

In accordance with U.S. Department of Labor TEGL 8-14, the Mississippi Department of Employment Security has modified the **Mississippi 2012 – 2015 State Plan for the Senior Community Service Employment Program (SCSEP)**. The following document is the modification for public review and comment. If you have any comments about this State Plan Modification, please send them via email to [rdeyoung@mdes.ms.gov](mailto:rdeyoung@mdes.ms.gov).



# **MISSISSIPPI**

## **Senior Community Service Employment Program**

**2012 - 2015 State Plan"**  
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**Mississippi Department of Employment Security**

**Phil Bryant**  
***Governor***

Mark Henry  
Executive Director

## **Section 1. Purpose of the State Plan**

The Senior Community Service Employment Program (SCSEP) is authorized by Title V of the Older Americans Act (OAA) of 1965 and reauthorized in 2006. The OAA is designed to strengthen and improve the delivery of important daily services to our most vulnerable citizens and their caregivers.

To enhance SCSEP, the OAA contains language requiring the governor of each State, or his/her designee to submit a Plan. The purpose of the State Plan is to provide a four year strategy to improve and promote coordination among organizations that are engaged in older worker activities and to enhance employment services for older workers. The State Plan serves as an instrument or a guide for initiating, providing and implementing work/training activities by SCSEP grantees operating within the state.

The SCSEP State Plan is under the direction of Phil Bryant, Governor of Mississippi. The SCSEP State Plan details a four year strategy addressing:

- 1) The role of SCSEP relative to workforce development programs and other programs serving older workers in the state to maximize services available to the SCSEP – eligible population;
- 2) Projected changes in the state’s demographics, economy, and labor market; and;
- 3) The distribution of SCSEP slots within the state.

Governor Bryant designated the Mississippi Department of Employment Security (MDES) as the unit of state government that will administer the SCSEP state plan. The MDES Office of Grant Management (OGM) subgrants funds to the 10 Area Agencies on Aging (AAAs) to operate the SCSEP. The AAAs are subunits of the Planning and Development Districts that plan for and provide a system of home and community-based services for the senior population. The MDES OGM, the AAAs, and the SCSEP National Grantees affirm the purpose of the State Plan.

### **A. SCSEP’s Role in Workforce Development**

SCSEP provides part-time employment training for low income persons 55 and older with low employment prospects. The program develops economic self-sufficiency and promotes useful opportunities in community service activities to increase the number of persons who may enjoy the benefits of unsubsidized employment in both the public and private sectors.

On a national basis, approximately 100,000 older persons work in a wide variety of community service jobs, including such services as teacher’s aides, drivers, librarians, clerical workers, forestry workers, and day care assistants. SCSEP benefits not only its program participants, but also the communities it serves. The dual purpose of the Title V Program is to provide meaningful

part-time community service assignments to participants, while at the same time providing preparation for, and transition to, unsubsidized employment.

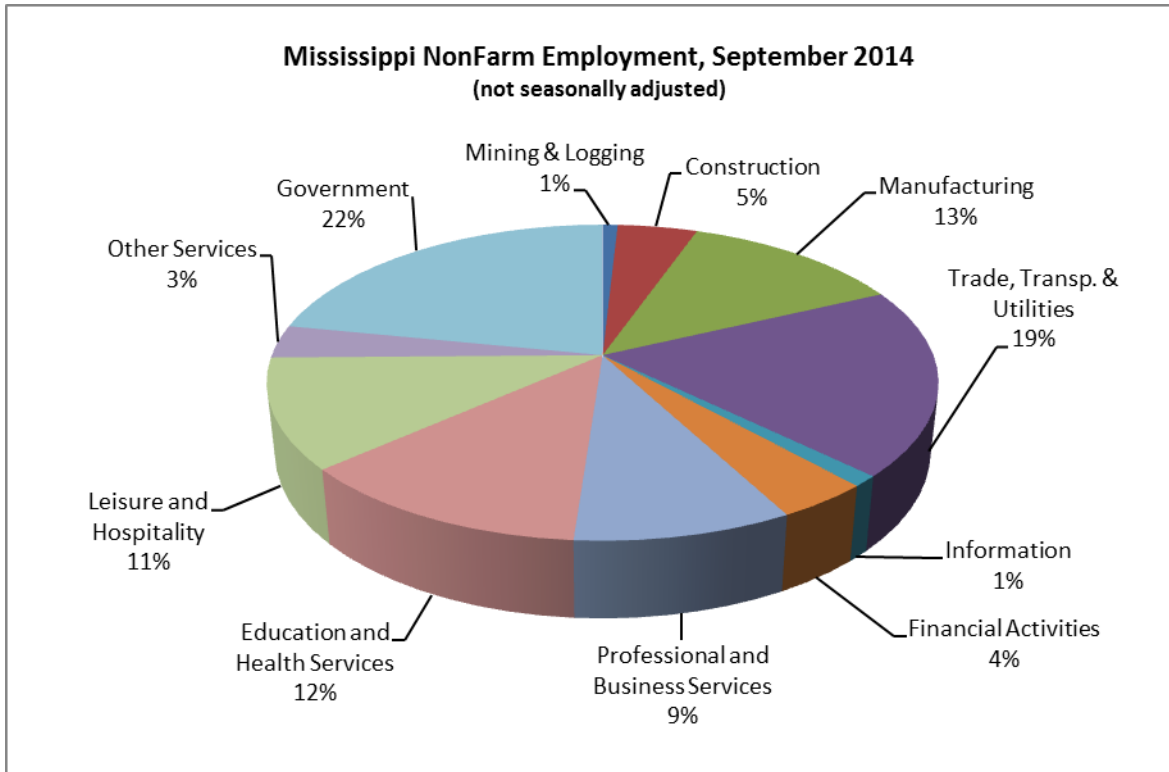
Community service employment is part-time, temporary employment in community service projects. Community service projects can be any social, health, welfare, and educational services including literacy tutoring, legal and other counseling services and assistance, including tax counseling and assistance and financial counseling, and library, recreational, conservation, maintenance, community betterment, and economic development services. Community service positions translate into such jobs as nurse aides, teacher aides, library clerks, adult and child day care assistants, senior center recreation assistants, library clerks, clerical workers, etc.

### **B. Demographic, Economy, and Labor Market Changes in the State**

Mississippi is a predominantly rural state with only three metropolitan areas and a population of 2,967,297. From 2000 to 2010, Mississippi's overall population grew by 122,639. The following population groups experienced the greatest percentage growth in the previous decade: American Indian and Alaska Native, 41.42 percent, Asian, 39.02 percent; Native Hawaiian or Pacific Islander, 124.87 percent; and two or more races, 88.23 percent. This demographic change has led to a more diverse Mississippi. The state also has a larger potential workforce in 2010 than it did in 2000, as Mississippi's population over 18 years old grew by 142,000 to a total potential workforce of 2,219,538. The population over 55 grew by 138,386 to a potential older workforce of 727,732.

Mississippi's unemployment rate rose to 11.6 percent in July 2011 at the peak of the Great Recession and has lowered to 7.7 percent as of September 2014. This is still higher than the pre-recession rate 5.9 percent in January 2000. Unemployment rates by county currently range from 4.8 to 15.1 percent. Mississippi private-sector employers have added 46,200 jobs (an increase of 5.5 percent) since February 2010. The largest job gains have been in professional and business services (14,000 jobs), leisure and hospitality (9,100 jobs) and education and health services (8,600 jobs). These three sectors provide many employment options for seniors.

The projected growth trends for Mississippi's economy are in the Healthcare and Energy sectors. Healthcare is an industry of necessity. As Mississippi population ages, the need for quality, accessible medical care will increase. Nationally, healthcare jobs growth rose 18.3 percent between 2009 and 2013. This growth requires more Direct Service Workers in both patient care and ancillary healthcare jobs from housekeeping to medical records. This is an employment area that the Mississippi SCSEP will target for unsubsidized employment.

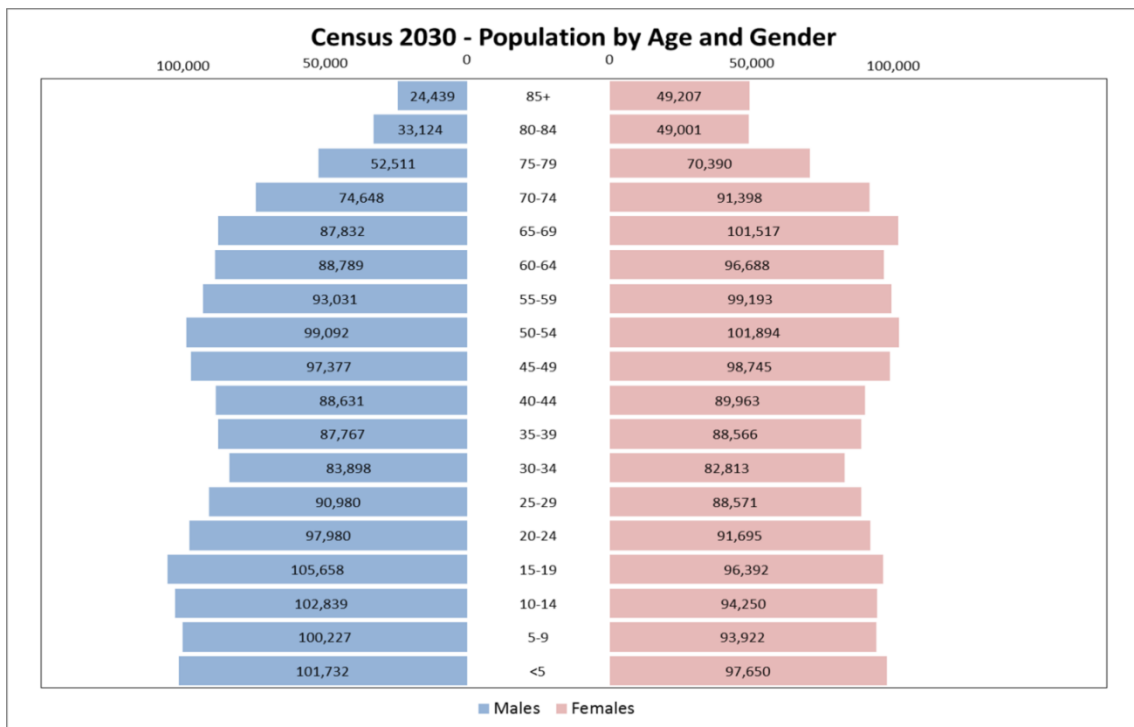
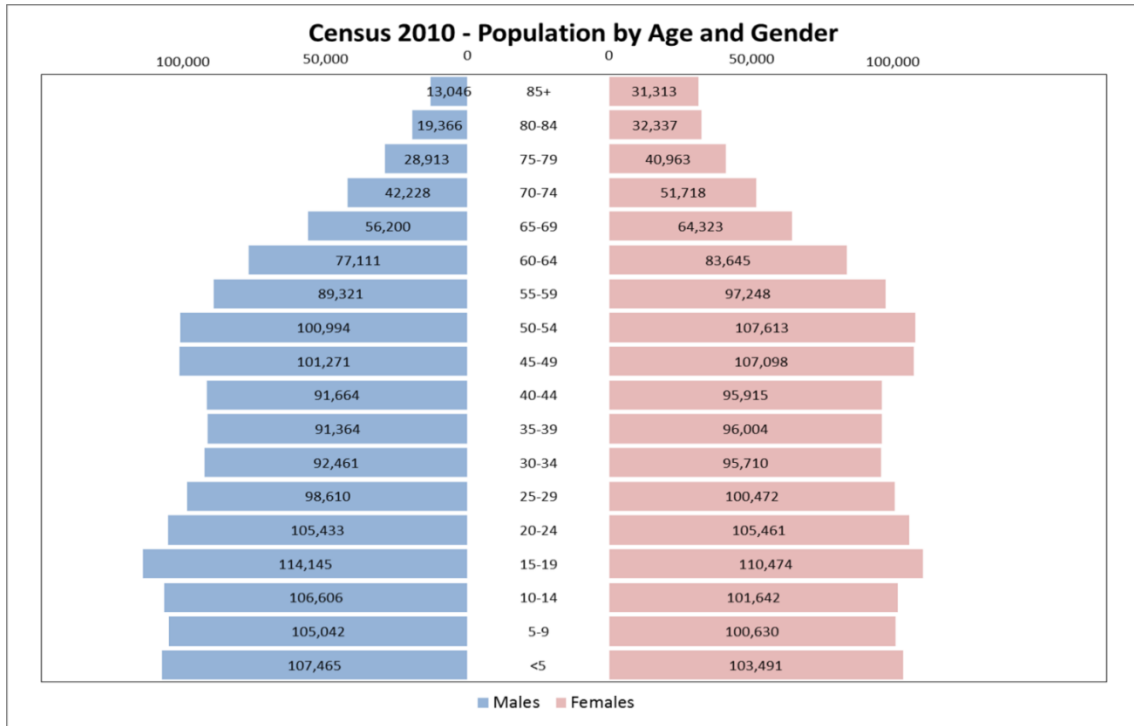


