

2006 ANNUAL REPORT



WIN
Workforce Investment Network
in Mississippi

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GOVERNOR'S LETTER

It is with great pride that I present the Workforce Investment Act (WIA) in Mississippi Annual Report for Program Year 2006. Since its inception in 1998, the Workforce Investment Act has provided the framework for the Workforce Investment Network, or WIN in Mississippi. It is this system that brings initiatives and job training services that strengthen our State's workforce and the businesses that employ them. Simply stated, we're helping our businesses recruit and keep skilled employees, while helping our working people get the skills and training they deserve and need to have better, higher paying jobs.

During Program Year 2006, the four Local Workforce Investment Areas and the Mississippi Department of Employment Security administered the WIN system for the State of Mississippi. This report describes the achievements of the sixth operational year of WIN in Mississippi.

Workforce development directly affects our economic development efforts. Today in Mississippi our economic tide is rising. We are working harder and smarter in our state so that we can seize this moment of economic opportunity. WIN in Mississippi continues to sharpen our state's workforce, supplying it with well-trained, qualified workers.

A robust and plentiful workforce is a major attraction for businesses and industries that are looking to locate in Mississippi and enables our existing businesses to grow and thrive. In fact, more people are working in Mississippi today than at any other time in our state's history. We have record employment, and people are earning more money than ever. Personal income has increased more than 15 percent in the last three years.

One of the most significant aspects of the WIN system is the participation at the local level among elected officials, business leaders, and state agency partners. This collaboration, working in conjunction with the State Workforce Investment Board, the four Local Workforce Investment Areas, and Local Workforce Boards, is a powerful tool that connects the needs of businesses and job seekers.

The WIN in Mississippi system is a major stakeholder in Mississippi's economic growth, a growth that touches the lives of all Mississippians. In the coming year, I pledge my support and will continue to work with the WIN in Mississippi partners to maximize all available resources.

Sincerely,

A handwritten signature in black ink, appearing to read "Haley Barbour". The signature is fluid and cursive, written over a white background.

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 2006, 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, measure performances, calculate return on investment, and identify 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 2006, 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 pays for short-term job training in high demand occupations other than construction trades offered 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.

Working Your Way Back Home Initiative

This program offers Mississippi Hurricane Katrina evacuees who were displaced over 151 miles from their home help in finding employment and/or getting the training and skills they need to get a job, and reimburses them for the cost of relocating to Mississippi.

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 —

WIN

Works With Department of Labor Discretionary Grants *(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

The Business Recovery Program was designed to assist self-employed Gulf Coast artists and craftsmen with resuming doing business in the six-county Gulf Coast area. This was accomplished by the provision of training in basic business skills, such as record keeping, business planning and marketing, and by the awarding of \$5,000 grants for the purchase of equipment and supplies necessary for artists to re-start their businesses.

Funded by the Mississippi Department of Employment Security's Hurricane Katrina National Emergency Grant, the program is operated by the Mississippi Arts Commission under a contract with Twin Districts Local Workforce Area. To date the program has served 100 participants representing a broad spectrum of the arts including painters, potters, wood turners, musicians, actors, dancers, writers, and sculptors. There are plans to add additional funds to the program and serve a total of 150 participants. During this phase, galleries will be eligible to participate, which will further enhance the marketing and sales of the arts community.



"This unique partnership between the arts and government represents an ambitious collaboration that sets the tone for creative regional revitalization. The Mississippi Arts Commission is committed to the task of assisting our Gulf Coast arts community in the rebuilding process, while establishing the importance of investing in the creative economy."

MALCOM WHITE, Executive Director
Mississippi Arts Commission

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 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.

