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# GOVERNOR'S LETTER



It is with great pleasure that I share this year's Annual Report of the Workforce Investment Act in Mississippi for Program Year 2007. Since its inception in 1998, the Workforce Investment Act has provided the framework for the Workforce Investment Network, or WIN in Mississippi.

During Program Year 2007, the Mississippi Department of Employment Security (MDES) administered the WIN in Mississippi system for the State. This system strengthens Mississippi's workforce and the businesses that employ them through job training and other workforce initiatives. This report details the progress of the seventh operational year of WIN in Mississippi.

Mississippi's ability to compete in a global economy depends on the quality of our workforce. WIN in Mississippi helps meet this demand by training and shaping our state's workers into the high-skilled, qualified workforce of tomorrow. Our investment in our workforce is paying economic dividends of which we can be proud.

Although we inherited both a huge budget deficit and the loss of nearly 40,000 manufacturing jobs, and despite bearing the brunt of the worst natural disaster in American history, Mississippi has enjoyed higher per capita income and record employment. We have restored the State's rainy-day fund to its legally-authorized level, and the Gulf Coast is coming back bigger and better than ever.

Mississippi's "can do" spirit is alive and well and companies from around the world and the United States have noticed and are moving here to do business. Such companies as Toyota, SeverCorr, Eurocopter, Rolls Royce, and General Electric want to take advantage of our business-friendly climate and our robust and plentiful workforce. These foundations of economic development attract businesses and industries as they consider locating in Mississippi.

Mississippi is a rising star in a troubled American economy and the Mississippi Department of Employment Security is a major stakeholder in Mississippi's economic ascendancy. In the coming year, I pledge my support to, and I will work 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 2007, there were four Local Workforce Investment Areas in the state that received WIA grants 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.

## **State Workforce Investment Board Develops Workforce Performance System**

The Mississippi Integrated Workforce Performance System is a major initiative of the State Workforce Investment Board. It is designed to track workforce training progress and identify best practices in the design, implementation, and delivery of workforce initiatives in Mississippi across agencies and funding streams. The system is innovative as it helps reduce the gap between the availability of high performance workers and those required to remain competitive under the current economic environment. The Mississippi Integrated Workforce Performance System provides a positive impact on the training and development of the 21st century workforce in six important ways:

- Enables proper resource management for workforce development activities across agencies and funding streams;
- Promotes data sharing to reduce duplication of services, measures performances, calculates return on investment, and identifies best practices;
- Helps state agencies meet their federal reporting requirements;
- Provides economic and financial forecasts to promote workforce initiatives;
- Markets existing businesses and attracts new businesses; and
- Leverages federal and state training dollars and builds the business case for needed additional funding.

# WIN *Works With Department of Labor Discretionary Grants*

In Program Year 2007, the MDES staff was in frequent contact with the United States Department of Labor and other federal entities to identify and capture all funding streams available to our state for benefits and job opportunities.

Included in this initiative is a National Emergency Grant of over \$90 million to help Mississippi residents of the Mississippi Gulf Coast continue the Hurricane Katrina recovery process with money for jobs and training.

## **RECOVERY ASSISTANCE PROGRAMS**

The following projects were funded by the U.S. Department of Labor and provided job search services, training opportunities, and supportive services to individuals and businesses impacted by Hurricane Katrina.

### **High Growth H-IB Grant**

This grant funds short-term job training in high demand occupations in the areas of healthcare, truck driving, and hospitality at local community and junior colleges.

### **Pathways to Construction H-IB Grant**

This grant funds short-term job training for the construction industry in the areas of residential, commercial, industrial, heavy highway, shipbuilding, and heavy marine sectors at local community and junior colleges and area businesses.

### **On-the-Job Training (OJT)**

This assistance is provided under a contract with an employer in the public or private sector. Through this training, occupational training is provided by an employer in exchange for the reimbursement of a portion of the trainee's wages to compensate for the employer's extraordinary costs.

*continued —*

## Customized Training

This training is designed to meet the special requirements of a business or group of businesses. Training is conducted with a commitment by the business to employ, or, in the case of incumbent workers, continue to employ an individual upon successful completion of the training. Employers are reimbursed for a portion of the cost of training workers.

## Capitalization Grant

Most activities related to the Hurricane Katrina NEG are dwindling with the exception of the Business Revitalization Program. The Twin Districts Workforce Area received a waiver from the Department of Labor and, in conjunction with the Mississippi Arts Commission (MAC), piloted a project to revitalize professional artists' businesses in the lower six coastal counties. The project has helped 150 artists, to date, and was honored with an award from the National Association of Development Organizations (NADO).

The Business Revitalization Program has expanded to other small businesses in Hancock and Harrison counties. So far, 706 small businesses have applied for grants; over 400 have been completed with over 300 still in progress.

“We are very grateful to you for your role in providing the Business Recovery Grant for Artists. This financial assistance has been a Godsend following the destruction of Hurricane Katrina. The monies have been a physical as well as a psychological help for all of us. The wall of uncertainty that we faced following the storm has been replaced with optimism for our careers as artists. With the tools and supplies that we have been able to purchase with the grant, we are well on our way to providing ourselves with a livelihood as artists.”

– **Says an artists' group** *from Saucier, MS*

A coast business owner states:

“It would have taken years to replace necessary tools needed to keep my business going.”

# WIN *Partners and Professionals*

The WIN in Mississippi system represents a collaborative effort with private business, local elected officials, and local and state public agencies.

This collaboration ensures that the needs of local businesses and job seekers are met in the community through tailored solutions designed to promote workforce development and economic growth.

## **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 the local areas*

## **State Workforce Investment Board**

The State Workforce Investment Board is a vital part of WIN in Mississippi. The Board membership represents the diverse population of the State, with a majority of the members representing small and large businesses.

Other members include representatives of labor, education, local government, and community leaders.

This dedicated group of individuals assists the Governor in meeting federally mandated responsibilities under the Workforce Investment Act of 1998 and ensures that the vision for an effective workforce development system is realized.

With economic conditions facing a trend like this nation has not seen in decades, the prospects for employment and better paying jobs present many challenges. Workforce Training in Mississippi is a high priority for Governor Haley Barbour and the entire State Workforce Investment Board. The WIN Job Centers continue to match job opportunities with those seeking work instead of depending on unemployment checks.

The Workforce Training partnership alliances with the Senior Colleges, Community Colleges, and the State Department of Education, promise greater emphasis on realistic opportunities for students to maintain successful careers once their formal classroom education is completed. Report cards of success are now being provided to educators so they can measure the actual achievement of their students in the real world of making a career and a living. For many years the teachers have given their Students a report card with a grade... soon the teachers will be given a report card on the relevance of the subject matter being taught.

Drop-out statistics will be monitored for students from K-12, for Community College enrollees, and for Senior College enrollees.

Funding from payroll taxes, paid for strictly by employers, are providing Community Colleges with double the funds previously received from the State's General Fund.

Usable training in preparation for re-entry into society is being provided through the Workforce Training partnership with the Department of Corrections — the key to lower recidivism.

