



**WIN**

Workforce Investment  
Network in Mississippi  
**Annual Report**

**2011**







# Workforce Investment Network in Mississippi **Annual Report**

*on the cover: Twin Creeks Technologies*

Recently, the clean energy sector has become one of Mississippi's fastest growing industry areas. Since 2010, a number of renewable energy or energy efficiency companies, including Twin Creeks Technologies, Soladigm, KiOR and Stion, have announced new facilities in the state that represent sizeable private investments and are creating thousands of jobs for Mississippi residents. Both Twin Creeks and Stion took advantage of the Mississippi Clean Energy Initiative incentive program, which gives tax exemptions to clean energy companies.

All of these companies looked to Mississippi locations for their first commercial-scale manufacturing operations. Today, Twin Creeks and Stion are producing solar panels in the state, Soladigm is preparing to produce its energy-efficient dynamic glass in north Mississippi, and KiOR is constructing its first biofuel production facility, which will create renewable fuel blendstocks from biomass in Columbus. The company plans to build four other production facilities in other areas of the state.

# 2011

# Contents

on the cover . . . . .	iii
<b>From Mississippi’s Governor</b>	<b>1</b>
<b>From the Executive Director of MDES</b>	<b>2</b>
<b>Expanding Mississippi’s Workforce</b>	<b>3</b>
Workforce Investment Act and the Workforce Investment Network:	
An Overview . . . . .	3
WIN in Mississippi Partners . . . . .	3
State’s Discretionary Funds . . . . .	4
WINGS: Workforce Investment Network Global Services . . . . .	4
Governor’s Job Fair Network . . . . .	4
Jobs for Mississippi Graduates . . . . .	5
National Emergency Grant (NEG) . . . . .	5
Focus on Sectors . . . . .	5
Evaluation Activities . . . . .	5
<b>Local Workforce Investment Areas</b>	<b>6</b>
<i>Delta</i> . . . . .	<b>6</b>
Staffing . . . . .	6
Funding . . . . .	6
Services . . . . .	6
Small Business Development . . . . .	7
Services and Training Provided . . . . .	7
Youth . . . . .	7
Nurse Extern Program . . . . .	7
Job Fairs . . . . .	8
Electrical Lineman Training Program . . . . .	8
WIA Funding . . . . .	9
DWIA Board . . . . .	9
SDPDD Receives NADO 2011 Innovation Award . . . . .	9

<b>The Mississippi Partnership.</b> . . . . .	<b>10</b>
Description . . . . .	10
Accomplishments / Highlights / Best Practices . . . . .	10
Youth Disability Coordinator Initiative . . . . .	13
<b>Southcentral Mississippi Works</b> . . . . .	<b>14</b>
Description . . . . .	14
WIA Services . . . . .	14
Youth Programs . . . . .	14
Career Readiness Certificate (CRC) . . . . .	15
NextJob . . . . .	16
<b>Twin Districts</b> . . . . .	<b>17</b>
Area Description . . . . .	17
Program Year 2011 Major Initiatives/Accomplishments . . . . .	17
National Emergency Grants . . . . .	20
Incentive Fund Projects . . . . .	21
Rapid Response . . . . .	22
<b>Performance Information</b>	<b>23</b>
<b>Waivers</b>	<b>27</b>
<b>WIN Job Centers</b>	<b>28</b>
WIN Job Centers Work With Job Seekers and Laid-Off Workers . . . . .	28
WIN Job Centers Work With Businesses . . . . .	29
<b>WIN Job Center Locations</b>	<b>31</b>
Delta WIN Job Centers . . . . .	31
Mississippi Partnership WIN Job Centers . . . . .	32
Southcentral Mississippi Works WIN Job Centers . . . . .	33
Twin Districts WIN Job Centers . . . . .	34
<b>Contact Information</b>	<b>35</b>
EO Statement and Partners . . . . .	36



PHIL BRYANT  
GOVERNOR

## STATE OF MISSISSIPPI OFFICE OF THE GOVERNOR

[www.governorbryant.com](http://www.governorbryant.com)

Dear Friends:

It is my pleasure to present the Annual Report of the Workforce Investment Act for Program Year 2011. Workforce Investment Act funds are administered by the Mississippi Department of Employment Security and serve as the front door for employment and training services for many Mississippians.

As I stated in my inaugural address, "My first job is to make sure that every Mississippian who wants a job *has* a job." During my first year in office, I launched my economic development initiative, *Mississippi Works*. *Mississippi Works* focuses on three main areas:

- Craft a long-range strategy to expand economic opportunities in Mississippi with a focus on workforce development.
- Attract new investments to all regions of our state while continuing to grow existing businesses and expand them into new markets.
- Provide a forum for Mississippi business leaders to learn about all the great work going on throughout our state, giving them tools they can use in spreading Mississippi's success stories around our nation and world.

Our goal is simple - build a stronger, more competitive Mississippi. We must compete in the 21st century marketplace and possess a leading spirit to drive and grow new industries and ideas.

Sincerely

A handwritten signature in blue ink that reads "Phil Bryant".

Phil Bryant  
Governor  
State of Mississippi





# MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

## OFFICE OF THE GOVERNOR



MARK HENRY  
EXECUTIVE DIRECTOR

Dear Friends:

It is my pleasure to present the 2011 Annual Report for Workforce Investment Act. The Mississippi Department of Employment Security is committed to helping Mississippians find jobs and to improving the workforce in our state. Everything that we do at MDES is directed toward achieving those goals because we know that every time a Mississippian gets a job or learns enhanced job skills, our state becomes a better place for all of us. For that reason, MDES constantly strives to serve our customers as efficiently and effectively as possible.

The recovery from the prolonged economic downturn has been slow, but successfully facing challenges is not new to Mississippians. Having contended with hurricanes, tornadoes, floods, and a devastating oil spill, we continue to demonstrate resilience and determination.

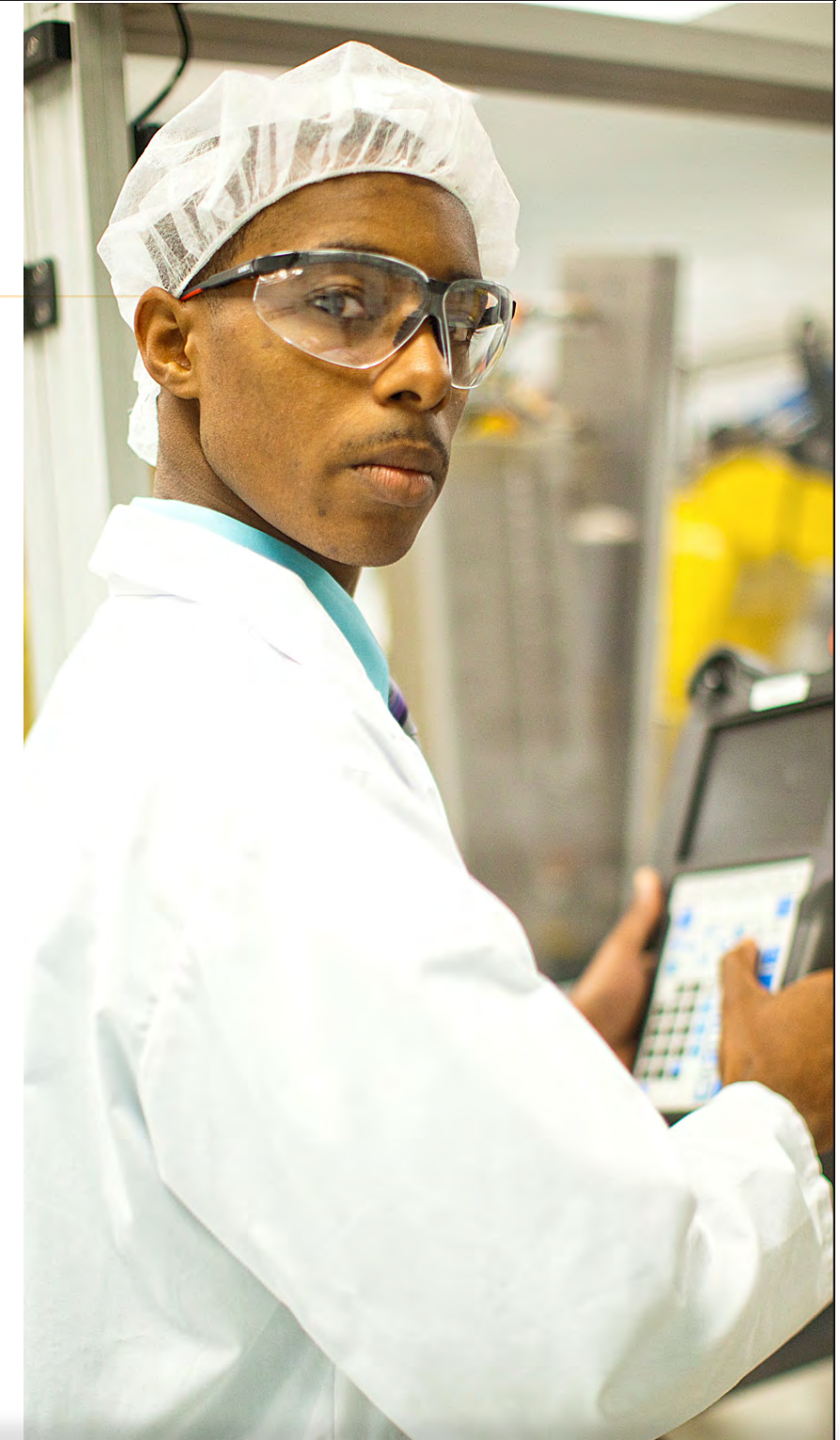
By creating a job-friendly economic climate, our state is attracting new businesses, and our existing businesses are growing. In particular, our healthcare, manufacturing, and energy sectors are adding jobs. Despite the recession, MDES and its Workforce Investment Network system partners have been able to recruit and place in employment more than 14,780 Mississippians.

MDES will continue to be aggressive and innovative in preparing Mississippi's workforce. Our workforce is key to what makes business work and Mississippi succeed. Working together, we will continue to strengthen our economy and invest in what truly matters, the people of Mississippi.



Mark Henry  
Executive Director

# Expanding Mississippi's Workforce



## Workforce Investment Act and the Workforce Investment Network: An Overview

The Workforce Investment Act of 1998 establishes the framework for Mississippi's Workforce Investment Network (WIN).

WIN combines federal, state and community workforce development programs and services and makes them easily accessible at one-stop WIN Job Centers.

WIN consists of locally designed and managed programs that provide customer services and convenient access to services and information for job seekers and businesses seeking qualified workers.

Mississippi has four local workforce investment areas that use WIA funds to administer their various programs. The county boards of supervisors of each area establish local workforce investment boards comprised of local businesses and public-sector representatives. These boards and local elected officials are responsible for designing WIN services to meet the needs of their communities.

The local area boards develop plans that address local needs consistent with Mississippi's governor's overall vision for workforce development.