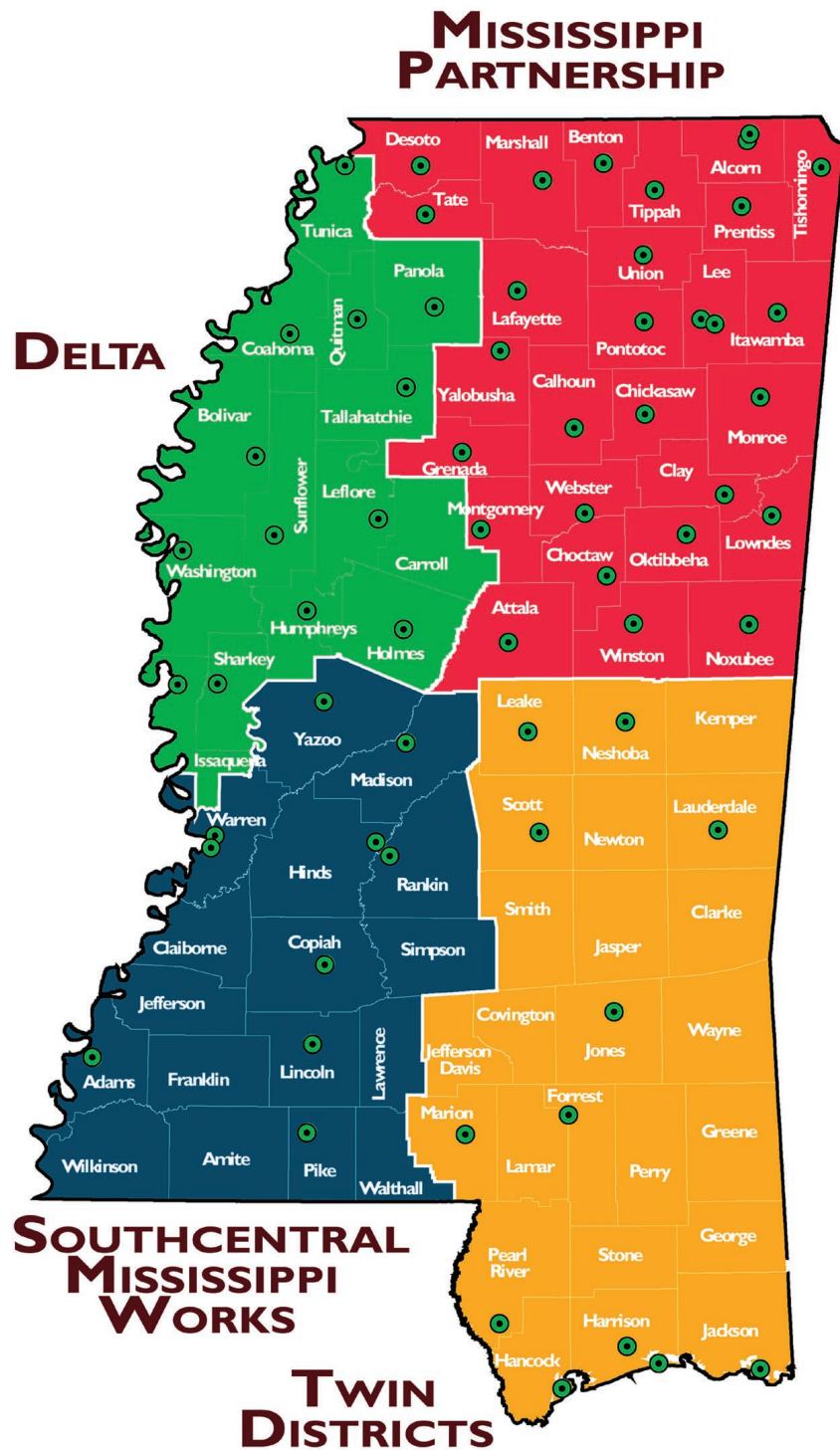


"In the aftermath of Hurricane Katrina, Mississippi received voluminous publicity concerning the workers needed to rebuild the storm ravaged areas of our State. Many Mississippians and newcomers alike required workforce training to give them the skills to do new tasks. As a result, thousands of people have been trained and re-trained and are now holding better paying jobs.

Under Governor Haley Barbour's qualified and enthusiastic leadership, Mississippi has attracted new and expanded industries that will employ thousands of additional workers in good paying jobs, providing a sound future for the workers' families. Workforce training is a partnership between Mississippi and its citizens to bring a brighter day to the people of our State."