Mississippi and the nation has a long way to go in Workforce Training but “we have turned the corner”.

– **George Schloegel**, *Chairman, Mississippi State Workforce Investment Board*



## Local Workforce Investment Areas Partner with Mississippi Public Broadcasting

On May 29, 2008, Mississippi Public Broadcasting (MPB), in partnership with the Mississippi Association of Workforce Areas (MAWA), produced the second annual WIN Job Center Job Fair Telethon. MAWA was established as a 501(c)3 organization in June 2006. Their mission is to share information and to engage in the education and training activities that address common problems within this structure. MAWA seeks to enable common solutions and enhance effectiveness of job development, job training, and economic development.

The WIN Job Center Job Fair Telethon was the brainchild of the late Sean Burguet (MDES Marketing Contractor), who worked tirelessly to bring the first telethon to MPB in May 2007. With his guidance, MPB worked with the Mississippi Department of Employment Security (MDES) Office of Public Information and MAWA to broadcast the 2008 telethon.

Every aspect of the Workforce Investment Network (WIN) in Mississippi was spotlighted. Each Local Workforce Investment Area was highlighted and the programs they offer were discussed by their representatives as well as partners who assist in the delivery of those programs. The focus of this year's telethon was success. Individuals and employers who experienced success working within the WIN system were encouraged to participate and tell their stories.

The backdrop for this year's telethon was a phone bank staffed by WIN Job Center personnel from around the state. The more than 350 calls received were from individuals inquiring about the jobs highlighted in the job bank portion of the telethon every quarter hour. Job Bank is a weekly MPB production used to advertise jobs available in the WIN system. During the telethon, Job Bank consisted of a cross-section of jobs flashed on the screen while the job descriptions were read on the air. Some employers specifically requested that their openings be included in the job bank portion of the telethon.

By joining forces with MAWA to produce and broadcast this live telethon, Mississippi Public Broadcasting continued its commitment to provide educational opportunities to Mississippians of all ages. This collaboration also increased Mississippians' access to information about the services and programs offered at the WIN Job Centers.

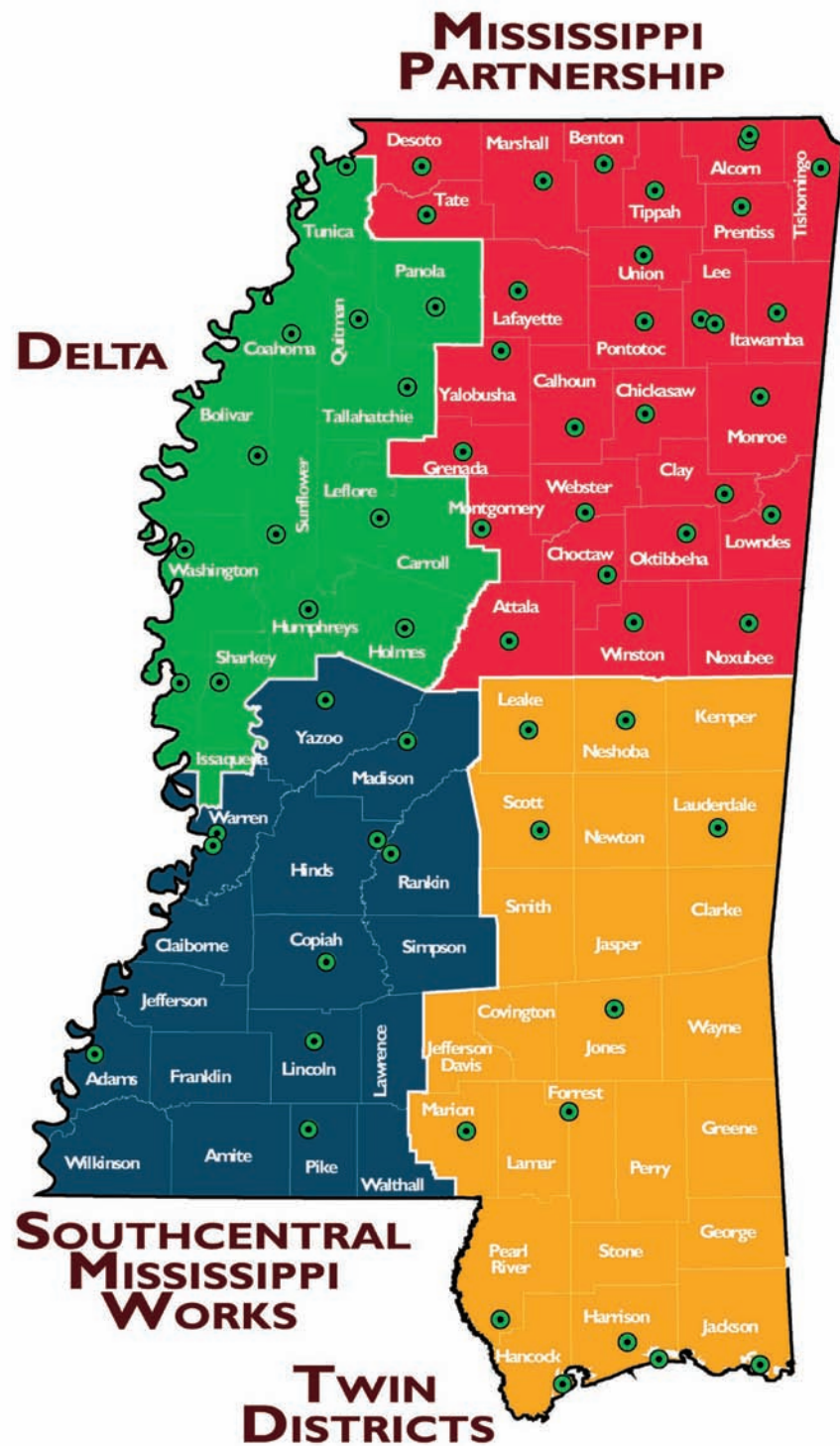
Doing a telethon is always a nervous, nail biting experience. Will all the pieces come together? Will the message reach the right people? Will all the interviews scheduled show up at the right time? And the biggest questions of all: will the phones ring? For the WIN Job Fair Telethon, the answers were: yes, yes, yes and off the hooks! The telethon was a great example of many state agencies and offices working together for one great reason—helping Mississippians make their lives better. As I said on the air, it was an honor to be a part of the project.

