



WORKFORCE INNOVATION
AND OPPORTUNITY ACT IN

MISSISSIPPI

PROGRAM YEAR 2023 ANNUAL REPORT

July 1, 2023 to June 30, 2024



Workforce Innovation and Opportunity Act in Mississippi 2023 Annual Report

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MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

OFFICE OF THE GOVERNOR

Dear Friends,

I am pleased to present the 2023 Mississippi Workforce Innovation and Opportunity Act (WIOA) Annual Report. This report highlights the progress we have made in strengthening our workforce development system, empowering workers with critical skills, and supporting Mississippi's employers with a well-qualified labor force.

In 2023, the Mississippi Department of Employment Security (MDES) worked closely with local agencies, educational institutions, businesses, and community organizations. Together, we have expanded career and training opportunities and enhanced our One-Stop Centers, ensuring all Mississippians have access to resources for today's high-demand fields. This report shares key success stories and partnerships that illustrate our commitment to building a resilient, future-ready workforce.

Looking forward, MDES remains dedicated to empowering individuals and communities and meeting the needs of a dynamic labor market. Our achievements are possible because of the hard work of our staff and partners who share our vision for a stronger Mississippi.

Thank you for your continued support and partnership.

Sincerely,

A handwritten signature in black ink that reads "William J. Ashley".

William J. Ashley, Ph.D.
Executive Director



This report showcases the six required state programs along with the optional partner programs that complement the state plan.

STATE PLAN STRATEGIC VISION AND GOALS

Mississippi's strategic vision continues to support a workforce system that acts and functions as an ecosystem where all parts are connected to achieve common goals.

This system gives every Mississippian the opportunity to be work-ready or career-ready and to secure his or her dream job right here at home. Under Mississippi's Combined Plan, from the moment one enters the education and workforce system, he or she will be presented with the necessary tools to choose and pursue a career pathway that is relevant to current and future labor markets. Similarly, as soon as current and prospective businesses enter into a partnership with Mississippi's education and workforce system, resources will be aligned to cultivate the sustainable, high-performance workforce critical for maintaining and expanding businesses' long-term economic viability. This partnership creates better and more sustainable employment opportunities for Mississippians.



SIX REQUIRED STATE PROGRAMS

- 1 Adult Program**
- 2 Dislocated Worker Program**
- 3 Youth Program**
- 4 Adult Education and Family Literacy Act Program**
- 5 Wagner-Peyser Act Program**
- 6 Vocational Rehabilitation Program**

Along with Temporary Assistance for Needy Families (TANF), Unemployment Insurance (UI), Trade Adjustment Assistance (TAA), Jobs for Veterans State Grants Program (JVSG), and Senior Community Service Employment Program (SCSEP)

A 3D graphic of a computer keyboard is shown in the bottom left corner. A large, semi-transparent blue arrow points upwards and to the right, overlaid on the keyboard. The word "EMPLOYMENT" is written in white, bold, capital letters across the arrow.

Titles I & III: Measuring Service and Data Quality

Measuring service and data quality for the WIOA customer satisfaction ratings were collected through a telephone survey of job seekers and businesses in Mississippi who participated in WIOA workforce programs. Eligible job seekers had received help finding a job within the last several months and were either adults or dislocated workers. Eligible businesses had received a substantial service that had either been completed or was ongoing at the time of the survey. In order to improve the response rate, a letter was mailed to each participant to be surveyed prior to conducting the telephone survey. A total of 1,000 surveys were completed with each group accounting for 500 surveys. The participation results are shown below:

Survey Completion Results

	Survey Participants	Surveys Completed	Response Rate
Job Seeker	1,104	500	45.3%
Businesses	936	500	53.4%

Results being generalized to each type of customer indicate that both businesses and job seekers are satisfied with the services they received from the local WIN Job Centers. This suggests that local WIN Job Centers are consistently meeting the needs of their customers. Overall, the state-level results are largely reflected across WIOA areas, indicating that job seekers and businesses are satisfied with the services they are receiving from the WIN Job Centers in their area.

Survey Questions

Three questions were used to determine how satisfied job seekers and businesses were with the services they received. The first question asked job seekers or businesses to rate their overall satisfaction with the services received. The second asked how closely the services received met the expectations of the job seeker or business. The third asked if the services received were ideal for an individual or business in the same circumstances.

Response from each of the three questions were used to calculate the American Customer Satisfaction Index (ACSI).

2023 Job Seeker Satisfaction

	RATE
Delta	85.75
MS Partnership	78.53
South Central	86.56
Twin Districts	79.13
State Average	81.57

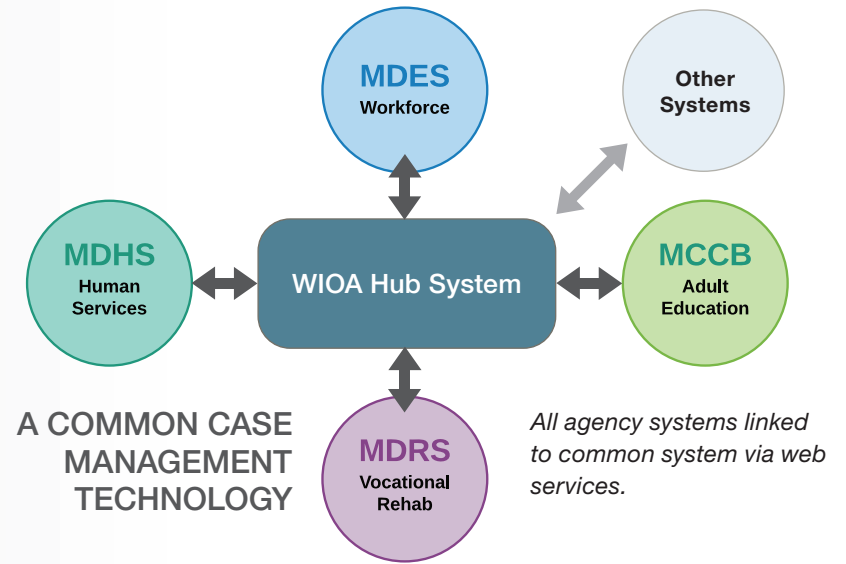
2023 Business Satisfaction

	RATE
Delta	78.26
MS Partnership	76.12
South Central	76.13
Twin Districts	75.49
State Average	76.40

In addition to sharing the annual results with the local workforce areas and agency management, the MDES staff also participates in quarterly meetings with workforce managers ensuring that customer satisfaction remains a high priority. Feedback is used by the four local workforce areas and results incorporated in customer service training for staff in the WIN Job Centers.

WIOA Hub

Mississippi designed and developed a data system called the WIOA Hub to assist individuals across the WIOA partner agencies. A key goal of the Hub is to ensure that a Mississippian is connected to all services they need to connect to a job. Services from Mississippi’s WIOA partners help remove barriers to work such as childcare needs, lack of transportation, lack of a high-school diploma, help searching for a job, or help to overcome a disability. The Hub allows agencies to work together to ensure that customers get connected to the variety of services they need to succeed. A key activity of WIOA implementation in Mississippi was creating a comprehensive dictionary of all the services provided by WIOA partners.



Services Provided

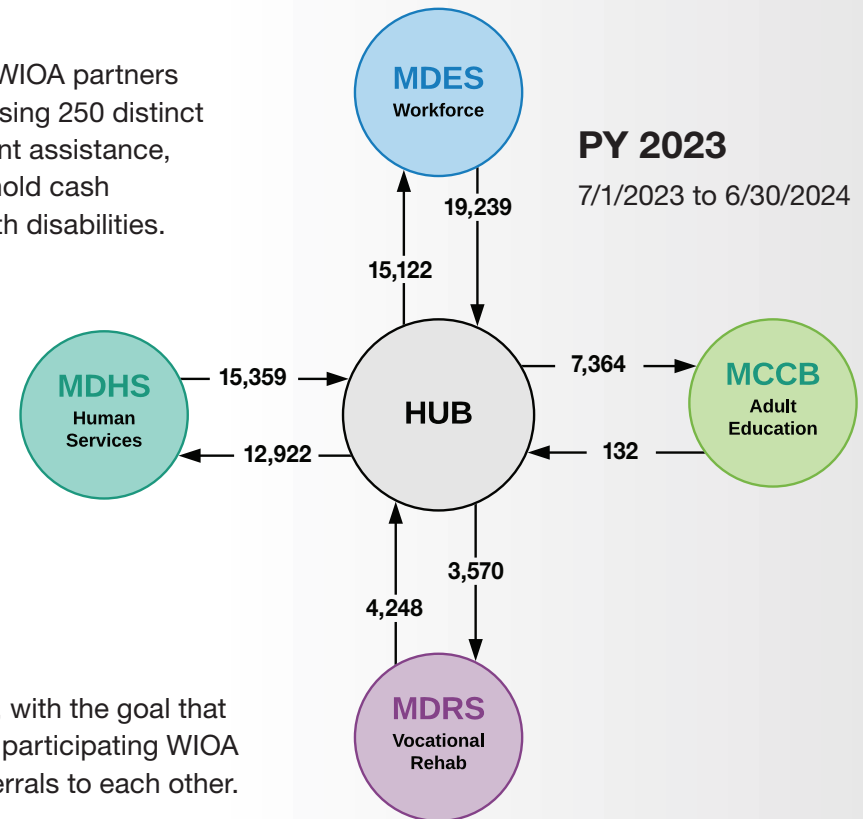
For Program Year 2023 (7/1/2023 to 6/30/2024), 192,867 individuals served by WIOA partners through the interagency WIOA Hub received over 695,352 services, encompassing 250 distinct kinds of services. These services include transportation services, job placement assistance, career planning and counseling, on-the-job training, work experiences, household cash assistance, and the purchase of assistive technologies for those individuals with disabilities.

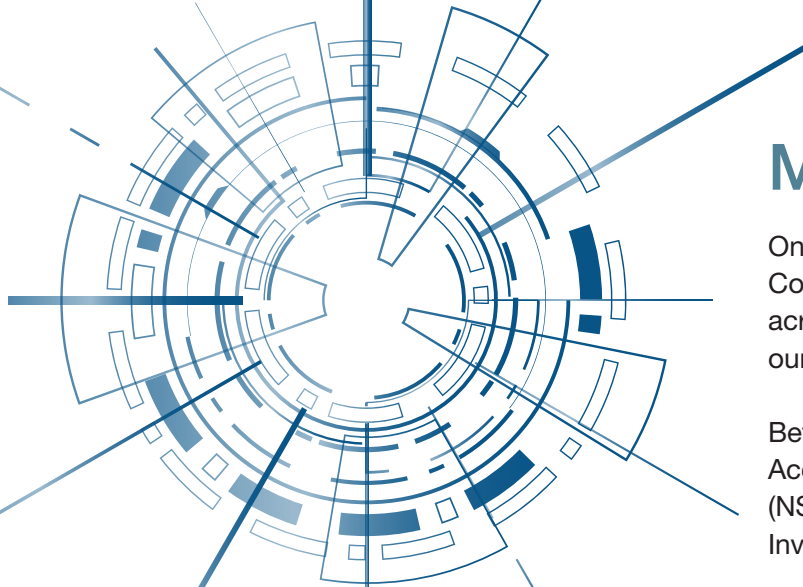
The most common service provided by MDES was reaching out to WIOA participants by email, phone, or a mailed letter with information about a good job opportunity— in fact,

MDES did this **365,575** TIMES!

Referrals

The Hub plays a key role in allowing agencies to electronically refer customers, with the goal that no one falls through procedural cracks. The Hub is like a post office and every participating WIOA partner agency can use their own systems (mailboxes) to send and receive referrals to each other.





Multi-State Data Collaborative (MSDC)

On April 9, 2024, MDES became the first agency in Mississippi to join the Multi-State Data Collaborative (MSDC.) MDES has taken this step because we recognize the need for sharing data across state lines to improve data quality and the value for analysis of program outcomes within our regional ecosystem.

Before the sharing of data may begin, MDES is committed to coordinating this effort by including AccelerateMS, Mississippi State’s National Strategic Planning and Analysis Research Center (NSPARC), the State Longitudinal Data System (SLDS) members, and the State Workforce Investment Board (SWIB) in future conversations to best meet the needs of our strategic partners.

Workforce Data Quality Initiative Grant

MDES received funding for a Workforce Data Quality Initiative Grant (WDQI). and used the funding to expand current systems to:

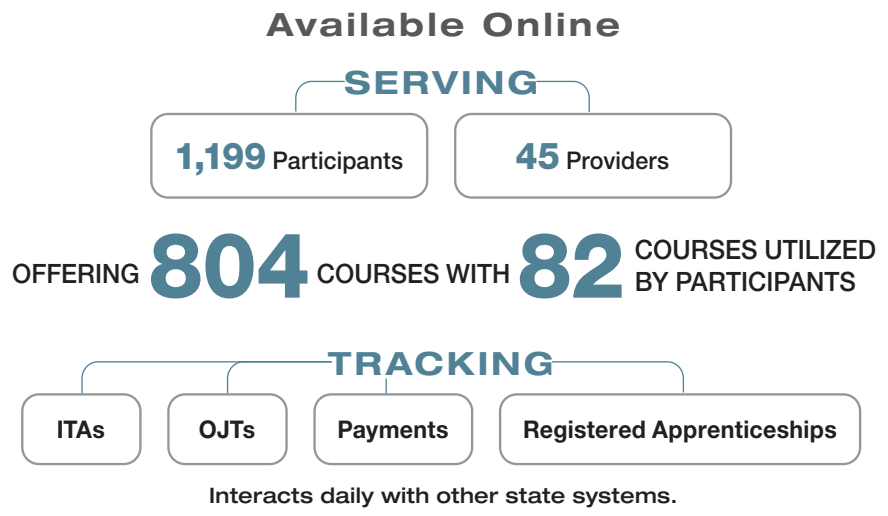
- ▶ Enhance Unemployment Insurance (UI) Wage Records Reporting
- ▶ Study the Effectiveness of Training Programs
- ▶ Modify the Eligible Training Provider List System to Improve Efficiency with MS Works



Eligible Training Provider List

Mississippi’s Eligible Training Provider List (ETPL) website contains information about approved training providers and programs. The purpose of the ETPL is to provide customer-focused employment training. Training providers who are eligible to receive Individual Training Accounts (ITAs) through WIOA Title I-B funds are listed on the ETPL.

Training Service Providers may apply to have new training courses added to the list and may edit existing training courses during the State’s annual open enrollment and recertification period, April 1-15. System Administrators may access the database for approval or denial of programs.



OPEN DOORS TO
AT-RISK-YOUTH



GOAL 1:
**Increase
Access**

GOAL 2:
**Build
Partnerships**

Mississippi Active Waivers

Mississippi was granted a waiver associated with the requirements at WIOA Section 129 (a)(4)(A) and 20 CFR 681.410, which requires not less than 75 percent of youth funds be used for Out-Of-School Youth (OSY).

This request is consistent with the MS WIOA Combined State Plan and its “no wrong door” strategies. Increasing the percentage of funding available to In-School Youth (ISY) will open doors to work experience, pre-apprenticeship programs, and career pathways for at-risk students.

Goal 1:

Increase access to the MS Smart Start Career Pathway for at-risk youth in local communities based on need and without regard to educational status. The Smart Start Career Pathway provides manageable steps leading to successively higher credentials and employment outcomes tailored to current life situations. This waiver allows the state to provide work-based learning opportunities, mitigate dropout behaviors, and improve student retention. Early intervention will increase attachment to the workforce and enrollment in post-secondary training.

Goal 2:

Build on strategic partnerships to improve services and leverage resources. This waiver enhances linkages to local education and human services agencies and maximizes the use of scarce state and local resources.

Because of the waiver, the quantifiable and measurable outcomes MS Partnership LWDA expects to achieve are increasing the number of students ready for entry into the workplace by teaching essential, necessary soft skills, and providing work-based learning opportunities to ISY.

The Delta LWDA (DWDA) will serve 50 to 60 in-school youths annually with the expectation that these youths will be work-ready upon completion of high school and prepared to meet the DWDA WIOA performance measures. For example, in their current ISY program, the participants are training for certification in pharmacy tech, CDL, and welding, which requires consistency.

They are more of a somewhat captive audience, which is the opposite of out-of-school youth. Many youths are not interested in continuing higher education, and they get lost the summer after graduating. Currently, DWDA is finding many of these youths with high school diplomas lack a desire for training in their out-of-school youth programs. The local area works to close this gap with stronger relationships with school counselors.

OSY will continue to be the priority in Twin Districts LWDA, but they believe the partnership with ISY at high schools is increasingly important. With the waiver, Twin Districts believes they could substantially increase the number of enrollments. Schools are asking for ISY partnerships, which are needed to help students who may not have thrived during the pandemic and now may be deficient in basic skills.

A partnership between Twin Districts LWDA and Kemper County School District has provided an unprecedented opportunity for students enrolled in the Work-Based Learning program. Students have been afforded job placement previously unavailable, and employers have benefitted from the additional and much-needed workforce. The staff of the workforce area has worked closely with students to ensure that they arrive at their first interview prepared with proper job search skills and, once hired, armed with the soft skills and work ethics needed to succeed. Using the Kemper County School District model, the LWDA can easily replicate the program. It has expanded to the Hattiesburg Public School District.

Following established strategies, the state will continue to serve out-of-school youth. Adding more in-school youth funding will enhance the total number of youth served, as described in the waiver.

Future Plan Built on Previous Successes

The Mississippi Partnership is working to link the in-school youth program with industry-recognized apprenticeships at local community colleges so there will be a seamless transition for in-school youth who choose to continue their education in career tech fields within LWDA target sectors.

The Mississippi Partnership LWDA has built strategic partnerships to improve services and leverage resources for youth in the workforce area. They have enhanced linkages to local education agencies and other agencies and maximized the use of workforce programs. This is helping to build a progressive pipeline of employees for the industry by exposing and linking youth in high school to short-term (up to 2 years) workforce programs after high school graduation.



The State of Mississippi's graduation requirements changed for students who entered the 9th grade in August 2018, and all students are required to complete a College & Career Readiness Course or 140 hours of work-based learning activities. This waiver has helped the Mississippi Partnership LWDA provide work-based learning opportunities and career exploration, mitigate dropout behaviors, and improve student retention. Early intervention will increase attachment to the workforce and enrollment in post-secondary training.

The state will build on the success of the Mississippi Partnership's program, with the Delta LWDA planning an in-school pilot project that involves two youth providers and a community college. This LWDA planned expansion will require the LWDA to take advantage of the waiver.

The Twin Districts LWDA (TDWDA) will also be expanding their ISY pilot project. One of the goals of the TDWDA Sector Strategy Plan is to establish a growing partnership with high school career and technical education (CTE) programs. SMPDD partnered with the Mississippi Department of Education to provide WIOA youth services to high school career and technical students to achieve the goal. Through the partnership, the objectives of both programs are met. SMPDD has worked with local CTE Directors, Work-based Learning Coordinators, and Guidance Counselors to enroll CTE students



into WIOA youth programs. The high school CTE programs provide the youth training in a specific pathway, and the WIOA youth programs provide work readiness skills training and supportive services and connect the youth to work-based learning opportunities. Because COVID-19 required TDWDA to adapt their training model to be able to provide remote services, they now can connect with all CTE programs in the local area. TDWDA piloted the program with Kemper County High School and Hattiesburg High School. The plan is to expand to several CTE programs across the TDWDA 24 county service area and, therefore, enroll many more in-school youth into the WIOA youth program utilizing the 50/50 waiver. SMPDD and TDWDA are currently participating in statewide Perkins V taskforce planning team meetings to align their funding streams better, reduce duplication, and coordinate services.

Data Validation

Data Validation is conducted and documented on a quarterly basis according to previously established processes and procedures. Training is conducted on an as-needed basis when requested by the Local Workforce Development Areas. MDES Performance and Reporting Unit staff are required to attend annual Department of Labor (DOL) training regarding WIOA guidance.

During the preparation of the Participant Individual Record Layout (PIRL), personnel at NSPARC reviews program data for errors, missing data, out-of-range values, and anomalies. Quarterly program reviews are performed by the Performance and Reporting Unit at MDES prior to presenting the results to MDES management for approval and certification.

Data Validation was a high priority during Program Year 2023 at MDES. Along with the cooperation of NSPARC, the Performance and Reporting Unit at MDES initiated several projects to improve data integrity. These initiatives targeted data elements in all WIOA programs and included such topics as priority of service, proper resulting of services, and other miscellaneous topics.

MDES will continue to focus on improving processes and procedures to include quarterly data validation activities and more frequent training opportunities for location personnel.

GOVERNOR'S RESERVE FUNDING

Claiborne County School District – Governor’s Discretionary Grant

The “Linking Today’s Education to Tomorrow’s Careers through STEM” initiative has taken a holistic approach to community and economic development, by engaging more than 106 students in rural Southwest Mississippi, equipping them with the skills and training needed to create a pipeline of future STEM entrepreneurs, engineers, and nuclear advocates, and establishing a clear pathway to high-skill careers in Mississippi. The goal is to train and empower individuals and communities with the skills needed to effect systemic change within their own communities.

The Claiborne County School District utilized the Governor’s Reserve Fund to purchase supplies and equipment, enabling the training and certification of over 65 students in three CTE Pathways, thus creating a highly qualified future STEM workforce with increased diversity, equity, and inclusion. Additionally, more than 18 students graduated from the Claiborne County School District with STEM-related scholarships.



Industry collaboration further supported students by providing work-based experiences through paid internships and career development opportunities. Due to students’ excellence in these internships, 20 work-based learning students secured job placements and full-time careers with Energy Mississippi. Two students earned the NANTeL Generic Plant Access certification, which offers a starting salary of more than \$35,000 per year. Another 131 students are currently enrolled in the program.

The “Linking Today’s Education to Tomorrow’s Careers through STEM” program has also gained support from Alcorn State University and Hinds Community College, both of which now offer dual credit courses. Currently, 18 participants are enrolled in the Energy Industry Fundamentals (EIF 2.0) certification program.



MISSISSIPPI APPRENTICESHIP PROGRAM (MAP)

The Mississippi Apprenticeship Program (MAP) works with community college, local workforce development area, and industry partners across the state to strengthen the workforce and provide more opportunities for Mississippians to participate in apprenticeship programs. These programs represent a variety of fields, such as manufacturing, transportation and logistics, energy and utilities, banking and finance, and more, that enable the state's residents to earn a living wage while learning a new skill that could lead to a meaningful career.

As a part of these efforts, MAP ensures people of diverse backgrounds learn about and take advantage of these programs across the state. MAP wants to attract more businesses, industry, and community college partners to apprenticeship so that, regardless of their backgrounds, Mississippians have a chance to earn a family-sustaining wage as they learn a new trade or profession.



Visit our website
[MSAPPRENTICESHIP.WORKS](https://msapprenticeship.works)

OUR IMPACT

Supported by MAP since 2016



18,948
TOTAL APPRENTICES
AS OF JUNE 30, 2024



6,279
FEMALE APPRENTICES
AS OF JUNE 30, 2024



12,630
PEOPLE OF COLOR
AS OF JUNE 30, 2024



987
VETERAN APPRENTICES
AS OF JUNE 30, 2024

MAP SUCCESS STORY

This individual was one of the rising stars in the first class of the Ag Pilot Apprentices in Delta State University's (DSU) Aerial Applicator Pilot Certification Program.



