



ANNUAL REPORT

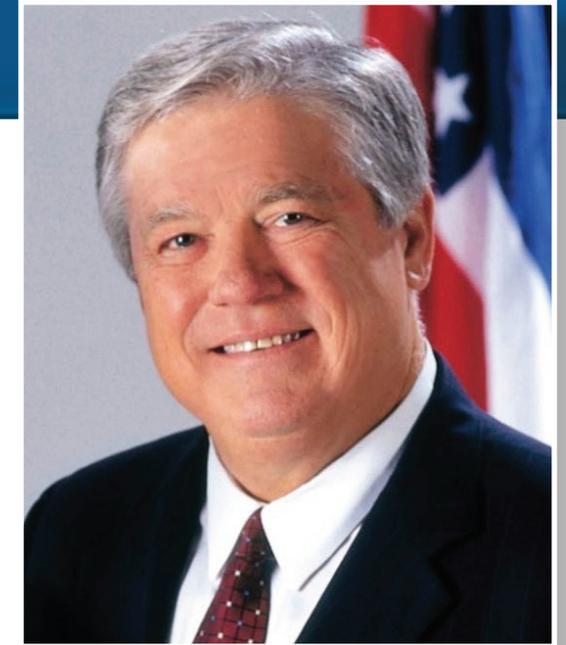
Workforce Investment Network in Mississippi



TABLE OF CONTENTS

Table of Contents	1	▶
Governor's Letter	2	▶
WIN Works to Expand Mississippi's Workforce	3	▶
WIA and WIN: An Overview	3	▶
WIN in Mississippi Partners	3	▶
WIN State Workforce Investment Board	4	▶
State Workforce Investment Board (SWIB)	4	▶
WIN Performance Information	5	▶
Program Year 2009 Performance Information	5	▶
WIN Waivers	10	▶
Program Year 2009 Waivers	10	▶
WIN Job Centers	12	▶
WIN Job Centers Work With Job Seekers and Laid-Off Workers	12	▶
WIN Job Centers Work With Businesses	13	▶
WIN Job Center Locations	15	▶
Local Workforce Investment Areas	18	▶
Delta Workforce Investment Area	18	▶
The Mississippi Partnership	21	▶
Southcentral Mississippi Works	25	▶
Twin Districts Workforce Investment Area	27	▶
WIN American Recovery and Reinvestment Act	30	▶
American Recovery and Reinvestment Act	30	▶
WIN Works With Department of Labor Discretionary Grants	32	▶
Hurricane Katrina National Emergency Grant	32	▶
Momentum WIRED	32	▶
Credits and Contact Information	29/30	▶

GOVERNOR'S LETTER



Dear Friends:

It is with great pride that I present the Annual Report of the Workforce Investment Act in Mississippi for Program Year 2009. Since its inception in 1998, the Workforce Investment Act has provided the framework for the Workforce Investment Network, or WIN, in Mississippi.

The Mississippi Department of Employment Security (MDES) is responsible for administering Mississippi's WIN system. It is this system that brings initiatives and job training services that strengthen our State's workforce and the businesses that employ them. You can find details of our progress in this report, which outlines the ninth operational year of WIN in Mississippi.

From 2005 to now, Mississippi has worked to recover from the worst natural disaster in American history, Hurricane Katrina. Along with the rest of the country, Mississippi now finds itself in the midst of the worst recession since World War II, and shoulder to shoulder with its Gulf Coast neighbors battling the worst environmental disaster in American history. Just as the Gulf Coast weathered Katrina, we will weather these man-made storms, coming back bigger and better than ever. Mississippi's "can-do" spirit remains a vital part of our state's ability to attract more and better jobs within our borders.

Mississippi is known for our business-friendly climate and our robust and plentiful workforce; indeed, it is these foundations of economic development that are the key to attracting business and industry as they consider locating in Mississippi, even during a recession. However, Mississippi's ability to compete in a global economy depends on the quality of our workforce. WIN in Mississippi is a crucial tool in helping us to meet this demand by training and shaping our state's workers into a high-skilled, high-quality workforce. Mississippi's investment in a quality workforce has already paid economic dividends, and we must continue to make wise investments, such as retooling our approach to workforce enhancement, in order to ensure Mississippi weathers the current economic crisis.

In the coming year, I will continue working with the WIN in Mississippi partners to maximize all available resources as we touch the lives of all Mississippians by ***Increasing Employment in Mississippi***.

Sincerely,

A handwritten signature in blue ink, which appears to read "Haley Barbour". The signature is fluid and cursive.

Haley Barbour, Governor

WIN Works to Expand Mississippi's Workforce

WIA and WIN: An Overview

The Workforce Investment Act of 1998 established the framework for the Workforce Investment Network (WIN) in Mississippi.

The WIN in Mississippi system includes comprehensive WIN Job Centers that are a single source, user-friendly resource for employment and training services for job seekers and businesses.

WIN combines federal, state, and community workforce development programs and services and makes them easily accessible at the one-stop WIN Job Centers.

WIN consists of locally designed and managed programs that provide customer choice and convenient access to services and information for the business customer seeking qualified workers as well as for job seekers.

In Program Year 2009, there were four Local Workforce Investment Areas in the state that received WIA Funds to administer various local programs.

The Boards of Supervisors of each area established a Local Workforce Investment Board comprised of local business and public sector representatives. These boards and local elected officials are responsible for designing local WIN services to meet the needs of the community.

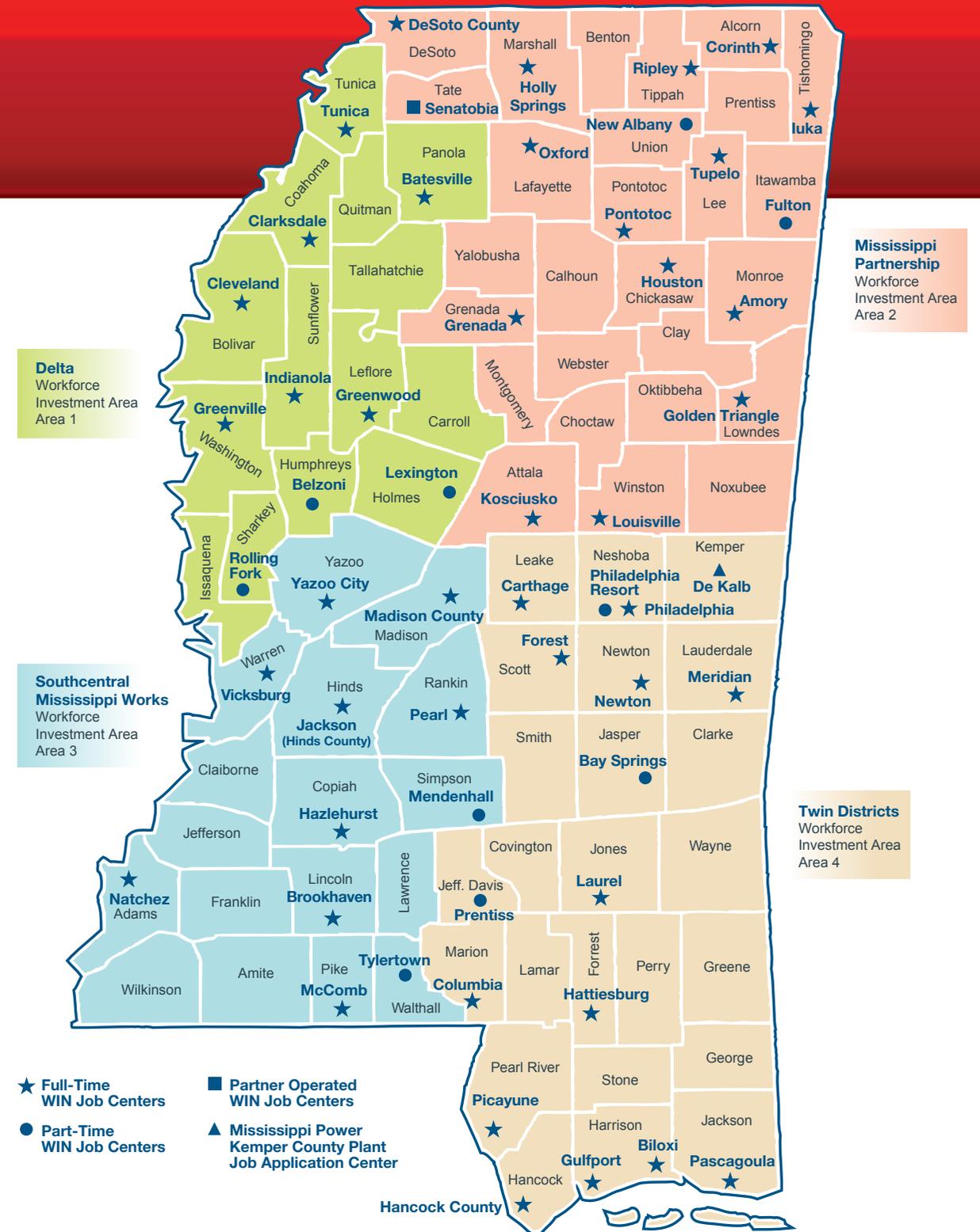
The local area boards develop plans that address local needs and are consistent with the overall vision of the Governor for workforce development.