– Gene Edwards, *Producer and Host.*





# WIN IN MISSISSIPPI *WIN Job Center 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**  
 313 Lamar Street  
 662-453-7141

**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

**Columbus**  
 400-B Wilkins Wise Road  
 662-328-6876

**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

**Grenada**  
 1321-C Sunset Drive  
 Highway 8 West  
 662-226-2911

continued —

# WIN IN MISSISSIPPI *WIN Job Center Locations (continued)*

**Houston**

665 North Jefferson Street  
662-456-3563

**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

**Starkville**

100 Felix Long Drive  
662-323-2272

**Tupelo**

146 S. Thomas Street  
Suite A  
662-842-4371

**West Point**

117 East Jordan Avenue  
662-494-4144

## 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  
601-939-0786

**Tylertown \***

200 Ball Avenue – Courthouse  
601-876-3573

**Vicksburg**

1625 Monroe Street  
601-638-1452

**Yazoo City**

306 East Jefferson Road  
662-746-1141

continued —

# WIN IN MISSISSIPPI *WIN Job Center 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

**Collins \***  
300 Main Street City Hall  
601-765-8381

**Columbia**  
1111 Highway 98  
601-736-2628

**Forest**  
536 Deerfield Drive  
601-469-2851

**Gulfport**  
12121 Highway 49N  
228-539-6800

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

**Hattiesburg**  
5926 Highway 49  
601-584-1202

**Laurel**  
1721-B West 10th Street  
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

## **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.

*continued —*



# WIN Job Centers *(continued)*

## WIN Job Centers Work With Businesses

If you're doing business in Mississippi – or if you're considering a move here – you'll 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 at the discretion of the Local Workforce Investment Area's 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.)*

### Workforce Investment Act Cost Effectiveness

#### Formula Programs

Adult Program Cost Per Participant .....	\$237
Dislocated Worker Program Cost Per Participant .....	\$240
Youth Program Cost Per Participant .....	\$1,472
<b>Total WIA Program</b> Cost/Participant.....	<b>\$295</b>

# 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

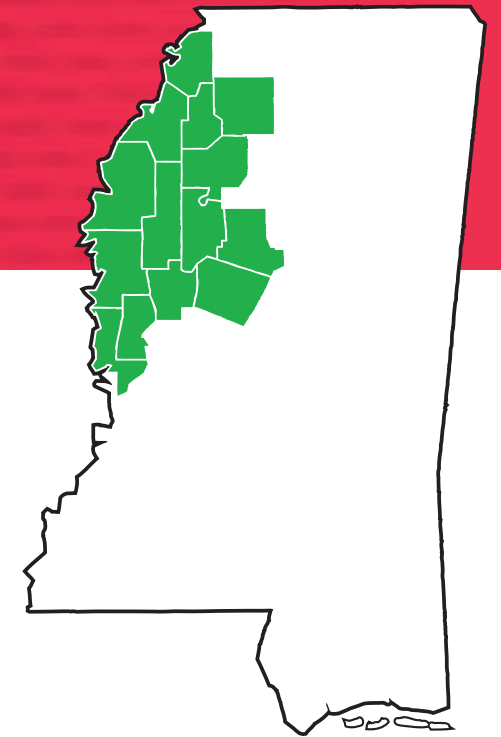
- Provide businesses with access to the labor pool
- Provide information about wages and employment trends
- Keep companies informed about state demographic and economic information
- Provide information on Alien Employment Certification guidelines. These guidelines are for businesses who want to seek 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

### PY07 WIA Training

	ITA	OJT	
Adult	3,154	2,274	
Dislocated Worker	1,318	1,368	
Youth	143	41	
	4,615	3,683	<b>8,298</b>
NEG*	890	906	<b>1,796</b>
Total	5,505	4,589	<b>10,094</b>

\*NEG (includes Hurricane Katrina NEG and Sara Lee NEG)  
 ITA = 890 (HK NEG = 792, Sara Lee NEG = 98)  
 OJT = 906 (HK NEG = 760, Sara Lee NEG = 146)

# Local Workforce Investment Areas



## DELTA WORKFORCE INVESTMENT AREA

Fiscal Agent Contact Information  
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

### Description

The Delta Workforce Investment Area covers 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 and non-profit providers who operate the youth programs. DWIA provides business services to new and existing businesses and economic development groups as well as Rapid Response orientation sessions to dislocated workers. DWIA also funds the four community colleges in the Delta to coordinate their services in the WIN Job Centers and assists with testing, assessment, enrollment, and follow up.

### Delta Highlights

Best Practices of PY 2007; Partnership and Collaborative Activities, Outstanding Youth Programs, Etc.

Over 1000 job seekers attended the Northwest Mississippi Area Job Fair held at the Batesville Civic Center on June 26. Forty-seven employers made 666 job offers that day.

Rapid Response Sessions were held in Lexington, Greenwood, Cleveland, Batesville, and Greenville.

### Businesses Served by the DWIA

The DWIA Small Business Center counseled 161 new clients and 41 existing clients. Of these, approximately 35 have started or will start new businesses generating 100+ jobs. Business Loan Express loans totaled \$775,000.

A total of 9,306 adult and dislocated workers were served in 2007. The number includes 1,247 ITAs awarded for a total of \$ 1,408,990. Expenditures for OJTs totaled \$981,894 and served 570 participants. Thirteen youth ITAs were given totaling \$33,614. The year-to-date Entered Employment for the Delta was 6,358.

continued —

# Local Workforce Investment Areas *(continued)*

The Manufacturing Skill Standards Training Project through Mississippi Delta Community College was piloted in Bolivar County to address manufacturing issues. A welding program operated by Coahoma Community College provided short-term welding training to address specific business needs. Customized training for Faurecia was initiated to address specific needs of the manufacturer.

## DWIA Youth Programs

During program year 2007, the DWIA served 894 youth. Of that number, 85% were placed in employment or education and 94% received their Diploma/GED Certificate.

The “Plan for the Future: Be a Nurse” program, a partnership with Mississippi Delta Community College and Delta Regional Medical Center, introduced 25 high school seniors to health care professions.

A Youth Summit was held at the Washington County Convention Center. The Youth Summit was an effort to enhance positive development of area youth. The day consisted of guest speakers from local businesses and workshops to enhance employability.

All participants of DWIA Youth programs had adult mentors and participated in job shadowing activities in their chosen profession. Activities included 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 Clinton Presidential Library, the Civil Rights Museum, Smith-Robinson Museum, and Job Fairs.

*continued —*



*Gene Edwards interviewing Delta WIA participants during the WIN Job Center Job Fair Telethon. Left to right: Demarcus Ford, Gene Edwards, Mitzi Woods (DWIA Fiscal Agent), and Kamien Thomas*

## WIN Success Story

Demarcus Ford and Kamien Thomas did not know each other, but they shared a common history. Both young men moved to the Delta from other parts of the state and both were told all their credits would not transfer to their new schools. Neither young man wanted to stay in school an extra year, so both dropped out.

Demarcus and Kamien entered the out-of-school youth programs sponsored by the Delta Workforce Investment Area and completed their GEDs. Kamien’s GED score was the highest in the state in five years! He parlayed those scores into enrollment at Hinds Community College for his first year, and then transferred to the University of Southern Mississippi in the fall of 2008.

Demarcus completed his skills training and work experience and secured employment at Wal-Mart where he won four customer service awards. He is currently attending Delta State University.

Two young men and two stories of success.



# Local Workforce Investment Areas *(continued)*

Northwest Community College and Mississippi Delta Community College began administering the Work Keys test for the MS Career Readiness Certificate to out-of-school youth. Two out-of-school success stories were featured on the WIN Job Center Job Fair Telethon on MPB.