The State Workforce Investment Board (SWIB) is an integral part of the WIN. Its primary mission is to develop and implement strategies that maximize resources that support workforce development. The SWIB is also responsible for advising the Governor on the creation, implementation and continuous improvement of a comprehensive statewide workforce development system.

The SWIB includes 48 members; 6 Executive Branch; 4 Legislative; 25 Businesses and 13 other members.

## WIN in Mississippi Partners

WIN in Mississippi represents a collaborative effort among private business, local elected officials and public agencies. These are among our many WIN in Mississippi partners.

- Mississippi Department of Employment Security
- Mississippi Community College Board
- Mississippi Department of Rehabilitation Services
- Local Workforce Investment Areas
- Mississippi Department of Corrections
- Mississippi Development Authority
- Local Elected Officials
- Mississippi Department of Human Services
- U.S. Department of Housing and Urban Development



## Expanding Mississippi's Workforce

### State's Discretionary Funds

Each year the U.S. Department of Labor awards states Workforce Investment Act funding. Federal law allowed state governors to use 15 percent of the award to fund new, innovative programs and to continue others that support workforce development and decrease unemployment. During the 2011 program year, Mississippi used carryover discretionary funds to support system enhancements as well as programs designed to increase access to workforce services.

### WINGS: Workforce Investment Network Global Services

The WIN in Mississippi system includes the Workforce Investment Network Global Services system (WINGS), an online resource available to job seekers and employers for job search, job posting and recruitment.

WINGS is an online, one-stop system that provides high-quality service to job seekers and employers with minimum staff assistance. WINGS offers 24/7 self-service to job seekers and employers, and is the main data repository for the WIN. WINGS provides real-time information on the supply and demand sides of state and local labor markets.

WINGS is designed to minimize any potential data entry errors while providing a platform for meeting all federal standards and reporting requirements. The system provides real-time data validation and auditing and allows cross-program data entry without duplication.

WINGS is designed with a focus on cross-program case management and reduces dependence on program experts and directs local office staff to the right program and funding streams.

WINGS is a real-time, integrated web solution providing workforce services to anyone, anywhere, anytime by allowing self-service. This "all-access" feature reduces staff workload and allows customers to "do more with less staff assistance" without sacrificing the quality of services provided.

### Governor's Job Fair Network

The Governor's Job Fair Network was created as an avenue to place Mississippi's most attractive resource—our people—in front of business and industry. By facilitating connections between job seekers and employers who have real positions to fill, this self-sustaining program helps Mississippians invest in their futures.

The Mississippi Department of Employment Security promotes the use of job fairs as another means to help meet the needs of employers, the unemployed, graduating college and community college students, and returning military service members.

Job Fair Results	
Total Number of Job Fairs	16
Total Number of Employers Served	825
Total Number of Job Applicants Served	18,121

WINGS offers 24/7 self-services to job seekers and employers





## Expanding Mississippi's Workforce

### Jobs for Mississippi Graduates

Jobs for Mississippi Graduates (JMG), a nonprofit agency that specializes in workforce readiness and dropout prevention services for at-risk youth operated 47 in-school programs. With funding from both WIA discretionary and Temporary Assistance for Needy Families the program served 1,505 youth: 626 seniors and 879 non-seniors. The youth faced multiple barriers with 91% being unemployed, 53% living in single parent homes, and 83% eligible for free lunch.

In spite of these barriers, 586 of the 626 seniors graduated from high school. Of the graduating seniors, 104 students enrolled in a four-year college and 159 enrolled in a two-year college. Approximately 12% of this graduating class was employed either part-time or full-time or entered the military.

### National Emergency Grant (NEG)

The purpose of the NEG is to provide temporary employment and training assistance to workers affected by major economic dislocations such as plant closures, mass layoffs affecting 50 or more workers at a single site of employment, closures of military installations, and multiple layoffs in a single local community, emergencies or natural disasters. In 2011, the State continued to operate programs that provided temporary jobs for workers using the Severe Storms and Tornado NEG and the Flood NEG. Workforce development services were provided using the Hurricane Katrina NEG and the Oil Spill NEG. The state also provided on the job training to long term unemployed workers using the OJT NEG.

### Focus on Sectors

The State has placed a high priority on targeting its training resources on high growth industries with a focus on Healthcare and Energy.

#### Health Care

Mississippi's health care sector continues to experience rapid growth. Already home to world-class health care facilities, the state's medical needs continue to grow while providing exciting areas of potential economic growth. To help meet training needs, the WIN provided 1,092 ITAs for healthcare careers.

#### Energy

Recently, the clean energy sector has become one of Mississippi's fastest growing industry areas. Since 2010, a number of renewable energy or energy efficiency companies, including Twin Creeks Technologies, Soladigm, KiOR and Stion, have announced new facilities in the state that represent sizeable private investments and are creating thousands of jobs for Mississippi residents. More than 70 ITAs were provided to adult and dislocated workers enrolled in energy related career fields.

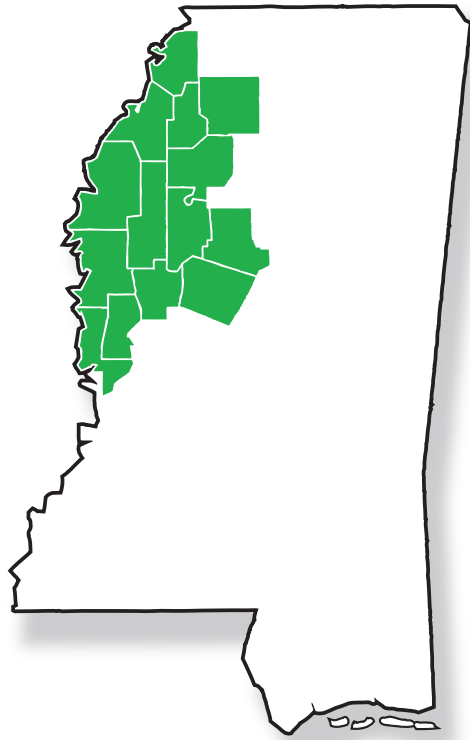
### Evaluation Activities

In 2011, MDES began using SPSS to analyze its WIA data. A data analysis team was formed that includes representatives from each of the four local workforce areas and State level reporting staff. The team participated in training provided by the DOL Regional staff. The team meets regularly to review data and generate reports that aid management in planning and decision making. The reports have been useful in reviewing operational performance, identifying opportunities for improvement in service delivery, and have the potential to help improve outcomes.



Mississippi's health care sector continues to experience rapid growth.

# Local Workforce Investment Areas



## Delta

South Delta Planning and Development District

Mitzi Woods

WIA Director

831 South Broadway

P.O. Box 1776

Greenville, MS 38702

Phone: 662-335-6889 Fax: 662-332-5175

[mwoods@sdpdd.com](mailto:mwoods@sdpdd.com)

South Delta Planning and Development District is the designated fiscal agent for the Delta Workforce Investment Area Board since its inception in 2000. South Delta provides the administrative and fiscal support functions associated with the implementation of the Workforce Investment Act in the 14 counties of the Delta WIA.

### Staffing

Currently, there are five staff members who support the activities of the Delta WIA Board in planning and coordination, rapid response activities, management information systems, contract management, fiscal accountability, monitoring and administration of adult, dislocated worker and youth programs. One additional staff member works with small business development throughout the Delta.

### Funding

The Delta WIA was awarded \$5.9 million in formula funding for Program Year 2011, which was a \$750,000 decrease from PY10. Additional funds were received as incentive funding and special funding for the lineman training program. NEG OJT funds were continued into PY11.

### Services

WIN Job Centers in the DWIA provide the opportunity for citizens to receive core and intensive services as well as Individual Training Accounts and On-the-Job Training through area businesses. The DWIA continued to focus on increased business services to employers and increased customer service to individuals. WIN Job Center staff and DWIA staff are involved in various training sessions to improve skills and provide better services to clients.



## Delta

### Small Business Development

Small business development continues to be vital to the growth of the Mississippi Delta. Our small business program is operated in house with a full time Small Business Developer. WIA funding provides entrepreneurial training, mentoring, and counseling at WIN Job Centers for Adult and Dislocated Workers with a vision of owning and operating a business. In PY11, four loans totaling \$150,000 were approved through the Community Express Loan Program from the Small Business Administration. Ninety-one new clients were served as well as 17 existing clients. Working with South Delta's other loan programs, nine loans were approved totaling approximately \$2.4 million. Five matching grants were approved from the Federal Home Loan Bank of Dallas totaling \$125,000.

### Services and Training Provided

There were 759 adults and dislocated workers served in 2011. ITAs were awarded to 255 participants for \$463,570. OJT's to employers totaled \$796,832 and served 512 participants. Sixteen youth ITAs were awarded totaling \$27,412.

### Youth

During the reporting period, 1,227 youth were served in the in-school and out-of-school youth programs. Of this number, 629 were receiving follow up services. In both programs combined, 72% were placed in employment or education, 74.4% attained a degree or certificate and 65.7% made literacy or numeracy gains. Seventy-eight participants attained the General Equivalency Diploma (GED).

### Nurse Extern Program

The Summer Nurse Extern Program served a total of 21 nursing students in hospitals throughout the Delta including Bolivar Medical Center, Delta Regional Medical Center, Greenwood Leflore Hospital, North Sunflower Medical Center and AMG Hospital in Greenwood. The participants worked eight weeks in a supervised clinical setting prior to their last year in RN education. This program afforded the participants valuable practical experience and offered them an opportunity to enhance their clinical and critical thinking skills. As a result of this training, recruitment of the externs as registered nurses should increase as they begin their nursing careers in the Delta. This program was funded with WIA funds through the Mississippi Office of Nursing Workforce.



**Nurse Externs, from left, front:** *Kimberly Ritchie, RN (Clinical Nurse Educator and Externship Program Coordinator); Brittany Hurst; Rebecca Watson; Carol Jenkins; Mary Glenn. Back, from left:* *Ashton Brasher; Michelle McKinney; Shadelia Jones; Elizabeth Tribble; and Robert Morgan*

“The Externship Program at Greenwood Leflore Hospital (GLH) offers a valuable opportunity to assist in the development of future nurses.

The extra clinical experience provided through the program allows the Externs to gain a deeper and better understanding of their classroom learning. The Externs gain clinical skills, confidence, competence, and a broader view of the expectations of nurses. Offering the Externship Program at GLH is a great opportunity for the recruitment of new registered nurses.”

– **Rannie Winbush, RN**

Nurse Recruiter  
Greenwood Leflore Hospital



## Delta

Mobile Outreach Skills Training (MOST): GE Aviation continued to use the MOST mobile training facilities after the successful implementation of it in 2010. Funding for one class was provided entirely by GE Aviation and one class was funded using MDES funds, MDA Workforce Enhancement Training funds, GE Aviation and Timewise. The collaboration of these groups is critical to providing high tech training to individuals in advanced manufacturing so they can compete in today's economy.

