

Tupelo, 2008

*Reaching Out, Reaching Beyond, Reaching Ahead:*

# BUILDING A COMPETITIVE WORKFORCE FOR THE JOBS OF THE FUTURE

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# Four Fundamental Questions

- What defines our economy?
- Do we have the workforce we need to meet the demands of the current and projected economy?
- Do we have the resources and tools to build a competitive workforce for present and future jobs?
- How do we approach workforce development for present and future job demand?

# Defining Our Economy

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- Is it labor-intensive?
- Is it technology-intensive?
- Is it knowledge-intensive?
  - Solid educational credentials
  - Broader problem solving capacity
  - Ability to engage in open-ended tasks
  - Ability to engage in teamwork
  - Ability to embrace lifelong learning

# Who Is Our Present & Future Workforce?

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## Present

- Active Workers
- Dislocated Workers
- Discouraged Workers
- Untapped Workers  
(e.g., ex-offenders)

## Future or in the Pipeline

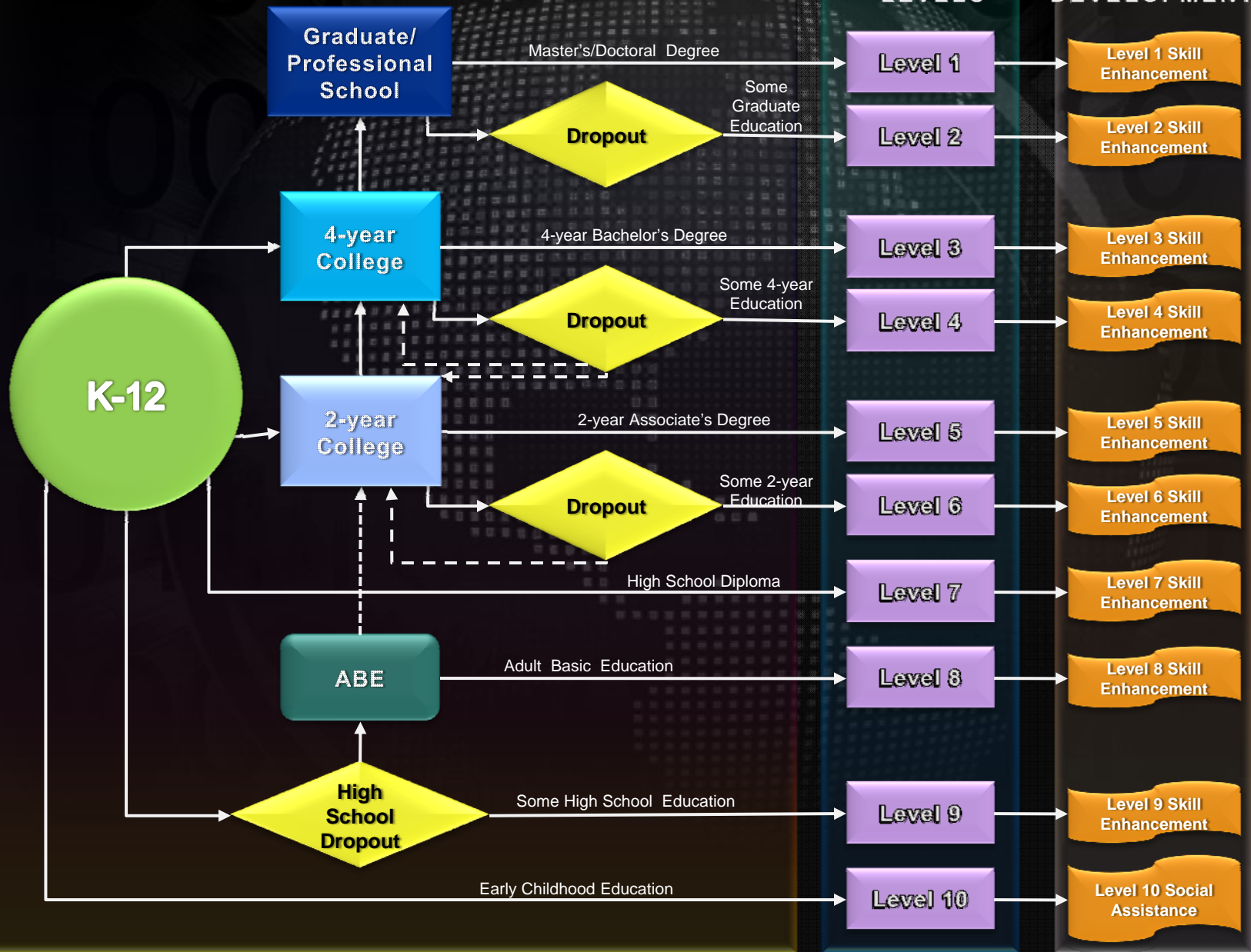
- Expected High School Graduates
- Expected Community College Graduates
- Expected University Graduates