As the chart above indicates, Mississippi's economy is dominated by six sectors. The largest sector as of September 2014 was Government; followed by Trade, Transportation, and Utilities; Manufacturing; and Education and Health Services.

The data below compare Mississippi's employment by industry sector at September 14, 2014, to employment at March 31, 2012. Leisure and Hospitality and Professional and Business Services show robust growth and are areas that have significant employment potential for senior workers.

INDUSTRY SECTOR	September 2014	March 2012	Number Change	Percent Change
Mining & Logging	9,700	9,300	400	4.30%
Construction	51,100	47,400	3,700	7.81%
Manufacturing	142,000	135,400	6,600	4.87%
Trade, Transp. & Utilities	217,000	211,800	5,200	2.46%
Information	12,400	11,600	800	6.90%
Financial Activities	43,400	44,600	(1,200)	-2.69%
Professional and Business Services	101,200	93,300	7,900	8.47%
Education and Health Services	139,000	137,800	1,200	0.87%
Leisure and Hospitality	127,100	115,600	11,500	9.95%
Other Services	38,000	34,200	3,800	11.11%
Government	246,600	249,200	(2,600)	-1.04%
<b>Total</b>	<b>1,127,500</b>	<b>1,090,200</b>	<b>37,300</b>	<b>3.42%</b>

The charts below indicate that Mississippi is losing certain population groups while the population of those over 55 years of age is growing. The total population over 55 from the 2000 census was 589,346 and will nearly double to 1,011,768 by 2030.

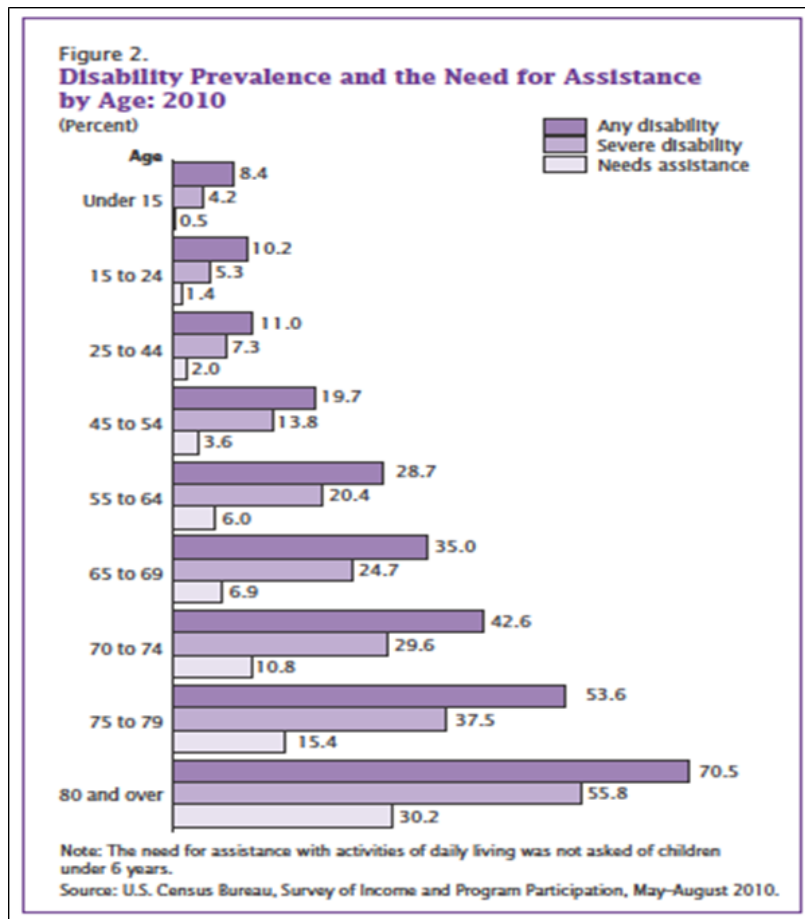


Individuals with Disabilities make up the following percentages in Mississippi:

<b>Disability Status Of The Civilian Noninstitutionalized Population</b>		
Total Civilian Noninstitutionalized Population (CNP)	2,902,907	
CNP with a disability	472,835	16.3%
Under 18 years - total	751,985	
Under 18 with a disability	37,696	5.0%
18 to 64 years - total	1,781,118	
18 to 64 with a disability	266,903	15.0%
65 years and over - total	369,804	
65 and over with a disability	168,236	45.5%

*US Census Bureau, American Community Survey for 2010*

More importantly, the prevalence of disability and the need for assistance increases dramatically with age:



Data from the US Census Bureau also indicate that:

- Among men age 55 and older, 37.25 percent are veterans, and 1.33 percent of women age 55 and older are veterans;
- 50.72 percent of the overall population of Mississippi live in rural counties;
- 1.6 percent of Mississippians speak English less than “very well”;
- Of the total population in Mississippi of 2,967,297:
  - Whites number 1,789,391 or 60.3 percent
  - Black or African American number 1,103,101 or 37.18 percent
  - American Indian and Alaska Native number 16,837 or 0.57 percent
  - Asian number 26,477 or 0.89 percent
  - Native Hawaiian or Pacific Islander number 1,700 or 0.06 percent, and
  - Two or more races number 29,791 or 1.0 percent.

Educational attainment statistics from the 2010 census are only available for the total population over 25, not specifically for those over 55, but show the following:

<b>Population 25 years and over</b>	1,890,674	
Less than 12th grade, no diploma	368,681	19.5%
High school graduate (includes equivalency)	576,656	30.5%
Some college or Associate’s degree	574,765	30.4%
Bachelor's degree	238,225	12.6%
Graduate or professional degree	132,347	7.0%
Percent high school graduate or higher	1,521,993	80.5%
Percent bachelor's degree or higher	370,572	19.6%

### **C. Role of SCSEP Relative to Other Workforce Programs and Initiatives**

In July 1, 2012, the Mississippi Department of Employment Security (MDES) was designated as the SCSEP State Grantee. Since MDES is the state agency that operates the state workforce system, coordination of SCSEP with other workforce programs in the state should increase greatly. The Office of Grant Management (OGM) is the division of MDES that has direct oversight of the SCSEP and also provides direct fiscal and programmatic support to the state’s four Local Workforce Investment Areas. OGM has served in this liaison capacity since the inception of WIA. OGM will work with the LWIAs to involve the National Grantees and the state’s AAAs in Local Workforce Investment Board meetings to a greater degree. Coordination will include providing program information as speakers on the agendas, invitation as guests, and consideration for board membership when vacancies occur.



#### **D. Long Term Changes to the Design of the Program**

Beginning Calendar Year 2013, during the first year of MDES as the new state grantee for the SCSEP, we engaged in a program of staff and subgrantee training and technical. This training and technical assistance program used face to face meetings, monthly conference calls and webinar trainings, regular on-site monitoring, and analysis of SPARQ reports to overcome obstacles to performance. In CY14, MDES began an in-depth assessment of all subgrantees, including analysis of past performance and spending patterns to determine efficiency and performance gains from the prior year's training. Although significant gains have been made, the state will investigate whether there is a more efficient and effective way to run the State program. We will also continue the training and assistance program during the coming program years, with PY16 as the target to implement any subgrantee changes determined necessary to redesign the system of service delivery for the SCSEP.

Staff members of the Office of Grant Management at MDES serve as fiscal and programmatic liaisons to the Local Workforce Investment Areas for WIA funded programs. In this role, the state will facilitate SCSEP staff to develop close, coordinated ties to the State Workforce Investment Board and the WIA Boards as a part of the program design change. SCSEP will actively seek opportunities to network with the Workforce Development organization and deliver the "older worker" message.