### Job Fairs

Batesville - More than 900 job applicants attended the North Mississippi Area Job Fair at the Batesville Civic Center on June 28. Forty-seven employers attended and of the 39 surveys returned, 3,579 visits were made to employer booths by job seekers; 156 interviews were conducted on site and 208 job offers were made that day. It is projected that 279 hires will be made during the next year. Humphreys County - More than 300 job applicants attended the Job Fair in Belzoni on June 14, with 27 registered employers. There were 1,357 visits made to employer booths by job seekers with 129 on site interviews conducted and 80 job offers made the day of the fair. It is projected that 143 hires will be made from this job fair during the next year.



### Electrical Lineman Training Program

Two classes of linemen trainees graduated from the Lineman Training Program during PY11. The first 16 week program was August through December 2011 and the second class was January 2012 through May 2012. Of the 20 graduates, 15 are working for utility companies and two others are in a related field. Funding for this program was provided through the Mississippi Community College Board and WIA formula funds, with contributions from EPAs in the Delta and Entergy. This program received a 2011 NADO Innovation Award for collaboration and partnerships in workforce development.

*Pictured is the second class of the PY 2011 Electrical Lineman Training Program.*

## Success Stories



### The dream of becoming registered nurses began a long time ago for twins Amber and Anna McNeal of Clarksdale.

Amber received her first WIA ITA scholarship in 2007 to enter the LPN program at Coahoma Community College (CCC). Anna entered the LPN program in 2008. Both sisters completed the LPN program and obtained employment as LPNs. Amber had a strong desire to become a registered nurse and entered the Associate Degree Nursing program at CCC. She later received a second WIA ITA scholarship. A short time later, Anna entered the Accelerated Track RN program at CCC and received a second WIA ITA scholarship.

Anna and Amber graduated in May, 2012 from Coahoma Community College with an Associate Degree in Applied Science. Having passed the Mississippi State Board of Nursing exam, the twin sisters are looking forward to pursuing a BSN degree at a later date. Anna currently works at Northwest Regional Medical Center in Clarksdale and Amber is employed at the Mississippi Department of Corrections.



## Delta

### WIA Funding

WIA Funding was provided to the following agencies and organizations:

- Mississippi Department of Employment Security
- Mississippi Department of Rehab Services
- Mississippi Delta Community College
- Mississippi Development Authority
- Holmes Community College
- Coahoma Community College
- Bolivar County CAA
- Central MS, Inc.
- Mid-State Opportunity, Inc.
- Sunflower-Humphreys Counties Progress, Inc.
- WWISCAA
- South Panola School District

### DWIA Board

The DWIA will continue to work with community agencies and organizations, eligible training providers, local businesses, economic development entities and educational institutions to provide training, employment information and job placement to eligible adults, youth and dislocated workers, to help meet the demands of a global workforce.

The DWIA board, the LEO Board and the DWIA staff remain committed to the provision of workforce services to individuals to ensure that a qualified, trained workforce is available to meet the needs of employers and to provide self-sufficient wages for their families.

### SDPDD Receives NADO 2011 Innovation Award

The South Delta Planning and Development District received a 2011 Innovation Award from the National Association of Development Organizations (NADO) Research Foundation for its **Electrical Lineman Training Program**.

NADO is a Washington, DC-based association that promotes programs and policies that strengthen local governments, communities and economies through regional cooperation, program delivery and comprehensive strategies. The association's Innovation Awards program recognizes regional development organizations and partnering organizations for improving the economic and community competitiveness of our nation's regions and local communities.

"Creative projects like Electrical Lineman Training Program advance the economic growth and sustainability of our nation's regions and communities. For more than 20 years, NADO's Innovation Award has provided regional development organizations throughout the nation a unique opportunity to showcase their important work and their critical role in promoting economic development for rural and small metropolitan communities," said NADO President Tim Ware, executive director of the Mid-East Commission in Washington, North Carolina.



*Tom Ware, Past NADO President with Mitzi Woods, Delta Workforce Investment Area Director, at NADO's 2011 Annual Training Conference in Miami.*

## Success Stories

### Courtney Shaw, a 20 year-old parenting youth, dropped out of school in 2007.

She enrolled in the SELECT GRADS Program in September 2011. Courtney faced transportation barriers but was able to pass the GED test on November 15, 2011. Courtney said, "The SELECT GRADS Program helped me to receive my diploma, and made me aware of other opportunities in life." She is currently employed at Fred's of Indianola, Inc. as a stock clerk. She plans to enroll at Mississippi Valley State University.

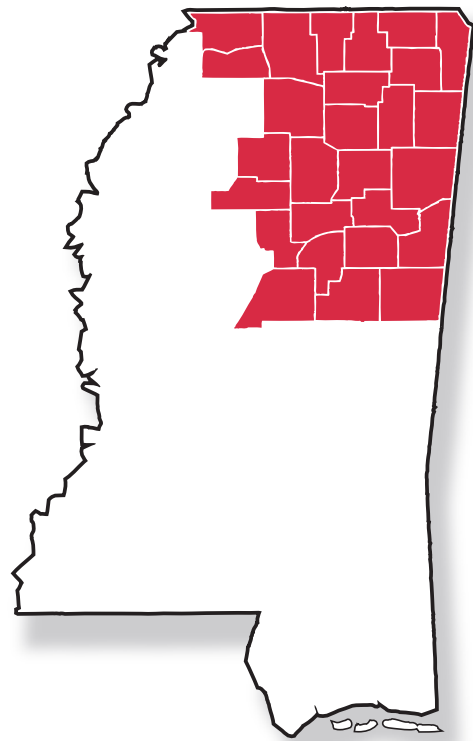
### Latasha Henderson, a 21-year-old parenting youth of four children, dropped out of school in 2005.

She entered the SELECT GRADS Program in September 2011, and passed the GED test in November 2011. Latasha said, "The SELECT GRADS Program gave me a second chance to get my diploma, to work, to provide for my family, and to learn new skills." She plans to attend Mississippi Delta Community College.

### Jonathan Wilson, 17, dropped out of school in January 2012.

He enrolled in the SELECT GRADS Program in March 2012. Jonathan said, "The SELECT GRADS Program helped me to get my GED and to earn some extra money." Out of the 10 GED recipients, Jonathan had the highest standard score in Mathematics (620), Science (650) and Battery Average (570) on the GED test. He plans to attend Mississippi Delta Community College.

## Local Workforce Investment Areas



# The Mississippi Partnership

Three Rivers Planning and Development District

Primary Contact: Bill Renick

Post Office Box 690

75 South Main Street

Pontotoc, Mississippi 38863

Phone: 662-489-2415 Fax: 662-489-0958

## Description

Three Rivers Planning & Development District, Inc. serves as the fiscal/administrative agent for The Mississippi Partnership, one of four workforce investment areas in the state of Mississippi designated to carry out the Workforce Investment Act of 1998 (WIA). The Mississippi Partnership workforce area is the largest geographical area in the state, covering 27 counties in north and northeast Mississippi and is governed by a 61 member board and 27 Chief Elected Officials.

Through partnerships of local community colleges, the Mississippi Department of Employment Security, other planning and development districts, and eight WIA youth providers, the Mississippi Partnership was able to accomplish the following during Program Year 2011:

## Accomplishments / Highlights / Best Practices

### WIN Job Center Services

There are 16 WIN Job Centers located throughout the Mississippi Partnership, under a consortium of four one-stop operators who serve as local lead agencies. They include Itawamba Community College, Northeast Community College, Northwest Community College and Mississippi Department of Employment Security.

WIN Job Centers are the centerpiece of the WIN in Mississippi system, which provides convenient, one-stop employment and training services to employers and job seekers in the areas of employment, education, training, and human services.

During the 2011 program year, the Mississippi Partnership had approximately 3,000 individuals receiving Workforce Investment Act adult and dislocated worker services. The Mississippi Partnership WIN Job Centers provide training to 1,156 individuals, expended 98% of its On-the-Job Training funds and expended 95% of funds allocated for Individual training accounts.



## The Mississippi Partnership

The Mississippi Partnership received a total of \$450,000 from Mississippi Development Authority workforce training funds to assist employers with On-the-Job Training. This was a great collaboration with MDA because we would not have been able to provide services to some of the employers if it were not for the workforce training funds.

### Adult Internship Program

The Adult Internship program helps potential applicants and employees gain practical work experience and sharpen their leadership skills while working to gain full-time employment or career exploration. The program also allows businesses to try out potential applicants in real work settings. With limited funding for program year 2011, the Mississippi Partnership submitted an application to Mississippi Development Authority to request state workforce training funds. Mississippi Partnership was awarded a grant totaling \$100,000 to serve 30 interns in advanced manufacturing and distribution centers. Thirty-five interns were served with the grant with a completion and entered employment rate of 90%. The Mississippi Partnership is the only workforce area in the state that uses this unique program to match employees with jobs while giving businesses the opportunity to assess the employee for up to 320 hours at no cost.

### Tornado National Emergency Grant

The Mississippi Partnership received a Tornado National Emergency Grant to assist counties impacted by a series of tornados that occurred on April 27, 2011. The Tornado NEG was award an extension through June 30, 2013 to continue serving those individuals eligible under this grant.

### Job Fairs

Local Job Fairs were conducted with the assistance of The Mississippi Partnership in Alcorn, Attala, DeSoto, and Marshall Counties serving over 1800 participants within our region.

### Rapid Response Services

In the unfortunate event that a local company has to reduce its workforce or close its business, the Mississippi Partnership has a Rapid Response Team that can assist the company and its affected employees. Rapid Response is a service that is provided to employees who lose their job through no fault of their own due to a business closure or downsizing. The Rapid Response team is made up of state and local representatives, a local WIN Job Center Representative, and a local community college representative. The information given to the affected employees includes but is not limited to WIN Job Center location and hours, how to write a resume, resources in the WIN Job Center, training opportunities, and GED/ABE information. During PY11, the Rapid Response team assisted 5 employers and over 1,000 employees through Rapid Response in our 27-county area.

## Success Stories



### Dennis Spann enrolled in the C2C program at East Mississippi Community College to change his life.

He had been looking for a job, but had no luck. He attended classes every day for 7 weeks to obtain the skills needed to become permanently employed. During his training, the C2C trainers exposed him to various programs and information that would assist him to become employable. Dennis attended a job fair hosted by KiOr, completed the hiring process, and within weeks began work. He is still employed with KiOr and seeks to move up to a leadership position within the next 5 years. Dennis is the example that is used repeatedly to get participants energized and excited about the C2C program.

### Two words come to mind when Cruse Clark is mentioned: determination and spirit.

Cruse enrolled in C2C class in November, 2011. At that time, he only lacked math in order to pass his GED. Cruse completed the Smart Work Ethics classes, Smart Lab, and the CRC test.

Passing the math section of the GED was a little more difficult. Cruse had been unsuccessful in passing the math section in three previous attempts. After enrolling in C2C he took the exam two more times and passed on the second attempt.

Cruse enrolled in Northeast Mississippi College in August, 2012 and is now the 2012-2013 Northeast Tiger Mascot. Few people seem to enjoy college more than Cruse.

No matter the success he has in life, Cruse will remember where it all started: C2C and GED!!



