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Executive Summary: Seeking \$1,606,800, the Accelerate22 Futures Lab is a 24-month ground-breaking strategy that introduces a fundamentally new way of articulating Mississippi's economic and workforce competitiveness. Through innovative, futuristic and equitable direct programs and broader ecosystem initiatives, the Accelerate22 Futures Lab sets the conditions for next generation jobs. Notably, the Accelerate22 Futures Lab tackles both short-term and long-term conditions such as Mississippi's ushering a burgeoning era economic competitiveness to build a digital and innovation economy over time. The direct services are: 1) Two youth development programs: i) The Young Futurists Project (YFP) and (ii) Madison Area Global Innovation Collaborative. 2) Songbird Odysseys: A Two-Generation Immersion in the Innovation Economy, and 3) Brain Gain: Retaining Mississippi's Young Professionals. Systemic change initiatives include: 1) JMMF's IMAGINE25: Shaping Our Futures for the 21st Century and Beyond, 2) Mississippi's Science, Technology, Engineering, Art and Mathematics (STEAM) Innovation Alignment, including establishing Mississippi as an Emerging Market in the New Digital Economy, and 4) Building the Socio-Economic Capacity for Futurism and Innovation in Rural and Small Towns, which dominate Mississippi's geographic and demographic landscape. For JMMF believes that without addressing the ecosystem's current paradigm, including scaling pilot initiatives illustrated above and accelerating our participation in innovation both our economic competitiveness and workforce development will create an irreversibly obsolete model, narrative and plan. Thus, one could be employable with skill sets in a permanent lagging economy. We believe that this proposal begins to address but morally and operationally in the most fundamental ways a breakthrough paradigm shift in mindset and a beginning pathway that will forever change the trajectory of a state that is the least prepared in the Fourth Industrial Revolution, our era of ferociously accelerated technological and social innovation. **Incontrovertibly, industry, education and the metacognitive and learning sciences consider INNOVATION the number one 21st century skill; thus, with this information, Mississippi must accelerate its innovation and future readiness.** This is a daunting but most urgent vision given the state's current socioeconomic status. The Accelerate22 Lab addresses the gaps and critical needs of current and emerging signals, trends and megatrends. Similarly, WalletHub ranks Mississippi 50th in the nation in innovation, in which the state ranked 50th or 51st in over 50% of indicators and an overall score of 20.7. The 2022 Global Innovation Index ranks Mississippi 51st in Human Capital, that is, workforce and talent, 48th in Innovation Environment, 50th in eighth grade science and math performance, 49th in STEAM job demand for 2028, and 51st in STEM/STEAM professionals. The federal Department of Education ranks Mississippi 50th in education outcomes. The Mississippi Department of Education indicates that 89%/90% of all African American youth who graduate from a public high school are not college and career ready for the current economy. Alas, this of Talkpoverty.org ranks Mississippi 51st in poverty (1st in the nation). Mississippi is the least economically prepared and most disadvantaged state to compete historically in the 20th and 21st century economies as the state's projected emerging industries and ecosystem are diametrically opposed innovation ecosystems. **Project Outcomes include:** 1) 80% of all participants will increase their knowledge innovation economy/career pathway options in Mississippi, 2) 80% of decision makers/influencers will demonstrate an increased understanding of Mississippi's opportunity to incentivize innovation/future readiness and 21st century workforce development, 3) Production of STEAM K-16 Innovation Alignment Feasibility Study, and 4) A Gap Analysis and recommendations to accelerate Mississippi's innovation economy. We believe that by actualizing the AccelerateMS goals, this will shift the paradigm and collaboration networks of the state.