WIN in Mississippi Partners

The WIN in Mississippi system represents a collaborative effort with private business, local elected officials and state public agencies. Listed below are a few of the WIN in Mississippi Partners*.

- Mississippi Department of Employment Security
- Local Workforce Investment Areas
- Local Elected Officials
- State Board for Community and Junior Colleges
- Mississippi Department of Corrections
- Mississippi Department of Human Services
- Mississippi Department of Rehabilitation Services
- Mississippi Development Authority
- U.S. Department of Housing and Urban Development

* May include other partners in local areas.



WIN *State Workforce Investment Board*

State Workforce Investment Board (SWIB)

The State Workforce Investment Board was established to assist in the development of the State Workforce Plan and to assist the governor in fulfilling his responsibilities as required by the Workforce Investment Act (WIA) of 1998. The SWIB oversees the use of state workforce training dollars and provides valuable advice on program direction and accountability. The SWIB is an integral part of the Workforce Investment Network (WIN) in the state of Mississippi.

The forty-three members of the SWIB are appointed by the governor and represent organizations, agencies, and business entities throughout the state. As mandated by the WIA, a majority of the members of the SWIB are representatives of business. The SWIB is currently involved in a long-range Strategic Planning activity.

In 2005, the SWIB became the overseer of the Workforce Enhancement Training (WET) Fund. The WET fund was created to support workforce training throughout the state. Initially, the WET fund was connected to the Unemployment Insurance (UI) trust fund. In October 2009, Governor Barbour proposed an amendment that disconnected the WET fund from the UI trust fund. At its October 2009 board meeting, the SWIB passed a resolution to support the Governor's proposed amendment to continue the WET fund and disconnect it from the UI trust fund. The first action of the 2010 legislative session made provisions for the separation of the WET fund from the UI trust fund. This action made provisions for the continuance of the WET fund through fluctuating economic trends. To date, \$105 million has been generated by the WET fund program and funneled through the community colleges throughout the state to support workforce training around the state.

SWIB member Chris Epps, Commissioner of the Mississippi Department of Corrections (MDOC), presented a report to the SWIB in March 2010. The report included the prisoner recidivism rates in the state and a report of the improvements in the workforce training of Mississippi's inmate population. The statistics of the report showed that the number of released offenders participating in counseling, training, and education programs has increased from approximately 1,400 in 2005, to 2,400 in 2009. Of those offenders who participate in training programs, the number completing training went from 3% to approximately 25%. Approximately 35% of ex-offenders are able to find a job within three months of their release. Sixty percent of ex-offenders are able to retain their jobs for one year. For those ex-offenders who complete training programs, employment retention improves by up to 67%. These statistics represent significant improvement in the area of workforce development for the state.

Governor Barbour has stated that workforce development is bigger than manufacturing or any one particular industry sector. The SWIB is dedicated to working with businesses, community colleges, K through 12 education, Institutions of Higher Learning, and all other workforce stakeholders in the state to accomplish the workforce development goals of the governor of Mississippi.



Larry Otis
*Chairman, Mississippi State
Workforce Investment Board*



Program Year 2009 Performance Information

In Program Year 2009 (PY 2009 began on July 1, 2009 and ended on June 30, 2010), the State of Mississippi's WIN system, including the four local workforce areas, was measured against the nine Federal "common performance measures," which included:

- The adult program Entered Employment rate;
- The adult program Employment Retention rate;
- The adult program Average Earnings rate;
- The dislocated worker program Entered Employment rate;
- The dislocated worker program Employment Retention rate;
- The dislocated worker program Average Earnings rate;
- The youth program Placement in Employment or Education rate;
- The youth program Attainment of a Degree or Certificate rate; and,
- The youth program Literacy and Numeracy Gains rate.

The following tables show PY 2009 attainment rates on each performance measure for the State as a whole and, separately, for each of the four local workforce areas.

Statewide Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	79.0%	56.5%
Adult Employment Retention Rate	83.0%	77.7%
Adult Average Earnings	\$9,200	\$10,996.50
Dislocated Worker Entered Employment Rate	82.0%	58.2%
Dislocated Worker Employment Retention Rate	85.0%	78.1%
Dislocated Worker Average Earnings	\$11,050	\$12,454.90
Youth Placement in Employment or Education	67.0%	67.3%
Youth Attainment of Degree or Certificate	50.0%	71.8%
Youth Literacy and Numeracy Gains	46.0%	52.2%

WIN *Performance Information* (continued)

MS Partnership LWIA Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	79.0%	63.5%
Adult Employment Retention Rate	83.0%	80.1%
Adult Average Earnings	\$9,200	\$11,667.90
Dislocated Worker Entered Employment Rate	82.0%	61.7%
Dislocated Worker Employment Retention Rate	85.0%	80.1%
Dislocated Worker Average Earnings	\$11,050	\$13,580.30
Youth Placement in Employment or Education	67.0%	84.4%
Youth Attainment of Degree or Certificate	50.0%	78.9%
Youth Literacy and Numeracy Gains	46.0%	60.2%

Delta LWIA Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	79.0%	62.6%
Adult Employment Retention Rate	83.0%	80.7%
Adult Average Earnings	\$9,200	\$11,080.50
Dislocated Worker Entered Employment Rate	82.0%	51.8%
Dislocated Worker Employment Retention Rate	85.0%	78.2%
Dislocated Worker Average Earnings	\$11,050	\$9,537.40
Youth Placement in Employment or Education	67.0%	72.0%
Youth Attainment of Degree or Certificate	50.0%	83.5%
Youth Literacy and Numeracy Gains	46.0%	50.7%

continued —

WIN *Performance Information* (continued)

Southcentral LWIA Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	79.0%	58.8%
Adult Employment Retention Rate	83.0%	79.0%
Adult Average Earnings	\$9,200	\$10,381.00
Dislocated Worker Entered Employment Rate	82.0%	60.4%
Dislocated Worker Employment Retention Rate	85.0%	78.3%
Dislocated Worker Average Earnings	\$11,050	\$11,437.50
Youth Placement in Employment or Education	67.0%	58.5%
Youth Attainment of Degree or Certificate	50.0%	60.4%
Youth Literacy and Numeracy Gains	46.0%	00.0%

Twin Districts Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	79.0%	53.0%
Adult Employment Retention Rate	83.0%	75.8%
Adult Average Earnings	\$9,200	\$11,092.70
Dislocated Worker Entered Employment Rate	82.0%	57.5%
Dislocated Worker Employment Retention Rate	85.0%	77.4%
Dislocated Worker Average Earnings	\$11,050	\$13,442.60
Youth Placement in Employment or Education	67.0%	69.8%
Youth Attainment of Degree or Certificate	50.0%	95.5%
Youth Literacy and Numeracy Gains	46.0%	68.8%

continued —

WIN Performance Information *(continued)*

Each year, Mississippi negotiates attainment rates on each common performance measure with the United States Department of Labor. Achieving 80% or more of the negotiated rate is considered a passing score. All of the data in Mississippi's WIA performance reports is uniformly reported and validated in accordance with stringent Federal requirements.

The recession increased in intensity during PY 2009 in Mississippi. As a direct result, Entered Employment rates for adults and dislocated workers fell significantly over the course of the year. The State still succeeded in getting jobs for 8,049 adult program participants and 6,831 dislocated workers. The following table shows the cost per entered employment for these two WIA programs. The Cost per Entered Employment for both the Adult and Dislocated Worker programs was figured by using the total expenditures in PY 2009 for each program (including formula and ARRA funds) divided by the numerator of the Entered Employment Rate for each program.

Formula Programs	Cost per Entered Employment
Adult Program	\$2,781.57 (\$22,388,849/8049)
Dislocated Worker Program	\$2,618.84 (\$17,889,324/6831)

The highest entered employment rates were achieved for adult and dislocated workers who received skill training. Participants who received only core services struggled to gain employment. This trend has been observable the last several years and has become particularly pronounced during the recession. Each of the four local workforce areas are focusing more and more upon training, assisted by the infusion of stimulus funding in the Recovery Act.

Reported Information	Individuals Who Received Training Services	Individuals Who Received Core and Intensive Services
Adult Entered Employment Rate	78.6%	53.6%
Adult Employment Retention Rate	86.2%	75.8%
Adult Average Earnings	\$14,365.60	\$10,157.70
Dislocated Worker Entered Employment Rate	76.1%	55.4%
Dislocated Worker Employment Retention Rate	83.2%	77.3%
Dislocated Average Earnings	\$16,082.60	\$11,793.30

WIN *Performance Information* (continued)

Youth performance for the State as a whole remained exceptional in spite of the recession. This is the result of a dual emphasis on employment and transition to college. The cost per youth placement in employment or post-secondary education is shown in the following table. This was figured using the amount of formula youth funds expended during PY 2009 excluding ARRA youth funds divided by the numerator of the Placement in Employment or Education measure. ARRA youth funds were used primarily for summer youth employment programs and were not included in this measure.