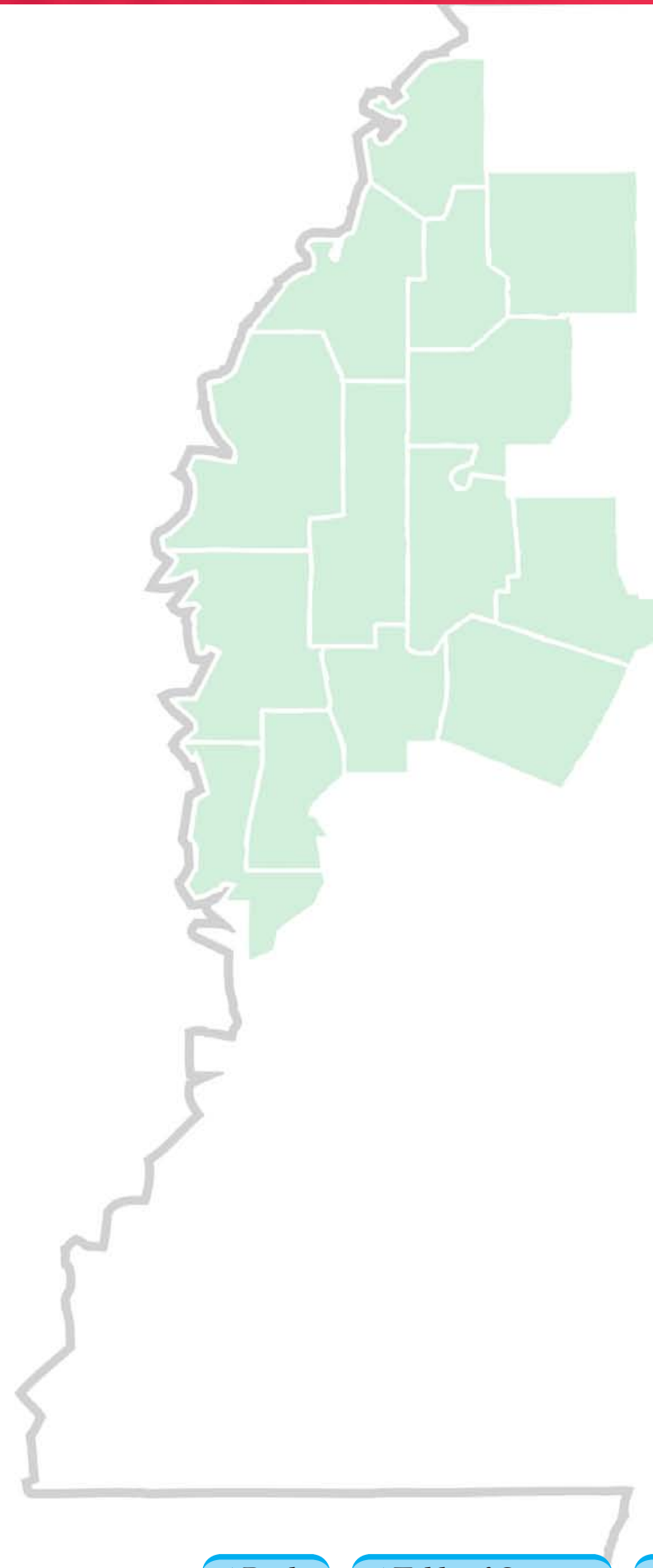
## **DWIA Awards**

The Delta WIA presented WIN Job Center shirts and a copy of the WIN Job Center Job Fair Telethon video to Demarcus Ford and Kamien Thomas for their accomplishments and for their participation in the WIN Job Center Job Fair Telethon.

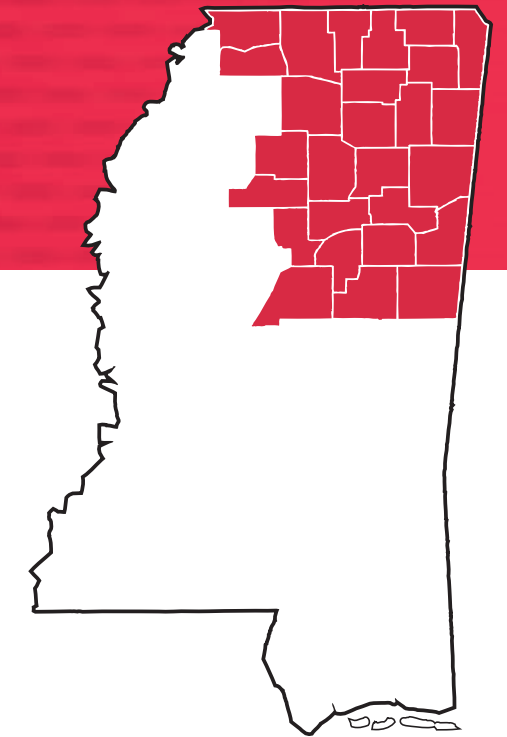
A Delta Team received the “Training for Business Demands Award” at the Governor’s Workforce Development Conference in Philadelphia for innovative work and efforts to establish the Faurecia Training Experience. This was a collaborative effort with the MS Development Authority, Cleveland-Bolivar Chamber of Commerce and Industrial Foundation, Delta Council, Entergy, MS Delta Community College Capps Center, the local WIN Job Center, and Faurecia.

This “Delta Team” project also received an Innovation Award from the National Association of Development Organizations (NADO).

South Delta’s Small Business Center also won an Innovation Award from NADO for “Community Development Through the Micro Loan Program” for its collaboration with small businesses and the various loan programs in the Delta.



# Local Workforce Investment Areas *(continued)*



## THE MISSISSIPPI PARTNERSHIP

Three Rivers Planning and Development District, Fiscal Agent  
Primary Contact: Bill Renick  
Post Office Box 690  
75 South Main Street  
Pontotoc, Mississippi 38863  
Phone: 662-489-2415  
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### 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 62-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 16 WIA youth providers, the Mississippi Partnership accomplished the following during Program Year 2007 (July 1, 2007 – June 30, 2008):

### WIN Job Center Services

There are 18 WIN Job Centers located throughout the Mississippi Partnership. These WIN Job Centers are overseen and operated through a consortium of one-stop operators that consists of Itawamba Community College, Northeast Community College, Northwest Community College, and the Mississippi Department of Employment Security.

During Program Year 2007 the Mississippi Partnership had approximately 238,555 customers visit its WIN Job Centers with 11,085 individuals receiving WIA services. The Mississippi Partnership service providers expended 97% of OJT funds to train 1,482 customers and 94% of ITA funds to train 1,414 customers.

The Mississippi Partnership Workforce Investment Area, for the first time since inception of WIA, implemented an Incumbent Worker Training program with two employers and trained a total of 479 employees. These projects were very successful and the Mississippi Partnership hopes to expand its incumbent worker training program in the future.

Rapid Response Services were provided for 16 employers to assist a total of 1,308 individuals who were laid off from their jobs.

# Local Workforce Investment Areas *(continued)*

The Mississippi Partnership implemented a 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 is providing re-employment assistance, adult basic education/GED assistance, supportive services, and training services to eligible individuals. A total 835 former Sara Lee employees have been served by this grant during Program Year (PY) 2007; the services will continue into PY 2008.