# Aligning Education with Workforce Skill Enhancement

## EDUCATIONAL PATHS

## EDUCATION LEVELS

## SKILL DEVELOPMENT



Education and Skill Demand

# Job Training & Employment Services to Individuals & Businesses in the Current Workforce

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- Adults, Dislocated Workers, & Youth
- Rapid response
- National Emergency Grants
- H-1B Pathways
- Wagner-Peyser
- Veterans Assistance
- Trade Adjustment Assistance
- Work Opportunities Tax Credit
- Alien Labor Certification
- Community College Workforce Training
- Adult Basic Education
- Career & Technical Education

# Statewide Integrated Workforce System

An Inventory of Mississippi's Integrated Workforce System

July 1, 2006 to June 30, 2007	Totals*	Job Training & Employment Services to Individuals & Businesses											Technical Training & Basic Education								
	Mississippi Dept. of Employment Security (MDES)											Mississippi Dept. of Rehabilitation Services (MDRS)	Mississippi Dept. of Human Services (MOHS)	Workforce Innovation in Regional Economic Development (WIRED)		State Board of Community & Junior Colleges (SBCJC) / Mississippi Dept. of Education (MDE)					
	Workforce Investment Act (WIA)											Vocational Rehabilitation	Temporary Assistance for Needy Families (TANF) <sup>2</sup>	West Alabama East Mississippi (WAEM) <sup>3</sup>	Momentum WIRED <sup>4</sup>	Community College Workforce Training		Adult Basic Education (ABE)		Career & Technical Education	
	Adults, Dislocated Workers, & Youth	Rapid Response <sup>5</sup>	Katrina National Emergency Grant <sup>6</sup>	Sara Lee National Emergency Grant	H-1B Pathways & High Growth High Demand	Labor Exchange/ Wagner-Peyser	Veterans	Trade Adjustment Assistance	Work Opportunities Tax Credit	Alien Labor Certification	Vocational Rehabilitation	Temporary Assistance for Needy Families (TANF) <sup>2</sup>	West Alabama East Mississippi (WAEM) <sup>3</sup>	Momentum WIRED <sup>4</sup>	Community College Workforce Training		Adult Basic Education (ABE)		High School	Community College	Correctional Facilities
<b>Eligibility Requirements</b>	All individuals allowed to work in the U.S. and businesses operating in Mississippi	Unemployed or underemployed adults, workers laid off due to downsizing or closure, artists or economically disadvantaged youth	Workers who received notice of pending layoff or closure	Individuals temporarily or permanently laid off due to Hurricane Katrina	Workers dislocated from Sara Lee	18 years of age, eligible to work in the U.S., and willing to work in a Hurricane Katrina impact area	Businesses seeking employees and individuals eligible to work in the U.S. seeking employment	Veterans and transitioning service members	Workers dislocated due to foreign trade	Short-term welfare recipients, veterans, ex-offenders, vocational rehabilitation referrals, summer jobs, food stamp recipients, Supplemental Security Income recipients, designated community residents, or long-term family assistance recipients	Alien workers who meet specific labor needs	Individuals who cannot obtain or retain employment due to one or more disabilities	Low-income families	Individuals eligible to work in the U.S. and businesses	Individuals eligible to work in the U.S. and businesses in metal trade and construction	Mississippi residents and businesses. Services for individuals assessment, career counseling, job referrals, basic skills (GED), pre-employment training, referrals to full-time career/technical programs, short-term adult training, and CRC	18 years of age, neither enrolled nor required to be enrolled in secondary school, and lacking basic educational skills	Enrolled in high school in Mississippi	Individuals with 20 high school units, General Educational Development (GED) certificate, high school diploma, Mississippi Occupational Diploma, or federally approved ability-to-benefit test, and transfer students	Individuals incarcerated in the state correctional system	