Formula Programs	Cost per Placement or Education
Youth Program	\$5,511.43 (\$12,803,044/2,323)

The State met seven of the nine common measures for PY 2009. The Entered Employment Rates were not met for Adults and Dislocated Workers. Three of the four local workforce areas did not meet the Entered Employment Rate for Adults and all four local areas did not meet the Dislocated Worker Entered Employment Rate. Mississippi Partnership met the Entered Employment Rate for Adults. The recession was a major contributing factor for the decrease in the Entered Employment Rate for both participant groups. The State exceeded goals for the three Youth measures: Placement in Employment or Education, Attainment of Degree or Certificate, and Literacy and Numeracy Gains. Southcentral continues to emphasize serving older youth in need of employment as opposed to focusing upon academic remediation (literacy and numeracy) for younger youth. As a result, Southcentral did not meet the Literacy and Numeracy Gains measure.

Program Year 2009 Waivers

Mississippi requested and was granted a number of waivers of statutory and regulatory requirements for the Workforce Investment Act of 1999 (WIA) and the American Recovery and Reinvestment Act of 2009 (ARRA) in PY 2009.

The Department of Labor clearly stated in Training and Employment Guidance Letter (TEGL) 14-08 that three waivers previously used by many states for formula funding would not apply to ARRA funds:

- **Waiver of the funds transfer limit between the Adult and Dislocated Worker programs.** The maximum funds transfer limit for ARRA Adult and Dislocated Worker funds is 30%.
- **Waiver of the limitation on the use of funds for capitalization of businesses at WIA section 181(3).**
- **Waiver to permit the state to use a portion of rapid response funds to conduct statewide activities including incumbent worker training.**

TEGL 14-08 also states that three waivers are exempt from the requirement to submit a full waiver plan by June 30, 2009 since they have become fundamental aspects of the operation of the workforce system:

- **Waiver to permit implementation of, and reporting only for, the common measures in place of the current WIA measures.** The common measures have become the basis of the workforce system's performance accountability.
- **Waiver of the prohibition on the use of Individual Training Accounts for youth.** This waiver provides increased flexibility in the provision of training services to youth, and may be particularly useful to states in light of the Recovery Act provision that raises the eligible youth age range to 24.
- **Waiver of the time limit on the period of initial eligibility for training providers.** This waiver has addressed barriers for meeting eligible training provider requirements, thereby increasing the number of community colleges and other entities that are available to deliver training to WIA Adult and Dislocated Worker participants.

Waivers (continued)

Approved waivers for Program Year 2009 also included the following:

- **Waiver to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area.** Transfer authority is limited to 50% of formula funds and 30% of ARRA funds between programs. All four local workforce areas used this flexibility to continue services to customers after adult program funds were exhausted. Without this transfer authority, adult training funds would have been exhausted. Mississippi is a predominantly rural state, and while huge gains in wages and job creation have been made in the past, labor force participation rates remain unacceptably low. Individuals who are out of the labor force do not qualify for the dislocated worker program. Adult training is critically important to increase labor force participation and to grow jobs and wages.
- **Waiver to increase the employer reimbursement for on-the-job training.** This waiver allows an increase in employer reimbursement for on-the-job training through a sliding scale based on the size of the business.
- **Waiver to permit local areas to use a portion of local funds for incumbent worker training.** Up to 10% of Dislocated Worker funds and up to 10% of local Adult funds may be used for incumbent worker training only as part of a lay-off aversion strategy. Use of Adult funds must be restricted to serving low-income adults under this waiver. All training delivered under this waiver is restricted to skill attainment activities.
- **Waiver to permit a portion of the funds reserved for rapid response activities to be used for incumbent worker training.** Up to 20% of rapid response funds may be used for incumbent worker training only as part of a lay-off aversion strategy. All training delivered under this waiver is restricted to skill attainment activities.
- **Requested Work-Flex Designation: Approval of the State's work-flex plan.** Under work-flex authority, Mississippi may grant waivers of WIA provisions applicable to local areas.

WIN *Job Centers*

WIN Job Centers Work With Job Seekers and Laid-Off Workers

The centerpiece of the WIN in Mississippi system, in terms of services and program delivery, is the network of comprehensive WIN Job Centers throughout the State.

These centers provide customers easy access to a variety of services in the areas of employment, education, training, human services, and economic development.

Job Search and Placement Assistance

WIN Job Center staff helps job seekers create or update résumés, conduct job searches, and prepare for job interviews. The staff also provides information on high demand occupations and available job training to help job seekers be more competitive in the job market.

Internet Access for Job Openings and Résumé Posting

Job seekers have access to Internet connected computers, and the WIN Job Center staff is available to assist with computer-based career exploration and job openings.

Access to Office Equipment: Computers, Fax Machines, Photocopiers

A customer conducting job searches has the use of computers, telephones, fax machines, and photocopiers at no cost.

Information on and Referral to Training

The WIN Job Centers are the customer's entry point to employment services and training programs.

Training programs are available to eligible individuals enrolled in WIA who cannot find adequate employment through normal job search strategies.

This assistance may include occupational skills training, on-the-job training, entrepreneurial training, skills upgrading, job readiness training, and adult education and literacy activities.

Adult and dislocated worker training requires the use of an Individual Training Account (ITA) voucher that allows a customer to choose from a statewide list of approved eligible training providers.



WIN Job Centers *(continued)*

WIN Job Centers Work 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 are eager to assist with searching for qualified employees, researching state, local and federal regulations, exploring the state’s economic development services, and more.

Supporting the employment needs of businesses, the WIN Job Centers are the focal point of the WIN in Mississippi system. The services provided by the WIN Job Centers are vast and comprehensive. They serve as the state’s workforce broker for increasing employment in Mississippi.

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 referrals to training opportunities to help businesses meet their human resources recruiting, screening, and training needs. Unless otherwise stated, these services are provided at no cost to 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 interviewed

Training

- On-the-Job Training (OJT) is designed to help businesses find workers by reimbursing a portion of expenses incurred during the initial training process. The WIN Job Center reimburses a company up to one-half the cost of training eligible workers through OJT. The amount received 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. OJT is limited to 50% of a business’s workforce and is at the discretion of the Local Workforce Investment 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. *(To be eligible, a business must have at least two full-time employees and provide Workers’ Compensation Coverage.)*



WIN Job Centers *(continued)*

- Refer businesses and job seekers to training programs that support the human resource needs of businesses
- 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

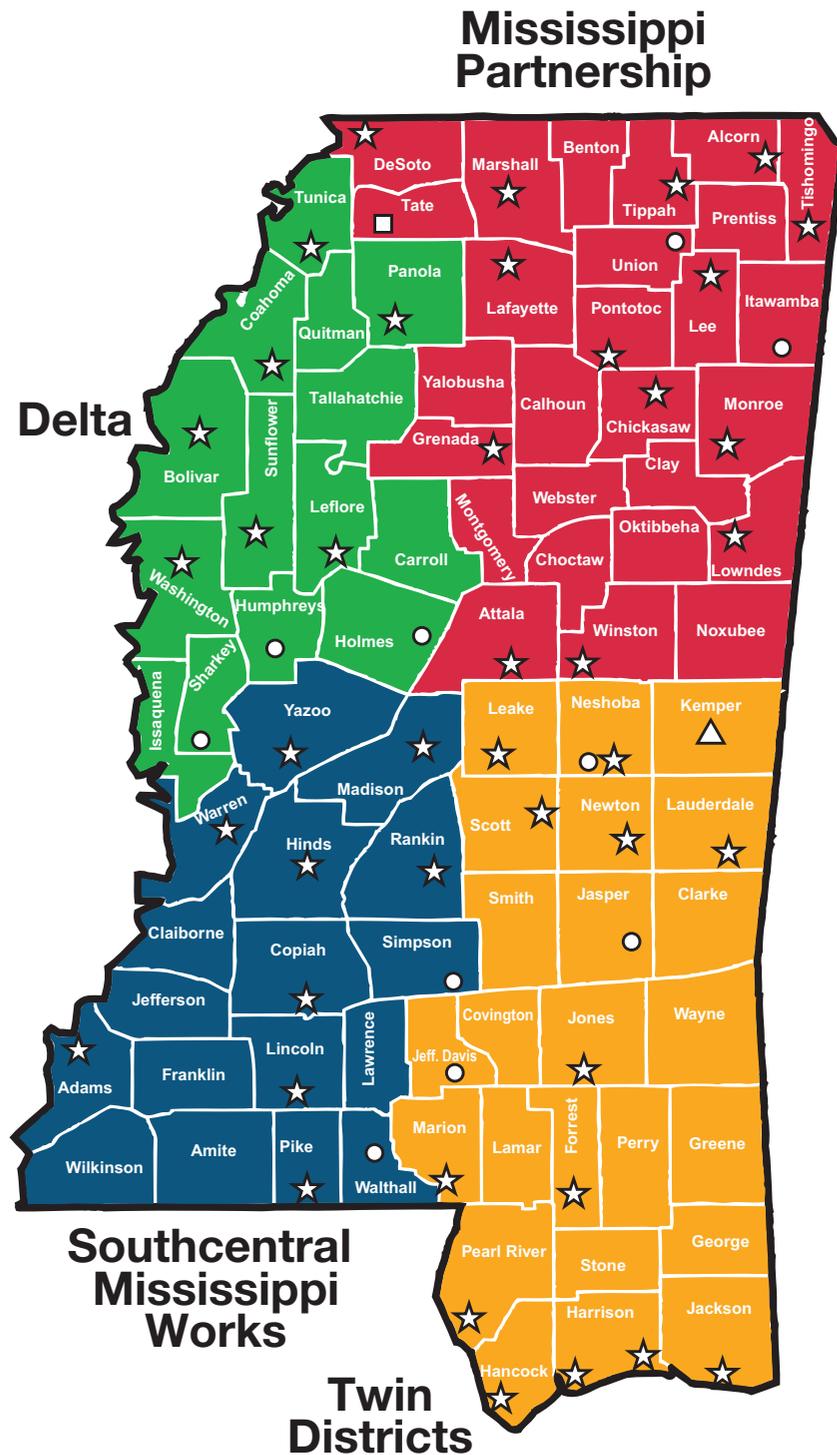
- Provide businesses with access to the labor pool
- Provide information about wages and employment trends
- Keep companies informed about state demographic and economic information
- Provide information on Alien Employment Certification guidelines. These guidelines are for businesses who want to seek foreign workers to fill company employment needs due to their inability to recruit specially skilled individuals from local labor markets.
- Provide office space for interviewing and on-site screening
- Inform businesses of the Work Opportunity Tax Credit (WOTC) that offers employers a federal tax savings of up to \$2,400 per person for hiring an individual who qualifies under a specific target group
- Assist companies with Rapid Response services to help manage layoffs