Scope of Work and Project Justification: The Accelerate22 Futures Lab aligns with the Accelerate MS 2022 Road Ahead report and the complementary Mississippi Economic Council goals of: 1) Increasing economic competitiveness through technology, 2) Building the innovation economy and STEM-ready workforce, including but not limited to championing Career and Technical Education 3) Coordinating collaborations, 4) Reversing the Brain Drain of young professionals, 5) Engaging the K-12 educational ecosystem and youth, and 6) Addressing the workforce development and talent cultivation of special populations, such as single mothers on public assistance and racial minorities. The 22 in the Accelerate22 Futures Lab accentuates the 22 in the report and preparation for the 21st and 22nd centuries. With these goals' driving our efforts, JMMF advances its internal capacity of the organization and external capacity building of partners and systems in innovation, futurism and equity-driven economic competitiveness, workforce development and social mobility through the following five frameworks of our thought leadership: **Futurism:** Long-term planning that applies strategic foresight, which is a core methodology of futurism, to articulating a preferred future and understanding and shaping the factors that define and inform the future. This includes ensuring that the key values of the future such as equity, dignity and participatory democracy are evident. The cultural basis in futurism frameworks like Prophetic Innovation: A Futurism of Being created by David Patrick Bickham, the Accelerate22 Futures Lab Program Manager/Chief Innovation Officer and Senior Strategist to JMMF, are considered pioneering in the field. JMMF to the best of its knowledge is the first organization in the state to have a youth futurism program and a unit to explicitly on futurism, which in collaboration with Mr. Bickham has now generated 20 futurism projects in various levels of development and funding. JMMF's futurism work is considered pioneering in the whole field of futurism because it has embedded its efforts some of the most underestimated, lowest wealth and under resourced areas of the state. Promisingly, JMMF and Mr. Bickham have approximately hundreds of leaders, coalitions members, and communities interested in learning more about futurism, innovation, and equity related to social and economic development. JMMF believes that Mississippi is part of a creative, civic futures and prophetic tradition in which it speaks to the conscience of the nation about where it should be going morally, ethically and equitably, that is, what is our common future. Thus, this project seeks to build upon our humanitarian and charitable impulses as Mississippians. Indeed, for many years Mississippi was considered the most giving and most charitable state according to the Chronicle of Philanthropy. Alas, our history of injustice and the heroic efforts to overcome it are well documented and do not have to be rehearsed here, and what is lesser known and what is celebrated in the Accelerate22 Futures Lab is our commitment as a common people bound by the blood, beauty and love to a better way for our youth, young adults and others. With support from initiatives such as Jackson, MS: A Beloved Community and Common Ground Conversations, Mississippi seeks transcend division to build a compelling common future. Civic futurists and prophetic voices are in every race, ethnicity, generation, gender identification, political party and socioeconomic status where people of good will proliferate. For without this moral leadership of constructing Common Futures and change management process, our efforts are temporal and in vain. **Innovation:** The introduction of new and breakthrough ideas, solutions, products, processes and services or the spreading of these to new audiences: While conventional initiatives of innovation and futurism often focus on technological advances and commercialization, defines JMMF our work as social innovation, that is, moving the individual and collective outcomes of

the community, using technology and other tools and help to shift the state's paradigm for social and economic development to align with the Fourth Industrial Revolution. Rather than focusing on just specific programs disconnected from each other, the Accelerate22 Futures Lab will introduce the JMMF holistic, comprehensive model, which addresses these areas and more; however, the Accelerate 22 Futures Lab will assist the communities/institutions in drilling down into their actionable priorities. Founders of the JMMF/JMM models are innovators in not just creation of this magnificent institution but creating models, methods and thought leadership across the state, national and world. Finally, JMMF is the first medial mall in the nation and its founder, Dr. Aaron Shirley, and others introduced new approaches that became the basis of the Federally Qualified Health Center and racial integration of all federal healthcare funding. **Health Equity/Equity:** By equity we mean both the removal of one's socioeconomic characteristics as predictors of one's life chances and the building of those factors, systems and institutions that facilitate one's success and potential. Greater still, we see equity as core to flourishing—the comprehensive sense of fulfillment in life. While deeply rooted in social justice, ACCELERATE22 FUTURES LAB commits to deeper capacity building and an inclusive culture of equity and perpetual dignity rather than a culture of humiliation. The Accelerate22 Futures Lab reflects the Robert Wood Johnson Foundation's definition of equity: "Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care." **Emerging Markets:** An Emerging Market is a local community or state that needs to optimize its development in the digital and innovation-accelerated economy. Emerging Markets such as Mississippi have a lesser developed industrial base and a lower local social and economic human mobility index relative to other communities and states and often exhibit stark socioeconomic disparities within their community or state. While attracting external investment, Emerging Markets that trend upward and aggressively leapfrog exhibit the following attributes: 1) Build upon their indigenous creativity 2) Ensure human-centered development, well-being and talent cultivation especially of underestimated populations such as youth and young adults for the 21st century rather than previous eras 3) Invest in existing or new innovation infrastructure and ecosystems 4) Endorse policies leadership, investment and reimagined resources that incentivize innovation and future-readiness 5) Facilitate Inclusive and communal values and vision that benefit all parts of society and speak to where the Emerging Market wants to go rather to where it has been 6) Mobilize competitiveness strategies that anticipate, respond to and grow emerging industries in the digital age 7) Reward the best ideas and entrepreneurial spirit, 8) Make data informed decisions, including recognizing the shelf life, limitations and biases of data intelligence in a rapidly transforming diverse world, 9) Commit to a local impact but have a global or cosmopolitan worldview rather than isolated one, and 10) Navigate and induce disruption especially of ineffective models, institutions and outcomes. These drivers can facilitate Emerging Markets' becoming developed communities or states for the future as well as maximizing what has been developed in the past and present. **The Fourth Industrial Revolution:** Most people are not aware that we have entered the Fourth Industrial Revolution (4IR). As a result of the 4IR and this innovation economy, change is occurring at a rapid pace. If you are not familiar with 4IR and the innovation economy do not be concerned. You are witnessing it every day when you ride in Uber and experience the transformation in the transportation industry or drive your Tesla and see policy changes for climate concerns or utilize AIRBNB and how it has impacted the hotel

