

Workforce Innovation and
Opportunity Act in Mississippi

PROGRAM YEAR 2019 ANNUAL REPORT

July 1, 2019 to June 30, 2020



A YEAR OF TRANSITION



Workforce Innovation and Opportunity Act in Mississippi 2019 Annual Report

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MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

OFFICE OF THE GOVERNOR

Dear Friends:

On behalf of the Mississippi Department of Employment Security, I am pleased to submit Mississippi's Workforce Innovation and Opportunity Act (WIOA) Annual Statewide Performance Report Narrative for Program Year 2019. This year brought on many changes in Mississippi –

- November 2019, Governor Reeves was elected as the 65th Governor of Mississippi.
- March 2020, the COVID19 Pandemic began to affect Mississippi's workforce and healthcare system.
- May 2020, Governor Reeves appointed a new State Workforce Investment Board Chair, Patrick Sullivan, bringing together public and private sectors to help move Mississippi forward.
- June 2020, Mississippi's new WIOA Combined State Plan was approved.

Workforce development and training are top priorities for Governor Reeves, as he is committed to increasing earnings of Mississippians through business growth and workforce training. Mississippi's WIOA Combined Plan is built around the commitment by the Governor that the state's workforce system ensures that all Mississippians have jobs and an opportunity to live here, raise families, and grow the state. Further, Mississippi's WIOA partners are succeeding in transforming the state's entire workforce delivery system, focusing on improving skills of workers to connect them with high-demand jobs.

We are proud of the work and accomplishments of Mississippi's workforce system, especially in light of the challenges brought on by the COVID-19 pandemic. I hope you enjoy reading about the innovative programs and partnerships that strengthen Mississippi's workforce system and make Mississippi a better place to work and live.

Sincerely,

A handwritten signature in black ink that reads "Jacqueline A. Turner". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Jacqueline A. Turner
Executive Director

Mississippi's
WIOA partners
are succeeding
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STATE PLAN STRATEGIC VISION AND GOALS

Mississippi's strategic vision continues to support a workforce system that acts and functions as an ecosystem where all parts are connected to achieve common goals.

This system gives every Mississippian the opportunity to be work- or career-ready and to secure his or her dream job right here at home. Under Mississippi's Combined Plan, from the moment one enters the education and workforce system, he or she will be presented with the necessary tools to choose and pursue a career pathway that is relevant to current and future labor markets. Similarly, as soon as current and prospective businesses enter into a partnership with Mississippi's education and workforce system, resources will be aligned to cultivate the sustainable, high-performance workforce critical for maintaining and expanding businesses' long-term economic viability. This partnership creates better and more sustainable employment opportunities for Mississippians.

Mississippi's Combined Plan includes the six required state programs — the Adult Program, the Dislocated Worker Program, the Youth Program, the Adult Education and Family Literacy Act Program, the Wagner-Peyser Act Program, and the Vocational Rehabilitation Program—along with Temporary Assistance for Needy Families (TANF), Unemployment Insurance (UI), Trade Adjustment Assistance (TAA), Jobs for Veterans State Grants Program (JVSG), and Senior Community Service Employment Program (SCSEP). This report showcases the six required state programs along with the optional partner programs that complement the state plan.



Titles I & III: Measuring Service and Data Quality

Measuring Service and Data Quality for the WIOA customer satisfaction ratings were collected through a telephone survey of job seekers and businesses in Mississippi who participated in WIOA workforce programs. Eligible job seekers had received help finding a job within the last several months and were either adults or dislocated workers. Eligible businesses have received a substantial service that had either been completed or was ongoing at the time of the survey. In order to improve the response rate, a letter was mailed to each participant to be surveyed prior to conducting the telephone survey. A total of 1,000 surveys were completed with each group accounting for 500 surveys each. The participation results are as follow:

SURVEY COMPLETION RESULTS			
	SURVEY PARTICIPANTS	SURVEYS COMPLETED	RESPONSE RATE
Job Seeker	1,026	500	48.73%
Businesses	762	500	65.62%

Results being generalized to each type of customer indicate that both businesses and job seekers are satisfied with the services they received from the local WIN Job Centers and other providers. This suggests that service providers are consistently meeting the needs of their customers. Overall, the state-level results are largely reflected across WIOA areas, indicating that job seekers and businesses are satisfied with the services they are receiving from the service providers in their area.

Survey Questions

Three questions were used to determine how satisfied job seekers and businesses were with the services they received. Question 1 asked job seekers or businesses to rate their overall satisfaction with the services received. Question 2 asked how closely the services received met the expectations of the job seeker or business. Question 3 asked if the services received were ideal for an individual or business in the same circumstances.

Response from each of the three questions were used to calculate the American Customer Satisfaction Index (ACSI).

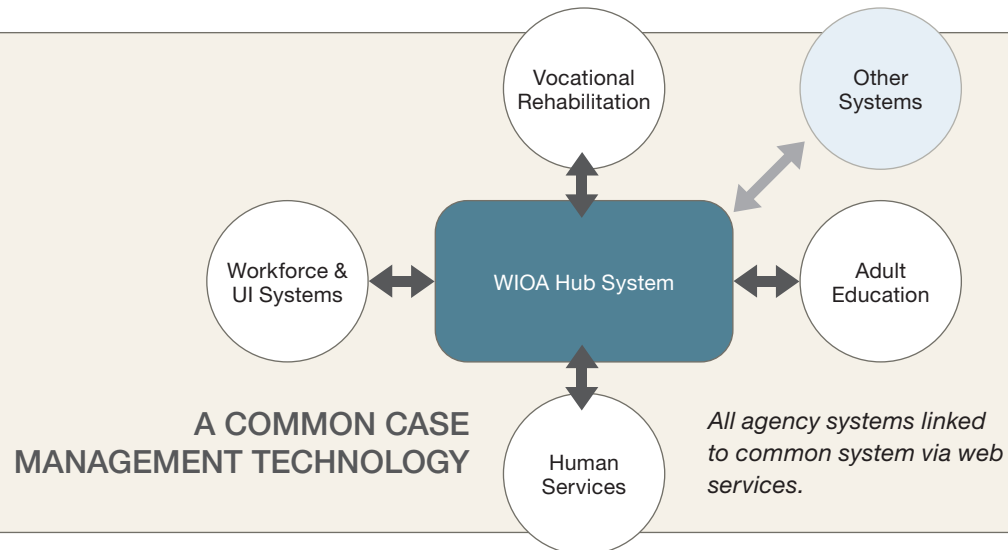
2019 JOB SEEKER SATISFACTION	
	RATE
Delta	75.81
MS Partnership	71.74
Southcentral	77.06
Twin Districts	76.83
State Average	75.20

2019 BUSINESS SATISFACTION	
	RATE
Delta	67.11
MS Partnership	70.48
Southcentral	70.74
Twin Districts	71.26
State Average	70.15

In addition to sharing the annual results with the local workforce development areas (LWDAs) and agency management, the MDES staff also participates in quarterly meetings with workforce managers ensuring that customer satisfaction remains a high priority. Feedback will be used by the four LWDAs and results incorporated in customer service training for staff in the WIN Job Centers and at other providers.

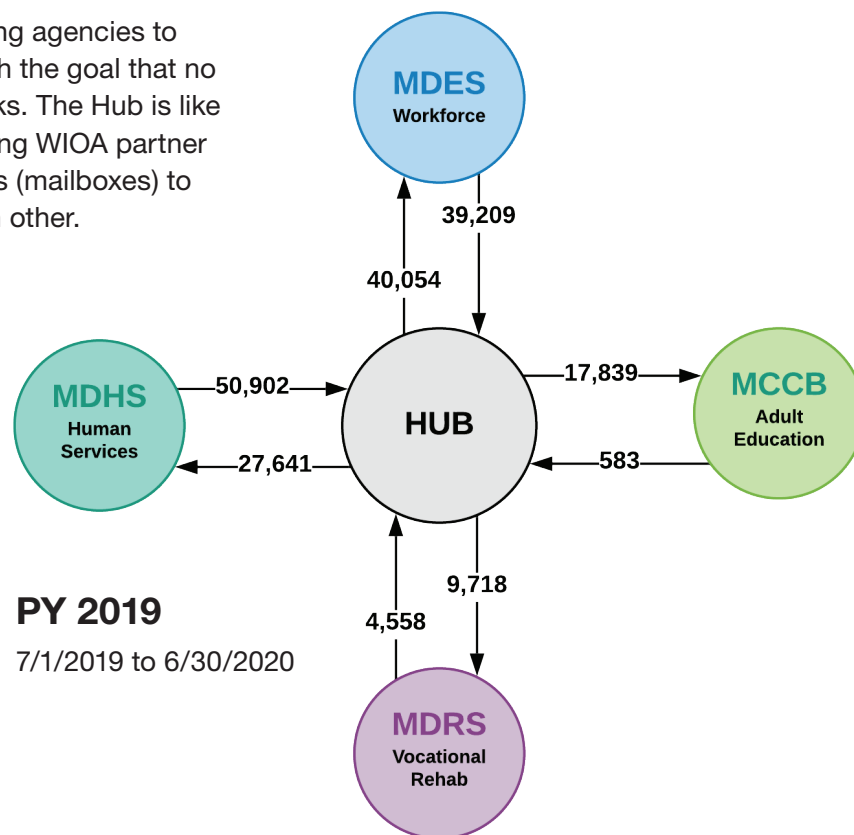
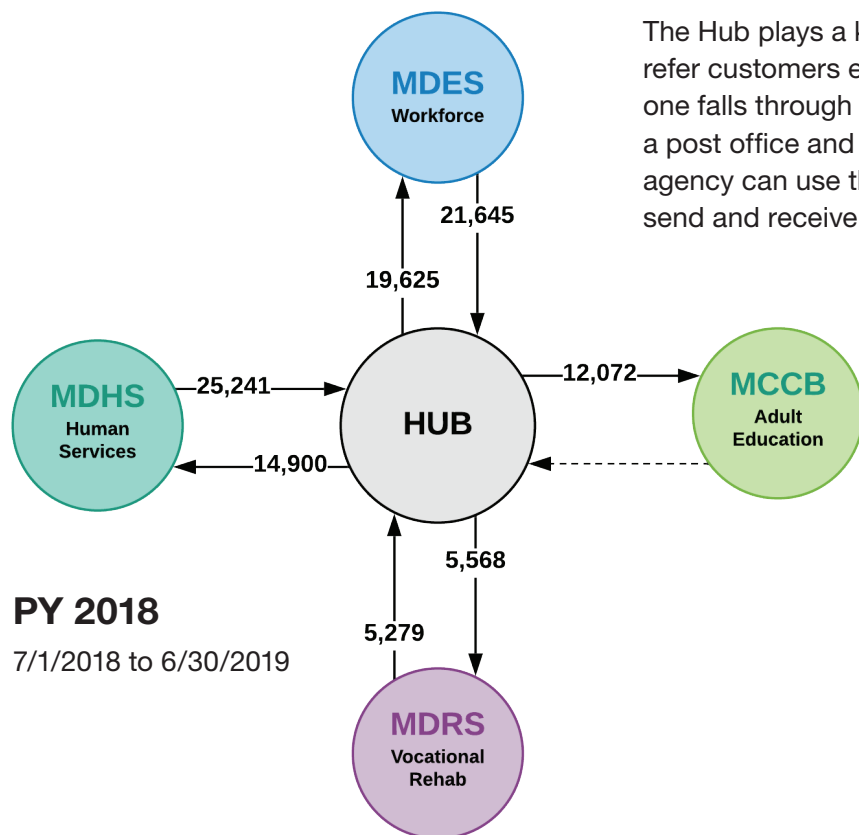
WIOA Hub

Mississippi designed and developed a centralized system called the “WIOA Hub” to assist individuals across the WIOA partner agencies. The Hub allows agencies to work together to ensure that customers get connected to the services they need to succeed. The growth of the WIOA Hub referrals was significant between PY 2018 and PY 2019 as the diagrams below illustrate.



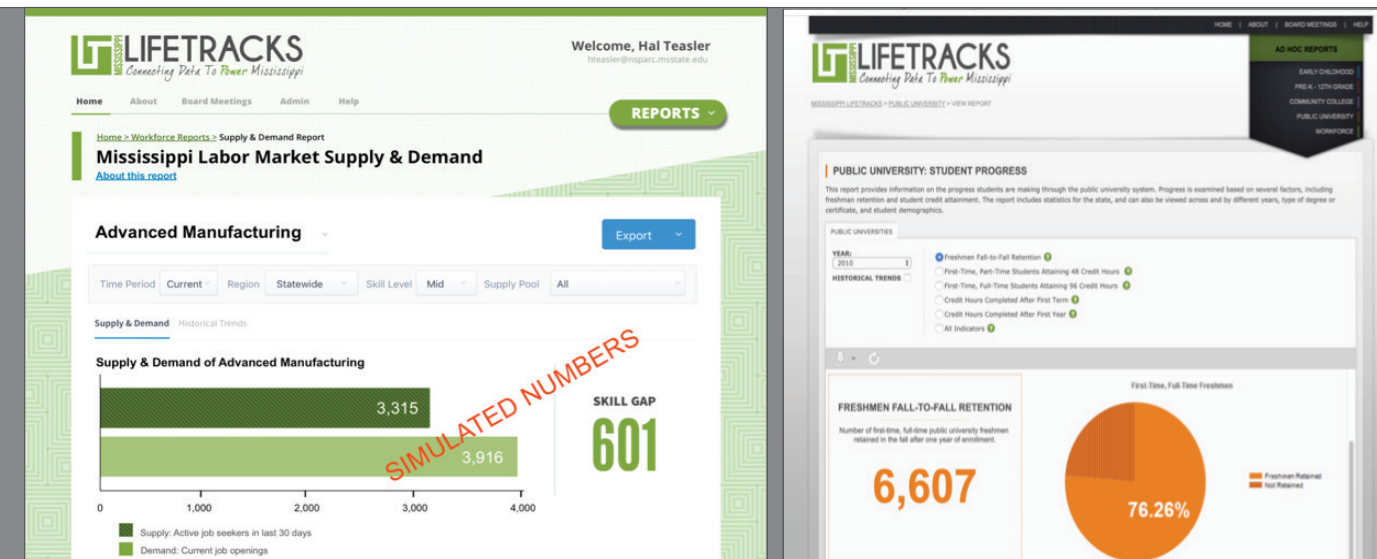
Referrals

The Hub plays a key role in allowing agencies to refer customers electronically, with the goal that no one falls through procedural cracks. The Hub is like a post office and every participating WIOA partner agency can use their own systems (mailboxes) to send and receive referrals to each other.



State Longitudinal Data System (SLDS)

Mississippi received the WDQI supergrant because our State Longitudinal Data System (SLDS) is one of the most mature in the United States.



WHAT IS LONGITUDINAL DATA?

Longitudinal data are accumulated over time and provide an opportunity to identify and track progress and/or trends.

WHAT IS SLDS?

SLDS is a state system that uses state data as a valuable resource for understanding how to improve services, ensure good educational outcomes, and guarantee training that leads to good jobs. The data for Mississippi's SLDS are provided by state agencies that serve Mississippians in the areas of education, human services, corrections, vocational rehabilitation services, and employment security. This provides a complete picture of the state.

HOW DOES THE SLDS HELP EVERY MISSISSIPPIAN?

There are many ways that SLDS helps, but one clear example is in the area of economic development. Imagine you wanted to start a company in Mississippi that uses pine wood to make custom furniture. One look around shows that there are plenty of pine trees, but what about skilled workers? The SLDS allows prospective companies to see Mississippi's people as clearly as they see the trees. SLDS data provide an accurate picture of available workers, including the training pipeline, that a company can use when deciding to locate in Mississippi, giving Mississippi a huge advantage.

Eligible Training Provider List

Mississippi's ETPL website contains information about approved training providers and programs. The purpose of the ETPL is to provide customer-focused employment training. Training providers who are eligible to receive Individual Training Accounts (ITAs) through WIOA Title I-B funds are listed on the ETPL.

Training Service Providers may apply to have new training courses added to the list and may edit existing training courses during the State's annual open enrollment and recertification period April 1-15. System Administrators may access the database for approval or denial of programs.

ELIGIBLE TRAINING PROVIDER LIST
Available Online
Serving 1,173 Participants
Serving 39 Providers
Offering 648 Courses
234 Courses Utilized by Participants
Tracks ITAs
Tracks OJTs
Tracks Payments
Interacts Daily with the DFA system/MAGIC

Data Validation

Data Validation is conducted and documented on an annual basis according to prior established processes and procedures. Training is conducted on an as-needed basis when requested by Local Workforce Development Areas. MDES Performance and Reporting unit staff are required to attend Department of Labor training regarding WIOA guidance.

During the preparation of the Participant Individual Record Layout (PIRL), the National Strategic Planning and Analysis Center (nSPARC) at Mississippi State University personnel reviews program data for errors, missing data, out-of-range values, and anomalies. Quarterly program reviews are performed by the Performance and Reporting Unit at MDES prior to presenting the results to MDES management for approval and certification.

Data Validation was a high priority during Program Year 2019 at MDES. Along with the cooperation of nSPARC, the Performance and Reporting Unit at MDES initiated several projects to improve data integrity. These initiatives targeted data elements in all WIOA programs and included such topics as priority of service, proper resulting of services, and other miscellaneous topics.

MDES will continue to focus on improving processes and procedures to include quarterly data validation activities and more frequent training opportunities for location personnel.

Mississippi Active Waivers

Mississippi requested a waiver associated with the requirement at WIOA Section 129(a)(4)(A) and 20 CFR 681.410 that the State and local areas expend 75 percent of the Governor's Reserve youth funds and Local Formula youth funds on out-of-school youth (OSY). The U.S. Department of Labor approved this waiver for Program Years (PYs) 2019 and 2020. Under this waiver, the State and local areas may lower the expenditure requirement of Governor's Reserve from 75 to 50 percent for OSY. Our expectation is that the number of in-school youth (ISY) served will increase and performance accountability outcomes for overall WIOA Youth (including both in- and out-of-school youth) will remain steady or increase for the majority of the WIOA Youth performance indicators. Performance data is not provided for PY19 but will be reported as soon as it is available.

Although other LWDAs are expanding their ISY services in PY20, during PY19, only the Mississippi Partnership LWDA exceeded the statutory 25% ISY limit and made use of the waiver. This is their story.

A recurring topic from businesses in The Mississippi Partnership Local Workforce Development Area (MS Partnership) is the need for workers who come to work on time and know the basics needed to keep a job. The MS Partnership Youth Program, currently known as the Gateway Youth Program, came into existence by listening to these employers. The program is designed to help prepare youth for entering the workforce. The MS Partnership understands the need to reach youth as early as possible to develop good work ethics and expose individuals to career opportunities in their region that align with our sector strategy plan. The Gateway Youth Program's mission is to diminish the "brain drain" and ensure a qualified pipeline of young job seekers in the workforce area.

The Youth Gateway Program serves both in-school and out-of-school youth and assisted over 660 youth in PY 2019. The area's youth programs are provided through a network of six in-school youth providers and four out-of-school youth providers. Of the 660 youth served during PY 2019, 270 were participants in the in-school program made possible by utilization of the waiver. The local area spent 31.5% of their total youth allocation on their in-school program. Without the waiver, this would not have been possible. They project that their in-school program will continue to grow and flourish. The youth programs are designed to assist youth in developing career pathways, assist with alleviating barriers impeding their success including assistance with obtaining recognized credentials such as high school equivalencies and ACT® National Career Readiness Certificates, to expose youth to essential job skills needed to succeed in the workforce, and provide opportunities for the youth to develop those essential job skills by providing paid work experiences.

GOVERNOR’S RESERVE FUNDING

Jobs for Mississippi Graduates Inc. (JMG)

Jobs for Mississippi Graduates (JMG), Inc., is a private non-profit organization initiated in 1990. JMG’s target population focused on at-risk and disadvantaged young people enrolled in public schools. In 1990, JMG became an affiliate of one of the most successful school-to-career programs in the nation, Jobs for America’s Graduates, (JAG) Inc.

JMG continues to lead the fight in Mississippi to help students achieve success by overcoming barriers and factors that cause them to drop out of school. JMG’s mission is to keep young people in school through graduation and provide work-based learning experiences that will lead to career advancement opportunities or to enroll in a postsecondary institution that leads to a rewarding career.

For Program Year 2019, JMG provided education and workforce training for Mississippi youth 16-24 years of age. The array of services to these individuals was designed to improve their employability skills and stabilize the family unit. The services consist of adult education, career and technical education, and workforce training programs that align with the various sector strategies identified by the Local Workforce Development Boards and addresses the skills gap identified in the state’s WIOA Plan.

The youth programs that JMG has provided across the state for over 26 years center around improvement of the high school graduation rate, assisting those youth who have dropped out of high school to obtain their high school equivalence, and provide the requisite supportive services (academic remediation, mentorship, and emotional support) to ensure their successful on-boarding into a career pathway.

Some of the methodologies employed include work based learning; career exploration; tutoring; remediation; Science, Technology, Engineering, and Math (STEM) related activities; field trips (to major employers’ facilities and colleges); guest speaker presentations; internships; and employability skills training. The prevailing objective of the JMG Program is to improve the quality of Mississippi’s workforce.



PROJECT ACCOMPLISHMENTS DURING PY19
92% Graduation Rate for Class of 2019 (591 out 641)
100% Graduation Rate for Class of 2020
47% Post Secondary Enrollment Rate for Class of 2019 (279 out 591)
22% Workforce Participation Rate for Class of 2019
21% Available but unemployed



Jones County Junior College

Jones County Junior College (JCJC) equips students with quality workforce training for jobs of the future. JCJC's enhanced virtual reality (VR) learning experience offers students the opportunity to learn through traditional classroom training and complete virtual immersion into a subject or trade skill. In addition, students can obtain certificates, degrees, national credentials, and/or other skills that can lead to employment opportunities.



Mississippi Gulf Coast Community College

Mississippi Gulf Coast Community College (MGCCC) Heavy Equipment Maintenance Technology Program (HEMT) provides students with the hands-on training, instruction, and credentials needed to fill the documented skills-gap in heavy equipment. In addition, HEMT expands students' knowledge of Diesel Mechanics Technology options.