#### **Section 2. Involvement of Organizations and Individuals**

**As required in Section 503(a)(2) of the 2006 Older Americans Act (OAA) Amendments, the State Plan must describe the state's process for ensuring involvement and seeking the advice and recommendations from a variety of representatives.**

##### **A. The Mississippi Department of Employment Security Office of Grant Management and the Area Agencies on Aging (Grantees under Title III of the OAA).**

The Department of Labor provides funds to operate SCSEP to States and other national sponsor organizations. Governor Bryant has designated the Mississippi Department of Employment Security as the State SCSEP Grantee. Currently, the MDES subgrants funds to the ten (10) planning and service areas designated as Area Agencies on Aging for the administration of the SCSEP. The Area Agencies on Aging are experienced providers of services for the senior population. In Mississippi, the Area Agencies on Aging are subordinate agencies within the nonprofit economic development organizations known as Planning and Development Districts. The OGM consults monthly with the directors of the Area Agencies on Aging and quarterly with the executive directors of the Planning and Development Districts to discuss matters regarding the SCSEP planning process. OGM provides Title V training for AAA staff. (See Appendix A, Map of the Planning and Development Districts)

## **B. Workforce Investment Boards**

The MDES Executive Director serves on the Mississippi State Workforce Investment Board (SWIB) and the regional/local business-led Workforce Investment Boards (WIBs) are strategically placed within four of the Planning and Development Districts. The WIBs provide strategic planning and oversight of workforce development activities as established by the Workforce Investment Act (WIA) of 1998. SCSEP is represented on the WIBs by elected representatives from the Area Agencies on Aging. There are four (4) Local Workforce Investment Areas (LWIAs) in the state:

- Southcentral Mississippi Works LWIA, headquartered in Central Mississippi Planning and Development District;
- Mississippi Partnership LWIA, headquartered in Three Rivers Planning and Development District;
- Twin Districts LWIA, headquartered in Southern Mississippi Planning and Development District; and,
- Delta LWIA, headquartered in South Delta Planning and Development District.

The LWIAs oversee the one-stop career centers known as WIN Job Centers. OGM will confer with LWIA staff at conferences, trainings, and WIB meetings, and will facilitate greater involvement of the AAAs and the National Grantees.

## **C. National Sponsors**

Mississippi has three (3) national sponsor organizations operating SCSEP. The following is a list of the national sponsors and the contact person for each of those agencies.

### **Experience Works Inc.**

Colleen Armand, Regional Director  
936 Front Street, Slot 4  
Cottonport, LA 71327  
(318) 876-3954  
Email: [colleen\\_armand@experienceworks.org](mailto:colleen_armand@experienceworks.org)  
[www.experienceworks.org](http://www.experienceworks.org)

### **National Caucus and Center on Black Aged, Inc.**

Joe Woods, Program Manager  
Post Office Box 545  
Cleveland, MS 38732  
(662) 846-6992  
Email: [dbronnerncbamsep@bellsouth.net](mailto:dbronnerncbamsep@bellsouth.net)

## **Senior Service America, Inc.**

Chris Garland, National SCSEP Director  
8403 Colesville Road, Suite 1200  
Silver Spring, MD 20910  
301-578-8932  
[cgarland@ssa-i.org](mailto:cgarland@ssa-i.org)  
[www.seniorserviceamerica.org](http://www.seniorserviceamerica.org)

### **D. Service Organizations and Community Based Organizations**

The state's sub-grantees, the Area Agencies on Aging, utilize the services of or directly contract with the service organizations that serve the aging population, such as elder abuse prevention services, legal services, and transportation services. Many of these services are provided by community based organizations. Due to the direct contractual relationship, AAA staff members remain in constant contact with the service provider staff from which participant and host agency referrals are made. The SCSEP Managers, through the AAAs, work with homemakers, transportation, nutrition providers, and community action organizations. Service providers and community action agencies are invited to the public hearings held annually to discuss aging programs, including the SCSEP.

### **E. Local Governments**

Area Agencies on Aging are also directly linked to the economic development of the region and receive funds from local cities, counties and local governments. Area Agencies on Aging have direct relationships with cities, counties and local governments; many are host agencies for SCSEP participants. The following are government agencies that SCSEP works with on an ongoing basis:

- Board of Supervisors;
- Cities;
- Towns;
- Libraries;
- Local Chambers of Commerce; and,
- State Chamber of Commerce.

SCSEP staff from all grantees and subgrantees will continue to foster these relationships to increase their participation as host agencies. These entities may potentially hire participants into unsubsidized employment.

### **F. Business Organizations**

State sub-grantees and their SCSEP managers work with business organizations such as the Mississippi Manufacturers Association and local chambers of commerce to develop job

opportunities. They collaborate with Medicaid and regional transportation and economic assistance providers to access services to SCSEP participants in need. They also solicit advice and recommendations from support service organizations through public hearings and joint conferences.

**i. Mississippi Chambers of Commerce**

The mission of a Chamber of Commerce is to provide leadership in economic development activities, support existing businesses, attract new businesses, and promote civic, cultural, and recreational activities that improve the quality of life for businesses and residents. There are about one hundred (100) Chambers of Commerce in Mississippi. (See Appendix B, Mississippi Chambers of Commerce)

**a. Strategy for Collaborating with Chambers of Commerce**

SCSEP Managers will contact the chambers to educate them on the benefits of hiring older workers. The mission of the chambers supports the goals of SCSEP; working together will strengthen the case for targeting older workers when meeting new and existing businesses. Additionally, the chambers will be avenues that SCSEP Managers can use to identify industry appropriate training opportunities for SCSEP participants interested in the local labor market opportunities.

**b. Strategy for Seeking Advice and Recommendations**

The state and National grantees will meet with the Chambers of Commerce at Workforce Investment Board meetings, conferences and individually to seek their advice and recommendation on improving SCSEP. The chambers can provide important information on the local economy and ensure that SCSEP Managers meet with and partner with existing and new businesses interested in hiring and/or training older workers.

Partnering with chambers as host agencies and providing a SCSEP participant to train onsite brings recognition to SCSEP while providing valuable training to participants. Chambers of Commerce that are host agency sites provide skills training in clerical, phone skills, record keeping, etc.

**G. Economic Development Agencies**

Economic development is a focus on the state level as well as at the local community level. SCSEP grantees and subgrantees in the state will target economic development agencies for partnership opportunities.

**a. Strategy for Collaborating with Economic Development Agencies**

The state and National Grantees will work with economic development agencies at the state and local level to network and educate on employment training opportunities for older workers that new and existing businesses can utilize to hire skilled older workers. Collaboration with the economic development agencies through the Mississippi Economic Development Council allows SCSEP a single point of entry to providing education on older workers to the more than 3,100 manufacturing entities that drive the state's economy. The Mississippi Economic Development Council organizes two conferences a year. SCSEP Managers will attend the conferences to network with businesses.

**b. Strategy for Seeking Advice and Recommendations**

The state and National grantees will network with the economic development agencies and attend their meetings and conferences. SCSEP Managers will present the benefits of hiring older workers at local Workforce Investment Board meetings and conferences, such as the Governor's Conference on Workforce Development, to increase the entered employment rate for SCSEP participants. The state and National grantees will glean information from the economic development agencies on ways to improve participant's individual employment plans to ensure that participants are receiving the training needed to be job ready in the industries that support our economy.

**H. Labor Organizations**

Labor unions for business organizations in Mississippi can assist SCSEP Managers by providing information for the design of individual employment plans for participants, as they best know the skills needed for worker safety and career advancement.

**I. Major Employers**

The state and National grantees will target the major employers with an educational campaign to raise awareness of the benefits of hiring older workers. The goals are to increase the rate of entered employment of exited SCSEP participants and increase the number of higher paying jobs (with benefits) for SCSEP participants.

**a. Strategy for Collaborating with Major Employers**

The top 100 businesses in Mississippi will provide SCSEP Managers businesses to target and education on hiring older workers, thereby increasing the rate of entered employment for exited SCSEP participants. SCSEP Managers have a sample letter, provided by the USDOL, which will be customized and sent to businesses to introduce SCSEP and request a face-to-face meeting. Additionally, the USDOL

provided SCSEP Managers with sample presentations they can customize and present to businesses.

#### **b. Strategy for Seeking Advice and Recommendations**

Seeking advice and recommendations from local businesses is beneficial to SCSEP. Businesses can provide information on the skills needed for employment to assist in the development of the SSEP participant's individual employment plan. Another possibility is to increase the number of On-the-Job Training contracts that SCSEP Managers can enter into with businesses to ensure that SCSEP participants received the training needed for hiring by the business. SCSEP Managers will attend job fairs and will require all participants to attend as part of their training.

### **Section 3. Solicitation and Collection of Public Comments**

Public comments regarding the SCSEP State Plan concepts are sought through posting on the MDES website.

Other organizations directly or indirectly involved with the SCSEP are afforded an opportunity to discuss the program during public comment period. Representatives of public and private nonprofit agencies and organizations providing employment services, social service organizations, public officials from counties, cities, and towns, community-based organization, older persons, the WIB, and business and labor organizations are invited to participate.

### **Section 4. Increased Unsubsidized Employment and Employer Outreach.**

#### **A. Engaging and Developing Partnerships with Businesses.**

The state and National Grantee SCSEP managers will coordinate with the Local WIBs to show businesses the benefits of hiring older workers. Older workers in general have low turnover rates, are flexible and open to change, are interested in learning new skills, have low absentee rates, have experience and knowledge, and are willing to work. Therefore, hiring older workers is a solution to the shortage of workers in the state.

SCSEP Managers will work with the WIAs to develop partnerships with businesses by utilizing recruitment efforts such as sending brochures and fact sheets on the older workers, sending letters to businesses outlining the benefits of older workers and following up with a presentation to the Human Resources Director and/or President, and where applicable recruit them to become a host agency. Developing partnerships with businesses creates the opportunity to share success stories from other businesses that hire older workers.

To increase partnerships with businesses, SCSEP Managers are encouraged to:

- increase contacts with local businesses;
- promote On-the-Job Training contracts with businesses;
- make presentations to businesses; and,
- assist local businesses with training needs.

### **B. Identifying Employment Opportunities with Established Career Ladders.**

In order to identify employment opportunities with career ladders, SCSEP Managers rely on the information from the WIAs on high growth occupations to determine employment opportunities. SCSEP Managers will contact the businesses in the high growth jobs to determine what skills are needed and the possibilities for advancement. Participant training plans will be developed to provide participants with the skills needed for career advancement.

### **C. Placing Individuals in High Growth Occupations.**

The Baby Boomer generation is growing older, retiring and leaving businesses with fewer experienced younger workers not capable of sustaining the status quo resulting in a loss of institutional memory, loss of experienced management skills, and work ethic. To combat this, SCSEP Managers will train participants in the skills needed by targeted high growth occupations in need of skilled workers, as identified by the LWIBs.

### **D. Retention Activities for Participants in Unsubsidized Employment.**

Once an SCSEP participant is trained and placed in unsubsidized employment, the SCSEP Manager continues to follow the participant for one year to ensure he/she has the support needed to remain employed. SCSEP participants in unsubsidized employment may need additional training and support to keep up with the demands of the changing workforce. Support will be provided in the form of tracking, counseling, and job development.