industry. Those are just a few examples but there are millions of innovative (some call disruptive) solutions transforming industries. Because of 4IR we have a tremendous opportunity to bring innovation to housing, community, and economic development while at the same time embedding equity and inclusion as guiding principles in our programs, policies, and systems.

Specific activities that represent the convergence of the above five-prong framework work are: **Youth Leadership Development (Young Futurists Project (FYP) and Madison Area Global Innovation Collaborative [MAGIC]**: YFP, the leadership development program of the Jackson Medical Mall Foundation (JMMF) is a groundbreaking nationally recognized program. This comprehensive, experiential and holistic program illustrates and aligns with JMMF's vision, mission, and Imagine25, JMMF's new office of innovation and futuristic strategy, Both YFP and Imagine25 are the first in the state. The 25 refers to equipping JMMF and its constituents to impact the 25th century. JMMF's vision is "To be a leader in healthcare, economic, artistic and technological innovation." The foundation's mission is "To eliminate health disparities holistically through creativity and innovation." JMMF core values are to address health equity and the social determinants of health education, wealth creation, workforce development, racial and economic barriers, and others to lead to mobility. Our definition of equity is not just to remove socioeconomic characteristics as predictors of one's success but to create innovative environments of full flourishing, including the ownership of generational wealth and transferable assets. YFP will serve approximately a combined 500 scholars in high school in its site-based Jackson Public School System locations and others, ages 10-18, in an out-of-school time. YFP not only prepares youth for today but has an explicit focus on introducing youth to the future of talent, innovation, leadership and the Fourth Industrial Revolution. Program objectives are: 1) To increase scholars/adults' understanding of innovation, futurism and the Fourth industrial Revolution; 2) To immerse youth and expose them to holistic activities that address 21st century learning skills and leadership for the 21st and 22nd centuries; and 3) To increase socio-emotional well-being and self-efficacy. A partial listing of activities includes: (1) Artificial intelligence/machine learning, extended reality/metaverse, the Internet of Things and the Internet of Senses, robotics, coding, Envision25 Futures Lab, nanotechnology, data analytics, green/climate change technologies, others (2) Strategic Foresight/Futurism (3) Well-Being/Mental Health (4) Financial and Economic Literacy (5) Crafts/Quilting (6) Visual and Performing Arts (7) Public Speaking (8) Parental Engagement (9) Global Competence: Most Spoken World Languages and Their Related Cultures: (Year-Long Courses to Build for Fluency) Beginning French, Spanish, Mandarin Chinese, and Arabic; (Exploratory Courses to Excite Interest Rather Than Fluency) Hindi, Swahili, Hebrew, and Russian (10) Culinary Arts (11) Health Equity and the Mississippi Civil Rights Movement, including the Muslim, Christian and Jewish "one humanity" and dignity principles of the Beloved Community (12) Afrofuturism/Pluralistic Futurism and Innovation, using American and Africana studies and youth popular culture to introduce STEAM and innovation (13) Field Trips, (14) Sex Education, (15) Womanist Futurism and Innovation, introducing mothers and daughters to STEAM, health, career pathways and the innovation economy, (16) Creative Content and Social/New Media Studies, and (16) Other. **MAGIC**: While YFP has been designed in an urban setting, MAGIC introduces opportunities for rural/small town youth. The Pine Grove Association of Canton, Mississippi requests funds to pilot MAGIC, a yearlong Saturday leadership program with an intensive summer camp for middle school youth. Through this innovative project, 200 low-income and underserved youth will improve their social emotional skills and increase their global citizenship.

There will be an intentional effort to recruit Hispanic youth, which is a growing demographic in the areas.

