

**Mississippi**  
**Annual Performance Report**  
**ETA Workforce Information Grant**  
**PY 2015 (7/1/2015 – 6/30/2016)**

**(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 2015 to 2017 period. Long-term statewide industry and occupational projections for 2014 – 2024 were created and transmitted by the June 30, 2016 deadline. All projections were produced using the methodology, software, and guidelines developed by the Projections Workgroup and the Projections Managing Partnership. Long-term statewide [industry projections](#) and [occupational projections](#) for 2014 – 2024 will be published on our website.

**(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 2015.

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.

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 2015, LMI had ongoing phone conversations with the WIOA 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 2015, LMI web pages and publications received over 45,000 hits on the MDES website.

#### **(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 Local Employment and Wage Information 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 2015.

#### **(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 WIOA funded services, LMI data for special economic requests, mapping capabilities and multiple other activities which support agency partnerships.

#### **(8) Activities to leverage WLMI Funding**

During PY 2015, we continued reviewing agency administrative data consisting of Quarterly Wage Records, Employment Service applicants and Workforce Innovation and Opportunity 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, WIOA 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, WIOA, county, and city levels. We have created a time series of individuals served by MDES and are able to identify changes over time.

We assisted with an annual performance evaluation of MDES/Workforce Investment Act eligible 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.

Wage matches were performed for (1) Validation work covering all WIOA Program participants by considering wages earned prior to program entry and wages earned after exiting the program, Mississippi wages and Wage Record Interchange System (WRIS) wages were used during this process (2) Analysis of individuals who received services through a National Emergency Grant program by matching against Mississippi and WRIS wages, and (3) Comparison of wages earned by individuals (youth participants) who received an Individual Training Account versus those who did not, performed using Mississippi wages.

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

The Mississippi LMI Department has no recommendations at this time.