SCSEP Managers will work with the WIAs to educate businesses on how to retain older workers. Once businesses see the value older workers bring to their businesses, they will be looking for ideas to retain their older workers. SCSEP assists in restructuring jobs that help employees to maintain or advance their careers. Managers can educate businesses on the following strategies for creating a positive environment for older workers:

- Flextime: employees can begin and end their workday at varying times;
- Job Sharing: Use two employees for one job position;
- Part-time Position: Older workers may be looking for 20-30 hours a week;
- Consulting: older workers may prefer to work in a consultant role;
- Compressed Work Week: work longer hours, but fewer days; and,
- Telecommuting: working from home.

## **E. State's Strategy for Increasing Level of Performance for all Grantees Operating in the State for Entry into Unsubsidized Employment by SCSEP Participants.**

The state Grantee will coordinate discussions with the National Grantees and review Quarterly Performance Reports from the online data collection system to ensure that the state is increasing the level of performance for entry into unsubsidized employment.

## **F. Grantees' Plans for Providing Training.**

### **i. OESS and Skill Gap Analysis**

The On-line Employment Service System (OESS) is a web-based job resource provided by MDES where employers and job seekers connect. The connection is driven by the ability of job seekers to match experience and qualifications to employer needs. OESS can be a valuable tool for seniors and SCSEP staff to identify participant skill gaps and training needs.


Labor market studies show that the largest share of future employment opportunities will be middle skill jobs. Middle skill jobs account for 59 percent of Mississippi's labor market but only 50 percent of the state's workers are trained to a middle skill level, thus creating a gap. In program year 2013, OESS added a gap analysis tool to help workers make informed decisions on career choices and training needs. The OESS is easy to use. The user simply creates a profile and begins the job search; this launches the gap analysis tool.

After clicking on a recommended job, a question arises for the job seeker: "How do I measure up?" The user needs some means of figuring out how his or her credentials measure up to the job's requirements. Here is where real-time gap analysis comes into play. If the job originated in OESS, the system can ask employers explicitly what skills, what level of education, and what kinds of experience are required for the candidate to have the best chance to be hired. The system then compares the job seeker's credentials against the credentials required by the employer. In the case of jobs that might be taken from labor exchanges or other sources, OESS has a statistical library of career requirements enabling it to give best estimates to the job seeker based on a survey of job seekers in the particular career area.

The following is an example of the OESS Skill Gap Analysis screen showing a participant with a skill gap and after the participant has closed that gap with training or by additional information to their profile.



### Warehouse Supervisor (#1238723)




**Interested?**  
You are only a 33% match for this job - see below to find out why.

[Apply Now](#)


**33%**

COMPARISON DETAILS




**Education**  
This job requires an Associate's Degree and you indicated Associate's Degree

**100%** [Update Education Profile](#)



**Experience**  
This job requires a minimum of 6 years of experience in First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand positions. You have 0 years of experience.


**0%** [Update Work History](#)



**Skills**  
You have 0 of the 3 skills preferred by the employer for this job.

**0%** [Update Skills in Work History](#)

### Warehouse Supervisor (#1238723)




**Go For It!**  
You are a good match for this job and it would be worth your while to apply.

[Apply Now](#)


**86%**

COMPARISON DETAILS




**Education**  
This job requires an Associate's Degree and you indicated Associate's Degree

**100%** [Update Education Profile](#)



**Experience**  
This job requires a minimum of 6 years of experience in First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand positions. You have 5.48 years of experience.

**93%** [Update Work History](#)



**Skills**  
You have 2 of the 3 skills preferred by the employer for this job.

**67%** [Update Skills in Work History](#)

Perhaps the job seeker simply **neglected to list a job** on his or her resume and specify skills. After clicking "Update Work History" and adding relevant positions and skills, the picture improves immensely, and the over 50% comparison turns to green and the job seeker is told "Go For It!" This not only gives the job seeker relevant information, it serves as a stimulus to keep one's profile updated.

OESS and its skill gap analysis abilities can provide SCSEP participants and counselors with a powerful tool that can guide the participants' individual training decisions and improve their EIPs. MDES will inform our sub-grantees and the National Grantees about this new system and the provide training for it, as needed.

**ii. Internet Resources.**

Older workers are a resource that cannot be overlooked. The older population is the fastest growing group of internet users, so computer training is vital. There are a growing number of websites devoted to employment opportunities for the older worker. The following is a list of internet resources dedicated to assisting seniors:

- AARP: [www.aarp.org/money/careers](http://www.aarp.org/money/careers)
- Retirement Jobs: [www.retirementjobs.com](http://www.retirementjobs.com)
- Senior Job Bank: [www.seniorjobbank.org](http://www.seniorjobbank.org)
- SeniorNet: [www.seniornet.org](http://www.seniornet.org)
- Seniors4Hire: [www.Seniors4hire.org](http://www.Seniors4hire.org)
- Too Young to Retire: [www.2young2retire.com](http://www.2young2retire.com)
- YourEncore: [www.yourencore.com](http://www.yourencore.com)
- Mississippi Get Help: [www.Mississippigethelp.org](http://www.Mississippigethelp.org)

Internet resources will be used by the host agencies to provide training to the participants as a method to locate unsubsidized employment opportunities.

**iii. Classroom Training.**

Older workers are willing and sometimes eager to update their skills. However, structured training can cause anxiety and fear of failure in older workers. To reduce anxiety, SCSEP managers provide participants with studying tips, shorter hours of training, and assurance that the training is hands-on. Training will be coordinated with WIN Job Centers, local community colleges, SCSEP education meetings and libraries.

**iv. Other Training Opportunities.**

SCSEP participants will also be prepared for unsubsidized employment through training that is in addition to their community service assignments. SCSEP Managers assist participants to identify other training opportunities based on their Individual Employment Plans. Other training opportunities may include:

- lectures;
- seminars;
- classroom instruction;
- individual instruction;
- private sector on-the-job experiences; and,
- work experience.

**v. Strategies for Improving Training Opportunities.**

Stressing the need for participant training to all levels of the SCSEP service delivery system – grantees, sub-grantees, host agencies, and participants – will keep this vitally important aspect of the program at the forefront of SCSEP in Mississippi. To this end, we will work with our partners to provide information on free, reduced price, and partner-funded training resources that can be utilized by our service providers, host agencies, and our participants to further the skills and abilities of our participants. Utilizing OESS and its skill gap analysis tool can help simplify this process.

Mississippi's network of WIN Job Centers is the centerpiece of the 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. MDES will provide information to the National Grantees and to our sub-grantees regarding which WIN Job Centers offer onsite training classes. MDES will also coordinate the development of computer training classes geared specifically to the needs of our seniors, many of whom may be computer illiterate and fearful of learning new technologies.

MDES will also encourage training to address literacy skills among participants when needed. For participants that are interested in completing their General Equivalency Diploma (GED), SCSEP partners with the Adult Basic Education program administered by the Mississippi Community College Board (MCCB). The Adult Basic Education program is designed to offer opportunities to enhance the skills and abilities of individuals preparing for the workforce. A link to ABE/GED information at the MCCB website will be provided on our website.

MDES has redesigned our agency website and added a section providing information on SCSEP in Mississippi for participants, our SCSEP partners, and the public. Included on the site is information on what SCSEP offers to the senior population, who qualifies for the program, and the benefits of being a host agency in the program. Future upgrades to the website would include information on the training options for our participants to inform our host agencies and partners about what classes and programs are offered, where and when the trainings are offered, and which entities are providing the classes.

#### **G. State's Plan for Ensuring Goals are Achieved.**

SCSEP Managers receive performance measures from the USDOL prior to the start of the Program Year. The 2006 amendments to the Older Americans Act section 513(a) mandates that SCSEP Managers are given the opportunity to negotiate their performance measures based on state-specific data. Acceptable sources of data include, but are not limited to: TANF; state unemployment rate; labor market information, and past performance.

The USDOL provides the SCSEP Managers with management reports via the web-based data collection system known as SPARQ (SCSEP Performance And Results QPR). Management reports are produced quarterly to gauge progress towards performance measures. The following management reports will be used by the state, National Grantees, and SCSEP Managers:

##### **Applicant**

- Pending
- Ineligible
- Eligible, Not Assigned or on Waiting List
- Waiting List

##### **Participants**

- Current/Exited
- Started Employment but Not Yet Achieved Entered Employment
- Achieved Entered Employment but Not Yet Achieved Retention
- Waiver of Durational Limit
- Participants Who Have Reached Durational Limit
- Participants With Approved Break(s)

**Follow-Ups**

- Pending
- Pending, Displayed by Month

**Actions**

- Most In Need/Waiver Factor Actions

**Host Agencies**

- Host Agencies
- Assignments by Host agency

**Employers**

- Unsubsidized Employers
- Placements by Employer

**Meeting, trainings, and conference calls.**

Meetings among the state, National Grantees, and subgrantees will be held on a regular basis, either in person or using electronic means such as conference calls and webinars. As issues warrant, MDES will meet with subgrantees on an individual basis by phone or during site visits, monitoring visits, or data validation visits. Topics may include:

- Data entry review prior to close date for reports
- Quarterly reports
- Reports reviewed
- Reports discussed by SCSEP Managers.

**Section 5. Community Service Needs.****A. Process Implemented to Identify Community Service Needs.**

MDES will work with the National Grantees and the ten AAAs to collect information on the participants, services, and skills needs of the businesses in the area that each serves. Identifying gaps between the participants, the skill requirements, and the services provided will guide decisions on targeted recruitment, training, host agency assignments, and recruitment of businesses willing to hire seniors into unsubsidized training.

The industry makeup of the state varies by region. The delta region of the state is predominately agricultural with a secondary gaming and tourism emphasis; the northeastern region is industrial; the west-central region is mixed with agriculture, manufacturing, and professional, with a recent growth in oil production; and the southern region is agricultural, gaming and tourism, and industrial. Due to the variety of industries in the state, SCSEP Managers will continue to work with the local WIN Job Centers and other stakeholders to identify local community service needs and obtain recommendations on how SCSEP participants can bridge those gaps. Individual

Employment Plans will be tailored to meet the needs of the participants and the community service assignments.

### **B. Timeline for Identifying and Recruiting Host Agencies to Meet Community Service Needs.**

State and National Grantees, with the assistance of the WIAs, will identify non-profits and government organizations as potential host agencies for a resource list. The resource list will guide the SCSEP Managers in their attempts to recruit host agencies to train SCSEP participants. The USDOL data collection system will assist SCSEP Managers to track the types of host agencies using the Host agency management reports. The state and National Grantees will increase the number of host agencies every program year to meet the needs of participants.

### **C. Current and Projected Employment Opportunities in the State**

There has been a shift in the last two decades in the nation as a whole from an industrial to a service and knowledge based economy. According to the U.S. Bureau of Labor Statistics, Mississippi has followed the national industrial trend with 36 percent of the workforce employed in service oriented jobs. In the service industry, the largest sub-sectors include healthcare and social assistance followed by administrative and support services.