PY09 WIA Training

	ITA	OJT	
Adult	2,665	1,994	
Dislocated Worker	2,059	1,041	
Youth	114	17	
Total	4,838	3,052	7,890

WIN IN MISSISSIPPI

WIN Job Centers Locations



DELTA

South Delta Planning and Development District
P. O. Box 1776
Greenville, MS 38702
662-335-6889

WIN Job Centers:

Batesville
 Tylertown Plaza
 103-16 Woodland Road
 662-563-7318

Belzoni *
 501 Hayden Street
 662-247-2264

Clarksdale
 Federal Building
 236 Sharkey Avenue, 3rd Floor
 662-624-9001

Cleveland
 119 North Commerce Avenue
 662-843-2704

Greenville
 800 Dr. Martin Luther King Blvd.
 Suite C54
 Delta Plaza Shopping Center
 662-332-8101

Greenwood
 812 W. Park Avenue
 662-459-4600

Indianola
 226 North Martin Luther King Dr.
 662-887-2502

Lexington *
 16979 Highway 17
 662-834-2426

Rolling Fork *
 614 Pine Street
 662-873-4180

Tunica
 1054 South Fitzgeralds Boulevard
 662-363-2764

MISSISSIPPI PARTNERSHIP

Three Rivers Planning and Development District
P. O. Box 690
Pontotoc, MS 38863
662-489-2415

WIN Job Centers:

Amory
 1619 Highway 25
 662-256-2618

Corinth
 2759 South Harper Road
 662-696-2336

DeSoto County
 7320 Highway 51 North
 662-342-4002

Fulton *
 201 West Main Street
 Courthouse
 662-862-3824

Columbus (Golden Triangle)
 5000 North Frontage Road
 662-328-6876

Grenada
 1229-A Sunset Drive
 Highway 8 West
 662-226-2911

WIN Job Center location information is subject to change.
 For the most current information visit the website at:
www.mdes.ms.gov

continued —

WIN IN MISSISSIPPI

WIN Job Centers Locations *(continued)*

**Holly Springs
(Marshall/Benton Counties)**
145-A Rust Ave.
662-252-7893

Houston
210 South Monroe Street
(662) 456-1561

Iuka
1107 Maria Lane
662-423-9231

Kosciusko
127 Northside Shopping Center
662-289-2621

Louisville
600 North Court Ave., Ste. B
662-773-5051

New Albany *
301 North Street
662-692-1502

Oxford
204 Colonnade Cove, Suite 1
662-234-3231

Pontotoc
182 Highway 15 North
662-489-3956

Ripley
111 East Spring Street
662-837-7411

Senatobia
4975 Highway 51 North
662-562-3351

Tupelo
3200 Adams Farm Road,
Suite 4
Belden, MS
662-842-4371

SOUTHCENTRAL MISSISSIPPI WORKS

**Central Mississippi
Planning and
Development District
P. O. Box 4935
Jackson, MS 39296
601-981-1511**

WIN Job Centers:

Brookhaven
545 Brookway Boulevard
601-833-3511

Hazlehurst
1016 Carroll Drive
601-894-2121

Jackson
5959 I-55 North Frontage Road,
Suite C
601-321-7931

Madison County
152 Watford Parkway Drive
601-859-7609

McComb
416 Marion Avenue
601-684-4421

Mendenhall *
150 West Court Avenue
601-847-1322

Natchez
107 Colonel John Pitchford Parkway
601-442-0243

Pearl
212 St. Paul Street
601-321-5441

Tylertown *
200 Ball Avenue
– Courthouse
601-222-2161

Vicksburg
1625 Monroe Street
601-638-1452

Yazoo City
306 East Jefferson Road
662-746-1141

WIN IN MISSISSIPPI

WIN Job Centers Locations *(continued)*

TWIN DISTRICTS

**Southern Mississippi
Planning and
Development District**
700 Hardy Street
Hattiesburg, MS 39401
601-545-2137

WIN Job Centers:

Bay Springs *
37 West 8th Avenue 37-D
601-764-2594

Biloxi
2306 Pass Road
228-388-7997

Carthage
202 C.O. Brooks Street
601-267-9282

Columbia
1111 Highway 98
601-736-2628

Forest
536 Deerfield Drive
601-469-2851

De Kalb
*(Mississippi Power
Kemper County Plant
Job Application Center)*
14817 Highway 16 West
601-743-2384*

Gulfport
10162 Southpark Drive
228-897-6900

Hancock County
454 Highway 90,
Suite C
228-466-5041

Hattiesburg
1911 Arcadia Street
601-584-1202

Laurel
2139 Highway 15 N,
Ste. D
601-399-4000

Meridian
2000 Highway 19 North
601-553-9511

Newton
107 Adams Street
601-683-2021

Pascagoula
1604 Denny Avenue
228-762-4713

Philadelphia
1120 East Main Street
601-656-2811

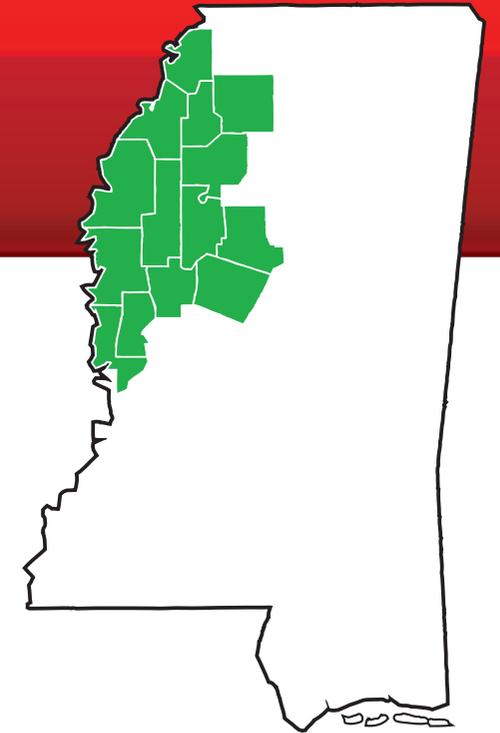
Philadelphia Resort*
390 Industrial Drive
601-656-0680

Picayune
2005 Wildwood Road
601-798-3472

Prentiss *
2325 Columbia Avenue
Old Courthouse
601-792-2473

** Part-time offices*

Local Workforce Investment Areas



DELTA WORKFORCE INVESTMENT AREA

South Delta Planning and Development District
Mitzi Woods, WIA Director
831 South Broadway, P.O. Box 1776
Greenville, MS 38702
Phone: 662-335-6889 Fax: 662-332-5175
E-mail: mwoods@sdpdd.com

The Delta Workforce Investment Area encompasses 14 counties in the Mississippi Delta and operates under the fiscal direction of South Delta Planning and Development District. The role of DWIA is to provide funding and support to the WIN Job Centers and to the public, private, and non-profit providers who operate the youth programs. Business services to new and existing businesses and economic development groups are provided by DWIA staff. Rapid Response orientation sessions for dislocated workers are conducted as needed when layoffs occur. DWIA also funds an educational coordinator at the four community colleges in the Delta to coordinate services in the WIN Job Centers and to assist with testing, assessment, enrollment, and follow up of WIA participants.