By the end of the summer of 2024, students will deliver a capstone project to culminate their learning: the design of a youth-based innovation hub/community center. This global innovation initiative seeks to empower students as thinkers and doers by putting the four domains not only in a theoretical context but an actual application of skills and competencies, aligned with Mississippi's College and Career Standards and school accountability. Thus, we will use the Buck Institute for Education (BIE) Gold Standard Project-Based Learning model and other frameworks to support student's friendly competition to design an innovation hub/community center that coalition members commit to mobilize support to build or reimagine existing facilities/programs as it engages other stakeholders as well. PBL demonstrates action. The Asia Society's Center for Global Education has four domains of Global Competence used by MAGIC:

- **Investigate the World:** Globally competent students are aware, curious, and interested in learning about the world and how it works.
- **Recognize Perspectives:** Globally competent students recognize that they have a particular perspective, and that others may or may not share it.
- **Communicate Ideas:** Globally competent students can effectively communicate, verbally and non-verbally, with diverse audiences.
- **Take Action:** Globally competent students have the skills and knowledge to not just learn about the world, but also to make a difference in the world.

Using tools and resources such as Educating for Global Competence, the Global Competence Outcomes and Rubric, Mapping the Nation, which gives the global and international profile of every county in the United States, the International School's Network, MAGIC develops Mississippi's youth as 21st century leaders and learners able to navigate a world of dynamic change and connectivity. MAGIC will use eight integrated components: 1) **Science, Technology, Engineering, Art and Mathematics (STEAM)/ Innovation**; 2) **Well-Being and Social Emotional Support**; 3) **Communication Skills**; 4) **Changing the Narrative:** Educator, Community, Parent and Stakeholder Engagement about the possibilities of young people 5) **English Language Learning (ELL)** for our Hispanic youth and parents and Spanish for our English-speaking youth, 6) **Sports (Soccer and Golf)** , and 7) **SANKOFA Futures**, a global digital community of youth from the seven continents who will develop youth-determined common projects driven by innovation and futurism , and 8) **Futurism, instruction** in strategic foresight, the core methodology of futurism. We believe that learning can not only be rigorous but fun and exploratory, driven by the students' preferences and passions.

Songbird Odysseys: A Two Generation Immersion of Women and Girls in the Innovation (Songbird): JMMF's Songbird is a pioneering pilot initiative to engage 25 low-wealth mothers, including those on public assistance and 25 of their daughters in understanding the impact of 4IR on their lives, opportunities and career pathways in the STEAM/innovation economy, and the Mississippi Department of Education standards in science, mathematics and 21st century learning. The participants will suggest ways in which partners can provide more effective supportive services given this population of African American single mothers is the most excluded from the innovation economy and the poorest demographic. The Women's Foundation of Mississippi has reported that women have been diverted from STEM career pathways to entry level healthcare positions such as Certified Nurses Assistants. The STEM Hidden Economy

report has identified the Central Mississippi Planning and Development District as a hotbed of Career and Technical Education, certification-based and sub-baccalaureate jobs that support the STEM industries such as healthcare, digital technologies, logistics and telecommunications. Songbird will use culturally resonant methods such as arts and culture, edutainment in parental engagement health equity, field trips to STEAM rich facilities such as the Stennis Center and the Gulfport Aquarium, and STEAM learning in the Envision25 Futures Lab. Three dynamic components are **Street Futurists/Street Committee**, **Embodied Physics and Quantum Leap**: In the vernacular, the Street Committee is the information network and the most grassroots level, which tends to know the signals and trends of what will happen before official communications occur in traditional systems, institutions and leadership. They are often excluded from decision-making, service design and agendas that impact them, and like parolees, Opportunity Youth who left school before graduating or mothers on public assistance, they fall under the surveillance of and compelled compliance with systems and institutions. They represent a massive number of constituents in the state, and the Street Futurists will use their culture to communicate and engage them in understanding them in the 4IR and innovation economy. As they are engaged, the Street Committee will recommend policy, practice and other key changes and preferences to key systems and institutions. JMMF and its partners believe it will be the first of its kind in the nation. Embodied Physics and Quantum Leap teach the principles of physics through dance. YFP's Village Dance program, which offers modern dance, ballet and hip hop with partner with the Bradford Collaborative Group, which has over 120 years of experience. Dr. Folashade Cromwell who created Embodied Physics will advise the Mississippi team.