Governor Phil Bryant's economic priorities for Mississippi over the next four years will guide the strategic and operational workforce planning for state agencies. The priorities include providing an attractive economic climate for current and emerging industries that foster economic opportunity, job creation, capital investment and infrastructure development by developing a well-trained, educated, and productive workforce.

The initial emphasis will be placed on two growth sectors, Health Care and Energy, which were the focus of important pieces of legislation passed in the 2012 legislative session. Of equal importance is the retention and expansion of existing industries such as advanced manufacturing, including automotive, shipbuilding, and aerospace; tourism; and defense and homeland security.

### **D. Employment Projections for High Growth Industries and Occupations.**

Employment in the service sector is projected to grow by 16 percent by 2018 with the largest growth in administrative support; professional, scientific and technical services; health care and social assistance; and arts, entertainment, and recreation. Meanwhile, employment in the manufacturing sector is expected to grow by only 3.2 percent by 2018.

The state relies on labor market information disseminated by the MDES Labor Market Information division to ensure that SCSEP meets the local labor market demands. Labor market information shows that all industry sectors are in need of skilled workers, especially those that require the application of technology and knowledge such as automotive and health care professionals.

The SCSEP Managers must emphasize the need to obtain skills through training at host agencies in order to generate quality job placements in high growth industries. Mississippi projects that over 1.5 million jobs are expected to be available in the next ten years. Increasing SCSEP job placements in the high growth areas will move Mississippi ahead.

**E. Industries and Occupations with Employment Opportunities for SCSEP participants.**

Participants are encouraged to design their employment plan around the following industries most in need of skilled workers:

- service sector;
- administrative support;
- health care;
- retail;
- food service;
- gaming;
- social assistance; and,
- education.

**F. Employment Histories and Skills Possessed by Eligible Individuals in the State.**

Generally, SCSEP participants in Mississippi have very limited skills and work history; many are displaced homemakers or widows with limited work experience. Therefore, the state and National Grantees must ensure that the SCSEP participant's Individual Employment Plan includes the skills training needed to locate unsubsidized employment upon exiting the program. Training may be attained at the host agency, the Workforce Investment Network Job Centers, community colleges, and at participant educational meetings.

Mississippi ranks last in educational attainment in the adult population, particularly older females. In the state, 21 percent of SCSEP participants have no high school degree, 35 percent have a high school degree or equivalent, and only 13 percent have a bachelor's degree or higher. A snapshot of the Mississippi SCSEP participant education, age, and wages from the SPARQ database follows:

**Participant Education, Age, and Wages by Mississippi Grantee - PY2013 Final**

	EW	NCBA	SSA	MS	All Mississippi SCSEP	
<b>Total</b>	162	127	393	162	<b>844</b>	100%
<i>Educational Attainment</i>						
8th grade & under	12	1	9	6	<b>28</b>	3.3%
9th grade – 11th grade	39	22	56	30	<b>147</b>	17.4%
High	47	51	131	65	<b>294</b>	34.8%
1 - 3 years college	33	35	94	35	<b>197</b>	23.3%
Post-secondary Certificate	3	1	16	3	<b>23</b>	2.7%
Associate Degree	8	3	31	4	<b>46</b>	5.5%
Bachelor's degree or equivalent	11	11	42	12	<b>76</b>	9.0%
Some graduate school	2	0	1	2	<b>5</b>	0.6%
Master's Degree	6	3	11	5	<b>25</b>	3.0%
Doctoral Degree	1	0	2	0	<b>3</b>	0.4%
<i>Age</i>						
55-64	105	97	233	99	<b>534</b>	63.3%
65+	57	30	160	63	<b>310</b>	36.7%
<i>Average Placement Wages &amp; Hours</i>						
Starting	\$11.06	\$8.57	\$8.76	\$8.53		
Hours	27.7	31.6	28	27.4		

**Source: SCSEP Quarterly Progress Report, ETA 5140, PY13 Final**

**G. Labor Market Effects on Employment Opportunities and Host Agencies.**

Employment opportunities for SCSEP participants vary greatly based on the jobs available in the local labor market. Data on the local jobs, such as type, availability, and potential growth should determine the types of host agencies and the how many are needed to support SCSEP participant training. Also, each SCSEP participant’s Individual Employment Plan is developed based on the skills needed for the available jobs in the region and should guide the training he or she receives. The labor market data needed to drive these decisions comes from the MDES Labor Market Information unit and is provided in partnership with the WIBs through board meetings, conferences, the Workforce Investment Act State Plan, and local Workforce Investment Network Job Centers.

**H. Training Positions Available at Host Agencies.**

- Telephone Operator
- Janitorial
- Administrative Assistant
- Landscaping
- Homemaker
- Food Preparation

- Maintenance
- Outreach/Referral
- Recreation/Senior Center
- Nutrition Program
- Education, Training, and Library
- Healthcare
- Retail and Sales
- Transportation

**I. Skill Training Offerings.**

- Computer Training
- Heavy Equipment Training
- Custodial
- Clerical
- Telephone skills
- GED Services
- Adult Basic Education
- Record Keeping

**J. Training Linkages Negotiated with the One-Stop.**

- Resume writing classes
- Interviewing Skills
- Word Processing Instruction
- Typing Classes
- Conflict Resolution
- Job Search Assistance
- Labor Market Information

**K. Ensuring Community Services Assignments Provide Skill Training that Meets the Needs of Participants and Employers: A Collaborative Effort.**

The state and National Grantees will follow the SCSEP regulations that require participants be assessed to determine the most suitable employment and community service assignment. They will also require that case managers conduct reassessments every six months to develop and amend IEPs and to ensure that the training the participants receive at the host agency provides the skills training necessary to secure unsubsidized employment in the fields that support the local economy. Additionally, the state will host a collaborative meeting with the National Grantees, WIBs, and host agencies to ensure that community service assignments are truly providing skill training that meets the needs of both participants and employers.



The USDOL Subgrantee Performance Assessments and Reporting Quarterly (SPARQ) data collection system generates management reports that allow grantees to track performance. The SPARQ reporting system generates reports on the types of host agencies that allow SCSEP Managers to track the types of host agencies used to provide training to participants to ensure that the training participants receive meets the needs of the participant and the employers.

## **Section 6. Coordinating with Other Program, Initiatives and Entities.**

### **A. Coordination with State's Title I WIA Activities.**

MDES is the agency that oversees WIA in Mississippi. MDES Office of Grant Management staff members are liaisons to the Local Workforce Investment Areas and track the use of WIA funding. The WIA in Mississippi and the LWIAs are important partners to SCSEP. The SCSEP Managers rely on MDES and the WIAs for labor market information, training, and job search assistance.

SCSEP participants register with the WIN Job Centers (One-Stop Centers) to research the available jobs in their area and jobs of interest to them. Participant training plans are based on the employment opportunities for which they are interested. Employment specific training is usually coordinated through the WIA course offerings.

Coordination with Title I WIA is further enhanced through The WIN Job Centers' participation as host agencies. All grantees in the state place participants in local WIN Job Centers as a host agency. Placing participants in the WIN Job Centers serves many purposes such as:

- having a senior on site provides a more comfortable setting, thereby attracting other seniors;
- provides an opportunity for the older worker to network with potential businesses and locate unsubsidized employment;
- provides an opportunity for the older work to recruit eligible individuals into the SCSEP program; and,
- provides an opportunity to research jobs regularly.

### **B. Activities Carried out Under Other Titles of the Older Americans Act.**

#### **i. Transportation.**

Transportation is offered to older adults as an option to assist in continuing their independence. SCSEP participants that cannot drive may take advantage of local Area Agency on Aging transportation services. The state and National Grantees target

transportation providers with a goal of benefiting SCSEP participants interested in training – with the transportation providers acting in a host agency capacity.

**ii. Nutrition.**

The Nutrition Program serves a dual purpose; it provides a well-balanced meal for SCSEP participants and it provides host agencies that train participants at their congregate meal sites. Training at the Nutrition Program congregate meal sites offers skills training in food handling and preparation, management skills, and recreation development. SCSEP Managers' goals are to continue partnering with the Nutrition Program congregate meal sites as host agency sites.

**iii. Aging and Disability Resource Center.**

The state and National Grantees plan to partner with the Aging and Disability Resource Center (ADRC), an online database of resources. The Aging and Disability Resource Center Program (ADRC), a collaborative effort of AoA and the Centers for Medicare & Medicaid Services (CMS), is designed to streamline access to long-term care. The ADRC program provides states with an opportunity to effectively integrate the full range of long-term supports and services into a single, coordinated system. The ADRC provides a single entry point for resources that can assist SCSEP participants to meet their personal and family needs. Additionally, the ADRC will identify eligible participants for SCSEP.

**iv. Adult Day Care.**

The Adult Day Care program is beneficial for the SCSEP participants that are also caregivers. The Adult Day Care program allows participants to continue training at host agencies with the reassurance their family member is taken care of. The state and National Grantees also benefit from the Adult Day Care Program in a host agency capacity. Certified Nursing Assistants (CNA) are needed in Adult Day Care centers; CNA Training is an opportunity for participants interested in furthering their careers or entering the medical field.

**v. Family Caregiver Support Program.**

The Family Caregiver Support Program provides information about services, assistance in gaining access to services, counseling, respite care, and supplemental services to complement the care provided by the caregivers. The program can support the needs of SCSEP participants that are caregivers needing to be training for unsubsidized employment.

### **C. Collaboration with Other Public and Private Entities and Programs that Provide Services to Older Americans.**

#### **i. Community Based Organizations**

The state subgrants SCSEP to the ten AAAs in the state; the AAAs have a direct contractual relationship with community based organizations as service providers. Local community action agencies work closely with the state grantee to collaborate on the SCSEP.

#### **ii. Transportation Programs.**

Transportation providers are generally non-profit organizations that partner with Area Agencies on Aging. The rural nature of the state is compounded by the lack of an entity with mandated responsibility for providing transportation assistance to citizens in need. To combat transportation problems:

- the Mississippi Department of Transportation is actively involved in leading the United We Ride campaign in the state;
- the AAAs Planning and Development Districts either sponsor or closely partner with the Regional Transportation Councils.

### **D. Collaboration with Other Partners.**

#### **i. State Vocational Rehabilitation.**

The Mississippi Department of Rehabilitation Services, like SCSEP, is a required partner in the Workforce Investment Act programs. SCSEP and Vocational Rehabilitation will collaborate with the WIN Job Centers for employment assistance for aging and disabled individuals through training modules. SCSEP and Vocational Rehabilitation partnered to develop and maintain the web-based resource director, the Aging and Disability Resource Center, located at <http://www.mississippigethelp.org/>.