Local Area Accomplishments/Highlights/Best Practices of PY 2009 Activities

Mobile Outreach Skills Training

Through a \$300,000 ARRA Governor's Discretionary Grant, the M.O.S.T.® training bus provided two-weeks of fast-track, intensive, advanced manufacturing training to 67 employees at Faurecia in Cleveland and GE Aviation in Batesville. Governor Barbour participated in the media day event at GE, and as a result, \$682,000 in additional public and private funds were committed to this training. The program is designed to train workers quickly to meet the needs of manufacturing companies. Jobs were identified before workers were trained and the majority of trainees were offered jobs at the conclusion of the training. Two additional classes are projected in the new PY for GE and funding is available for other companies. Delta WIA is partnering with MS Partnership on a similar grant received by Three Rivers PDD.

Job Fair

Over 400 job seekers attended the Humphreys County Area Job Fair at the Multi-Purpose Building in Belzoni on June 8, 2010. Twenty-four employers made 307 job offers that day.

Electrical Lineman Training Program

With a grant from the Governor's Discretionary fund and local funding from the DWIA Board, Mississippi Delta Community College was awarded a grant to begin an electrical lineman training program on the Moorhead campus. Two classes of 15 will be offered, the first to begin in late August. Additional funding is being provided from local EPA's and Entergy. This is the first program of its kind in north Mississippi and is designed to train workers for energy companies whose employees are aging out of the workforce.

continued —

Local Workforce Investment Areas *(continued)*

Rapid Response Sessions

Eight Rapid Response sessions were held in Lexington, Greenwood, Batesville, Greenville, Clarksdale, and Indianola with 423 participants attending.

Small Business

The DWIA Small Business Center counseled 132 new clients and 33 continuous clients. Out of 58 Business Loan Express applications submitted, 19 were approved. Eight loans were approved through SDPDD, banks, and FHLB matching grants for a total of \$1,830,000.

Adult and Dislocated Workers

In the WIN Job Centers, 4,327 adult and dislocated workers were served in 2009. ARRA and formula funded ITAs were awarded to 1,368 participants for \$3,229,764. OJTs to employers totaled \$1,890,412 and served 995 participants. Sixty nine Youth ITAs were awarded totaling \$132,040.

Youth

823 youth were served during the 2009 program year in the in school and out of school youth programs. Of the in-and out-of-school youth, 81.5% were placed in employment or education and 93.8% received their Diploma/GED Certificate.

WWISCAA hosted the 2010 Youth Summit at the Washington County Convention Center on March 31. The theme for the day was “Aspire to Greatness.” The Youth Summit was an effort to enhance positive development of area youth with motivational speakers and informative workshops.

All participants of DWIA Youth programs had adult mentors and participated in job shadowing activities in their chosen profession, guest speakers from partner agencies (departments of mental health and human services, extension service, WIN Job Centers, police, sheriff and fire departments) as well as local businesses (banks, merchants, insurance agents). Field trips were taken to local cultural events, community colleges, institutions of higher learning, WIN Job Centers, the Civil Rights Museum, and Smith-Robinson Museum.

Northwest Community College, Holmes Community College, Coahoma Community College and Mississippi Delta Community College administered the Work Keys® test to out-of-school youth for the MS Career Readiness Certificate.

Holmes Community College’s Career Academy for out of school youth provides preparation for entering college and/or the workforce. The services include classroom training and work experience.

Summer Youth Employment Program

The 2009 Summer Youth Employment Program, the first of its kind in more than 10 years, served 1,475 16-24 year old youth throughout the Delta. Participants received work readiness skills and valuable summer employment. Some participants received full time jobs after the program ended. The Summer Youth Program also offered externships to senior nursing students in area hospitals.

Local Workforce Investment Areas *(continued)*

Summer STEPS Program

The Summer STEPS Program staff served more than 665 youth in public hospitals, private for profit businesses, and non-profit businesses in the fourteen DWIA counties. This program was funded with TANF funds through MDES and served 18-21 year olds.

Awards/ Special Recognition

Chuck Herring, Small Business Developer, completed the National Business Incubation Association's Certificate Program which verifies mastery of incubator governance, services and, policies.

Jackie Roberts, DWIA Monitor/Trainer, was invited by the Department of Labor's Dallas region to train monitors for the State of New Mexico in Albuquerque in June. She shared her expertise in monitoring adult and dislocated worker files, youth programs, OJT, and ITA files.

WIN Success Story

Katina Bell always knew that she wanted to be a nurse; however, as a high school dropout, she also knew that she would never achieve this dream unless she obtained further education. She was eventually guided by a friend through the General Equivalency Diploma process and received her GED in April 2006.

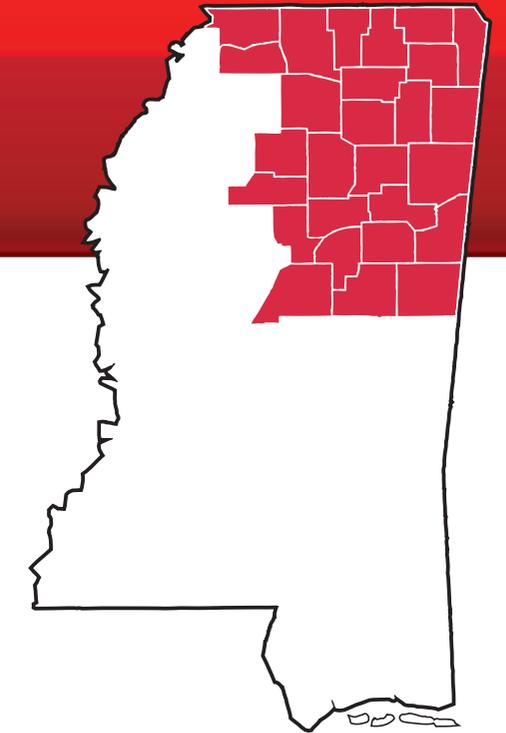
She was accepted to the Associate Degree Nursing program at Mississippi Delta Community College in August 2007 and visited interviewer Kimberley Gatewood at the Greenwood WIN Job Center to inquire about WIA assistance. She was eligible for and received funding during her final three semesters.

Kimberley maintained monthly contact with Ms Bell to ensure that she continued her studies in the Associate Degree Nursing program and reminded her each month that she was closer to reaching her goal than she was the month before.

In May 2009, Katina completed her degree with an overall GPA of 3.012, passed state boards and began work as a registered nurse in 2009. In March 2010, she received the distinguished honor of being named the "Nurse Rookie of the Year" by the Mississippi Nurses Association. Presently, she is planning to further her studies by obtaining a Bachelor's Degree in Nursing and is applying again for WIA assistance in hopes of making yet another one of her dreams come true.

Katina is another example that WITHOUT a high school diploma initially, but WITH a little help and much perseverance, dreams really do come true.

Local Workforce Investment Areas *(continued)*



THE MISSISSIPPI PARTNERSHIP

Three Rivers Planning and Development District
Primary Contact: Bill Renick
Post Office Box 690
75 South Main Street
Pontotoc, Mississippi 38863
Phone: 662-489-2415
Fax: 662-489-0958

Description

Three Rivers Planning & Development District, Inc. serves as the fiscal/administrative agent for The Mississippi Partnership, one of four workforce investment areas in the state of Mississippi designated to carry out the Workforce Investment Act of 1998 (WIA). The Mississippi Partnership workforce area is the largest geographical area in the state, covering 27 counties in north and northeast Mississippi and is governed by a 61 member board and 27 Chief Elected Officials.

Through partnerships of local community colleges, the Mississippi Department of Employment Security, other planning and development districts, and 15 WIA youth providers, the Mississippi Partnership accomplished the following during Program Year 2009 (July 1, 2008 – June 30, 2009):

Win Job Center Services

There are 15 WIN Job Centers located throughout the Mississippi Partnership. These WIN Job Centers are overseen and operated through a consortium of one-stop operators which consists of Itawamba Community College, Northeast Community College, Northwest Community College, and the Mississippi Department of Employment Security.

During Program Year 2009, the Mississippi Partnership had over 278,000 customers visit its WIN Job Centers with 9,145 individuals receiving WIA adult and dislocated worker services. The Mississippi Partnership WIN Job Centers provided 1,934 individuals with On-the-Job Training (OJT) while expending 92% of OJT funds and provided Individual Training Accounts (ITAs) to 2,489 individuals while expending 94% of ITA funds.

The Mississippi Partnership LWIA also implemented the Adult Internship program during PY 2009. The goal of this program is to provide meaningful work experience to adults and dislocated workers that help them explore career opportunities or gain meaningful work experience in their chosen field of study, while providing the employer with a qualified employee. This has been a tremendous program that has added value to our existing programs.

Local Workforce Investment Areas *(continued)*

In the unfortunate event that a local company has to reduce its workforce or close, the Mississippi Partnership has a Rapid Response Team that can assist the company and its affected employees. Rapid Response is a service that is provided to employees who lose their job through no fault of their own due to a business closure or downsizing. The Rapid Response team is made up of state and local representatives, a local WIN Job Center Representative, and a local community college representative. The information given to the affected employees includes but is not limited to WIN Job Center location and hours, how to write a resume, resources in the WIN Job Center, training opportunities, and GED/ABE information. During PY09, the Rapid Response team assisted 13 employers and 1,656 employees through Rapid Response in our 27-county area.