Due to the COVID-19 outbreak, all instruction at MGCCC has moved to the college's online platform. As of March 31, 2020, initial training began with six students under workforce training. All six students successfully completed the first courses and were awarded 18 credit hours.



Refill Jackson Initiative

The Refill Jackson Initiative (RJI) Workforce Training Program empowers young adults, ages 18 to 24, by providing professional and interpersonal development opportunities that prepare them to navigate and excel in the workforce. The program achieved much success, with a 74.3% graduation rate among all participants. Of the 12 graduates from Cohort 2020.1, five began paid internships, one secured employment, and one enrolled in classes at Hinds Community College.

Christian Burns is a mother of two young children and a graduate of Lanier High School, but lacked opportunities to develop her professional and technological skills. She was referred to RJI by her high school counselor. Throughout the training program, Ms. Burns had a positive attitude and excelled when serving customers in the Refill Café.

After graduation, Ms. Burns decided to pursue a Refill Internship as a receptionist at Stewpot's Opportunity Center. Christy Burkett, the Director of the Opportunity Center, shared that she is impressed with Ms. Burn's jump-right-in attitude and plans to increase her job responsibilities over time.

Because of Refill, Ms. Burns is motivated to explore new things and is more confident working with computers. RJI's mission is that all participants like Christian gain confidence, motivation, new skills, and find success.



Hinds Community College (HCC)

Project: WIOA Manufacturing Academy II

Target Population: Adult, Dislocated Worker, Youth, Veterans, and Individuals with a Disability

For Program Year 2019, Hinds Community College used Governor's Reserve funding to expand training capabilities to meet the needs of the growing economy in the Advanced Manufacturing Sector. The purpose of the subgrant was to provide an accelerated pathway specifically designed to move low-skilled Mississippians to middle-skilled careers that provide a self- or family-sustaining income.

In Program Year 2019, 753 students were exposed to the equipment that was purchased with WIOA funds and enhanced HCC's Manufacturing Academy II Project.

GOAL	MANUFACTURING ACADEMY II PROJECT GOALS
1	Develop a Pipeline of Skilled Workers for the Advanced Manufacturing Sector (Aligned to State WIOA Goal 1, 2, & 3)
2	Implement Wrap-Around Support Services for WIOA Participants (Aligned to State WIOA Goal 1, 2, & 3)
3	Integrated Education and Training Skills Instruction for WIOA Participants. (Aligned to State WIOA Goal 1, 2, & 3)
4	Scale Internship and Apprenticeship Activities (Aligned to State WIOA Goal 1, 2, & 3)
GOAL	ACCOMPLISHMENTS OF THE PROJECT/PROGRAM DURING PY19
1	753 participants served; 367 program graduates (note, some participants decided to complete short term training components but not graduate with a degree or certificate)
2	All participants had access to campus navigators to assist with Wrap-Around Support Services
3	179 students participated in Integrated Education and Technical Skills Training
4	86 Internships and 24 Apprenticeships

CAREER PATHWAY SUCCESS STORY

FATHER OF TWO CREDITS HINDS CC FOR RELAUNCHING CAREER, SETTING GOOD EXAMPLE AT HOME

Mr. Blevins credited Hinds Community College (HCC) with lifting a huge weight off his shoulders by helping him restart his education.

He is a single father of two who applied his skills as a forklift operator for years before returning to school. Mr. Blevins took courses at the Rankin Campus Career-Technical Education building and benefited from WIOA funding that provides federal aid to support training for qualified students in approved career-tech programs at HCC. Even when the COVID pandemic hit, HCC provided alternative training and support for students.

This past semester, he earned an Associate in Applied Science degree in Electromechanical Technology and was on the Dean's List. Ceremonies were adjusted from the traditional format due to the ongoing coronavirus pandemic, and Mr. Blevins was among 619 students who received at least one credential from the college during drive-through ceremonies.

Mr. Blevins plans to continue his education at Jackson State University and complete a degree in industrial engineering, an achievement he says will serve as the best inspiration possible for his two daughters.

"I believe in leading by example," he said. "The reason that I decided to go back to school is because I am a single father and I am determined to set a great example for my daughters."



Walter Blevins, with daughters Ly'Niah, 9, left, and L'Deja, 11, right

MISSISSIPPI APPRENTICESHIP PROGRAM (MAP)

The Mississippi Apprenticeship Program (MAP) works with community college and industry partners across the state to strengthen the workforce and provide more opportunities for Mississippians to participate in apprenticeship programs. These programs represent a variety of fields such as manufacturing, transportation and logistics, energy and utilities, banking and finance, and more that enable our state's residents to earn a living wage while learning a new skill that could lead to a meaningful career.

As a part of these efforts, MAP works to ensure people of diverse backgrounds learn about and take advantage of these programs across the state.





MISSISSIPPI COMMUNITY COLLEGE BOARD OFFICE OF ADULT EDUCATION

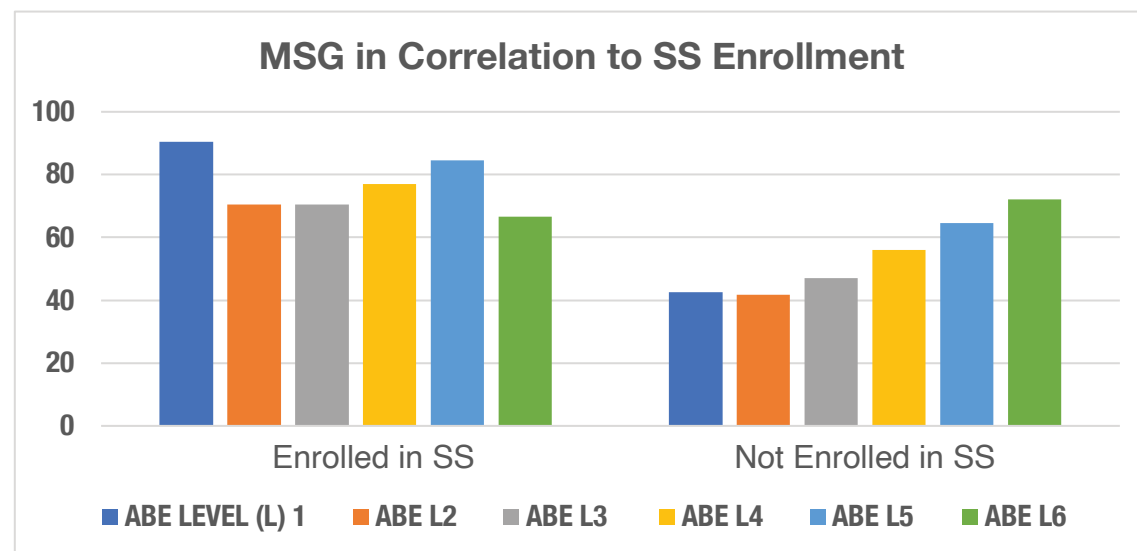
Currently, Mississippi has over 361,000 individuals that are 18 years or older without a high school diploma. During PY19, the Mississippi Community College Board (MCCB) intentionally worked hard to change the mindset of adult education with our initiative, Skill UP MS, since we've advanced to be so much more than just getting a high school equivalency (HSE) diploma.

Adult Education (AE) programs, administered by the Office of Adult Education (OAE) at MCCB, provide adults with the education needed for functional literacy before they move on to employment or additional education and training. AE programs are designed to offer opportunities that will enhance the skills and abilities of individuals preparing for the workforce or additional educational activities through various initiatives, such as HSE diploma preparation, Smart Start (SS) Pathway Course, Mississippi Integrated Basic Education and Training (MIBEST), and ACT WorkKeys Assessments leading to the National Career Readiness Certificate (NCRC).

Smart Start Pathway Course

Adult education participants can earn a Smart Start Credential, a 45-hour work-ready program of study that includes the NCRC, other stackable credentials, and completed coursework in: communication, teamwork, professionalism, critical thinking, and problem solving. Since 2015, the OAE has awarded **7,239** Smart Start Credentials, with **2,365** awarded during the 2019-2020 fiscal year.

Using the adult education management system, the data shows definitive results that students who complete the Smart Start Pathway Course are developing skills at a faster rate than those who did not complete the course. Students who did not complete the Smart Start Pathway Course resulted in a 45.5% Measurable Skills Gain (MSG) performance, whereas students who did **complete the course resulted in a 72.6% MSG performance** as shown at right:



Smart Start and College Credit

Beginning July 1, 2017, upon successful completion of the Smart Start credential requirements, a student is eligible to receive college credit under the following course code SSP 1002 with the option for colleges to increase an hour or decrease an hour in college credit, meaning the course code could be SSP 1001 or SSP 1003. **Community colleges have opted for SSP 1003 and the table below signifies the student success rate:**

SSP 1003 TREND	FALL 2018	SPRING 2019	FALL 2019
Enrolled	81	60	401
Passed	72	49	333

Smart Start as a Dual Credit Substitution

The Mississippi Department of Education (MDE) requires all high school graduates beginning with the Class of 2022 to pass a specifically designed College and Career Readiness (CCR) course. Since the goals and outcomes of the CCR course are very similar to those of the Smart Start Pathway Course, **MDE has decided to allow Smart Start to serve as a substitution for the CCR high school graduation requirement as long as the following additional instructional modules are added each time the course is delivered for dual credit:**

- Student Portfolio
- Digital Literacy
- Community Service
- Postsecondary Education/Financial Aid

More information can be found at <https://www.mdek12.org/ese/College-and-Career-Readiness>.

College Guide for Adults 2020-2021

The OAE contributed resources and information regarding HSE, Smart Start, MIBEST, and the NCRC to the College Guide for Adults created by Get 2 College. *View the guide at <https://get2college.org/adult-students>.*

Referrals

For 2019-2020, through the electronic referral process, adult education has enrolled **3,167 referred participants** from WIOA Core Partners:

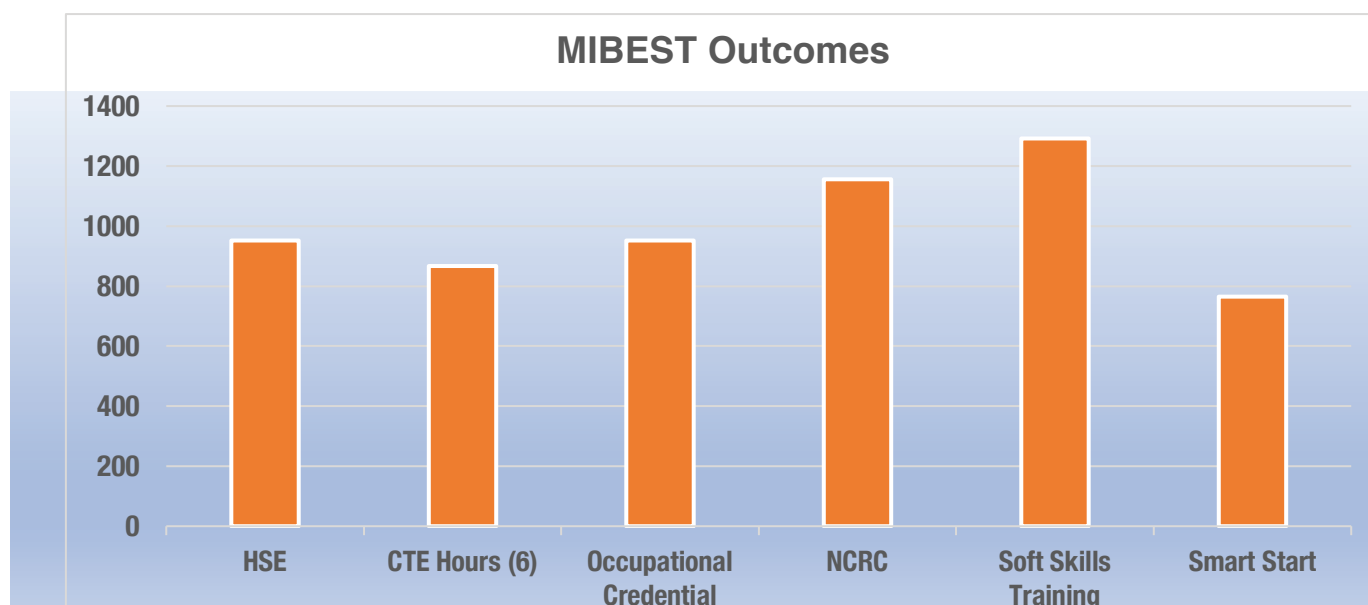
Mississippi Department of Employment Security	1,871
Mississippi Department of Human Services	1,150
Mississippi Department of Rehabilitation Services	146

WIOA Core Follow-up Outcome Measures

Employment Second Quarter after Exit	46.37%
Employment Fourth Quarter after Exit	46.58%
Attained a Secondary School Diploma & Enrolled in PS Ed or Training within one year of exit	28.06%
Attained a Secondary School Diploma/Recognized Equivalent and Employed within one year of exit	29.09%
Attained Any Credential (Unduplicated)	28.86%

MIBEST

MIBEST contextualized and standards-based instruction, allows participants to earn certifications and/or college credits while working on the high school equivalency diploma. MIBEST career pathways are developed and created to help participants improve basic and occupational skills in order to successfully move forward on a career path. **Currently, there are over 1,700 students enrolled in a MIBEST pathway with the following outcomes:**



COVID-19 and Digital Literacy

COVID-19 forced adult education programs to rethink how education opportunities are provided. All AE programs submitted and implemented a distance education plan to the OAE outlining their means of delivery and support to their students. Programs have fully integrated technology into classroom instruction through various online formats, such as Zoom, Google Classroom, Canvas, Aztec, and Burlington English.

AE programs have demonstrated great resourcefulness and resiliency when suddenly transitioning to remote instruction despite numerous technological, resource, and life change barriers. COVID-19 did affect adult education, programs, staff, and students. However, despite the challenges of the pandemic, Mississippi reported 46% measurable skill gains for PY 19 participants, just shy of the annual target goal of 50%.

In order to provide guidance and support to local adult education programs enabling continuous educational opportunities via distance learning, the Instructional Specialist (IS) for Adult Education position was created. The IS is responsible for designing and facilitating the new statewide online delivery model for the HSE, as well as assisting in training for the Smart Start Pathway Course in the event programs are not able to meet face-to-face due to pandemics like COVID and for participants who cannot attend classes due to childcare, transportation, or other personal situations.

CAREER PATHWAY SUCCESS STORY Changing the Hand I Was Dealt

by Shasta Drummond

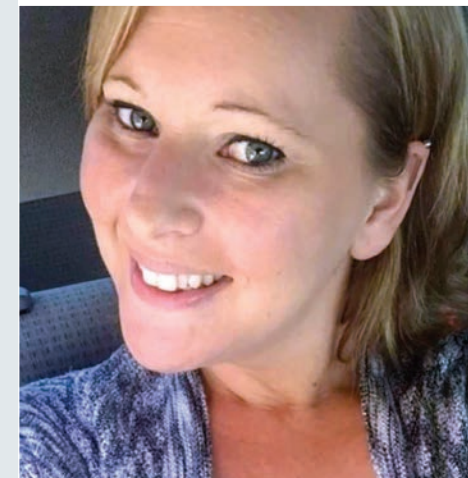
From a young age, I've had the cards stacked against me. My mother was a prostitute, and my father was a drug addict. By the time I was seven years old, I found myself stuck in what seemed like an endless cycle of moving from foster home to foster home. With many factors continually changing in my life, learning in school was exceptionally difficult.

In tenth grade, I moved in with my mother and her boyfriend, which led to abuse, homelessness, and eventually dropping out of school. Years later, I became pregnant and realized that I wanted my life to change. I was tired of being at the mercy of others and wanted to give my daughter the best life I possibly could.

I left an abusive relationship, moved to Mississippi, and began pursuing my education. When I started the Smart Start program at Northeast Mississippi Community College (NEMCC), I was terrified because of my past experiences in school. That changed, though. NEMCC had wonderful encouraging teachers who took away the fear and helped me feel secure and confident about my education.

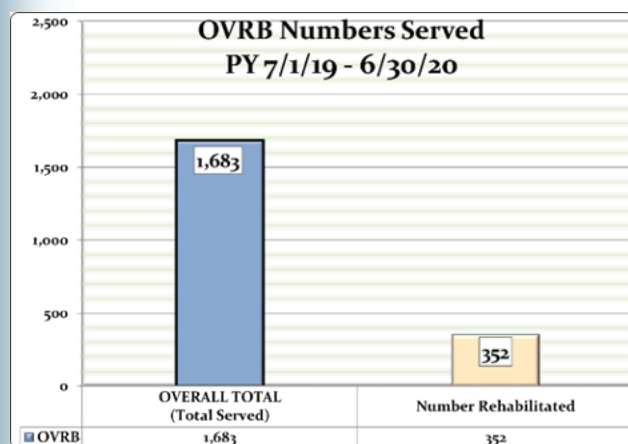
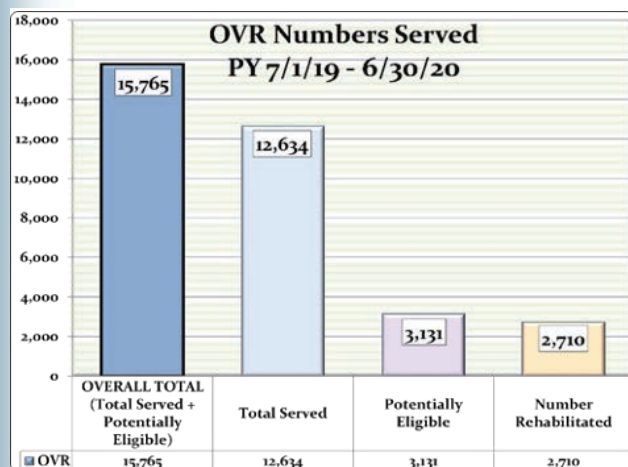
Once I completed Smart Start, I enrolled in evening classes at NEMCC. I was nervous about starting the program but found the instructors to be supportive and encouraging. They helped me push through my testing anxiety and proved to be my biggest cheerleaders.

The instructors continued to be supportive even when we transitioned to learning virtually due to COVID. When I complete the medical terminology class, I will be prepared to start the fall semester as a full-time student in the nursing program.



It has been a long and trying road, but I have succeeded. My education will allow me to give my daughter the life I never had. I cannot express in words how much this opportunity has meant to me.

TITLE IV. GENERAL VOCATIONAL REHABILITATION AND VOCATIONAL REHABILITATION FOR THE BLIND



**Employment Rate
PY 2019, Quarter IV:
74.0%**

OFFICE OF VOCATIONAL REHABILITATION (OVR)

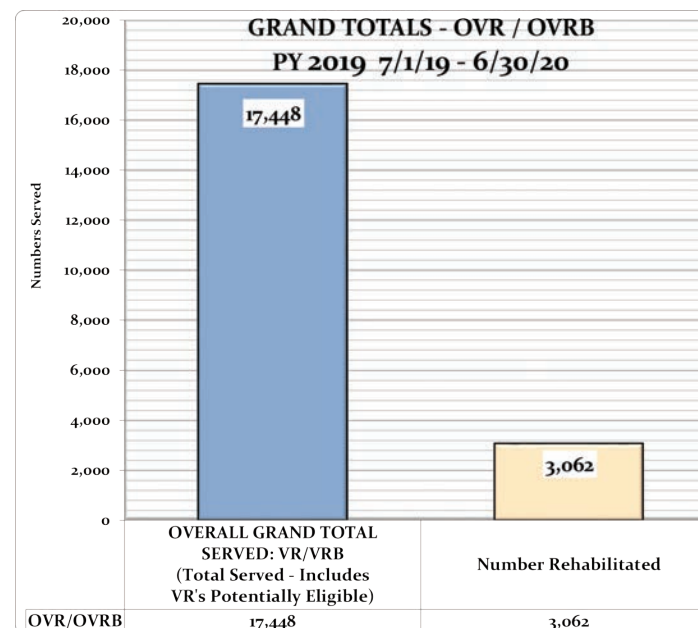
Office of Vocational Rehabilitation assists eligible individuals with disabilities prepare for, secure, retain, advance in, or regain employment in careers that are consistent with the individual's unique employment factors – strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choices. Vocational Rehabilitation begins with an assessment to help determine the individual's employment factors. The counselor and the client work together to develop an Individualized Plan for Employment (IPE) that outlines the employment objective and the VR services required to meet the employment goal.

OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND (OVRB)

Office of Vocational Rehabilitation for the Blind assists eligible individuals who are Blind, Deaf-Blind, and Visually Impaired prepare for, secure, retain, advance in, or regain employment in careers that are consistent with the individual's unique employment factors - strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choices. Vocational Rehabilitation begins with an assessment to help determine the individual's employment factors. The counselor and the client work together to develop an IPE that outlines the employment objective and the VR services required to meet the employment goal.



Opportunities for Independence



OVR SERVICES INCLUDE BUT ARE NOT LIMITED TO

PRE-EMPLOYMENT TRANSITION AND TRANSITION SERVICES

Pre-Employment Transition Services (Pre-ETS) and Employment Transition Services (ETS) for potentially eligible students with disabilities include Job Exploration Counseling, Work-Based Learning Experiences, counseling on Enrollment in Postsecondary Training Opportunities, Workplace Readiness Training, and Instruction in Self-Advocacy including Peer Mentoring. OVR/OVRB collaborates with local school districts statewide to assist students in making a successful transition from secondary school life to employment or training. Those served include: potentially eligible students with disabilities – 3,131; Transition Students – 3,849; and Transition Students served by OVRB – 211. OVR/OVRB also provided several ETS and Pre-ETS Training Programs, conferences, and boot camps around the state.

CAREER SERVICES

Career Services include, but are not limited to, VR Counseling and Guidance, Assessment, Diagnosis and Treatment of Impairments, Job Prep/Job Search, Job Placement, Short-Term Job Training, Assistive Technology, Benefits Counseling, and Supported Employment. The IPE for individuals may include one or more of these services. Some individuals require more assistance than others to reach the ultimate goal of getting and keeping a job. In PY 2019, over 6,540 individuals received career services.