GEORGE SCHLOEGEL, *Chairman*
Mississippi State Workforce Investment Board

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
 103-16 Woodland Road
 662-563-7318

Belzoni
 501 Hayden Street
 662-247-2264

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

Cleveland
 119 South Commerce Avenue
 662-843-2704

Greenville
 800 Martin Luther King Blve.
 Delta Plaza Shopping Center
 662-332-8101

Greenwood
 313 Lamar Street
 662-453-7141

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

Lexington
 106 West Wood Avenue
 662-834-2426

Rolling Fork*
 614 Pine Street
 662-873-4180

Tunica
 1054 S. 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
 662-286-3308

DeSoto County/Southaven
 7320 Highway 51 North
 662-342-4002

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

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

Houston
 665 North Jefferson Street
 662-456-3563

Iuka
 1107 Maria Lane
 662-423-9231

Kosciusko
 115 Northside Shopping Center
 662-289-2621

WIN Job Center Locations (continued)

Louisville

600 North Court Avenue
662-773-5051

New Albany *

301 North Street
662-692-1502

Oxford

204 Colonnade Cove
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 South 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

Canton/Madison County

152 Watford Parkway Drive
601-859-7609

Hazlehurst

1016 Carroll Drive
601-894-2121

Jackson

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

McComb

416 Marion Avenue
601-684-4421

Mendenhall *

150 West Court Avenue
601-847-1322

Natchez

310 Briarwood Road
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

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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 88th 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
228-466-5041

Hattiesburg
4100 Mamie Street
601-288-7300

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

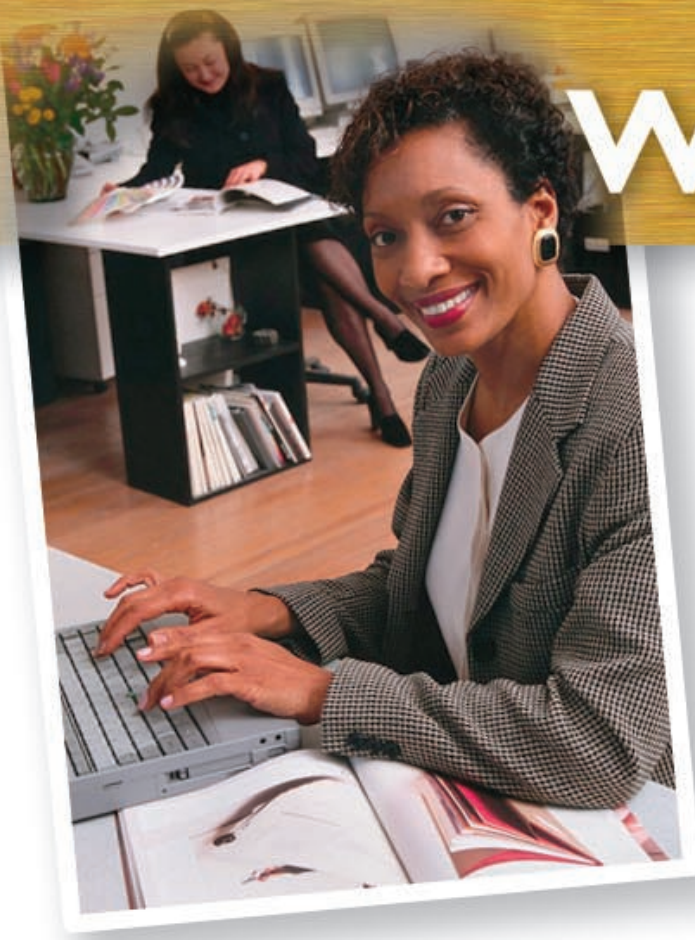
Philadelphia
1120 East Main Street
601-656-2811

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

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.

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WIN JOB CENTERS *(continued)*



Billy Jacobs

Billy Jacobs left Sante Fe, New Mexico and drove all over the South looking for work. Billy was a veteran. Billy was also homeless. After he was robbed of most of his possessions in South Carolina, he hitched rides to Pascagoula. His first stop was the WIN Job Center.

