



MISSISSIPPI DEPARTMENT of EMPLOYMENT SECURITY

OFFICE OF THE GOVERNOR
MARK HENRY
EXECUTIVE DIRECTOR

September 23, 2014

Mr. Les Range
Regional Administrator
U. S. Department of Labor/ETA
Atlanta Federal Center
61 Forsyth Street Room 6M12
Atlanta, GA 30303

Dear Mr. Range:

As required in TEGL 29-12, the Mississippi Department of Employment Security is submitting its Annual Report of Activities for the Program Year 2013 Workforce Information Core Products and Services Grant.

Sincerely,

Handwritten signature of Mark Henry in cursive script.

Mr. Mark Henry
Executive Director
MS Department of Employment Security

Handwritten signature of Jay Moon in cursive script.

Mr. Jay Moon
Chairman
State Workforce Investment Board

**Mississippi
Annual Performance Report
ETA Workforce Information Grant
PY 2013 (7/1/2013 – 6/30/2014)**

(1) Workforce Information Database (WIDb)

Mississippi has continued to update the Workforce Information Database (WIDb) with required data sets as established by the Analyst Resource Center. The database is available on the Labor Market Information (LMI) section of the Mississippi Department of Employment Security (MDES) agency website. We are using the most current version of the database to ensure consistency with other states and constantly work to update the system with current information or revised data as it becomes available.

(2) Industry and Occupational Projections

Mississippi produced short-term occupational projections for the 2013 to 2015 period. Long-term industry and occupational projections for 2012 – 2022 were created and transmitted by the June 30, 2014 deadline. Long-term projections were created for the State of Mississippi, four Metropolitan Statistical Areas, four Workforce Investment Areas, and thirteen Community College Districts. The additional areas provide greater flexibility and more local data for users for special projects and initiatives.

All projections were produced using the methodology, software, and guidelines developed by the Projections Workgroup and the Projections Managing Partnership. We are awaiting feedback from the Employment & Training Administration (ETA) and the Bureau of Labor Statistics (BLS) before publishing the industry projections and occupational projections. The WIDb will be populated with the short-term and long-term projections once we have received the feedback on the projections.

(3) Annual Economic Analysis and Other Reports

In addition to the wide variety of publications that the LMI Department is required to publish, the following items were produced during PY 2013.

Mississippi created “Reflections”, an annual economic analysis report that is available to the Office of the Governor, the State Workforce Investment Board and other data users on the LMI section of the MDES website. Amounts are provided by County, Metropolitan Statistical Area and Workforce Investment Act Area. Unemployment Insurance (UI) data, Population statistics, Labor Force statistics, Industry Employment, Per Capita Income, and Sales Tax Collection amounts were incorporated in the report. An Index of Economic Stability was generated by area using the data sources included. The Index provides an independent and logical method to compare areas.

The LMI Department included UI statistics (initial claims, continued claims and benefits paid) by County, Metropolitan Statistical Area and Workforce Investment Area in the monthly publication “Labor Market Data”. LMI also produced an overview publication, “LMI Guide”, of the various data produced by the LMI Department that is a valuable form of outreach and should increase use of data that is produced.

Annual “Occupations in Demand” publications were generated; this publication series provides a summary look at high demand occupations for Mississippi and its local workforce areas over a 10-year

period. Included in the publications are tables for the top 100 occupations based on annual demand, average annual wage, average entry wage, and by level of preparation required.

We also provided on-line maps for Labor Force statistics, Population, Population Change, Per Capita Income, Percent below Poverty, High School and College Graduates, Commuter amounts, Average Wage, Number of Establishments, and Average Monthly Covered Employment; along with maps that define common reporting geographies.

(4) Customer Consultations

During PY 2013, LMI had ongoing phone conversations with the WIA directors. We discussed information that is already available and additional information we could produce for them. We have continued to produce occupational projections, industry employment projections, labor force statistics, and occupational wage estimates for each of the workforce investment areas within Mississippi and will continue to provide requested information for inclusion in the annual plans for the state and local boards. During the upcoming year we will explore opportunities to expand our capabilities in this area.

LMI staff provided data to the MS Economic Council. We discussed available data and any data needs that they might have. In addition, we have met directly with several customers requesting data and have identified areas where data can be consolidated to provide better reports and information that will be more useful to various groups.

The LMI Department continued tracking the various requests for data. An electronic log is maintained to document the various customer types that request data, what was requested, and how it was resolved. This has proven to be a valuable resource to assist us in identifying areas where communication or outreach needs to be improved. It also has proven to be useful in documenting the wide variety of customers and the frequency of the requests. In addition, we have continued to monitor usage of website publications. For PY 2013, LMI web pages and publications received over 58,000 hits on the MDES website.

Staff presented an overview of available data and publications at two Workforce Development Conferences during PY 2013. The conferences were designed for local office staff, local workforce investment area staff, community college staff and other partners. The focus of the overview was to educate individuals how to use available LMI data when assisting customers with job search activities, career planning, or economic development requests from local officials. Staff described Occupational Wage publications and Occupational Outlook publications along with other data that would be useful to their customers. Each presentation concluded with questions from the audience and an opportunity to gain feedback from customers.

(5) Activities Undertaken to Meet Customer Needs

The LMI Department created area specific occupational wages and staffing patterns along with labor force statistics and industry employment amounts to support general economic development and research efforts or to assist individual employers interested in locating in a certain area. The wage estimates for smaller geographic areas were produced using the Estimates Delivery System by combining contiguous surrounding counties in order to produce as many occupations as possible while maintaining confidentiality standards associated with the data.

As designated by the Governor, LMI provided several analysis and certifications for Targeted Employment Areas. LMI also partnered with other departments within MDES to provide data for various presentations.

(6) New Tools and Resources

No new tools or resources to report for PY 2013.

(7) Efforts to create and support partnerships and collaborations

We have continued to assist with data requests which support partnership activities within our agency and with local workforce investment areas and other partners. We continue to provide analysis of agency customer records, wage matching services, analysis of performance measures for WIA funded services, LMI data for special economic requests, mapping capabilities and multiple other activities which support agency partnerships.

(8) Activities to leverage LMI-WI Funding

During PY 2013, we continued reviewing agency administrative data consisting of Quarterly Wage Records, Employment Service applicants and Workforce Investment Act records. Through our analysis of these records we are able to identify and report a variety of demographic and geographic data which tells us and others about the customers that we serve along with more detailed information about the potential labor pool that exists in Mississippi. This data can be used by local office managers, WIA staff, and economic developers to gain insight into the pool of available workers in their respective areas. We are able to create this data at the State, WIA, county, and city levels. We have created a time series of individuals served by MDES and are able to identify changes over time.

We continue to provide wage matching services for the WIA program; allowing us to track earnings of individuals that have received services or training through MDES. During PY 2013, we addressed multiple requests to track thousands of individuals' earnings across multiple years. We are able to provide quarterly or annual wages earned by industry, employer size, or location; depending on the type of request.

We assisted with an annual performance evaluation of MDES/Workforce Investment Act training providers. We were able to track wages earned by individuals who participated in and completed training programs. The results were analyzed by Region, Training Program, Training Provider, and individual records. This process should continue annually to assist with the evaluation of training providers.

(9) Recommendations to ETA for Changes and Improvements to WIGS Requirements

The Mississippi LMI Department has no recommendations at this time.