This participant, now a flight operator, flew corn runs in Idaho this past summer, earned both his instrument and commercial ratings as well as his commercial pilot's license while in the program. Additionally, beyond Basic Ag Pilot Training, he also received training in Turbine Transition, Advanced Turbine, GPS Guidance System, Light Bar, and Flying in the Wire and Obstruction Environment for Agricultural Operators.

DSU's Aerial Applicator Pilot Certification Program was established through the Agricultural Aircraft Operations Career Pathway, a \$2 million federal earmark procured specifically for this program by U.S. Senator Cindy Hyde-Smith to address the critical need for Ag Pilots in Mississippi and throughout the United States to meet the world's demand for food, fiber, and biofuel. This initial earmark opened the door to state and federal grants, including a grant of \$351,937 from the Mississippi Apprenticeship Program in Program Year 2023.

First year Ag Pilots can earn up to \$75,000 due to high demand for pilots. And possession of a certificate from the DSU program drastically reduces insurance rates for pilots and their employers, making these graduate pilots even more desirable to aerial applicator businesses.

This pilot is flying high and living his dream! His next goal is to earn a certified flight instructor (CFI/CFII) certificate so he can become an educator in aviation.



**DELTA STATE
UNIVERSITY**



SERVICES TO VETERANS

The Jobs for Veterans State Grant (JVSG) Program is fully integrated as an essential part of the WIN Job Center network. Between October 1, 2023, and September 30, 2024. Approximately 349 veterans were served under the JVSG program. Of the veterans served, 209, were given individualized career services.



Integration

Disabled Veterans Outreach Program (DVOP) Specialists funded through the Jobs for Veterans State Grant (JVSG) are included among the WIN Job Center partner staff. The WIN Job Center staff assist veterans, eligible spouses, and other covered persons.

Veterans and eligible spouses are asked to complete an assessment form to determine if they have significant barriers to employment. The WIN Job Center staff provide initial basic career services and refer veterans/eligible spouses with barriers to the DVOP Specialist for individualized career services.

Local Veterans Employment Representatives (LVER) are viable and effective partners in the WIN Job Center delivery system. They participate in employer outreach, job fairs, and other activities related to the JVSG guidelines. LVERs are key members of the MDES Business Services Team and participate in business development activities, employer outreach efforts, and

in developing jobs for veterans. To better meet the needs of businesses wishing to hire veterans, a coordinated approach to business outreach and service delivery includes the LVER and other WIN Job Center staff.

Priority of Service

Veterans and eligible spouses and covered persons are given priority of service for employment, training, and placement services provided under all Department of Labor-funded programs. These include Wagner-Peyser, National Dislocated Worker Grants, Trade Adjustment Assistance, and the Senior Community Service Employment Program.

WIN Job Center staff identify covered persons at the point of entry to the system. To ensure veterans receive consideration for all opportunities for which they qualify, MDES ensures covered persons are aware of (1) their entitlement to priority of service, (2) the full array of employment, training, and

placement services available through the WIN Job Centers and all service points, and (3) that all applicable eligibility requirements for these programs are understood and applied.

MDES will also utilize the following as means of providing priority of service:

- Referral of qualified veterans to new job openings, especially job orders for federal contractors, prior to all non-veteran job referral activity; and
- Placement of veterans at the top of WIOA waiting lists for limited training funds in Individual Training Accounts and On-the-Job Training (ITA and OJT).

MDES management will monitor priority of service by reviewing quarterly, monthly, and ad hoc performance reports.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

The Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older Mississippians who are at least 55 years of age, unemployed, and have a family income of no more than 125% of the federal poverty level. Enrollment priority for the program is given to veterans and qualified spouses, then to individuals who are over age 65, have a disability, have low literacy skills or limited English proficiency, reside in a rural area, are homeless or at risk of homelessness, have low employment prospects, or have failed to find employment.

The major objective of the program is to eliminate as many barriers to employment for older Mississippians as possible and allow them to re-enter their local workforce and obtain permanent, unsubsidized employment. By providing subsidized, part-time work experience for a limited time through community service at non-profit and public organizations, seniors obtain the skills necessary for permanent employment.



This training serves as a bridge to unsubsidized employment opportunities for participants.



At 68 years old, a Mississippi resident found herself facing significant challenges. Despite a wealth of experience in customer service and clerical roles, life had taken an unexpected turn, leaving her as the primary caregiver for her two young grandchildren. Relying solely on monthly Social Security Retirement Benefits, she struggled to make ends meet and was at risk of homelessness after being unemployed for nearly a year. Health challenges, including a chronic condition, further limited her job prospects.

Determined to overcome these obstacles, she sought assistance through her local WIN Job Center, where she was referred to the SCSEP program. This opportunity offered a pathway to rebuild her confidence and skills. After completing three pre-assignment interviews, she secured a position with the Historical Society of Gulfport. Her welcoming personality made her an asset to the team, and she thrived in her roles as a Tour Guide and Assistant to the Volunteer Coordinator.

While her SCSEP assignment provided meaningful experience, she recognized the need for additional income to support her family. Encouraged by the confidence and skills gained through the program, she pursued and accepted a seasonal position with as a Tax Preparation Assistant. Earning \$13.00 per hour for at least 20 hours a week, this role brought her much-needed financial relief and a sense of fulfillment.

Now equipped with renewed confidence and a stronger resume, she looks forward to securing permanent, unsubsidized employment with a local agency. Her journey exemplifies resilience and determination, showing how the right support and opportunities can help individuals overcome life's challenges and achieve success.

TITLES I & III: WORKFORCE SERVICES



Working with Job Candidates and Laid-Off Workers

Mississippi's network of WIN Job Centers is the centerpiece of the Mississippi Workforce Investment Network (WIN). These centers provide easy access to employment services such as education and training for workers, human resource assistance for businesses, and information for economic developers. During Program Year 2023, over 39,100 participants were served under Wagner-Peyser utilizing \$4,964,228 at a cost of \$127 per participant.

Job Search and Placement Assistance

WIN Job Center staff members help customers find work. They also help businesses find employees. People looking for work use WIN Job Center computers to search for jobs on their own or work with available staff. WIN Job Center staff also help clients create or update resumes, conduct job searches, and prepare for job interviews. Staff members provide information on high-demand occupations and available job training to help them be more competitive in the job market.

Information On and Referral to Training

The WIN Job Center staff and online resources connect customers to employment services and training programs of MDES and its workforce partners. Training programs are available to eligible individuals enrolled in Workforce Innovation and Opportunity Act programs who cannot find adequate employment through normal job search strategies.

Assistance on-site or by referral may include occupational skills training, On-the-Job Training, entrepreneurial training, skills upgrading, job readiness training, and adult education and literacy activities. Some workers may be eligible to receive Individual Training Accounts that allow them to choose educational options from a list of eligible training providers.

Internet Access for Job Openings and Resume Posting

People looking for jobs and/or training have access to computers and WIN Job Center staff. Staff members are available to assist job seekers with career exploration and job openings.

Access to Office Equipment

Customers have access to modern office technology to aid them in their job search. This includes computers, telephones, and copy machines. Digital access technologies such as collaboration tools are also available for interviews and other job seeking needs.

Working with Businesses

Businesses operating in Mississippi or considering a move to the state will find the WIN in Mississippi system and the WIN Job Centers eager to assist with searching for qualified employees, researching state, local and federal regulations, exploring the state's economic development services, and more.

In support of Mississippi businesses, WIN Job Centers provide a vast array of services, including providing E-Verify, hosting job fairs, posting jobs, screening potential workers, providing meaningful data about Mississippi's labor market, and providing training services all at no cost to businesses and workers.

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 training opportunities to help businesses.

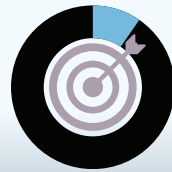
Recruitment and Screening

- 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 referred.
- Provide access to federal funding for programs.

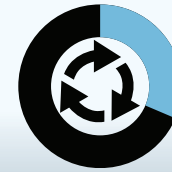


Effectiveness In Serving Employers

DURING PROGRAM YEAR 2023



The Employer Penetration Rate was **6.68%**



and the Repeat Business Customers Rate was **28.32%**

The state has chosen Employer Penetration Rate and Repeat Business Customers Rate as the two approaches for the Effectiveness in Serving Employers performance indicator pilot.

Training

- On-the-Job Training helps businesses find workers by reimbursing a portion of expenses incurred during the initial training process. The WIN Job Center can reimburse a company up to one-half the cost of training eligible workers through On-the-Job Training. Reimbursement 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. On-the-Job Training is limited to 50 percent of a business's workforce and is at the discretion of the Local Workforce Development 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.
- Refer businesses and job seekers to training programs that support human resource departments.

- 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 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.
- Provide office space for interviewing and on-site screening.
- Help businesses determine eligibility for the Work Opportunity Tax Credit, a federal tax savings of up to \$9,600 per person for hiring workers from certain target groups.
- Rapid Response services to help manage layoffs and closures.

Rapid Response

A state or local workforce development area offers many resources that can assist a company, regardless of where it is in this business cycle of growing, hiring, or shrinking through layoffs, attrition, or closure.

One valuable resource is the **Rapid Response** Program. Rapid Response (RR) is a pro-active, business-focused, and flexible strategy designed for two major purposes. First, to help growing companies access the resources they need to continue to be successful, including helping meet existing and future talent needs. Second, to respond to announcements of layoffs and plant closings by quickly coordinating the Rapid Response team and providing immediate services to companies and their affected workers to ensure rapid reemployment and to minimize the negative impacts of the layoff.



MDES Rapid Response provides customized services on-site and will accommodate any work schedule to assist company leadership and affected workers through the transitions associated with job loss.

Inviting the Rapid Response team to meet with affected workers before the layoff will allow employees to access services and programs that will help them through this difficult time.

Rapid Response on-site meetings will introduce workers to representatives from many other programs that can help with this transition and is designed to bring together many separate partners to seamlessly provide an array of services. The partners consist of representatives from the WIN Job Center, Community College, MDES, Unemployment Insurance, and the Local Workforce Development Area.

During PY 23, the RR team provided services to

2,823 AND **43**

EMPLOYEES **BUSINESSES**
that were affected by layoffs or closures.

RAPID RESOURCE

At a Rapid Resource event, displaced workers will learn about services and benefits designed to help get them back on their feet, including:

- Receiving a *Surviving a Layoff* book: that will help in preparing for a job interview;
- Job search assistance;
- Resume preparation and interviewing skills workshops;
- Education and training opportunities; and
- Unemployment Insurance;
- Services that may be available include:
 - financial planning and stress management workshops;
 - financial support for training;
 - income support if job loss was due to foreign trade; and
 - special services for veterans and adults with disabilities.

EMPLOYMENT SERVICES

PY 2023 Performance Information

The following table shows attainment rates on each performance measure for the state as a whole. Each year, Mississippi negotiates attainment rates on each common performance measure with the U.S. Department of Labor. All of the data in Mississippi's WIOA performance reports is uniformly reported and validated in accordance with federal requirements.



MISSISSIPPI STATEWIDE PERFORMANCE

Statewide Reported Information	Negotiated Level	Actual Level
Adult Employment Rate 2nd Quarter After Exit	84.4%	88.7%
Adult Employment Rate 4th Quarter After Exit	82.3%	88.5%
Adult Median Earnings 2nd Quarter After Exit	\$6,475	\$7,863
Adult Credential Attainment Rate 4th Quarter After Exit	71.0%	80.3%
Adult Measurable Skill Gain	58.3%	72.2%
Dislocated Worker Employment Rate 2nd Quarter After Exit	74.8%	82.8%
Dislocated Worker Employment Rate 4th Quarter After Exit	73.7%	81.3%
Dislocated Median Earnings 2nd Quarter After Exit	\$5,763	\$7,547
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	70.0%	78.1%
Dislocated Worker Measurable Skill Gain	60.4%	71.1%
Youth Employment Rate 2nd Quarter After Exit	80.2%	86.7%
Youth Employment Rate 4th Quarter After Exit	80.1%	86.4%
Youth Credential Attainment Rate 4th Quarter After Exit	71.2%	79.3%
Youth Measurable Skill Gain	59.9%	74.4%
Youth Median Earnings 2nd Quarter After Exit	\$3,112	\$3,398
Wagner Peyser Employment Rate 2nd Quarter After Exit	71.1%	78.6%
Wagner Peyser Employment Rate 4th Quarter After Exit	71.3%	78.1%
Wagner Peyser Median Earnings 2nd Quarter After Exit	\$4,386	\$5,973

APPENDIX A

Title II, Title IV, and Mississippi Department of Human Services

Title II: Adult Education

To support the strategic vision and goals of Mississippi’s WIOA Combined Plan, the Office of Adult Education has made strides as it continues to serve the needs of the most disconnected population – those without a high school diploma or its equivalent. The goals of the Office of Adult Education are to:

- Improve Educational Opportunities by Scaling Effective Models and Strategies Across the State
- Increase Postsecondary Transitions and Credential Attainment
- Strengthen College and Career Readiness for Adult Learners
- Develop Multi-Level Career Pathways Options

Critical Components in WIOA Title II

HIGH SCHOOL EQUIVALENCY DIPLOMA	Adult education provides services to students in all 82 counties through face-to-face, online, or hybrid instruction. Instruction is provided for adult basic education, adult secondary education, and English as a Second Language (ESL). There are four (4) options for earning a high school equivalency diploma: GED, HiSET, Competency-Based Diploma, and Total Transcript. All diploma options are recognized by employers, licensing bureaus, and institutes of higher learning as the equivalent of a high school diploma.
SMART START	Smart Start focuses on essential skills individuals need to obtain and retain middle skill employment, such as MS’ labor market information, employer expectations, and industry recognized credentials. Receiving the Smart Start Credential, which includes the National Career Readiness Certificate, verifies individuals possess the essential skills needed for workplace success.
MIBEST	The Mississippi Integrated Basic Education and Skills Training (MIBEST) program is a workforce and economic development initiative that moves low-skilled, non-credentialed Mississippians from the economic sidelines into careers earning family-sustaining wages. This accelerated approach allows an individual to enroll in workforce training programs at a community college without a high school diploma.

During program year 2023-2024, Title II adult education programs served **8,805** PARTICIPANTS with **1,799** receiving their high school equivalency diplomas.

Smart Start

The Smart Start Pathway Course prepares students to participate in workforce preparation activities including, but not limited to, problem-solving, teamwork, effective communication, goal setting/time management, professional image, role of employer and employee, career awareness, financial awareness, and life skills.

Participants Served	4,129
Attained a Secondary School Diploma (HSE)	1,000
Achieved at Least One Educational Functioning Level (EFL) Gain	2,325
Enrolled in Postsecondary Ed/Training	411
Enrolled in Integrated Education & Training	165
Attained a Postsecondary Ed/Training Credential/Certificate	198
Attained a Digital Literacy Certificate	109
Attained a Smart Start Credential/Certificate	1,792
Attained a National Career Readiness Certificate	1,483
Measurable Skill Gains Percentage (Federal Target for MS = 52.5%)	68.04%



Participants Served	268
Attained a Secondary School Diploma (HSE)	98
Earned an Industry Recognized Certificate	166

MIBEST is a service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement.

TOP PATHWAY PROGRAMS IN ADULT EDUCATION:

- Welding
- Certified Nursing Assistant
- Healthcare Data Technology
- Business Administration & Management
- Commercial Truck Driving



The availability of online classes has significantly expanded, with enrollment increasing by an impressive 221.93%. These classes offer a flexible solution for students who work, have children, or face challenges attending traditional in-person classes, providing them the opportunity to pursue their education on their own schedule.

Attained a Secondary School Diploma (HSE)	50
Achieved at Least One Educational Functioning Level (EFL) Gain	198
Enrolled in Postsecondary Ed/Training	18
Enrolled in Integrated Education & Training	5
Attained a Postsecondary Ed/Training Credential/Certificate	10
Measurable Skill Gains Percentage (Federal Target for MS = 52.5%)	54.32%



The Office of Adult Education (OAE) provided comprehensive professional development opportunities categorized into virtual sessions and face-to-face engagements. These initiatives encompassed crucial themes such as digital literacy, mental wellness, leadership, special education, numeracy, and career services, aiming to enhance educational outcomes and support services for adult learners across the state

EXAMPLES OF FACE-TO-FACE SESSIONS ARE:

- Directors Training
- Leadership Development
- Data Management System Training
- New Teacher Academy
- College and Career Navigators Training
- Capitol Day



Simone's pursuit of a high school equivalency diploma spanned over a decade, a journey loaded with challenges and setbacks that would have deterred even the strongest individual.

Despite facing numerous hurdles along the way, including the loss of her mother, the heartbreaking loss of a child, and a divorce, Simone refused to give in to despair. With each setback, Simone found the strength to rise again, fueled by determination to create a better life through education and hard work. She enrolled in the MIBEST/Culinary Arts program in August 2022 and received a Culinary Arts CTE (1 year) Certificate in summer 2023 with several other certifications to showcase - ServSafe and a Silver NCRC.



Since she had obtained these credentials and college credit, she was qualified to apply for the Competency-Based Diploma. Finally, after enrolling on and off for thirteen years, Simone's perseverance paid off; she earned her HSE in the summer of 2023 and delivered the graduate message at the HSE Summer Graduation.

Now, having the taste of success, she was compelled to keep going. She enrolled to further her education in the Culinary Arts Program. Last month, she was installed as a new member of the Nu Upsilon chapter of Phi Theta Kappa (PTK) and will receive her AA degree in Culinary Arts on May 10, 2024, in the MCC Spring Graduation, where she has been asked to give the benediction.



For more stories like Simone's or to learn about adult education's various initiatives, visit www.skillupmississippi.com.

Title IV. General Vocational Rehabilitation and Vocational Rehabilitation for the Blind

The basic tenet of the Vocational Rehabilitation (VR) and Vocational Rehabilitation for the Blind (VRB) program is that individuals with disabilities, including those with the most significant disabilities, can achieve high quality, competitive integrated employment (CIE) when they are provided with the services and support they need. It is VR/VRB's goal to ensure the provision of services is an individualized activity directed toward the specific rehabilitation needs of everyone served.



The following categories of VR/VRB services are available to assist individuals with disabilities in preparing for, obtaining, retaining, and/or advancing in an employment outcome that is consistent with the individual's unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

PRE-EMPLOYMENT TRANSITION AND TRANSITION SERVICES

Pre-Employment Transition Services (Pre-ETS) and Transition Services for potentially eligible and eligible students with disabilities include job exploration counseling, work-based learning experiences, counseling on enrollment in postsecondary training opportunities, workplace readiness training, and instruction in self-advocacy including peer mentoring. VR/VRB collaborates with local school districts statewide to assist students in making a successful transition from secondary school to employment or postsecondary training.

Those served in PY 2023 include: Potentially Eligible students with disabilities – 2,431; VR Transition Students – 2,297; and VRB Transition students – 99.

IN PY 2023,

2,431 POTENTIALLY ELIGIBLE STUDENTS WITH DISABILITIES

2,297 VR TRANSITION STUDENTS SERVED

99 VRB TRANSITION STUDENTS SERVED

CAREER SERVICES

Career services include but are not limited to, VR counseling and guidance, assessment, diagnosis and treatment of impairments, job prep/job search, job placement, short-term job training, assistive technology, benefits counseling, and supported employment. The IPE for individuals may include one or more of these services. Some individuals require more assistance than others to reach the goal of getting and keeping a job. In PY 2023, 10,477 individuals received one or more of these services.

10,477

**INDIVIDUALS RECEIVED
CAREER SERVICES
IN PY 2023**

TRAINING SERVICES

VR/VRB purchases vocational and other training services for eligible individuals with disabilities who require additional knowledge or skills to enter employment that is consistent with their aptitudes and ability, and compatible with their physical or mental impairments. Vocational and other training services include personal and vocational adjustment training, orientation and mobility for individuals with blindness, academic training, vocational training, or training services in an institution of higher education (universities, colleges, community or junior colleges, vocational schools, technical institutes, and/or any other postsecondary educational institution). 2,452 individuals received Training Services in PY 2023.

2,452

**INDIVIDUALS RECEIVED
VR TRAINING SERVICES
IN PY 2023**

MEASURABLE SKILL GAINS/CREDENTIAL ATTAINMENT

In PY 2023, 2,452 individuals were enrolled in an Education/Training program and of those individuals, 1,752 received a measurable skill gain.

1,752

**INDIVIDUALS RECEIVED
MEASURABLE SKILL GAINS**

SUPPORTED EMPLOYMENT

The Supported Employment program assists individuals with the most significant disabilities who require intensive ongoing support services to prepare for, obtain, maintain, and/or regain competitive integrated employment. Each MDRS district has a Supported Employment Team consisting of a specialized VR/SE Counselor, Vocational Training Instructor, and Counselor Assistant who manages the day-to-day case service work for our consumers. The VR/SE Counselor and Vocational Training Instructor oversee the work of Job Skills Trainers who provide one-on-one training assistance on site to our consumers. During PY 2023, 783 most significant individuals received Supported Employment services and 68 attained a successful employment outcome.

**SUPPORTED EMPLOYMENT
PROGRAM SERVED**

783

MISSISSIPPIANS

DEAF AND HARD OF HEARING SERVICES

VR provides services to individuals who are deaf, hard of hearing, or late deafened to assist them in obtaining, retaining, or advancing in employment. Rehabilitation counselors for the deaf work with consumers to help them make informed choices about their career goals and assist them in identifying and obtaining the specialized services and assistive technology equipment needed to help them meet their goals.

Interpreting services are provided remotely through online platforms such as Zoom, Microsoft Teams, and FaceTime as well as in-person. VR deaf and hard of hearing services served 3,815 individuals.