Billy told his story and the WIN Job Center staff went to work. His first needs were fundamental: food, clothing and shelter. The WIN Job Center team contacted the Salvation Army and they took care of the essentials. The next hurdle was finding work for Billy. After a second interview at the WIN Job Center in Pascagoula, team member Lametrice Sims realized Billy had special skills as a computer analyst.

She eventually persuaded an employer to hire Billy on a temporary basis as a computer tech, with the understanding that the employer would pick him up for work and take him back to the Salvation Army. This worked out well while the WIN Job Center team continued to search for full-time permanent work for Billy.

At about the same time in another WIN Job Center – this one in Picayune – Robin Stewart was assisting Eric Behler with the National Association of Systems Administrators (NASA) Education Corporation. He told Robin he had a job vacancy in the Pearl River/Hancock County area and needed help finding an employee. After providing Robin with the job description and pay, he told her there was one stipulation to the job: the company was only interested in hiring homeless and/or disabled veterans.

It wasn't long after that Pascagoula WIN Job Center manager Marilyn Minor was telling Robin about Billy when both realized they had the makings of a noteworthy success story. Billy was sent to the Picayune WIN Job Center, where he met and interviewed with John Blanchard of NASA. Billy was hired, and the company flew to Picayune to pick up Billy and relocate him to his new job as a computer analyst in the company's headquarters in Crystal Lake, Illinois. In addition to a job, NASA Education provided him with a house, clothing, and an automobile.

After he got settled, Billy wrote to thank everyone in the WIN Job Centers who helped him turn his life around. He also sent checks to reimburse the agencies that provided for him while he was in Mississippi.

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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: bringing people and jobs together.

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 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 \$183

Dislocated Worker Program

Cost Per Participant \$123

Youth Program

Cost Per Participant \$1,982

Total WIA Program

Cost/Participant \$210

continued —

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

WIA Training

	ITA	OJT	
Adult	4,444	2,804	
Dislocated Worker	2,779	1,466	
Youth	142	11	
	7,365	4,281	11,646
NEG	2,765	1,450	4,215
Total	10,130	5,731	15,861

Local Workforce Investment Areas Partner with Mississippi Public Broadcasting



In Program Year 2006, the four Local Workforce Investment Areas (LWIA) formed the Mississippi Association of Workforce Areas (MAWA). MAWA was established as a 501(c)3 organization in June 2006 to share information and engage in education and training activities to address common problems and work within this structure to enable common solutions and enhance the effectiveness of job development, job training and economic development.

MAWA is responsible for the operation and administration of the One-Stop University located at the Madison County WIN Job Center. This facility is used to train WIN Job Center staff and partner staff.

In Program Year 2006, working with the MDES Office of Public Information, MAWA and Mississippi Public Broadcasting (MPB) joined forces to broadcast workforce related programs on MPB radio and television.

As part of the MAWA-MPB partnership, viewers learned about WIN Job Center programs and services during “Job Bank,” “TV 411,” and “Workplace Essentials” every Tuesday through Saturday evenings on MPB television.

MPB radio listeners heard WIN Job Center informative announcements throughout the week and on weekends.

The partnership agreement also included the production and airing of a WIN Job Center Job Fair Telethon, a two-hour, prime-time live program that was broadcast on May 24, 2007. The broadcast featured interviews and segments on workforce related programs and initiatives. The telethon had a call center staffed by WIN staff members and received over 300 calls during the program from job seekers responding to the open job listings that were announced at every quarter hour of the program, and from employers who called in to list job openings.

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.



LOCAL WORKFORCE INVESTMENT AREAS

DELTA WORKFORCE INVESTMENT AREA

South Delta Planning and Development District, Grant Recipient

Primary Contact: Mitzi Woods

Post Office Box 1776

831 South Broadway

Greenville, Mississippi 38702

Phone: 662-335-6889

Fax: 662-332-5175

Description

The Delta Workforce Investment Area (DWIA) is comprised of fourteen counties in the northwestern area of the state and operates under the fiscal direction of the South Delta Planning and Development District (SDPDD). 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. Additionally, the DWIA provides assistance with Rapid Response orientation sessions to dislocated workers.