<b>Services Provided</b>	Employment and recruitment services along with matching business job demands and workforce skills	Skills assessment and development, temporary assistance, state-wide dissemination for research and information, and by then development, services to businesses	Resume writing assistance, job search training, occupational skills training, basic introductions to computers, financial counseling, career assessment, and other forms of assistance. A variety of services offered through WIN Job Centers and other partner agencies	Skills assessment and development, reemployment assistance, business reentry, temporary jobs, retraining assistance, support services, business to business	Skills assessment and development, reemployment assistance, short- and long-term customized training, individual Training Account (TA), and supportive services	Training in high-growth, high-demand occupations	Matching jobs with individuals' skills	Matching jobs with individuals' skills	Reemployment services, job search assistance, relocation assistance, training, Trade Readjustment Allowance (TRA), health coverage, tax credit, Alternative Trade Adjustment Assistance (ATAA) program for older workers	Process applications and ensure jobs are advertised so U.S. citizens have an opportunity to apply for jobs, send applications to employer for review, and conduct housing inspections to ensure housing provided for workers meets OSHA standards	Work planning and assistance, work incentives, provision of durable medical equipment, home and vehicle modification, peer counseling, personal care services, respite services, and assistive technology devices	Employment support services including cash assistance, child care, transportation, work-related expenses, participation requests, income disregard, Earned Income Tax Credit (EITC), and transitional services	Recruiting, training and retention of advanced manufacturing in a 37-county Western Alabama/Eastern Mississippi region	Recruiting, training, and retaining in advanced manufacturing, metal trade, and construction in an 18-county Southeastern Mississippi region	Job analyses and assessment, long-range training plans, workplace basic skills, pre-employment training, learning job-rotation and facilities, customized job training, total quality management, advanced job training, training manuals and in-house made training aids, and mobile classrooms	English as a second language, GED preparation, lower level literacy training and training, learning skills, workplace literacy/employability skills, and basic skills training in reading and math	Job shadowing, advanced tutoring, workplace basic skills, job skills, workplace literacy/employability skills, academic counseling, career counseling	Progress and activities in 105 different career and technical program areas	ABE, business tech, industrial sewing, cosmetology, military, computer repair, high business skills, mechanics, carpentry, communications systems, heating, air conditioning & refrigeration, industrial electronics, marine, maintenance, plumbing & pipefitting, and welding		
<b>Customers</b>	Job Seekers Businesses	1,969,316 23,124	146,222 N/A	7,754 79	10,565 N/A	802 N/A	4,157 N/A	308,386 18,094	16,233 21	7,141 N/A	25,126 N/A	92,127 4,939	21,060 N/A	23,573 N/A	N/A N/A	N/A N/A	456,161 N/A	21,775 N/A	211,831 N/A	22,333 N/A	N/A N/A
<b>Total Customers</b>		1,992,436	146,222	7,833	10,565	802	4,167	326,470	16,223	7,162	25,126	92,127	25,999	23,573	N/A	N/A	456,972	21,775	211,831	22,333	N/A
<b>Funding</b>	State Federal Other	\$124.46 million \$334.06 million \$7.86 million	\$45.17 million <sup>1</sup>	-	\$95.00 million \$4.00 million	\$4.00 million	\$8.00 million \$5.00 million	\$6.80 million \$8.80 million	\$1.63 million \$2.03 million	\$2.03 million \$0.18 million	\$4.00 million \$0.38 million	\$26.07 million \$28.09 million	\$6.93 million \$95.80 million	\$15.00 million \$18.00 million	\$0.00 million	\$17.73 million	\$1.78 million \$6.58 million	\$70.11 million \$16.06 million	\$27.25 million \$5.68 million	\$0.85 million \$0.85 million	\$0.85 million \$0.85 million
<b>Total Funding</b>		\$466.46 million	\$45.17 million	\$95.00 million	\$4.00 million	\$8.00 million	\$6.80 million	\$11.63 million	\$2.03 million	\$0.18 million	\$4.38 million	\$34.09 million	\$113.00 million	\$18.00 million	\$17.73 million	\$8.37 million	\$76.89 million	\$21.74 million	\$32.71 million	\$0.85 million	\$0.85 million
<b>Service Points</b>		95 WIN Job Centers On Site	Area WIN Job Centers	Area WIN Job Centers	95 WIN Job Centers	56 WIN Job Centers	50 WIN Job Centers	56 WIN Job Centers	56 WIN Job Centers	56 WIN Job Centers	35 Rehabilitation Centers	82 County Service Centers	8 Community Colleges	3 Community Colleges and the regional WIN Job Center	15 Community Colleges	35 Training Locations	155 Training Locations	15 Community Colleges	3 Correctional Facilities		