REMOTE DEAF AND HARD OF HEARING SERVICES SERVED

3,815
INDIVIDUALS

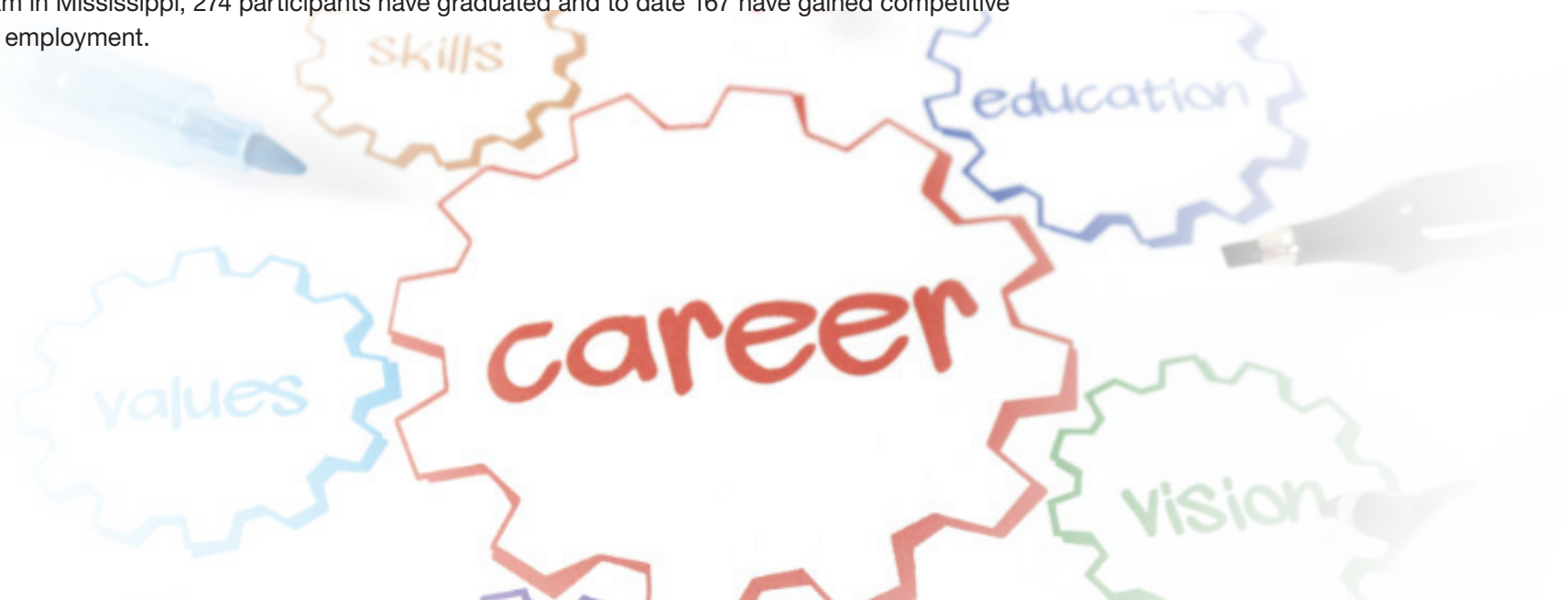
PROJECT SEARCH

The Project SEARCH Program is a unique, business-led, nine-month employment preparation program that takes place entirely at the workplace. Up to 12 students with disabilities experience total workplace immersion, classroom instruction, career exploration, and hands-on training through three different worksite rotations. The goal for each participant is competitive employment. To reach that goal, the program provides real-life work experience combined with training in employability and independent-living skills to help young people with significant disabilities make successful transitions to productive adult life.

In PY 2023, 79 individuals with disabilities graduated from Project SEARCH. Since the inception of the program in Mississippi, 274 participants have graduated and to date 167 have gained competitive integrated employment.

274

INDIVIDUALS WITH
DISABILITIES HAVE
GRADUATED SINCE PROJECT
SEARCH UMMC LAUNCHED





Mississippi Department of Human Services

The Mississippi Department of Human Services (MDHS) involvement in the Mississippi WIOA Combined State Plan is focused on relationships with established workforce partners that provide employment and training services opportunities for Mississippians.

While there are many challenges that our Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP) recipients face, MDHS knows that academic credentials, higher skill levels through education, work experience, and training accompanied by supportive services are a vital part of achieving. The TANF Work Program (TWP) and the SNAP Employment & Training (E&T) programs are helping Mississippi families gain employment and become self-sufficient. MDHS continues to see success stories made possible by our partnerships and programs that directly impact Mississippi's workforce.



Supplemental Nutrition Assistance Program (SNAP) E&T

SKILLS2WORK

The SNAP E&T program is designed to provide SNAP recipients with opportunities to gain skills, training, and education to meet the current needs of local employers and grow Mississippi's economy.

The SNAP E&T Skills2Work program engages a network of partner organizations to help SNAP recipients gain skills and find work with sustainable wages. Skills2Work participants have access to training and support to help them enter or move up in the workforce. These programs also help to reduce participant's barriers to employment and/or training by providing support services like transportation, childcare, and many more.



Hinds Community College offers career and technical programs, workforce skills training programs, Adult Education, and Smart Start classes. Skills2Work participants also have access to wrap-around services that help eliminate barriers to completion.



The Refill Jackson Initiative offers education and vocational training and work experience to Skills2Work participants in Hinds, Rankin, and Madison counties through nine (9) weeks of classroom instruction, work experience, and additional support services. Refill takes a holistic approach, addressing immediate barriers to employment while also helping participants build the long-term skills they need.

Temporary Assistance for Needy Families (TANF) Work Program

The TANF Work Program is a workforce development and training program designed to help needy families achieve self-sufficiency through employment and training activities.

Participants are assessed for work readiness, and a success plan is developed detailing specific work activities and the types of services needed to help prepare for and find employment. The program provides supportive services like assistance with childcare and transportation stipends to aid the family during this transitional process. MDHS partners with the MS Department of Employment Security and employers across the state to provide these services to needy Mississippi families.



A single mother of a 2-year-old daughter helped by TANF.



Her last employment was with Jani King as an outside sales representative. She was making \$12.50 an hour and had been working with Jani King for five months when she lost her mother and her job. While dealing with immense loss and grief, she applied for the Temporary Assistance for Needy Families with the Mississippi Department of Human Services on October 11, 2023.

The participant completed the required orientation and was referred to the Gulfport WIN Job Center (WJC) on November 8, 2023. Julie Husley, who is the TANF specialist at the Gulfport WIN Job Center, contacted her and assessed her work readiness on November 14, 2023. Julie saw potential in the participant and knew right away that she wanted the individual to perform her community service hours at the Gulfport WIN Job Center.

Her dedication and quality of work at the Gulfport WIN Job Center did not go unnoticed and resulted in her employment at the WJC through Professional Staffing as a Benefit Program Specialist. She started on February 12, 2024, and has already received at least one pay increase.

This participant's story highlights the importance of support systems, both personal and institutional, in overcoming adversity and achieving professional growth. Her journey is a testament to resilience and determination. Despite facing personal challenges and the loss of her mother, the participant persevered in her job search, utilizing resources like the TANF program to gain valuable experience through community service.

APPENDIX B

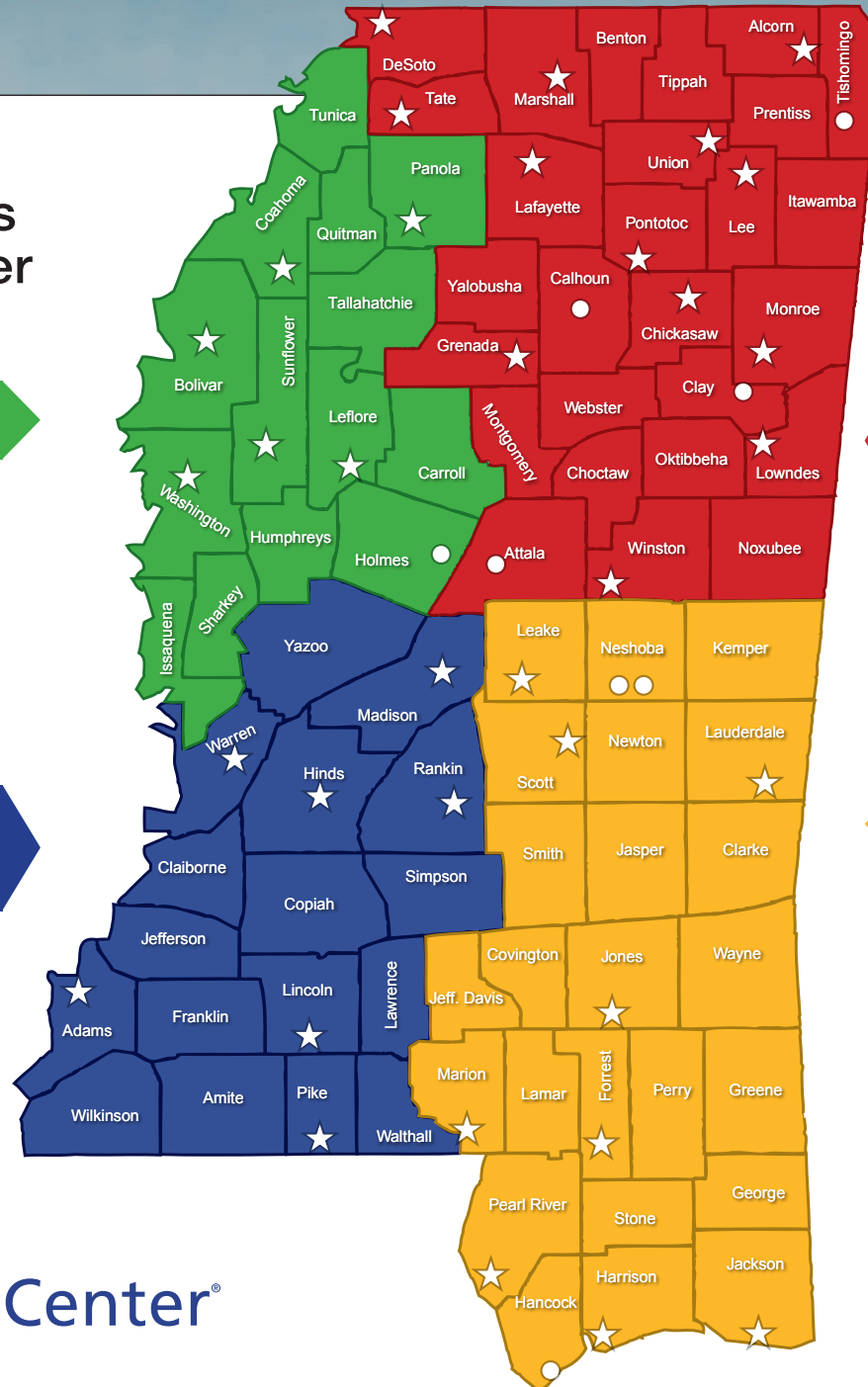
Local Workforce Development Areas and WIN Job Center Locations

Delta

Mitzi Woods, WIOA Director
 1427 S. Main Street, Suite 147
 Greenville, MS 38701
 Phone: 662-335-6889
 Fax: 662-332-5175
 Email: mwoods@sdpdd.com

South Central Mississippi Works

Robin Parker, Workforce Director
 1020 Centre Pointe Boulevard
 Pearl, MS 39208
 Post Office Box 4935
 Phone: 601-981-1511
 Email: rparker@cmpdd.org



The Mississippi Partnership

Terry Treadaway, WIOA Director
 Post Office Box 690
 75 South Main Street
 Pontotoc, MS 38863
 Phone: 662-489-2415
 Fax: 662-489-0958
 Email: ttreadaway@trpdd.com

Twin Districts

Allison Hawkins, Director of Economic Workforce Development Division
Patricia Morrison, Economic Workforce Manager
 10441 Corporate Drive, Suite 1
 Gulfport, MS 39503
 Phone: 228-868-2311
 Email: ahawkins@smpdd.com, pmorrison@smpdd.com

WIN Job Center location information is subject to change. For the most current information, visit us online at mdes.ms.gov



South Delta Planning and Development District

Overview

South Delta Planning and Development District (SDPDD) has been the designated fiscal agent for the Delta Workforce Development Area (DWDA) Board since its inception in 2000. South Delta provides the administrative and fiscal support functions associated with the implementation of the Workforce Innovation and Opportunity Act (WIOA) in the 14 counties of the DWDA.

Six staff members support the activities of the DWDA Board in planning and coordination, rapid response activities, management information systems, contract management, small business development/entrepreneurial/self-employment, fiscal accountability, monitoring activities, and administration of the adult, dislocated worker, and youth programs.

INTERESTING FACT

Born in 1936 in nearby Greenville, Mississippi, famed visionary and puppeteer Jim Henson grew up and played among the swamplands of Leland. The small town has now proclaimed itself the birthplace of his most famous creation with a permanent exhibit devoted to the man and Kermit the Frog.

The small museum holds puppets and memorabilia that honor Jim Henson's creation of Kermit the Frog. (You can also go a couple blocks West to Broad Street to see the Rainbow Connection Bridge and the historical marker.) As the story goes, Henson spent his childhood playing among the local flora and fauna (which included frogs) of Leland and eventually made acquaintances with his boyhood friend Kermit Scott, who it is said the character of Kermit the Frog is based on.

WIN Job Center Locations

Batesville

662-360-1236
325 Lakewood Drive
P.O. Box 1511
Batesville, MS 38606

Clarksdale

662-624-9001
236 Sharkey Ave., 3rd floor
Federal Building
P.O. Box 640
Clarksdale, MS 38614-0640

Cleveland

662-843-2704
119 N. Commerce Ave.
P.O. Box 1750
Cleveland, MS 38732-1750

Greenville

662-332-8101
1746 Highway 1, Suite C
P.O. Box 5279
Greenville, MS 38701

Greenwood

662-459-4600
812 W. Park Ave.
P.O. Box 554
Greenwood, MS 38935-0554

Indianola

662-887-2502
226 N. Martin Luther King Drive
P.O. Box 963
Indianola, MS 38751-0963

Lexington

662-834-2426
By Appointment Only:
303 Yazoo Street
Lexington, MS 39095
Mailing Address:
P.O. Box 554
Greenwood, MS 38935-0554

NOTE: WIN Job Center location information is subject to change. For the most current information, visit us online at mdes.ms.gov



Training efforts are coordinated with businesses, the four community colleges in the DWDA; the Mississippi Community College Board, the Mississippi Development Authority, the Mississippi Department of Employment Security (MDES), the Mississippi Office of Apprenticeship at MDES, AccelerateMS, Delta Council, local and regional economic development organizations; and other state, local, and private entities to ensure the best use of the training funds.

Training services provided to adults, dislocated workers, and youth include Customized Training, Internships, Externships, On-the-Job Training (OJT), Apprenticeships, Work Experience, Work Readiness Training, and Individual Training Accounts (ITAs). This coordination of funds helps to reduce duplication and leverages existing resources for similar training needs.

The Greenville WIN Job Center (WJC) is the comprehensive center for the Delta. WIOA core partners physically housed in the Greenville WJC include the Mississippi Department of Human Services, the Mississippi Department of Rehabilitation Services, Adult Education, and MDES. The DWDA changed the Greenville location in March 2024 to reduce costs and provide a better customer experience. All other WJCs in the Delta are affiliate centers. The WJC located in Batesville is operated by Northwest MS Community College (NWCC) and the WJCs in Clarksdale, Cleveland, Greenwood, Indianola, and Lexington are operated by MDES.

WIOA services were provided through subgrants with the following agencies and organizations:

- Bolivar County Community Action Agency (BCCAA)
- Coahoma Community College (CCC)
- EMI Staffing and TempStaff
- Mid-State Opportunity, Inc. (MSO)
- Mississippi Department of Employment Security (MDES)
- Mississippi Delta Community College (MDCC)
- Mississippi Hospital Association (MHA)
- Northwest Mississippi Community College (NWCC)
- Sunflower-Humphreys Counties Progress, Inc. (SHCPI)
- Warren, Washington, Issaquena, Sharkey Community Action Agency (WWISCAA)

Partnerships Aligned with WIOA Goals

Partnerships are the backbone of all training efforts at the DWDA, including all combined plan partners, through referrals to the various programs offered. Coordinated efforts are made to provide services to specific populations served by plan partners using braided funding from various sources.



The DWDA works with all four community colleges in the service area to provide training for in-demand occupations such as the industry-recognized apprenticeship program with NWCC and MDCC's lineman training program and fiber construction training program as well as Delta State University with the Agriculture Aerial Applicator Training Program.

All efforts by the DWDA staff are geared towards creating a workforce ecosystem where everything is aligned to ensure that all Deltans can be work or career ready to support themselves and their families.

Youth Services

The DWDA embarked upon a pilot venture to offer virtual reality training to out-of-school participants that consisted of career exploration, career technical education, and simulated-based trainings to enhance their career pathways. In addition, a collaboration with a healthcare and training facility afforded the DWDA the opportunity to offer occupational skills training in pharmacy technology and medical assistant to out-of-school participants and has proven to be successful. The DWDA has continued a successful partnership with Mississippi Delta Community College to offer in-school youth occupational skills trainings to include general construction/welding fabrication and pharmacy technology.



OUT-OF-SCHOOL

The DWDA continued with the implementation of the local strategic plan for out-of-school youth; by serving 416 out-of-school participants of which 221 were newly enrolled and 195 received follow-up services. Many of the out-of-school participants enrolled in training related to the DWDA target sectors, such as welding and healthcare, and went on to postsecondary education. To continue to highlight its target sectors, the DWDA collaborated with a healthcare training facility to provide pharmacy technology and medical assistant training to 20 out-of-school youth.

Sunflower-Humphreys Counties Progress, Inc. (SHCPI) Youth Participant

A recent high school graduate entered the WIOA Youth Program in July 2023, starting with no work experience, work readiness training, or college preparation. A former high school basketball player, she aspired to play for Hinds Community College and pursue a career as a dental hygienist.

With the support of SHCPI/WIOA staff, this participant successfully enrolled at Hinds Community College and tried out for their basketball team for the fall season. She gained work experience through a placement at the B. B. King Museum in Indianola, MS. After completing 200 hours of work experience, she was hired as a gift shop cashier and tour guide at the museum.

She has since transferred to Mississippi Delta Community College to continue her studies in dental hygiene and pursue her basketball career. She plans to return to the B. B. King Museum in the fall of 2025.





The DWDA provides **Small Business Development/Entrepreneurial/Self-Employment Training** to area residents and WIOA customers in accordance with the U.S. Department of Labor’s (USDOL) TEGL 12-10, “Supporting Entrepreneurial and Self-Employment Training through the Workforce Investment System.” This program addresses the role the workforce investment system plays in support of entrepreneurial activities. Activities are coordinated with small business loans, banks, and SDPDD’s loan program.

During PY 23, the Delta’s Small Business Developer provided counseling to 93 clients and had six loans approved through SDPDD, the CARES Act, banks, the Renaissance Community Loan Fund, and others totaling \$2.6 million. The Small Business Developer works closely with Communities Unlimited, referring applicants who may not qualify for any of SDPDD’s loans to their loan programs and The Federal Reserve Bank of St. Louis as a lending resource.

TANF Workforce Training Employment Grant – Career STEP provides case management and workforce training services through Career STEP Navigators at NWCC, CCC, and the Greenville, Greenwood, and Cleveland WJCs, to eligible individuals throughout the 14 counties. This program provided activities including job search, Smart Start, career coaching, credit and non-credit training, WorkKeys Testing for the National Career Readiness Certificate, and supportive services to eligible participants. Coordination and partnerships of this program with WIOA, community colleges, adult education, and others help to prevent duplication of services and enable the DWDA to provide workforce services to more individuals.



An individual was flourishing in a rewarding 22-year career with Crown, Cork and Seal in Batesville. Unfortunately, Crown notified employees early in 2024 that the plant was closing and worked with the Mississippi Department of Employment Security to host a Rapid Response event to share resources with all employees. In his final days at Crown, this individual learned about a job opening at Lockers Manufacturing in Batesville. The Batesville WIN Job Center partners with Lockers to help with recruiting and has an On-the-Job Training (OJT) Agreement with them. Lockers hired this person, and Batesville staff added him to OJT. Due to his supervisory experience with Crown, Lockers hired him as a Paint Line Lead with a starting hourly wage of over \$28 plus benefits. Lockers allowed him to complete his last days at Crown before starting his new job in April 2024. This individual is now in training to learn their manufacturing process and equipment.



AccelerateMS – Grants from the MS Works Workforce Training Fund provided workforce training services including OJT, Internships, and Customized Training, totaling \$3.2 million for the following companies

- Viking/Lynx Grills
- ACI Building Systems
- Baxter Healthcare
- Advance Turbine Training
- Lockers Manufacturing
- GE Aerospace
- Inca Presswood
- Multi-Company OJT

The **Electrical Lineman Training Program** was developed and first funded in August 2010 in response to energy company needs and has continued with two classes per year. This program is a collaborative effort with DWDA, MDCC, AccelerateMS, MDES, Delta Electric Power Association, Coahoma EPA, Twin County EPA, Tallahatchie Valley EPA, Entergy, city utility programs, and utility construction companies throughout the state. The 16-week program prepares participants to become linemen trainees with local energy companies and energy construction contractors and is one of the most successful programs ever implemented in the Mississippi Delta.

Layoff Aversion Plan – In alignment with the State Plan, the DWDA Board implemented a continuum of layoff aversion strategies and activities to assist employers and workers in the Delta.

SERVICES INCLUDE:

- Strategic Planning
- Business Outreach
- Economic Analysis
- Linkages
- Performance Data and Tracking

TRAINING TO INCLUDE:

- Upgrade OJT
- Customized Training
- Apprenticeship, Pre-apprenticeship or industry recognized apprenticeship
- Internships, and Individual Training Accounts (ITAs)

MDCC LINEMAN CLASS 28



Classes 27 and 28 completed the program in Program Year 2023. A total of 464 trainees have completed the program since it began.

The **Nurse Extern Program** through the MS Hospital Association provided 20 nursing students entering their final year of nursing school a 320-hour internship program at a local hospital with a nursing preceptor. Students from Delta State University, MDCC, Holmes Community College, and MS University for Women participated in the program. The six hospitals that served as worksites and provided preceptors and training included Bolivar Medical Center, Delta Health Systems, Greenwood Leflore Hospital, North Sunflower Medical Center, Northwest MS Regional Medical Center, and Tallahatchie General Hospital. This is a great work experience opportunity for the students and provides the hospital with a chance to recruit new nurses.



New and Different

National Dislocated Worker Grant (NDWG) - On March 24, 2023, severe storms, straight-line winds, and tornadoes hit the Mississippi Delta and devastated the small communities of Rolling Fork and Silver City in Sharkey and Humphreys Counties, along with several other areas in Mississippi. MDES received a NDWG for SDPDD to place approximately 100 eligible storm-related dislocated workers into allowable disaster recovery employment and provide humanitarian aid and disaster cleanup in the storm-damaged areas.

Activities included demolition, cleaning, repair, renovation, and reconstruction of damaged and destroyed structures and facilities in the disaster impacted area; crisis and trauma resources and counseling and humanitarian assistance, including distribution of food, water, basic needs, health and safety; and employment and training resources. The program which ended on March 31, 2024, provided jobs for 82 residents with expenditures of \$1.6 million.

The project also provided guidance to community residents impacted by the disaster to access resources from community partners and to recover pre-disaster employment status. Health and safety information was provided as well as basic needs. The NDWG transitioned into a two-year Economic Development Administration grant for Disaster Recovery, to help the affected areas with long-range disaster planning.



A youth was very insecure about her smile and decided she needed braces.

Over time, this youth built up her self-confidence after hearing the orthodontist telling her during each visit that she had the prettiest smile. Inspired by her interaction with the orthodontist while wearing braces, she chose the dental field as her career pathway. She applied for funding through the Clarksdale WIN Job Center in August 2022 and was awarded an Individual Training Account (ITA).

In June 2024, the youth received her Associate Degree in Dental Hygiene from Mississippi Delta Community College and applied for her license. She is now a Registered Dental Hygienist and works for Barnes Family Dentistry in Hattiesburg, MS. This participant credits the Clarksdale WIN Job Center for not only assisting her in completing her education and training, but also with finding her purpose. She is proud of her career in dentistry and considers herself an asset to her community.



Ag Pilot Simulator – Funds have been appropriated to purchase an Ag Pilot Simulator, specifically for the program at Delta State University. This state-of-the-art simulator will be custom built for the Ag industry, targeting the AT-802 aircraft.