#### **ii. Adult Education and Literacy Providers.**

SCSEP participants complete an initial assessment upon entrance into the program to determine their employment plan. For participants that are interested in completing their General Equivalency Diploma (GED), SCSEP partners with the Adult Basic Education program administered by the State Community College Board. The Adult Basic Education program is designed to offer opportunities to enhance the skills and abilities of individuals preparing for the workforce. SCSEP participants are encouraged to prepare themselves in the areas of math, reading, writing, communication, and computer skills to become employment ready. The Adult Education program provides

assistance in developing these skills based on the individual's skill level and learning capacity.

The Adult Basic Education program is available statewide through community colleges, public schools, and other resources. SCSEP participants can test at any of the 28 GED testing sites across the state. A list of the locations and contact information for the sites is included as Appendix D.

### **iii. Education and Training Providers.**

The SCSEP program collaborates with the WIN System to offer SCSEP participants access to training using Individual Training Accounts (ITAs) through the state's Eligible Training Provider System. Available courses include, but are not limited to:

- Accounting;
- Administrative Services;
- Animal Husbandry;
- Auto Mechanics;
- Banking and Finance;
- Building Maintenance;
- Clerical;
- Computer;
- Data Word Processing;
- Forestry;
- Health Services;
- Industrial;
- Landscaping;
- Manicuring;
- Medical Coding;
- Pharmacy Tech;
- Retail Sales;
- Teacher Assistant; and,
- Welding.

## **E. Collaboration with Other Labor Market and Job Training Initiatives.**

MDES is the State Grantee for SCSEP and developed the 5-Year SCSEP State Plan. MDES is also the designated state workforce agency, and as such, provided Governor Phil Bryant's five-year Integrated Workforce Plan to the Department of Labor for WIA, Wagner-Peyser, and other DOL funded workforce programs. The integrated plan is centered on an effective and efficient state workforce development system that meets the demands of Mississippi's businesses and job seekers by creating a *Work-Ready Mississippi*. This system will integrate state and local resources to create a seamless system to serve the business community and the individuals who use the system. The SCSEP plan will coordinate with, support, and benefit from the Integrated Workforce Plan and the Governor's workforce initiatives.

As a demonstration of his commitment to transform the system, Governor Bryant directed a commission of workforce and education partner agencies to develop a statewide plan that establishes a more coordinated and accountable workforce development system with greater

emphasis on training, increasing job skills, and certifications. The Governor has also created a statewide economic development plan, “Mississippi Works,” that will be aligned with the redesigned workforce development system. This will be an industry-focused, demand-driven workforce development system.

Governor Phil Bryant’s economic priorities for Mississippi over the next four years will guide the strategic and operational workforce planning for state agencies. The priorities include providing an attractive economic climate for current and emerging industries that foster economic opportunity, job creation, capital investment and infrastructure development by developing a well-trained, educated, and productive workforce. The initial emphasis will be placed on two growth sectors, Health Care and Energy, which were the focus of important pieces of legislation passed in the 2012 legislative session. Of equal importance is the retention and expansion of existing industries such as advanced manufacturing, including automotive, shipbuilding, and aerospace; tourism; and defense and homeland security.

Mississippi passed the Mississippi Health Care Industry Zone Act which expands the health care industry. This Bill advocates centralizing health care and encouraging health care-related businesses to create high-paying jobs and to locate within qualified Health Care Zones. Businesses that create jobs in the research, development, manufacturing or processing of pharmaceuticals, biologics, biotechnology, medical supplies and medical equipment, diagnostic imaging and other shared services would be eligible for incentives.

As Mississippi’s population ages, the need for quality, accessible medical care will increase. This increase in need for medical care will require an increase in the number of healthcare jobs, as evidenced by the national growth in this sector of twenty-one percent between 2001 and 2010. Mississippi jobs in healthcare pay 40 percent more than the statewide average. This is an area in which older Mississippians can also be placed in unsubsidized employment after SCSEP job training.

At the heart of Mississippi’s economy are our existing businesses and industries. Developing a workforce for the growth and sustainability of Mississippi businesses large and small - from tourism on the Mississippi Blues Trail to the high tech and advanced manufacturing of military drones - must remain a priority. The vision is simple: to help our state attract, keep, and grow businesses that create good jobs.

The Governor understands that Mississippi’s economic growth is dependent on a comprehensive statewide workforce system that integrates education, industry, employment and economic development into a unified enterprise with a shared vision and common goal. This system will be employer-focused and demand-driven. The growth of high wage employment is dependent upon Mississippi having a trained workforce, a continued supply of skilled Mississippians who are ready, willing and able to fill jobs, regardless of their age. Mississippi has identified five keys to meet the shortage a high-quality workforce:

1. A *high quality education* for all citizens is a key tenet of competitiveness that makes Mississippi an attractive place to create, locate and grow a business;
2. High wage jobs must be filled by *highly skilled workers* possessing the appropriate skills to do the job and further business growth. Unfilled job positions are wasted opportunities in the short and long term causing employers to look outside Mississippi for talent;
3. An *information system that supports data-driven planning and decision making* for state and local workforce stakeholders;
4. An increase in *post-secondary credentials and certifications* that help jobseekers access the high-skill, high-growth jobs of the future; and
5. A *pipeline for workforce development* must be advanced through *strategic partnerships* with a common vision among K-12, community colleges, universities, state agencies and other stakeholders devoted to workforce training and retraining.

Each of these five keys is as critical in helping seniors fill a part of the shortage in skilled workforce as they are for other workers.

#### **i. Leveraging Resources from Key Partners to Support SCSEP.**

Area Agencies on Aging work with community colleges to provide training to SCSEP participants at a reduced cost; many provide tuition waivers for SCSEP participants. Community colleges are an integral component of the Workforce Investment Act programs offered through the WIN Job Centers. SCSEP participants are encouraged to dual enroll in WIA with the WIN Job Centers for job search assistance and training classes. (See Appendix E, State Community and Junior Colleges.)

#### **Section 7. Avoiding Service Disruptions.**

The state and National Grantees are dedicated to the avoidance of disruptions in the service to SCSEP participants. Mississippi's state and National SCSEP Grantees will follow the recommendation of the USDOL that when there is over-enrollment, for any reason, there will be a gradual shift that encourages current participants to move into unsubsidized employment to make positions available for eligible individuals in the areas that are underserved. Grantees understand that participants are not entitled to remain in a subsidized community service assignment indefinitely, and will adhere to the time limits on a SCSEP community service assignment as detailed in the Older Americans Act.

SCSEP standards define the program requirements that AAA state grantees must adhere to. Issued in March 2006, the standards address Designation of Service, slot movement, and time in training assignment.

## **Section 8. Improving SCSEP Services.**

### **A. Long-Term Strategy to Improve SCSEP Services.**

Since the Mississippi Department of Employment Security (MDES) was designated as the State Grantee as of July 1, 2012, coordination with other workforce programs in the state should increase greatly. The division of MDES that has direct oversight of the SCSEP also provides direct fiscal and programmatic support to the state's four Local Workforce Investment Areas. The Office of Grant Management (OGM) has served in this liaison capacity since the inception of WIA. OGM will work with the LWIAs to involve the National Grantees and the state's AAAs in Local Workforce Investment Board meetings to a greater degree. Coordination will include providing program information as speakers on the agendas, invitation as guests, and consideration for board membership when vacancies occur.

OGM will also work to incorporate a learning track for the SCSEP in the state's annual workforce conference. This will provide an opportunity for the state and National Grantees to provide training for the Job Center staff, AAA directors and staff, subcontractors, and Host Agencies. We believe that the coordination and cross program exposure from such meetings will provide information on the program and define methods to work closer with the WIA systems.

### **B. Future Changes to the Design of the Program.**

The state grantee will follow the following timeline detailed below to review the program service delivery and evaluate whether there is a need for implementing a new subgranting procedure.

#### **i. Program Year 2014.**

MDES will continue to subgrant SCSEP authorized positions to the Area Agencies on Aging headquartered in the WIAs in PY14. The state grantee will continue the training begun in prior program years and will conduct analysis of past performance and spending patterns to evaluate the effect of the prior year's training. Based on the State Policy on Performance and the prior year's evaluation, the state grantee may develop a plan to assist Area Agencies on Aging that are chronically underperforming through technical assistance, corrective action plans, or sanctions.

#### **ii. Program Year 2015.**

MDES will evaluate results from PY14 to determine success technical assistance, corrective action plans, or sanctions. We will also work to align Area Agencies on Aging more closely to the LWIAs, and may reassign funding or slots to achieve greater coordination and economy of scale. The LWIAs are the leaders in workforce training development and SCSEP is a workforce development program for seniors. Alignment of SCSEP with the

Workforce Investment Area staff would create a connection between aging and workforce development, with the goal of improving SCSEP performance.

**iii. Program Year 2016.**

The state grantee and the USDOL will work together to evaluate the subgrantees in the state and, if proven necessary, may condense subgrants to achieve program's objectives. Condensing subgrants and subgranting SCSEP to Area Agencies on Aging who perform at or above the negotiated standards increases the amount of administrative dollars available to run the program effectively. Additionally, subgranting with fewer entities will increase the effectiveness of communication between the state grantee and the subgrant program managers.

The ultimate goal is to improve the program to better serve low income persons age 55 and older. SCSEP will be positioned to lead economic development for seniors through close partnerships with the Chambers of Commerce, WIBs, and the economic development agencies.

**C. Planned Changes in the Utilization of SCSEP Grantees and Program Operators.**

**i. Increased Frequency of Formal Collaboration Activities Among SCSEP Grantees.**

The state grantee will conduct trainings multiple times a year, as previously discussed. The state is dedicated to increasing the number of collaborative activities and efforts in the state regarding the benefit of older workers.

**ii. Development of Criteria for Selection of Sub-Recipients.**

The state grantee, in collaboration with the USDOL, will develop more stringent criteria for the selection of sub-recipients. Subgrantees will be selected based on their ability to run SCSEP effectively, measured by performance measure results. The program is designed to develop economic self-sufficiency and promote useful opportunities in community service activities to increase the number of persons who may enjoy the benefits of unsubsidized employment in both the public and private sectors. A performance driven selection process for subgranting SCSEP will ensure the program meets its performance measures.

**iii. Opportunities to Share Best Practices Statewide.**

The state grantee will work with National Grantees to share best practices through regular contact including the annual Equitable Distribution Meeting. Working together statewide will ensure that SCSEP is serving the eligible and the target population effectively.



## **Section 9. Distribution of SCSEP Positions within the State.**

### **A. Location of Positions**

In 2012, the US Department of Labor redistributed positions among Experience Works, Inc., Senior Service America, Inc., National Caucus on Black Aged, and the Department of Employment Security in order to more equitably serve the eligible population as indicated by the 2010 Census through the USDOL distribution process. In Mississippi, the state and national grantees agree that the distribution is currently equitable. (See Appendix C, Mississippi Program Year 2014 Distribution chart)

### **Strategy for Maintaining Equity of Slots**

The Department of Labor implemented revisions in 2014 to the required Equitable Distribution Report. The four grantees provided their Grantee Reports to the DOL and MDES compiled the information from the four into a Statewide Grant Report, which was also submitted to DOL on October 30, 2014. The state grantee will monitor distribution and service of the slots to ensure that all grantees are working to implement the action plans stated in the reports. We will also continue to monitor distribution of slots relative to demographic changes and will address any potential issues as they arise through communication with DOL.