\* Mississippi totals reflect available information. <sup>1</sup> Funds for this program are included in the total WIA funds. <sup>2</sup> Funding period: 2005 - 2007. <sup>3</sup> Job seekers are based on the monthly average. <sup>4</sup> The Montgomery Institute. <sup>5</sup> MDES; <sup>6</sup> Original allocation

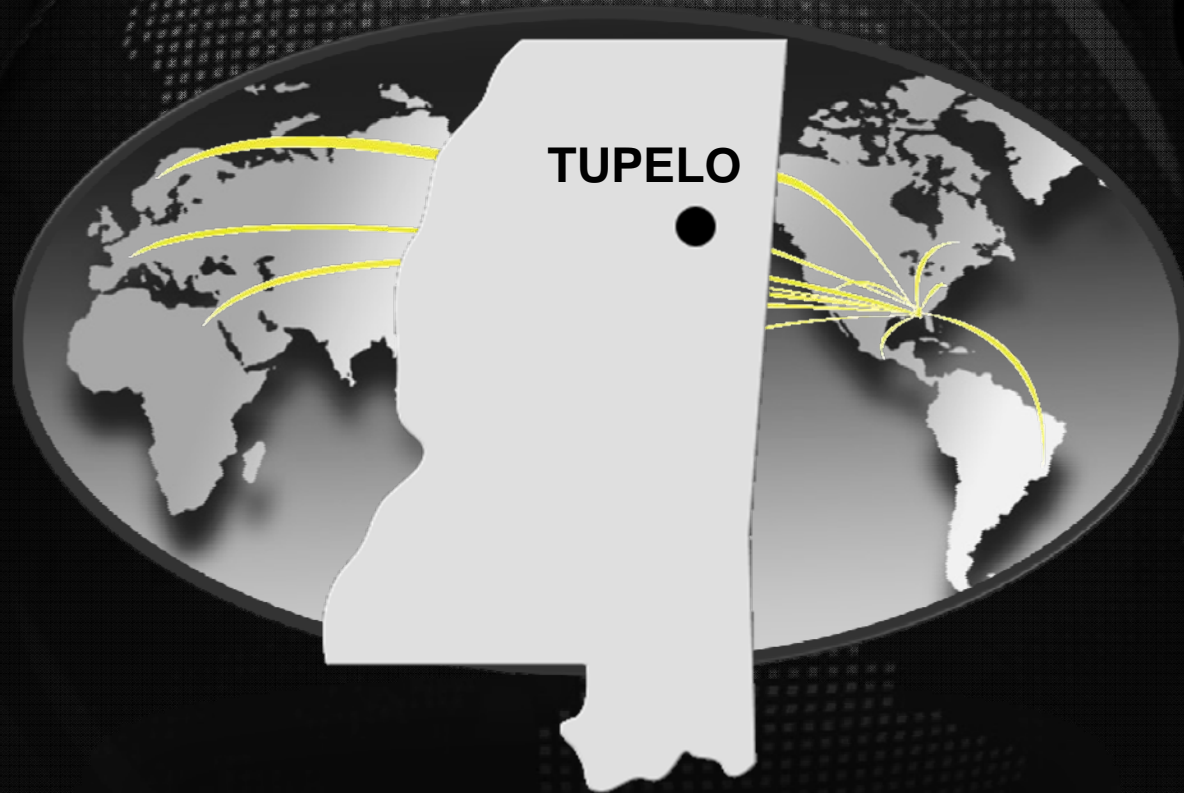
A globe composed of a grid of small squares, set against a dark background with faint, repeating text. The globe is the central focus, rendered in a light gray color. The background is black with faint, repeating text in a light gray color, which appears to be the same text as the main question, creating a subtle, textured effect.