Registered Apprenticeship – The DWDA received a \$344,437 grant from the MDES Office of Apprenticeship to support the Ag Pilot Registered Apprenticeship Program at Delta State University. Funds were used to offset costs that participants would have to pay out-of-pocket and that were not covered by the federal appropriation or other grants.

Delta Aerial Applicator (Ag Pilot) Training Program – In partnership with Delta State University, the Aerial Applicator Training Program (Ag Pilot) trained its second class of Ag Pilots in the Mississippi Delta. With a \$2 million appropriation from Senator Cindy Hyde-Smith and additional funding from AccelerateMS and the MDES Office of Apprenticeship, the second class of 11 Ag Pilots started in October 2023 and graduated in May 2024. This program, not only the first of its kind in Mississippi, but also in the country, will provide farmers with qualified Aerial Applicators to meet their demands.



Pilots with a Private Pilot License, 100 hours of flying time, 50 hours of tail-wheel time, and a private sponsor are eligible to participate. Students in the program received their commercial rating, instrument rating, a turbine engine endorsement, general agricultural aviation training, and flight time to bring their total flying time to 250 hours.

Further expanding on the aviation sector, Delta is working with **Greenville Kearns Aviation Maintenance (GKAM)**, MDCC, and AccelerateMS to provide training opportunities in airframe sheet metal, avionics electrical systems, and aviation maintenance to skill up and prepare for GKAM's upcoming aviation modification assignments. The Greenville Mid-Delta Airport hangars are being refurbished and brought up to the U.S. Department of Defense (DOD) standards to prepare for the training and creation of approximately 200 new jobs in aviation.



Senator Cindy Hyde-Smith with Ag Pilot graduates

A participant was a 37-year-old heavy equipment operator who dropped out of high school and never received his GED.

He earned a good income and didn't see the need to return to school, but he had a dream of becoming an Ag Pilot. However, he never thought it could happen because the training is expensive (over \$90,000), and he had a family to support.

In October 2022, Delta State University (DSU) launched the first Aerial Applicator Training Program, made possible by a \$2 million federal appropriation arranged by Senator Cindy Hyde-Smith, along with funding from Rural LISC (Local Initiatives Support Corporation), and state support from AccelerateMS. This program aims to train Ag Pilots to address the shortage caused by retiring pilots and those aging out of the workforce. Since then, the Ag Pilot Apprenticeship program has been certified by the U.S. Department of Labor, and South Delta PDD has received \$351,000 in apprenticeship funding.

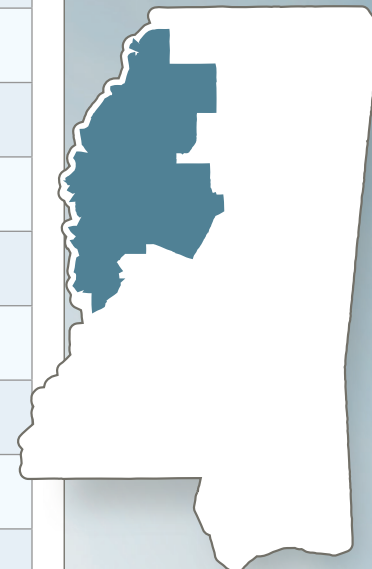
To enroll in the DSU Aerial Applicator Training Program, candidates must have a private pilot's license, a company sponsor, and 100 hours of flying time. He began working with SRB Flying Service on the ground, learning as much as he could about agricultural operations. With his employer allowing him to use their plane, he obtained his license and logged the required flying hours, after which they agreed to sponsor him in DSU's program.

The participant started the program in October 2022 and graduated with the first class of ten Ag Pilots in May 2023. He began working for his sponsor in July 2023 and is expected to earn between \$75,000 and \$100,000 in his first year. His dream has become a reality, thanks to the support of organizations like Rural LISC and individual employers whose passion for the industry has led to their commitment to sponsor and hire student Ag Pilots.



WIOA Title I — Performance Information: Delta Local Workforce Development Area

Delta LWDA Reported Information	Negotiated Level	Actual Level
Adult Employment Rate 2nd Quarter After Exit	86.1%	91.3%
Adult Employment Rate 4th Quarter After Exit	85.3%	90.2%
Adult Median Earnings 2nd Quarter After Exit	\$6,547	\$7,288
Adult Credential Attainment Rate 4th Quarter After Exit	76.0%	83.7%
Adult Measurable Skill Gain	62.4%	69.8%
Dislocated Worker Employment Rate 2nd Quarter After Exit	75.6%	84.2%
Dislocated Worker Employment Rate 4th Quarter After Exit	74.6%	83.4%
Dislocated Median Earnings 2nd Quarter After Exit	\$5,981	\$7,538
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	75.2%	80.0%
Dislocated Worker Measurable Skill Gain	66.9%	55.2%
Youth Employment Rate 2nd Quarter After Exit	84.0%	92.2%
Youth Employment Rate 4th Quarter After Exit	81.3%	88.5%
Youth Credential Attainment Rate 4th Quarter After Exit	82.3%	83.9%
Youth Measurable Skill Gain	54.3%	91.8%
Youth Median Earnings 2nd Quarter After Exit	\$3,355	\$3,747



Three Rivers Planning and Development District

Overview

Three Rivers Planning & Development District, Inc. (TRPDD) has been designated as the Fiscal and Administrative Agent for the Mississippi Partnership Local Workforce Development Area (MS Partnership) since its inception in 2000. The MS Partnership is the largest geographical workforce area in the state, consisting of 27 counties in the north and northeast sections of the state.

Through their strong partnerships with Community Colleges, the Mississippi Department of Employment Security, other planning and development districts, and Core Partners in the area, the MS Partnership is able to deliver the highest quality of services to its customers – both job seekers and employers. Over \$6.7 million was contracted for workforce services in the areas of WIOA youth and adult/dislocated worker in PY 2023 with WIOA service providers. The MS Partnership’s in-demand target sectors are: Advanced Manufacturing, Information Technology, Logistics – Transportation and Distribution, and Energy.

WIN Job Center Locations

Amory

662-407-1235
Highland Drive
P.O. Box 415
Amory, MS 38821-0415

Attala County

662-289-2535
254 Hwy. 12 West
Kosciusko, MS 39090

Calhoun County

662-412-3170
237 S. Murphree Street
Pittsboro, MS 38951

The Communiversity

662-243-1751
7003 South Frontage Road
Columbus MS 39701

Corinth

662-696-2336
2759 S. Harper Road
Corinth, MS 38834-2050

Desoto County

662-280-6218
NWCC Desoto Campus
WIN Job Center Room # 300-L
5197 W. E. Ross Parkway
Southaven, MS 38671

Grenada

662-226-2911
1229-A Sunset Drive
Grenada, MS 38901

Houston

662-407-1219
210 S. Monroe St.
Houston, MS 38851

Iuka

662-423-9231
1107 Maria Lane
Iuka, MS 38852-1120

Louisville

662-773-5051
790 N. Court Ave.
Louisville, MS 39339-2059

Marshall County Workforce Training Center

662-851-4190
4700 Cayce Road
Byhalia, MS 38611

New Albany

662-692-1502
301 North St.
New Albany, MS 38652

Oxford

662-236-7201
1310 Belk Blvd.
Oxford, MS 38655

Pontotoc

662-407-1226
316 Coffee Street
Pontotoc, MS 38868

Tate County

662-562-3351
NW Community College
4975 Highway 51 N
Senatobia, MS 38668

Tupelo/Belden

662-842-4371 and
662-407-1213
3200 Adams Farm Road,
Suite 4
Belden, MS 38826

West Point

662-243-2647
1899 East TVA Road
West Point, MS 39773

NOTE: WIN Job Center location information is subject to change. For the most current information, visit us online at mdes.ms.gov

INTERESTING FACT

The Mississippi University for Women, in Columbus, Mississippi, was founded in 1884 and is the first public women’s college in the United States.



TRPDD Workforce Services are designed around the needs of businesses in the area and offers help for every Mississippian to become work- or career-ready and secure his or her dream job here at home. The TRPDD stays connected with businesses in the area to ensure the agency is meeting their needs and providing a qualified pipeline of potential employees to sustain and expand their business’s economic viability. The goal of TRPDD Workforce Services is to provide local citizens with the opportunity to gain skills necessary to obtain employment that leads to self-sufficiency while meeting the needs of our local businesses.



**NORTHWEST MISSISSIPPI COMMUNITY COLLEGE —
OUT-OF-SCHOOL YOUTH**

An individual visited the Northwest WIN Job Center seeking employment after dropping out of her local high school in 2022. She had enrolled in the Adult Education Program offered through Northwest Community College and was referred to the WIN Job Center for assistance.



During the discussion, she explored the option of enrolling in the WIOA Gateway Out-of-School Youth Program, which would provide her with a part-time work experience opportunity in the Information Technology Department at the Northwest Community College Oxford Campus. She then met with the onsite IT Technician, Mr. Stevie McGee, where they discussed job duties and established a positive working relationship. She embraced her tasks with enthusiasm.

Since then, the participant has successfully completed her High School Equivalency (HSE) and achieved a platinum-level score on the Career Readiness Certificate (CRC). With a strong interest in Information Technology, she has performed her work experience with pride. Additionally, she has enrolled in the Information Technology Program at NWCC and will begin her studies in January 2024.

WIOA Service Providers

WIOA services were provided through the following agencies and organizations during PY 2023:

Youth Service Providers	Adult/Dislocated Worker Service Providers
East Mississippi Community College	East Mississippi Community College
Itawamba Community College	Itawamba Community College
Golden Triangle Planning & Development District	Mississippi Department of Employment Security
Northeast Mississippi Community College	Northeast Mississippi Community College
Northwest Mississippi Community College	Northwest Mississippi Community College

WIN Job Centers

The Mississippi Partnership oversees one Comprehensive WIN Job Center and 16 Affiliate WIN Job Centers.

The WIN Job Centers are focused on both the potential employee and the business owner. Businesses are encouraged to use the WIN Job Center for networking to find the best potential employees. During last year we served 1,444 adult workers and 749 dislocated workers in WIOA through our WIN Job Centers with over 805 individuals receiving on-the-job training (OJT), individual training accounts (ITAs), apprenticeship and internship services.

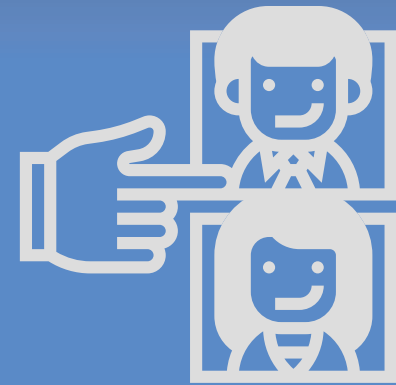
In program year 2023, TRPDD continued their partnerships with local governments to provide locations for our WIN Job Centers while concentrating on providing funding for personnel and training for workers.

The Mississippi Partnership has a tremendous working relationship with the community colleges in the area. Four community colleges (East MS, Itawamba, Northeast, and Northwest) serve 21 counties, and their workforce development professionals lead both workforce council meetings and WIOA workforce efforts. WIOA and community college staff coordinate with economic developers to host meetings with businesses interested in locating to the MS Partnership area. Together, they provide a cohesive

workforce training package that is instrumental in business recruitment. As businesses determine additional training needs, the workforce area and community colleges are sometimes able to pool resources to provide the training. A combination of OJT and customized training (CT) is a powerful tool for retention of existing businesses and recruitment of new businesses.

The Mississippi Partnership partnered with the Governor's Job Fair Network, the Mississippi Department of Employment Security, local WIN Job Centers, economic developers, and local businesses to host 8 job fairs throughout the region. These job fairs were aimed at helping the unemployed and underemployed citizens in the MS Partnership connect with local employers who were hiring. MDES notified individuals who were receiving or recently exhausted unemployment benefits. Over 225 businesses and 1,600 unemployed or underemployed individuals attended these 8 job fairs. The MS Partnership will continue to partner with the Governor's Job Fair Network to provide job fairs to help Mississippians seek employment opportunities.

During the last year...



WIN JOB CENTERS IN MISSISSIPPI PARTNERSHIP SERVED

1,444

ADULT WORKERS AND

749

DISLOCATED WORKERS

WITH OVER

805

INDIVIDUALS RECEIVING ON-THE-JOB TRAINING, INDIVIDUAL TRAINING ACCOUNTS, APPRENTICESHIP AND INTERNSHIP SERVICES.

ITAWAMBA COMMUNITY COLLEGE
ADULT PARTICIPANT

A 19-year-old newlywed came to the Pontotoc center with a clear goal: to obtain her CNA license as a stepping stone toward becoming a Registered Nurse.

From a young age, this participant was inspired to pursue a career in nursing, especially after witnessing the challenges her family members faced due to muscular dystrophy, including her older sister. Though she does not have the condition, her passion for healthcare and desire to help those with genetic disorders has always been strong.

The participant's ultimate dream is to work at Le Bonheur Children's Hospital, where she hopes to care for children with genetic conditions. With this goal in mind, she applied for and was approved for WIOA funding to cover the costs of her CNA training at Itawamba Community College (ICC). She began the program on August 7, 2023, and successfully completed it on October 25, 2023. After passing her certification test, she is now employed as a CNA at Tippah County Health & Rehab.

Thanks to the support of WIOA, the participant is well on her way to achieving her dream of becoming a Registered Nurse. Her determination and hard work are a testament to her bright future in healthcare.

Industry-Recognized Apprenticeship Program

The MS Partnership Industry-Recognized Apprenticeship Program (MPIRAP) is a locally developed apprenticeship program. This program is an earn-while-you-learn program that allows apprentices to attend a career/technical program at a local community college and also be employed by a local employer in the student's field of study. Participating employers are reimbursed 50% of an apprentice's wages up to \$6,000 per program year for no more than two program years. This program is funded through a partnership with AccelerateMS, which provides 50% of the employer reimbursement and the MS Partnership, which provides the other 50% of employer reimbursement.

The MPIRAP is designed to provide individuals with an opportunity to acquire the knowledge and skills that lead to high paying jobs while also helping businesses grow their skilled workforce. The program also helps to decrease critical skill gaps and expand on-the-job training opportunities.

This program is 100% focused on the MS Partnership's five target sectors targets and partners with East MS, Itawamba, Northeast MS, and Northwest MS Community Colleges.

Currently, the programs of study at local Community Colleges includes programs such as:

- Mechatronics
- Industrial Maintenance Technology
- Information Systems Technology
- Drafting
- Design and 3D Modeling Technology
- Precision Manufacturing and Machining Technology
- Welding and Cutting Technology
- Electrical Technology
- Diesel Equipment/Power Technology

Students enrolled in MPIRAP must be recommended by their respective Community College instructors, complete an interview process with partnering businesses, be selected by a partnering business, and remain in good academic standing while in the program. In PY 2023, the MS Partnership enrolled 137 apprentices and partnered with 89 businesses.

WIOA Youth Programs

The MS Partnership's vision for moving the WIOA youth program from the traditional brick-and-mortar program to being able to interact virtually with our youth participants became a reality with the launch of its My Gateway Career website. My Gateway Career provides an online portal for our youth programs that includes modules for application, intake, and case management; online orientation; professional development; and e-learning for career readiness.

TRPDD recognizes the need to reach youth as early as possible to develop good work ethics and expose individuals to career opportunities in our region that align with our sector strategy plan. Our employers have expressed the need for young people to understand the importance of soft skills such as attendance, attitude, and teamwork in the workforce as well as understand the career opportunities in our target industries. The concerns of our employers have only been exacerbated by the COVID-19 pandemic. It is imperative that we reach young Mississippians early and begin instilling the importance of essential job skills, exposing them to career opportunities available in Mississippi and developing and supporting career pathways so that we are building a pipeline of qualified workers for Mississippi.

During PY 2023, the MS Partnership had a network of four out-of-school youth providers and one in-school providers. These youth providers are strategically located throughout our 27-county workforce area to ensure that WIOA eligible youth in our area have access to WIOA youth services. We were able to serve 371 eligible active youth and provide follow-up services to an additional 577 youth during PY 2023. The MS Partnership provided paid work experience to over 70% of the active youth we served and are pleased to report that we spent over \$962,485 on WIOA youth work experience in PY 2023, while also meeting our WIOA performance indicators.



GOLDEN TRIANGLE PDD (GTPDD) – IN-SCHOOL YOUTH / GATEWAY PROGRAM

A student at the Choctaw County Career and Technology Center, joined the Gateway Program in the fall semester of 2023.

He lives with his mother, brother, and two sisters, and enjoys sports and video games. Despite having no prior work experience, he was determined to earn his own money and gain valuable job skills.

Though quiet by nature, he was a motivated and active participant in each of the Essential Job Skills Training classes. His dedication paid off when he completed his internship at SuperValu in Ackerman, Mississippi. The store manager was impressed with the participant's work ethic and was eager to support him in completing his 100 required internship hours.

The participant's performance was so outstanding that, at the end of his internship, the manager hired him as a permanent employee. SuperValu uses direct deposit for payroll, but he didn't have a checking account at the time. WIOA staff stepped in to help, accompanying him to the bank to open an account.

Recently, the youth provider, GTPDD, checked in with the SuperValu manager, who continues to be pleased with his work. His success is a shining example of how Gateway Program students can exceed expectations, leaving a positive impression on employers.

High School Career Coaches

Three Rivers Planning & Development District was awarded a \$5.25 million grant from AccelerateMS to implement a Career Coach Program in 26 counties in north Mississippi, which encompasses 40 school districts.

The mission of this project is to expose, prepare, and connect students to

career avenues within and beyond the classroom setting and have every student graduating high school a career success plan. Three Rivers PDD, in coordination with local school districts and economic development organizations, has hired 73 Career Coaches who are housed in 72 high schools throughout the 26-county service area. Three Rivers PDD has two Career Coach Managers who oversee the Career Coaches. Three Rivers PDD developed an online portal for Career Coaches to access training materials and information related to the program.



73
Career
Coaches
IN 72 HIGH SCHOOLS

Highlights and success from our Career Coaches for the 2023-2024 School Year:

8,208 One-on-One Visits

Career coaches discussed topics including but not limited to career planning, college/postsecondary planning, job applications and job shadowing opportunities.

3,004 College Applications

Career coaches assisted students in completing college applications.

1,121 Job Shadowing Opportunities

Career coaches set-up job shadowing opportunities in business/industry that aligned with their chosen career path.

409 Parent Visits

Career coaches met with parents/guardians to discuss career planning with their children.

3,216 Group/Class Meetings

Career Coaches planned and secured speakers and held group meetings either on campus or at business/industry or college campuses. Group meetings topics included career exploration, career planning, financial literacy, job opportunities, and resume/interview skills.

238 EPIC Work Experience Internships

Career coaches secured 238 jobs for students in their chosen career path. Students worked 20,171 hours and earned \$287,327 in wages. This was invaluable experience for the students and helped them to know or not if this was the career path for them.

Career STEP Program

Three Rivers, in partnership with the Mississippi Department of Human Services (MDHS) implemented the Career Skills Training Employment Program (STEP) in the MS Partnership Workforce Development Area (MPWDA) to help Mississippians who are struggling to find jobs or who are stuck in low-wage positions with little chance for advancement. Three Rivers PDD subcontracted with East MS Community College (EMCC), Itawamba Community College (ICC), Northeast Community College (NECC), Northwest Community College (NWCC), and MS Department of Employment Security (MDES), to serve custodial or non-custodial parents who are low-income underemployed or unemployed adults ages 18 - 59 residing in the 27-county



region with household income up to 200% of the annually published federal poverty guidelines. Career STEP provides a mix of services with strong connections to the local labor market and employer needs including assessment, career coaching, job search, education and training, work-based learning, internship, and job placement.

Career STEP is a collaborative program that brings together the community college system, workforce partners, high schools, community-based organizations, and the business community to create a path of stability and mobility for low-income families. The program is designed to help custodial or non-custodial parents make steps on a seamless pathway to a degree or workforce credential through skills and education training; career awareness and counseling; and other workforce services that lead to a career in a demand industry sector.

Three Rivers has a history of collaboration with diverse organizations. TRPDD partners with high schools, community-based organizations, community colleges, MDES, and foundations to provide Career STEP services. TRPDD also partners with the Mississippi Low-Income Child-Care Initiative (MLICCI) to refer single moms in need of childcare assistance to connect to the workforce.



Since 2020, the Career STEP program has served over 1,700 participants in the MS Partnership region. In partnership with our Division of Workforce Development with the history and ability to collaborate, partner, leverage resources, and streamline processes makes us a premier workforce training organization.

**Since 2020
Career STEP**



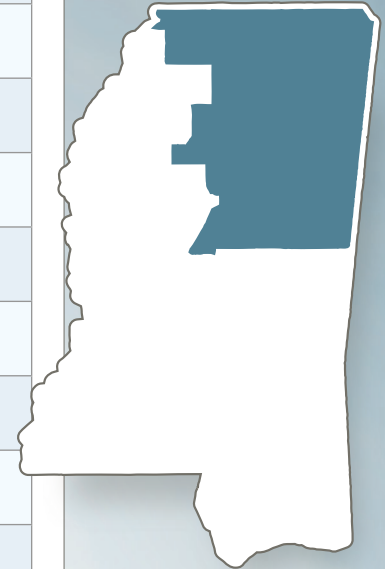
SERVED A TOTAL OF

1,700

PARTICIPANTS
THAT WERE CONSIDERED
LOW-INCOME INDIVIDUALS.

WIOA Title I — Performance Information: Mississippi Partnership Local Workforce Development Area

MS Partnership LWDA Reported Information	Negotiated Level	Actual Level
Adult Employment Rate 2nd Quarter After Exit	85.8%	87.2%
Adult Employment Rate 4th Quarter After Exit	85.0%	88.5%
Adult Median Earnings 2nd Quarter After Exit	\$6,475	\$7,661
Adult Credential Attainment Rate 4th Quarter After Exit	71.0%	76.5%
Adult Measurable Skill Gain	58.3%	74.4%
Dislocated Worker Employment Rate 2nd Quarter After Exit	73.0%	83.9%
Dislocated Worker Employment Rate 4th Quarter After Exit	72.5%	78.7%
Dislocated Median Earnings 2nd Quarter After Exit	\$5,679	\$7,648
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	74.6%	78.9%
Dislocated Worker Measurable Skill Gain	64.0%	75.0%
Youth Employment Rate 2nd Quarter After Exit	81.0%	89.1%
Youth Employment Rate 4th Quarter After Exit	81.0%	88.9%
Youth Credential Attainment Rate 4th Quarter After Exit	71.2%	80.1%
Youth Measurable Skill Gain	60.5%	99.1%
Youth Median Earnings 2nd Quarter After Exit	\$3,112	\$3,129



South Central Mississippi Planning and Development District

Overview

The South Central Mississippi Works (SCMW) Local Workforce Development Area (LWDA) takes great pride in the strong partnerships and collaborations that have been established with its workforce partners. These relationships are instrumental in raising awareness about the agency's programs and ensuring that citizens receive comprehensive workforce services and training in a seamless and efficient manner.