## The Mississippi Partnership

### Youth Services

#### WIA Youth Programs

There were many challenges the Mississippi Partnership faced in its WIA youth programs:

- Continued decrease in funding levels
- Duplication of services by different agencies
- In-School youth programs limited to Senior Transition
- Employers need for employees with soft skills

Three Rivers Planning & Development District and the Mississippi Partnership Workforce Investment Area overhauled its WIA youth program, focused on out-of-school WIA eligible youth, and branded this new concept Counseling to Career (C2C) youth program. The Mississippi Partnership funded seven C2C youth programs that served 642 youth.

The concept of the C2C Youth Program is to provide one-on-one counseling to develop a “truly personalized” Individual Service Strategy (ISS) that helps the youth identify short-term school/career goals as well as long term while assisting the youth in removal of obstacles impeding the success of these goals.

Each youth is offered the 10 required WIA program elements and is provided with each element that applies to their newly developed ISS. After the ISS, assessment test, and appropriate WIA paperwork have been completed, each youth is encouraged to take a 21 hour course designed by Smart Work Ethics that includes character development and Life Skills Training for the Workplace. For a youth to be eligible for the paid work experience program element, the youth must complete the 21 hour Smart Work Ethics training. This curriculum has been designed to help youth with communication skills, attitude, good work ethic, personal image, interpersonal communication skills, cognitive skills, organization skills, and personal life skills.

The final goal for each youth is to ensure that they have completed the short-term steps outlined in their ISS. Once these are accomplished the youth can begin working towards their long-term goals that should include furthering their education by enrolling into college, receiving technical training or obtaining full-time employment.

The counselor assists the youth with preparing for their long term goals prior to exit to ensure that the student continues on their pathway to success.

## Success Stories

### **My name is Stephanie Doss and I greatly appreciate the help that I received from WIA.**

I was a recently separated mother of two beautiful children. I was going to school at NEMCC with the hopes of graduating as a nurse. I was working as a waitress at Huddle House to provide for my children and help pay for my financial needs. I was living with family members and friends, paying rent and helping with bills and food as much as I could. I struggled through my classes and worked late hours at night.

I am so proud to say I finally made it to graduation day. The instructors gave me a list of costs that needed to be covered for graduation, the review class to prepare me for my test, fingerprinting, and finally the cost of my state board test to receive my license. I was horrified! I had struggled harder than ever before to become a mother that my children could be proud of and now a brick wall stood in my way.

With a waitress income there was no way that I would be able to save the money needed to cover all my expenses, and my family was not in a position to help me. One of my instructors told me to call the WIN Job Center and ask if there was any funding available. I called and talked to Mark Tomlinson who was very understanding of my situation and promised to help in any way if possible. I was told that I qualified for assistance and that most of the financial needs for school would be paid by WIA.

I am now a licensed nurse with a full time job and a four bedroom brick house for my two children to call their own. I finally feel that I am becoming the mother I have always wanted to be; a strong independent woman that my children can be proud of. I couldn't have done it without the financial and emotional support that I received from WIA through the WIN Job Center. Thank you all very much and I would tell any woman struggling to change her life... if I can do it anyone can.



## The Mississippi Partnership

### Youth Disability Coordinator Initiative

A Youth Disability Coordinator for the Mississippi Partnership was provided through contract from The Mississippi Department of Rehabilitation Services. The program works with all Mississippi Partnership funded Youth Service Providers. MDRS conducts training sessions for all Youth Program Providers on a monthly basis and coordinates any individualized training for each youth provider that may be needed. This coordinator works one-on-one with our youth providers and acts as a “broker” linking them to service that participants are in need of. These services include job development, job readiness skills training, and job lead assistance. In addition, the Disability Coordinator works with all Youth Service Providers to ensure that all individuals who qualify become clients of MDRS for the purpose of receiving services.



September 10, 2012  
 Northeast Mississippi Community College  
 WIN Job Center  
 2759 S. Harper Road  
 Corinth, MS 38834

Attention: Amanda Johnson

Dear Amanda:

Jason Livingston and Donald Burch joined Roll Form Group through the WIN Job center's OJT training program. Both started working as mill operator trainees under the direction of established mill operators as well as the production manager.

Jason and Donald exhibited positive attitudes as well as an eagerness to learn more about plant operations as they progressed to full operator status. They learned various skills which include the utilization of measuring devices such as tape measure, caliper, micrometer and protractor. They have been certified to operate overhead cranes and forklifts, too.

Their day to day responsibilities also require the use of mig welders, basic carpentry and plasma cutting skills to facilitate efficient mill operations and material flow through the facility.

They have used their opportunity to learn on the job and continue to improve themselves at every level. Accordingly, their pay levels have reflected their enhanced knowledge and skill levels.

The On-the-Job training program has and will continue to provide opportunities for our employees and also adding to the success of our U.S. operations.

Sincerely,

Brandon S. Suga  
 General Manager - Iuka  
 Controller - Roll Form Group (U.S.) Inc.

## Success Stories

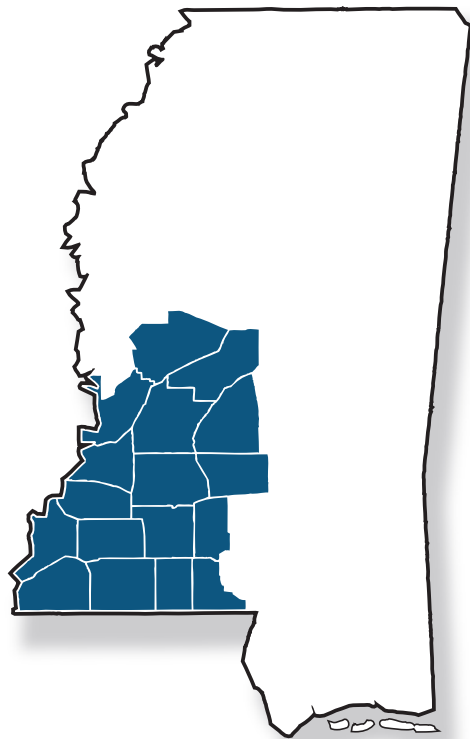
**At seventeen years of age, Cortney Shook's family was told that her father needed a liver transplant.** He was the sole supporter for the family and suddenly his life revolved around doctors and hospitals.

Cortney's mother stayed weeks at a time at the hospital. Cortney had to assume many of the responsibilities of her mother, but she also wanted to finish her high school diploma.

As a result of entering the C2C program, Cortney was able to complete her GED, CRC, ACT testing, Smart Work Ethic training, and receive the assistance she needed to complete her financial aid and admission paperwork for college. This proved to be a very challenging time in Courtney's life. Her father received his transplant but had medical difficulties that would require him to receive another transplant. Her father did not win his fight for his life but knew before he died that Cortney had passed her GED and that she was determined to become a nurse.

Cortney took a difficult situation and, with the help of the C2C program, turned her life toward success. Cortney is now in her second year of college and well on her way to becoming a nurse. She is also employed and implementing the work ethic she learned in her training class. Cortney is a success story but the final chapter is not written!

## Local Workforce Investment Areas



# Southcentral Mississippi Works

Southcentral Mississippi Works  
Central Mississippi Planning and Development District  
Primary Contact: James McGuffee  
1170 Lakeland Drive  
Jackson, Mississippi 39216  
Phone: 601-981-1511 Fax: 601-981-1515

## Description

Southcentral Mississippi Works (SMW) Workforce Investment Area serves 17 counties located in the central and southern portion of the state through a network of ten WIN Job Centers. Central Mississippi Planning and Development District (CMPDD), in partnership with Southwest Mississippi Planning and Development District, acts as the administrative entity for the local WIA Board and the local elected officials. CMPDD provides policy, guidance and oversight for workforce activities in the 17-county area.

## WIA Services

During Program Year 2011, SMW used WIA funds to serve both job seeker and employer customers. Adult and Dislocated Worker job seekers received a variety of workforce-related services, including training opportunities such as On-the-Job Training (OJT) and Individual Training Account (ITA) Awards. Employers were provided a variety of services, including OJT reimbursements for hiring unskilled or under-skilled workers. A streamlined OJT process makes the program user-friendly and less cumbersome for employers.

A targeted OJT program, funded by National Emergency Grant funds, was used during PY11 to serve those individuals who have been impacted by the nationwide economic recession. This program targeted individuals who had become unemployed since January 1, 2008 and were considered as not likely to return to their former occupations.

## Youth Programs

The Senior Transition Youth Program, which was launched in Program Year 2004, continued in Program Year 2011 to provide services to eligible youth residing within the area. The program works to enhance work readiness, college preparedness, and transition-to-work skills of WIA eligible high-school seniors who are on track to graduate during the program year. This enables the young people to make a smoother transition either into the world of work or into post-secondary education and gives them valuable career information and guidance. The program, which is coordinated by Senior Transition Coordinators working through the WIN Job Centers, utilizes local community resources and business leaders to provide real world perspectives and workshop experiences as the graduating students transition from high school into the next phase of either a career or further education.



## Southcentral

On-the-Job Training was also available to youth, offering them the opportunity to gain valuable knowledge, skills and experience; as well as ITAs to enable them to obtain further education and skills.

A Work Experience program to serve out-of-school youth allowed those individuals to gain valuable experience. Job Center staff worked with the participating worksite employers to encourage them to retain the youth in full-time employment at the end of the Work Experience employment.

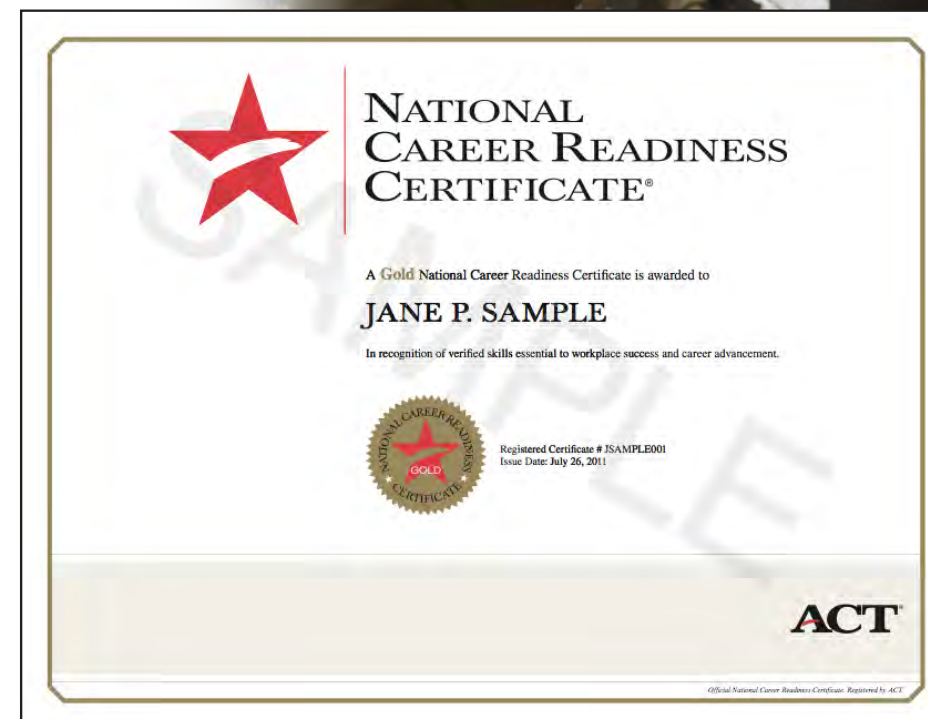
### Career Readiness Certificate (CRC)

The Career Readiness Certificate program, a national program based on the WorkKeys® job skills assessment system, developed and administered by ACT, Inc., is available in all of SMW's WIN Job Centers. Individual jobs across the country were profiled by ACT, Inc. to determine that there are three basic skills that are highly important to most jobs: Reading for Information, Applied Math, and Locating Information.

