



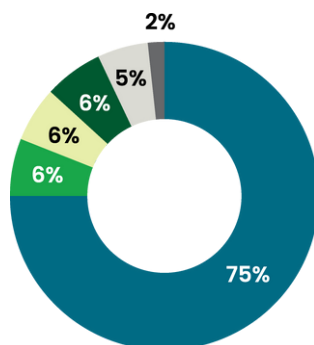
Insufficient supports are available to help people align their professional aptitudes with living-wage career pathways

7 in 10 industry credentials earned by Tennessee K-12 students do not enhance employment outcomes. Limited resources exist to help identify professional aptitudes, match them with living-wage jobs, and prepare for these careers

Industry credentials earned by Memphis K-12 students

As of March, 2021-2022 academic year

- OSHA 10
- CPR
- Microsoft Office Specialist
- Hair braiding
- Automotive Service Excellence
- Other



In Memphis, 75 percent of industry credentials earned by K-12 students as of March of the 2021-2022 academic year were OSHA 10, a 10-hour course covering basic safety and health hazards for entry-level workers



Only 30 percent of industry credentials earned by Tennessee K-12 students are associated with **jobs that pay \$15 per hour or more**



A **lack of awareness about available jobs, requirements, and salaries** was identified as the most significant challenge to growing the local construction workforce



Career & technical education in Tennessee is managed separately for K-12 and postsecondary education, resulting in **limited to no alignment between systems**



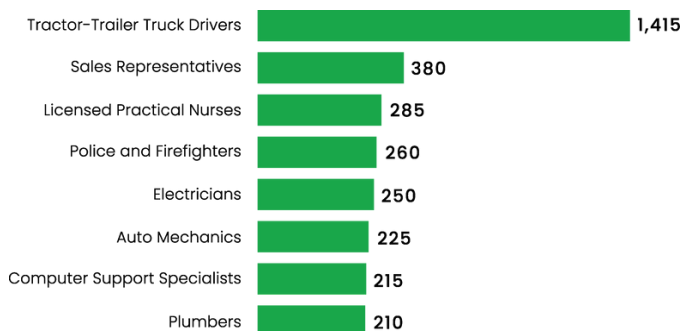
Fewer opportunities exist to pursue one- or two-year certificate or associate degree programs in Memphis as only 40 percent of **postsecondary programs are non-bachelor** compared to 60 percent nationally



A local Information Technology training provider found **most enrollees were changing careers or academic programs**, as 45 percent had a bachelor's degree and 83 percent had attended at least some college

Average annual openings for non-supervisor jobs available without a bachelor's degree

Greater Memphis (2016-2026)



Junior Achievement™
of Memphis and the Mid-South

"Every child deserves to be world ready. If we truly believe in our children, we must help them discover the tools to succeed in today's economy and build a life of choice by finding a career, not just a job."

- Leigh Mansberg, President & CEO