TRAINING SERVICES

Training Services include training at a college/university, junior or community college, Occupational or Vocational Training, On-the-Job Training, Apprenticeship Training, and Industry recognized Customized Training, and Orientation and Mobility for individuals with Blindness. Over 2,169 receiving training services were based on RSA Summary of the VR Program Participant Quarter IV Reporting.

MEASURABLE SKILL GAIN/CREDENTIAL ATTAINMENT

In PY 2019, 1,037 individuals served gained skills at a 59.8% rate in Quarter IV. 22.8% individuals served enrolled in Education/Training leading to a recognized postsecondary credential in Quarter IV.

DEAF AND HARD OF HEARING SERVICES

OVR provides services to individuals who are Deaf, Hard of Hearing, or Late-Deafened to assist them in preparing for, securing, retaining, advancing in, or regaining employment. Rehabilitation Counselors for the Deaf work with consumers to help them make informed choices about their career goals and assist them in identifying and obtaining the specialized services and assistive technology equipment needed to help them meet their goal. OVR Deaf and Hard of Hearing services served 2,872 individuals: 1,189 individuals secured, retained, advanced in, or regained employment.

SUPPORTED EMPLOYMENT

Many clients require more extensive support services in order to adjust to or remain on the job. This support is provided through a Vocational Training Instructor or Job Coach. Supported Employment served 552 individuals and 82 obtained and retained employment.

PROJECT SEARCH

Project SEARCH is a national program whose primary objective is to secure competitive employment for people with disabilities. Project SEARCH provides internships and education leading to Competitive Integrated Employment. Currently, seven sites are active and four will begin in 2021.

COMMUNITY REHABILITATION PROGRAMS

OVR is able to expand the delivery of VR services for individuals with disabilities across the state by collaborating and entering into cooperative agreements with other **Community Rehabilitation Programs**. These programs offer a range of VR services to meet the needs of the individuals who are served. In addition, 15 Community Rehabilitation Programs (AbilityWorks) are administered by OVR. These programs provide Vocational Evaluations, Work Adjustment Training, and Customized Training for individuals with disabilities referred by their VR Counselor. AbilityWorks also establishes cooperative agreements with local businesses to provide work experience in the community, Customized Training, and On-the-Job Training. 1,356 individuals were served last year.

Addie McBryde Rehabilitation Center for the Blind provides traditional intensive evaluation, training, and adjustment services on the campus of the University of Mississippi Medical Center. Training was provided to 70 consumers.

BENEFITS COUNSELING WORK INCENTIVE PLANNING AND ASSISTANCE (WIPA) AND TICKET TO WORK AND COST REIMBURSEMENT

Under a system of Work Incentives, eligible individuals with disabilities can look for work, obtain a job, and continue to receive Social Security Insurance (SSI) or Social Security Disability Insurance (SSDI) benefits until they are able to support themselves. These incentives help remove barriers to work so that beneficiaries can find the right job and succeed in the workplace.

THE TICKET TO WORK PROGRAM	The Ticket to Work Program is a voluntary program that provides beneficiaries, ages 18-65, choices for receiving employment services while increasing the providers to serve these individuals. The Social Security Administration (SSA) provides disability beneficiaries with a “ticket” (not a physical ticket) that may be used to obtain VR services and/or support from an Employment Network (EN) of their choice. Vocational Rehabilitation is an Employment Network and had 164 tickets assigned from SSA in PY 2019.
COST REIMBURSEMENT	Cost Reimbursement is a program in which the SSA reimburses OVR for the cost of services provided to eligible SSI/SSDI recipients. The services must result in the individual returning to work for at least nine continuous months at a substantial earnings level, which is referred to as Substantial Gainful Activity (SGA).

MISSISSIPPI DEPARTMENT OF HUMAN SERVICES (MDHS)

MDHS strongly supports Governor Reeves' opinion that Mississippi needs the next generation of workers to be equipped so they can take on any job. Through substantial transition during this program year, MDHS continued to support Mississippi's strategic vision, held by both the former and current governor, by aligning with the WIOA Combined State Plan. MDHS is continuing to develop partnerships with subject matter experts across the state who deliver educational as well as employment and training service opportunities to Mississippians. MDHS partners with state and other community organizations through various workforce programs, including the Supplemental Nutrition Assistance Program (SNAP) Employment and Training (E&T) Program, the Temporary Assistance for Needy Families (TANF) Work Program (TWP), and through other TANF funding opportunities that promote workforce statewide.

SNAP E&T

During PY 19, Hinds Community College enhanced a Smart Start Pathway Course in Hinds County for both mandated able-bodied adults without children (ABAWDs) and volunteers of the SNAP E&T Program through their Third-Party partnership with MDHS. This class was structured to meet participants where they were and offered barrier mitigation ultimately leading to success.

THROUGH PY19, THE HINDS COUNTY CLASSES ALONE YIELDED A TOTAL OF 179 SMART START CREDENTIALS TO PARTICIPANTS:

- | | |
|-----------|--|
| 97 | Smart Start Certificates of Completion /Smart Start Credentials; and |
| 82 | National Career Readiness Certificates (49 Bronze, 21 Silver, 8 Gold, and 4 Platinum). |

Both Smart Start Credentials and the NCRC are recognized through Mississippi as an attestation that an individual has earned valuable skills and credentials to successfully enter the workforce in high-demand occupations.

TANF WORK PROGRAM

MDHS has partnered with MDES since 2017 to provide case management and placement for TWP participants. The link that MDES has to Mississippi's workforce system has played a major role in getting participants back to work, leading to life-changing careers that provide a living wage.



Ms. Bridgett Breedlove is a prime example of how the MDHS and MDES partnership is improving the lives of Mississippians. Ms. Breedlove is a single mother of two who worked as a sales associate and a carhop, both of which paid the minimum wage of \$7.25 an hour. She spent several years as a stay-at-home mom and then became a single parent with little to no experience and in need of the Temporary Assistance for Needy Families (TANF) program for assistance with training, childcare, and transportation.

Ms. Breedlove needed a career that would provide life-sustaining wages to support her family. She was referred to the local WIN Job Center by the George County MDHS Office where she expressed an interest in welding as she completed her initial assessment. Staff helped her create an Individual Employment Plan outlining the steps needed to attain her goal of becoming a welder, and she was referred to the welding program at MS Gulf Coast Community College. Ms. Breedlove chose the welding program that could lead to a degree and welding certification. She successfully completed that program and was hired for a Welding HA position with Huntington Ingalls earning \$16.42 per hour. Ms. Breedlove exemplifies what the TWP is designed to do: provide training and assistance to single moms who need a career that will provide a sustainable wage. Ms. Breedlove now has a career that she loves and that enables her to support her family all by herself.

SERVICES TO VETERANS

The Jobs for Veterans State Grant (JVSG) Program is fully integrated as an essential part of the WIN Job Center network. Between October 1, 2019, and September 30, 2020, some 328 veterans were served under the JVSG program. Of the veterans served, 324, or 98.8%, were given individualized career services.



Integration

Disabled Veterans Outreach Program (DVOP) Specialists funded through the Jobs for Veterans State Grant (JVSG) are included among the WIN Job Center partner staff. The WIN Job Center staff assist veterans, eligible spouses, and other covered persons.

Veterans and eligible spouses are asked to complete an assessment form to determine if they have significant barriers to employment. The WIN Job Center staff provide initial basic career services and refer veterans/eligible spouses with barriers to the DVOP Specialist for individualized career services.

Local Veterans Employment Representatives (LVER) are viable and effective partners in the WIN Job Center delivery system. They participate in employer outreach, job fairs, and other activities related to the JVSG guidelines. LVERs are key members on the MDES Business Services Team participating in business development activities, employer outreach efforts, and in developing jobs

for veterans. To better meet the needs of businesses wishing to hire veterans, a coordinated approach to business outreach and service delivery includes the LVER and other WIN Job Center staff.

Priority of Service

Veterans and eligible spouses (Covered Persons) are given priority of service for the receipt of employment, training, and placement services provided under all Department of Labor-funded programs. These include Wagner-Peyser, National Dislocated Worker Grants, Trade Adjustment Assistance, and the Senior Community Service Employment Program.

WIN Job Center staff identify covered persons at the point of entry to the system. They make each individual aware of their entitlement to priority of service, available programs and services, and eligibility requirements for those programs or services.

To ensure veterans receive consideration for all opportunities for which they qualify, MDES ensures covered persons are aware of (1) their entitlement to priority of service, (2) the full array of employment, training, and placement services available through the WIN Job Centers and all service points, and (3) that all applicable eligibility requirements for these programs are understood and applied.

MDES will also utilize the following as means of providing priority of service:

- Referral of qualified veterans to new job openings, especially Federal Contractor job orders, prior to all non-veteran job referral activity; and
- Placement of veterans at the top of WIOA waiting lists for limited training funds in Individual Training Accounts and On-the-Job Training (ITA and OJT).

MDES management will monitor priority of service by reviewing quarterly, monthly, and ad hoc performance reports.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)



Enrollment into SCSEP allows low-income people over the age of 55 to earn subsidized wages as they update and upgrade their job skills. The goal for each SCSEP participant is to be able to re-enter their local workforce and obtain permanent, unsubsidized employment.

The ten Planning and Development Districts each have sponsors who have job-readiness programs that provide wages, workers' compensation coverage, eligibility determination, and program oversight. It is the host agency partners in the various counties that provide on-site local training, supervision, and mentorship.

In many cases, the host agency will hire the SCSEP participant on a permanent basis, saving agency training dollars.

The SCSEP for PY19 has been greatly impacted by the COVID-19 pandemic. However, the program does have some success stories.

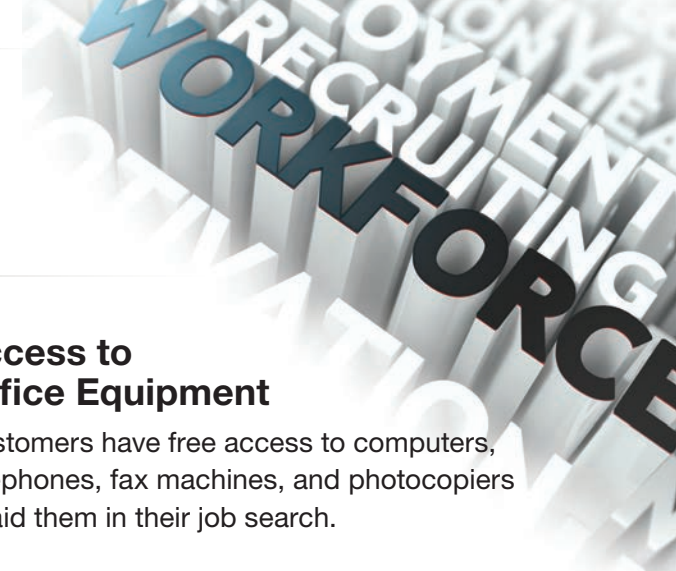
Mary Smith is a SCSEP participant from the North Central Planning and Development District. She is receiving training at Central Mississippi Incorporation, located in Grenada, Mississippi, and is one of the program's shining gems.

Ms. Smith learned about the program through the Grenada WIN Job Center. She needed to work because she had been laid off from her job, had no income, and lacked the necessary skills to gain new employment. Ms. Smith has developed skills in filing and in researching to locate resources for others in need.

Ms. Smith stated that she does not know where she would be if she did not have the Senior Program. SCSEP has provided her with a source of income and is helping her acquire new skills for the workplace. Upon completion of the program, she looks forward to obtaining employment where she can use her new skills.

Mrs. Sherry Langston is 61 and lives in Northeast Mississippi Planning and Development District, an area which has low employment prospects.

Ms. Langston doesn't have a high school equivalency (HSE), and she lacked the necessary skills to enter the workforce. Ms. Langston progressed through SCSEP in eleven (11) months and was moved to unsubsidized employment at the Host Agency, Adult Day Care. She loves working with the seniors and has a great personality. She prepares meals and plays games with the seniors. Ms. Langston continues progress on achieving her HSE. She considers her host agency, Adult Day Care, a wonderful place, and states that the business is constantly growing.



TITLES I & III. WORKFORCE SERVICES

Working with Job Candidates and Laid-Off Workers

Mississippi's network of WIN Job Centers is the centerpiece of the Mississippi Workforce Investment Network. These centers provide easy access to employment services such as education and training for workers, human resource assistance for businesses, and information for economic developers. During Program Year 2019, over 68,200 participants were served under Wagner-Peyser utilizing over \$4,704,140 at a cost of \$69.00 per participant.

Job Search and Placement Assistance

WIN Job Center staff members help customers find work. They also help businesses find employees. People looking for work use WIN Job Center computers to search for jobs on their own or work with available staff. WIN Job Center staff also help clients create or update resumes, conduct job searches, and prepare for job interviews. Staff members provide information on high-demand occupations and available job training to help them be more competitive in the job market.

Information On and Referral to Training

The WIN Job Center staff and online resources connect customers to employment services and training programs of MDES and our workforce partners. Training programs are available to eligible individuals enrolled in Workforce Innovation and Opportunity Act programs who cannot find adequate employment through normal job search strategies.

Assistance on-site or by referral may include occupational skills training, On-the-Job Training, entrepreneurial training, skills upgrading, job readiness training, and adult education and literacy activities. Some workers may be eligible to receive Individual Training Accounts that allow them to choose educational options from a list of eligible training providers.

Internet Access for Job Openings and Resume Posting

People looking for training or jobs have access to Internet-connected computers and WIN Job Center staff members assist with computer-based career exploration and job openings.

Access to Office Equipment

Customers have free access to computers, telephones, fax machines, and photocopiers to aid them in their job search.

Working with Businesses

Businesses operating in Mississippi – or considering a move to the state – will find the WIN in Mississippi system and the WIN Job Centers eager to assist with searching for qualified employees, researching state, local and federal regulations, exploring the state's economic development services, and more.

In support of Mississippi businesses, WIN Job Centers provide a vast array of services, including providing E-Verify, hosting job fairs, posting jobs, screening potential workers, providing meaningful data about Mississippi's labor market, and providing training services all at no cost to businesses and workers.

The WIN in Mississippi system works to gather and produce meaningful information that identifies business needs and employee skill levels. The WIN Job Centers provide information on a variety of services and training opportunities to help businesses.

Recruitment and Screening

- Recruit, screen, and refer a variety of job seekers, ranging from entry-level workers to skilled professionals.
- Recruit full-time, part-time, and seasonal workers.
- Post job openings.
- Host job fairs.
- Partner with businesses to clarify job descriptions and eligibility criteria.
- Screen applicants to ensure that the right workers with the right skills are referred.
- Provide access to federal funding for programs.

Training

- On-the-Job Training helps businesses find workers by reimbursing a portion of expenses incurred during the initial training process. The WIN Job Center can reimburse a company up to one-half the cost of training eligible workers through On-the-Job Training. Reimbursement is based on the trainee's wage at hire date. The amount available to be reimbursed depends upon the intensity of the skills required for the position. On-the-Job Training is limited to 50 percent of a business's workforce and is at the discretion of the Local Workforce Development Board. Businesses may be reimbursed for up to six months. The length of training usually ranges from 160 hours to 1,040 hours per employee. Upon

completion of the training, the company may be eligible for the federal Work Opportunity Tax Credit.

- Refer businesses and job seekers to training programs that support human resource departments.
- Provide information on other types of training services such as pre-employment, incumbent worker, and customized training, which assist the company with the cost of skills upgrading.

Other Services

- Provide businesses with access to the labor pool.
- Provide information about wages and employment trends.
- Keep companies informed about state demographic and economic information.
- Provide information on Alien Employment Certification guidelines.
- Provide office space for interviewing and on-site screening.
- Help businesses determine eligibility for the Work Opportunity Tax Credit, a federal tax savings of up to \$9,600 per person for hiring workers from certain target groups.
- Assist companies with Rapid Response services to help manage layoffs and closures.



Effectiveness In Serving Employers

The state has chosen Employer Penetration Rate and Repeat Business Customers Rate as the two approaches for the Effectiveness in Serving Employers performance indicator pilot. During Program Year 2019, the Employer Penetration Rate was 10.0% and the Repeat Business Customers Rate was 31.6%.

Rapid Response

Rapid Response (RR) is a required activity carried out in the local workforce development areas (LWDAs) by the collaboration of the LWDAs, State, and area partners. RR establishes methods to provide additional assistance to local areas that experience disasters, mass layoffs, plant closings, or other dislocation events when such events increase the number of unemployed individuals.



During PY 2019, the RR team provided services to 19,989 EMPLOYEES and 142 BUSINESSES that were affected by layoffs or closures.



Each of the four LWDAs developed a Layoff Aversion Activity Plan to formalize layoff aversion activities and to provide a standard for evaluation.

PY 2019 proved to be a challenging year due to the COVID-19 pandemic and required modifications to some policies and procedures to effectively serve employers and employees in the state. COVID-19 caused mass layoffs and devastated the state and its workforce. Going on-site to conduct a RR event was no longer possible and a new strategy was needed. The State RR Team partnered with the Unemployment Insurance (UI) Mass Layoff Team to create an innovative procedure for addressing the vast numbers of layoffs by assisting an employer in filing one mass layoff UI claim for all of its employees. Employers were sent the Initial Employer Mass Layoff email as soon as MDES was notified of the layoffs and/or closures. This email included links and attachments that provided all the needed tools and guidelines for the employer to file the mass layoff UI claim, the RR Action Checklist, tools that provided guidance for employees on filing weekly certifications, and FAQs that would be helpful during this time of transition.



Performance Information

The following tables show attainment rates on each performance measure for the state as a whole and for each of the four local workforce development areas. Each year, Mississippi negotiates attainment rates on each common performance measure with the U. S. Department of Labor. All of the data in Mississippi's WIOA performance reports is uniformly reported and validated in accordance with federal requirements.



MISSISSIPPI STATEWIDE PERFORMANCE

STATEWIDE REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	75.0%	86.2%
Adult Employment Rate 4th Quarter After Exit	72.0%	85.3%
Adult Median Earnings 2nd Quarter After Exit	\$5,200	\$6,262
Adult Credential Attainment Rate 4th Quarter After Exit	48.0%	79.4%
Adult Measurable Skill Gain	Baseline	44.4%
Dislocated Worker Employment Rate 2nd Quarter After Exit	70.0%	77.8%
Dislocated Worker Employment Rate 4th Quarter After Exit	68.0%	77.0%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$5,007	\$5,569
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	48.0%	67.8%
Dislocated Worker Measurable Skill Gain	Baseline	44.9%
Youth Employment Rate 2nd Quarter After Exit	72.0%	77.3%
Youth Employment Rate 4th Quarter After Exit	69.7%	80.3%
Youth Credential Attainment Rate 4th Quarter After Exit	70.5%	86.7%
Youth Measurable Skill Gain	Baseline	62.4%
Youth Median Earnings 2nd Quarter After Exit	Baseline	\$2,888
Wagner Peyser Employment Rate 2nd Quarter After Exit	65.0%	70.9%
Wagner Peyser Employment Rate 4th Quarter After Exit	65.3%	68.9%
Wagner Peyser Median Earnings 2nd Quarter After Exit	\$3,900	\$4,238

PY 2019 Cost Per Participant

The state was successful in providing WIOA Title I Program Services that assisted 11,632 participants at a total cost of \$24,863,412. The breakdown of these services along with the cost per participant is outlined in the table below.