In partnership with Hinds Community College, Copiah-Lincoln Community College, and the Mississippi Department of Employment Security, SCMW operates seven WIN Job Centers across a 17-county workforce area. These centers provide a range of services to help residents find and secure suitable employment. Services include, but are not limited to, basic and individualized career search assistance, referrals to various workforce partner services, and, when necessary, skills and job training.

The Central Mississippi Planning and Development District serves as the administrative and fiscal agent for the South Central Mississippi Works Local Workforce Development Area.

WIN Job Center Locations

Brookhaven

601-833-3511
545 Brookway Blvd.
P.O. Box 790
Brookhaven, MS 39602-0790

Jackson

601-414-7796
Hinds Community College
Academic and Technical Center
3925 Sunset Drive
Jackson, MS 39213

Madison County

601-407-2457
167 North Orchard Lane
Madison, MS 39110

McComb

601-684-4421
1400-A Harrison Ave.
P.O. Box 1306
McComb, MS 39648

Natchez

601-446-1130
Howell C. Garner
Instructional Center
33 Campus Drive
Natchez, MS 39120

Pearl

601-936-1903
3805 Highway 80 East
Pearl, MS 39208-4295

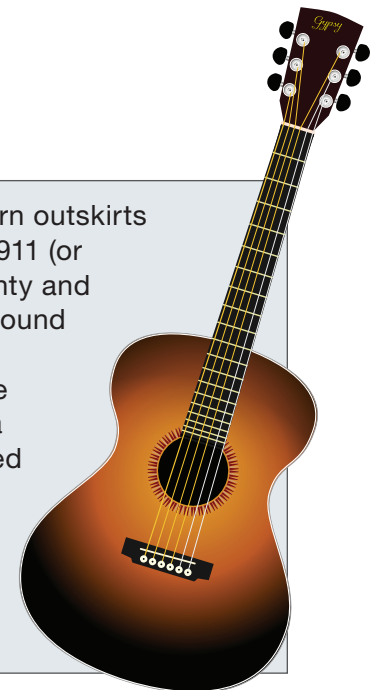
Vicksburg

601-619-2841
755 Hwy 27 S.
Vicksburg, MS 39180

NOTE: WIN Job Center location information is subject to change. For the most current information, visit us online at mdes.ms.gov

INTERESTING FACT

The legendary blues icon Robert Johnson was born on the northern outskirts of Hazlehurst, MS, to Julia Majors and Noah Johnson on May 8, 1911 (or possibly 1912). During his childhood, Johnson lived in Tunica County and Memphis. He began performing music in his teenage years and around 1930, caught the attention of local blues legend Son House, who initially recalled that Johnson could only produce a "racket" on the guitar. In the early 1930s, Johnson returned to the Hazlehurst area and studied with guitarist Ike Zimmerman from Beauregard, located ten miles south of Hazlehurst. Upon his return to the Delta, House noted a significant improvement in Johnson's guitar skills. Although Johnson passed away at the young age of 27 in 1938, his music has had a lasting impact, influencing artists such as The Rolling Stones, Eric Clapton, Led Zeppelin, and many others.



South Central Mississippi Works Local Workforce Development Area's designated comprehensive WIN Job Center is the Madison County center located in Madison County. This center physically houses all core workforce partner staff and programs. The remaining WIN Job Centers in the area are considered Affiliate Centers. Although partner staff may not be physically located in Affiliate Centers, their services are accessible through either technology or referral, as appropriate.

At all WIN Job Centers, customers are provided with basic Career Services to assist them with labor market information, assessment of their current skills and needs, job exploration and career counseling, job search and placement assistance, information on in-demand industry sectors and occupations, and many other activities. Based on need, customers are also provided with individualized career services, such as workforce preparation, internships, work experiences, short-term prevocational services, and more. WIOA funded training opportunities include On-the-Job Training (OJT), Individual Training Accounts (ITA), Apprenticeships, and Internships. OJT, Apprenticeships, and Internships benefit both the employer and the employee by offsetting the employer's cost of hiring and training an unskilled or under-skilled individual, while ITAs benefit individuals seeking to acquire or enhance their job skills.

About South Central Mississippi Works (SCMW)

As a local workforce development area under the federal WIOA, South Central Mississippi Works provides workforce development and training activities that help improve the skills and abilities of workers to connect them with permanent employment at a self-sustaining wage level, support the labor needs of local businesses, and contribute to the economic growth of area communities. SCMW works closely with several workforce partner agencies, including the Mississippi Department of Employment Security, AccelerateMS, the Mississippi Department of Rehabilitation Services, the Mississippi Department of Human Services, the four local Community Colleges located within the workforce area, the Mississippi Development Authority, and local economic developers to offer a comprehensive, all-inclusive array of services to both job/service seekers and employers. Activities are also available that are geared specifically to the Youth population.



**SOUTH CENTRAL
MISSISSIPPI WORKS**

Workforce activities in the area are overseen by a Local Workforce Development Board and a Local Elected Officials Board, called the Board of Commissioners. These boards are responsible for overall policy making and allocation of resources within the area. Workforce policies are developed in a manner that ensures employers' hiring and training needs are met and that financial resources are utilized in the most efficient manner. The Local Workforce Development Board membership includes a majority of business leaders, representatives of programs and organizations in accordance with the requirements of the WIOA law and appointed by the Local Elected Officials' Board. The Local Elected Officials Board membership includes one representative from each of the 17 counties within the local area. Both Boards are nominated and appointed in compliance with the WIOA law.

A workforce staff of nine serves as support to the two boards. Staff oversee program activity and performance, monitor programmatic activity and fiscal accountability, provide Rapid Response services, and provide support to the area's WIN Job Center operators and service providers. A vital staff responsibility is that of continual training of WIN Job Center staff in the provision of services and implementation of the area's policies and procedures for all Adult, Dislocated Worker, and Youth programs.

Local Workforce Development Plan

The State of Mississippi was the first state to submit a workforce development plan under the Workforce Innovation and Opportunity Act. As required by WIOA, South Central Mississippi Works subsequently developed and submitted a local workforce development plan to the state.

The South Central Mississippi Works Local Workforce Development Area's initial WIOA four-year plan was effective for the period July 1, 2016 – June 30, 2020. The recently approved plan is effective for the period July 1, 2020 - June 30, 2024. As required, at the end of each year of the four-year local plan, the SCMW LWDB reviewed the local plan and submitted any needed modifications to the local plan to the Mississippi Department of Employment Security (MDES) Office of Grant Management (OGM).

The 2020-2024 local plan supports the Career Pathway and Sector Strategy alignment described in the state plan and explains how required partner programs work together to coordinate their services to better serve those seeking the skills needed to obtain a job. The plan also discusses how the local area addresses the workforce needs of area businesses.

South Central Mississippi Works is currently developing a strategic plan for the 2024-2028 period.

Sector Strategy Plan

The workforce area conducted an extensive project to identify the key industry sectors within the region that offer the highest potential for employment and meet the greatest needs of employers. The industry sectors identified for South Central MS Works Workforce Area are advanced manufacturing, agribusiness, information technology/data centers, energy, healthcare, and transportation/distribution/logistics. During the program year, the workforce area has worked diligently to develop training services and programs to meet the needs and fill the skill gaps identified by the industry representatives. This is an ongoing effort and while federal WIOA training dollars are not restricted to use only within these targeted sectors, the sectors are given priority in designing and planning workforce programs and activities. Workforce area staff continually collaborate with industry representatives to receive feedback on current and changing needs and explore ways to meet those needs. These sectors continue to be in high demand within the workforce area.

Further, SCMW's programs and services, including Individual Training Accounts (ITA), On-The-Job Training, and Internships, have been aligned with the priority occupations defined earlier this year by the State Workforce Investment Board (SWIB) and AccelerateMS.



Priority Occupations:

1. Commercial Electricians
2. Computer Science Engineers
3. Construction Engineers
4. Data Center Control Technicians
5. Electrical Engineers
6. Emergency Medical Technicians
7. Engineering Technicians
8. Fiber Fusion Splicing Technicians
9. HVAC Technicians
10. Heavy Equipment Operators
11. Industrial Maintenance Technicians
12. Line Workers
13. Logging Equipment Operators
14. Plumbers/Pipefitters
15. Renewable Energy Engineers
16. Waterworks Operators (Certified)

MI-BEST Community College Programs

The SCMW Workforce Development Area works closely with Hinds Community College, Copiah-Lincoln Community College, Holmes Community College, and Southwest Mississippi Community College under the WIOA to fund the tuition of some MI-BEST participants and to enhance the success of WIOA MI-BEST students enrolled at those community colleges. MI-BEST programs are accelerated approaches to the instruction of skills training and workplace preparation. This program structure follows that of I-BEST, an education model which challenges the conventional notion of completing basic skills training prior to career coursework by providing basic skills instruction concurrent

with college-level career and technical courses, thus allowing students to more easily apply basic skills training directly to their chosen field of study. Eligible MI-BEST students are awarded WIOA-funded ITAs to pay tuition and other costs of the training. Additionally, students receive wrap-around counseling and career services focused on retention and job placement from WIOA-funded staff.

Youth Programs

SCMW's youth programs deliver comprehensive services to Out-of-School Youth, offering career services, Individual Training Accounts (ITAs), and internships. The workforce area also expanded its In-School Youth program to provide community

college students enrolled in sector-specific career and technical training with internship opportunities in their field of study.

SCMW Innovative Youth Programs

The SCMW Workforce Area continued to implement unique youth programs during the year. These programs target specialized youth populations to help participants gain basic necessary work skills as well as connect them with appropriate employment.

The workforce area operates innovative programs for adjudicated youth. These individuals are remanded to the program by the youth court judge as an alternative to other judgements. Participants are afforded intense counseling, preparation for and opportunities to earn a high-school equivalency if needed, and they are required to earn the National Career Readiness Certification (NCRC) during program participation. When appropriate, internships are available with area employers.

SCMW's youth programs are further strengthened through a partnership with the AccelerateMS funded Career Coach program, which prepares high school students for in-demand, high-paying careers. Career Coaches are located in 35 high schools across the SCMW service area. The program will expand to 48 Career Coaches for the 2024-2025 school year.



SCMW developed and launched the STEP-Up program, funded by AccelerateMS. In Phase 1, Career Coaches recruit and screen high school seniors for entry into career pathways aligned with the region's targeted sectors. Participants receive certificate-based training that provides foundational knowledge and hands-on experience in their chosen fields, followed by internships with industry partners. Phase 2 offers advanced credentialing and training, leading to opportunities for industry-based or registered apprenticeships, full-time employment, or the option to pursue further education (such as a two-year or four-year degree) before entering the workforce full-time. WIOA Youth funds were utilized to fund paid internships in the program.

SCMW established a WIOA-funded College Career Coach program for community colleges. These College Career Coaches collaborate closely with the Career Coaches in high schools and carry out similar responsibilities. Recognizing that many students face persistent challenges as they transition from high school to college, the College Career Coaches provide essential support, offering a “soft landing” while assisting students in selecting courses, training programs, and internships aligned with target sectors and priority occupations.

This past year, WIOA Youth funding, alongside additional resources, was utilized to offer over 200 internship opportunities for students.

**OVER
200
INTERNSHIP
OPPORTUNITIES
FOR STUDENTS**

Nurse Extern Program Helps Nursing Students Take the Next Step

The SCMW Local Workforce Development Area once again partnered with the Mississippi Hospital Association (MHA) and area hospitals to place 50 nursing students entering their senior year of nursing school into paid work experiences.

The Extern Program was incredibly successful as nearly all 50 participants completed the program. Through the program, student nurses work eight to nine weeks in a supervised clinical experience in the summer prior to his/her last year in nursing school. The program provides classroom learning and clinical orientation with a trained RN preceptor and allows the nursing students to observe as well as gain valuable hands-on experiences to prepare them for their role as registered nurses.

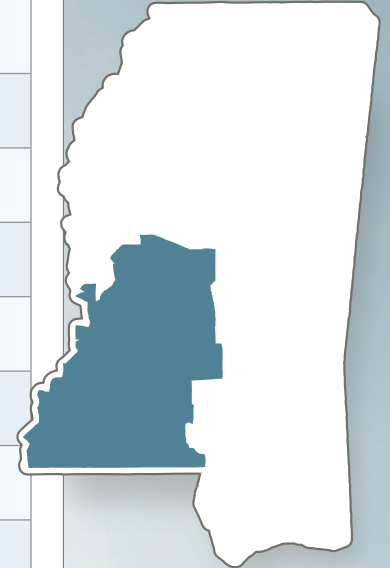
The program is an excellent recruitment strategy for area hospitals. Many hospitals report a decrease in vacancy rates after implementation. Participants are more prepared to enter the workforce upon graduation and are more likely to seek employment in the same hospitals in which they trained. Participants reported a smoother transition from student nurse to graduate nurse because of the extern experience.

GOALS OF THE STUDENT NURSE EXTERN PROGRAM

- Increase the number of extern opportunities in SCMW hospitals by offering students a supplemental practical experience within the hospital or clinic
- Offer an opportunity to enhance students' clinical and critical thinking skills
- Increase recruitment of future externs as the new graduates begin their nursing careers in the SCMW Workforce Development Area

WIOA Title I – Performance Information: South Central Mississippi Works Local Workforce Development Area

South Central LWDA Reported Information	Negotiated Level	Actual Level
Adult Employment Rate 2nd Quarter After Exit	84.4%	90.6%
Adult Employment Rate 4th Quarter After Exit	82.3%	93.4%
Adult Median Earnings 2nd Quarter After Exit	\$6,475	\$8,759
Adult Credential Attainment Rate 4th Quarter After Exit	71.0%	73.1%
Adult Measurable Skill Gain	55.0%	60.1%
Dislocated Worker Employment Rate 2nd Quarter After Exit	78.0%	85.3%
Dislocated Worker Employment Rate 4th Quarter After Exit	78.0%	87.7%
Dislocated Median Earnings 2nd Quarter After Exit	\$6,050	\$8,320
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	73.0%	70.3%
Dislocated Worker Measurable Skill Gain	58.0%	73.3%
Youth Employment Rate 2nd Quarter After Exit	73.0%	80.2%
Youth Employment Rate 4th Quarter After Exit	73.0%	83.7%
Youth Credential Attainment Rate 4th Quarter After Exit	71.2%	68.4%
Youth Measurable Skill Gain	49.0%	47.4%
Youth Median Earnings 2nd Quarter After Exit	\$3,112	\$6,560



Southern Mississippi Planning and Development District

Overview

Southern Mississippi Planning and Development District (SMPDD) is the fiscal and administrative agent for the Twin Districts Workforce Development Area (TDWDA). SMPDD/TDWDA provides strategic workforce training and services throughout its 24 diverse counties in Southeast MS. TDWDA's services are designed and delivered to increase the pipeline of well-trained individuals to meet the demands of employers within the region, both now and in the future.

Strategic partnerships as well as long-standing relationships with other workforce entities such as Community Colleges, State Agencies, Economic Developers, and community-based non-profits and local businesses/employers, are one of the main reasons we are so successful. Through these partnerships, Twin Districts supports the cross-cutting goals and the job-focused approach to workforce and reemployment services detailed in the WIOA Combined State Plan.

While it can be difficult to create effective partnerships across organizations with different missions, cultures, practices, and funding sources, Twin Districts prides itself on leveraging resources and partnering with organizations that hold complementary missions.

We use our limited funding to target four occupational areas identified in our TDWDA Sector Strategy: Advanced Manufacturing, Energy/Chemical, Healthcare, and Information Technology. Our common goal to better serve students, job seekers, and employer customers keeps us focused on how best to pool our resources to all have successful outcomes for our mutual customers in the TDWDA.

These quality workforce partnerships demonstrate how workforce intermediaries and employers can design mutually beneficial relationships that connect working Americans—across racial and gender lines—to good jobs in the 21st century.

WIN Job Center Locations

Carthage

601-267-9282
202 C.O. Brooks St.
Carthage, MS 39051-4262

Choctaw, MS

601-663-7722
266 Industrial Rd.
Choctaw, MS 39350

Columbia

601-736-2628
1111 US Hwy. 98, Suite A
Columbia, MS 39429-3701

Forest

601-469-2851
536 Deer Field Dr.
Forest, MS 39074-6005

Gulfport

228-897-6900
10162 Southpark Dr.
Gulfport, MS 39503-6254

Hancock County

228-466-5425
856 Hwy. 90 Suite D
Bay St. Louis, MS 39520-2737

Hattiesburg

601-584-1202
1911 Arcadia St.
Hattiesburg, MS 39401-6311

Laurel

601-399-4000
2139 Hwy. 15 N, Suite D
Laurel, MS 39440-1830

Meridian

601-553-9511
2000 Highway 19 N
Meridian, MS 39307-4906

Pascagoula

228-762-4713
1604 Denny Ave.
Pascagoula, MS 39567-3301

Philadelphia

601-656-1764
1016 Saxon Airport Rd.
Philadelphia, MS 39350

Picayune

601-798-3472
2005 Wildwood Rd.
Picayune, MS 39466

NOTE: WIN Job Center location information is subject to change. For the most current information, visit us online at mdes.ms.gov

Twin Districts: Southern Mississippi Planning & Development District

TDWDA's strength lies in its active involvement and guidance from the TDWDA Workforce Board, its One-Stop Committee, Industry Advisory Council (IAC), the Youth Committee, the Local Elected Officials Board (LEO), and workforce partners including East Central Planning and Development District (ECPDD). Twin Districts accomplishes this by funding occupational skills training as well as work-based learning activities including youth work experiences, internships, externships, apprenticeships, on-the-job training (OJT), customized training, and incumbent worker training, including layoff aversion strategies. Over \$10.8 million in WIOA funding was awarded to eleven entities for the provision of Youth, Adult, and Dislocated Worker services in Program Year 2023.

As part of the American Job Center Network, TDWDA has 12 WIN Job Centers that fulfill two primary missions: assisting employers in locating and training a highly skilled labor force specific to their operational needs and assisting job seekers in obtaining high-demand skills and job search tools that will lead them to long-term employment with family sustaining wages. Through career exploration, job placement, career counseling, and work-based and educational training opportunities, WIN Job Centers help employers recruit and train employees to meet their business needs. They help participants find jobs and obtain the skills they need to improve their own lifelong career pathways. As the backbone of the local workforce system, WIN Job Centers are a critical component in implementing the MS Works Smart Start Career Pathway model and thus creating a **Work-Ready Mississippi**.



Board Member Training

Twin Districts conducts Board Member training in November at our Annual two-day Board Meeting which consists of workshops with highlights from our partners, as well as Workforce 101, and Workforce Subject Matter Expert (SME) Panel with Q&A. Additionally, Service Award Plaques are presented during the Board Meeting to outgoing members for their years of service to the TDWDA.



INTERESTING FACT

The Neshoba County Fair is “Mississippi’s Giant Houseparty.” Held since 1891, the fair has been a focal point of Mississippi culture and politics. Events include country and gospel performances, agricultural exhibitions, political rallies, carnival rides, and the only (legal) horse racing in the state. The real stars of the show, however, are the brightly colored and decorated wood cabins. Around 600 have been built on the fairgrounds, with most featuring spacious front porches and balconies, and provide a classic small-town atmosphere.

Since the Neshoba County Fair is always held the last week of July, it draws political hopefuls from all over the state to give one last campaign push before the Mississippi primary elections in August. Presidential contenders have also made their way to the central pavilion, with notable examples including Jack Kemp, Michael Dukakis, John Glenn, and Ronald Reagan.



The WIN Job Center in Harrison County, located in Gulfport, serves as the Comprehensive Center for Twin Districts. All the core partners (MDES, MDHS, MDRS, and the community college MGCCC) are all located in the Comprehensive Center. Additionally, a Senior Community Services Employment Program (SCSEP) representative is available to make referrals throughout the workforce district. Other on-site partners include Job Corps, Career STEP, Veterans Services, UI, and Wagner-Peyser Labor Exchange. The partners work together to ensure that the individual is receiving the workforce training services and support services they need to make them as successful as possible.

The WIN Job Centers bring together One-Stop partner programs in a seamless customer-focused service delivery network. Services are provided in the most inclusive, appropriate, and accommodating method to achieve effectiveness in both physical and programmatic accessibility for all individuals.

The state's strategic vision, led by AccelerateMS, is to continue to nurture a workforce system that acts and functions as an ecosystem where all parts are connected and line up to achieve common goals so that every Mississippian has an opportunity to become career-ready and secure a good job right here at home. TDWDA contributes to this vision by implementing the state's primary strategy, which is the career pathway model that facilitates the integration of programs and improvement of efficiency in service delivery across program partners. This model is known as the Mississippi Works Smart Start Career Pathway Model.



Representative Donnie Bell wins the National Association of Workforce Boards (NAWB) Workforce Advocacy and Policy Award. The award recognizes an individual who has demonstrated outstanding advocacy efforts at a federal or state level by showcasing how workforce development initiatives better job seekers, employers, and economies. The award nomination focuses on the nominee's advocacy achievements throughout the last year that have or will have a significant positive impact on the public workforce development system. The TDWDA recognized Mr. Bell's commitment and tireless efforts, thus submitting the winning application on behalf of the State Workforce system.

Representative Donnie Bell has long been a supporter of meaningful workforce development policy in Mississippi. In recent years, he has championed the establishment and funding of the High School Career Coach Program. As a former teacher himself, Representative Bell saw a career coach program being implemented in a few north Mississippi counties and advocated to move that model statewide. The Career Coach Program aims to make sure every graduating high school student has a plan for their career – through further education, immediate employment, or military enlistment. Furthermore, the program is intended to address the skills gaps and labor market issues for employers by intentionally building a pipeline of workers.

Twin Districts: Southern Mississippi Planning & Development District

Through statewide engagement with his colleagues, the private sector, the state workforce development board, and the local workforce areas, Representative Bell advocated for state legislation that would establish the program statewide and make funds available to operate it. The public awareness related to this game-changing program was largely due to Representative Bell's advocacy and leadership as the House of Representatives Workforce Development Committee Chairman since 2012. In 2022, House Bill 1388 was passed that would create the pilot program to be housed with the State Workforce Development Office, Accelerate Mississippi. During the same legislative session, House Bill 1517 appropriated \$8 million to fund the pilot program through ARPA. It was immediately launched with a large portion of the funding and responsibility for hiring and deploying coaches granted to the four local workforce areas in the state. In the Mississippi Legislative Session 2023, the annual funding for the Career Coach Program was increased to \$12 million. Today, there are over 180 high school career coaches in 115 school districts throughout the state.

With his vast experience related to workforce policy, Representative Bell recognized that a successful career coach must have the ability to focus solely on the students' career plans after high school. While guidance counselors, teachers, and administrators have the responsibility of producing educated students, the career coaches need the ability to perform their task at hand without the other responsibilities related to academics and the general operations of a school. To make the program nimble and provide flexibility

to the coaches, the High School Career Coach program was placed with Accelerate Mississippi as opposed to the Mississippi Department of Education and the schools, where teachers have restraints on both time and resources. With the schools as strong partners, this arrangement serves as a complement to academics without adding another responsibility to the plate of overloaded teachers and counselors.

The SMPDD Career Coaches serve the role of critical link between educators, students, and employers who have quality occupational opportunities for Mississippians.