Brain Gain: Brain Gain is a bold planning effort to address Mississippi's catastrophic Brain Drain. According to the Mississippi Auditor's Office, 50% of ALL public university educated graduates leave the state in three years, and that effusion of talent deepens over the next five to 10 years. The United Way of the Capital Area will engage over 200 of its institutional, university and corporate partners and 100 young adults, 18-26, to develop a plan of action and action to address this issue. This includes engaging the 15 United Ways across the state and hiring a Chief Futurism Officer and innovation and futurism consultants to manage and design the process and to create a culture of futurism across three priorities in health, education and economic development. The planning and discovery process will result as well in the UnitedFutures Lab to house emerging technologies, creative placemaking, innovative and futuristic solutions and commercialization of the youths/young adults/young professionals' ideas and other components. The United Futures Lab will be a capacity building unit for the United Way of the Capital Area's local, state, national and global network including the previously mentioned state United Ways and potentially the 1,100 United Way Worldwide branches. Policy and program recommendations that incentivize Brain Gain will be a part of the plan. **Broader Ecosystem and Paradigm Shifting Initiatives:** The following Accelerate22 Futures Lab elements address the development of the ecosystem to support programs, policies and leadership development for economic and workforce competitiveness: **JMMF's IMAGINE25:** JMMF is a unique model, reportedly the first to create a medical mall in the nation. With between 200,000 and 500,000 health, economic and community development encounters per year, 200 clinics and a 900,000 square foot headquarters, which manages over 100 acres, it has one of the most formidable footprints of a community-based non-profit in the state. Thus, the Accelerate22 Futures Lab leverages and deepens this capacity to impact the health ecosystem, health equity and the social and structural determinants of health, most relevant economic mobility, asset development and

workforce development/talent cultivation. JMMF begins to imagine/reimagine approaches that entrench the state at the bottom of health, human mobility and technological outcomes. JMMF will engage in a diversity of communities and special populations ranging in size, geographic location, rurality/urbanity and other characteristics. IMAGINE25 is the first strategic futurism and strategic leadership hub established in a community-based organization in the state. As a result of its collaboration with Mr. Bickham, it has influenced over 20 emerging and established local to global initiatives in Mississippi notably in economically distressed areas or with systems that impact these areas. Projects and collaborations range from youth development to the Technology, Education, Creativity and Healthcare Summit whose leading plenary session will be “Jackson and Mississippi: Emerging Markets of Innovation and Futurism.” JMMF and the United Way of the Capital will be strategic partners with Mr. Bickham to develop MetaMS: A Vision of and Digital Community for Mississippi Futures, that is, the state’s first comprehensive institute of the future. Nascent national and global initiatives include an emerging partnership to establish a working group at the Centers for Disease Control (CDC) on innovation and futurism in social and structural determinants of health such economic mobility, collaboration with the Federal Reserve Bank-Atlanta and New Orleans (FRB) and the United Nations Economic Commission for Europe (UNECE) Statistical Work Group, which covers over 40 nations, including the United States of America. The CDC, FRB and UNECE could use the thought leadership, emerging practices and organization of our collective futurism efforts, and we could benefit from their vast technical, analytical and programmatic capacity such as simulators that predict the outcomes of futuristic economic development policies, the use of artificial and meaningful intelligence and their foci on both established and emerging market populations such as the economic mobility of impoverished women and children. As a hub and leader for both the AccelerateMS Futures Lab and other futuristic and innovative initiatives, IMAGINE25 requires both financial resources, nimble infrastructure and talent to remain on the bleeding edge of Prophetic Innovation and other established and futuristic methodologies, including those developed from within the communities it and special populations it serves. JMMF is requesting financial support to: 1) Manage the AccelerateMS grant, including articulating a final digital report 2) Build JMMF internal capacity in futurism, including how to disseminate this work across the state and engage systemic and institutional leaders in building their capacity through futurism certifications and immersion in the Prophetic Innovation methodology, 3) Support FYP, 4) Raise matching funds to sustain AccelerateMS and other futurism initiatives, 4) Create a JMMF video, marketing and fundraising materials to support its various initiatives, including item 5) Pilot youth and two-generation programs, 6) To convene working groups, conferences and charettes across the state, and) 7) Leadership development around succession and change management to enculturate innovation and futurism. Our collective efforts speak to the power of being prophetically innovative and civically futuristic as the “Last will become the First” and ignite local to global insights in futurism. While we are last today in innovation and futurism-readiness, with the full implementation of the Accelerate22 Futures Lab, we shall begin the visionary and disruptive process of not being the last in the tomorrow of the next generations to come. **Mississippi’s STEAM, Innovation and Futurism Alignment (STEAM Alignment) Feasibility Study:** The STEAM Alignment is a proposal to conduct a feasibility study of the research, infrastructure, design, discovery, implementation, talent, expertise, community and special populations, ethics of emerging technologies, mitigation of income inequality in the innovation economy, coordination/alignment of partners, and costs required to articulate the most comprehensive K-16 alignment of Mississippi’s assets, dashboards, data infrastructure, policy