**How do we compete successfully in the current economic and political environment?**



# Ability to Act Locally to Compete Globally

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# Regional Sector-Based Strategies

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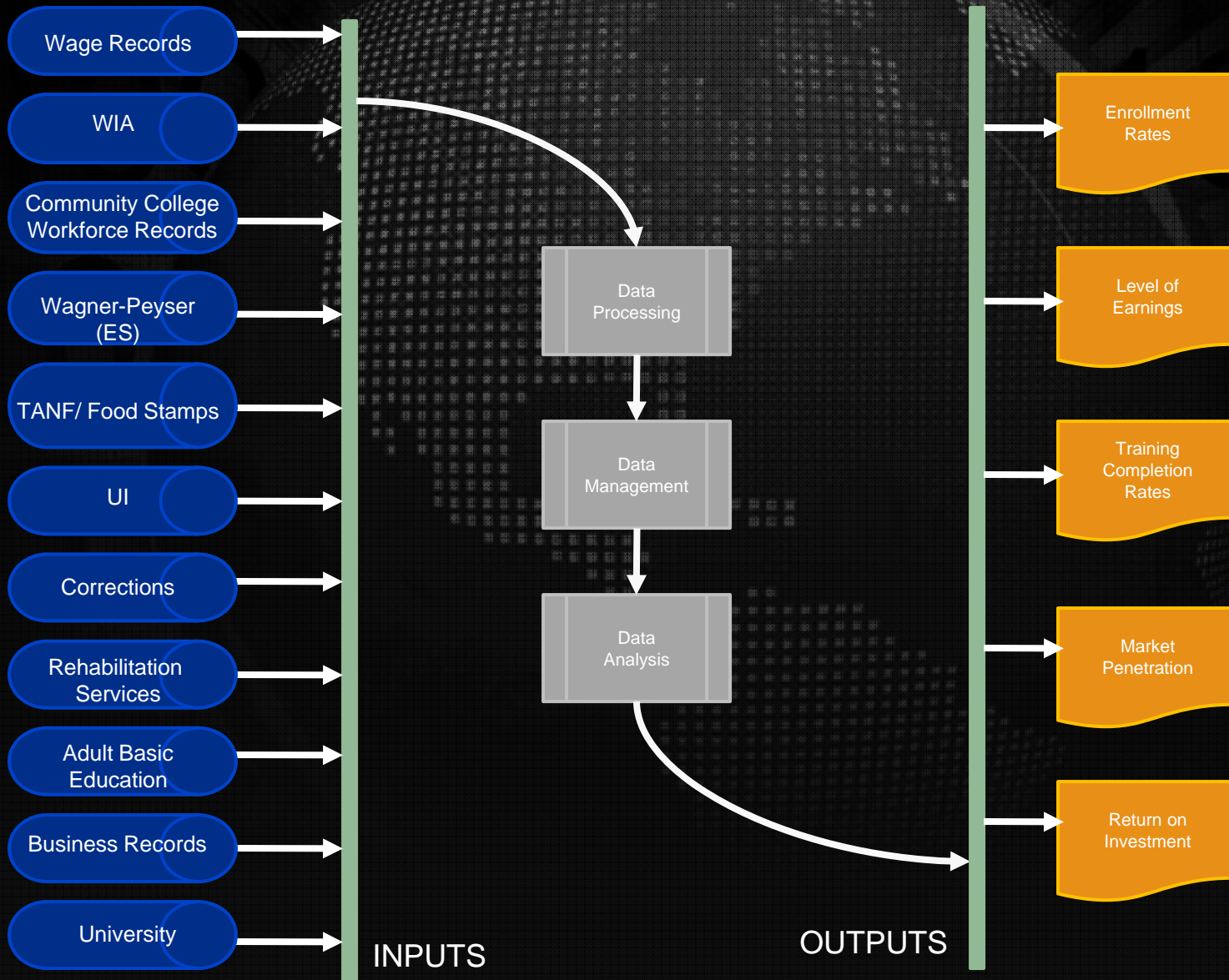
- Regions defined by high-growth, high-demand sectors
- Align resources across jurisdictional boundaries
- Build regional-based partnerships across private and public stakeholders

# The Key For Global Competitiveness Rests On:

“Establishing a sustainable partnership of employers and stakeholders to make data-driven decisions on present and future regional workforce needs of industries and workers, with a focus on quality jobs and career opportunities for all. “

*~ MS Policy Academy 2008*

# Integrated Information System



# Questions?

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