The Mississippi Partnership hosted several job fairs during Program Year 2007 including the Northeast MS WIN Job Fair at Corinth, the DeSoto County Area Job Fair, the Marshall – Benton Area Job Fair, and the Northeast Mississippi WIN Job Fair at Mayhew. A total of 275 employers and over 4,050 job seekers attended these job fairs with a reported 2,423 job offers made the day of the job fairs.

## Youth Services

The Mississippi Partnership Workforce Investment Area (MPWIA) youth providers served 1,164 youth during Program Year 2007 and met all of the Common Measures performance for youth.

*continued —*



Linda Gurley with Kathy Yates, Northeast Community College ITA Specialist/Case Manager.

## WIN Success Story

When she started the LPN program, Linda Gurley was making 7.88 an hour as a cashier. With assistance from Kathy Yates, Corinth WIN Job Center, and WIA funding, one year later, she is working as an LPN making 16.48 an hour. She is most definitely a success any way you look at it!

Here is what Linda has to say about the assistance she received from the WIA program.

To WIN Job Center:

*I would like to thank you very much for your financial support during my experience at NEMCC. Not only did your kindness allow me to accomplish the goals I had set out to achieve, I also appreciate the time that Kathy Yates always found for me when I was feeling discouraged because of the academic pressure I was constantly under. I hope your program continues to thrive and if I can be of assistance to you in the future please feel free to ask anything of me.*

Sincerely,

Linda Gurley

# Local Workforce Investment Areas *(continued)*

The MPWIA also operated five youth mentorship programs from July 1, 2007 through June 30, 2008. The students received employment training including Certified Nurse Assistant (CNA) and welding training. GED assistance was also provided. The Youth Mentorship programs offered one-on-one training to youth and recognized them with either certificates of merit or full-time employment.

Through regular out-of-school and mentorship programs, the MPWIA awarded a \$200 incentive to 210 youth for receiving their GED. All of the students completed a money management course before receiving the incentive.

## Other Program Year 2007 Initiatives

During Program Year 2007, the Mississippi Partnership:

- Partnered with the CREATE Foundation and the North Mississippi Media Alliance for the development of a Continued Learning Campaign to address the need for life-long learning and skill upgrades through adult basic education, attainment of GEDs, work and career readiness credentials, college education, etc.

The theme of this campaign is “Know More, Go Further”, and our \$89,000 investment will leverage over \$1,000,000 in print, radio, television, and billboard advertising from media partners in our region.

- Partnered with the Mississippi Corridor Consortium and the Appalachian Regional Commission to acquire a Mobile Welding Unit. This Mobile Welding Unit is equipped with 7 welding units and will be utilized to train welders throughout our 27-county region.



*Tobey Essary at graduation*

## WIN Success Story

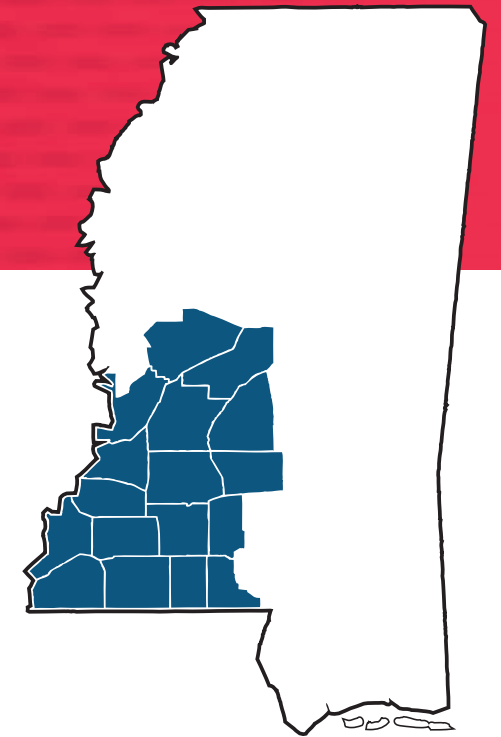
Tobey Essary was forty-five years old when her job of twenty-three years was eliminated. She felt as though her world had fallen apart. Hope arrived in the form of WIA funding for her to attend college for the first time in her life, something she had always wanted but for which she never had funding. As she put it, “I will say that if it were not for WIA I might not have taken that step. I graduated May, 8th 2008, and it’s still hard to believe that I did it.”

Tobey was accepted at Northeast Mississippi Community College and WIA paid for tuition, books and fees. With the financial burden lifted, Tobey could concentrate on her education and a career goal that will allow her to help others.

This was not the first time her family had received WIA funds. Tobey’s daughter graduated from NEMCC in 2006 with assistance from WIA. “WIA has truly been a blessing to my family, and we greatly appreciate everything they have done for us,” Ms. Essary said. “WIA also paid for my license and state board after graduating, which is also a blessing.”

She passed the boards and is now working for Magnolia Regional Health Center in the oncology and pulmonary unit. Tobey credits WIA and especially Kathy Yates for her encouragement and support not only for herself but for her daughter. “Thanks again WIA for giving me the opportunity to be a productive, working individual that loves my new job.”

# Local Workforce Investment Areas *(continued)*



## SOUTHCENTRAL MISSISSIPPI WORKS

Central Mississippi Planning and Development District, Grant Recipient  
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### 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 2007, more individuals received WIA services through Southcentral MS Works' WIN Job Centers than during any previous program year. 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 were offered a variety of services, including On-the-Job Training (OJT) reimbursements for hiring unskilled or under-skilled workers. The recently streamlined OJT process has made the program much more user-friendly and less cumbersome for employers.

### Senior Transition Youth Program

The Senior Transition Youth Program was launched in Program Year 2004 and continued throughout Program Year 2007 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 into either 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 career or education. Additional new services to youth implemented during the year consisted of On-the-Job Training and Work Experience. Both programs offer youth the opportunity to explore career possibilities, gain valuable knowledge, skills, and experience, and earn a wage while doing so.

*continued* —

# Local Workforce Investment Areas *(continued)*

## Natchez WIN Job Center Relocated

The WIN Job Center, serving the citizens of the City of Natchez and Adams County, moved into a new facility. The new center includes space and other resources for employers' use and for interviews of potential employees, a large computer lab for workshops and other learning opportunities, and a Resource Center for use by job seeking customers. The facility is user-friendly and affords services to customers in a more modern, professional, aesthetically pleasing environment.

## 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 efforts.

## WIN Success Story

Hyok Yo Cothern went to the Brookhaven WIN Job Center in 2007 to apply for Workforce Investment Act (WIA) federal funding to assist with her schooling in Drafting and Design Technology. After working for Delphi for approximately 15 years, she became unemployed and wanted some control of her employment situation. Yo decided to enroll at Copeiah-Lincoln Community College (Co-Lin) to get training in an area that was in demand and for which she had a passion. She also wanted a career that would help support her family, a son in college and a daughter in high school.