WIN Job Centers and WIN Job Fairs

Open houses for new and/or renovated WIN Job Centers were held in Belzoni, Greenville, and Rolling Fork. Job Fairs were held in Clarksdale and Batesville. Rapid Response sessions were conducted in Batesville, Clarksdale and Greenville.

Businesses Served by the DWIA

The DWIA Small Business Development Center counseled 170 new clients and 34 continuous clients. Seventy-three BLX applications were submitted with 23 being approved. Ten loans were approved through the South Delta Planning and Development District (SDPDD), local banks, and GHLB matching grants for a total of \$977,000.00.

During Program Year 2006, 19,343 adult and dislocated workers were served. There were over 1,030 Individual Training Account (ITA) vouchers awarded for a total of \$2,110,653. On-the-Job Training reimbursement to employers totaled \$739,822. Additionally, thirteen Youth ITA vouchers were given for a total of \$16,545. There were also 124 NEG ITAs and OJTs distributed totaling \$227,960.

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

Over 820 youth were served during the 2006 program year. Of that number, 88 percent were placed in employment or education and 95 percent received their Diplomas/GED Certificates.

The “Plan for the Future: Be a Nurse” program, a partnership with Mississippi Delta Community College and Delta Regional Medical Center, introduced 15 high school seniors to health care professions.

A Youth Summit was held at Coahoma Community College. The Youth Summit was an effort to enhance positive development of area youth. The program consisted of guest speakers from the state’s Institutions of Higher Learning and area universities.

All participants of the Youth Summit had adult mentors, and participated in job shadowing activities in their chosen professions. The program also included guest speakers from partner agencies, WIN Job Centers, police, sheriff and fire departments as well as leaders from local businesses. Field trips were taken to area cultural events including community colleges, universities, WIN Job Centers, the Clinton Presidential Library, the Civil Rights Museum, Smith-Robinson Museum and Job Fairs.

Out of School programs partnered with the ABE/GED programs of Coahoma Community College, Holmes Community College, and Mississippi Delta Community College. Partnerships were also developed with Delta Regional Medical Center and the Cleveland Career Development and Technology Center.



“The Delta Workforce Investment Area is making a difference for our job seekers and businesses in the Delta. The WIA system, driven by local workforce boards is able to respond to local needs and provide services to meet those needs.”

GEORGE W. “BUNKY” BUTLER, *Chairman*
Delta Local Workforce Investment Board

THE MISSISSIPPI PARTNERSHIP

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

Description

The Mississippi Partnership Workforce Investment Area (MPWIA) provides services to 27 counties in northeast Mississippi. Three Rivers Planning and Development District (TRPDD) serves as the Fiscal and Administrative Agent for the local area. All WIN Job Centers are under a consortium of four one-stop operators who serve as local lead agencies. They include Mississippi Department of Employment Security, Northeast Mississippi Community College, Northwest Mississippi Community College, and Itawamba Community College. Currently, 13 youth service providers conduct WIA programs for economically disadvantaged youth.

WIN JOB CENTER SERVICES

During Program Year 2006 the Mississippi Partnership served over 74,960 individuals in its WIN Job Centers, with over 14,800 receiving WIA services, which is a slight increase over Program Year 2005. During Program Year 2006, the MPWIA service providers expended 98 percent of OJT funds and 97 percent of ITA funds.

During Program Year 2006, MPWIA was able to fund training for 2,344 individuals utilizing On-the-Job Training and Individual Training Account vouchers.

Northwest Mississippi Community College and Mississippi Department of Employment Security relocated the Hernando WIN Job Center to Southaven, Mississippi and established the DeSoto County WIN Job Center. This new facility features additional space to add new partners, a computer lab, a GED classroom, and an employer interview room.

On December 1, 2006, Sara Lee Industries laid off 415 employees at their facility in West Point, Mississippi. The following month, the company announced that the facility would be closed completely and the remaining 1,200 employees would lose their jobs on March 30, 2007. To assist dislocated Sara Lee employees with assessments, reemployment services, ABE/GED courses, and training, the MPWIA and the MDES Office of Grant Management applied for and were awarded a National Emergency Grant from the Department of Labor in the amount of \$4.4 million.