5,116

INDIVIDUAL STUDENT CONTACTS

1,053

PARENT CONTACTS

2,688

BUSINESS AND INDUSTRY INTERACTIONS

1,329

STUDENT RESUME ASSISTANCE

1,071

FAFSA APPLICATIONS ASSISTANCE

70

CAREER FAIR TYPE INTERACTIONS WITH

675

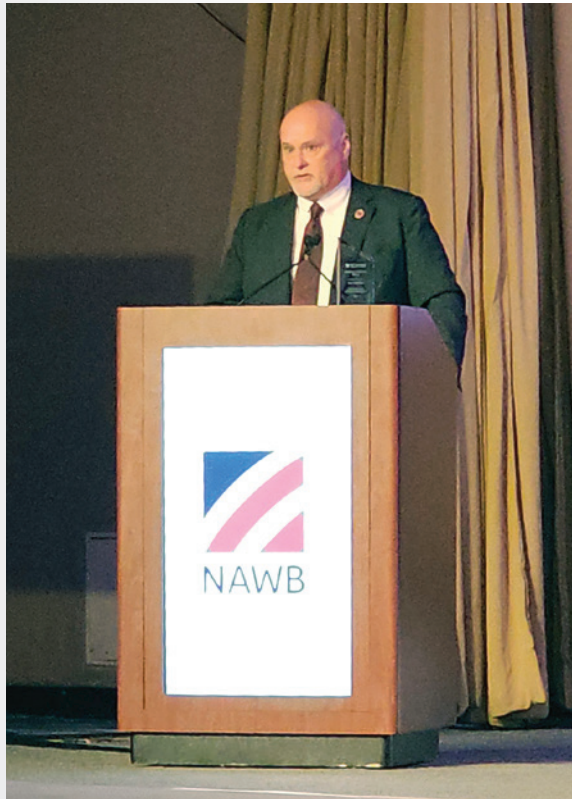
BUSINESSES AND ORGANIZATIONS PARTICIPATING



Donnie Bell and Career Coaches attend day at the Capital

Twin Districts: Southern Mississippi Planning & Development District

With District 21 in north Mississippi as his official House district, Representative Bell views his job as one that should craft policy that benefits the entire state. In his quest to establish the statewide High School Career Coach program, Representative Bell advocated for it with not only his legislative colleagues but also industry, community colleges, state agencies, and workforce boards. He knew that not only would the students at Mississippi's schools benefit from the program, but the state's employers would as well. With the intent of providing businesses with an informed and prepared pipeline of future workers, the private sector was quick to jump on board in support of the program. With implementation underway in almost every county, those same business stakeholders now partner with career coaches to offer job shadowing opportunities, internships, mentorships, industry tours, and speaking engagements.



As a long-time leader of innovative workforce policy in Mississippi, Representative Bell continues to seek additional funding and support for the High School Career Coach Program. While he is admittedly not a fan of public speaking, he will talk about the program to community groups, conferences, and even the coaches themselves, empowering them to be life-changers for students. Representative Bell knows that the best solutions come from those closest to the issues, not the statehouse. He is a supporter and advocate for the local workforce areas and will meet with any business needing his assistance, regardless of their location in the state. Representative Bell is not a show-boater but rather leads with calm and clarity. He would likely describe himself as just an everyday man trying to do what is best for his state. But the truth of the matter is that his passion and advocacy for the High School Career Coach program has garnered great success in only a short time. Early results show over 30,000 one-on-one student/coach conversations, 1869 job applications, 3309 college applications, 2181 guest speakers from industry, 1762 job shadowing opportunities for students, and over 20,000 online career exploration and aptitude inventories. In Mississippi, Representative Bell is our workforce hero.

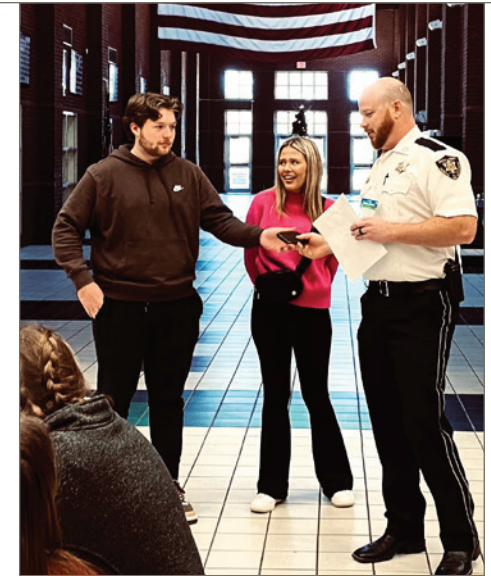


Donnie Bell and Career Coaches

SMPDD Partners with AccelerateMS on High School Career Coach Program

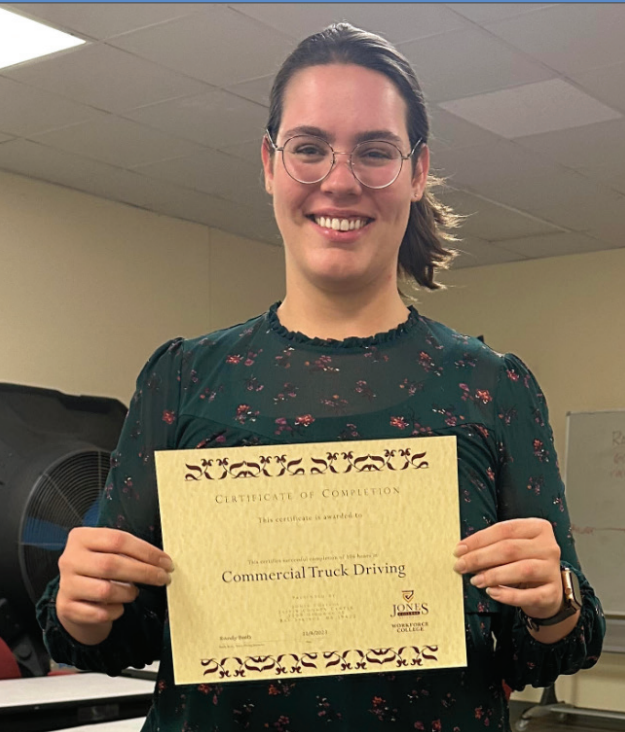
SMPDD, as fiscal agent for the Twin Districts Workforce Development Area, received funding in the early fall from AccelerateMS to place Career Coaches in high schools throughout the region. In PY 2023, the TDWDA had 36 coaches in 42 high schools with an additional six to be added in the next year.

The goal of the program is to ensure all students have an education plan or a work plan upon leaving high school. While the Career Coach program is a way for high school students to learn more about high-demand, skill-based job opportunities, the coaches provide students access to resources that help them find career paths that align with their specific interests and aptitudes. Our reports show that the SMPDD career coaches across the TDWDA area have had 5,116 individual student contacts with students about their postsecondary plans, 1,053 parent contacts, and 2,688 business and industry interactions, helped 1,329 students with their resumes, and assisted in completing 1,071 FASFA applications. There were also over 70 Career Fair type activities held with over 675 businesses and organizations participating.



High School Career Coach and students

INDIVIDUAL TRAINING ACCOUNT (ITA)



A participant has been employed by a national big box store for over ten years. The individual stated that she was not interested in management training and felt that she had reached her maximum potential working in retail customer service. She began researching different careers and was interested in Commercial Truck Driving. Since she would need to continue working while in training, she researched different local colleges and found that Jones College, Jasper County Center offered a weekend training program that would allow her to keep her current job while learning a new skill. In search of school funding opportunities, she was referred to the Laurel WIN Job Center and worked with Chelsy Walters where she was certified as eligible for WIOA funding and was awarded an Individual Training Account (ITA).

The participant began Commercial Drivers' License (CDL) training on July 29, 2023, and having never even backed up a trailer she can now back up an 18-wheeler and has mastered offset parking and parallel parking. She credits her instructor Randy Beets for teaching her these skills so that she could complete training and gain her (CDL). The individual is now in training with a regional hauling company and her earnings are expected to be double what she was making at the big box retailer. Congratulations on your upskilling success, and thank you to the Laurel WIN Job Center and Jones College, Jasper County for helping her find a promising new career path.

ON-THE-JOB TRAINING PROVIDED A SUCCESSFUL CAREER OPPORTUNITY



An individual had an unstable and inconsistent work history most of his life, and he didn't have any specialized skills. At the time he went to the Pascagoula WIN Job Center, he was employed, but it wasn't a job he desired to have for the rest of his life. The job was stressful, dangerous, and didn't offer advancement opportunities.

In his quest to find other employment, he heard that MS Export Railroad was hiring. He was concerned that with no experience, training, or credentials in that field of work, he probably wouldn't have a chance. Despite the obstacles, he wanted to apply for the job.

He made an appointment to talk with an Employment Program Specialist at the Pascagoula WIN Job Center. The Specialist made him aware of the On-the-Job Training (OJT) program through the Workforce Innovation and Opportunity Act (WIOA) that would allow him to earn as he learned. MS Export Railroad was participating in the OJT program. The participant was determined eligible for the program and referred to the employer.

The participant was interviewed and hired by MS Export Railroad as a full-time employee. This was just the chance he needed. He is grateful for the training opportunity that provides him with specific skills, a career, and pay that will help provide for his family.

Internship Opportunity First Step in Career Pathway

Undecided about what path to take after high school, an individual tried several avenues of work and a short period of college before deciding to focus on a career that he could enjoy and earn self-sufficient wages. This led him to MS Gulf Coast Community College (MGCCC) where he enrolled in Computer Networking and Cyber Security.

The participant quit his job to return to school, determined to commit to his education. He quickly realized that he would need some income to pay his bills. His instructor made him aware of the IWorks program, which is a partnership with the Southern MS Planning and Development District (SMPDD) and MGCCC. The program allows students to gain work experience in their field of study while earning income. The funding for the program is made possible through the Workforce Innovation and Opportunity Act (WIOA).

The individual was accepted into the program and given an internship at Keesler Federal Credit Union. He not only gained valuable work experience but also earned wages to help pay his bills. He has since graduated and received an Associate Degree in Computer Networking and Cyber Security. Keesler Federal Credit Union has now placed him in its internal internship program.

The participant states he is very appreciative of the opportunity with Keesler, which may not have been possible without the WIOA Internship Program.





JOB FAIR HOSTED AT MGCCC IN PARTNERSHIP WITH SMPDD AND THE MDES GOVERNOR'S JOB FAIR NETWORK

Job Fairs Continue in the Workforce Area

TDWDA partners with the MDES Governor's Job Fair Network to host Job Fairs regionally and locally using proven best practices for inviting qualified job candidates and businesses with posted job openings to attend. The events have been well-attended by employers and job seekers alike. Check out the results from the job fairs held in the TDWDA.

	PINE BELT AREA JOB FAIR 10/31/23	MGCCC/ JACKSON COUNTY 2/22/24	MGCCC/ HARRISON COUNTY 2/6/24
Registered employers	44	43	47
Job applicants in attendance	205+	400+	285+
On-site interviews conducted	124	188	153
Job offers made on-site	94	68	103
Projected number of hires from this job fair in the next year	167	218	387



MEMORIAL HOSPITAL CUSTOMIZED TRAINING PAYS OFF

Patient Care Externs are nursing students who are within one year of graduation.

They shadow RNs in several areas of the hospital. This allows them to gain hands-on patient care experience and confidence in choosing which department is the best fit for them.

These externs have completed their Clinical Orientation provided by Organizational Development. This program is a partnership between SMPDD/TDWDA and Memorial Hospital funded through the Workforce Innovation and Opportunity Act.

Memorial celebrated its inaugural class of Emergency Nurse Residents during a pinning ceremony. Congratulations to the inaugural cohort.

Memorial Hospital Emergency Services was the first to implement an Emergency Nurse Residency Program (ENRP) in the state of Mississippi in March 2024.

The Career Skills Training Education Pathways (STEP) Program

The Career Skills Training Education Pathways (STEP) Program is a workforce program that covers the cost of short-term (less than one year) training, such as workforce and career-technical education courses.

The program partners with local community colleges and other selected training vendors to connect participants to training opportunities and ultimately to career pathways.

The SMPDD Career STEP program is funded through the MS Department of Human Services TANF Workforce Employment Program. Career STEP fills a gap in our funding for training and allows us to train eligible participants in short-term training options related to in-demand occupations. Over 400 hundred eligible participants have received services this program year.



ON THE ROAD TO SUCCESS



Marcus Patterson is a Moss Point father who needed employment and was ready for a new skill. He was interested in MGCCC’s CDL program but wasn’t sure how to make it work financially. Marcus found the Career STEP Program scrolling on social media and decided to apply. Marcus worked closely with his Career STEP Career Coach to get enrolled in the CDL program and began working his way through the curriculum. The Career STEP Program not only provided Marcus with tuition assistance, but also provided supportive service transportation reimbursements for the days he attended class.

On June 7th, 2024, Marcus Patterson completed the CDL training at MGCCC George County Campus receiving a Certificate of Completion and a Commercial Truck Driver’s License. Marcus received high praise from his instructor for his ability to process the information and his determination to complete the tasks. His grit is unmatched. Marcus gives appreciation to his wife, children, and the instructors Grant Garry and Douglas Reitz for their support and encouragement. Marcus is very gracious and says he is ready for the next chapter of his life. He thanks the Career STEP Program for providing the tuition assistance and supportive services that made obtaining his CDL possible. SMPDD would like to congratulate and recognize Marcus Patterson for his accomplishments.

TDWDA WIOA Youth Committee

TDWDA WIOA Youth Committee works with youth service providers to ensure that Twin Districts offers training programs that provide the education and skills needed for the future workforce. The Committee and Board strive to connect area youth with training, education, and work experience in high growth labor markets. Currently, the Twin Districts' youth programs are available to out-of-school youth (OSY) age 16 to 24 and in-school youth (ISY) age 14 to 21. In PY 23, the TDWDA Youth Providers served 402 participants: 323 OSY, and 79 ISY.

SMPDD has been very successful as a direct service provider for youth at four sites located in Laurel, Forest, Waveland, and Columbia. SMPDD has also expanded our reach and ability to serve more youth in the last program year by awarding eight OSY subawards that cover 17 of the 24 counties in the TDWDA. Additionally, all 24 counties are served by SMPDD's In-School Youth program. Work readiness training/soft skills, financial literacy, High School Equivalency (HSE) test prep, National Career Readiness Certification (NCRC) testing, and paid work experience are among the services provided as we "meet the youth where they are" in their journey to be good citizens earning family sustaining wages. As part of the Sector Strategy, there is time spent in the Youth curriculum on familiarizing the individuals with the pathways and skill requirements for jobs in Advanced Manufacturing, Energy and Chemicals, Information Technology, Healthcare, and Logistics.

Bridging the Gap between School and Industry

TDWDA has been diligently working on partnering with local school districts to expose youth to WIOA services and in-demand occupations. The high school CTE programs provide In-School Youth (ISY) with training in a specific pathway and the WIOA youth programs provide work readiness skills training, supportive services, and connect them to paid work-based learning/work experience opportunities.

In addition to partnerships with high school CTE and work-based learning programs, TDWDA joined efforts with our sister program, the SMPDD High School Career Coach program funded through AccelerateMS. The career coaches work to equip students and parents with information about career options and help them navigate their future after high school. They also spread awareness of career opportunities and programs including the WIOA youth program.



David Stephens, TDWDA Board Chair, with new members



Board Member Service Awards

All these WIOA partner programs have common goals for this population. Everyone works together to maximize awareness of in-demand occupations, increase college- and career-readiness, and connect in-school youth to work-based learning opportunities. In addition to utilizing the 50/50 waiver by increasing our in-school enrollments, these partnerships are enabling the TDWDA to achieve our sector strategy goals, such as aligning CTE programs with Community Colleges and business needs in our area.

WIOA Youth

Southern Mississippi Planning & Development District Youth Workforce Training Program is in their fourth year partnering with the Kemper County School District and their Work Based Learning program which has proven to be one of the top-rated work-based learning programs in the southern region of Mississippi. SMPDD and Kemper County High School enrolled seventeen students during the 2023/2024 school year. Each student participated in “Bring Your A-Game” which taught vital work skills such as appreciation, acceptance, accountability, ambition, appearance, attendance, and attitude. The students also participated in “How Money Smart Are You?” which is a financial literacy program designed to educate high school students on pertinent financial skills such as budgeting, banking, saving, and more. SMPDD also instructed the students in resume writing, completing job applications, interviewing skills, and much more. Labor market information, employment information, and the TDWDA Sector Strategy were shared with the students to further increase their knowledge of in-demand occupations with self-sustaining wages in the surrounding area and the required training for those jobs. After completing the work readiness training, the students were placed in paid internships with 14 businesses in the surrounding area. SMPDD is proud of the partnership with Kemper County High School and will continue offering crucial work skills to youth in southern Mississippi.

On May 2nd, SMPDD Youth program staff attended the Kemper County High School Work Based Learning Appreciation Luncheon with the students, parents, and many of the local businesses and stakeholders in attendance.

The program’s continued success is credited to the determined and hardworking students, their parents, Superintendent Dr. Hilute Hudson, CTE Director Ms. Connie Johnson, industry partners, community stakeholders, WBL Instructor/Coordinator Mrs. Sandra Taylor-Kelly, the SMPDD Job Developer Mr. Kenny Jett, and SMPDD Youth Workforce Training Program staff. This program is a testament of educational and economic advancement, benefiting students, schools, businesses, and the community at large, in shaping the future workforce and driving local prosperity.

A 17-year-old with barriers to employment, enrolled in SMPDD Columbia’s WIOA Workforce Training program to gain workforce skills and financial assistance. While attending high school, she was also a caregiver for her ailing mother and little sister.

The participant completed the program’s classroom training and work experience. She was so thankful when she received her first check. She has now completed high school where she had the honor of being selected valedictorian. She is now attending Alcorn State University where she is pursuing a degree in nursing. The participant states that she “is thankful for the opportunity to participate in the program and receive useful skills that she can use forever.”

IN-SCHOOL TRAINING



Senior Community Service Employment Program

The Senior Community Service Employment Program (SCSEP) is a strategic partner in the WIOA Combined State Plan. The project operates under the Economic Workforce Development Division at SMPDD and is aligned with our TDWDA WIOA programs. Enrollment into SCSEP allows low-income people over the age of 55 to earn subsidized wages as they update and upgrade their job skills. Numerous host agency partners, over 60 in the last year, provide the on-site local training, supervision, and mentorship to help make our SCSEP participants successful. The goal for each SCSEP participant is to be able to re-enter their local workforce and obtain permanent, unsubsidized employment.

However, the SCSEP Department could not assist any of its older job seekers without the partnership of other non-profit and government agencies. Host agencies perform most of the skills training and mentor participants during their SCSEP enrollment.

SMPDD Builds a Comprehensive Re-Entry Project for the TDWDA

Mississippi releases roughly 127,000 men and 30,000 women from its prisons and jails each year. Within three years of release, 36% will go back into custody; within five years, the recidivism rate more than doubles to 77%. The 24-counties in the Twin District Workforce Development Area (TDWDA) are faced with larger numbers of its population being justice-involved than nearly half of the state. In 2022, nearly 2,500 formerly incarcerated individuals whose crimes were committed in TDWDA counties were released, which represented 41% of the total statewide releases.

Re-entry is fraught with challenges. Programs aimed to help formerly incarcerated individuals are often overwhelming and the process is frustrating to navigate. However, while challenges are immense, and change takes perseverance and sustained investments, according to the Bureau of Justice Assistance, a spark is often all that is required to catalyze systemic changes.

The Southern Mississippi Planning and Development District (SMPDD) “caught a spark” with the launch of the Accelerated Re-Entry Project (ARP) in November 2023. “In developing ARP, we became acutely aware of how personal, financial, social, physical, and employment barriers impact a formerly incarcerated person’s chances of success,” said Allison B. Hawkins,

Ms. Josie Groves had lost hope that any employer would hire an older woman with a disability - especially one who had not been able to work at any job on a full-time basis for several years due to a disability. But regardless of her disability, Ms. Groves knew that her monthly Social Security Retirement benefit, a small SSI monthly check, and her small monthly SNAP benefits were not going to allow her to live without stress and discomfort. She had worked all her adult life and knew that she was not only capable of working as a successful Department Administrative Assistant, but she also knew that she missed the challenges of a career and the opportunity to “pay it forward” by helping others in need in her community.



Ms. Groves was enrolled into SCSEP where she had multiple assignments where she was able to update and upgrade her administrative assistant skills. It was at her third and final assignment that Ms. Groves found that career that was “perfect” for her. She was assigned to work as an administrative assistant at a Mississippi Department of Health Regional Office. At the end of her third assignment, Ms. Groves was offered a coveted position with the Mississippi Department of Health as an Administrative Support Assistant I.

Ms. Groves is admired and loved by co-workers and the public alike. Ever mindful of the program that upgraded her lifestyle and self-worth, she has referred other older workers to SCSEP. Those referrals speak volumes about Ms. Groves’ concern for the welfare of others.

SMPDD's economic workforce development division director. "We realized we could build, using workforce resources, programs, and services, an adaptable framework to address these barriers to re-entry success and improve outcomes."

SMPDD "caught a spark" with the launch of the Accelerated Re-Entry Project in November 2023.

The project, funded through a RESTORE grant from AccelerateMS, is designed to do that for individuals returning to Hancock, Harrison, or Jackson counties by providing assessments, skills training, job search, placement services, and mitigating barriers to re-entry and employment success. Additional SMPDD re-entry projects underway include a \$3 million Pathway Home grant awarded in July by the U.S. Department of Labor's Employment and Training Administration and a customized workforce training program scheduled to begin in September paid for through the WIOA Governor's Reserve Fund Grant.

The DOL Pathway grants are designed to help eliminate gaps between release from prison or jail and enrollment in a workforce development program. The grant is the first to be awarded in Mississippi. SMPDD plans partnerships with five regional correctional facilities in the workforce and will provide services to 300 participants. Additionally, partnerships are in place with social service organizations and major employers in the region. These collaborative efforts will be instrumental in giving the returning individuals the best chance of successful re-entry and becoming productive members of society.

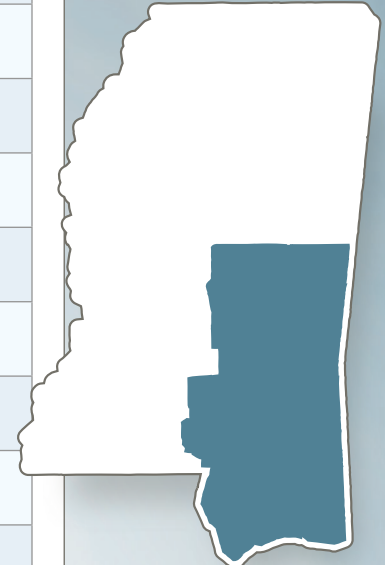
In partnership with the Mississippi Construction Education Foundation (MECF), SMPDD will begin a customized workforce training program targeting 30 parolees and/or probationers residing in Hancock, Harrison, or Jackson counties in September. Participants will earn a Level I Carpentry certification from the National Center for Construction Education and Research (NCCER). The goal is to connect existing services, resources, and employment opportunities to successful participants to overcome re-entry barriers. Funds for the program come from the WIOA Governor's Reserve Fund.