An individual's score on the three assessment areas qualify them for either a Gold, Silver, or Bronze certificate. The certificate validates that an individual possesses certain essential skills that are important across a range of jobs and, therefore, employers, job seekers, economic developers, and educators can use the certificate as a common language to improve the quality of the workforce.

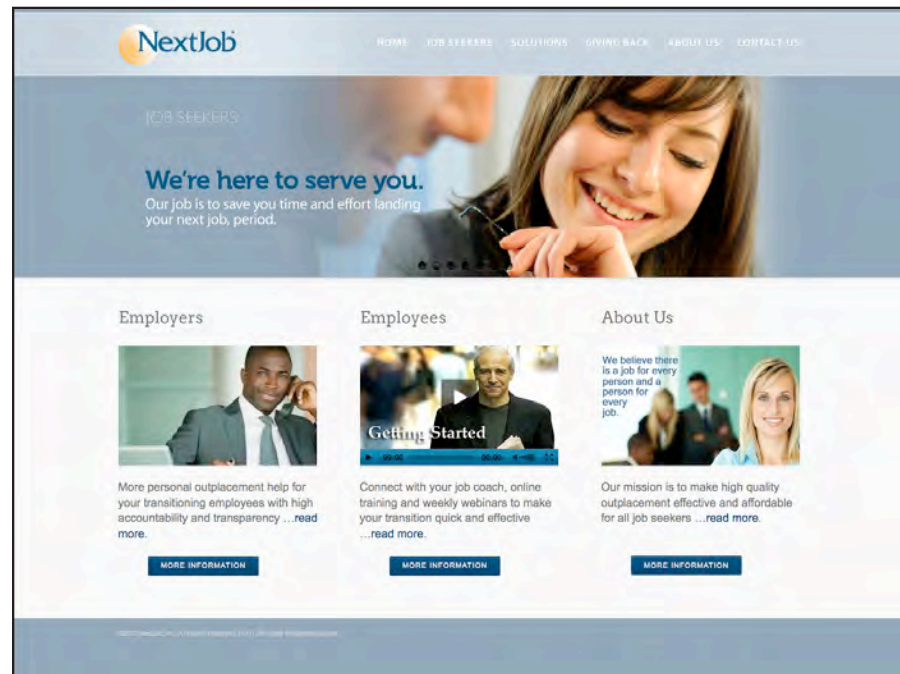
The CRC program is recognized by employers and education entities nationwide, and assessment results and certificates can help individuals find job opportunities wherever they live.

Individuals who apply for an Individual Training Account are required to obtain a CRC at the level deemed appropriate for the training they are requesting prior to being approved for an ITA. Obtaining a CRC in their chosen field is an additional indicator that the individual possesses the basic skills needed to successfully complete the chosen training.





## Southcentral



### NextJob

The use of NextJob was made available to customers of the WIN Job Centers. NextJob is an internet-based program that enables users to create professional resumes using a template and post the resumes on a number of national job search websites. The program also features modules related to professional conduct, mock interviews, networking to locate employment possibilities, tips on keeping the job once you're hired, and many other useful topics. WIN Job Center customers found this program to be effective and useful to them on their journey to employment. In addition, individuals who apply for an Individual Training Account are required to complete at least three of the NextJob modules. This better prepares them to connect with a job at the completion of their training.

## Success Story

**Nioki Johnson visited the local WIN Job Center in Pearl, MS and noticed a sign on the bulletin board that read, "WIA Orientation".**

She was interested in becoming a Certified Nurse Assistant, being inspired by her mother who was a CNA for 22 years. Nioki turned in her essay of interest, and was approved for the CNA program. She sat before the ITA Approval Committee members with the hopes of being approved to attend the CNA Training Center. She received the approval that she was hoping for. Nioki's training start date was May 14, 2012 and she graduated June 22, 2012.

She said, "I give thanks to the ITA Scholarship Program, the WIN Job Center in Pearl, MS, the CNA Training Center at the Jackson Medical Mall, and Mrs. Tina Tolar, WIA ITA Case Manager at the WIN Job Center. The success is there for those who strive. I have achieved my goal. I'm currently working as a CNA at a Hospice Care Center in Jackson, MS."



*...Success is there  
for those who strive.  
— Nioki Johnson*



## Local Workforce Investment Areas

### Twin Districts

Southern Mississippi Planning and Development District, Grant Recipient

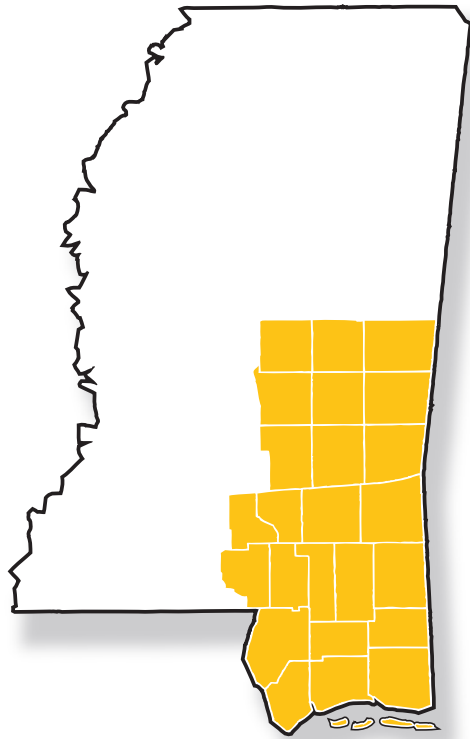
Primary Contact: Rebecca Brown, Director, Workforce Development

700 Hardy Street

Hattiesburg, Mississippi 39401

Phone: 601-545-2137 Fax: 601-545-2164

rbrown@smpdd.com



#### Area Description

The Twin Districts Workforce Area (TDWA) is comprised of 24 counties in the southeastern part of Mississippi ranging from Kemper County to the Gulf Coast and is one of four workforce areas in the state. A diverse region, TDWA is a workforce area of extremes. These 24 counties encompass three of Mississippi's four metropolitan areas and rural economic regions with unemployment rates as of June 2012 of 7.6% in Lamar County to 15.0% in Kemper. These same two counties held the highest and lowest rates last year as well.

The counties in the Twin Districts service area are: Clarke, Covington, Forrest, George, Greene, Harrison, Hancock, Jackson, Jasper, Jefferson Davis, Jones, Kemper, Lamar, Lauderdale, Leake, Marion, Neshoba, Newton, Pearl River, Perry, Scott, Smith, Stone and Wayne. Southern Mississippi Planning and Development District (SMPDD), in conjunction with East Central Planning and Development District (ECPDD), acts as grant recipient/fiscal agent for the Twin Districts Area. Designated agency staff provides support to the Local Workforce Investment Board and the Local Elected Officials boards.

#### Program Year 2011 Major Initiatives/Accomplishments

##### WIN Job Centers

The WIN Job Center staff in the Twin Districts Workforce Area provided services to over 78,297 people. A total of 14,779 job placements were made in PY11. During the last five years, TDWA's WIN Centers have consistently excelled with over 17,000 placed in PY07; 12,510 in PY08; 8,887 in PY09; and, 13,676 in PY10. Each year the TDWA WIN Job Centers lead the state in employment placements.

Of the 55 WIN Centers throughout the state, three of our offices were chosen by the Mississippi Department of Employment Security as the Number 1 offices for placements: "Best Large Sized Office - Pascagoula" with 2,556 placements, "Best Medium Sized Office - Biloxi" with 629, and "Best Small Sized Office - Carthage" with 778 placements. The Pascagoula office also received an award on August 8, 2011 from an employer, KBR, for its workforce partnership for the Chevron Base Oil Project.

## Twin Districts

### Training Services

A total of 22,303 individuals were enrolled into WIA services through WIA Adult, Dislocated Worker, or Youth classifications since July 2011. Through the WIN Job Centers, participants are provided job search, counseling, resume assistance, assistance in developing an employability development plan, interview skills training, On-the-Job training (OJT), Individual Training Accounts (ITAs), and continued short-term training such as computer and job search training classes. Of this number, 21,344 Adults and Dislocated Workers received core services at WIN Centers with 4,329 enrolled into Intensive services, a more individualized training assistance. Individual Training Accounts (ITAs) were provided to 727 participants with 347 receiving On-the-Job Training (OJT) services.

### WIA Youth Services

The TDWA Youth Programs are delivered by independent contractors that competitively bid for youth funds. One of these providers has implemented the concept of Occupational Academies to train and place youth into employment. The Meridian Public School District's WIA In-school Academy includes Nurse Assistant, Phlebotomy, Electrical, Welding, and Hotel and Restaurant training. The Academy courses of study have been successful with the help of partnerships with the Meridian Community College and area businesses. This program was included in the qualifying information for the Bell Foundation Award received by Rush Hospital.

WIA Youth programs in the TDWA have been successful in achieving and exceeding the prescribed goals as outlined for WIA. The services that are available include counseling, Pre-Employment training, Work Experience, GED preparation and achievement, employment, referral to WIA On-the-Job Training (OJT) and Individual Training Accounts (ITA). There were seven programs, two in-school and five out-of-school, provided by five agencies during PY11 and served approximately 1,057 participants.

#### ***Out-of-School Youth providers included:***

- Meridian Public School District
- Southern Mississippi Planning Development District
- Gulf Coast Community Action Agency
- CARES of Mississippi, Inc.\*
- Education & Training Institute, Inc.
- Arbor Education and Training

*\*CARES of Mississippi, Inc. had two Out-of-School programs - Careers in Jackson County and Building Shipbuilders in George, Harrison, and Jackson Counties*

## Success Stories

**Ms. Mary Horne is a two time cancer survivor, but she has never given up on her dream to become a nurse.**

Mary first met with Daniel Williams, Laurel WIN Job Center ITA Specialist, in August of 2009. Daniel placed her in training at Jones County Junior College where she began her training. Subsequently, Mary was diagnosed and treated for cancer on two occasions while attending school. In spite of her physical challenges, Mary completed her program and received an Associate Degree (RN) in December 2011. - *WIA Adult Funding Stream*

**Ms. Lori Woodward was employed as a waitress earning \$2.75 hourly plus tips.**

Ms. Woodward sought assistance at the Columbia WIN Job Center to upgrade her skills and work toward self-sufficiency. She worked with the ITA Specialist and was awarded an ITA to help pay for training. She was accepted into the Associate Degree Nursing program at Pearl River Community College, and recently graduated and passed the state board exam. She is now employed as a Registered Nurse at Southwest MS Regional Medical Center. - *WIA Adult Funding Stream*



## Twin Districts

### ***In-School Youth providers included:***

- Meridian Public School District
- Education & Training Institute, Inc.