simulation, policies and practices that would incentivize STEAM, innovation and future-readiness. This will be an unprecedented effort in the history of the state especially with the infusion of innovation and STEM readiness in workforce development. Elements include engaging all sectors of Mississippi's education and workforce development ecosystem. States like Massachusetts, which leads the nation of STEAM readiness, including for minority students, and Ohio, which has introduced a comprehensive inclusive economic competitiveness model to address building the innovation economy and STEAM-readiness around the contributions of underserved populations and others. The Mississippi Bradford Group, the Center for Adult Education and Experiential Learning (CAEL), which is a nationally recognized innovator in workforce development, and the VIA Consulting Group, a globally recognized firm in accelerating innovation in Emerging Markets like Mississippi, will work with the AccelerateMS Futures Lab to establish this plan and provide capacity to AccelerateMS, the education and workforce ecosystem, community based organizations, industry, philanthropic and other investors. The Bradford Group, which will lead STEAM alignment is Mississippi based and the Senior Vice-President for Research, Innovation and Impact, Dr. Gloria Cross, is a nationally known expert in workforce development, including overseeing CAEL's innovation and futurism lab's team, is a native and current resident of Jackson, Mississippi. **Accelerate22 Digital Community and Economic Development:** Particularly noteworthy is the new economies capacity building of the Via Consulting Group's digital community and economic development platform, *which specializes explicitly in the capacity of propulsive acceleration in AccelerateMS and the proposed Accelerate22 Futures Lab.* Via Consulting's models include: 1) Digital Community Economic Development (CED) 2) CED Digital Community, 3) CED Data Warehouse, 4) Membership Model, 5) Governance Model, and 5) Integrated Service Delivery Model. Additionally, ENTREPID and Community as a Service are the commercial management systems. ENTREPID brings a digital infrastructure to community and economic development, innovation, futurism and workforce development The five pillars of ENTREPID are: 1) Private Community: Organizes membership of citizens and institutions of the Digital Community; 2) Integrated Service Delivery: a) Creates Events b) Mobilizes People c) Mobilizes Physical Assets, and d) Mobilizes Capital: Payment Card Industry Data Security Standard (PCIDSS) Compliant, which certifies the ability to manage raise and money, such as the proposed JMMF-led fundraising efforts to match and sustain IMAGINE25, the office of innovation and futuristic strategy and the Accelerate Futures Lab; 3) Communication: The ability of the digital community members to exchange information, and ideas among themselves, 4) Learning Management: Educate and certify community members in professional learning, economic and workforce development, innovation, futurism, the Hidden STEM economy, and 5) Data Intelligence: Ownership of the data by the Emerging Market that drives investment and direction. Driving this total economic and social transformation are the VIA Consulting's 10 ATTRIBUTES OF ECONOMIC ACCELERATION and INNOVATION: RADICLE SPRINT: **S.C.A.L.E.** 1) **Staff on Demand Leverage** external workers rather than "owning" employees in order to increase speed, functionality, and flexibility while decreasing fixed costs; 2) **Community & Crowd Attract**, engage, and leverage a community whose like-mindedness inspires support, adding creativity, innovation, validation, and even funding; 3) **Algorithms Leverage automated functions**, including machine learning and deep learning, to get new insights about customers, products, culturally resonant and bottom-up innovations, and processes; 4) **Leveraged Assets Access**, rent, share, or otherwise outsource assets to stay nimble and reduce capital expenditures; 5) **Engagement Leverage** outside interest through