### **B. Rural and Urban Populations**

#### **i. Distribution of Population.**

The State of Mississippi is a predominately rural state, with 50.72 percent of Mississippians living in rural counties, according to the 2010 census. Access to transportation and limited numbers of host agencies in the most rural counties will continue to be a challenge that all SCSEP grantees must work together to overcome.

#### **ii. Inadequate Resources.**

The state and National Grantees strive to serve both rural and urban areas of Mississippi equitably. In order to accomplish this, state and National Grantees must work together to overcome inadequate resources (limited employment prospects, few host agencies, lack of transportation, etc.).

#### **a. Employment**

The rural nature of the state combined with an agrarian-based economy makes it difficult to provide adequate unsubsidized placement opportunities. The number of jobs available is few and because public and mass transportation are not available, access to many of the existing jobs or employment opportunities can be problematic.

In some instances, the cost of transportation and other job maintenance factors exceed the benefits of employment.

**b. Host Agencies.**

The rural nature of the state also creates a shortage of host agencies. The state and National Grantees operating in the state know the challenge of developing enough host agencies to rotate participants appropriately according to their individual employment plan. SCSEP managers will continue to partner with the WIBs to assist in developing new business opportunities and to partner with new and existing non-profit organizations located in the state.

**c. Transportation.**

Access to transportation continues to be a problem in areas outside of the metropolitan area of Jackson. In an attempt to alleviate transportation concerns, the state grantees may reimburse participants for transportation costs only when travel is necessary for training, physical exams or enrollee meetings. If there is no public transportation available, and there are no other options, and if the participant could not otherwise participate in the program, transportation to and from host agency assignment may be reimbursed until another option is identified.

The state grantee will attempt to collaborate with other local agencies and resources to provide participant transportation at no cost or reduced cost whenever possible. Additionally, flexible scheduling is encouraged to help participants reduce travel costs by training more hours on fewer days, providing the same community service assignment hours.

**iii. Timeline.**

To address inadequate resources in rural areas, the grantees will target individual geographic areas and systematically contact community representatives in an attempt to develop host agencies or employers and in partnership with these organizations determine if a plan to accomplish program requirements can be developed. The Area Agencies on Aging and the National Grantees will be challenged to identify and develop two targeted areas each program year. This strategy will result in approximately one-fourth of the 76 rural counties achieving successful targeted development each program year.

**C. Specific Populations Groups.**

The state and National Grantees offer various recruitment and selection techniques in order to address Older Americans Act Section 518(b) as detailed below:

OAA Section 518(b) defines priority individuals as those who qualify based on one or more of the following criteria:

- Are aged 65 years or older;
- Have a disability;
- Have limited English proficiency or low literacy skills;
- Reside in a rural area;
- Are veterans or their spouses who meet the requirements of the Jobs for Veterans Act, 38 U.S.C.sec.4215(a)(1);
- Have low employment prospects;
- Have failed to find employment after utilizing services provided under Title 1 of WIA; or,
- Are homeless or at risk of homelessness.

Other populations identified in the statute are defined in OAA Section 503(a)(4)(C)(i)-(iv) as:

- Eligible individuals with the “greatest economic need” (as defined in 20 CFR 641.140);
- Eligible individuals who are minority individuals; and,
- Eligible individuals who are individuals with “greatest social need” (as defined in 20 CFR 641.140).

The WIBs that oversee the Workforce Investment Networks in the state are key partners for both the state and National Grantees in the state as they provide labor market information and economic data to assist grantees in developing new host agencies, educating employers on the benefits of hiring older workers, and providing job search assistance for SCSEP participants. Workforce Investment Networks provide an additional avenue to recruit eligible individuals to participate in the SCSEP.

Additional recruitment activities include, but are not limited to, the following:

- attending job fairs;
- advertising in local newspapers and newsletters;
- referrals from exited participants, host agencies, faith based organizations and local officials;
- running public service announcements;
- visiting local senior centers;

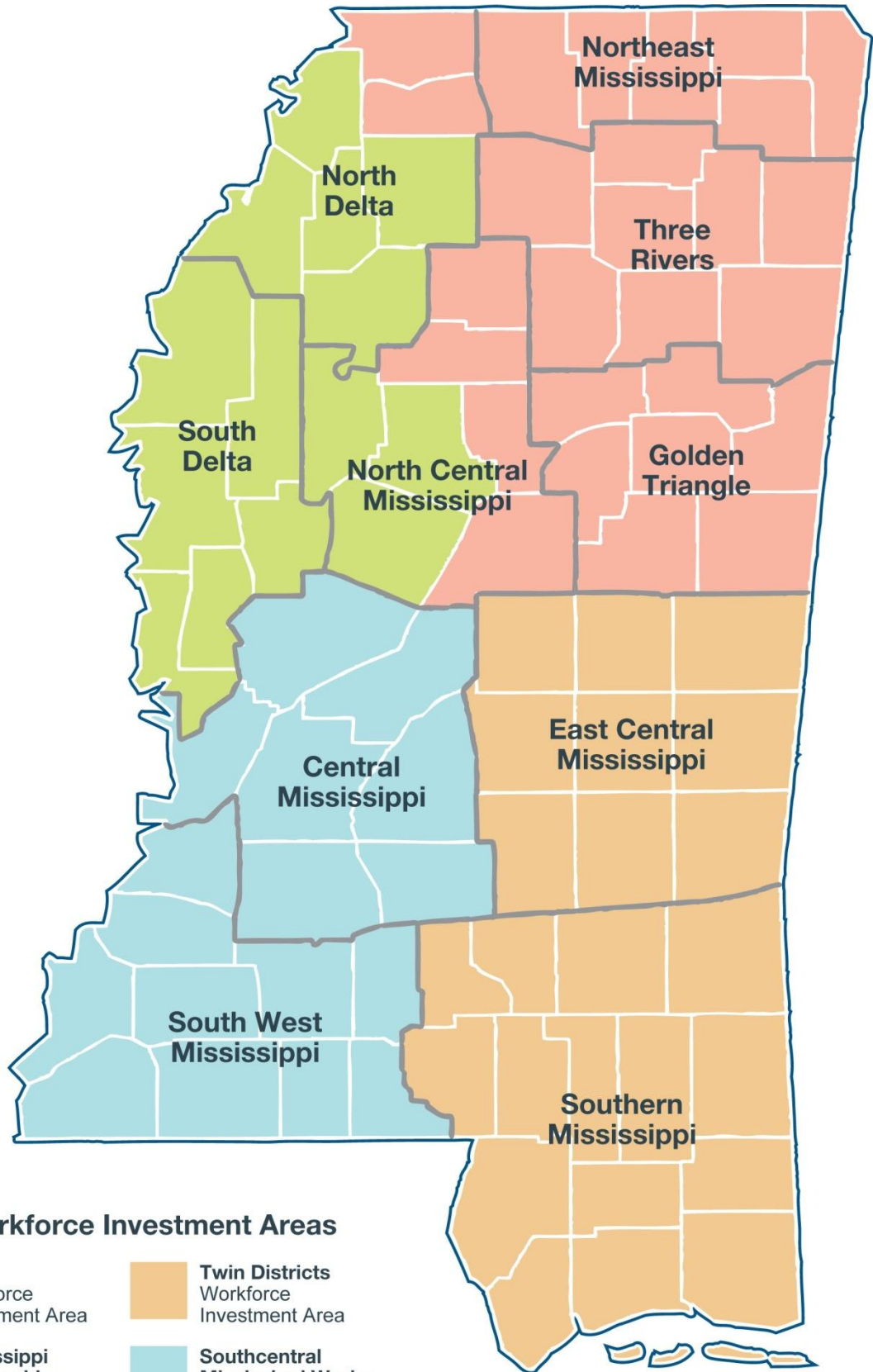
- partnering with organizations that serve aging and/or disabled adults;
- distributing brochures, flyers, posters and fact sheets throughout the state; and,
- partnering with the local Workforce Investment Networks.

**Section 10. Copies of Public Comments.**

No public comments have been received to date. If comments are received in the future, they will be considered for a possible later modification of the plan.

**Appendix A:**

**Map of Mississippi Planning & Development Areas  
Overlaid on Map of Local Workforce Investment Areas**



**Local Workforce Investment Areas**

- |  |   |
|--|---|
| <p><span style="display: inline-block; width: 15px; height: 15px; background-color: #90EE90; border: 1px solid black; margin-right: 5px;"></span> <b>Delta</b><br/>Workforce<br/>Investment Area</p>                   | <p><span style="display: inline-block; width: 15px; height: 15px; background-color: #FFDAB9; border: 1px solid black; margin-right: 5px;"></span> <b>Twin Districts</b><br/>Workforce<br/>Investment Area</p>                 |
| <p><span style="display: inline-block; width: 15px; height: 15px; background-color: #FFA07A; border: 1px solid black; margin-right: 5px;"></span> <b>Mississippi Partnership</b><br/>Workforce<br/>Investment Area</p> | <p><span style="display: inline-block; width: 15px; height: 15px; background-color: #ADD8E6; border: 1px solid black; margin-right: 5px;"></span> <b>Southcentral Mississippi Works</b><br/>Workforce<br/>Investment Area</p> |

**Appendix B:**

**Mississippi Chamber of Commerce Directory**

## Mississippi Chamber of Commerce Directory

For demographics, business and commerce, the MS. Chamber of Commerce Directory provides links to all of the chambers of commerce in Mississippi.