WIOA TITLE I PROGRAM YEAR 2019 EXPENDITURES

WIOA TITLE I PROGRAMS	EXPENDITURES	PARTICIPANTS	COST PER PARTICIPANT
ADULT			
Career Services (Basic and Individual)	\$1,759,531	4,700	\$374.37
Training Services	\$6,329,929	2,435	\$2,599.56
Total Adult	\$8,089,460	7,135	\$1,133.77
DISLOCATED WORKER			
Career Services (Basic and Individual)	\$8,098,128	2,634	\$3,074.46
Training Services	\$1,373,257	311	\$4,415.62
Total Dislocated Worker	\$9,471,385	2,945	\$3,216.09
YOUTH			
Career Services (Basic and Individual)	\$6,067,330	1,346	\$4,507.67
Training Services	\$1,235,237	206	\$5,996.30
Total Youth	\$7,302,567	1,552	\$4,705.26
Total WIOA Title I Program Year Expenditures	\$24,863,412	11,632	\$2,137.50

APPENDIX

Local Workforce Development Areas and WIN Job Center Locations

Delta

Mitzi Woods, WIOA Director

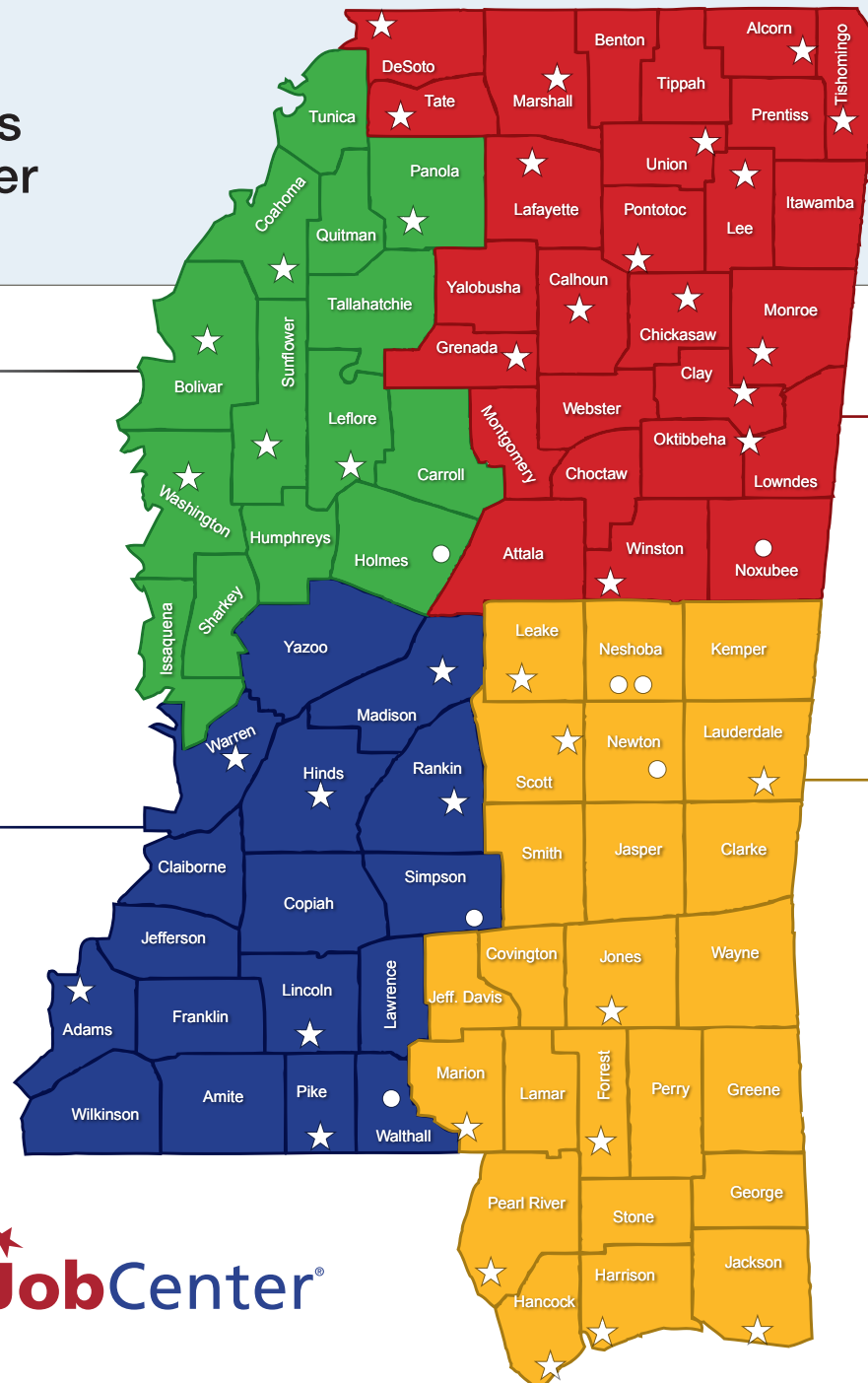
831 South Broadway
Post Office Box 1776
Greenville, MS 38702
Phone: 662-335-6889
Fax: 662-332-5175
Email: mwoods@sdpdd.com

Southcentral Mississippi Works

Mary Powers, Workforce Director

1170 Lakeland Drive
Post Office Box 4935
Phone: 601-321-2169
Email: mpowers@cmpdd.org

- ★ Full-Time WIN Job Centers
- Part-Time WIN Job Centers



The Mississippi Partnership

Bill Renick, WIOA Director

Post Office Box 690
75 South Main Street
Pontotoc, MS 38863
Phone: 662-489-2415
Fax: 662-489-0958
Email: brenick@trpdd.com

Twin Districts

Allison Hawkins, Director of Economic Workforce Development Division
Patricia Morrison, Economic Workforce Manager

10441 Corporate Drive, Suite 1
Gulfport, MS 39503
Phone: 228-868-2311
Email: ahawkins@smpdd.com, pmorrison@smpdd.com

WIN Job Center location information is subject to change. For the most current information, visit us online at mdes.ms.gov



South Delta Planning and Development District

Overview

South Delta Planning and Development District (SDPDD) has been the designated fiscal agent for the Delta Workforce Development Area (DWDA) Board since its inception in 2000. South Delta provides the administrative and fiscal support functions associated with the implementation of the Workforce Innovation and Opportunity Act (WIOA) in the 14 counties of the DWDA.

INTERESTING FACT

Sky Lake is an old, abandoned channel of the Mississippi River located in Humphreys and Leflore Counties near Belzoni in the Mississippi Delta. Native Americans are thought to have occupied the site of Sky Lake and nearby up to several thousand years ago. Ancient bald cypress trees, some more than 1,000 years old, are the main attractions at Sky Lake. The oldest bald cypress there measures nearly 47 feet in circumference and is 70 feet tall. This tree and a slightly smaller cypress 300 feet away are among the largest trees in Mississippi and are likely some of the oldest living things in the state. **VISIT** <http://skylakemississippi.org/>

WIN Job Center Locations

Batesville
662-360-1236
103 Woodland Road #16
P.O. Box 1511
Batesville, MS 38606-1511

Clarksdale
662-624-9001
236 Sharkey Ave., 3rd floor
Federal Building
P.O. Box 640
Clarksdale, MS 38614-0640

Cleveland
662-843-2704
119 N. Commerce Ave.
P.O. Box 1750
Cleveland, MS 38732-1750

Greenville
662-332-8101
Delta Plaza Shopping Center
800 Martin Luther King Blvd.,
Suite C54
P.O. Box 5279
Greenville, MS 38704-5279

Greenwood
662-459-4600
812 W. Park Ave.
P.O. Box 554
Greenwood, MS 38935-0554

Indianola
662-887-2502
226 N. Martin Luther King Drive
P.O. Box 963
Indianola, MS 38751-0963

Lexington
662-834-2426
303 Yazoo Street
Lexington, MS 39095



There are six staff members who support the activities of the DWDA Board in planning and coordination; rapid response activities; management information systems; contract management; fiscal accountability; monitoring; small business development/entrepreneurial/self-employment activities; and administration of adult, dislocated worker, and youth programs.

Training efforts are coordinated with businesses, the four community colleges in the DWDA, the Mississippi Community College Board, the Mississippi Development Authority, the Mississippi Department of Employment Security, the State Workforce Investment Board, Delta Council, local economic development organizations, and other state and local entities to ensure the best use of the funds.

This coordination of funds helps to reduce duplication and leverage existing resources for similar training needs. Training services, which include Customized Training, Internships, Externships, On-the-Job Training, Apprenticeships and Individual Training Accounts are provided to adults, dislocated workers, and youth in the 14-county area.

The Greenville WIN Job Center is the Comprehensive WIN Job Center for the Delta. WIOA core partners physically housed in the Greenville Center include MDHS, MDRS, Adult Education, and MDES. All other WIN Centers in the Delta are affiliate centers.

WIOA services were provided through the following agencies and organizations:	
• Bolivar County CAA • Coahoma Community College (CCC) • EMI Staffing • Mid-State Opportunity, Inc. • Mississippi Department of Employment Security (MDES) • Mississippi Delta Community College (MDCC)	• Mississippi Hospital Association (MHA) • North Central PDD • Northwest MS Community College (NWCC) • Sunflower-Humphreys Counties Progress, Inc. • Warren-Washington-Issaquena-Sharkey Community Action Agency (WWISCAA)

Program Design Strategies

The Delta Sector Strategy Plan is the basis upon which the DWDA programs are designed.

Other strategies include:

- Using social media to reach a wider range of participants
- Offering financial literacy workshops through the Foundation for the Mid South
- Providing entrepreneurial training
- Working with community colleges to develop and fund short-term training programs to meet business demand
- Offering practice tests for high school equivalency testing
- Partnering with MIBEST at the community colleges
- Working with local and regional economic development agencies to recruit new businesses, expand existing businesses, and develop new opportunities for existing businesses
- Working with the State Workforce Investment Board to implement Sector Strategy Plans and facilitate Work Ready Community efforts
- Providing innovative training opportunities

Delta Partnerships Aligned with WIOA Goals

Partnerships are the backbone of all training efforts in the DWDA, including all combined plan partners through referrals to the various programs offered by the partners. Coordinated efforts are made to provide services to specific populations served by plan partners using braided funding from various sources.

Delta Workforce Development Area (DWDA) works with all four community colleges in the service area to provide training for in-demand occupations, such as the Aviation Maintenance Pathway (AMP) program with Northwest MS Community College, the lineman training program and manufacturing basic skills training with Mississippi Delta Community College (MDCC), and specialized training with Coahoma Community Colleges for two new businesses, Image Industries and PeopleShores. We work with local high schools in NCRC testing for career tech students to help them begin to see a career pathway.

All efforts are geared toward creating the workforce ecosystem where everything is aligned and which provides all Deltans the opportunity to be work- or career-ready to support themselves and their families.

Out-of-School Youth Services - The DWDA's youth program is comprised of six

out-of-school youth providers, which includes one community college, one planning and development district, and four community action agencies, serving youth in 14 counties. The participants are ages 16-24, are not attending any school, and possess at least one of the barriers required for eligibility.

New and Different in PY 2019 Youth -

Programmatically, to expedite and make services readily accessible, the DWDA obtained licenses to administer the Tests for Adult Basic Education (TABE) and WorkKeys assessments onsite. As a result, this has decreased the need for transportation to other sites, as well as the length of time to receive results. This has been a great addition and increases the time that can be utilized in training.

A request for proposals was issued to provide services to in-school youth to take advantage of the waiver received that allows DWDA to expend 50 percent of youth funds for Out-



of-School Youth, as opposed to 75 percent. We received and reviewed five proposals. Unfortunately, the onset of the COVID-19 pandemic in March 2020 halted the process.

DWDA invested in a virtual training module through the Success Training Institute 14 Elements effective PY 2020. This training can be used onsite or remotely. It is designed to address each of the WIOA 14 elements either directly or supportively.

The DWDA provides **Small Business Development/Entrepreneurial/Self-Employment Training** to area residents and WIOA customers in accordance with DOL's TEGL12-10 "Supporting Entrepreneurial and Self-Employment Training through the Workforce Investment System." This program addresses the role the workforce investment system plays in support of entrepreneurial activities. Activities are coordinated with Small Business loans, banks, and South Delta's loan program.

Job Fairs – The DWDA works closely with the Governor’s Job Fair Network, WIN Job Centers, economic development groups, and local businesses to plan and implement job fairs each year. Targeted job fairs are held to help employers who are recruiting or expanding their workforce.

Rapid Response (RR) services were coordinated with the state Rapid Response team to respond to both Worker Adjustment and Retraining Notification (WARN) and non-WARN events in the DWDA. The Delta RR team consists of the RR Coordinator at MDES; SDPDD staff member; the Home

Saver Program; WIN Job Center staff representing ES, UI, ITA, OJT, Resource Center and JSST; Community College representative; SDPDD Small Business Developer; and the MS Department of Rehabilitation Services.

TANF Workforce Training Employment Grant provided case management and workforce training services through Career STEP Navigators at Coahoma Community College and the Greenville and Cleveland WIN Job Centers, to TANF and SNAP beneficiaries as well as low-income and unemployed or underemployed participants

throughout the 14 counties. This program kicked off shortly before the pandemic hit, which slowed things down, but it has been refunded for Program Year 2021.

National Dislocated Worker Grant – COVID-19 provides temporary jobs to public entities to help prevent the spread of the COVID-19 virus through screenings and by sanitizing public buildings. Several entities are using the program, including Delta State University, MS Delta Community College campuses in Tunica and Humphreys County, and the Batesville, Greenville, and Greenwood WIN Job Centers. Other counties are coming on board now.

THE ELECTRICAL LINEMAN TRAINING PROGRAM CLASS '19



Because of the many hurricanes and tropical storms lately, many graduates of Classes '19 and '20 left the program and headed straight to working the storms. They quickly saw what all the training was preparing them for.

“We are grateful for the vision of many people in establishing the MDCC Lineman Training Program,” said Delta Electric Power Association General Manager David O’Bryan in a *Today in Mississippi* article in November 2019. “Our former general manager, Ronnie Robertson, was instrumental in making this school possible. Ronnie’s goal was to help establish a local workforce training program to train our local people to be linemen. He knew it was much easier to recruit and retain local people as linemen rather than reaching outside our service territory.”

Ribbon Cutting and Open House at the Lineman Building on the MDCC Campus



The lineman building on the campus at MDCC was completed, with Class '18 being the first class to use the new building.

Funding for the building was provided through private, local, state, and federal partnerships. The Open House and Ribbon Cutting was held September 23, 2019, with Chris Caldwell, Federal Co-Chairman of the Delta Regional Authority as the featured speaker. “This is what workforce development is all about. This partnership of federal, state, local, and private funding and community, coming together to build this lineman facility is TRUE workforce development. I use this program as a model for what others should be doing. If all applications came to us with these kinds of partnerships, it would all be worthwhile.”

— Chris Caldwell, Federal Co-Chairman, Delta Regional Authority.

National Dislocated Worker Grant - The Opioid Grant provides career and training services to participants who have been referred by the Court system because of the Opioid Public Health crisis.

MDA Workforce Training Funds - Seven grants provided workforce training services for the following companies: Baxter International - \$304,000; Crown Cork and Seal - \$102,000; Viking/Lynx Grills - \$204,000; Blauer Manufacturing - \$306,000; Green Serv - \$51,000; Milwaukee Tool - \$600,000; and PeopleShores - \$261,000. Total MDA - \$1,828,000. The Baxter grant ended in PY 2019, but the others are ongoing.

The Electrical Lineman Training Program was developed and first funded in August 2010, in response to energy company needs, and continued with two more classes this year. This program is a collaborative effort with SDPDD, MS Delta Community College, the MS Community College Board, MDES, Delta Electric Power Association, Coahoma EPA, Twin County EPA, Tallahatchie Valley EPA, Entergy, city utility programs, and utility construction companies. The 16-week program prepares trainees to become apprentice linemen trainees with local energy companies and energy construction contractors upon completion.

Classes '19 and '20 completed the program in PY 2019. A total of 320 trainees have completed the program since the beginning. Class 21 is ongoing with 19 trainees.

Sector Strategy Plan

The State Workforce Investment Board (SWIB) engaged the local workforce boards to develop regional plans using the SWIB's Sector Strategy Planning guidance. The Sector Committee of the SWIB approved plans and each area received \$240,000 for implementation. The Delta's initial Sectors were manufacturing, healthcare, and agribusiness, with technology added this year. In addition to Individual Training Accounts (ITAs), the DWDA has also implemented the following programs for our sectors:



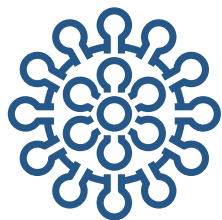
NURSE EXTERN PROGRAM

The Nurse Extern Program through the MS Hospital Association provides nursing students entering their final year of nursing school a 320-hour internship program at a local hospital with a nursing preceptor. It is a great work experience opportunity for the students and provides the hospital a chance to recruit new nurses.



CUSTOMIZED TRAINING

Customized training for new businesses locating in the Delta, such as Image Industries in Clarksdale. The latest SWIB grant provided funds for NCRC testing for high school juniors and seniors in the Delta Workforce Development Area.



NEW AND DIFFERENT

While nobody wants to focus on COVID-19, its onset taught us new and different ways to serve our Delta businesses and workforce population. Virtual reality became a reality. Zoom meetings became the norm. Opportunities for funding exploded. Serving customers through email and phone calls became the new standard and are the way to do it now. We're ready for a return to normal, but are prepared to ride out the pandemic for as long as it takes — still serving customers and still serving employers until normal returns.

SUCCESS STORIES

DELTA: YOUTH

Participants **Rakia Small and Carmen Brown** enrolled in the Warren, Washington, Issaquena, and Sharkey Community Action Agency (WWISCAA) program in July 2019 and October 2019 respectively. However, the worldwide COVID-19 pandemic occurred and added to everyone's stress levels. Ms. Small and Ms. Brown had to adapt their education plans to the new way of doing things while staying focused on the goals and responsibilities and figuring out computer-based training. Both ladies weathered the pandemic and received their Pharmacy Technician certificates through Mississippi Delta Community College Career and Workforce Development Center on May 14, 2020, proving that hard work and flexibility pay off!

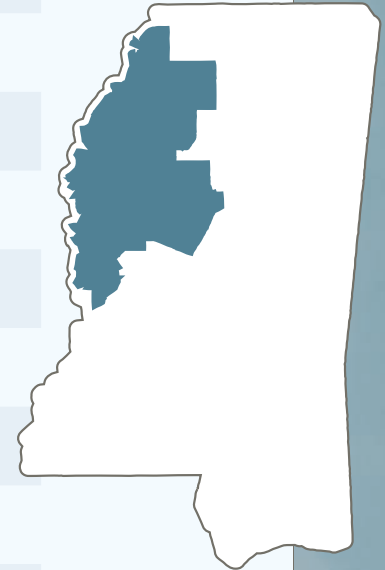
DELTA: WIOA ITA

Brittani Lucus was tired of working as a stocker, cashier, and/or EMT. She was looking for a career and not just a job. Ms. Lucus had always envied the freedom and income that truck drivers enjoyed, so she decided to chase her dream of becoming one. She visited her local WIN Job Center and was awarded an Adult WIOA Individual Training Account that would pay for her to attend Ace Truck Driver Training.

Ms. Lucus resigned her position as an EMT to begin the six-week truck driver training. She earned her certification, CDL license, and accepted a full-time position with Total Transportation of Jackson as a long-distance truck driver. The starting salary of \$1,500 per week, with quarterly bonuses for safe driving, would provide for her family and allow to fulfil her dream of being a truck driver.

WIOA Title I — Performance Information: Delta Local Workforce Development Area

DELTA LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	70.0%	90.2%
Adult Employment Rate 4th Quarter After Exit	74.0%	89.3%
Adult Median Earnings 2nd Quarter After Exit	\$4,600	\$6,016
Adult Credential Attainment Rate 4th Quarter After Exit	46.0%	88.6%
Adult Measurable Skill Gain	Baseline	44.3%
Dislocated Worker Employment Rate 2nd Quarter After Exit	66.0%	82.8%
Dislocated Worker Employment Rate 4th Quarter After Exit	63.0%	86.9%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$4,400	\$5,778
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	51.0%	94.1%
Dislocated Worker Measurable Skill Gain	Baseline	52.7%
Youth Employment Rate 2nd Quarter After Exit	72.0%	83.7%
Youth Employment Rate 4th Quarter After Exit	69.7%	83.3%
Youth Credential Attainment Rate 4th Quarter After Exit	70.5%	99.2%
Youth Measurable Skill Gain	Baseline	27.7%
Youth Median Earnings 2nd Quarter After Exit	Baseline	\$3,094



Three Rivers Planning and Development District

Overview

Three Rivers Planning & Development District, Inc. (TRPDD) serves as the Fiscal and Administrative Agent for The Mississippi Partnership Local Workforce Development Area (MS Partnership). The MS Partnership is the largest geographical workforce area in the state, consisting of 27 counties in the north and northeast section of the state. Through partnerships established with Community Colleges, the Mississippi Department of Employment Security, other planning and development districts, and Core Partners in the area, MS Partnership can provide the highest quality of services to its customers. Over \$6.9 million was contracted for workforce services in the areas of youth and adult in PY 2019 with WIOA service providers..

INTERESTING FACT

Snopes is the name of a family of characters who appear throughout the works of American writer William Faulkner of New Albany/Oxford, Mississippi. When David Mikkelsen, creator of Snopes.com, began publishing on the internet in the late 1980s, he worried even back in those relatively uncrowded days that no one would remember yet another David. He was inspired to adopt a nom-de-Net, selecting one that honored those fictional Faulknerian characters, and began signing his newsgroups posts as “Snopes.”

Over the years Snopes established a reputation for his ability to thoroughly fact-check and debunk false claims. When it came time to name our domain, snopes.com seemed the obvious choice.

Wondering about the pronunciation? It rhymes with “soaps.”

WIN Job Center Locations

Amory

662-256-2618 and
662-256-5617
1619 Highland Drive
P.O. Box 415
Amory, MS 38821-0415

Attala County

662-289-2535
254 Hwy 12 West
Kosciusko, MS 39090

Calhoun County

662-412-3170
237 S. Murphree Street
Pittsboro, MS 38951

Corinth

662-696-2336
2759 S. Harper Road
Corinth, MS 38834-2050

Desoto County

662-280-6218
NWCC Desoto Campus
WIN Job Center Room # 300-L
5197 W. E. Ross Parkway
Southaven, MS 38671

Grenada

662-226-2911
1229-A Sunset Drive
Grenada, MS 38901

Houston

662-407-1219
210 S. Monroe St.
Houston, MS 38851

Iuka

662-423-9231
1107 Maria Lane
Iuka, MS 38852-1120

Louisville

662-773-5051
790 N. Court Ave.
Louisville, MS 39339-2059

Marshall County Workforce Training Center

662-851-4190, 662-851-4191,
& 662-851-4192
4700 Cayce Road
Byhalia, MS 38611

Mayhew

662-243-1751
8731 South Frontage Rd
Mayhew, MS 39753

Noxubee County

662-726-5220
198 Washington Street
Macon, MS 39341

New Albany

662-407-1226
301 North St.
New Albany, MS 38652

Oxford

662-236-7201
1310 Belk Blvd.
Oxford, MS 38655

Pontotoc

662-407-1226
316 Coffee Street
Pontotoc, MS 38863

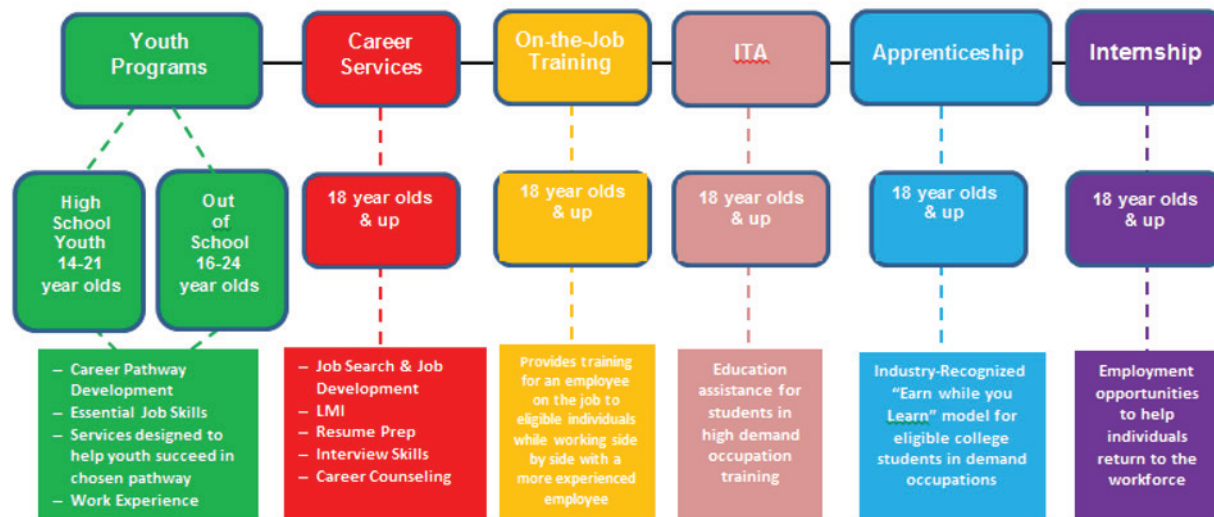
Tate County

662-562-3351
NW Community College
4975 Highway 51 N
Senatobia, MS 38668

West Point

662-243-2647
1899 East TVA Rd
West Point, MS 39773





The MS Partnership designed its local plan and sector strategy plan to align with Mississippi's strategic vision for the workforce system, and all of the workforce programs in our area are now classified as "Gateway Workforce Services." Our Gateway Workforce Services are designed around the needs of businesses in our area and offer help for every Mississippian to become work- or career-ready and to secure his or her dream job here at home. We stay connected with businesses in our area to ensure we are meeting their needs and providing a qualified pipeline of potential employees to sustain and expand their business's economic viability. Our in-demand target sectors are: Advanced Manufacturing, Information Technology, Logistics – Transportation and Distribution, and in PY 2019 Energy was added as a target.