gamification, digital reputation systems, and incentive prizes to create network effects and positive feedback loops; **I.D.E.A.S.** 6) **Interfaces Customized** filtering and matching to process the output of external attributes into the internal organization. 7) **Dashboards Make** real-time information with essential company and employee metrics accessible to everyone internally with short feedback loops; 8) **Experimentation Perform** controlled experiments to validate key business scenarios before investing significant resources into any new initiatives. 9) **Autonomy Flat** structure allowing individual employees and/ or self-organizing, multidisciplinary teams to operate effectively, and 10) **Social Technologies** Leverage collaborative tools (ENTREPIDTM) to have real-time conversations with transparency and connection across the organization. VIA Consulting will work with multiple tiers of the workforce development ecosystem collaboratively identified with AccelerateMS to build their capacity in acceleration and innovation through: a) Charettes on gap analyses, and STEAM and future readiness, including recommendations/next steps, b) consulting with Accelerate22 Futures Lab and other partners, 3) capacity and training in the 10 attributes and the Accelerate22 Digital CEDS Ecosystem and the Accelerate22 Digital CEDS Community, and 4) Contributions to the final report. **Fieldtrips to the Future (Fieldtrips):** Mississippi is overwhelmingly rural and small town; therefore, our proposed economic and workforce development must address the geographic profile of our beloved state. Designed with initial support from the Robert Wood Johnson Foundation Pioneering Ideas by Trista Harris, the preeminent philanthropic futurist in the country, and Mr. Bickham, consulting Chief Innovation Officer and Senior Strategist of JMMF, Field Trips will develop a community of practice, policy and leaders for 20 fellows called Mississippi Rural Futurists. The primary goal of this project is to infuse and strengthen the influence of future-oriented thinking with those working to ensure that communities are healthy places where everyone belongs, lives with dignity and thrives economically and otherwise. The cohort of fellows will engage in three components: 1) **Discover:** Participants will be led through a series of learning opportunities that build their knowledge and skills as future focused leaders. Delivered as synchronous 3-hour virtual retreats over a 12-month time period, these bi-monthly retreats expose participants to a diverse set of futurists with unique information and models for building a better future. Retreats will include topics like changing mindset to create the space for future thinking, trend sensing and tools for collecting signals, building an equitable future, bringing future thinking into the participant's work and addressing rural economic and workforce development. Retreats will also include intentional time and structure to enable the cohort to engage in future-oriented visioning and solution-generation together. Participants will receive four hours of coaching to talk through skill development, communications strategies and future trends that impact participant's focus areas. They will also receive assistance in developing a presentation of three trends that will impact their work in the future. 2) **Nurture:** In this cohort, participants will be assigned to a small mastermind group to foster connection in a more intimate setting. The mastermind groups are an ideal tool for connection, problem-solving, and ideation. Mastermind groups meet in the months between our bi-monthly Discover sessions, and 3) **Act:** Participants will develop a short talk about trends that will impact their work and how their organization and the field can prepare for and harness these coming trends. That short talk will be recorded and can be shared. Participants will also develop blog posts about findings that will be shared with the field. The intention of developing and sharing a talk about trends is to raise participant's visibility as well as the visibility of futurism tools as a key strategy for successful rural community, economic and workforce development.

The Accelerate22 Futures Lab is in discussion with the globally known Carlton Turner of the Utica-based Sipp Culture to explore the Mississippi Rural Futures Hub as a permanent digital community and infrastructure to harness and spread the talent of the Field Trips to the Future and to engage other rural communities and leaders in an action plan.

Finally, regarding specific occupational pathways and jobs, there are enormous opportunities in the adult workforce space in the Hidden STEM Economy, which is the high demand, high wage sub-baccalaureate jobs that support the STEAM professions, industry and innovation ecosystem; however, to narrow the focus AccelerateMS will partner with three pilot communities/cities and engage the authors in using their analytical and data tools to prioritize high growth areas. Additionally, the Accelerate22 Futures Lab will work with the United Way of the Capital Area corporate and education partners to identify career opportunities for young professionals in the STEAM/innovation economy and other opportunities career pathways such artificial intelligence/machine learning, engineering, extended reality, nanotechnology, biotechnology, data analytics, robotics, filmmaking and the creative economy, information technology, and research and development in innovation and emerging technologies.

Performance and Evaluation: Evaluation Goals: (1) Assess the Project “Accelerate22 Futures Lab” in terms of its success in meeting stated goals, objectives, intended outcomes; 2) Further define metrics, 3) In collaboration with the JMMF leadership and other consultants, recommend innovation and futurism evaluation/data management solutions;) Provide feedback that can help project staff make operational adjustments and corrections needed to achieve stated goals, objectives, and intended outcomes; and 5) Contribute to the final report upon request.

Key Evaluation Outcomes to be Assessed

- 80% of all adult and youth participants will indicate new knowledge of the innovation economy and career pathway options in Mississippi
- 80% of project trained influencers, systems leaders, and decision-makers will demonstrate an increased understanding of Mississippi’s opportunity to develop a new paradigm for innovation/future readiness economic competitiveness and workforce development
- 80% of student participants will have improved social emotional well-being
- 80% of student participants will increased their understanding of the tenets of global learning/competence
- 80% of student participants will increased their understanding of project-based learning as demonstrated through a capstone project, hackathon, and/or service-learning project
- 200 employees in the innovation/STEAM economy, Hidden STEAM economy, the creative economy and other fields
- Development of a STEAM K-16 Innovation Alignment Feasibility Study
- A Gap analysis designed to accelerate Mississippi’s innovation-based competitiveness
- A rural futurism action plan

Evaluation Methodology

- Two evaluation methods will be utilized: (1) *Summative* to assess if project goals, objectives, and outcomes were achieved; (2) *Formative* to provide feedback regarding project operations