The Mississippi Partnership continued to oversee the National Emergency Grant (NEG) to assist the former Sara Lee employees of the West Point, Mississippi facility and offset the impact of the closing on the region's economy. This NEG provided re-employment assistance, adult basic education/GED assistance, supportive services, and training services to eligible individuals. An outreach campaign was run in the West Point region in an attempt to continue to serve former Sara Lee employees who may not have known that this special assistance was available to them. A total 887 former Sara Lee employees were served by this NEG and 740 were transitioned back into the workforce with the help of the NEG.

JOB FAIRS in the Mississippi Partnership Area during PY09

Job Fair	Date of the event	Registered Employers	Job Applicants	Job Offers Day of Event	Projected Hires*
Northeast MS	9/22/09	48	1,500+	340	294
MS University for Women	10/2009	73	779	119	
Desoto County	10/13/09	61	2,500+	412	939
Marshall/Benton Area	3/4/10	41	800+	121	145
East MS	4/22/10	51	840	63	137

* This is the number of projected hires as a result of this job fair during the next year

Youth Services

The Mississippi Partnership Workforce Investment Area (MPWIA) oversaw five in-school programs and eight out-of-school programs that served 1,443 youth during Program Year 2009 and met all of the Common Measures performance for youth.

The MPWIA awarded a \$200 incentive to 167 youth for receiving their GED through one of the out-of-school programs. Prior to receiving the incentive, the youth were required to complete a money management course.

Local Workforce Investment Areas *(continued)*

The MPWIA also has a contract with the Mississippi Department of Rehabilitation Services to provide a Youth Disability Coordinator. The program will work with all Mississippi Partnership funded Youth Service Providers, both in-school and out-of-school. MDRS conducts training sessions for all Youth Program Providers on a monthly basis and coordinates any individualized training for each individual youth provider that may be needed. This coordinator works one-on-one with our youth providers to ensure and acts as a “broker” linking providers to service that participants are in need of. These services include job development, job readiness skills training, and job lead assistance. In addition, the Disability Coordinator works with all Youth Service Providers to ensure that all individuals who qualify become clients of MDRS for the purpose of receiving services.

The MPWIA also implemented three Skills Training and Employment Placement (STEP) Programs for youth. The STEP Programs focused on providing youth with Individual Training Accounts and/or On-the-Job Training to take youth “to the next step” in today’s economy. This program served 295 youth during PY 2009.

Other Program Year 2009 Initiatives

- The Mississippi Rapid Advance Manufacturing Placement (RAMP) program was implemented during PY 2009. The RAMP program offers an innovative approach for fast track advanced manufacturing and green jobs skills training in Mississippi through the deployment of the Time Wise Management Systems (TWMS) Mobile Outreach Skills Training (M.O.S.T.)[®] program. The Time Wise Management team, one-stop operators, community colleges, and fiscal agent staff hosted kick-off meetings for area employers and economic developers.
- The Mississippi Partnership LWIA implemented the Mississippi Summer STEPS program. This program, funded through a joint-venture of the Mississippi Department of Human Services and the Mississippi Department of Employment Security, was implemented by each of the local workforce areas in Mississippi to provide 18-24 year olds who either have a dependent child or who are still a dependent of their parent/guardian the opportunity to work and gain useful skills. The Summer STEPS program will operate from June 1, 2010 to September 30, 2010.

WIN Success Story

Veteran Emma Breitbarth, a Learning Support Representative, was laid off from the Caterpillar Remanufacture Plant in Corinth, MS in March of 2009. She endeavored to find suitable employment that would match her job skills and education level in the local area (within driving distance). After searching for several months during this economic downturn she could not find comparable employment in the private sector. As the needs of our agency increased with the addition of the STEPS program we found that Mrs. Breitbarth met the requirements of the position and she applied. During her interview the interviewers determined that Mrs. Breitbarth not only had the credentials but also the personality to perform this job with minimal training. Mrs. Breitbarth was employed by MDES on March 1st of this year. At the time of this report she is doing an exceptional job in her new career.

Local Workforce Investment Areas *(continued)*

WIN Success Story “Help, I’ve lost my sense of direction”

For Steven White, a charismatic 17 year old who aspires to be a public servant, dropping out of school was something that he never gave much thought to. Through growing up with a family of 8 in the mixed community of Pickerington, Ohio, Steven never imagined that he’d find himself casually lounging around in the Water Valley library, suffering from boredom, with no educational facility to call home. After moving down to Water Valley during the summer of 2009 with family, Steven White found himself in a place in which he had lost the “direction” but not the enthusiasm for attaining his high school diploma. Steven White and his two sisters, Ashley and Astacia White all agreed to join the Arbor Education and Training Program. Indeed, that day is the day that they each agreed to get up and make a change in their lives.

After enrolling into the program and realizing that they were about to begin making changes to impact the rest of their lives, they began to open up and see the importance of gaining valuable job skills, as well as completing their education. For Steven, however, this journey wouldn’t be as easy as it appeared. Through Steven’s assessments, his daily academic assignments, and his ability to easily comprehend course materials, it was easy to see that Steven was not lacking in intelligence or mental capability. He was a leader; he ensured that his peers made it to class on time, and that at the end of every day, everyone had a clear understanding of the material that had been covered. With all of these positive attributes, it would seem as though Steven had it all together. However, somewhere along the way, this young man had lost his sense of direction, and due to unforeseen environmental circumstances, had been thrown off of his course.

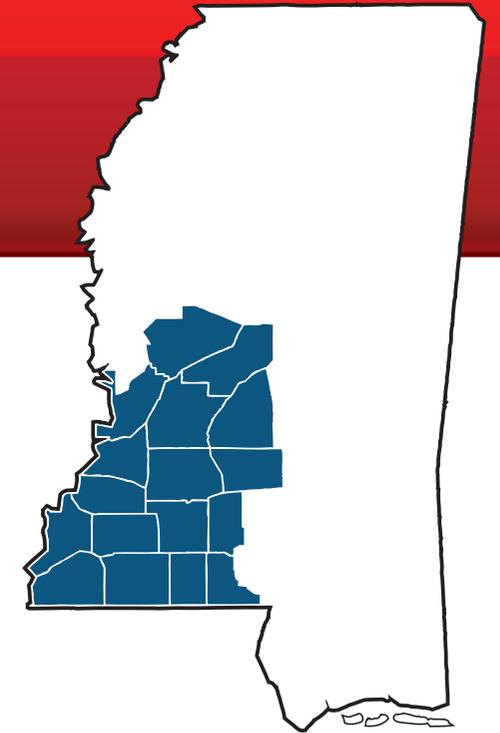
Shortly after Steven and his peers successfully completed the training component of the Arbor program, it was time to start preparing for the GED test. Because Steven was 17, he needed his mother’s approval to take the GED test. An April 20th registration date, and a test date of May 5th was scheduled. It was later learned that in order for Mr. White to take the test through NWCC, he would have to earn 60 full hours in a GED class. The closest class was 25 miles away. Frustrated and dismayed, Steven knew that without transportation, it would be almost impossible to get back and forth to Oxford from Water Valley every day. He couldn’t seem to understand why he was having to attend classes when he had excelled throughout the program.

Through community assistance, Mr. White found stable transportation and was able not only to earn the 60 full hours in the NWCC class, but he was also able to complete every book and assignment provided before the end of class time, and assist others in the class. As the test date was finally approaching, Steven knew that this was his opportunity to get back on track and take the first step in creating a better life for himself. On June 2, 2010, Steven White passed his GED!

Around the beginning of August, Steven went to the Oxford campus of Northwest Community College to complete his financial aid, and to ensure that his application for admission had been successfully submitted. Days later, Steven was able to travel to Senatobia, MS, (the only school testing site for the ACT) to take his ACT Residual test; a necessary assessment that could have been the determining factor in school acceptance. On the following day, Steven arrived on the Oxford campus for registration and was nervous because he couldn’t contact the test administrators for his test scores. He walked up to the registration table and was handed his green schedule slip that read, “Composite ACT score of 18.” Steven is elated and continues with the registration process. It was clear that he could tell this was the beginning of something new.

Steven is now successfully enrolled in NWCC under the Criminal Justice department. It is indeed amazing what a person can do in a matter of months if given the opportunity. Based on this young man’s determination; he is going to make his family proud. Steven now believes that, “school is not hard; this thing is a piece of cake for me!”

Local Workforce Investment Areas *(continued)*



SOUTHCENTRAL MISSISSIPPI WORKS

Central Mississippi Planning and Development District
Primary Contact: James McGuffee
1170 Lakeland Drive
Jackson, Mississippi 39216
Phone: 601-981-1511
Fax: 601-981-1515

Description

Southcentral Mississippi Works (SMW) Workforce Investment Area serves 17 counties located in the central and southern portion of the state through a network of ten WIN Job Centers. Central Mississippi Planning and Development District, in partnership with Southwest Mississippi Planning and Development District, acts as the administrative entity for the local WIA Board and the local elected officials and provides policy, guidance, and oversight for workforce activities in the 17-county area.