Yo fulfilled all the requirements to be an exceptional WIA participant. Yo's grades and achievements demonstrated her diligence toward academic excellence. She was a member of Phi Theta Kappa, the National Technical Honor Society and was on the "president's list" each semester she attended Co-Lin. She was honored by the Mississippi Legislature for being selected to represent Copeiah-Lincoln Community College as the 2007 Outstanding Student. Yo was spotlighted in "The Wolf Tales Campus News" as one of eighty-six WIA participants doing exceptionally well. Ms. Cothern was selected as the Career Tech Student of the Year for Copeiah-Lincoln Community College. With her superior knowledge in her field of training, she won an internship with Georgia Pacific in their engineering department making \$17 an hour. Upon graduation she was hired as a full-time employee.

Yo has demonstrated outstanding leadership, self confidence, and a charming attitude while still maintaining a clear sense of purpose. Because of her mature approach to her responsibilities, Yo successfully completed her studies and graduated with honors on May 17, 2008.

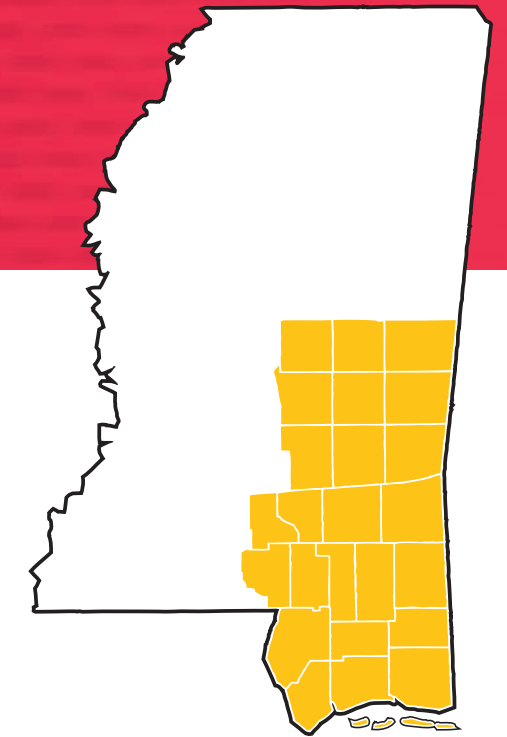
Hyok Yo Cothern gave thanks for the academic opportunity provided through the WIA/ITA scholarship program. In particular, she was thankful to the Brookhaven WIN Job Center, Mrs. Ora Franklin, WIA Supervisor, and Mrs. Sonya Sims, Education & Training Coordinator for assisting her with the goals she set for herself to take control of her own destiny.



## Hyok Yo Cothern

receives Career Tech Student of the Year award from Gail Baldwin, Dean of Career Tech at Copeiah-Lincoln Community College.

# Local Workforce Investment Areas *(continued)*



## TWIN DISTRICTS WORKFORCE INVESTMENT AREA

Southern Mississippi Planning and Development District, Grant Recipient

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### Description

The Twin Districts Workforce Area (TDWA) is comprised of 24 counties in the southeastern part of Mississippi. These counties include: Clarke, Covington, Forrest, George, Greene, Harrison, Hancock, Jackson, Jefferson Davis, Jasper, Jones, Kemper, Lamar, Lauderdale, Leake, Marion, Neshoba, Newton, Pearl River, Perry, Scott, Smith, Stone, and Wayne.

As part of the statewide Workforce Investment Network (WIN), TDWA has 12 WIN Job Centers - Gulfport, Pascagoula, Biloxi, Hancock County, Picayune, Hattiesburg, Laurel, Carthage, Columbia, Forest, Meridian, and Philadelphia.

### Program Year 2007 Accomplishments

During this past program year TDWA provided services through regular WIA formula funds for adults, dislocated workers, and youth target groups. National Emergency Grant (NEG) programs were also continuing. The TDWA was the top workforce area in the State in ITA, OJT, and NEG obligations, the top job placement area with 26,039 placements, and held five of the top ten large office job placements with Pascagoula being number one for the second year in a row.

However, four accomplishments highlighted this past year above others - strong performance in successfully serving a large number of people, raising the minimum OJT rate allowable, expanding youth opportunities, and the continuation and expansion of the Business Revitalization and Capitalization Program under the NEG.

### Performance

Through WIA, approximately 50,657 individuals received services that included core, intensive, and training activities. The training activities were Individual Training Accounts (ITAs) and On-the-Job Training (OJT). Approximately 2375 people received vocational training at a total cost of around \$5,850,733. With OJTs, 1521 were served at an average cost of \$4,283 per OJT contract for a total of \$ 6,514,990.

## **Local Workforce Investment Areas** *(continued)*

“ the employee retention rate has improved by 6% since you have assisted us in our training program...”

### **Policy Change**

Perhaps the most positive accomplishment of TDWA during this program year was when the TDWA Board raised the minimum OJT rate to \$8.00 per hour. Several companies resisted this action claiming that it would seriously hinder them from participating in WIA's OJT program. But one company, stated it was "... proud to announce that the employee retention rate has improved by 6% since you (TDWA) have assisted us in our training program... (our company) appreciates the assistance of the Twin Districts Workforce (Area) as we train Mississippi's workforce in retail management positions, the fastest growing industry in Mississippi."

### **Youth**

The youth programs in the Twin Districts area are reaching new heights. Ninety-eight percent of all youth exited from the programs attained a degree or certification with 86% of these individuals entering employment or advanced education.

Occupational Academies to train and place into employment are continuing and the concept is expanding. The Meridian Public School District's WIA in-school academies consist of Nurse Assistant, Phlebotomy, Electrical, Welding, Hotel, and Restaurant. The academies have been very successful due to the help of partners such as Meridian Community College, Rush Hospital, Ross Collins Vocational Center, and area businesses.

CARES of Mississippi has instituted a Building Shipbuilders Program that enrolled 28 students, with 24 being hired by Northrop Grumman Shipbuilding. One participant was promoted from 4th class Helper Apprentice to 2nd class Shipfitter.

A Graduation Advancement Program (GAP) was operated in Jasper and Scott counties that allowed students successfully to bridge the gap from high school to college or employment. This in-school program had 81 seniors enrolled, all of whom graduated from high school. Field trips, workshops, and presenters covered many subjects, from preparing for the ACT, attending college, and visiting industries and military facilities to exploring cultural awareness. These experiences encouraged growth and responsibility.

### **Two youth participants expressed their thanks for the programs.**

“The program has proven to be a positive experience. It has shown us that our lives are only what we make of them.”

“It has done a lot for me in my preparation for college.”



# *Local Workforce Investment Areas* (continued)

## **Business Revitalization**

The activities under the Hurricane Katrina National Emergency Grant (NEG) are beginning to dwindle as efforts to rebuild the coast have reached a more even keel. That is, except one – the business revitalization program. Under a waiver from the Department of Labor, TDWA, in conjunction with the Mississippi Arts Commission (MAC), entered into a pilot project aimed at revitalizing professional artists' businesses – those businesses under 20 employees located in the lower six coastal counties. This project has served over 150 coastal artists to date and has been honored with an award from the National Association of Development Organizations (NADO).