- Data will be collected by reviewing project documentation on services provided and overall project operations; reviewing pre-/post-test results to assess gains in participants’ knowledge and skills; administering compliance checklists to assess the project’s progress; and conducting surveys and focus groups with internal and external stakeholders regarding project operations and impact
- Data will be analyzed using descriptive statistics (e.g., frequency counts, mean scores, bar charts) and narrative analysis techniques (e.g., word and phrase groupings) to identify prevailing themes, patterns, and messages from focus groups and key informant interviews

Evaluation Timeline

- Year One will focus primarily on “Formative” (operational) activities designed to provide feedback regarding the project’s setup, policies and procedures, implementation activities, and scheduling
- Year Two will focus primarily on “Summative” (assessment) activities designed to determine if project goals, objectives, and intended outcomes are being achieved

Diversity, Equity, & Inclusion (DEI) Project evaluators will seek to ensure the evaluation captures input and viewpoints from a wide variety of participants reflective of the population being served (e.g., project recruitment & findings interpretations.)

Participant and Stakeholder Chart

Activity	Outputs (Number of Participants or Deliverables)
Stakeholder Engagement	
Collaboration Memberships /Institutional Partners	400
Community Adults, Leadership and Influencers	2,070
Youth, Young Adult and Young Professionals	4,200
Futurism Certification	60
Local Units of Governments, Cities, Rural and Small Towns	70
Employment in Innovation and Other Fields	200
Innovation/Futurism Education of Local to State Policy Makers	100
Total Engagement	7,100
Direction for Systems Change	
STEAM Innovation/Futurism Alignment	K-16 Feasibility Study, including adult learners and special populations

Economic Acceleration	Gap analysis, capacity building and on-going consulting
Rural Futuristic Workforce/Economic Development	12 Month Action Plan/Call to Action

Budget Summary and Budget Justifications (24 Months)

Category	Year 1 (Charged to AccelerateMS)	Year 2 (Generated Matching Funds)	Justifications
Contractual Services			
JMMF/IMAGINE25	300,000	300,000	Consulting Staff: Program Manager, Partnership Coordinator/Program Assistant, Succession and Leadership Development, Events Management, Other
United Way of the Capital Area, Chief Futurists Officer and Brain Gain Development	100,000	100,000	New Staff: Chief Futures Officer; Development of Brain Gain program; Development of the United Futures unit to diffuse futurism in economic development, health and education
Future Good/ Trista Harris	200,000 ^{1*}	0	Management/Implementation of Field Trips to the Future Rural Futurism Program (20 Participants)
Center for Adult and Experiential Learning	100,000	100,000	Capacity building of leadership and workforce ecosystem in futures and innovation adult and experiential learning
Beloved Community	50,000	50,000	Convening of community and faith-based leaders around understanding the Fourth Industrial Revolution and technological and social innovation, including

¹ Additional matching required in year one where indicated by an asterisk to raise an additional \$200-\$220,000 per provider.

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			workforce and economic development
University of Houston Foresight Virtual Certification	60,000	60,000	50-60 Persons' Foresight (Futurism) Credentials
VIA Consulting Group	200,000*	0	Acceleration gap analysis, training of cohort and on-going technical assistance/coaching
The Bradford Group	200,000	200,000	Production of the STEAM/Innovation K-16 Feasibility Study
Pine Grove Association MAGIC	100,000	100,000	Implementation of the MAGIC youth program and training other communities
Hidden STEM Economy Experts	75,000	0	Analysis and recommendations regarding Hidden STEAM economy jobs and local workforce ecosystem opportunities
Common Ground Conversations	30,000	30,000	Facilitation of community conversations that create a common futures vision
Solutions for Management (Systems and Organizational Change Management)	30,000	50,000	Introduction to organization change management processes to integrate futurism and innovation
Mississippi Rural Futurism Hub	50,000	50,000	Organization of rural futurism hub/coalition committed to next steps after the Field Trips to the Future initiative
Convenings/Charettes /Refreshments	20,000	20,000	Support for multiple meetings
Supplies and Materials	10,000	10,000	Consumables, curricula and other educational materials
Interim and Final Report Preparation (Digital)	10,000	10,000	Digital production and collation of Year 1 and 2 reports
Evaluation	25,000	25,000	Quantitative and qualitative evaluation, including recommendations for refinement and adjustments

Subtotal	1,560,000	1,105,000	Sum of all previous categories
Indirect Costs	46,800	33,150	3% of subtotal
Total Costs	1,606,800	1,138,150	Indirect costs plus subtotal