WIA Services

During Program Year 2009, SMW utilized both WIA and American Recovery and Reinvestment Act of 2009 (ARRA) funds to serve job seeker and employer customers. Adult and Dislocated Worker job seekers received a variety of workforce-related services, including training opportunities such as On-the-Job Training (OJT) and Individual Training Account (ITA) Awards. Employers took advantage of a variety of services, including On-the-Job Training (OJT) reimbursements for hiring unskilled or under-skilled workers. A streamlined OJT process makes the program much more user-friendly and less cumbersome for employers.

Youth Programs

The Senior Transition Youth Program, which was launched in Program Year 2004, continued in Program Year 2009 to provide services to eligible youth residing within the area. The program works to enhance work readiness, college preparedness, and transition-to-work skills of WIA eligible high-school seniors who are on track to graduate during the program year. This enables the young people to make a smoother transition either into the world of work or into post-secondary education and gives them valuable career information and guidance. The program, which is coordinated by Senior Transition Coordinators working through the WIN Job Centers, utilizes local community resources and business leaders to provide real world perspectives and workshop experiences as the graduating students transition from high school into the next phase of either a career or further education.

On-the-Job Training was also available to youth, offering them the opportunity to gain valuable knowledge, skills and experience; as well as ITAs to enable them to obtain further education and skills.

continued —

Local Workforce Investment Areas *(continued)*

Summer Youth Work Experience Program

During the summer of 2009, a Youth Work Experience Program, funded under the ARRA provided youth with work opportunities for an eight-week period. The program gave youth exposure to the world of work and an opportunity to earn wages during their summer break, while also helping employers by providing them with valuable assistance at no cost to them. Approximately 1,600 young people were enrolled into the SMW program.

WIN Job Center Workshops

Workshops on a variety of workforce-related topics are offered to WIN Job Center customers as a means to assist them in areas such as computer skills, interviewing skills, résumé preparation, work fundamentals, and many others. These half-day workshops are offered to customers at no cost to enable them to enhance their job search skills.

Career Readiness Certificate (CRC)

The **Career Readiness Certificate** program, a national program based on the WorkKeys® job skills assessment system, developed and administered by ACT, Inc., is available in all of SMW's WIN Job Centers. More than 12,000 individual jobs across the country were profiled by ACT, Inc. to determine that there are three basic skills that are highly important to most jobs: Reading for Information; Applied Math; and Location Information.

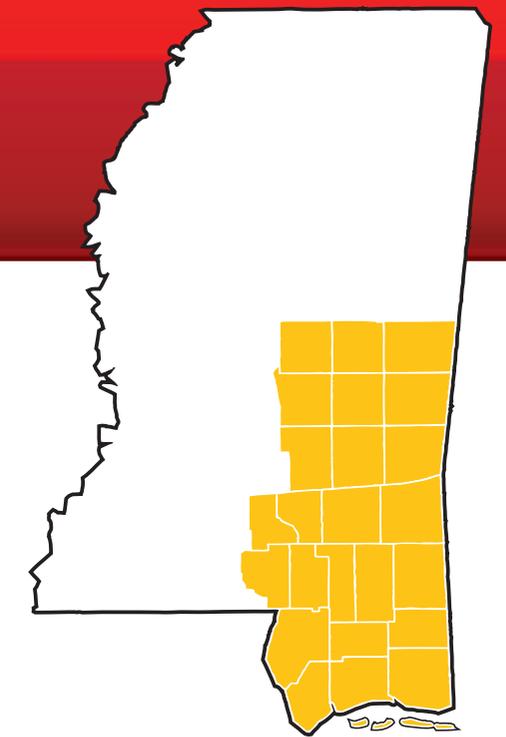
An individual's score on the three assessment areas qualify them for either a Gold, Silver, or Bronze certificate. The certificate validates that an individual possesses certain essential skills that are important across a range of jobs and, therefore, employers, job seekers, economic developers, and educators can use the certificate as a common language to improve the quality of the workforce.

The CRC program is recognized by employers and education entities nationwide, and assessment results and certificates can help individuals find job opportunities wherever they live.

WIN Success Story

Mr. Sammie Tate is a gentleman who worked for many years in the construction industry. Mr. Tate always dreamed of a career in which he could directly impact the lives of others in a positive way. However, he put those dreams on hold years ago in order to provide for his family. When the construction industry was impacted by the economy and all seemed dark with no hope, Sammie remembered his lifelong dream and decided to take a chance. He inquired at the Jackson WIN Job Center about receiving assistance to attend CNA training. After completing the process, he was awarded a WIA scholarship to attend the CNA Training Center where he successfully completed his training. During the graduation ceremony at the CNA Training Center, Mr. Tate was asked to speak to encourage his fellow classmates. He encouraged them to dream big, work hard, and never give up. He thanked the staff for their diligence and hard work in making all the graduating class's dreams come true. Mr. Tate now works for a local hospital where he cares for 10 extended-care patients each day. He is a respected member of the hospital team, loved by his patients, and proud of himself. When asked about his journey from construction to CNA, Mr. Tate quickly responded, "The great team of Cory Hanna, Donna Hollis, and Mrs. Whatley really go to work for you. They even came to my graduation! I will tell everyone that asks me about the WIA process, IT WORKS!"

Local Workforce Investment Areas *(continued)*



TWIN DISTRICTS WORKFORCE INVESTMENT AREA

Southern Mississippi Planning and Development District

Primary Contact: George Pollitz

700 Hardy Street

Hattiesburg, Mississippi 39401

Phone: 601-545-2137

Fax: 601-545-2164

Description

The Twin Districts Workforce Area (TDWA) is comprised of 24 counties in the southeastern part of Mississippi. Acting as grant recipient/fiscal agent for the Twin Districts Area is Southern Mississippi Planning and Development District (SMPDD). The SMPDD and the East Central Planning and Development District (ECPDD), sub-fiscal agents, provide staff services. There are twelve WIN Job Centers located throughout the area. Each WIN Job Center works with existing federal, state, and community workforce programs to offer convenient, one-stop employment and training services to employers and job seekers. The Twin Districts system is part of the statewide Workforce Investment Network (WIN) in Mississippi. The collaborative effort of private business, local elected officials, and local and state agencies ensures that the needs of local businesses and job seekers are met in the community through solutions designed to promote workforce development and economic growth by increasing employment in Mississippi.

Program Year 2009 Major Initiatives and Accomplishments

The following outlines the major activities of the Twin Districts Workforce Area (TDWA) for the period of July 1, 2009 through June 30, 2010. The TDWA had many achievements during the Program Year 2009. Described below are these major achievements.

Computer Labs in WIN Job Centers

In a collaborative effort between TDWA, full service WIN Job Centers, and local community colleges, over 4885 individuals have received computer training this Program Year. Computer labs, sponsored by TDWA, have been equipped with up-to-date computers, an instructor hired through the local community college, and placed into full-service WIN Centers: Laurel, Meridian, Gulfport, Pascagoula and Hattiesburg. Clients interested in computer classes sign up for classes such as Introduction to Computers, Keyboarding, Internet Applications, Microsoft Word 2007, Excel, and resume services.

Each of the computer labs throughout the TDWA has a very high participation rate and a minimum 95% completion rate. These classes, part of the intensive services offered for WIA clients, allow skill development and upgrade for job seekers. Clients include all skill and age ranges. In one class in Hattiesburg, seven of the students were Veterans: one man from WWII, three Vietnam veterans, and three recently returned soldiers from the Iraq/Afganistan war.

The use of these computer labs is not limited to job seekers. Several businesses have utilized these labs to train their employees on specific computer applications needed for their own business. Maintaining skills, even while being employed, is a necessary requirement.

continued —

Local Workforce Investment Areas *(continued)*

Clients Served

As in the past, activities under WIA include basic core services for job search and counseling, on-the-job training (OJT), individual training accounts (ITAs), and continued short-term training classes such as computer classes available at the Job Centers. Over 36,483 individuals – adults, dislocated workers and youth – received services through WIA since July 1, 2009.

Rapid Response Services

Working in conjunction with the State Rapid Response Team, over 1545 individuals in the Twin Districts Area who were affected by layoff or closure were given rapid response services. Thankfully, this number is less than the 2230 affected during the last program year.

The first two quarters of PY 2009 saw fewer than 212 employees affected by layoff or closure. Unfortunately, those numbers began to increase in the third quarter, growing even more in the fourth.

National Emergency Grant

The TDWA concluded all major activities under the Katrina National Emergency Grant (NEG). Complete recovery will be long in coming, but TDWA's NEG efforts have provided relief and encouragement to many.

The Public Sector Employment (PSE) has directly served over 2018 individuals; the arts grant 165; and the business recapitalization grant program has paid over \$2,760,000 to 560 small businesses qualifying for the \$5,000 grants for recovery. Additionally, 3065 people received ITAs and 1892 OJTs. As noted by the above listed activities, approximately \$56,066,955 in NEG funds have been expended by TDWA in Hurricane Katrina recovery efforts since August 29, 2005.