LOCAL WORKFORCE INVESTMENT AREAS *(continued)*

On June 1, 2007, the MPWIA, MDES, and East Mississippi Community College hosted an Opportunity Job Fair for former Sara Lee employees at the West Point Civic Center. This event was held to provide information to Sara Lee employees regarding the benefits they may receive under NEG guidelines. Approximately 700 Sara Lee dislocated employees attended the event. Programs and services continue to be provided to the Sara Lee employees to help the workers gain necessary skills for transitioning back into the workforce.

The MPWIA hosted three job fairs during Program Year 2006. The Grenada Area Job Fair was hosted on September 26, 2006. The event had 52 registered employers and over 600 job applicants. A total of 260 job offers were made the day of the job fair.

The Northeast Mississippi WIN Job Fair was held September 26, 2006. The event had 54 registered employers and over 800 job seekers. A total of 415 job offers were made the day of the job fair.

The Marshall-Benton Area Job Fair was held March 1, 2007. This event had 41 registered employers and over 500 job seekers. A total of 235 job offers made the day of the job fair.

YOUTH SERVICES

The MPWIA youth providers served 950 youth during Program Year 2006, and, based upon preliminary data, the Mississippi Partnership met all of the Common Measures performance for youth.

The MPWIA also operated five youth mentorship programs from January 1, 2007 through June 30, 2007. 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 had over 140 youth obtain their GED certificates and receive \$200 incentives. All of the students completed a money management course before receiving the incentive.

During Program Year 2006, the MPWIA implemented a dropout prevention/recovery campaign in the region. The CREATE Foundation's Commission on the Future of Northeast Mississippi implemented a comprehensive workforce development strategy for Northeast Mississippi. Several committees were formed within the Commission. A major concern was the low educational attainment level of the adult population and the school dropout rate. Working through these committees, the Northeast Mississippi Media Alliance was formed. The Alliance donated almost a million dollars of advertising.

Robinson and Associates was chosen to develop outdoor posters, newspaper ads, radio announcements, and television PSA's. All of the messages provided a toll free number to call for assistance and information.



"The Mississippi Partnership is striving to contribute to a 'Best-in-World' workforce development system leading in the partnering of all constituencies within our service region."

DAVID McMULLEN, *Chairman*
Mississippi Partnership Local
Workforce Investment Board

SOUTHCENTRAL MISSISSIPPI WORKS

Central Mississippi Planning and Development District, Grant Recipient

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 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 guidance and oversight for workforce activities in the 17 county area.

WIA Services

During Program Year 2006, 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 workforce-related services, including training opportunities. Employers were offered a variety of services, including On-the-Job Training (OJT) reimbursements for hiring unskilled or under-skilled workers. The OJT process was streamlined, making it 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 2006 to provide services to eligible youth located 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.

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 world of work or higher 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.

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Jackson WIN Job Center Relocated

The WIN Job Center serving the capital city of Jackson moved into a new facility. The new center includes a Business Center, space and other resources for employers' use and for interviews of potential employees, and a large Resource Center for use by job seeking customers. The facility is user-friendly and affords services to customers in a professional, aesthetically pleasing environment.

Disaster Rebuilding Programs Continue

The Southcentral Mississippi Works Workforce Investment Area has served individuals within the workforce area who were impacted by Hurricane Katrina through a variety of workforce related services funded under the National Emergency Grant. The area was not as severely impacted in terms of physical damage as other parts of the state. However, the area experienced a large influx of affected individuals who either moved or temporarily re-located into the area.

The result was a significant increase in the numbers of individuals served through the area's WIN Job Centers and also a greater demand for services. Temporary Workforce Recovery employment not only afforded eligible individuals the opportunity to work on a short-term basis as they recovered from the storm's effects, but also provided much needed assistance to organizations and agencies providing relief services to affected individuals.