### **Three innovative programs have been highlighted:**

#### ***Meridian Public Schools – In-School Youth***

Skills for Tomorrow's Workforce is an in-school program operated by Meridian Public Schools. In this academy, students may train as **Student/Teacher Assistants, Certified Nurse Assistant, or Welding.**

**Teacher assistants** receive training from certified teachers who assist the student in providing character education, academic enrichment, social, and interpersonal skills to youth in the community. They work as tutors and/or mentors at the Boys and Girls Club of East Mississippi. Many continue to post-secondary training in the education field.

The **Certified Nurse Assistant** training students learn basic health care skills and procedures, specific skills required to pass the Certified Nurse Assistant Exam, and information about nursing and other health-related professions. Students engage in job shadowing and work experience. Prior to the exam, students receive three weeks of instruction, lab, and clinical hours at Meridian Community College.

**Welding** is the third training offered at the Academy. Basic knowledge of welding skills, occupational orientation, and safety are studied by students. They are prepared upon completion of training for entry level employment in the field of welding and fabrication, or they may elect to continue training. Some participants may also be eligible to achieve AWS D1.1 certification.

#### ***Meridian Public Schools – Out-of-School Youth***

Meridian's out of school program is known as Career Connection. The program is designed to offer four types of training designed to equip youth with the education and skills to take advantage of new and increasing job opportunities in high growth labor markets.

**Manufacturing and Distribution Connection** exposes participants to the basics required for these nationally imperative skills that businesses must have to compete successfully. They earn a Career Readiness Certificate (CRC), M3 Level I credential, distribution training, forklift training, OSHA training and a Work Readiness Skills certificate.

**Forklift Training** is another type of training available. It includes instruction on basic safety, forklift operation, loading and unloading trailers, fueling forklifts and special units. Students must demonstrate their skill and successfully complete a written test before receiving certification.

## Success Stories

### **In June of 2011, Mr. Buckley visited the Picayune WIN Job Center, having previously worked as a truck driver and a security guard**

until he was laid off from both employers due to cut backs and lack of funding. At the Picayune WIN Job Center he was offered assistance with job search, online applications, and tips on interviewing. All this paid off with part time employment, but his goal was to find a job as a truck driver again.

Mr. Buckley was also interested in starting his own Taxi Cab Company. Again he came to the WIN Center for assistance. He was given information about the Small Business Administration, local labor market information, and websites that could help in developing a business plan. Mr. Buckley was awarded a small business loan to get his company started.

His is the only cab company offering services in Pearl River County. Currently, Mr. Buckley is the owner of Magnolia Express Taxi Cab Company. His efforts to find a full time job took him to North Dakota and back to Mississippi where he is no longer an unemployed truck driver but a successful entrepreneur. - *WIA Dislocated Worker Funding Stream*

## Twin Districts

**Electrical Training/Work Experience** for Apprenticeship prepares students to enter residential and commercial electrical occupations. The training includes electrical skills, safety, troubleshooting, and residential and commercial wiring. Students are placed with electrical businesses for work experience. Successful completion students are evaluated by employers for possible apprenticeships.

The Career Connection **Work Experience** assists high school/GED graduates with employment which connects them to their occupational training and employment goals. They complete the Career Readiness Certification and a career assessment before being placed into 200 hours of work experience.

### ***Education and Training Institute, Inc. – In-School Youth***

The Graduation Advancement Program (GAP) helps to bridge the “gap” many youth face transitioning from high school to post-secondary — whether college, advance training, apprenticeship, employment, or military. This program targets high school seniors who are deficient in work readiness skills and need assistance to achieve their career goals. Workshops, exercises, introduction to and tours of post-secondary educational institutions, tours of local businesses/industries, assistance in developing resumes, interview and application skills, financial planning, personal budgeting, and individual action plans for achieving post-graduation goals.

## National Emergency Grants

TDWA also provided services through three National Emergency Grants (NEG) during Program Year 2011. These grants were the Oil Spill, Hurricane Katrina, and an NEG Long-term Unemployed.

### **Oil Spill National Emergency Grant**

**(Funds Available from April 1, 2011 through June 30, 2013)**

Mississippi received funds for affected individuals/businesses impacted by the Deepwater Horizon oil spill. Training for ITA and OJT training were limited to participants within the three coastal counties.

To date, 231 applicants have applied for ITAs with 164 applicants approved for the training. Twelve have been enrolled in the Construction Skills for the Future training. Supportive services were provided to all eligible participants for child care, travel, occupational fees, and equipment through MDES.

The economic impact felt throughout the coastal counties was massive and immediate. It was not only economic but also environmental. There is a ripple effect that continues to impact the livelihood of individuals on the Mississippi Coast.

## Success Stories



*Mr. Gedaliah Lamar at the NEG Construction Skills For the Future graduation ceremony.*

### **Mr. Gedaliah Lamar came to the Construction Skills Program after being laid-off.**

Mr. Lamar was offered employment by Southeast Cleaning Services while still in training. The supervisor encouraged him to finish his training. Mr. Lamar graduated June 15, 2012 and started working on June 18th. He was the fourth student hired by this employer. – *BP Oil Spill National Emergency Grant*

### **Mr. Anthony Nelson, while preparing for his GED, attended Forklift and OSHA 10 Certification and Training.**

Anthony received his GED in April and is now employed as a Painter Helper at Gulf Ships in Gulfport, MS. Certifications he earned were helpful in his employment search. – *WIA Youth Funding Stream*



## Twin Districts

### Hurricane Katrina National Emergency Grant

(Funds available from October 1, 2005 through March 31, 2012)

### Oil Spill National Emergency Grant

(Funds Available from April 1, 2011 through June 30, 2013)

**Construction Skills for the Future** is a six week vocational program that serves Hancock, Harrison, and Jackson counties. To date, the program has served 140 participants since July 1, 2011. Out of the 140 participants, 133 completed the program. There have been 11 graduations held since program inception with 78 participants leaving with employment secured. This number of job placements in the current economy has been extremely positive.

Partners have enhanced the success and encouraged continued participation for students in this training. Mississippi Gulf Coast Community College (MGCCC) has implemented an ABE/GED program, and community residents provide food and support during graduation ceremonies. Students are able to attend construction training from 7 a.m. until 1 p.m. GED training is available in the afternoon. By combining GED training with vocational training students are better prepared for future employment opportunities. Five participants have received their GED while four are currently enrolled in the class.

### Long Term Unemployed National Emergency Grant

(ARRA Funds Available from October 1, 2010 through September 30, 2012)

Mississippi was awarded a National Emergency Grant for long term unemployed dislocated workers. Individuals who have been unemployed for 19 weeks or longer after January 1, 2008, are eligible for the On-the-Job Training (OJT) project.

A total of \$183,259 was expended. There were 31 trainees enrolled in the long-term unemployed program, and they were all placed into employment. To date, there is a 90% retention rate.

### Incentive Fund Projects

In November of 2011, the TDWA was awarded incentive funds due to outstanding performance. In partnership with Meridian Public School District, Lauderdale County School District, and the Boys and Girls Club of East Mississippi, Twin Districts implemented **The Student Teacher Assistant Career Program**. This program provided occupational training and work experience opportunities for students to work as tutors and/or mentors under the leadership of highly qualified teachers. Participants helped provide character education, academic enrichment, and social and interpersonal skills development to area youth, while receiving training in work readiness skills, character education, and workplace ethics.

## Success Stories

**Mr. Christopher Ford graduated from Meridian High School in May 2012 and has always had a desire to become a Registered Nurse.**

He enrolled in the WIA Nurse Academy program to receive experience and knowledge about the nursing profession. Chris received his Health Care Assistant certificate on June 15, 2012. Chris is now a Certified Nurse Assistant and is enrolled in Meridian Community College and taking prerequisite classes for the RN degree program. – *WIA Youth Funding Stream*



*Eddie Collins, SMPDD; Tina Craft, Job Corps; Tiara Hamilton, student; Meagan Barnes, SMPDD; Dana Avery, Job Corps*

**Ms. Tiara Hamilton is 22 years old and finished high school with a certificate of completion, no diploma.**

She enrolled in the Construction Skills for the Future program. Transportation was a challenge, as she walked to class every day. She enrolled in the GED class and subsequently enrolled at Job Corps. – *BP Oil Spill National Emergency Grant*

## Twin Districts

Objective assessments of each participant included the Twin Districts Workforce Area Assessment of Work Readiness to determine deficiencies in work readiness skills and subject area testing to identify academic weaknesses. Tutoring and study skills sessions were made available to assist participants in successfully completing requirements for their high school diploma. The partnership with the Boys and Girls Club included training youth during the academic year. All participants were shown the direct correlation between graduating with a high school diploma, occupational training, a college diploma, and earnings potential for those having marketable certification and skills.

Fifteen participants successfully completed the program on June 30, 2012. Participants will continue to receive follow-up services for a minimum of one year.

A second youth pilot program was implemented: the Manufacturing & Distribution Connection Program. This project began on March 1, 2012, and ended on June 30, 2012. It included development in the following areas for 10 economically disadvantaged out-of-school youth, ages 18-21:

- M3 Level I Credential Training (40 hour entry level manufacturing skills class)
- Distribution Training (3 hour class on warehousing and distribution)
- Fork Lift Training (Certificate includes driving skills and written test)
- OSHA Training (OSHA 10 hour Certification)
- Work Connection Experience (tour 3 manufacturing plants/2 distribution centers)
- Career Readiness Certificate (Work Keys Assessment)
- Twin Districts Workforce Area Assessment of Work Readiness
- Test of Adult Basic Education

## Rapid Response

Spikes in the unemployment rate over the last several years reflect struggles caused by Hurricane Katrina, the Oil Spill, and the recession. Business downsizing and closures have increased as the economy continues to struggle. In the Twin Districts area, Rapid Response services were provided to a total of 2,532 individuals. In PY08 there were 2,230 individuals; 1,545 in PY09; and, 2,585 in PY10. These numbers only reflect individuals affected by layoff and/or plant closures from employers that requested Rapid Response Services.