The graph above shows how the Gateway Workforce Services provide assistance in our area to individuals in different stages of life, from youth who are still in high school, to youth who are out-of-school, to adults who are unemployed or underemployed. The ultimate goal of all of our Gateway Workforce Services is to provide every Mississippian in our area the opportunity to gain skills necessary to obtain employment that leads to self-sufficiency while meeting the needs of our local businesses.

Dislocated Worker Success Story

Brandon Morton is a firm believer that faith and hard work will pay off. In

February 2019, among hundreds of others, Mr. Morton was dislocated from his job at Navistar Defense after only seven months.

Mr. Morton suffered a few setbacks due to health issues, but was determined to move ahead. He enrolled in East Mississippi Community College's Composite and Avionics and Cabling Manufacturing programs that were funded through a WIOA Individual Training Account. Both programs were beneficial in providing the skills necessary to move forward in a new career. Mr. Morton developed teamwork skills, manufacturing skills, and received instructional training.

He was granted an eight-week internship with Aurora Flight Sciences in Columbus, Mississippi, that exposed him to experienced composite technicians who shared similar career paths and journeys.

Mr. Morton was hired by Aurora Flight Sciences through the On-the-Job Training program where he continues to learn from the experienced technicians. He is thankful for the opportunity and the assistance he received during his journey. Mr. Morton says, "Even when it seems that the chips are down, always remember that some doors close so other ones can open."

WIN Job Centers

MS Partnership's workforce training funds for PY 2019 increased slightly over the previous year. MS Partnership continues to manage funds carefully to ensure they are able to meet the needs of job seekers and job providers. During this program year, MS Partnership served 1,800 adult workers and 400 dislocated workers through the WIN Job Centers with over 1,340 individuals receiving on-the-job training (OJT), individual training accounts (ITAs), apprenticeship, and internship services.

In PY 2019, MS Partnership continued to collaborate with local governments to provide bricks and mortar locations for WIN Job Centers in their area while concentrating on providing funding for personnel and training for workers. WIN Job Centers provide services that meet workforce needs based on the local economy. The WIN Job Centers are focused on both the potential employee and the business owner. Businesses are encouraged to use the WIN Job Center for networking to find the best potential employees.

The MS Partnership has a tremendous working relationship with the community colleges in the area. Four community colleges (East MS, Itawamba, Northeast, and Northwest) serve 21 counties and their workforce development professionals lead both workforce council meetings and WIOA workforce efforts. WIOA and community college staff coordinate with economic developers to host meetings with businesses interested in locating to the MS Partnership area. Together, they provide a cohesive workforce training package that is instrumental in business recruitment.

In-School Youth Program Success Story

Annie Kate was a high school senior at Bruce High School when she enrolled in the Gateway Youth Program. Annie Kate knew that she wanted to attend college after graduation and was seeking assistance with figuring out her next steps in life. The Gateway Youth Program was a great opportunity for her to explore her career interests and develop a career pathway plan.

In the program, Annie Kate obtained a Silver National Career Readiness Certificate and expressed interest in working in the funeral home industry. She understood that the funeral industry is by no means an easy career option. However, she believed that it can be very fulfilling and rewarding. Annie Kate completed the essential job skills training where she learned the skills that are necessary for success in the workplace.

The Career Coach secured a paid internship with a local funeral home for Annie Kate. During the internship, she used the essential job skills she learned in the Gateway Youth Program. Annie Kate discovered that the funeral services program was a career that she wanted to pursue. The Career Coach assisted her with completing college and scholarship applications. When Annie Kate graduated from high school in May 2020, she was accepted into the Funeral Services Technology program at Northwest Mississippi Community College. Annie Kate is grateful for the opportunity the Gateway Youth Program offered her, and she continues to be successful in the Funeral Services Technology program.



As businesses determine additional training needs, the workforce area and community colleges are sometimes able to pool resources to provide the training. A combination of OJT and customized training (CT) is a powerful tool for retention of existing businesses and recruitment of new businesses.

Youth Programs

A recurring topic from businesses in The Mississippi Partnership is the need for workers to come to work on time and know the basics needed to keep a job. The Mississippi Partnership Youth Program, currently known as the Youth Gateway Program, came into existence by listening to businesses and is designed to help prepare youth for entering the workforce. We understand the need to reach youth as early as possible to develop good work ethics and expose individuals to career opportunities in our region that align with our sector strategy plan. The Youth Gateway Program's mission is to diminish the "brain drain" and ensure a qualified pipeline of young job seekers in our workforce area.

The MS Partnership uses the State of Mississippi's waiver that allows the local workforce areas to lower the target rate of youth expenditures to 50% for out-of-school youth. MS Partnership's Youth Gateway

Program serves both in-school and out-of-school youth. In PY 2019 the Youth Gateway Program assisted over 600 youth. The Youth Gateway Programs are provided through a network of six in-school youth providers and four out-of-school youth providers. The program is designed to assist youth in developing career pathways, and in alleviating barriers impeding their success. In addition, the Youth Gateway Program provides assistance to obtain recognized credentials such as high school equivalencies and ACT® National Career Readiness Certificates, to expose youth to essential job skills (also known as soft skills) needed to succeed in the workforce and to provide opportunities for the youth to develop those essential job skills by providing paid work experiences.

The MS Partnership's youth programs are a "hand-up" not a "hand-out" program. Through the MS Partnership Youth Gateway Programs, individuals are given the tools to improve their skills and enter or reenter the workforce. The Youth Gateway Programs are just the beginning of the opportunities that are available to these individuals. Counselors encourage the participants to continue on the career pathways that are developed and help bridge the gap for these individuals so they can obtain self-sustaining employment.

Out-of-School Youth Program Success Story

After graduating from West Point High School, Isaac Douglas realized that he wanted to pursue employment that would lead to a successful career. After months of searching for work and only finding employment at a local automobile dealership and a local farm, Mr. Douglas realized that he needed help. He began searching for career information and discovered the Gateway Youth Program at East Mississippi Community College (EMCC). He contacted one of the career navigators, found out he was eligible, and enrolled in the program.

During the enrollment process, Mr. Douglas mentioned that he was interested in becoming a commercial truck driver. He completed the essential job skills training and was accepted into training in the EMCC Commercial Driver's License Program. Upon completion of his training, Mr. Douglas was immediately employed with Royal Trucking as a driver. He attributed his success in finding employment quickly to the skills that he learned in the Gateway Youth Program, and he now has a meaningful career.

Industry-Recognized Apprenticeship Program

The MS Partnership continues to develop innovative programs to educate our present and future workforce in career exploration. We continue to provide businesses an opportunity to try out potential applicants in real work settings. We are pleased to enter our fourth year of our Industry-Recognized Apprenticeship Programs. Our Industry-Recognized Apprenticeship Programs partners with Itawamba, Northeast MS, Northwest MS, and East MS Community Colleges. These programs consist of up to two years of community college instruction plus work experience specific to their instruction in partnership with local industries. The “earn while you learn” concept is becoming very popular in our area.

Industry-Recognized Apprenticeship Programs focus 100% on the MS Partnership’s Sector Strategy Plan, as they support the five identified sectors. Currently, the programs of study at local Community Colleges include programs such as: Information Systems & Technology, Mechatronics, Industrial Maintenance Technology, Information Systems Technology, Drafting, Design and 3D Modeling Technology, Precision Manufacturing and Machining Technology, Welding and Cutting Technology, Electrical Technology, and Diesel Equipment/Power Technology. In PY 2019, we served over 100 apprentices in our industry-recognized apprenticeship programs.

Adult Success Story

Matthew Cunningham was selected by Philip Good Farms to participate in the East Mississippi Community College (EMCC) WIOA Adult paid internship program in the areas of logistics and information technology.

When Matthew was asked about his time as an intern, he said, “During my time at Philip Good Farms, we raised corn, soybeans, cotton, cattle, and catfish. I joined their team because I wanted to be part of the agriculture production industry. I have been able to learn so much in a very short amount of time. I hope to continue to learn in order to become a better employee and producer. I am very thankful to have received this opportunity. There is a great amount of satisfaction that comes with this work. Thank you to East Mississippi Community College and Philip Good Farms for this wonderful opportunity.”

When Matthew’s supervisor, Christian Good, was asked about Matthew’s job performance as an intern, he said, “The process of getting Matthew on-boarded onto our team was seamless with the help from the EMCC staff. Matthew was able to get exposed, educated, and proficient with many of the processes on our farm in a very timely manner. Since his internship has completed, we were able to permanently add Matthew as an experienced team member as he takes on even more responsibility within our operation.”

Business Services/Layoff Aversion

A critical component of the workforce services in the MS Partnership is having partnerships with businesses. Current and future business needs are the driving force for continuous improvements to the Gateway Workforce Programs to ensure economic viability within the workforce area. In PY 2019, the MS Partnership hired a Business Outreach Specialist to help develop stronger partnerships with businesses.

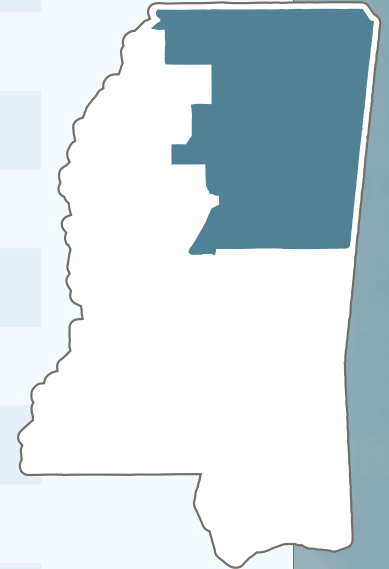
Strategies that we are implementing for businesses include things such as:
Strategic planning for potential layoffs, layoff aversion, and dislocation events
Business outreach to engage in proactive measures to identify opportunities for potential economic transition in growing sectors or expanding businesses, providing assistance such as assessment of needs, identification of business solutions and options, and coordination with other partners for the delivery of services to address the needs,
Developing partnerships or contracts with business-focused organizations to assess risks to companies, propose strategies to address those risks, implement services, and measure impacts of services delivered.
Conducting analysis of the suppliers of an affected company to assess their risks and vulnerabilities from a potential closing or shift in production of their major customer. MS Partnership will conduct analysis and act upon data and information on dislocations and other economic activity.
Data analysis to assist in identifying and gathering information for early warning of potential layoffs or opportunities for layoff aversion.
Developing, funding, and managing incumbent worker training programs or other worker upskilling approaches as part of a layoff aversion strategy or activity.

WIOA Service Providers

WIOA services were provided through the following agencies and organizations:
Calhoun County Schools
East Mississippi Community College
Itawamba Community College
Golden Triangle Planning & Development District
Mississippi Hospital Association
Mississippi Department of Employment Security
New Albany City Schools
North Center Planning & Development District
Northeast Mississippi Community College
Northeast Mississippi Community Services
Northwest Mississippi Community College
Pontotoc County Schools
Three Rivers Planning & Development District

WIOA Title I — Performance Information: Mississippi Partnership Local Workforce Development Area

MS PARTNERSHIP LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	76.0%	88.6%
Adult Employment Rate 4th Quarter After Exit	72.0%	88.3%
Adult Median Earnings 2nd Quarter After Exit	\$5,200	\$6,575
Adult Credential Attainment Rate 4th Quarter After Exit	50.2%	81.2%
Adult Measurable Skill Gain	Baseline	54.0%
Dislocated Worker Employment Rate 2nd Quarter After Exit	70.2%	77.0%
Dislocated Worker Employment Rate 4th Quarter After Exit	68.0%	77.4%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$5,007	\$5,241
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	48.0%	64.0%
Dislocated Worker Measurable Skill Gain	Baseline	41.1%
Youth Employment Rate 2nd Quarter After Exit	73.0%	79.4%
Youth Employment Rate 4th Quarter After Exit	74.5%	83.3%
Youth Credential Attainment Rate 4th Quarter After Exit	70.5%	95.3%
Youth Measurable Skill Gain	Baseline	79.4%
Youth Median Earnings 2nd Quarter After Exit	Baseline	\$2,935



Central Mississippi Planning and Development District

Overview

Southcentral Mississippi Works (SMW) Local Workforce Development Area is most proud of partnerships and relationships that exist with our workforce partners. These partnerships help to educate our citizens about our programs and to cohesively and seamlessly provide our citizens with comprehensive workforce services and training as efficiently and easily as possible.

SMW, in conjunction with Hinds Community College, Copiah-Lincoln Community College, and the Mississippi Department of Employment Security, operates seven WIN Job Centers within a 17-county workforce area. Each of these centers offers a variety of services to help residents seek and secure an appropriate job. Assistance includes, but is not limited to, basic career services, individualized career services, referral to a variety of workforce partner services, and when needed, skills and job training.

The Central Mississippi Planning and Development District serves as the administrative and fiscal agent for the Southcentral Mississippi Works Local Workforce Development Area.

WIN Job Center Locations

Brookhaven

601-833-3511
545 Brookway Blvd.
P.O. Box 790
Brookhaven, MS 39602-0790

Jackson

601-321-7931
5959 I-55 N, Frontage Road,
Suite C
Jackson, MS 39213

Madison County

601-859-7609
152 Watford Parkway Drive
Canton, MS 39046-0450

McComb

601-684-4421
1400-A Harrison Ave.
McComb, MS 39648

Mendenhall

601-847-1322
150 W. Court Ave.
Mendenhall, MS 39114-3550

Natchez

601-442-0243
107 Colonel John Pitchford
Parkway
P.O. Box 810
Natchez, MS 39121-0810

Pearl

601-321-5441
212 Saint Paul St.
Pearl, MS 39208-5134

Tylertown

601-222-2161
200 Ball Ave., Courthouse
Tylertown, MS 39667-2170

Vicksburg

601-638-1452
755 Hwy 27 S.
Vicksburg, MS 39180

INTERESTING FACT

The University of Mississippi Medical Center, located in Jackson, Mississippi, is the state's only academic health science center and includes seven health science schools, with an enrollment of over 3,000 students. In 1963, the University of Mississippi Medical Center accomplished the world's first human lung transplant, and on January 23, 1964, Dr. James D. Hardy performed the world's first heart transplant surgery there. These first two operations set the stage for all future heart and lung transplantation. The medical center is one of the largest employers in Mississippi, with more than 10,000 full and part time employees.





About Southcentral Mississippi Works

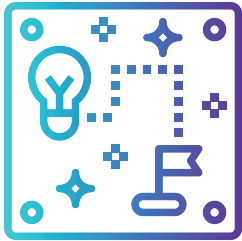
As a local workforce development area under the federal WIOA, Southcentral Mississippi Works provides workforce development and training activities that help improve the skills and abilities of workers in order to connect them with permanent employment at a self-sustaining wage level, support the labor needs of local businesses, and contribute to the economic growth of area communities. SMW works closely with a number of workforce partner agencies, including the Mississippi Department of Employment Security, the Mississippi Department of Rehabilitation Services, the Mississippi Department of Human Services, the four local Community Colleges located within the workforce area, the Mississippi Development Authority, and local economic developers to offer a comprehensive, all-inclusive array of services to both job/service seekers and employers. Activities are also available that are geared specifically to the Youth population.



Workforce activities in the area are overseen by a Local Workforce Development Board (LWDB) and a Local Elected Officials Board, called the Board of Commissioners. These boards are responsible for overall policy-making and allocation of resources within the area. Workforce policies are developed in a manner that ensure employers' hiring and training needs are met, while also making sure that financial resources are utilized in the most efficient manner. The LWDB membership includes a majority of business leaders and representatives of programs and organizations in accordance with the requirements of the WIOA law and are appointed by the Local Elected Officials Board. The Local Elected Officials Board membership includes one representative from each of the 17 counties within the local area. Both Boards are nominated and appointed in compliance with the WIOA law.

A workforce staff of eight serves as support to the two boards. Staff oversee program activity and performance, monitor programmatic activity and fiscal accountability, provide Rapid Response services, and provide support to the area's one-stop operators and service providers. A vital staff responsibility is that of continual training of WIN Job Center staff in the provision of services and implementation of the area's policies and procedures for all Adult, Dislocated Worker, and Youth programs.

Sector Strategy Plan



The workforce area undertook a lengthy project to identify the targeted industry sectors within the workforce area that offered the greatest potential for employment and the greatest need on the part of the employers. The industry sectors identified for Southcentral Mississippi Works Workforce Development Area are healthcare, manufacturing, and transportation/distribution/logistics. During the program year, the workforce area has worked diligently to develop training services and programs to meet the needs and fill the skill gaps identified by the industry representatives. This is an ongoing effort, and while federal WIOA training dollars are not restricted to use only within these targeted sectors, the sectors are given priority in designing and planning workforce programs and activities. Workforce area staff continually collaborate with industry representatives to receive feedback on current and changing needs and actively explore ways to meet those needs. These sectors continue to be in high demand within the workforce area.

MIBEST Community College Programs

SMW Workforce Development Area works closely with Hinds Community College, Copiah-Lincoln Community College, Holmes Community College, and Southwest Mississippi Community College under WIOA to fund the tuition of some MIBEST participants and to enhance the success of WIOA MIBEST students enrolled at those community colleges. MIBEST programs are accelerated approaches to the instruction of skills training and workplace preparation. This program structure follows that of MIBEST, an education model which challenges the conventional notion that basic skills instruction must be completed by students prior to starting college-level courses. Eligible MIBEST students are awarded WIOA funded ITAs to pay tuition and other costs of the training.

Youth Programs

SMW's youth programs mainly serve Out-of-School Youth. Services to the Out-of-School Youth population include Career Services, ITAs, and Internships. Limited services are also provided to In-School Youth in the form of Career Services and Internships for students enrolled in career tech training in the workforce area's targeted industry sectors.

The workforce area operated an In-School youth program for students enrolled in sector industry career tech training at community colleges to afford them with internship training work in their field of study during the summer months. This program was quite successful and will be continued during the school year 20 – 21 in an effort to connect career tech community college students with permanent employment in their field of study.





SMW Innovative Youth Programs

The SMW Workforce Development Area has implemented several unique youth programs during the year. These various programs target specialized youth populations to help participants gain basic necessary work skills, as well as connect them with appropriate employment. One of these unique programs is operated by a local food service employer, Refill Jackson Initiative, to implement a program for at-risk out-of-school youth. Eligible program participants spend a number of weeks learning basic necessary work skills, receiving career counseling, and earning appropriate credentials, including an HSE if needed. After completion, they are offered training in a food service atmosphere. The training and the obtaining of the NCRC provides the youth with workplace skills they need to enter gainful employment, whether in the food service industry or some other occupation. The program then places participants with area businesses for internship opportunities.

The workforce area operates another unique program for adjudicated youth. These individuals are remanded to the program by the youth court judge as an alternative to other judgements. Participants are offered intense counseling, preparation for and opportunities to earn a high-school equivalency if needed, and they are required to earn the NCRC during program participation. For those for whom it is appropriate, internships are available with area employers.

SMW also funds a program for foster care system youth in a transitional living environment, who are provided Career Services, Smart Start classes, attainment of the NCRC, and internship opportunities upon complete of the program.

These unique programs allow the workforce area to reach special youth populations that we might not otherwise be able to reach and serve.



COVID-19 Challenges and Responses

Program Year 2019 has presented many challenges as a result of the COVID-19 pandemic. With the onset of the pandemic, the WIN Job Centers closed to the public and staff worked primarily on meeting the needs of the massive numbers of individuals filing for unemployment insurance benefits. Once employers began hiring in anticipation of re-opening, the workforce area staff worked with WIN Job Center staff to ensure that employers were able to access WIOA training programs, such as OJT and internships. When the area's community colleges were once again able to enroll students in short-term training programs and to bring students back to either online or in-person classes, WIN Job Center staff were able to remotely enroll individuals in ITAs.



The workforce area worked diligently to ensure that WIOA services were available to both job seekers and employers during the disaster. In addition, SMW received funds under a National Dislocated Worker/ National Emergency Grant to be used to provide temporary workers to public and humanitarian entities for the purpose of performing COVID related tasks such as disinfecting, cleaning, temperature taking, etc.

National Career Readiness Certificates

SMW, in cooperation with the workforce area's community colleges, ensures that WIN Job Center customers are offered the opportunity to obtain a National Career Readiness Certificate (NCRC). In keeping with the requirements of WIOA and the State Plan, the certificate, which is nationally recognized, certifies to potential employers that the holder has the basic skills necessary to succeed in a particular job classification.

Southcentral Mississippi Works has worked closely with the workforce area's community colleges' efforts to assist all 17 counties in earning the Work Ready Community designation. Becoming a Work Ready Community assists economic developers in attracting new business and industry to the area by ensuring to employers that a work-ready pool of potential employees is readily available.

The workforce area's community colleges provide WorkKeys testing, either on their respective campuses or at the area's WIN Job Centers. Attainment of the NCRC is a pre-requisite requirement for individuals applying for WIOA Individual Training Accounts. Applicants are required to obtain the NCRC prior to being awarded an ITA.

D'Anthony Thompson earned his diploma from Callaway High School in 2018.

