.9%	7.8%	7.1%
2010											
Labor Force	153,889,000	1,309,128	128,513	7,042	7,955	10,373	21,700	39,265	16,319	13,700	12,159
Employed	139,064,000	1,176,938	115,140	6,409	7,025	9,236	19,732	35,293	14,231	12,344	10,870
Unemployed	14,825,000	132,190	13,373	633	930	1,137	1,968	3,972	2,088	1,356	1,289
Unemployment Rate (%)	9.6%	10.1%	10.4%	9.0%	11.7%	11.0%	9.1%	10.1%	12.8%	9.9%	10.6%

Employment Status | Source: U.S. Census Bureau American Community Survey 5-Year Estimates (2015-2019)

	United States		Mississippi		TRPDD	
	Total	Labor Force Participation Rate	Total	Labor Force Participation Rate	Total	Labor Force Participation Rate
Total Population 16 years and Over	259,662,880	63.4%	2,354,101	57.2%	229,022	56.2%
Labor Force Participation Rate						
16 to 19 years	17,025,696	38.5%	170,618	29.4%	17,483	30.7%
20 to 24 years	22,015,108	75.0%	207,813	68.5%	22,378	68.2%
25 to 29 years	23,069,320	83.0%	203,200	78.2%	19,723	81.1%
30 to 34 years	21,961,095	82.9%	184,444	78.7%	17,803	80.5%
35 to 44 years	40,978,831	82.8%	371,300	78.4%	35,572	80.3%
45 to 54 years	42,072,620	80.8%	372,814	73.7%	36,072	72.6%
55 to 59 years	21,654,255	72.5%	196,810	62.3%	17,936	61.7%
60 to 64 years	20,102,159	57.0%	186,080	48.2%	17,470	44.7%
65 to 74 years	29,542,266	26.0%	273,673	22.1%	25,914	20.4%
75 years and over	21,241,530	6.8%	187,349	6.2%	18,671	6.2%

	Calhoun County		Chickasaw County		Itawamba County		Lafayette County	
	Total	Labor Force Participation Rate	Total	Labor Force Participation Rate	Total	Labor Force Participation Rate	Total	Labor Force Participation Rate
Total Population 16 years and Over	11,406	50.6%	13,362	52.8%	18,897	54.5%	44,747	59.3%
Labor Force Participation Rate								
16 to 19 years	704	30.0%	923	42.0%	1,541	26.9%	5,344	23.7%
20 to 24 years	836	72.2%	1,089	58.0%	1,640	71.5%	8,021	56.8%
25 to 29 years	771	76.9%	1,150	81.3%	1,559	75.0%	4,176	82.0%
30 to 34 years	826	80.6%	976	65.8%	1,266	82.9%	3,484	83.8%
35 to 44 years	1,651	75.0%	1,912	79.8%	2,743	84.7%	6,583	83.0%
45 to 54 years	1,936	67.7%	2,233	68.5%	3,098	69.8%	5,129	83.6%
55 to 59 years	940	55.4%	954	60.8%	1,538	62.2%	2,868	67.4%
60 to 64 years	1,079	35.2%	1,231	43.1%	1,452	34.1%	2,637	51.7%
65 to 74 years	1,459	13.5%	1,714	12.1%	2,281	22.7%	3,980	26.6%
75 years and over	1,204	4.4%	1,180	7.5%	1,779	2.0%	2,525	10.1%

	Lee County		Monroe County		Pontotoc County		Union County	
	Total	Labor Force Participation Rate	Total	Labor Force Participation Rate	Total	Labor Force Participation Rate	Total	Labor Force Participation Rate
Total Population 16 years and Over	65,856	62.5%	28,504	52.1%	24,093	58.8%	22,157	58.9%
Labor Force Participation Rate								
16 to 19 years	4,375	36.7%	1,619	17.5%	1,588	27.0%	1,389	41.8%
20 to 24 years	5,042	74.4%	2,123	73.6%	1,912	70.9%	1,715	67.8%
25 to 29 years	5,853	84.6%	2,219	82.2%	1,994	86.3%	2,001	80.1%
30 to 34 years	5,389	86.3%	2,100	79.3%	2,082	85.9%	1,680	79.2%
35 to 44 years	11,156	81.8%	4,089	78.6%	3,777	82.9%	3,661	76.3%
45 to 54 years	11,135	80.4%	4,658	65.7%	4,238	71.8%	3,645	72.9%
55 to 59 years	5,772	62.2%	2,205	59.1%	2,086	62.7%	1,573	63.5%
60 to 64 years	4,762	56.8%	2,720	38.8%	1,775	44.5%	1,814	53.7%
65 to 74 years	7,263	19.9%	3,906	18.2%	2,629	18.5%	2,682	31.4%
75 years and over	5,109	7.8%	2,865	6.0%	2,012	5.8%	1,997	5.9%



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