Youth

At the end of the program year, summer youth activities through STEPS and the remaining ARRA were implemented. Although the time period was short, TDWA met the challenge and provided swift implementation. Contracts were quickly developed and negotiated with six youth providers by the end of June. The ARRA/SYEP program will serve approximately 865 youth.

Awards and Special Recognition

- In May, the TDWA was chosen to participate in the WIA Gold Standard Evaluation of WIA Adult and Dislocated Worker Programs as one of 30 workforce areas nationwide. The study will occur over a five year period in which an evaluation to examine how WIA intensive and training services provided to eligible Adult and Dislocated Workers affect their employment, earnings, and other outcomes such as completion of training and self-sufficiency.
- Partnering with the Mississippi Technology Alliance (MTA) through a grant from the Economic Development Administration, TDWA assisted in the project to perform regional analyses to identify high-performance second stage companies, assess opportunities to increase profitability through innovation, and document specific workforce skills needs associated with new product development and growth projections. In this phase of the project, TDWA and MTA sponsored a webinar, "Small Business and New Healthcare Law". The featured speaker was Ms. Katie Hays, Executive Director of the Congressional & Public Affairs Division, US Chamber of Commerce. TDWA will continue to work with MTA in this project throughout the coming year.

Local Workforce Investment Areas *(continued)*

- As TDWA continues to strive for advantages in workforce training throughout its region, a study by the Condon Group on Sector Strategy was conducted. The study was designed to identify workforce related and business-related needs, and to identify where gaps might exist. Three focus group meetings were held with participation by several private employers in the region. Among the many findings, the study and group discussions concluded there is a need for soft skills development, specific skill training, and supervisory skill enhancement. On-the-job training and short-term training were confirmed as a necessary part of workforce needs.

TDWA will continue to incorporate the findings of this study in its planning and strive to improve the needs of businesses and employees alike.

- Special Recognition was awarded to the State of Mississippi for its lead in the On-the-Job Training achievements in the nation. According to the U.S. Department of Labor, no state spends a greater percentage of On-the-Job Training (OJT) dollars than Mississippi, 27% of the national expenditure for this activity. TDWA did its part in making this training available through 556 contracts totaling more than \$ 2.1 million during this program year.
- The WIN Job Center staff in the Twin Districts Workforce Area provided 8,887 job placements during PY 2009. This accomplishment is a remarkable one, more so considering the economic strife facing our country and state. Additionally, the Department of Employment Security chose the Number 1 offices for performance from throughout the state. All three first places were designated to TDWA WIN Job Centers:

Best Large Sized Office – Pascagoula

Best Medium Sized Office – Picayune

Best Small Sized Office – Carthage

It is a credit to staff, management and the many partners involved that these offices succeeded in their performance and were designated as first.

WIN Success Story

On July 9, 2009, Hubert Ramey applied for an ITA for the Process Operations program offered at the Jackson County campus of Mississippi Gulf Coast Community College.

Mr. Ramey had moved from Newton, Mississippi to the Gulf Coast after Hurricane Katrina. He was working at the time with the Presbyterian Disaster Relief (PDR) for \$39 per day plus living quarters. When the PDR moved to Louisiana, Mr. Ramey found himself unemployed and with limited marketable skills.

Mr. Ramey sought assistance through the Gulfport WIN Job Center for skills training. He secured an ITA for the Process Operations program and graduated in May 2010 with a 4.0 GPA. Mr. Ramey is now working in a lucrative position in process operations with Chevron in Pascagoula.

WIN *American Recovery and Reinvestment Act*

American Recovery and Reinvestment Act

In April of 2009, a Request for Ideas and Concepts (RFI) for the Governor's Discretionary Funds associated with the American Recovery and Reinvestment Act was announced. These funds, totaling approximately \$4 million, offered an extraordinary and unique opportunity for the workforce system to accelerate its transformational efforts and demonstrate its ability to innovate and implement effective service delivery strategies. The RFI requested proposals that focused on an increase in services and training for workers in high-growth sectors and a more innovative public workforce system that will enable future economic growth and advance shared prosperity for the state.

The response was overwhelming; MDES received ninety-nine responses to the RFI. Of these, thirteen concepts were selected to be released as competitive Request for Proposals (RFPs).

The Paxen Group was awarded a contract to promote vocational and technical career paths for high school students. The program also promotes sector strategies that enable low income, displaced, and under skilled adults to attain employment skills and increases enrollment of graduating trainees attending short-term certification courses in vocational and technical career paths.

Mississippi Gulf Coast Community College was awarded a contract to conduct a labor market survey of the construction, maintenance, and energy sectors; appoint a "Green Advisory Committee" consisting of business, industry, and college leaders; revise curriculum to reflect the greening of construction, maintenance, and energy programs; and secure additional funding to implement a proposed green technology workforce development model.

Mississippi Gulf Coast Community College was also awarded a contract to increase enrollment and retention of women in the non-traditional field of welding.

Jackson Medical Mall Foundation was awarded a contract to train individuals located in the Mississippi Delta region to become certified nursing aides with the aspiration to move up the career ladder in the health field.

New Horizon Foundation was awarded a contract to increase the number and quality of African American businesses and jobs within the City of Jackson. The program emphasizes strategies for collaboration, joint ventures, and other cooperative businesses that can import revenue into the area, not simply compete with existing businesses for current revenue.

Jones County Junior College was awarded a contract to provide an educational/training program (for high school and college credit) in area high schools for the purpose of dual enrolling high school juniors/seniors in an LPN program.



WIN *American Recovery and Reinvestment Act*

South Delta Planning and Development District and Three Rivers Planning and Development District were awarded contracts to provide job skills training, career track training, and business development training for unemployed or underemployed low-income adults through Time Wise Management System's MOST® program.

The Montgomery Institute was awarded a contract to provide training for eligible individuals who seek self-employment. Partners include Small Business Development Centers, WIN Job Centers, and Mississippi's Community and Junior College system.

Mississippi Construction Education Foundation was awarded a contract to enlarge the existing construction industry workforce by providing skill-specific construction training necessary for youths to begin a career in the construction industry, gain full-time employment, or enter the apprenticeship craft program in the construction industry.

Mississippi Construction Education Foundation was also awarded a contract to stimulate interest among youth in construction trades as a career and provide an alternate career path. The contractor is partnering with the Mississippi National Guard at Camp Shelby.

Mississippi State University's Center for Advanced Vehicular Systems, in a partnership with Holmes Community College and Nissan, was awarded a contract to provide training to improve the problem-solving skills of incumbent workers. The training program will initially focus on the automotive industry, with design criteria that will allow the program to be easily transferable to additional automotive workers and companies across Mississippi, as well as to workers in other high-growth industries.

WIN Works With Department of Labor Discretionary Grants

Hurricane Katrina National Emergency Grant

Building Back Better Than Ever was the charge issued by Governor Haley Barbour in the early days after Hurricane Katrina. The Mississippi Department of Employment Security responded to that charge by applying for and receiving a \$95 million National Emergency Grant. Since that time, MDES, in partnership with other workforce stakeholders, has provided workforce training and reemployment services to over 13,000 individuals. Services included subsidized employment, career guidance and job search assistance, supportive services, labor market information, occupational skills training, and other types of training and continuing education opportunities.

MDES in partnership with the Twin Districts Local Workforce Area, the community colleges, and its WIN Job Centers will continue to provide workforce and training services that will aid the recovery in Mississippi's lower six counties until NEG funds are exhausted. Training is focused on the hospitality, manufacturing, information technology, transportation, and green jobs sector.

Momentum WIRED

According to a 2009 national survey, Americans believe that manufacturing is the most important industry for a strong national economy. Yet only 17 percent said their schools encourage manufacturing careers, and only 13 percent said their own parents encouraged them to pursue a career in manufacturing.

The disconnect between these two views—that manufacturing is critically important but not as a career – was the focus of the Momentum WIRED Initiative.

Momentum WIRED is a MDES workforce initiative that resulted from a \$5 million Workforce Innovation in Regional Economic Development (WIRED) grant. Its goal to address systemic weaknesses in the existing workforce system and to fuel the growth of qualified workers for current and future jobs in advanced manufacturing was the basis for establishing three Centers for Excellence. Training was provided through the Momentum WIRED Centers for Excellence at the Mississippi Gulf Coast Community College, Pearl River Community College, and Jones Junior College to over 1600 individuals. More than 4,000 industry recognized credentials were awarded to instructors and training participants. The success of this initiative provides the blueprint for building a fully-integrated, regional talent development system.



Presented by:
State Administrative Entity for WIN in Mississippi

Yolonda Boone
Office of Grant Management
Mississippi Department of Employment Security
1235 Echelon Parkway
Jackson, Mississippi 39213
Phone: 601-321-6050
Fax: 601-321-6598



MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

For more information, call:

1-888-844-3577

Or visit: www.mdes.ms.gov



Equal Opportunity Employer/Program
Auxiliary aids and services available upon request
to individuals with disabilities: TTY 800-582-2233

Funded by:

U.S. Department of Labor/Mississippi Department of Employment Security
Mississippi is a proud member of America's Workforce Network

[◀ Back](#)

[◀ Table of Contents](#)