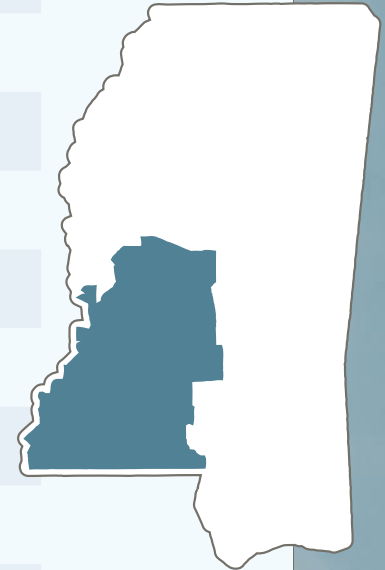
Afterwards, he worked at Olive Garden as a busser and server assistant and regularly volunteered at the Medgar Evers Library. His mentor at the library, Mark Leffler, suggested he apply to the Refill Jackson Initiative (RJI). Mr. Thompson was accepted to the cohort and his training began in January 2019. While at RJI, Mr. Thompson acquired many skills, including providing customer service, communicating professionally, being responsible, thinking critically, and showing initiative.

The skills learned at RJI paid off for Mr. Thompson. In March 2020, he began a paid internship at The Good Samaritan Center, where he was responsible for stocking the thrift store, sorting and collecting clothing donations, and greeting and assisting clients. This internship soon turned into a job offer and Mr. Thompson became a full-fledged employee.

Mr. Thompson has decided to further his education and plans to attend Hinds Community College to major in graphic design.

WIOA Title I – Performance Information: Southcentral Mississippi Works Local Workforce Development Area

SOUTHCENTRAL LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	75.0%	79.8%
Adult Employment Rate 4th Quarter After Exit	71.0%	76.5%
Adult Median Earnings 2nd Quarter After Exit	\$4,900	\$5,560
Adult Credential Attainment Rate 4th Quarter After Exit	48.5%	87.9%
Adult Measurable Skill Gain	Baseline	54.4%
Dislocated Worker Employment Rate 2nd Quarter After Exit	71.0%	80.4%
Dislocated Worker Employment Rate 4th Quarter After Exit	65.0%	76.4%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$4,900	\$5,520
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	48.5%	89.2%
Dislocated Worker Measurable Skill Gain	Baseline	62.0%
Youth Employment Rate 2nd Quarter After Exit	71.0%	63.5%
Youth Employment Rate 4th Quarter After Exit	69.0%	69.4%
Youth Credential Attainment Rate 4th Quarter After Exit	70.5%	70.1%
Youth Measurable Skill Gain	Baseline	56.4%
Youth Median Earnings 2nd Quarter After Exit	Baseline	\$2,946



Southern Mississippi Planning and Development District

Overview

Southern Mississippi Planning and Development District (SMPDD) is the fiscal and programmatic agent for the Twin Districts Workforce Development Area (TDWDA). TDWDA provides strategic workforce training and services throughout its 24 diverse counties, from the Coast to Kemper County. TDWDA's services are designed and delivered to increase the pipeline of well-trained individuals to meet the demands of businesses within the region, both now and in the future.

TDWDA's strength lies in its active involvement and guidance from the TDWDA Board, its One-Stop Committee, Industry Advisory Council (IAC), and the Youth Committee, the Local Elected Officials Board, and workforce partners including East Central Planning and Development District (ECPDD). Additionally, TDWDA partners with MDES and our area community colleges — East Central Community College (ECCC), Jones County Junior College (JCJC), Meridian Community College (MCC), Mississippi Gulf Coast Community College (MGCCC), and Pearl River Community College (PRCC) to provide career pathways and relevant training programs aligned with the unique and specific industry demands. Twin Districts accomplishes this by funding occupational skills training as well as work-based learning activities including youth work experiences, internships, externships, pre-apprenticeships, apprenticeships, on-the-job training (OJT), customized training, and incumbent worker training, including layoff aversion strategies.

WIN Job Center Locations

Carthage

601-267-9282
202 C.O. Brooks St.
Carthage, MS 39051-4262

Choctaw, MS

601-663-7722
266 Industrial Road
Choctaw, MS 39350

Columbia

601-736-2628
1111 Highway 98
Columbia, MS 39429-3701

Forest

601-469-2851
536 Deer Field Drive
Forest, MS 39074-6005

Gulfport

228-897-6900
10162 Southpark Drive
P.O. Box 2849
Gulfport, MS 39505-2849

Hancock County

228-466-5425
856 Hwy 90 Suite D
Bay St Louis, MS 39520

Hattiesburg

601-584-1202
1911 Arcadia Street
Hattiesburg, MS 39401-5428

Laurel

601-399-4000
2139 Highway 15 N, Suite D
Laurel, MS 39440

Meridian

601-553-9511
2000 Highway 19 N
Meridian, MS 39307-4906

Newton

601-683-2021
107 Adams St.
Newton, MS 39345-2642

Pascagoula

228-762-4713
1604 Denny Ave.
P.O. Box 1058
Pascagoula, MS 39568-1058

Philadelphia

601-389-3431
1016 Saxon Airport Road
Philadelphia, MS 39350

Picayune

601-798-3472
2005 Wildwood Road
Picayune, MS 39466

INTERESTING FACT

Ms. Oseola McCarty was recently immortalized in a bronze sculpture... See story on page 54.

As part of the American Job Center Network, TDWDA has 13 WIN Job Centers that fulfill two primary missions: assisting businesses in locating and training a highly skilled labor force specific to their operational needs, and assisting job-seekers in obtaining high-demand skills and job search tools that will lead them to long-term employment with family sustaining wages. Through career exploration, job placement, career counseling, and work-based and educational training opportunities, WIN Job Centers help companies recruit and train employees to meet their business needs. They help participants find jobs and get the skills they need to improve their own lifelong career pathways. As the backbone of the local workforce system, WIN Job Centers are a critical component in creating a Work-Ready Mississippi.

The WIN Job Center in Harrison County, located in Gulfport, serves as the Comprehensive Center for Twin Districts. All of the core partners (MDES, MDHS, MDRS and the community college MGCCC) are all located in the Comprehensive Center. Additionally, a WIOA Youth and Senior Community Services Employment Program (SCSEP) representative are available to make referrals throughout the workforce district. Other on-site partners include Moore Community House/Women in Construction, Job Corps, Veterans Services, UI, and Wagner-Peyser Labor Exchange. The partners work together to ensure that the individual is receiving the workforce training services and support services they need to make them as successful as possible.

A Year of Transitions:

On-the-Job Training (OJT) is a hands-on method of teaching the skills, knowledge, and competencies needed for employees to perform a specific job within the workplace.

OJT Success Story Rebuilding a Life

Ronald McSwain needed to make some changes to better his situation. He lost his home due to a house fire, making him homeless; he was an older worker who was laid off from a job that paid \$13.00 per hour and was currently working as a grounds person earning \$10.00 per hour with no possibility for a wage increase or a promotion; and he needed more money so he could begin rebuilding his home.



Mr. McSwain heard that Hood Industries was hiring from a friend. He contacted Hood Industries and was referred to the Hattiesburg WIN Job Center where he met with an employment specialist. Mr. McSwain received assistance in updating his resume and was referred to an Entry Level Position at Hood Industries through an OJT agreement. He was hired at Hood Industries on March 28, 2019 at \$13.40 per hour and learned how to conduct an inventory of raw materials and finished products; inspect materials and products for defects; and measure, record, and weigh materials and products to specifications. He also learned LockOut/Tag Out procedures and operations of all plywood manufacturing machine equipment. Mr. McSwain completed his OJT training on August 25, 2019 at \$16.30 per hour. He stated that since starting at Hood Industries, he was in much better financial shape and is in the process of removing the debris of his old home to rebuild. He also said that he should be able to be in his own home in five (5) to six (6) months. Mr. McSwain is grateful for all the help he has received to get him where he is today.

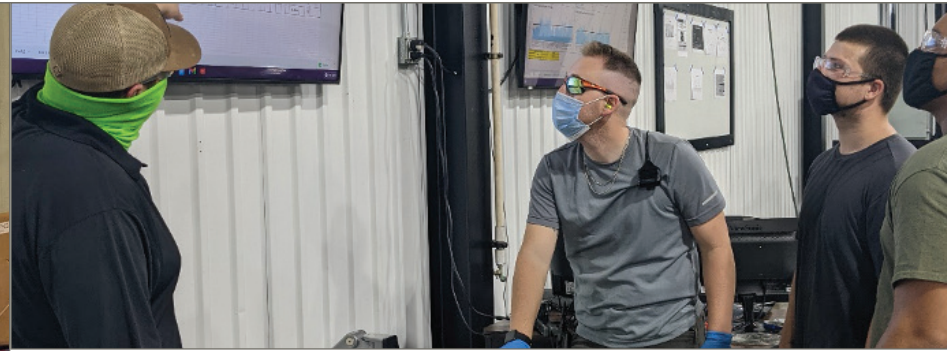
Update from Hood Industries as of 10/19/2020: Mr. McSwain is still employed with Hood Industries and has been promoted from Entry Level Position to Dryer Off-Bearer position, working as a Utility employee assigned to the Maintenance Department. He received a pay increase with the promotion.



A New and Better Career

Helen Banghart came to the Gulfport WIN Job Center for a job fair. An initial comprehensive assessment was used to determine her skills and interests to provide applicable career guidance and planning. Her work history was very inconsistent and consisted mainly of low-skilled, low-paying jobs. The rate of pay for her last job as a housekeeper was \$9.25 an hour. Ms. Banghart wanted to find a new career. She was given information on the Shipfitting Program, which is typically a non-traditional career field for women, but could provide a much higher wage with numerous employment opportunities.

Ms. Banghart enrolled in WIOA and completed an application for the Shipfitting Program, and began class soon after. She successfully completed the training at the top of her class and was hired at VT Halter Marine with a rate of pay of \$17.00 an hour. Ms. Banghart loves her new position as a shipfitter, is appreciative for the WIOA funding, and is grateful that she can support her family with a sustainable wage.

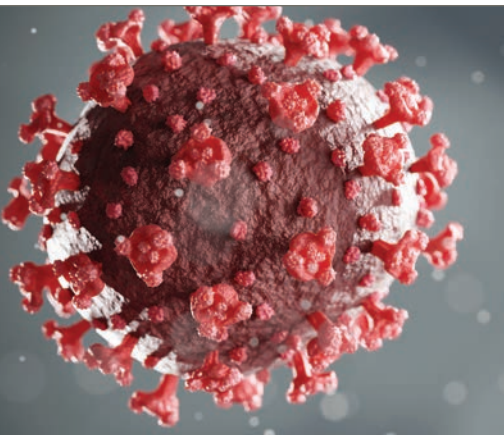


TDWDA Layoff Aversion Projects

The TDWDA worked with the largest manufacturing employer in the state of Mississippi on a layoff aversion activity to prevent approximately 100 employees from losing their job. Ingalls and the TDWDA worked together on a unique training opportunity for the affected workers. Painters and Rust Machine Operators had been given lay-off notices but were then given an opportunity to train as a shipfitter, which was in high demand at the time. By using this layoff aversion strategy, Ingalls could meet the workforce demand for shipfitters, while allowing affected employees to stay employed with skill upgrade and career advancement opportunities.

The TDWDA also worked with Hol-Mac Corp. to develop a strategy to upskill current workers in order to prevent layoffs. Hol-Mac trained Fabrication Welders and Machinists in a specialized method of welding and machine training. A total of 36 Fabrication Welders and 12 Machinists received training in specific areas. Fabrication Welders were trained in Tungsten inert gas welding (TIG), submerged arc welding, horizontal gas metal arc welding (GMAW), and flux core arc welding (FCAW) processes. The training allowed employees to retain their employment and avert layoffs. The retention of the current workforce was critical to allowing responses to the customer's dynamic demand and staying competitive to a world-class clientele.





COVID-19 National Dislocated Worker Grant

This program has provided much needed work experience and wages to multiple Dislocated Workers in our area, while simultaneously assisting local government agencies and non-profit organizations in combating the COVID-19 pandemic. Job areas include sanitation, public health, safe food preparation/delivery, and clerical duties involving COVID-19 mitigation and workload. As the effects of COVID-19 deepen, and the economic situation becomes more unstable, the job skills gained by our participants will only increase in demand.

Most of our participants that have exited the program have found full-time employment or returned to school, which we consider a success.

Perseverance Pays Off

Army veteran Donald Creel entered the Pascagoula WIN Job Center with briefcase in hand ready to begin the next chapter in his life. After completing his attestation and meeting with the Disabled Veterans Outreach Program Specialist (DVOP), Mr. Creel revealed that he was not pleased with his past choices in life, but was now ready to move forward and begin fresh. He explained to the DVOP that he did not have a driver's license and it would cost several hundred dollars to have it reinstated. He had no reliable transportation, no email address or resume, but he did have housing. This is where Mr. Creel's life began to turn around.

The DVOP assisted him with creating a functional résumé and email address; taught him basic computer skills such as logging on, utilizing different browsers, navigating job search engines, and uploading documents; and assisted in submitting job applications. Unfortunately, securing employment without a valid driver's license proved to be very difficult.

Mr. Creel remained in contact with the DVOP after he found employment at a local church as the grounds keeper. He was provided transportation to and from work, began saving money for his license, and also provided yard services for church members. After several months of steady work and income, Mr. Creel acquired a valid state identification card. Then, a driver's license with a light commercial endorsement followed several months later.

Now, Mr. Creel was ready for more permanent employment with a livable wage, but feared that employment opportunities would be sparse due to the COVID-19 pandemic. However, an opportunity arose within the week. He was offered a job as a health screener at the WIN Job Center through the SMPDD Dislocated Worker Program (NDWG-COVID) earning \$14.90 per hour.

This opportunity allowed Mr. Creel to purchase a new 1990 Ford truck, allowing him to be more mobile and independent. He opened a bank account, increased in confidence, updated his appearance, continued to work on his computer skills, and worked for his community during his off-time to supplement his income. Perseverance when all seemed hopeless paid off in the end.



TDWDA WIOA Youth Services

Twin Districts has a Youth Committee that works with youth service providers to ensure that Twin Districts offers training programs that provide the education and skills needed for the future workforce. The Committee and Board strive to connect area youth with training, education, and work experience in high growth labor markets. Currently, the Twin Districts youth programs are available to out-of-school youth (OSY) age 16 to 24. SMPDD has been very successful as a direct services provider for Out-of-School youth at four (4) sites located in Laurel, Forest, Waveland, and Columbia. Additionally, there are eight (8) other OSY sites operated by SMPDD/TDWDA youth services providers. Work readiness training/soft skills, financial literacy, high school equivalency (HSE) test prep, National Career Readiness Certification (NCRC) testing, and paid work experience are among the services provided as we “meet the youth where they are” in their journey to be good citizens earning family sustaining wages. As part of the Sector Strategy, there is time spent in the Youth curriculum on familiarizing the individuals with the pathways and skill requirements for jobs in Advanced Manufacturing, Energy and Chemicals, Information Technology, and Healthcare.



WIOA Youth Success Story

Overcoming Barriers and Gaining Confidence

William Joseph Savell enrolled in the WIOA Out-of-School Youth program and displayed unique characteristics during our initial meeting. His social skills were very limited, and he rarely interacted with people. Mr. Savell's grandfather had to moderate the conversation because Joseph did not want to speak. I asked him “What would you like from the program?” Joseph's reply was a shoulder shrug.

After 5 weeks in the program, Mr. Savell transformed into a more confident individual. The program provided the opportunity for Joseph to practice his social skills, work ethics, career exploration, job searching skills, interviewing skills, resume writing, financial literacy, work experience, and life skills. Mr. Savell got the opportunity to participate in Work Experience at the Gautier Public Library right before the COVID-19 pandemic started. This was Joseph's first experience in the workforce and he worked as a Library Assistant where he provided clients with an overview of the available services.

Mr. Savell, in his early twenties, was able to save his earnings from Work Experience and from Disaster Unemployment Benefits to purchase his first car and get his driver's license. He also applied and received a Pell Grant to enroll this fall as a student at MGCCC pursuing a career in Medical Laboratory Technology.

Mr. Savell's family is so thankful for how much Joseph's instructor, Mr. Reyes, and the OSY Program helped him. They said that he has really transformed and is a completely different person. He now has self-confidence, interacts well with others, and realizes that he can accomplish anything that he puts his mind to.



Senior Community Service Employment Program

The Senior Community Service Employment Program (SCSEP) is a strategic partner in the WIOA Combined State Plan. The project operates under the Economic Workforce Development Division at SMPDD and is aligned with our TDWDA WIOA programs. Enrollment into SCSEP allows low-income people over the age of 55 to earn subsidized wages as they update and upgrade their job skills. Numerous host agency partners provide the on-site local training, supervision, and mentorship to help make our SCSEP participants successful. The goal for each SCSEP Participant is to be able to re-enter their local workforce and obtain permanent, unsubsidized employment.

SCSEP Success Story

Ms. Evangeline Culberson

Harrison County resident, Ms. Evangeline “Van” Culberson was a 60 year old disabled individual who recently relocated to the Mississippi Gulf Coast and joined the MDES SCSEP.

After many years of being unemployed, Ms. Culberson was hard-pressed to find employment that would provide decent housing. She felt that the combination of her age and disability discouraged most employers from seriously considering her for permanent employment.

After in-depth conversations with an Enrollment Specialist that included her desired Career Path and a description of her Dream Job, an employment plan was created. Ms. Culberson felt that her many years in customer service would prove beneficial in an office setting that served the general public. She was provided a number of assignments to choose from and selected an assignment as a Receptionist/Clerical Assistant at one of the Gulfport Nonprofits. Ms. Culberson chose well. Her professionalism landed an offer of permanent employment at the Host Agency, Renaissance Community Loan Fund, Inc., before the end of the first year to continue in her role as the “First Face” of this agency.

Today, Ms. Culberson is stationed at a stylish reception desk, in the entryway of a beautiful new building, where she meets and greets all visitors with her own dazzling smile and sincere desire to assist them. Ms. Culberson continued to work throughout the COVID-19 pandemic and her new employer is grateful for the SCSEP partnership that sent such an outstanding SCSEP participant to serve at their agency. As her supervisor, Ms. Denise Carver, stated recently, “This may sound a little cheesy – but, “Van” is the perfect person for her job! She is such a sweet, positive person. She is always smiling and friendly, and she learns well, too.” Ms. “Van” Culberson is also grateful for the opportunity to show her excellent customer service skills and to serve the public as they seek vital assistance from the Renaissance Community Loan Fund, Inc. Ms. Culberson expects to serve in her role for many years to come.



INTERESTING FACT

Ms. Oseola McCarty was recently immortalized in a bronze sculpture on the Hattiesburg campus of the University of Southern Mississippi honoring her life and legacy. McCarty worked for 75 years as a washerwoman and donated the majority of her life savings to the University to benefit worthy but needy students. Setting aside just enough to live on, McCarty donated \$150,000 to fund scholarships for students seeking the education she never had—although Harvard University awarded her an honorary doctorate in 1996. When others found out what she had done, over 600 men and women in Hattiesburg, MS and beyond made donations that more than tripled her original endowment. Today, the university presents several full-tuition McCarty scholarships every year.

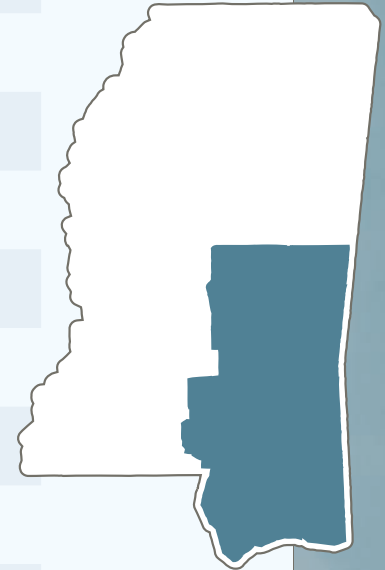
McCarty herself put it this way: “I knew there were people who didn’t have to work as hard as I did, but it didn’t make me feel sad. I loved to work, and when you love to do anything, those things don’t bother you. Sometimes I worked straight through two or three days. I had goals I was working toward. That motivated me and I was able to push hard. Work is a blessing. As long as I am living I want to be working at something. Just because I am old doesn’t mean I can’t work.” This extraordinary work ethic continued straight through to her retirement at age 86. “Hard work gives your life meaning,” stated McCarty. “Everyone needs to work hard at somethin’ to feel good about themselves. Every job can be done well and every day has its satisfactions. If you want to feel proud of yourself, you’ve got to do things you can be proud of.”



The life size statue is located on Weathersby Lawn in the heart of campus and was created by local artist Ben Watts. Like many philanthropists, McCarty hoped to inspire others to similar acts. And she did. In addition to the local outpouring that more than tripled her endowment, cable TV mogul Ted Turner decided to donate a billion dollars to charity after hearing her story. He was quoted in the New York Times saying, “If that little woman can give away everything she has, then I can give a billion.”

WIOA Title I — Performance Information: Twin Districts Local Workforce Development Area

TWIN DISTRICTS LWDA REPORTED INFORMATION	NEGOTIATED LEVEL	ACTUAL LEVEL
Adult Employment Rate 2nd Quarter After Exit	70.5%	78.2%
Adult Employment Rate 4th Quarter After Exit	70.5%	79.9%
Adult Median Earnings 2nd Quarter After Exit	\$4,500	\$5,285
Adult Credential Attainment Rate 4th Quarter After Exit	48.0%	53.6%
Adult Measurable Skill Gain	Baseline	26.9%
Dislocated Worker Employment Rate 2nd Quarter After Exit	68.5%	73.3%
Dislocated Worker Employment Rate 4th Quarter After Exit	67.0%	73.2%
Dislocated Worker Median Earnings 2nd Quarter After Exit	\$4,700	\$5,774
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	48.0%	54.9%
Dislocated Worker Measurable Skill Gain	Baseline	28.6%
Youth Employment Rate 2nd Quarter After Exit	69.5%	74.2%
Youth Employment Rate 4th Quarter After Exit	70.0%	78.5%
Youth Credential Attainment Rate 4th Quarter After Exit	66.0%	54.0%
Youth Measurable Skill Gain	Baseline	53.0%
Youth Median Earnings 2nd Quarter After Exit	Baseline	\$2,102



APPENDIX B

On-the-Job Training Accounts and Individual Training Accounts

On-the-Job Training Including MDES, MDA, & Other Funding Sources

The following tables identify the breakdown of On-the-Job Training (OJT) spending by Fund Source Category and Local Workforce Area for all funds including funds from the Mississippi Development Authority. These tables help demonstrate the diversity of the areas served with the OJT funding.