On-the-Job Training and Individual Training Account vouchers were made available to individuals whose changes in circumstances resulted in the need for training in order to pursue new career paths. Although the National Emergency Grant funding has ended for the Southcentral Mississippi Works area, services continue to be provided from other sources for the affected individuals as warranted.



"The Southcentral Mississippi Works Workforce Investment Area remains committed to the effective delivery of quality workforce-related services throughout our 17 county service area. The Local Workforce Investment Board, our locally elected officials, staff and partner agencies work together to offer a comprehensive array of both worker and business services.

In the past year, the On-the-Job training process was streamlined to make it easier for employers to train new and incumbent workers and thereby increase productivity. The Individual Training Account award selection procedures have been revised to better target high growth job needs, and additional services are now available for youth to ensure they have pathways to productive careers. A prototype business service center has been developed to provide employers with a "One-Stop" resource for the information and assistance they need to grow and expand.

Southcentral Mississippi Works looks forward to continued success as we help prepare our workers and businesses for the 21st century economy."

JACKIE MULLINS, *Chairman*
Southcentral Mississippi Works Local Workforce Investment Board

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. Acting as grant recipient/fiscal agent for the Twin Districts Area is Southern Mississippi Planning and Development District (SMPDD). Staff services are provided by the SMPDD and the East Central Planning and Development District (ECPDD), sub-fiscal agent.

There are twelve WIN Job Centers located throughout the area, plus one Specialty Site. 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. These programs are located at the physical center locations or accessed electronically to create a user-friendly system. The Twin Districts system is part of the statewide Workforce Investment Network (WIN) in Mississippi. The collaborative effort of private business, local elected officials, local and state agencies 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 by increasing employment in Mississippi.

Program Year 2006 Major Initiatives

The Twin Districts Workforce Area (TDWA) developed and executed two major workforce related programs during Program Year 2006.

WIA and Department of Labor Discretionary Grant Management

The first program involved the performance TDWA achieved in both WIA formula funds and through the Hurricane Katrina National Emergency Grant (NEG) in performance and in the number of individuals that received services.

WIA formula funds were obligated early in Program Year 2006. Through these regular formula dollars, approximately 81,157 individuals received WIA services as adults, dislocated workers or youth.

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LOCAL WORKFORCE INVESTMENT AREAS *(continued)*

On-the-Job Training (OJT), Individual Training Account vouchers (ITA), and other WIA services were also offered. In conjunction with these services, TDWA continued services with funds from the Department of Labor Discretionary Grants. The TDWA has provided services to over 7,000 individuals in its service area.

Youth Academies Established

The TDWA Youth Programs are delivered throughout the service area by independent contractors who receive the designated funds. One of these providers implemented the concept of Occupational Academies to train and place youth into employment in the area. The Meridian Public School Districts' In-school Academies provided occupational training for: Nurse Assistant, Phlebotomy Specialist, Electrical, Welding, Hotel/Restaurant Services, and Teacher. Through the partnerships with Meridian Community College and area businesses, the academies have been successful. This program has been recognized by Meridian Community College and was included in the qualifying information for the Bell Foundation Award received by Rush Hospital.



“Twin Districts and its partners have done a remarkable job providing NEG and WIA services to so many people in our area. These services are key in recovering from Hurricane Katrina. Administrative dollars have been kept very low to provide more funds directly to individuals. Also, TDWA has expanded the youth program by creating Youth Academies designed to address needed job training.”

DAVID STEPHENS, *Chairman*
Twin Districts Local Workforce Investment Board

WIN Works in Many Ways for Mississippi



Governor's Workforce Conference

The 2006 Governor's Workforce Development Conference was held October 30 through November 1, 2006 at the Grand Casino & Resort Conference Center in Tunica, Mississippi. The conference, hosted by the Mississippi Association of Workforce Areas working in partnership with the Mississippi Department of Employment Security, was attended by 446 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, Assistant U. S. Secretary of Labor Emily Stover DeRocco, and Gerald Shaheen, Chairman of the Board of Directors of the U. S. Chamber of Commerce and Group President, Caterpillar, Inc. Several plenary sessions addressed concerns, issues and needs of the hospital and nursing industry and the hospitality and gaming industry. Speakers included CEOs of three of the major hospitals in the state and two high-ranking officials of major casinos.