Other outcomes must also be noted. Due to this project, MAC is offering training to artists throughout the State. These workshops will continue each year. A roster of Mississippi artists, available on the internet through the MAC website, has been developed. Also, national artist organizations have requested MAC to spearhead the development of an in-depth national document that addresses emergency preparedness and response to disaster and recovery conditions for artists. The invitation came with the comment, "When it comes to recovery, Mississippi is the go-to resource."

The successful implementation of this project has allowed the expansion of the business recapitalization grant to other small businesses in Hancock and Harrison counties. Over 706 businesses applied for the grant for a total cost of \$3,780,000. Approximately 404 grants have been completed, so far, and 302 are in progress. As in the arts project, businesses must have fewer than 20 employees, be NEG eligible, attend micro-enterprise training, and provide documentation of \$5,000 in receipts for supplies or equipment.

Many partners have aided these efforts. One such partner is "The Boat People", a local community organization for the Vietnamese population on the Mississippi Gulf Coast. They have been instrumental in helping contact and communicating with approximately sixty Vietnamese shrimpers who are currently in the final stages of the grant process.

WIA formula funds were obligated early in Program Year 2007. Through these regular formula dollars, approximately 81,157 individuals received WIA services as adults, dislocated workers, or youth.

*"When it comes to recovery, Mississippi is the go-to resource."*

# WIN *Works in Many Ways for Mississippi*

## **Governor's Workforce Conference**

The 2007 Governor's Workforce Development Conference was held October 22 – 24, 2007 at the Pearl River Resort in Choctaw, Mississippi. The conference, hosted by the Mississippi Association of Workforce Areas, working in partnership with the Mississippi Department of Employment Security, was attended by 489 individuals representing a wide array of organizations and entities involved in the provision of workforce-related services to Mississippians.

Attendees included staff from the state's four Local Workforce Investment Areas, WIN Job Centers, the state WIA administrative entity, Community and Junior Colleges, Planning & Development Districts, and the Mississippi Departments of Employment Security and Rehabilitation Services, as well as members of the State and Local Workforce Investment Boards, employers, and U. S. Department of Labor representatives.

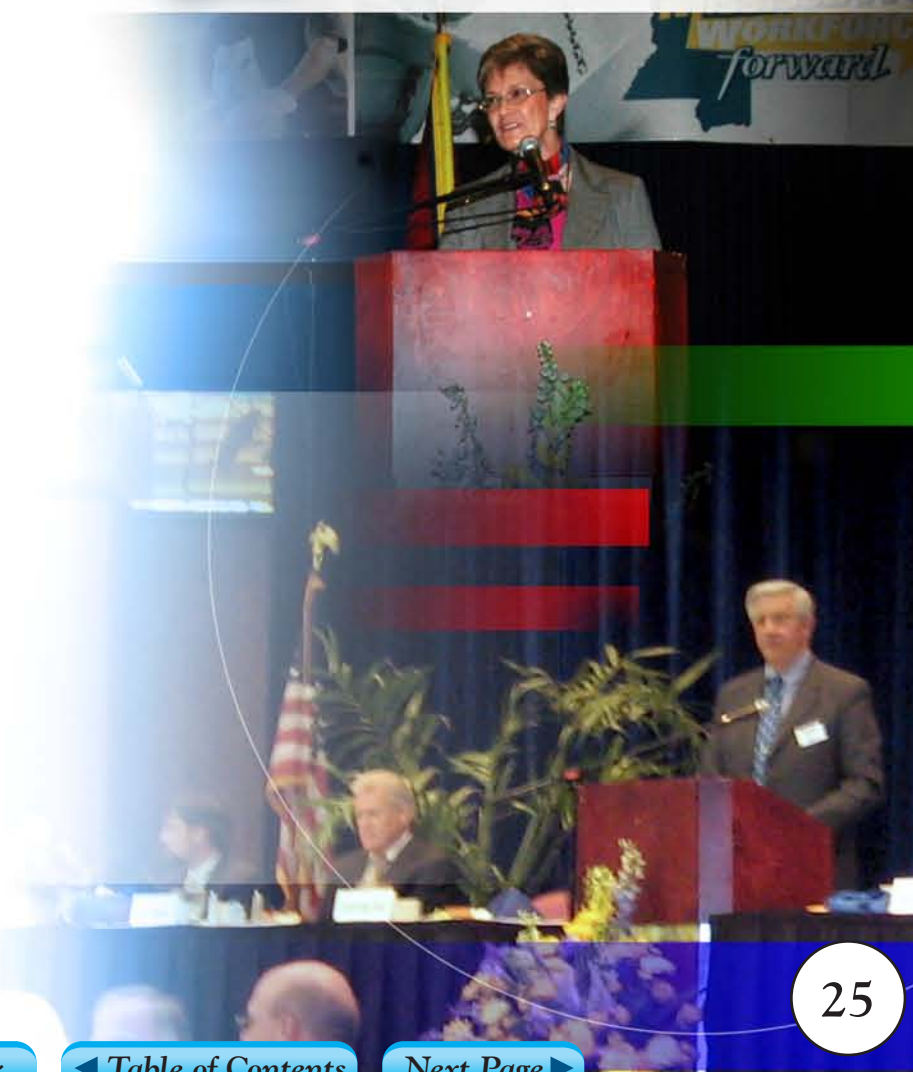
Highlights of the conference included keynote addresses by Governor Haley Barbour, State Workforce Investment Board Chairman George Schloegel, and Pam Tate, President and CEO of the Council for Adult and Experiential Learning. A plenary session addressed concerns, issues, and needs of several large industries in the state. Plenary speakers included representatives of Toyota, SeverCorr, and Viking Range Corporation.

Additional keynote speaker was Lloyd "Pete" Fleming, Director, Office of State Systems with the U. S. Department of Labor Employment & Training Administration Region 3.

A dynamic SuperSession provided information on the future of America's workforce development as we anticipate potential changes in legislation, appropriations, and policy that could take place affecting workforce-related issues.

Twenty-nine individual breakout workshops presented by local and national experts offered conference attendees further educational opportunities on a myriad of topics, all designed to further enhance and improve service provision and performance within the state's workforce system.

The next annual conference is scheduled for November 16 – 19, 2008 at the Pearl River Resort in Choctaw, Mississippi.



# WIN *Works For the Future of Mississippi's Workforce*

## Momentum WIRED

Governor Barbour appointed a Momentum WIRED steering Committee to develop and implement the Vision for the Momentum Wired Initiative. The Vision outlines Southeastern Mississippi's plan to transform its advanced manufacturing and metal trades industry into a globally competitive and innovative system.

The plan identifies three strategic goals to achieve the Momentum WIRED vision.

### **Goal 1 – Create a replicable business model for transforming the region.**

One of the biggest challenges faced by businesses in the region is the gap between the availability of workforce and those skills required to be competitive in the current economy. The business model will focus on building comprehensive strategic partnerships, linking economic development, workforce education and training, and targeted business sectors. Momentum WIRED will link regional economic development and training delivery.