OJT by Fund Source Category

Fund Source Category	Number of Students Trained	Total Amount Spent
Adult	646	\$2,504,611.52
Dislocated Worker	102	\$479,119.32
Statewide Funds	383	\$1,794,758.87
OVERALL TOTAL	1,131	\$4,778,489.71

OJT by Local Workforce Area

Local Workforce Development Area	Number of Students Trained	Total Amount Spent
Delta	245	\$959,625.10
MS Partnership	656	\$2,409,285.78
Southcentral MS Works	137	\$612,105.13
Twin Districts	93	\$797,473.70
TOTAL	1,131	\$4,778,489.71

Individual Training Accounts

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Accelerated Dental Assisting Academy	Health Related Occupations	2	\$3,230.00	\$3,230.00	\$1,615.00
Access Training Incorporated	Health Related Occupations	2	\$5,000.00	\$5,000.00	\$2,500.00
Ace Training Center, Inc.	Truck Driving	93	\$386,800.00	\$386,800.00	\$4,159.14
Alcorn State University School of Nursing	Health Related Occupations	4	\$21,229.15	\$21,229.15	\$5,307.29
Bevill State Community College	Health Related Occupations	4	\$9,228.00	\$9,228.00	\$2,307.00
Coahoma Community College	Health Related Occupations	38	\$61,223.50	\$61,223.50	\$1,611.14
Compusystems, Incorporated	Miscellaneous Occupations	1	\$1,000.00	\$1,000.00	\$1,000.00
Copiah-Lincoln Community College	Academic Classes	1	\$1,630.00	\$38,521.97	\$2,266.00
	Health Related Occupations	14	\$34,901.97		
	Welding Occupations	2	\$1,990.00		
CRW Truck Driving Training School	Truck Driving	55	\$212,300.00	\$212,300.00	\$3,860.00
Delta State University	Academic Classes	25	\$60,058.24	\$179,216.23	\$2,489.11
	Business Occupations	13	\$33,894.51		
	Health Related Occupations	34	\$85,263.48		
Delta Technical College	Truck Driving	3	\$8,500.00	\$8,500.00	\$2,833.33
East Central Community College	Electrical Occupations	1	\$1,500.00	\$33,418.61	\$2,227.91
	Health Related Occupations	4	\$6,918.61		
	Truck Driving	10	\$25,000.00		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
East Mississippi Community College	Automotive Occupations	1	\$3,000.00	\$82,213.00	\$1,157.93
	Building & Construction Trades	1	\$1,500.00		
	Computer Occupations	5	\$7,500.00		
	Electrical Occupations	2	\$4,500.00		
	Health Related Occupations	32	\$27,243.00		
	Maintenance Occupations	1	\$860.00		
	Manufacturing	9	\$4,830.00		
	Production Machine Occupations	4	\$1,440.00		
	Truck Driving	16	\$31,340.00		
Hinds Community College	Automotive Occupations	5	\$8,247.47	\$257,523.38	\$2,093.69
	Building & Construction Trades	3	\$8,644.20		
	Business Occupations	7	\$13,294.25		
	Health Related Occupations	18	\$47,798.28		
	Maintenance Occupations	3	\$7,192.61		
	Miscellaneous Occupations	75	\$153,695.67		
	Production Machine Occupations	1	\$125.00		
	Service Occupations	5	\$8,358.05		
	Welding Occupations	6	\$10,167.85		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Holmes Community College	Building & Construction Trades	1	\$250.00	\$102,252.75	\$2,323.93
	Electrical Occupations	4	\$7,400.00		
	Health Related Occupations	37	\$88,697.75		
	Maintenance Occupations	2	\$5,905.00		
Itawamba Community College	Academic Classes	2	\$1,378.00	\$89,408.50	\$1,515.40
	Automotive Occupations	1	\$3,000.00		
	Business Occupations	1	\$479.00		
	Electrical Occupations	2	\$5,955.00		
	Health Related Occupations	44	\$55,844.50		
	Truck Driving	9	\$22,752.00		
Jones County Junior College	Business Occupations	1	\$5,417.00	\$119,891.81	\$2,854.57
	Health Related Occupations	16	\$56,368.81		
	Service Occupations	15	\$49,606.00		
	Truck Driving	10	\$8,500.00		
Medical 2 Career College, Inc.	Health Related Occupations	5	\$7,101.00	\$7,101.00	\$1,420.20
Meridian Community College	Building & Construction Trades	7	\$3,302.00	\$161,476.68	\$2,124.69
	Health Related Occupations	59	\$132,502.34		
	Maintenance Occupations	2	\$4,995.11		
	Truck Driving	8	\$20,677.23		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Mississippi Delta Community College	Building & Construction Trades	4	\$900.00	\$297,156.79	\$2,476.31
	Electrical Occupations	2	\$6,067.00		
	Health Related Occupations	103	\$269,384.79		
	Service Occupations	2	\$3,705.00		
	Truck Driving	9	\$17,100.00		
Mississippi Gulf Coast Community College	Academic Classes	4	\$8,938.00	\$164,423.20	\$3,355.58
	Business Occupations	5	\$12,033.85		
	Health Related Occupations	40	\$143,451.35		
Mississippi Truck Driving School, LLC	Truck Driving	40	\$100,765.00	\$100,765.00	\$2,519.13
Mississippi University for Women	Health Related Occupations	5	\$11,000.00	\$11,000.00	\$2,200.00
Mississippi Valley State University	Academic Classes	7	\$18,000.00	\$60,000.00	\$3,000.00
	Business Occupations	11	\$36,000.00		
	Computer Occupations	1	\$2,000.00		
	Miscellaneous Occupations	1	\$4,000.00		
Northeast Mississippi Community College	Academic Classes	5	\$3,980.00	\$75,698.50	\$1,720.42
	Automotive Occupations	1	\$3,000.00		
	Computer Occupations	1	\$3,000.00		
	Health Related Occupations	24	\$46,629.50		
	Production Machine Occupations	1	\$1,089.00		
	Truck Driving	12	\$18,000.00		

Individual Training Accounts Summary

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Northwest Mississippi Community College	Electrical Occupations	2	\$3,573.00	\$130,088.13	\$2,242.90
	Health Related Occupations	49	\$115,621.13		
	Maintenance Occupations	1	\$3,000.00		
	Truck Driving	6	\$7,894.00		
Pearl River Community College	Academic Classes	6	\$11,654.00	\$120,393.52	\$2,229.51
	Business Occupations	1	\$2,005.00		
	Health Related Occupations	34	\$82,216.52		
	Service Occupations	12	\$22,200.00		
	Welding Occupations	1	\$2,318.00		
Phillips Community College UA-Helena Campus	Health Related Occupations	4	\$13,776.50	\$13,776.50	\$3,444.13
Southwest Mississippi Community College	Academic Classes	1	\$560.00	\$84,173.08	\$2,630.41
	Health Related Occupations	29	\$76,506.58		
	Truck Driving	2	\$7,106.50		
Taylor Dental Assisting School	Health Related Occupations	8	\$37,280.00	\$37,280.00	\$4,660.00
Truck Driver Institute, Inc.	Truck Driving	9	\$32,700.00	\$32,700.00	\$3,633.33
University of Southern Mississippi	Service Occupations	3	\$14,250.00	\$14,250.00	\$4,750.00
TOTAL		1,172	\$2,921,239.30	\$2,921,239.30	\$2,492.53

Local Workforce Development Areas Individual Training Accounts

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
Delta	Ace Training Center, Inc.	Truck Driving	57	\$239,400.00
Delta	Coahoma Community College	Health Related Occupations	36	\$57,681.50
Delta	Compusystems, Incorporated	Miscellaneous Occupations	1	\$1,000.00
Delta	CRW Truck Driving Training School	Truck Driving	22	\$92,400.00
Delta	Delta State University	Academic Classes	22	\$55,102.24
Delta	Delta State University	Business Occupations	13	\$33,894.51
Delta	Delta State University	Health Related Occupations	33	\$84,263.48
Delta	Hinds Community College	Health Related Occupations	2	\$2,646.43
Delta	Holmes Community College	Electrical Occupations	2	\$4,000.00
Delta	Holmes Community College	Health Related Occupations	12	\$25,709.14
Delta	Holmes Community College	Maintenance Occupations	2	\$5,905.00
Delta	Mississippi Delta Community College	Building & Construction Trades	4	\$900.00
Delta	Mississippi Delta Community College	Electrical Occupations	2	\$6,067.00
Delta	Mississippi Delta Community College	Health Related Occupations	94	\$242,024.91
Delta	Mississippi Delta Community College	Service Occupations	2	\$3,705.00
Delta	Mississippi Delta Community College	Truck Driving	9	\$17,100.00
Delta	Mississippi Truck Driving School, LLC	Truck Driving	11	\$43,965.00

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
Delta	Mississippi University for Women	Health Related Occupations	3	\$8,000.00
Delta	Mississippi Valley State University	Academic Classes	7	\$18,000.00
Delta	Mississippi Valley State University	Business Occupations	11	\$36,000.00
Delta	Mississippi Valley State University	Computer Occupations	1	\$2,000.00
Delta	Mississippi Valley State University	Miscellaneous Occupations	1	\$4,000.00
Delta	Northwest Mississippi Community College	Electrical Occupations	1	\$1,645.00
Delta	Northwest Mississippi Community College	Health Related Occupations	12	\$21,097.69
Delta	Phillips Community College UA-Helena Campus	Health Related Occupations	4	\$13,776.50
Delta	Truck Driver Institute, Inc.	Truck Driving	6	\$25,200.00
MS Partnership	Accelerated Dental Assisting Academy	Health Related Occupations	1	\$1,199.50
MS Partnership	Bevill State Community College	Health Related Occupations	4	\$9,228.00
MS Partnership	Coahoma Community College	Health Related Occupations	2	\$3,542.00
MS Partnership	CRW Truck Driving Training School	Truck Driving	11	\$27,500.00
MS Partnership	Delta State University	Health Related Occupations	1	\$1,000.00
MS Partnership	Delta Technical College	Truck Driving	1	\$1,500.00
MS Partnership	East Central Community College	Electrical Occupations	1	\$1,500.00
MS Partnership	East Mississippi Community College	Automotive Occupations	1	\$3,000.00
MS Partnership	East Mississippi Community College	Building & Construction Trades	1	\$1,500.00

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
MS Partnership	East Mississippi Community College	Computer Occupations	5	\$7,500.00
MS Partnership	East Mississippi Community College	Electrical Occupations	2	\$4,500.00
MS Partnership	East Mississippi Community College	Health Related Occupations	32	\$27,243.00
MS Partnership	East Mississippi Community College	Maintenance Occupations	1	\$860.00
MS Partnership	East Mississippi Community College	Manufacturing	9	\$4,830.00
MS Partnership	East Mississippi Community College	Production Machine Occupations	4	\$1,440.00
MS Partnership	East Mississippi Community College	Truck Driving	16	\$31,340.00
MS Partnership	Hinds Community College	Health Related Occupations	1	\$1,500.00
MS Partnership	Holmes Community College	Building & Construction Trades	1	\$250.00
MS Partnership	Holmes Community College	Health Related Occupations	17	\$40,823.66
MS Partnership	Itawamba Community College	Academic Classes	2	\$1,378.00
MS Partnership	Itawamba Community College	Automotive Occupations	1	\$3,000.00
MS Partnership	Itawamba Community College	Business Occupations	1	\$479.00
MS Partnership	Itawamba Community College	Electrical Occupations	2	\$5,955.00
MS Partnership	Itawamba Community College	Health Related Occupations	43	\$54,164.50
MS Partnership	Itawamba Community College	Truck Driving	8	\$20,000.00
MS Partnership	Medical 2 Career College, Inc.	Health Related Occupations	5	\$7,101.00
MS Partnership	Meridian Community College	Health Related Occupations	5	\$7,280.00

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
MS Partnership	Mississippi Delta Community College	Health Related Occupations	1	\$1,500.00
MS Partnership	Mississippi Truck Driving School, LLC	Truck Driving	29	\$56,800.00
MS Partnership	Mississippi University for Women	Health Related Occupations	2	\$3,000.00
MS Partnership	Northeast Mississippi Community College	Academic Classes	5	\$3,980.00
MS Partnership	Northeast Mississippi Community College	Automotive Occupations	1	\$3,000.00
MS Partnership	Northeast Mississippi Community College	Computer Occupations	1	\$3,000.00
MS Partnership	Northeast Mississippi Community College	Health Related Occupations	24	\$46,629.50
MS Partnership	Northeast Mississippi Community College	Production Machine Occupations	1	\$1,089.00
MS Partnership	Northeast Mississippi Community College	Truck Driving	12	\$18,000.00
MS Partnership	Northwest Mississippi Community College	Electrical Occupations	1	\$1,928.00
MS Partnership	Northwest Mississippi Community College	Health Related Occupations	37	\$94,523.44
MS Partnership	Northwest Mississippi Community College	Maintenance Occupations	1	\$3,000.00
MS Partnership	Northwest Mississippi Community College	Truck Driving	6	\$7,894.00
MS Partnership	Pearl River Community College	Health Related Occupations	1	\$3,000.00
MS Partnership	Truck Driver Institute, Inc.	Truck Driving	3	\$7,500.00
Southcentral MS Works	Accelerated Dental Assisting Academy	Health Related Occupations	1	\$2,030.50
Southcentral MS Works	Access Training Incorporated	Health Related Occupations	2	\$5,000.00
Southcentral MS Works	Ace Training Center, Inc.	Truck Driving	33	\$134,900.00

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
Southcentral MS Works	Alcorn State University School of Nursing	Health Related Occupations	4	\$21,229.15
Southcentral MS Works	Copiah-Lincoln Community College	Academic Classes	1	\$1,630.00
Southcentral MS Works	Copiah-Lincoln Community College	Health Related Occupations	14	\$34,901.97
Southcentral MS Works	Copiah-Lincoln Community College	Welding Occupations	2	\$1,990.00
Southcentral MS Works	CRW Truck Driving Training School	Truck Driving	20	\$84,000.00
Southcentral MS Works	Delta State University	Academic Classes	3	\$4,956.00
Southcentral MS Works	Delta Technical College	Truck Driving	2	\$7,000.00
Southcentral MS Works	East Central Community College	Health Related Occupations	1	\$3,958.61
Southcentral MS Works	Hinds Community College	Automotive Occupations	5	\$8,247.47
Southcentral MS Works	Hinds Community College	Building & Construction Trades	3	\$8,644.20
Southcentral MS Works	Hinds Community College	Business Occupations	7	\$13,294.25
Southcentral MS Works	Hinds Community College	Health Related Occupations	15	\$43,651.85
Southcentral MS Works	Hinds Community College	Maintenance Occupations	3	\$7,192.61
Southcentral MS Works	Hinds Community College	Miscellaneous Occupations	75	\$153,695.67
Southcentral MS Works	Hinds Community College	Production Machine Occupations	1	\$125.00
Southcentral MS Works	Hinds Community College	Service Occupations	5	\$8,358.05
Southcentral MS Works	Hinds Community College	Welding Occupations	6	\$10,167.85
Southcentral MS Works	Holmes Community College	Electrical Occupations	1	\$1,800.00

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
Southcentral MS Works	Holmes Community College	Health Related Occupations	8	\$22,164.95
Southcentral MS Works	Itawamba Community College	Health Related Occupations	1	\$1,680.00
Southcentral MS Works	Meridian Community College	Health Related Occupations	15	\$35,339.02
Southcentral MS Works	Mississippi Delta Community College	Health Related Occupations	8	\$25,859.88
Southcentral MS Works	Pearl River Community College	Health Related Occupations	1	\$382.00
Southcentral MS Works	Southwest Mississippi Community College	Academic Classes	1	\$560.00
Southcentral MS Works	Southwest Mississippi Community College	Health Related Occupations	27	\$73,233.58
Southcentral MS Works	Southwest Mississippi Community College	Truck Driving	2	\$7,106.50
Twin Districts	Ace Training Center, Inc.	Truck Driving	3	\$12,500.00
Twin Districts	CRW Truck Driving Training School	Truck Driving	2	\$8,400.00
Twin Districts	East Central Community College	Health Related Occupations	3	\$2,960.00
Twin Districts	East Central Community College	Truck Driving	10	\$25,000.00
Twin Districts	Holmes Community College	Electrical Occupations	1	\$1,600.00
Twin Districts	Itawamba Community College	Truck Driving	1	\$2,752.00
Twin Districts	Jones County Junior College	Business Occupations	1	\$5,417.00
Twin Districts	Jones County Junior College	Health Related Occupations	16	\$56,368.81
Twin Districts	Jones County Junior College	Service Occupations	15	\$49,606.00
Twin Districts	Jones County Junior College	Truck Driving	10	\$8,500.00

All Local Workforce Development Areas

Local Area	Provider Name	Course Major	# of Participants	Total Amount
Twin Districts	Meridian Community College	Building & Construction Trades	7	\$3,302.00
Twin Districts	Meridian Community College	Health Related Occupations	39	\$89,883.32
Twin Districts	Meridian Community College	Maintenance Occupations	2	\$4,995.11
Twin Districts	Meridian Community College	Truck Driving	8	\$20,677.23
Twin Districts	Mississippi Gulf Coast Community College	Academic Classes	4	\$8,938.00
Twin Districts	Mississippi Gulf Coast Community College	Business Occupations	5	\$12,033.85
Twin Districts	Mississippi Gulf Coast Community College	Health Related Occupations	40	\$143,451.35
Twin Districts	Pearl River Community College	Academic Classes	6	\$11,654.00
Twin Districts	Pearl River Community College	Business Occupations	1	\$2,005.00
Twin Districts	Pearl River Community College	Health Related Occupations	32	\$78,834.52
Twin Districts	Pearl River Community College	Service Occupations	12	\$22,200.00
Twin Districts	Pearl River Community College	Welding Occupations	1	\$2,318.00
Twin Districts	Southwest Mississippi Community College	Health Related Occupations	2	\$3,273.00
Twin Districts	Taylor Dental Assisting School	Health Related Occupations	8	\$37,280.00
Twin Districts	University of Southern Mississippi	Service Occupations	3	\$14,250.00
TOTAL			1,172	\$2,921,239.30

Individual Training Accounts by Local Workforce Development Area

Delta Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Ace Training Center, Inc.	Truck Driving	57	\$239,400.00	\$239,400.00	\$4,200.00
Coahoma Community College	Health Related Occupations	36	\$57,681.50	\$57,681.50	\$1,602.26
Compusystems, Incorporated	Miscellaneous Occupations	1	\$1,000.00	\$1,000.00	\$1,000.00
CRW Truck Driving Training School	Truck Driving	22	\$92,400.00	\$92,400.00	\$4,200.00
Delta State University	Academic Classes	22	\$55,102.24	\$173,260.23	\$2,547.94
	Business Occupations	13	\$33,894.51		
	Health Related Occupations	33	\$84,263.48		
Hinds Community College	Health Related Occupations	2	\$2,646.43	\$2,646.43	\$1,323.22
Holmes Community College	Electrical Occupations	2	\$4,000.00	\$35,614.14	\$2,225.88
	Health Related Occupations	12	\$25,709.14		
	Maintenance Occupations	2	\$5,905.00		
Mississippi Delta Community College	Building & Construction Trades	4	\$900.00	\$269,796.91	\$2,430.60
	Electrical Occupations	2	\$6,067.00		
	Health Related Occupations	94	\$242,024.91		
	Service Occupations	2	\$3,705.00		
	Truck Driving	9	\$17,100.00		
Mississippi Truck Driving School, LLC	Truck Driving	11	\$43,965.00	\$43,965.00	\$3,996.82

Delta Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Mississippi University for Women	Health Related Occupations	3	\$8,000.00	\$8,000.00	\$2,666.67
Mississippi Valley State University	Academic Classes	7	\$18,000.00	\$60,000.00	\$3,000.00
	Business Occupations	11	\$36,000.00		
	Computer Occupations	1	\$2,000.00		
	Miscellaneous Occupations	1	\$4,000.00		
Northwest Mississippi Community College	Electrical Occupations	1	\$1,645.00	\$22,742.69	\$1,749.44
	Health Related Occupations	12	\$21,097.69		
Phillips Community College UA-Helena Campus	Health Related Occupations	4	\$13,776.50	\$13,776.50	\$3,444.13
Truck Driver Institute, Inc.	Truck Driving	6	\$25,200.00	\$25,200.00	\$4,200.00
TOTAL		370	\$1,045,483.40	\$1,045,483.40	\$2,825.63

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Accelerated Dental Assisting Academy	Health Related Occupations	1	\$1,199.50	\$1,199.50	\$1,199.50
Bevill State Community College	Health Related Occupations	4	\$9,228.00	\$9,228.00	\$2,307.00
Coahoma Community College	Health Related Occupations	2	\$3,542.00	\$3,542.00	\$1,771.00
CRW Truck Driving Training School	Truck Driving	11	\$27,500.00	\$27,500.00	\$2,500.00

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Delta State University	Health Related Occupations	1	\$1,000.00	\$1,000.00	\$1,000.00
Delta Technical College	Truck Driving	1	\$1,500.00	\$1,500.00	\$1,500.00
East Central Community College	Electrical Occupations	1	\$1,500.00	\$1,500.00	\$1,500.00
East Mississippi Community College	Automotive Occupations	1	\$3,000.00	\$82,213.00	\$1,157.93
	Building & Construction Trades	1	\$1,500.00		
	Computer Occupations	5	\$7,500.00		
	Electrical Occupations	2	\$4,500.00		
	Health Related Occupations	32	\$27,243.00		
	Maintenance Occupations	1	\$860.00		
	Manufacturing	9	\$4,830.00		
	Production Machine Occupations	4	\$1,440.00		
	Truck Driving	16	\$31,340.00		
Hinds Community College	Health Related Occupations	1	\$1,500.00	\$1,500.00	\$1,500.00
Holmes Community College	Building & Construction Trades	1	\$250.00	\$41,073.66	\$2,281.87
	Health Related Occupations	17	\$40,823.66		