## Success Stories

### **Ms. Tiy McCray was laid off by Swift Oil & Gas in September of 2010 when the office where she worked was closed due to the oil spill.**

This was her second layoff within two years. She realized she needed to do something different. She had started college eight years prior but did not finish. She realized it was time to return. Having heard about the WIN Job Center's ITA program, Tiy came into the office to inquire about the services. She was enrolled into the Human Services Technology program at MGCCC Jackson County Campus in the spring semester of 2011. She completed in December of the same year with a 4.0 GPA. She was hired by Mississippi Regional Housing in November of 2011. According to Tiy, she would not have been able to complete her education and obtain employment without this program. - *WIA Dislocated Worker Funding Stream*

### **Mr. Robert Nguyen, a fisherman, was impacted by the Deepwater Horizon incident in April 2010**

and could no longer work as a fisherman. Nguyen completed the application process for an Individual Training Account (ITA) at the Biloxi WIN Job Center and was approved under the NEG (National Emergency Grant) Oil Spill funds. He completed welding training and is now employed at Ingalls Shipyard in Jackson County.- *BP Oil Spill National Emergency Grant*



# Performance Information

## Program Year 2011 Performance Information

During the 2011 program year — July 1, 2011 to June 30, 2012— Mississippi's four local workforce areas and its network of WIN Job Centers were measured against the nine federal common performance measures. Despite the challenges that accompany an economic recession, the state met or exceeded all nine of the common measures for the 2011 program year.

All four local workforce investment areas met the entered employment rate for adults and three LWIAs exceeding this goal. All four local areas also met the dislocated worker entered employment rate, with three LWIAs exceeding this goal. The state exceeded goals for all three youth measures: placement in employment or education, degree and certificates, and literacy and numeracy gains. Southcentral Mississippi Works continues to emphasize serving older youth in need of employment as opposed to focusing upon academic remediation — literacy and numeracy — for younger youth. Southcentral Mississippi Works does not capture or track literacy or numeracy for younger youth.

The following tables show attainment rates on each performance measure for the state as a whole and for each of the four local workforce areas. 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 WIA performance reports is uniformly reported and validated in accordance with federal requirements.

Statewide Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	58.00%	59.00%
Adult Retention Rate	83.00%	79.70%
Adult Average Earnings	\$9,200	\$11,011.40
Dislocated Entered Employment Rate	58.50%	58.20%
Dislocated Retention Rate	85.00%	79.90%
Dislocated Average Earnings	\$11,050	\$12,435.80
Youth Placement in Employment or Education	67.00%	67.10%
Youth Attainment of Degree or Certification	70.00%	80.10%
Youth Literacy or Numeracy Gains	46.00%	66.90%

## Performance Information

### Mississippi Partnership Workforce Investment Area

Mississippi Partnership Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	58.00%	71.30%
Adult Retention Rate	83.00%	87.80%
Adult Average Earnings	\$9,200	\$13,067.90
Dislocated Entered Employment Rate	58.50%	70.80%
Dislocated Retention Rate	85.00%	87.00%
Dislocated Average Earnings	\$11,050	\$12,773.00
Youth Placement in Employment or Education	67.00%	67.90%
Youth Attainment of Degree or Certification	70.00%	87.20%
Youth Literacy or Numeracy Gains	46.00%	49.70%

### Delta Workforce Investment Area

Delta Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	58.00%	80.50%
Adult Retention Rate	83.00%	89.90%
Adult Average Earnings	\$9,200	\$13,285.30
Dislocated Entered Employment Rate	58.50%	67.50%
Dislocated Retention Rate	85.00%	83.00%
Dislocated Average Earnings	\$11,050	\$10,427.20
Youth Placement in Employment or Education	67.00%	74.50%
Youth Attainment of Degree or Certification	70.00%	80.20%
Youth Literacy or Numeracy Gains	46.00%	56.00%



## Performance Information

### Southcentral Mississippi Works Workforce Investment Area

Southcentral LWIA Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	58.00%	64.00%
Adult Retention Rate	83.00%	83.10%
Adult Average Earnings	\$9,200	\$11,075.70
Dislocated Entered Employment Rate	58.50%	60.90%
Dislocated Retention Rate	85.00%	83.40%
Dislocated Average Earnings	\$11,050	\$11,899.40
Youth Placement in Employment or Education	67.00%	61.10%
Youth Attainment of Degree or Certification	70.00%	66.80%
Youth Literacy or Numeracy Gains	46.00%	6.10%

### Twin Districts Workforce Investment Area

Twin Districts LWIA Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	58.00%	54.70%
Adult Retention Rate	83.00%	74.80%
Adult Average Earnings	\$9,200	\$9,963.40
Dislocated Entered Employment Rate	58.50%	55.70%
Dislocated Retention Rate	85.00%	78.00%
Dislocated Average Earnings	\$11,050	\$12,564.90
Youth Placement in Employment or Education	67.00%	66.10%
Youth Attainment of Degree or Certification	70.00%	88.10%
Youth Literacy or Numeracy Gains	46.00%	81.00%

## Performance Information

The state was successful in providing services that assisted 6,102 adult program participants and 12,165 dislocated worker participants entered employment. The following table shows the cost per entered employment for the WIA adult and dislocated worker programs. The cost per entered employment for both the adult and dislocated worker programs is calculated by dividing the total 2011 expenditures for each program by the number of participants included in the numerator for the entered employment rate for each program.

### Formula Programs Cost per Entered Employment

Formula Programs	Cost per Entered Employment
Adult Program	\$1,392 (\$8,493,262/6,102)
Dislocated Worker program	\$649 (\$5,635,751/8,678)

### Individuals Who Received Training Services Compared to Core and Intensive Services

Reported Information	Individuals Who Received Training Services	Individuals Who received Core and Intensive Services
Adult Entered Employment Rate	84.60%	55.80%
Adult Retention Rate	90.70%	76.80%
Adult Average Earnings	\$14,600	\$9,921
Dislocated Worker Entered Employment Rate	81.70%	56.30%
Dislocated Worker Retention Rate	84.10%	78.90%
Dislocated Worker Average Earnings	\$13,680	\$12,112

Youth performance for the state as a whole remained outstanding in spite of the recession's lingering effects and the challenge of serving youth with multiple barriers to success. This is the direct result of a focus on both employment and transition to college. The cost per youth placement in employment or post-secondary education is shown in the following table. This was calculated by using the amount of formula youth funds expended during the 2011 program year divided by the numerator of the placement in employment or education measure.

### Formula Program Cost per Placement in Employment or Education

Formula Programs	Cost per Placement in Employment
Youth Program	\$4760 (\$9,214,905/1,936)



# Waivers

## Program Year 2011 Waivers

Mississippi received the following waivers for the 2011 program year:

- Waiver of the time limit on the period of initial eligibility for training providers.
- Waiver to allow the use of Individual Training Accounts for older and out-of-school youth. In the 2011 program year, there were 44 out-of-school youth Individual Training Accounts and 9 in-school Individual Training Accounts for a total of 53.
- Waiver to permit Mississippi to replace the performance measures in Workforce Investment Act Section 136(b) with the common measures.
- Waiver to increase the allowable transfer amount between adult and dislocated worker funding streams allocated to a local area. This waiver has been utilized across the state to allow local areas to continue programs and training based on need.
- Waiver to increase the employer reimbursement for On-the-Job Training.
- Waiver to permit local areas to use a portion of local funds for incumbent worker training.
- Waiver to permit a portion of funds reserved for Rapid Response activities to be used for incumbent worker training.



Despite the challenges that accompany an economic recession, the state met or exceeded all nine of the common measures for the 2011 program year.



# WIN Job Centers

## WIN Job Centers Work With Job Seekers and Laid-Off Workers

Mississippi's network of 55 WIN Job Centers is the centerpiece of Mississippi Workforce Investment Network.

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.

### 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.

### Internet Access for Job Openings and Resume Posting

People looking for training or jobs have access to Internet-connected computers and WIN Job Center staff members assist with computer-based career exploration and job openings.

### Access to Office Equipment: Computers, Fax Machines and Photocopiers

Customers have free access to computers, telephones, fax machines and photocopiers to aid them in their job search.

### Information on and Referral to Training

The WIN Job Centers staff and on-line resources connect customers to employment services and training programs.

Training programs are available to eligible individuals enrolled in Workforce Investment Act programs who cannot find adequate employment through normal job search strategies.

This assistance may include occupational skills training, On-the-Job Training, entrepreneurial training, skills upgrading, job readiness training, and adult education and literacy activities.

Some workers may be eligible to receive vouchers for Individual Training Accounts that allow them to choose educational options from a list of eligible training providers.



Mississippi's network of 55 WIN Job Centers are strategically located throughout the state.



## WIN Job Centers

### WIN Job Centers Work 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 referrals to training opportunities to help businesses meet human resources, recruiting, screening and training needs.

### Recruitment and Screening

- Recruit, screen and refer a variety of job seekers, ranging from entry-level workers to skilled professionals.
- Recruit full-time, part-time and seasonal workers.
- Post job openings.
- Host job fairs.
- Partner with businesses to clarify job descriptions and eligibility criteria.
- Screen applicants to ensure that the right workers with the right skills are interviewed.
- Provide access to federal funding for programs.

### 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 Investment Board. Businesses may be reimbursed for up to six months. The length of training usually ranges from 160 hours to 1,040 hours per employee. Upon completion of the training, the company may be eligible for the federal Work Opportunity Tax Credit. To be eligible for the Work Opportunity Tax Credit, a business must have at least two full-time employees and provide workers’ compensation coverage.



WIN Job Center staff are eager to assist with searching for qualified employees...



## WIN Job Centers

- 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 with access to the labor pool.
- Provide information about wages and employment trends.
- Keep companies informed about state demographic and economic information.
- Provide information on Alien Employment Certification guidelines. These guidelines are for businesses that want foreign workers to fill company employment needs due to their inability to recruit specially skilled individuals from local labor markets.
- Provide office space for interviewing and on-site screening.
- Help businesses determine eligibility for the Work Opportunity Tax Credit, a federal tax savings of up to \$2,400 per person for hiring workers from certain target groups.
- Assist companies with Rapid Response services to help manage layoffs.

### PY11 WIA Training

Group	ITA	OJT	Combined
Adult	952	1,218	2,170
Dislocated Worker	968	403	1,371
Youth	53	0	53
<b>TOTAL</b>	<b>1,973</b>	<b>1,621</b>	<b>3,594</b>



Mississippi Gulf Coast Community College will now be offering Crane Operator training at its Jackson County Campus and, with use of a mobile unit, it can also be offered at a variety of industry sites. The first training class was provided to employees of Ingalls Shipbuilding. There is also training that is open to the public, and is coordinated through the WIN Job Center.

A crane-instruction simulator and the software used on the simulator were purchased with U.S. Department of Labor funds through the Mississippi Department of Employment Security. The simulator and software allow instructors to test student proficiency with different types of cranes and in a variety of scenarios, including adverse weather conditions, working around barriers, and obstructions and nighttime operation.



# WIN Job Center Locations

## South Delta Planning and Development District

P. O. Box 1776, Greenville, MS 38702 Phone: 662-335-6889

### Delta WIN Job Centers

#### Batesville

662-563-7318  
103-16 Woodland Road  
P.O. Box 1511  
Batesville, MS 38606-1511

#### Belzoni

662-247-2264\*  
501 Hayden St.  
Belzoni, MS 39038-3615  
Tues., Thurs., 8 a.m. - 5 p.m.