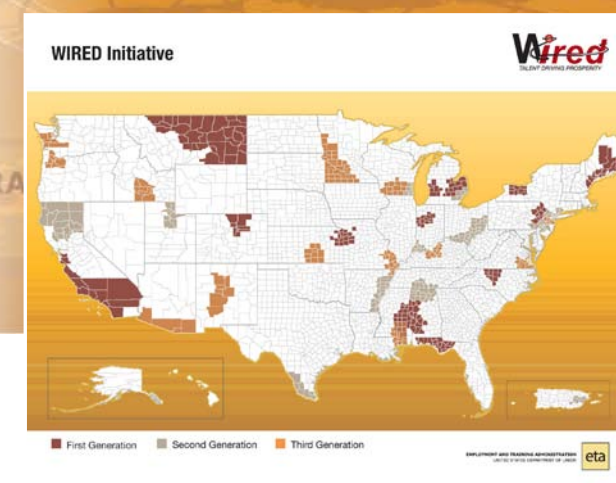
### **Goal 2 – Link all stages of workforce development, basic education, post secondary education, and skills training.**

To provide a pipeline of skilled workers, the workforce development system must have potential workers who possess the basic education needed to be successful in skill training programs. In order for skill training programs to produce in-demand workers, the workforce development system must understand current and future labor market needs. Momentum WIRED will develop an outreach campaign to facilitate the growth of a talent pipeline by promoting careers in advanced manufacturing and metal trades.

### **Goal 3 – Provide accessible training to workers who seek skill upgrades and develop strategies to engage those not currently in the work force.**

A twenty-first (21st) century workforce development system must recognize that lifelong learning is imperative and must offer workers frequent opportunities to upgrade or add new skills. The system must facilitate access for workers and job seekers to skill training by providing flexible training schedules and accommodation. Training provided through the Momentum Centers for Excellence, at Mississippi Gulf Coast Community College, Pearl River Community College, and Jones Junior College, will be competency-based and lead to nationally recognized certifications.

Momentum WIRED is a blueprint for building a fully integrated, regional talent development system, as well as a framework for collaboration between workforce, industry, economic development, and education partnerships.



continued —

## **WIN Mississippi Bridges to Careers Initiative**

The Mississippi Bridges to Careers Initiative is a pilot program in the greater metropolitan Jackson area designed to upgrade the skills of entry-level incumbent workers in front-line positions in the healthcare industry, thereby enabling them to gain higher skilled positions and establish career ladders that promote lifelong learning.

The purpose of the Mississippi Bridges to Careers Initiative is to address one of the root problems that contribute to shortages of health care workers: limited opportunities for skill and career growth for entry level positions. The target group of this initiative is frontline workers of St. Dominic Jackson-Memorial Hospital and Mississippi Methodist Rehabilitation Center. Hospital leadership is committed to providing adequate quality care to the community; however, the prevalence of low family socio-economic status, low educational proficiency, and limited training opportunities for frontline workers make filling vacancies and providing advancement opportunities more difficult. Many entry-level workers who desire advanced training are not able to seek it due to inflexible, inconvenient work and educational schedules, and the inability to manage a decrease in income. This initiative offers these workers opportunities to receive additional training and possible college placement while employed at the hospital. This program gives the frontline workers opportunities for career advancement in the healthcare field.



## Nurse Mentorship Academy Project

Since 2003, the Mississippi Department of Employment Security has partnered with the Mississippi Office of Nursing Workforce (ONW) to offer an innovative youth program. This initiative is a unique collaboration with hospital partners, high school leadership, and nursing programs to develop mentorship programs aimed at attracting ethnic minority youth and non-traditional nursing students (males) into the health professions. This successful program was begun five years ago in Meridian as a pilot program in partnership with Meridian Community College School of Nursing, Rush Foundation Hospital, and Lauderdale County Schools. The Meridian program has since seen 160 students graduate high school with a Certified Nursing Assistant (CNA) certificate, ready to begin a rewarding healthcare career or to further their medical education.

ONW has replicated this model across the state, implementing nurse mentorship academies with a Local Workforce Investment Area (LWIA), a school district, and a hospital as partners in each project. ONW is committed to making each new program self-sustaining within 2-3 years through new funding partners and grants. ONW and the partnering LWIA develop each mentorship academy to address the WIA youth program requirements. Each program refers up to 20 qualified candidates to Mississippi nursing schools each year, offering excellent career mobility to the students while assisting in the alleviation of the statewide nursing shortage. ONW plans to implement two new mentorship academy sites within the state this year.

### 1. Lee County

North MS Medical Center  
Tupelo High School - 2006  
Lee County High School -2007  
Itawamba County High School - 2008  
Itawamba Community College  
Total of 53 students received C N A Certification  
*Funded by the Bower Foundation*

### 2. Leflore County

Greenwood High School – 2007-2008  
Greenwood Leflore Hospital  
Golden Age Nursing Home  
MS Delta Community College  
Funded by Delta Health Alliance  
Leflore County High School – 2008  
Golden Age Nursing Home  
Mississippi Delta Community College  
37 students received C N A Certification  
*Funded by MDES*

### 3. Washington County

Delta Regional Medical Center  
T L Weston High School – 2007  
Mississippi Delta Community College – 2007  
8 students received C N A Certification  
*Funded by MDES*

### 4. Lauderdale County

Rush Foundation Hospital  
Lauderdale County Schools 2003-2008  
Meridian Community College  
160 students received C N A Certifications  
*Funded by MDES (ONW) 2003*  
*Funded by Local Workforce Investment Network 2004-2008*

### 5. Hinds County

MS Baptist Medical Center  
Ridgeland High School -2007 – 2008  
Hinds Community College  
18 students received C N A Certifications  
*Funded by the Bower Foundation*

### 6. Copiah County

MS Job Corp (Crystal Springs) - 2006  
Hardy Wilson Memorial Hospital  
MS Job Corp (Crystal Springs) – 2007  
University of MS Medical Center  
G. V. (Sonny) Montgomery Veterans Affairs  
40 students received C N A certification  
*Funded 50% by the MDES*

### 7. Adams County

Natchez Community Hospital  
Natchez High School - 2008  
Copiah Lincoln Community College  
9 students received C N A Certification  
*Funded by MDES*

### 8. Forrest County

Forrest General Hospital  
Hattiesburg High School – 2008  
Pearl River Community College at Hattiesburg  
15 students received C N A Certification  
*Funded by University of Mississippi Medical Center*

### 9. Jackson County

Ocean Springs Hospital  
Singing River Hospital  
\* Key's Technology Center – 2007  
\* Pascagoula High School – 2007  
\* MS Gulf Coast Community College  
Ocean Springs Hospital  
\* Key's Technology Center – 2008  
\* Vancleave Allied Health Center – 2008  
\* MS Gulf Coast Community College  
37 students received C N A Certification  
*Funded by University of Mississippi Medical Center*

**Total Students  
with C N A  
Certification: 377**

Presented by:  
State Administrative Entity for WIN in Mississippi

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