"The programs we are developing are innovative but not necessarily new," said Leonard Bentz, SMPDD executive director. "The innovation is that we are looking at re-entry as an ecosystem. This is a new way to think about supporting better re-entry outcomes and improving the future of formerly incarcerated people, their families, and their communities."



WIOA Title I — Performance Information: Twin Districts Local Workforce Development Area

Twin Districts LWDA Reported Information	Negotiated Level	Actual Level
Adult Employment Rate 2nd Quarter After Exit	84.4%	87.6%
Adult Employment Rate 4th Quarter After Exit	80.9%	86.2%
Adult Median Earnings 2nd Quarter After Exit	\$6,945	\$7,999
Adult Credential Attainment Rate 4th Quarter After Exit	61.0%	83.4%
Adult Measurable Skill Gain	58.3%	82.8%
Dislocated Worker Employment Rate 2nd Quarter After Exit	74.8%	81.0%
Dislocated Worker Employment Rate 4th Quarter After Exit	73.7%	79.5%
Dislocated Median Earnings 2nd Quarter After Exit	\$5,763	\$7,382
Dislocated Worker Credential Attainment Rate 4th Quarter After Exit	61.0%	81.5%
Dislocated Worker Measurable Skill Gain	60.4%	67.7%
Youth Employment Rate 2nd Quarter After Exit	80.2%	79.0%
Youth Employment Rate 4th Quarter After Exit	80.1%	81.1%
Youth Credential Attainment Rate 4th Quarter After Exit	71.0%	76.0%
Youth Measurable Skill Gain	59.9%	70.0%
Youth Median Earnings 2nd Quarter After Exit	\$3,300	\$3,072



APPENDIX C

On-the-Job Training Accounts and Individual Training Accounts

On-the-Job Training Including MDES & Other Funding Sources

The following tables identify the breakdown of On-the-Job Training (OJT) spending by Fund Source Category and Local Workforce Area. These tables help demonstrate the diversity of the areas served with the OJT funding.

OJT Fund Source Type	Number of Trainees Trained	Total Amount Obligated
WIOA Adult	461	\$2,097,304.62
WIOA Dislocated Worker	94	\$377,429.80
Non-WIOA Funds	261	\$1,103,040.90
Overall Total	816	\$3,577,775.32

LWDA	Number of Trainees Trained	Total Amount Obligated
Delta	209	\$693,132.80
Mississippi Partnership	268	\$719,914.00
South Central Mississippi Works	175	\$606,000.80
Twin Districts	164	\$1,558,727.72
Total	816	\$3,577,775.32

OJT Fund Source Type	Number of Trainees Trained	Total Amount Obligated
Adult	461	\$2,097,304.62
Dislocated Worker	94	\$377,429.80
AMS ACI	8	\$20,320.00
AMS AITX Railcar Services	36	\$168,693.00
AMS Baxter	28	\$133,635.20
AMS Calgon Carbon DPA & G-Line	28	\$199,878.70
AMS Gulf Ship LLC	21	\$126,000.00
AMS Homestead Furniture	14	\$43,315.20
AMS Inca Presswood-Pallets	3	\$13,081.60
AMS Ingalls Shipbuilding	12	\$113,000.40
AMS Lockers	6	\$28,000.00
AMS Loss Prevention	19	\$54,720.00
AMS SDPDD Multi-Company Grant	78	\$182,032.00
AMS Viking Range/Lynx Grills	8	\$20,364.80
Overall Total	816	\$3,577,775.32

Individual Training Accounts

Individual Training Accounts Summary: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participants
3 Girls Trucking Academy	Truck Driving	1	\$4,200.00	\$4,200.00	\$4,200.00
Ace Training Center, Inc.	Truck Driving	7	\$25,500.00	\$25,500.00	\$3,642.86
Alcorn State University School of Nursing	Health Related Occupations	3	\$16,750.00	\$16,750.00	\$5,583.33
Coahoma Community College	Health Related Occupations	20	\$43,358.60	\$49,358.60	\$2,146.03
	Truck Driving	3	\$6,000.00		
College of Health Services & Careers	Health Related Occupations	1	\$1,250.00	\$1,250.00	\$1,250.00
Copiah-Lincoln Community College	Academic Classes	1	\$625.00	\$112,878.04	\$2,753.12
	Business Occupations	1	\$2,495.00		
	Electrical Occupations	7	\$31,150.00		
	Health Related Occupations	21	\$52,948.04		
	Service Occupations	4	\$10,000.00		
	Transportation	1	\$1,800.00		
	Truck Driving	4	\$9,400.00		
	Welding Occupations	2	\$4,460.00		
CRW Truck Driving Training School	Truck Driving	37	\$110,800.00	\$110,800.00	\$2,994.59

Individual Training Accounts Summary: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participants
Delta State University	Academic Classes	15	\$25,044.50	\$113,213.49	\$2,021.67
	Business Occupations	2	\$2,943.35		
	Computer Occupations	3	\$4,085.50		
	Health Related Occupations	35	\$78,690.14		
	Truck Driving	1	\$2,450.00		
Dream Chasers Allied Health and Trade School, LLC	Health Related Occupations	3	\$9,600.00	\$9,600.00	\$3,200.00
DSC Training Academy	Truck Driving	3	\$6,000.00	\$6,000.00	\$2,000.00
East Central Community College	Automotive Occupations	1	\$5,933.58	\$118,664.34	\$2,421.72
	Electrical Occupations	3	\$4,500.00		
	Health Related Occupations	31	\$66,230.76		
	Truck Driving	14	\$42,000.00		
East Mississippi Community College	Academic Classes	2	\$2,755.00	\$103,817.68	\$1,789.96
	Automotive Occupations	7	\$15,564.25		
	Computer Occupations	4	\$9,288.00		
	Health Related Occupations	29	\$52,190.43		
	Maintenance Occupations	1	\$500.00		
	Production Machine Occupations	1	\$3,600.00		
	Truck Driving	5	\$12,500.00		
	Welding Occupations	9	\$7,420.00		

Individual Training Accounts Summary: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participants
Heavenly Hands Institute	Health Related Occupations	2	\$4,418.00	\$4,418.00	\$2,209.00
Hinds Community College	Automotive Occupations	11	\$20,737.45	\$162,345.39	\$2,751.62
	Building & Construction Trades	1	\$4,498.88		
	Business Occupations	1	\$3,550.00		
	Health Related Occupations	29	\$85,667.41		
	Maintenance Occupations	1	\$3,931.82		
	Miscellaneous Occupations	4	\$9,694.38		
	Production Machine Occupations	6	\$22,310.00		
	Service Occupations	4	\$6,728.00		
	Welding Occupations	2	\$5,227.45		
Holmes Community College	Electrical Occupations	6	\$10,950.00	\$180,458.25	\$2,074.23
	Health Related Occupations	75	\$160,508.25		
	Truck Driving	6	\$9,000.00		
Itawamba Community College	Academic Classes	1	\$689.00	\$69,594.00	\$1,420.29
	Business Occupations	1	\$479.00		
	Health Related Occupations	21	\$43,476.00		
	Miscellaneous Occupations	3	\$1,950.00		
	Service Occupations	23	\$23,000.00		
Jackson State University	Health Related Occupations	1	\$3,805.50	\$3,805.50	\$3,805.50

Individual Training Accounts Summary: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participants
Jones College	Business Occupations	1	\$5,336.00	\$159,780.76	\$2,536.20
	Electrical Occupations	6	\$15,103.00		
	Health Related Occupations	36	\$85,796.76		
	Service Occupations	13	\$38,945.00		
	Truck Driving	5	\$12,500.00		
	Welding Occupations	2	\$2,100.00		
Meridian Community College	Electrical Occupations	1	\$2,892.00	\$202,411.01	\$2,698.81
	Health Related Occupations	63	\$169,338.78		
	Production Machine Occupations	1	\$1,232.36		
	Truck Driving	10	\$28,947.87		
Mississippi Delta Community College	Building & Construction Trades	9	\$4,800.00	\$231,853.32	\$2,051.80
	Health Related Occupations	78	\$183,453.32		
	Truck Driving	19	\$38,000.00		
	Welding Occupations	7	\$5,600.00		
Mississippi Gulf Coast Community College	Academic Classes	1	\$2,550.00	\$312,303.19	\$3,123.03
	Automotive Occupations	1	\$1,536.49		
	Building & Construction Trades	1	\$4,740.00		
	Computer Occupations	3	\$9,000.00		
	Health Related Occupations	92	\$290,991.70		
	Welding Occupations	2	\$3,485.00		
Mississippi State Fire Academy	Academic Classes	12	\$7,200.00	\$23,605.00	\$536.48
	Fire Occupations	32	\$16,405.00		
Mississippi Truck Driving School, LLC	Truck Driving	30	\$74,000.00	\$74,000.00	\$2,466.67

Individual Training Accounts Summary: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participants
Northeast Mississippi Community College	Academic Classes	3	\$2,115.00	\$74,814.50	\$1,739.87
	Health Related Occupations	27	\$58,975.50		
	Miscellaneous Occupations	8	\$3,724.00		
	Truck Driving	5	\$10,000.00		
Northwest Mississippi Community College	Automotive Occupations	1	\$1,650.00	\$149,978.85	\$2,542.01
	Electrical Occupations	2	\$2,874.18		
	Health Related Occupations	55	\$141,904.67		
	Welding Occupations	1	\$3,550.00		
Pearl River Community College	Academic Classes	3	\$3,000.00	\$291,060.36	\$2,405.46
	Building & Construction Trades	1	\$4,470.00		
	Health Related Occupations	78	\$211,005.36		
	Service Occupations	22	\$55,000.00		
	Truck Driving	3	\$7,500.00		
	Welding Occupations	14	\$10,085.00		
Southwest Mississippi Community College	Building & Construction Trades	1	\$1,500.00	\$26,638.43	\$2,219.87
	Health Related Occupations	8	\$17,097.00		
	Truck Driving	3	\$8,041.43		
SuperiorCare Medical Academy	Health Related Occupations	14	\$29,058.00	\$29,058.00	\$2,075.57
Truck Driver Institute, Inc.	Truck Driving	25	\$75,100.00	\$75,100.00	\$3,004.00
University of Mississippi	Academic Classes	2	\$3,150.00	\$3,150.00	\$1,575.00
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	15	\$63,660.00	\$63,660.00	\$4,244.00
University of Southern Mississippi	Service Occupations	3	\$14,250.00	\$14,250.00	\$4,750.00
Total		1,199	\$2,824,316.71	\$2,824,316.71	\$2,355.56

Individual Training Accounts by Local Workforce Development Area

Delta Individual Training Accounts: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participants
Ace Training Center, Inc.	Truck Driving	1	\$2,000.00	\$2,000.00	\$2,000.00
Coahoma Community College	Health Related Occupations	19	\$40,858.60	\$40,858.60	\$2,150.45
CRW Truck Driving Training School	Truck Driving	7	\$14,000.00	\$14,000.00	\$2,000.00
Delta State University	Academic Classes	12	\$21,294.50	\$86,794.43	\$2,066.53
	Business Occupations	2	\$2,943.35		
	Computer Occupations	3	\$4,085.50		
	Health Related Occupations	25	\$58,471.08		
DSC Training Academy	Truck Driving	3	\$6,000.00	\$6,000.00	\$2,000.00
Hinds Community College	Health Related Occupations	3	\$6,754.40	\$6,754.40	\$2,251.47
Holmes Community College	Health Related Occupations	23	\$52,734.27	\$55,934.27	\$2,237.37
	Truck Driving	2	\$3,200.00		
Meridian Community College	Health Related Occupations	1	\$496.00	\$496.00	\$496.00
Mississippi Delta Community College	Building & Construction Trades	9	\$4,800.00	\$222,958.32	\$2,026.89
	Health Related Occupations	76	\$176,558.32		
	Truck Driving	18	\$36,000.00		
	Welding Occupations	7	\$5,600.00		
Mississippi Truck Driving School, LLC	Truck Driving	2	\$4,000.00	\$4,000.00	\$2,000.00
Northwest Mississippi Community College	Health Related Occupations	10	\$24,217.93	\$24,217.93	\$2,421.79
Southwest Mississippi Community College	Building & Construction Trades	1	\$1,500.00	\$1,500.00	\$1,500.00
Truck Driver Institute, Inc.	Truck Driving	2	\$4,000.00	\$4,000.00	\$2,000.00
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	2	\$5,000.00	\$5,000.00	\$2,500.00
Total		228	\$474,513.95	\$474,513.95	\$2,081.20

MS Partnership Individual Training Accounts: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participants
Ace Training Center, Inc.	Truck Driving	1	\$2,500.00	\$2,500.00	\$2,500.00
Coahoma Community College	Health Related Occupations	1	\$2,500.00	\$2,500.00	\$2,500.00
College of Health Services & Careers	Health Related Occupations	1	\$1,250.00	\$1,250.00	\$1,250.00
Copiah-Lincoln Community College	Business Occupations	1	\$2,495.00	\$4,295.00	\$2,147.50
	Transportation	1	\$1,800.00		
CRW Truck Driving Training School	Truck Driving	14	\$33,000.00	\$33,000.00	\$2,357.14
Delta State University	Health Related Occupations	8	\$17,325.00	\$17,325.00	\$2,165.63
East Central Community College	Health Related Occupations	16	\$12,229.00	\$12,229.00	\$764.31
East Mississippi Community College	Academic Classes	2	\$2,755.00	\$103,817.68	\$1,789.96
	Automotive Occupations	7	\$15,564.25		
	Computer Occupations	4	\$9,288.00		
	Health Related Occupations	29	\$52,190.43		
	Maintenance Occupations	1	\$500.00		
	Production Machine Occupations	1	\$3,600.00		
	Truck Driving	5	\$12,500.00		
	Welding Occupations	9	\$7,420.00		
Hinds Community College	Health Related Occupations	1	\$3,600.00	\$3,600.00	\$3,600.00
Holmes Community College	Electrical Occupations	3	\$5,250.00	\$88,047.57	\$2,096.37
	Health Related Occupations	35	\$76,997.57		
	Truck Driving	4	\$5,800.00		

MS Partnership Individual Training Accounts: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participants
Itawamba Community College	Academic Classes	1	\$689.00	\$69,594.00	\$1,420.29
	Business Occupations	1	\$479.00		
	Health Related Occupations	21	\$43,476.00		
	Miscellaneous Occupations	3	\$1,950.00		
	Service Occupations	23	\$23,000.00		
Meridian Community College	Health Related Occupations	16	\$35,315.34	\$35,315.34	\$2,207.21
Mississippi Delta Community College	Truck Driving	1	\$2,000.00	\$2,000.00	\$2,000.00
Mississippi State Fire Academy	Academic Classes	2	\$1,200.00	\$8,930.00	\$525.29
	Fire Occupations	15	\$7,730.00		
Mississippi Truck Driving School, LLC	Truck Driving	28	\$70,000.00	\$70,000.00	\$2,500.00
Northeast Mississippi Community College	Academic Classes	3	\$2,115.00	\$74,814.50	\$1,739.87
	Health Related Occupations	27	\$58,975.50		
	Miscellaneous Occupations	8	\$3,724.00		
	Truck Driving	5	\$10,000.00		
Northwest Mississippi Community College	Automotive Occupations	1	\$1,650.00	\$125,760.92	\$2,566.55
	Electrical Occupations	2	\$2,874.18		
	Health Related Occupations	45	\$117,686.74		
	Welding Occupations	1	\$3,550.00		
SuperiorCare Medical Academy	Health Related Occupations	14	\$29,058.00	\$29,058.00	\$2,075.57
Truck Driver Institute, Inc.	Truck Driving	15	\$37,500.00	\$37,500.00	\$2,500.00
University of Mississippi	Academic Classes	2	\$3,150.00	\$3,150.00	\$1,575.00
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	2	\$10,800.00	\$10,800.00	\$5,400.00
Total		380	\$735,487.01	\$735,487.01	\$1,935.49

South Central Mississippi Works Individual Training Accounts: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Ace Training Center, Inc.	Truck Driving	3	\$12,600.00	\$12,600.00	\$4,200.00
Alcorn State University School of Nursing	Health Related Occupations	3	\$16,750.00	\$16,750.00	\$5,583.33
Copiah-Lincoln Community College	Academic Classes	1	\$625.00	\$106,083.04	\$2,791.66
	Electrical Occupations	7	\$31,150.00		
	Health Related Occupations	21	\$52,948.04		
	Service Occupations	3	\$7,500.00		
	Truck Driving	4	\$9,400.00		
	Welding Occupations	2	\$4,460.00		
CRW Truck Driving Training School	Truck Driving	15	\$59,600.00	\$59,600.00	\$3,973.33
Delta State University	Academic Classes	3	\$3,750.00	\$6,644.06	\$1,328.81
	Health Related Occupations	2	\$2,894.06		
Heavenly Hands Institute	Health Related Occupations	2	\$4,418.00	\$4,418.00	\$2,209.00
Hinds Community College	Automotive Occupations	11	\$20,737.45	\$151,990.99	\$2,763.47
	Building & Construction Trades	1	\$4,498.88		
	Business Occupations	1	\$3,550.00		
	Health Related Occupations	25	\$75,313.01		
	Maintenance Occupations	1	\$3,931.82		
	Miscellaneous Occupations	4	\$9,694.38		
	Production Machine Occupations	6	\$22,310.00		
	Service Occupations	4	\$6,728.00		
	Welding Occupations	2	\$5,227.45		

South Central Mississippi Works Individual Training Accounts: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major Description	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost per Participants
Holmes Community College	Electrical Occupations	3	\$5,700.00	\$36,476.41	\$1,823.82
	Health Related Occupations	17	\$30,776.41		
Jackson State University	Health Related Occupations	1	\$3,805.50	\$3,805.50	\$3,805.50
Meridian Community College	Health Related Occupations	7	\$20,879.38	\$20,879.38	\$2,982.77
Mississippi Delta Community College	Health Related Occupations	2	\$6,895.00	\$6,895.00	\$3,447.50
Mississippi Gulf Coast Community College	Health Related Occupations	1	\$3,620.00	\$3,620.00	\$3,620.00
Mississippi State Fire Academy	Academic Classes	10	\$6,000.00	\$14,675.00	\$543.52
	Fire Occupations	17	\$8,675.00		
Pearl River Community College	Health Related Occupations	3	\$5,280.87	\$5,280.87	\$1,760.29
Southwest Mississippi Community College	Health Related Occupations	8	\$17,097.00	\$25,138.43	\$2,285.31
	Truck Driving	3	\$8,041.43		
University of Mississippi Medical Center-Student Affairs	Health Related Occupations	11	\$47,860.00	\$47,860.00	\$4,350.91
Total		204	\$522,716.68	\$522,716.68	\$2,562.34

Twin Districts Individual Training Accounts: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participants
3 Girls Trucking Academy	Truck Driving	1	\$4,200.00	\$4,200.00	\$4,200.00
Ace Training Center, Inc.	Truck Driving	2	\$8,400.00	\$8,400.00	\$4,200.00
Copiah-Lincoln Community College	Service Occupations	1	\$2,500.00	\$2,500.00	\$2,500.00
CRW Truck Driving Training School	Truck Driving	1	\$4,200.00	\$4,200.00	\$4,200.00
Delta Technical College	Truck Driving	1	\$2,450.00	\$2,450.00	\$2,450.00
Dream Chasers Allied Health and Trade School, LLC	Health Related Occupations	3	\$9,600.00	\$9,600.00	\$3,200.00
East Central Community College	Automotive Occupations	1	\$5,933.58	\$106,435.34	\$3,225.31
	Electrical Occupations	3	\$4,500.00		
	Health Related Occupations	15	\$54,001.76		
	Truck Driving	14	\$42,000.00		
Jones College	Business Occupations	1	\$5,336.00	\$159,780.76	\$2,536.20
	Electrical Occupations	6	\$15,103.00		
	Health Related Occupations	36	\$85,796.76		
	Service Occupations	13	\$38,945.00		
	Truck Driving	5	\$12,500.00		
	Welding Occupations	2	\$2,100.00		
Meridian Community College	Electrical Occupations	1	\$2,892.00	\$145,720.29	\$2,857.26
	Health Related Occupations	39	\$112,648.06		
	Production Machine Occupations	1	\$1,232.36		
	Truck Driving	10	\$28,947.87		

Twin Districts Individual Training Accounts: Report Period: 7/1/2023 to 6/30/2024

Provider Name	Course/Major	Total Participants Trained	Total Budgeted Amount	Total Amount Per Provider	Cost Per Participants
Mississippi Gulf Coast Community College	Academic Classes	1	\$2,550.00	\$308,683.19	\$3,118.01
	Automotive Occupations	1	\$1,536.49		
	Building & Construction Trades	1	\$4,740.00		
	Computer Occupations	3	\$9,000.00		
	Health Related Occupations	91	\$287,371.70		
	Welding Occupations	2	\$3,485.00		
Pearl River Community College	Academic Classes	3	\$3,000.00	\$285,779.49	\$2,421.86
	Building & Construction Trades	1	\$4,470.00		
	Health Related Occupations	75	\$205,724.49		
	Service Occupations	22	\$55,000.00		
	Truck Driving	3	\$7,500.00		
	Welding Occupations	14	\$10,085.00		
Truck Driver Institute, Inc.	Truck Driving	8	\$33,600.00	\$33,600.00	\$4,200.00
University of Southern Mississippi	Service Occupations	3	\$14,250.00	\$14,250.00	\$4,750.00
Total		384	\$1,085,599.07	\$1,085,599.07	\$2,827.08

All Local Workforce Development Areas Individual Training Accounts: Report Period: 7/1/2023 to 6/30/2024

Total Number of Participants	Total Amount
1,199	\$2,824,316.71

Statewide Individual Training Account (ITA) Types and Participants

The following tables identify the breakdown of ITA spending by Fund Source Category, Local Workforce Area, and by Occupational Training Type. These tables help demonstrate the diversity of both the areas served and the multiple training types for which funds were provided.