Additional keynote speakers included Melanie Holmes, Vice-President of Corporate Affairs for Manpower, Inc. and Lloyd "Pete" Fleming, Director, Office of State Systems with the U. S. Department of Labor Employment & Training Administration Region 3.

The two SuperSessions provided information on the federal outlook on legislation, appropriations and policy changes and the potential changes that could take place affecting workforce-related issues, and explored the coordination of the private and public employment services and ways they can work together to serve customers and increase employment in Mississippi.

Thirty 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.

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WIN Works in Many Ways for Mississippi *(continued)*

WINGS Reporting System

The Mississippi Department of Employment Security Office of Grant Management has launched a multi-year project to develop a unified participant reporting system. The Workforce Investment Network Global Services (WINGS) system is aimed at meeting the Wagner-Peyser, Workforce Investment Act (WIA), and Trade Adjustment Act (TAA) program requirements under Common Measures and the proposed federal requirement that mandates integrated reporting (WISPR – Workforce Investment Streamlined Performance Reporting System) for the three programs. The project will be multi-layered to meet both short-term (five-year) objectives and longer-term visionary objectives that extend five years and beyond.



The mission of the WINGS Reporting System is to develop a flexible, web-based, user-friendly application that meets workforce reporting requirements while streamlining operations and maximizing resources. WINGS will be used by all partners in the WIN system, including WIN Job Centers, Mississippi's four Local Workforce Investment Areas, community colleges and others. As a web-based application, WINGS will provide convenient access to employment and training services for both participants and employers.

The Mississippi Department of Employment Security has contracted with the Workforce, Economic, and Community Development Research Unit of the Social Science Research Center at Mississippi State University (Workforce Unit) to develop WINGS.

Initially, the Workforce Unit will develop a web-based system capable of providing an easy to use, efficient data collection system for the workforce programs of the Mississippi Department of Employment Security. As the system develops it will be enlarged to include other workforce partners and professionals.

WIN Works For the Future of Mississippi's Workforce

Momentum WIRED

The U.S. Department of Labor (USDOL) launched its Workforce Innovation in Regional Economic Development (WIRED) Initiative in November 2005 to stress the critical role talent development plays in creating effective regional economic development strategies.

WIRED goes beyond traditional strategies for worker preparation by bringing together state, local and federal entities; academic institutions (including K-12, community colleges and universities); investment groups; foundations; and business and industry to address the challenges associated with building a globally competitive and prepared workforce. Since February 2006, USDOL has funded two projects in Mississippi.

Momentum WIRED will implement Momentum Mississippi's goal to transform the current workforce system. This initiative will serve Advanced Manufacturing with emphasis on Metal Related Industries, including Construction, in 18 counties in Southeastern Mississippi.

It partners state and local workforce investment boards, community and junior colleges, and related businesses to plan, implement and oversee necessary system changes. The partnership will transform the region by ensuring that talent development is business driven. Momentum WIRED will identify fundamental/core skills that cut across advanced manufacturing in order to equip unskilled and under-skilled workers to fill entry-level demand jobs.

Momentum WIRED will be operated by the Mississippi Department of Employment Security and the State's one-stop system of WIN Job Centers. It will work with businesses and community and junior colleges to establish Momentum Centers for Excellence where workers receive training and career credentialing.

Momentum WIRED will develop the workforce infrastructure to accommodate economic growth by managing talent development. It will be a focused and accountable model for providing public workforce services.



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WIN Healthcare Jobs to Careers Initiative

In 2006, the MDES issued a Request for Ideas to solicit new ideas for innovative programs. From the ideas that were submitted, the MDES issued two Requests for Proposals. The Healthcare Jobs 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.

WIN Youth Building the Future Initiative

The Youth Building the Future Initiative, which will also operate in the greater metro Jackson area, is a demonstration project that will provide training in construction and related occupations to out-of-school youth and young adults who face multiple barriers to employment. Both projects are scheduled to begin operation in Program Year 2007.

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