#### 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

#### Columbia

601-736-2628  
1111 Highway 98  
Columbia, MS 39429-3701

#### Greenville

662-332-8101  
Delta Plaza Shopping Center  
800 Martin Luther King Blvd.,  
Suite C54  
P.O. Box 5279  
Greenville, MS 38704-5279

#### Greenwood

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

#### Hancock County

228-466-5041  
454 Highway 90, Suite C  
Waveland, MS 39576-2557

#### Indianola

622-887-2502  
226 N. Martin Luther King  
Drive  
P.O. Box 963  
Indianola, MS 38751-0963

#### Lexington

662-834-2426\*  
16979 Highway 17  
Lexington, MS 39095  
Tues., Thurs., 8 a.m. - 5 p.m.

#### Rolling Fork

662-873-4180\*  
614 Pine St.  
Rolling Fork, MS 39159-2222  
Mon., Fri. 9 a.m. - 4 p.m.

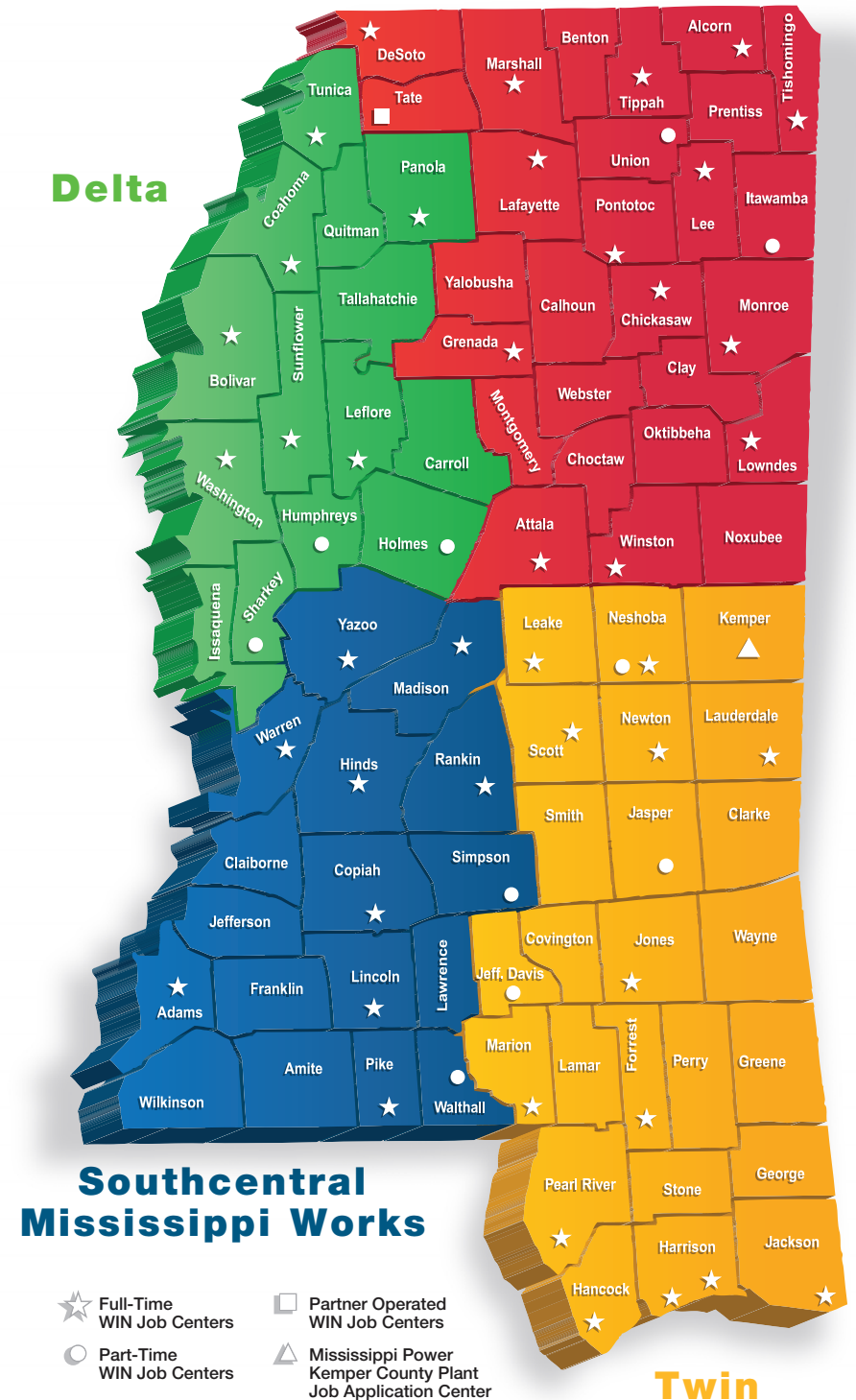
#### Tunica

662-363-2764  
1054 S. Fitzgeralds Blvd.  
P.O. Box 639  
Robinsonville, MS 38664-0639

\* Part-time offices

WIN Job Center location information is subject to change.  
For the most current information visit us online at [mdes.ms.gov](http://mdes.ms.gov)

## Mississippi Partnership



## Southcentral Mississippi Works

## Twin Districts

## WIN Job Centers

### Three Rivers Planning and Development District

P. O. Box 690, Pontotoc, MS 38863 Phone: 662-489-2415

#### Mississippi Partnership WIN Job Centers

**Amory**

662-256-2618  
1619 Highway 25  
P.O. Box 415  
Amory, MS 38821-0415

**Columbus  
(Golden Triangle)**

662-328-6876  
5000 N. Frontage Road  
Columbus, MS 39701-9412

**Corinth**

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

**DeSoto County**

662-342-4002  
7320 Highway 51 N  
P.O. Box 186  
Southaven, MS 38671

**Fulton**

662-862-3824\*  
201 W. Main St., Courthouse  
Fulton, MS 38843  
Wed. & Thurs., 8 a.m.-4 p.m.

**Grenada**

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

**Houston**

662-456-1561  
210 S. Monroe St.  
Houston, MS 38851

**Iuka**

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

**Kosciusko**

662-289-2621  
127 Northside Shopping Center  
P.O. Box 630  
Kosciusko, MS 39090-0630

**Louisville**

662-773-5051  
600 N. Court Ave., Suite B  
Louisville, MS 39339-2023

**Marshall/Benton**

662-252-7893  
145-A Rust Ave.  
Holly Springs, MS 38635

**New Albany**

662-692-1502\*  
301 North St.  
New Albany, MS 38652  
Mon., Wed., Thurs.  
8 a.m. - 4 p.m.

**Oxford**

662-234-3231  
204 Colonnade Cove, Suite 1  
Oxford, MS 38655-5407

**Pontotoc**

662-489-3956  
182 Highway 15 N  
Pontotoc, MS 38863-2923

**Ripley**

662-837-7411  
111 E. Spring St.  
Ripley, MS 38663-2043

**Senatobia**

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

**Tupelo**

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

\* *Part-time offices*



## WIN Job Centers

### Central Mississippi Planning and Development District

P. O. Box 4935, Jackson, MS 39296 Phone: 601-981-1511

### Southcentral Mississippi Works WIN Job Centers

**Brookhaven**

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

**Hazlehurst**

601-894-2121  
1016 Carroll Drive  
P.O. Box 511  
Hazlehurst, MS 39083-0511

**Jackson**

601-321-7931  
5959 I-55 N, Frontage Road,  
Suite C  
Jackson, MS 39213

**Madison County**

601-859-7609  
152 Watford Parkway Drive  
P.O. Box 450  
Canton, MS 39046-0450

**McComb**

601-684-4421  
416 Marion Ave.  
P.O. Box 1306  
McComb, MS 39649-1306

**Mendenhall**

601-847-1322\*  
150 W. Court Ave.  
Mendenhall, MS 39114-3550  
Tues., 8 a.m. - 5 p.m.  
Thurs., 8 a.m. - 12 p.m.

**Natchez**

601-442-0243  
107 Colonel John  
Pitchford Parkway  
P.O. Box 810  
Natchez, MS 39121-0810

**Pearl**

601-321-5441  
212 Saint Paul St.  
Pearl, MS 39208-5134

**Tylertown**

601-222-2161\*  
200 Ball Ave., Courthouse  
Tylertown, MS 39667-2170  
Thurs., Fri., 8 a.m. - 5 p.m.

**Vicksburg**

601-638-1452  
1625 Monroe Street  
Vicksburg, MS 39180

**Yazoo City**

662-746-1141  
306 E. Jefferson St.  
P.O. Box 287  
Yazoo City, MS 39194-0287

*\* Part-time offices*

## WIN Job Centers

### Southern Mississippi Planning and Development District

700 Hardy Street, Hattiesburg, MS 39401 Phone: 601-545-2137

#### Twin Districts WIN Job Centers

**Bay Springs**

601-764-2594\*  
Courthouse Annex  
37 W. Eighth Ave., 37-D  
Bay Springs, MS 39422-0402  
Tuesday 8 a.m. - 5 p.m.

**Biloxi**

228-388-7997  
2306 Pass Road  
P.O. Box 4647  
Biloxi, MS 39535-4647

**Carthage**

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

**De Kalb** (Mississippi Power  
Kemper County Plant Job  
Application Center)  
601-743-2384\*  
14817 Highway 16 W  
DeKalb, MS 39328

**Forest**

601-469-2851  
536 Deerfield Drive  
Forest, MS 39074-6005

**Harrison County**

228-897-6900  
10162 Southpark Drive  
P.O. Box 2849  
Gulfport, MS 39505-2849

**Hattiesburg**

601-584-1202  
1911 Arcadia Street  
Hattiesburg, MS 39401-5428

**Laurel**

601-399-4000  
2139 Highway 15 N  
Suite D  
Laurel, MS 39440

**Meridian**

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

**Newton**

601-683-2021  
107 Adams St.  
Newton, MS 39345-2642

**Pascagoula**

228-762-4713  
1604 Denny Ave.  
P.O. Box 1058  
Pascagoula, MS 39568-1058

**Philadelphia**

601-656-2811  
1120 E. Main St., Suite 11  
P.O. Box 549  
Philadelphia, MS 39350-0549

**Philadelphia Resort**

601-656-0680\*  
390 Industrial Road  
P.O. Box 6280  
Philadelphia, MS 39350  
Friday 8 a.m. - 12 p.m.

**Picayune**

601-798-3472  
2005 Wildwood Road  
Picayune, MS 39466

**Prentiss**

601-792-2473\*  
Old Courthouse  
2325 Columbia Ave.  
Prentiss, MS 39474  
Thursday 8 a.m. - 12 p.m.

\* *Part-time offices*



Presented by:  
State Administrative Entity for WIN in Mississippi

Executive Director Mark Henry  
Mississippi Department of Employment Security

Yolonda Boone  
Director, Office of Grant Management

1235 Echelon Parkway  
Jackson, MS 39213  
Phone: 601-321-6050  
Fax: 601-321-6598

Submitted Oct. 1, 2012



MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

For more information, call:

**888-844-3577**

or visit: [mdes.ms.gov](http://mdes.ms.gov)

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

Those needing TTY assistance may call 800-582-2233.

Funded by the U.S. Department of Labor through the Mississippi Department of Employment Security.