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Itawamba Community College	Academic Classes	2	\$1,378.00	\$84,976.50	\$1,490.82
	Automotive Occupations	1	\$3,000.00		
	Business Occupations	1	\$479.00		
	Electrical Occupations	2	\$5,955.00		
	Health Related Occupations	43	\$54,164.50		
	Truck Driving	8	\$20,000.00		
Medical 2 Career College, Inc.	Health Related Occupations	5	\$7,101.00	\$7,101.00	\$1,420.20
Meridian Community College	Health Related Occupations	5	\$7,280.00	\$7,280.00	\$1,456.00
Mississippi Delta Community College	Health Related Occupations	1	\$1,500.00	\$1,500.00	\$1,500.00
Mississippi Truck Driving School, LLC	Truck Driving	29	\$56,800.00	\$56,800.00	\$1,958.62
Mississippi University for Women	Health Related Occupations	2	\$3,000.00	\$3,000.00	\$1,500.00
Northeast Mississippi Community College	Academic Classes	5	\$3,980.00	\$75,698.50	\$1,720.42
	Automotive Occupations	1	\$3,000.00		
	Computer Occupations	1	\$3,000.00		
	Health Related Occupations	24	\$46,629.50		
	Production Machine Occupations	1	\$1,089.00		
	Truck Driving	12	\$18,000.00		

MS Partnership Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Northwest Mississippi Community College	Electrical Occupations	1	\$1,928.00	\$107,345.44	\$2,385.45
	Health Related Occupations	37	\$94,523.44		
	Maintenance Occupations	1	\$3,000.00		
	Truck Driving	6	\$7,894.00		
Pearl River Community College	Health Related Occupations	1	\$3,000.00	\$3,000.00	\$3,000.00
Truck Driver Institute, Inc.	Truck Driving	3	\$7,500.00	\$7,500.00	\$2,500.00
TOTAL		303	\$524,457.60	\$524,457.60	\$1,730.88

Southcentral MS Works Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Accelerated Dental Assisting Academy	Health Related Occupations	1	\$2,030.50	\$2,030.50	\$2,030.50
Access Training Incorporated	Health Related Occupations	2	\$5,000.00	\$5,000.00	\$2,500.00
Ace Training Center, Inc.	Truck Driving	33	\$134,900.00	\$134,900.00	\$4,087.88
Alcorn State University School of Nursing	Health Related Occupations	4	\$21,229.15	\$21,229.15	\$5,307.29
Copiah-Lincoln Community College	Academic Classes	1	\$1,630.00	\$38,521.97	\$2,266.00
	Health Related Occupations	14	\$34,901.97		
	Welding Occupations	2	\$1,990.00		
CRW Truck Driving Training School	Truck Driving	20	\$84,000.00	\$84,000.00	\$4,200.00

Southcentral MS Works Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Delta State University	Academic Classes	3	\$4,956.00	\$4,956.00	\$1,652.00
Delta Technical College	Truck Driving	2	\$7,000.00	\$7,000.00	\$3,500.00
East Central Community College	Health Related Occupations	1	\$3,958.61	\$3,958.61	\$3,958.61
Hinds Community College	Automotive Occupations	5	\$8,247.47	\$253,376.95	\$2,111.47
	Building & Construction Trades	3	\$8,644.20		
	Business Occupations	7	\$13,294.25		
	Health Related Occupations	15	\$43,651.85		
	Maintenance Occupations	3	\$7,192.61		
	Miscellaneous Occupations	75	\$153,695.67		
	Production Machine Occupations	1	\$125.00		
	Service Occupations	5	\$8,358.05		
	Welding Occupations	6	\$10,167.85		
Holmes Community College	Electrical Occupations	1	\$1,800.00	\$23,964.95	\$2,662.77
	Health Related Occupations	8	\$22,164.95		
Itawamba Community College	Health Related Occupations	1	\$1,680.00	\$1,680.00	\$1,680.00
Meridian Community College	Health Related Occupations	15	\$35,339.02	\$35,339.02	\$2,355.93
Mississippi Delta Community College	Health Related Occupations	8	\$25,859.88	\$25,859.88	\$3,232.49
Pearl River Community College	Health Related Occupations	1	\$382.00	\$382.00	\$382.00

Southcentral MS Works Individual Training Accounts

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Southwest Mississippi Community College	Academic Classes	1	\$560.00	\$80,900.08	\$2,696.67
	Health Related Occupations	27	\$73,233.58		
	Truck Driving	2	\$7,106.50		
TOTAL		267	\$723,099.11	\$723,099.11	\$2,708.24

Twin Districts Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Ace Training Center, Inc.	Truck Driving	3	\$12,500.00	\$12,500.00	\$4,166.67
CRW Truck Driving Training School	Truck Driving	2	\$8,400.00	\$8,400.00	\$4,200.00
East Central Community College	Health Related Occupations	3	\$2,960.00	\$27,960.00	\$2,150.77
	Truck Driving	10	\$25,000.00		
Holmes Community College	Electrical Occupations	1	\$1,600.00	\$1,600.00	\$1,600.00
Itawamba Community College	Truck Driving	1	\$2,752.00	\$2,752.00	\$2,752.00
Jones County Junior College	Business Occupations	1	\$5,417.00	\$119,891.81	\$2,854.57
	Health Related Occupations	16	\$56,368.81		
	Service Occupations	15	\$49,606.00		
	Truck Driving	10	\$8,500.00		

Twin Districts Individual Training Accounts

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount per Provider	Cost per Participant
Meridian Community College	Building & Construction Trades	7	\$3,302.00	\$118,857.66	\$2,122.46
	Health Related Occupations	39	\$89,883.32		
	Maintenance Occupations	2	\$4,995.11		
	Truck Driving	8	\$20,677.23		
Mississippi Gulf Coast Community College	Academic Classes	4	\$8,938.00	\$164,423.20	\$3,355.58
	Business Occupations	5	\$12,033.85		
	Health Related Occupations	40	\$143,451.35		
Pearl River Community College	Academic Classes	6	\$11,654.00	\$117,011.52	\$2,250.22
	Business Occupations	1	\$2,005.00		
	Health Related Occupations	32	\$78,834.52		
	Service Occupations	12	\$22,200.00		
	Welding Occupations	1	\$2,318.00		
Southwest Mississippi Community College	Health Related Occupations	2	\$3,273.00	\$3,273.00	\$1,636.50
Taylor Dental Assisting School	Health Related Occupations	8	\$37,280.00	\$37,280.00	\$4,660.00
University of Southern Mississippi	Service Occupations	3	\$14,250.00	\$14,250.00	\$4,750.00
TOTAL		232	\$628,199.19	\$628,199.19	\$2,707.76

Statewide Individual Training Account (ITA) Types and Participants

The following tables identify the breakdown of ITA spending by Fund Source Category, Local Workforce Area, and by Occupational Training Type. These tables help demonstrate the diversity of both the areas served and the multiple training types for which funds were provided.

ITA by Fund Source Category

Fund Source Category	Number of Students Trained	Total Amount Spent
Adult	957	\$2,354,256.86
Dislocated Worker	147	\$414,931.18
Out-of-School Youth	68	\$152,051.26
TOTAL	1,172	\$2,921,239.30

ITA by Local Workforce Area

Local Workforce Development Area	Number of Students Trained	Total Amount Spent
Delta	370	\$1,045,483.40
MS Partnership	303	\$524,457.60
Southcentral MS Works	267	\$723,099.11
Twin Districts	232	\$628,199.19
TOTAL	1,172	\$2,921,239.30

ITA by Occupational Training Type

Occupational Training Type	Number of Students Trained	Total Amount Spent
Academic Classes	51	\$106,198.24
Automotive Occupations	8	\$17,247.47
Building & Construction Trades	16	\$14,596.20
Business Occupations	39	\$103,123.61
Computer Occupations	7	\$12,500.00
Electrical Occupations	13	\$28,995.00
Health Related Occupations	609	\$1,438,416.76
Maintenance Occupations	9	\$21,952.72
Manufacturing	9	\$4,830.00
Miscellaneous Occupations	77	\$158,695.67
Production Machine Occupations	6	\$2,654.00
Service Occupations	37	\$98,119.05
Truck Driving	282	\$899,434.73
Welding Occupations	9	\$14,475.85
TOTAL	1,172	\$2,921,239.30

Individual Training Account Course Listing

ACADEMIC CLASSES

BACHELOR OF SCIENCE IN AUDIOLOGY & SPEECH PATHOLOGY
BACHELOR OF SCIENCE IN BIOLOGY
BACHELOR OF SCIENCE IN CRIMINAL JUSTICE
BACHELOR OF SCIENCE INTERDISCIPLINARY STUDIES(K-8)
BACHELOR OF FINE ART
BACHELOR OF SCIENCE - HEALTH, PHYS EDU, & REC
BASIC LAW ENFORCEMENT
ELEMENTARY EDUCATION - ASSOCIATES DEGREE
EMERGENCY MEDICAL TECH - BASIC
ENGINEERING TECH
ENTERTAINMENT INDUSTRY - BACHELOR OF SCIENCE
INSTRUMENTATION TECHNOLOGY
SOCIAL WORK - BACHELOR OF SOCIAL WORK

AUTOMOTIVE OCCUPATIONS

AUTOMOTIVE SERVICE TECH. - CERTIFICATE
AUTOMOTIVE SERVICES TECH. - ASSOCIATE
DIESEL EQUIPMENT TECH - CERTIFICATION
INDUSTRIAL MAINTENANCE - ASSOCIATE DEGREE

BUILDING & CONSTRUCTION TRADES

DRAFTING AND DESIGN - ASSOCIATE DEGREE
ELECTRICAL - INTRODUCTION - ONE YEAR CERTIFICATE
PIPEFITTING NCCER APPRENTICESHIP LEVELS 1 - 2
SHIPFITTING / SHIPBUILDING - ENTRY LEVEL
WELDING NCCER APPRENTICESHIP LEVELS 1 - 4

BUSINESS OCCUPATIONS

ACCOUNTING TECH
BACHELOR OF BUSINESS ADMINISTRATION - ACCOUNTING
BACHELOR OF BUSINESS ADMINISTRATION - MARKETING
BACHELOR OF SCIENCE - INTERDISCIPLINARY STUDIES
BACHELOR OF SCIENCE IN ACCOUNTING
BUSINESS ADMINISTRATION
BUSINESS ADMINISTRATION IN FINANCE - BACHELOR
BUSINESS OFFICE TECH. - CERTIFICATE
MARKETING MANAGEMENT
OFFICE SYSTEM TECH - CERTIFICATE
PARALEGAL
PROCESS OPERATIONS - 2 YEAR

COMPUTER OCCUPATIONS

BACHELOR OF SCIENCE IN COMPUTER SCIENCE
COMPUTER CODING ACADEMY
COMPUTER SYSTEMS TECH- ASSOCIATE
COMPUTERIZED BUSINESS SYSTEMS
INFORMATION SYSTEMS TECHNOLOGY - ASSOCIATES DEGREE

ELECTRICAL OCCUPATIONS

ELECTRICAL LINEMAN
ELECTRICAL TECH - ASSOCIATE
INDUSTRIAL ELECTRONICS ENGINEERING TECHNOLOGY

HEALTH RELATED OCCUPATIONS

BACHELOR IN BUSINESS - HEALTHCARE ADMINISTRATION
DENTAL ASSISTING TECHNOLOGY - CERTIFICATE
DENTAL HYGIENE
EARLY CHILDHOOD EDUCATION
HEALTH CARE ASSISTANT
MEDICAL ASSISTANT - CERTIFICATE
MEDICAL CLERICAL/BILLING CLERK
MEDICAL INSURANCE BILLING AND CODING
MEDICAL LAB
MEDICAL OFFICE TECHNOLOGY - HEALTH CARE DATA
NURSING - ACCELERATED TRACK LPN TO RN
NURSING - ASSOCIATE DEGREE (RN)
NURSING - BACHELOR OF SCIENCE (BSN)
NURSING - CERTIFIED NURSING ASSISTANT (CNA)
NURSING - LICENSED PRACTICAL NURSE (LPN)
NURSING -RN UPGRADE TO BSN
OCCUPATIONAL THERAPY
PHARMACY TECH
PHLEBOTOMY (CLINICAL)
PHYSICAL THERAPIST ASSIST TECH
POLYSOMNOGRAPHY TECHNOLOGY-ASSOCIATES DEGREE
RADIOGRAPHY TECH - ASSOCIATE DEGREE
RESPIRATORY CARE
SURGICAL TECH - ASSOCIATE DEGREE

MAINTENANCE OCCUPATIONS

ELECTROMECHANICAL TECHNICIAN
HEATING & AIR CONDITIONING - CERTIFICATE
INDUSTRIAL MAINTENANCE - CAREER CERTIFICATE
INDUSTRIAL MAINTENANCE - TECHNICAL CERTIFICATE
MANUFACTURING TECH. - ASSOCIATE DEGREE

MANUFACTURING

MANUFACTURING - BASIC SKILLS

MASSAGE THERAPY

MASSAGE THERAPIST

MISCELLANEOUS OCCUPATIONS

BACHELOR OF ARTS IN PRE-LAW/LEGAL STUDIES
MEDICAL DATA TECHNOLOGY - CAREER CERTIFICATE
MIBEST BASIC ESSENTIAL SKILLS
OFFICE SYSTEMS TECHNOLOGY - CERTIFICATE

PRODUCTION MACHINE OCCUPATIONS

AVIONICS - CABLING
MACHINE TOOL OPERATOR - 1 YR CERTIFICATE
PRECISION MANUFACTURING & MACHINE TECHNOLOGY

SERVICE OCCUPATIONS

BASIC LAW ENFORCEMENT TRAINING
CULINARY ARTS (CHEF & RELATED OCCUPATIONS) -CERTIFICATE
TRUCK DRIVER - ACCELERATED

TRUCK DRIVING

CDL TRAINING
TRUCK DRIVER
TRUCK DRIVER - EVENING PROGRAM

WELDING OCCUPATIONS

WELDER - ASSOCIATES DEGREE
WELDING - CAREER CERTIFICATE
WELDING & CUTTING
WELDING BASIC

APPENDIX C

Title I. Supplemental Information

Individuals Served by Service Center

Basic Career Services - Basic career services are universally accessible and must be made available to all individuals seeking employment and training services. Generally, these services include services such as eligibility determinations, initial skill assessments, labor exchange services, provision of information on programs and services, and program referrals.

Individualized Career Services - Individualized career services must be provided to participants after WIN Job Center staff determine that such services are required to retain or obtain employment, consistent with any applicable statutory priorities. Generally, these services involve significant staff time and customization to each individual's need. Individualized career services include services such as specialized assessments, developing an individual employment plan, counseling, work experiences (including transitional jobs), etc.

Delta

Service Center	Basic	Individualized	Training	Total Individuals Served
Batesville WIN Job Center	1	0	0	1
Batesville Northwest Community College	446	300	93	167
Bolivar County Community Action Agency	0	346	6	43
Clarksdale WIN Job Center	495	791	111	216
Cleveland WIN Job Center	608	668	123	260
Coahoma Community College	0	140	0	30
Greenville WIN Job Center	770	438	107	256
Greenwood WIN Job Center	353	454	123	168
Indianola WIN Job Center	268	454	127	231
Lexington WIN Job Center	75	53	23	25

Delta

Service Center	Basic	Individualized	Training	Total Individuals Served
Mid State Opportunity, Inc.	0	257	0	30
North Central Planning and Development District	0	304	0	35
Sunflower Humphreys County Progress	0	549	29	51
Vocational Rehabilitation	0	10	0	10
Warren-Washington-Issaquena-Sharkey Community Action Agency	0	435	0	62
DELTA TOTAL	3,016	5,199	742	1,572*

* Total includes unique individuals only. An individual may receive services through multiple service centers.

Mississippi Partnership

Service Center	Basic	Individualized	Training	Total Individuals Served
Amory WIN Job Center	92	142	41	94
Attala County — Kosciusko WIN Job Center	14	6	2	9
Calhoun County Schools	62	272	0	30
Calhoun County WIN Job Center	47	5	0	20
Corinth WIN Job Center	214	545	132	237
DeSoto County WIN Job Center	367	598	131	188
East Mississippi Community College	173	738	0	123
Golden Triangle Planning and Development District	206	847	0	103
Grenada WIN Job Center	207	152	41	101
Houston WIN Job Center	80	83	30	76

Mississippi Partnership

Service Center	Basic	Individualized	Training	Total Individuals Served
Itawamba Community College	113	474	1	74
Iuka WIN Job Center	135	57	68	88
Louisville WIN Job Center	215	73	15	103
Marshall County Workforce Training Center	395	707	106	222
Mayhew WIN Job Center	425	1476	67	418
New Albany WIN Job Center	109	104	31	66
New Albany School District	19	48	0	9
North Central Planning and Development District	86	249	0	42
Northeast Mississippi Community College	159	635	0	81
Northeast Mississippi Community Services, Inc.	60	179	0	30
Northwest Mississippi Community College	190	855	0	102
Noxubee WIN Job Center	12	82	8	50
Oxford WIN Job Center	146	142	41	83
Pontotoc WIN Job Center	90	141	51	106
Pontotoc County School District	50	182	0	26
Senatobia WIN Job Center	11	242	9	99
Three Rivers Planning and Development District	31	140	0	32
Tupelo WIN Job Center	480	1011	317	409
West Point WIN Job Center	76	106	7	72
MISSISSIPPI PARTNERSHIP TOTAL	4,264	10,291	1,098	2,946*

* Total includes unique individuals only. An individual may receive services through multiple service centers.

Southcentral MS Works

Service Center	Basic	Individualized	Training	Total Individuals Served
Brookhaven WIN Job Center	110	81	25	77
Central MS Planning and Development District	37	248	46	193
Copiah Lincoln Community College	0	2	0	1
Hinds Community College	20	179	90	137
Jackson — CMPDD	242	543	130	253
Jackson WIN Job Center	81	110	6	63
Madison County — Canton WIN Job Center	83	136	27	91
Madison County Youth Court — Jobs4Youth	0	9	3	4
McComb WIN Job Center	160	144	45	104
MS Job Corps	0	0	1	1
Natchez WIN Job Center	257	306	27	249
Pearl WIN Job Center	40	109	0	48
Pearl — CMPDD	157	331	75	119
Refill Jackson Initiative	0	11	0	10
Sunnybrook Children's Home	0	2	0	2
Vicksburg WIN Job Center	586	993	1	184
Vicksburg — CMPDD	172	317	114	174
Vocational Rehabilitation	0	1	0	1
Warren County ARC	0	3	0	2
SOUTHCENTRAL MS WORKS TOTAL	1,945	3,525	590	1,600*

* Total includes unique individuals only. An individual may receive services through multiple service centers.

Twin Districts

Service Center	Basic	Individualized	Training	Total Individuals Served
Carthage WIN Job Center	23	233	10	126
Choctaw WIN Job Center	0	38	0	19
Columbia WIN Job Center	159	572	29	195
East Central Community College	0	44	0	15
East Mississippi Community College	24	60	0	14
Forest WIN Job Center	203	525	20	262
Gulfport WIN Job Center	394	1351	278	467
Hancock County — Bay St. Louis, Waveland	12	52	9	19
Hattiesburg WIN Job Center	349	1039	38	405
Jones County Junior College	64	210	0	40
Laurel WIN Job Center	212	417	50	221
Meridian WIN Job Center	203	983	43	394
Meridian Community College	56	167	0	28
Mississippi Gulf Coast Community College	184	302	0	130
Newton WIN Job Center	14	49	0	31
Pascagoula WIN Job Center	138	1061	346	503
Philadelphia WIN Job Center	0	125	0	54
Picayune WIN Job Center	135	2327	15	213
South Mississippi Planning and Development District	92	220	0	64
TWIN DISTRICTS TOTAL	2,262	9,775	838	3,048*

* Total includes unique individuals only. An individual may receive services through multiple service centers.

Individuals Placed by Service Center

The number of individuals placed in a job through Workforce Development Centers.

Delta

Service Center	Participants Placed
Batesville	46
Cleveland	100
Indianola	81
Lexington	3
Belzoni	0
Clarksdale	157
Greenville	48
Greenwood	92
TOTAL	525*

Southcentral MS Works

Service Center	Participants Placed
Brookhaven	15
Madison County — Canton	16
Mendenhall	1
Pearl	15
Canton Call Center	2
McComb	28
Natchez	31
Vicksburg	28
Jackson	26
TOTAL	159*

Mississippi Partnership

Service Center	Participants Placed
DeSoto County	3
Louisville	14
West Point	5
Iuka	74
Marshall County	0
Oxford	54
Houston	36
Pontotoc	43
New Albany	5
Amory	17
Calhoun County	5
Mayhew	5
Corinth	33
Grenada	28
Tupelo	25
Attala County — Kosciusko	0
Senatobia	0
TOTAL	345*

Twin Districts

Service Center	Participants Placed
Picayune	52
Columbia	66
Carthage	32
Forest	68
Newton	1
Philadelphia	6
Choctaw	1
Hattiesburg	32
Laurel	22
Meridian	13
Pascagoula	148
Gulfport	53
Hancock County — Bay St. Louis, Waveland	10
TOTAL	499*

* Totals include unique individuals only.
An individual may receive services through multiple service centers.



MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

2019 Workforce Innovation and Opportunity Act Annual Report
presented by the State Administrative Entity for WIOA in Mississippi

Submitted December 1, 2020

Jackie Turner, Executive Director, Mississippi Department of Employment Security

Laura Ring, Deputy Executive Director

OFFICE OF GRANT MANAGEMENT

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For more information, call 888-844-3577 or visit mdes.ms.gov



An equal opportunity employer and program, MDES has auxiliary aids and services available upon request to those with disabilities.

Those needing TTY assistance may call 800-582-2233.

Funded by the U.S. Department of Labor through the Mississippi Department of Employment Security.