Fund Source Category	Number of Students Trained	Amount Spent
Adult	801	\$1,894,590.95
Career Step	128	\$260,824.48
Dislocated Worker	200	\$529,599.31
Out of School Youth	47	\$116,301.97
Rapid Response – Layoff Aversion	23	\$23,000.00
Total	1,199	\$2,824,316.71

Local Workforce Development Area	Number of Students Trained	Total Amount Spent
Delta	231	\$480,513.95
MS Partnership	380	\$735,487.01
South Central Mississippi Works	204	\$522,716.68
Twin Districts	384	\$1,085,599.07
Total	1,199	\$2,824,316.71

Occupation Training Types Summary	Total Number of Participants Who Received Training	Total Expenditure Amount
Academic Classes	40	\$47,128.50
Automotive	21	\$45,421.77
Building & Construction	13	\$20,008.88
Business	6	\$14,803.35
Computer	10	\$22,373.50
Electrical	25	\$67,469.18
Fire	32	\$16,405.00
Health Related	737	\$1,870,174.22
Maintenance	2	\$4,431.82
Miscellaneous	15	\$15,368.38
Production Machine	8	\$27,142.36
Service	69	\$147,923.00
Transportation	1	\$1,800.00
Truck Driving	181	\$481,939.30
Welding	39	\$41,927.45
Total	1,199	\$2,824,316.71

Individual Training Account Approved Course Listing

ACADEMIC CLASSES

ALTERNATE ROUTE TO TEACHER'S LICENSE
BACHELOR OF SCIENCE IN BIOLOGY
BACHELOR OF SCIENCE IN CHEMISTRY
BACHELOR OF SCIENCE INTERDISCIPLINARY STUDIES (K-8)
EMERGENCY MEDICAL TECH - BASIC
INSTRUMENTATION TECHNOLOGY

AUTOMOTIVE OCCUPATIONS

AUTOMOTIVE MECHANIC - ASSOCIATE DEGREE
AUTOMOTIVE SERVICE TECH - ASSOCIATE DEGREE
AUTOMOTIVE SERVICE TECH - CERTIFICATE
DIESEL EQUIPMENT TECH - CERTIFICATE
DIESEL MECHANIC - ASSOCIATE DEGREE
INDUSTRIAL MAINTENANCE - ASSOCIATE DEGREE

BUILDING & CONSTRUCTION TRADES

CARPENTER - CERTIFICATE
CARPENTRY & CABINET MAKING 1 YEAR
CONSTRUCTION EQUIPMENT (OPERATOR)
HEATING & AIR CONDITIONING - EVENING PROGRAM
HEAVY EQUIPMENT & MAINTENANCE OPERATIONS COMBO
WELL CONSTRUCTION - 2 YR CERTIFICATE

BUSINESS OCCUPATIONS

BACHELOR OF BUSINESS ADMINISTRATION - ACCOUNTING
BUSINESS OFFICE TECH - CERTIFICATE
PARALEGAL

COMPUTER OCCUPATIONS

BACHELOR OF BUSINESS ADMINISTRATION - COMPUTER INFORMATION SYSTEMS
COMPUTER INFORMATION SYSTEMS TECH (LAN)
CYBERSECURITY TECHNOLOGY
DATA ANALYTICS TECHNOLOGY
SYSTEM BASED AUTOMATION CONTROL

ELECTRICAL OCCUPATIONS

ELECTRICAL LINEMAN
ELECTRICAL TECH - ASSOCIATE DEGREE
INDUSTRIAL ELECTRONICS ENGINEERING TECHNOLOGY

FIRE OCCUPATIONS

DRIVER/OPERATOR 1002: PUMPER APPARATUS
FIRE FIGHTER 1001-I-II
FIRE OFFICER 1021-I-II

Individual Training Account Approved Course Listing — continued

HEALTH RELATED OCCUPATIONS

CARDIOVASCULAR TECH
CERTIFIED NURSE ASSISTANT AND PHLEBOTOMY
DENTAL ASSISTING TECHNOLOGY - CERTIFICATE
DENTAL HYGIENE
HEALTH CARE ASSISTANT
HEALTH INFORMATION TECH
HEALTHCARE ADMINISTRATION
LPN to RN HYBRID
MEDICAL ASSISTANT - CERTIFICATE
MEDICAL CLERICAL/BILLING CLERK
MEDICAL LAB
MEDICAL OFFICE TECHNOLOGY - HEALTH CARE DATA
NURSING
NURSING - ACCELERATED BSN ENTRY LEVEL AS 2ND DEGREE
NURSING - ACCELERATED TRACK LPN TO RN
NURSING - ASSOCIATE DEGREE (RN)
NURSING - BACHELOR OF SCIENCE (BSN)
NURSING - CERTIFIED NURSING ASSISTANT (CNA)
NURSING - LICENSED PRACTICAL NURSE (LPN)
NURSING - LICENSED PRACTICAL NURSE (LPN) - EVENING
NURSING ASSISTANT/AIDE
NURSING -RN UPGRADE TO BSN (BACHELOR OF SCIENCE IN NURSING)
OCCUPATIONAL THERAPY
PHARMACY TECH
PHLEBOTOMY (CLINICAL)
PHYSICAL THERAPIST ASSIST TECH
RADIOGRAPHY - CERTIFICATE
RADIOGRAPHY TECH - ASSOCIATE DEGREE
RESPIRATORY CARE
SONOGRAPHY/ULTRASOUND TECHNOLOGY - ASSOCIATE DEGREE
SURGICAL TECH - ASSOCIATE DEGREE

MAINTENANCE OCCUPATIONS

ELECTROMECHANICAL TECHNICIAN
HEATING & AIR CONDITIONING - CERTIFICATE

MISCELLANEOUS OCCUPATIONS

MEDICAL DATA TECHNOLOGY - CAREER CERTIFICATE
MI-BEST BASIC ESSENTIAL SKILLS

PRODUCTION MACHINE OCCUPATIONS

MACHINE TOOL OPERATOR - 2 YR CERTIFICATE
MECHATRONICS

SERVICE OCCUPATIONS

BASIC LAW ENFORCEMENT TRAINING
CHILD CARE WORKER/CHILD DEV TECH
CULINARY ARTS (CHEF & RELATED OCCUPATIONS) - ASSOCIATE DEGREE
CULINARY ARTS (CHEF & RELATED OCCUPATIONS) - CERTIFICATE
TRUCK DRIVER - ACCELERATED

TRANSPORTATION

FREIGHT BROKER/AGENT TRAINING

TRUCK DRIVING

CDL TRAINING
TRUCK DRIVER
TRUCK DRIVER - EVENING PROGRAM

WELDING OCCUPATIONS

WELDING - ASSOCIATE DEGREE
WELDING - CAREER CERTIFICATE
WELDING & CUTTING
WELDING BASIC

APPENDIX D

Supplemental Information

Individuals Served by Service Center

Basic Career Services - Basic career services are universally accessible and must be made available to all individuals seeking employment and training services. Generally, these services include services such as eligibility determinations, initial skill assessments, labor exchange services, provision of information on programs and services, and program referrals.

Individualized Career Services - Individualized career services must be provided to participants after WIN Job Center staff determine that such services are required to retain or obtain employment, consistent with any applicable statutory priorities. Generally, these services involve significant staff time and customization to each individual's need. Individualized career services include services such as specialized assessments, developing an individual employment plan, counseling, work experiences (including transitional jobs), etc.

An individual may receive multiple services at service centers.

Wagner-Peyser - By Local Workforce Development Area

Delta Service Center	BASIC		INDIVIDUALIZED		TOTAL		REFERRELS		PLACEMENTS	
	Services	Participants	Services	Participants	Services	Participants	Referrals	Participants	Placements	Participants
Batesville WIN Job Center	10,954	3,681	263	113	11,217	3,681	587	409	235	222
Batesville NWCC	98	46	107	42	205	46	0	0	0	0
Bolivar County CCA	0	0	40	20	40	20	0	0	0	0
Clarksdale WIN Job Center	7,007	2,496	213	96	7,220	2,516	826	481	118	116
Cleveland WIN Job Center	7,673	2,158	389	209	8,062	2,169	767	633	311	302
Coahoma Community College	0	0	52	26	52	26	0	0	0	0

Wagner-Peyser - By Local Workforce Development Area - Continued

Delta Service Center	BASIC		INDIVIDUALIZED		TOTAL		REFERRELS		PLACEMENTS	
	Services	Participants	Services	Participants	Services	Participants	Referrals	Participants	Placements	Participants
Greenville WIN Job Center	23,728	8,202	17	12	23,745	8,202	1,113	525	157	141
Greenwood WIN Job Center	9,038	4,303	117	101	9,155	4,306	858	484	213	204
Indianola WIN Job Center	5,784	3,649	79	41	5,863	3,651	955	748	602	566
Lexington WIN Job Center	92	83	3	3	95	86	11	9	4	4
Mid-State Opportunity, Inc.	0	0	54	27	54	27	0	0	0	0
Sunflower Humphreys County Progress	0	0	171	86	171	86	0	0	0	0
WWISCCA (Delta)	0	0	212	107	212	107	0	0	0	0
Delta Total	64,374	22,243	1,717	880	66,091	22,522	5,117	3,232	1,640	1,545

Mississippi Partnership Service Center	BASIC		INDIVIDUALIZED		TOTAL		REFERRELS		PLACEMENTS	
	Services	Participants	Services	Participants	Services	Participants	Referrals	Participants	Placements	Participants
Amory WIN Job Center	88,962	33,785	34	16	88,996	33,793	391	217	23	23
Attala County WIN Job Center	2,976	1,810	3	3	2,979	1,811	108	59	7	7
Communiversity	35,153	12,396	24	5	35,177	12,396	690	320	11	10
Corinth WIN Job Center	14,628	7,959	136	20	14,764	7,959	264	153	5	5
DeSoto County WIN Job Center	130	113	1	1	131	114	0	0	0	0
East Mississippi Community College - (MP)	1	1	0	0	1	1	0	0	0	0

Wagner-Peyser - By Local Workforce Development Area - Continued

Mississippi Partnership Service Center	BASIC		INDIVIDUALIZED		TOTAL		REFERRELS		PLACEMENTS	
	Services	Participants	Services	Participants	Services	Participants	Referrals	Participants	Placements	Participants
Golden Triangle Planning and Development District	0	0	636	107	636	107	0	0	0	0
Grenada WIN Job Center	4,313	2,039	101	99	4,414	2,061	284	240	10	10
Houston WIN Job Center	8,838	6,173	0	0	8,838	6,173	193	91	4	4
Itawamba Community College	1	1	233	43	234	44	0	0	0	0
Iuka WIN Job Center	492	441	0	0	492	441	3	3	0	0
Louisville WIN Job Center	13,906	5,237	9	8	13,915	5,238	1,800	538	45	44
Marshall County WIN Job Center	10,137	2,502	0	0	10,137	2,502	0	0	0	0
New Albany WIN Job Center	0	0	2	2	2	2	0	0	0	0
Northeast Mississippi Community College (MP)	0	0	47	19	47	19	0	0	0	0
Northwest Mississippi Community College	0	0	52	22	52	22	0	0	0	0
Oxford WIN Job Center	137	117	0	0	137	117	10	5	0	0
Pontotoc WIN Job Center	1,675	737	0	0	1,675	737	1,048	500	141	139
Senatobia WIN Job Center	106	100	1	1	107	101	0	0	0	0
Tupelo WIN Job Center	67,121	22,097	102	20	67,223	22,098	4,680	1,529	107	103
West Point WIN Job Center	2,989	2,543	0	0	2,989	2,543	14	7	0	0
Mississippi Partnership Total	251,565	66,290	1,381	365	252,946	66,480	9,485	3,540	353	342

Wagner-Peyser - By Local Workforce Development Area - Continued

South Central MS Works Service Center	BASIC		INDIVIDUALIZED		TOTAL		REFERRELS		PLACEMENTS	
	Services	Participants	Services	Participants	Services	Participants	Referrals	Participants	Placements	Participants
Brookhaven WIN Job Center	4,539	2,044	222	76	4,761	2,058	1,046	686	241	221
Brookhaven CMPDD	147	60	51	40	198	86	0	0	0	0
Canton Call Center	353	348	60	60	413	356	0	0	0	0
Central MS PDD	170	160	31	26	201	186	0	0	0	0
Copiah Lincoln Community College	0	0	3	3	3	3	0	0	0	0
Hinds Community College	221	127	130	105	351	161	0	0	0	0
Holmes Community College CMPDD	0	0	6	6	6	6	0	0	0	0
Jackson CMPDD	230	161	67	62	297	210	0	0	0	0
Jackson WIN Job Center	1,684	703	10	7	1,694	705	172	67	48	45
Madison County WIN Job Center	7,020	2,141	1	1	7,021	2,141	1,541	769	37	36
McComb WIN Job Center	17,877	5,827	218	75	18,095	5,834	3,179	1,073	226	204
Natchez WIN Job Center	17,297	7,962	7	6	17,304	7,965	1,512	583	91	86
Natchez CMPDD	505	188	6	6	511	189	0	0	0	0
Pearl WIN Job Center	1,805	818	2	2	1,807	819	899	419	94	94
Pearl CMPDD	261	177	24	24	285	185	0	0	0	0
Vicksburg WIN Job Center	1,130	320	157	51	1,287	338	477	237	107	106

Wagner-Peyser - By Local Workforce Development Area - Continued

South Central MS Works Service Center	BASIC		INDIVIDUALIZED		TOTAL		REFERRELS		PLACEMENTS	
	Services	Participants	Services	Participants	Services	Participants	Referrals	Participants	Placements	Participants
Vicksburg CMPDD	296	276	7	7	303	281	0	0	0	0
South Central MS Works Total	53,535	20,339	1,002	556	54,537	20,516	8,826	3,757	844	789

Twin Districts Service Center	BASIC		INDIVIDUALIZED		TOTAL		REFERRELS		PLACEMENTS	
	Services	Participants	Services	Participants	Services	Participants	Referrals	Participants	Placements	Participants
Carthage WIN Job Center	749	285	1	1	750	285	386	218	11	11
Choctaw WIN Job Center	417	166	1	1	418	166	289	124	6	6
Climb CDC	0	0	76	29	76	29	0	0	0	0
Columbia WIN Job Center	8,719	1,933	582	334	9,301	2,032	3,015	943	302	275
East Central Community College	0	0	55	19	55	19	0	0	0	0
East Mississippi Community College - (TD)	0	0	87	34	87	34	0	0	0	0
Forest WIN Job Center	3,406	1,337	15	14	3,421	1,342	1,379	870	32	30
Gulfport WIN Job Center	18,740	9,143	739	340	19,479	9,172	4,235	1,546	199	198
Hancock County WIN Job Center	14,508	7,853	15	14	14,523	7,853	390	262	36	36
Hattiesburg WIN Job Center	48,329	12,505	788	382	49,117	12,518	3,493	1,345	650	595
Hattiesburg Call Center	26	7	462	412	488	417	10	6	0	0
Jones County Junior College	1	1	133	50	134	51	0	0	0	0

Wagner-Peyser - By Local Workforce Development Area - Continued

Twin Districts Service Center	BASIC		INDIVIDUALIZED		TOTAL		REFERRELS		PLACEMENTS	
	Services	Participants	Services	Participants	Services	Participants	Referrals	Participants	Placements	Participants
Laurel WIN Job Center	14,503	6,039	549	238	15,052	6,102	4,754	1,462	428	387
Meridian WIN Job Center	33,367	13,398	476	132	33,843	13,406	2,141	764	38	38
Meridian Community College	0	0	87	30	87	30	0	0	0	0
Mississippi Gulf Coast Community College	1	1	228	87	229	88	0	0	0	0
Pascagoula WIN Job Center	39,458	13,404	522	157	39,980	13,405	1,212	639	168	168
Pearl River Community College	0	0	103	35	103	35	0	0	0	0
Philadelphia WIN Job Center	1,383	602	1	1	1,384	602	689	405	18	17
Picayune WIN Job Center	14,824	7,247	484	224	15,308	7,273	915	415	114	114
SMPDD	0	0	267	102	267	102	0	0	0	0
Twin Districts Total	198,431	64,290	5,671	2,615	204,102	65,131	22,908	8,595	2,002	1,862

MDES State Office Service Center	BASIC		INDIVIDUALIZED		TOTAL		REFERRELS		PLACEMENTS	
	Services	Participants	Services	Participants	Services	Participants	Referrals	Participants	Placements	Participants
MDES State Office	2,025	1,978	1,653	1,559	3,678	2,234	5	2	0	0
MDES State Office Total	2,025	1,978	1,653	1,559	3,678	2,234	5	2	0	0

Title I - By Local Workforce Development Area

Delta		BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
Service Center	Enrollments	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Batesville WIN Job Center	0	1	1	0	0	0	0	1	1
Batesville NWCC	181	777	181	391	177	60	60	1,168	184
Bolivar County CCA	0	0	0	370	38	0	0	370	38
Central Mississippi, Inc.	0	0	0	2	2	2	2	2	2
Clarksdale WIN Job Center	99	248	99	331	91	17	17	579	120
Cleveland WIN Job Center	119	439	134	749	148	90	89	1,188	174
Coahoma Community College	0	0	0	240	30	0	0	240	30
Greenville WIN Job Center	131	419	138	94	48	35	35	513	141
Greenwood WIN Job Center	94	389	96	60	27	14	14	449	102
Indianola WIN Job Center	195	970	198	203	115	59	57	1,173	201
Lexington WIN Job Center	6	24	6	11	6	5	5	35	6
Mid-State Opportunity, Inc.	0	0	0	209	28	0	0	209	28
North Panola Career Technical	0	0	0	49	13	0	0	49	13
South Delta PDD	240	240	240	189	188	0	0	429	262
Sunflower Humphreys County Progress	0	0	0	1,078	87	21	21	1,078	87
WWISCCA (Delta)	0	0	0	671	107	40	40	671	107
Delta Total	1,065	3,507	1,090	4,647	911	343	340	8,154	1,225

Title I - By Local Workforce Development Area - Continued

Mississippi Partnership		BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
Service Center	Enrollments	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Amory WIN Job Center	180	899	179	70	21	15	15	969	185
Attala County WIN Job Center	24	146	28	12	12	8	8	158	36
Calhoun County WIN Job Center	1	5	2	3	2	2	2	8	2
Communiversity	418	1,074	416	395	253	113	113	1,469	431
Corinth WIN Job Center	259	688	239	361	173	133	131	1,049	240
DeSoto County WIN Job Center	66	90	66	91	68	21	21	181	68
East Mississippi Community College - (MP)	52	185	52	255	51	0	0	440	52
Golden Triangle Planning and Development District	91	298	91	563	91	0	0	861	91
Grenada WIN Job Center	157	676	160	468	86	66	65	1,144	176
Houston WIN Job Center	63	206	63	6	3	3	3	212	63
Itawamba Community College	50	148	50	513	70	2	2	661	72
Iuka WIN Job Center	2	13	3	2	1	1	1	15	3
Louisville WIN Job Center	100	625	108	47	26	13	13	672	116
Marshall County WIN Job Center	214	279	211	206	190	10	10	485	211
New Albany WIN Job Center	44	141	44	77	43	31	31	218	44
Northeast Mississippi Community College - (MP)	84	250	85	1,418	114	0	0	1,668	114
Northwest Mississippi Community College	77	295	78	741	75	0	0	1,036	78

Title I - By Local Workforce Development Area - Continued

Mississippi Partnership		BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
		Enrollments	Services	Participants	Services	Participants	Services	Participants	Services
Oxford WIN Job Center	72	193	72	197	71	47	47	390	73
Pontotoc WIN Job Center	90	226	91	34	30	30	30	260	91
Senatobia WIN Job Center	74	80	75	159	84	21	21	239	85
Three Rivers PDD	0	0	0	14	12	0	0	14	12
Tupelo WIN Job Center	377	1,791	382	361	189	153	153	2,152	387
West Point WIN Job Center	28	133	28	0	0	0	0	133	28
Mississippi Partnership Total	2,523	8,441	2,476	5,993	1,643	669	666	14,434	2,591

South Central MS Works		BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
		Enrollments	Services	Participants	Services	Participants	Services	Participants	Services
Brookhaven WIN Job Center	98	145	100	20	12	1	1	165	107
Brookhaven CMPDD	52	150	53	117	82	26	26	267	93
Central MS PDD	94	94	93	69	66	10	10	163	94
Copiah Lincoln Community College	0	0	0	3	1	1	1	3	1
Hinds Community College	82	191	82	109	72	0	0	300	83
Jackson CMPDD	172	435	176	260	165	110	108	695	191
Jackson WIN Job Center	60	157	60	76	56	0	0	233	60
Madison County WIN Job Center	52	116	52	3	3	3	3	119	54
Madison County Youth Court Jobs4Youth	0	0	0	10	6	0	0	10	6

Title I - By Local Workforce Development Area - Continued

South Central MS Works		BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
Service Center	Enrollments	Services	Participants	Services	Participants	Services	Participants	Services	Participants
McComb WIN Job Center	78	78	78	24	23	24	23	102	78
Natchez WIN Job Center	58	711	71	8	6	0	0	719	77
Natchez CMPDD	54	191	55	109	60	6	6	300	62
Northeast Mississippi Community College - (SC)	0	0	0	3	3	0	0	3	3
Pearl WIN Job Center	58	80	58	6	6	0	0	86	58
Pearl CMPDD	97	226	99	870	218	63	62	1,096	227
Refill Jackson Initiative	0	0	0	10	10	0	0	10	10
Southwest Mississippi Community College	11	14	11	3	3	0	0	17	11
Vicksburg WIN Job Center	31	114	31	21	21	0	0	135	31
Vicksburg CMPDD	260	655	257	284	243	263	234	939	264
Yazoo County Youth Court YES Program	0	0	0	8	8	0	0	8	8
South Central MS Works Total	1,257	3,357	1,269	2,013	1,054	507	474	5,370	1,472

Twin Districts		BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
Service Center	Enrollments	Services	Participants	Services	Participants	Services	Participants	Services	Participants
Carthage WIN Job Center	88	115	91	124	88	0	0	239	91
Choctaw WIN Job Center	50	54	50	79	50	0	0	133	51
Climb CDC	0	62	31	155	32	0	0	217	32
Columbia WIN Job Center	198	1,430	229	449	187	39	39	1,879	237

Title I - By Local Workforce Development Area - Continued

Twin Districts		BASIC		INDIVIDUALIZED		TRAINING		TOTAL	
Service Center	Enrollments	Services	Participants	Services	Participants	Services	Participants	Services	Participants
East Central Community College	0	38	19	71	19	0	0	109	19
East Mississippi Community College - (TD)	0	68	34	131	42	0	0	199	42
Forest WIN Job Center	146	669	150	313	125	17	17	982	161
Gulfport WIN Job Center	389	2,880	463	824	429	68	68	3,704	505
Hancock County WIN Job Center	62	141	63	32	31	0	0	173	63
Hattiesburg WIN Job Center	406	1,149	481	1,248	582	59	59	2,397	606
Jones County Junior College	0	91	46	414	120	0	0	505	120
Laurel WIN Job Center	372	2,564	402	597	306	55	55	3,161	406
Meridian WIN Job Center	329	1,495	396	744	327	51	51	2,239	416
Meridian Community College	0	62	31	217	38	0	0	279	38
Mississippi Gulf Coast Community College	0	217	127	551	114	0	0	768	151
Pascagoula WIN Job Center	349	1,591	379	597	330	84	83	2,188	388
Pearl River Community College	0	68	34	200	38	0	0	268	38
Philadelphia WIN Job Center	88	110	92	141	88	0	0	251	93
Picayune WIN Job Center	150	382	192	3,217	303	47	47	3,599	305
SMPDD	391	635	394	702	151	0	0	1,337	421
Southwest Mississippi Community College	0	1	1	4	4	0	0	5	5
Twin Districts Total	3,018	13,822	3,357	10,810	3,330	420	419	24,632	3,758

2023 Workforce Innovation and Opportunity Act Annual Report
presented by the State Administrative Entity for WIOA in Mississippi

Submitted November 27, 2024 by



MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

For more information, call 601-493-9427 or visit mdes.ms.gov



An equal opportunity employer and program, MDES has auxiliary aids and services available upon request to those with disabilities.

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