- [Mississippi State Chamber of Commerce](#)
- [Aberdeen, Mississippi Chamber of Commerce](#)
- [Amory, Mississippi Chamber of Commerce](#)
- [Baldwyn, Mississippi Chamber of Commerce](#)
- [Batesville, Mississippi Chamber of Commerce](#)
- [Bay Saint Louis, Mississippi Chamber of Commerce](#)
- [Belzoni, Mississippi Chamber of Commerce](#)
- [Biloxi, Mississippi Chamber of Commerce](#)
- [Booneville, Mississippi Chamber of Commerce](#)
- [Brandon, Mississippi Chamber of Commerce](#)
- [Brookhaven, Mississippi Chamber of Commerce](#)
- [Bruce, Mississippi Chamber of Commerce](#)
- [Calhoun City, Mississippi Chamber of Commerce](#)
- [Canton, Mississippi Chamber of Commerce](#)
- [Carthage, Mississippi Chamber of Commerce](#)
- [Clarksdale, Mississippi Chamber of Commerce](#)
- [Cleveland, Mississippi Chamber of Commerce](#)
- [Clinton, Mississippi Chamber of Commerce](#)
- [Collins, Mississippi Chamber of Commerce](#)
- [Columbia, Mississippi Chamber of Commerce](#)
- [Columbus, Mississippi Chamber of Commerce](#)
- [Corinth, Mississippi Chamber of Commerce](#)
- [Crystal Springs, Mississippi Chamber of Commerce](#)
- [D'Iberville, Mississippi Chamber of Commerce](#)
- [DeKalb, Mississippi Chamber of Commerce](#)
- [Drew, Mississippi Chamber of Commerce](#)
- [Flora, Mississippi Chamber of Commerce](#)
- [Forest, Mississippi Chamber of Commerce](#)
- [Fulton, Mississippi Chamber of Commerce](#)



[Greenville, Mississippi Chamber of Commerce](#)  
[Greenwood, Mississippi Chamber of Commerce](#)  
[Grenada, Mississippi Chamber of Commerce](#)  
[Gulfport, Mississippi Chamber of Commerce](#)  
[Hattiesburg, Mississippi Chamber of Commerce](#)  
[Hazlehurst, Mississippi Chamber of Commerce](#)  
[Hernando, Mississippi Chamber of Commerce](#)  
[Holly Springs, Mississippi Chamber of Commerce](#)  
[Horn Lake, Mississippi Chamber of Commerce](#)  
[Houston, Mississippi Chamber of Commerce](#)  
[Indianola, Mississippi Chamber of Commerce](#)  
[Jackson, Mississippi Chamber of Commerce](#)  
[Kosciusko, Mississippi Chamber of Commerce](#)  
[Laurel, Mississippi Chamber of Commerce](#)  
[Leland, Mississippi Chamber of Commerce](#)  
[Lexington, Mississippi Chamber of commerce](#)  
[Long Beach, Mississippi Chamber of Commerce](#)  
[Louisville, Mississippi Chamber of Commerce](#)  
[Lyman, Mississippi Chamber of Commerce](#)  
[Macon, Mississippi Chamber of Commerce](#)  
[Madison, Mississippi Chamber of Commerce](#)  
[Magee, Mississippi Chamber of Commerce](#)  
[Magnolia, Mississippi Chamber of Commerce](#)  
[McComb, Mississippi Chamber of Commerce](#)  
[Mendenhall, Mississippi Chamber of Commerce](#)  
[Meridian, Mississippi Chamber of Commerce](#)  
[Monticello, Mississippi Chamber of Commerce](#)  
[Moorhead, Mississippi Chamber of Commerce](#)  
[Morton, Mississippi Chamber of Commerce](#)  
[Natchez, Mississippi Chamber of Commerce](#)  
[New Albany, Mississippi Chamber of Commerce](#)  
[Newton, Mississippi Chamber of Commerce](#)  
[Ocean Springs, Mississippi Chamber of Commerce](#)

[Okolona, Mississippi Chamber of Commerce](#)  
[Olive Branch, Mississippi Chamber of Commerce](#)  
[Orange Grove, Mississippi Chamber of Commerce](#)  
[Oxford, Mississippi Chamber of Commerce](#)  
[Pascagoula, Mississippi Chamber of Commerce](#)  
[Pass Christian, Mississippi Chamber of Commerce](#)  
[Pearl, Mississippi Chamber of Commerce](#)  
[Petal, Mississippi Chamber of Commerce](#)  
[Philadelphia, Mississippi Chamber of Commerce](#)  
[Picayune, Mississippi Chamber of Commerce](#)  
[Pontotoc, Mississippi Chamber of Commerce](#)  
[Port Gibson, Mississippi Chamber of Commerce](#)  
[Prentiss, Mississippi Chamber of Commerce](#)  
[Purvis, Mississippi Chamber of Commerce](#)  
[Quitman, Mississippi Chamber of Commerce](#)  
[Richland, Mississippi Chamber of Commerce](#)  
[Ridgeland, Mississippi Chamber of Commerce](#)  
[Ruleville, Mississippi Chamber of Commerce](#)  
[Sardis, Mississippi Chamber of Commerce](#)  
[Senatobia, Mississippi Chamber of Commerce](#)  
[Southaven, Mississippi Chamber of Commerce](#)  
[Starkville, Mississippi Chamber of Commerce](#)  
[Tunica, Mississippi Chamber of Commerce](#)  
[Tupelo, Mississippi Chamber of Commerce](#)  
[Tylertown, Mississippi Chamber of Commerce](#)  
[Union, Mississippi Chamber of Commerce](#)  
[Verona, Mississippi Chamber of Commerce](#)  
[Vicksburg, Mississippi Chamber of Commerce](#)  
[Water Valley, Mississippi Chamber of Commerce](#)  
[Waynesboro, Mississippi Chamber of Commerce](#)  
[Yazoo City, Mississippi Chamber of Commerce](#)

**Appendix C:**

**Program Year 201 Equitable Distribution List  
by National and State Grantee with Counties**

County	State Grantee Auth Pos	SG Enroll	SG Variance	EW AP	EW E	EW V	NCBA AP	NCBA E	NCBA V	SSA AP	SSA E	SSA V	National Grantees AP	National Grantees E	National Grantees V
Adams	3	3								6	8	2	6	8	2
Alcorn	8	9	1										0	0	0
Amite										4	3	-1	4	3	-1
Attala				6	4	-2							6	4	-2
Benton				2	4	2							2	4	2
Bolivar							10	9	-1				10	9	-1
Calhoun				6	4	-2							6	4	-2
Carroll				4	1	-3							4	1	-3
Chickasaw				4	7	3							4	7	3
Choctaw				2	3	1							2	3	1
Claiborne										3	7	4	3	7	4
Clarke										5	1	-4	5	1	-4
Clay				6	6								6	6	0
Coahoma							7	3	-4				7	3	-4
Copiah										6	6		6	6	0
Covington	5	1	-4										0	0	0
DeSoto	5	3	-2				6	1	-5				6	1	-5
Forrest	4	4								8	4	-4	8	4	-4
Franklin										2	2		2	2	0
George										3	5	2	3	5	2
Greene										3	3		3	3	0
Grenada	5	5											0	0	0
Hancock										7	8	1	7	8	1
Harrison	4	7	3							17	18	1	17	18	1
Hinds	5	5								30	49	19	30	49	19
Holmes							7	5	-2				7	5	-2
Humphreys							3	8	5				3	8	5
Issaquena													0	0	0
Itawamba				5	2	-3							5	2	-3
Jackson	0	1	1							16	14	-2	16	14	-2

County	State Grantee Auth Pos	SG Enroll	SG Variance	EW AP	EW E	EW V	NCBA AP	NCBA E	NCBA V	SSA AP	SSA E	SSA V	National Grantees AP	National Grantees E	National Grantees V
Jasper										6	2	-4	6	2	-4
Jefferson										3	2	-1	3	2	-1
Jefferson Davis	3	5	2							0	2	2	0	2	2
Jones	4	1	-3							11	4	-7	11	4	-7
Kemper										4	1	-3	4	1	-3
Lafayette				5	5								5	5	0
Lamar										7	2	-5	7	2	-5
Lauderdale	3	3								11	15	4	11	15	4
Lawrence										3	5	2	3	5	2
Leake							5	0	-5				5	0	-5
Lee	10	9	-1										0	0	0
Leflore				10	14	4							10	14	4
Lincoln										6	7	1	6	7	1
Lowndes	9	8	-1										0	0	0
Madison							9	8	-1				9	8	-1
Marion										9	11	2	9	11	2
Marshall				6	9	3							6	9	3
Monroe				9	14	5							9	14	5
Montgomery				3	6	3							3	6	3
Neshoba										6	10	4	6	10	4
Newton	4	4											0	0	0
Noxubee				4	6	2							4	6	2
Oktibbeha				5	6	1							5	6	1
Panola				6	5	-1							6	5	-1
Pearl River	5	2	-3							7	1	-6	7	1	-6
Perry										3	2	-1	3	2	-1
Pike										9	6	-3	9	6	-3
Pontotoc	6	6											0	0	0
Prentiss				6	6								6	6	0
Quitman							3	2	-1				3	2	-1

County	State Grantee Auth Pos	SG Enroll	SG Variance	EW AP	EW E	EW V	NCBA AP	NCBA E	NCBA V	SSA AP	SSA E	SSA V	National Grantees AP	National Grantees E	National Grantees V
Rankin	3	1	-2							10	3	-7	10	3	-7
Scott										6	0	-6	6	0	-6
Sharkey							1	2	1				1	2	1
Simpson										7	5	-2	7	5	-2
Smith										3	1	-2	3	1	-2
Stone										2	1	-1	2	1	-1
Sunflower	3	2	-1				5	12	7				5	12	7
Tallahatchie	4	4											0	0	0
Tate							5	6	1				5	6	1
Tippah	6	5	-1										0	0	0
Tishomingo				5	4	-1							5	4	-1
Tunica							2	1	-1				2	1	-1
Union	6	5	-1										0	0	0
Walthall										4	3	-1	4	3	-1
Warren										10	0	-10	10	0	-10
Washington	5	5					8	12	4				8	12	4
Wayne										7	4	-3	7	4	-3
Webster				3	1	-2							3	1	-2
Wilkinson										2	2		2	2	0
Winston				5	9	4							5	9	4
Yalobusha				3	3								3	3	0
Yazoo							7	2	-5				7	2	-5
	110	98	-12	105	119	14	78	71	-7	246	217	-29	429	407	-22

## **Appendix D:**

### **ABE and GED Sites in Mississippi**

**Community and Junior College  
Adult Basic Education Directors**

**Coahoma Community College**

Ms. Pariscene Wilson  
510 Sunbelt Drive  
Clarksdale, MS 38614  
Phone: (662) 621-4307 Fax: (662) 621-4305  
E-mail: [koaloi@yahoo.com](mailto:koaloi@yahoo.com)

**Copiah-Lincoln Community College**

Ms. Karen Gaudet  
P.O. Box 649  
Wesson, MS 39191-0649  
Phone (601) 643-8651 Fax: (601) 643-8216  
E-mail: [karen.gaudet@colin.edu](mailto:karen.gaudet@colin.edu)

**East Central Community College**

Mr. Ryan Clarke  
P.O. Box 792  
Decatur, MS 39327  
Phone: (601) 635-2111 x 279 Fax: (601) 635-4011  
E-mail: [rclarke@eccc.edu](mailto:rclarke@eccc.edu)

**East Mississippi Community College**

Mr. James Bearden  
8731 South Frontage Road  
Mayhew, MS 39753  
Phone: (662) 243-2627 , (662) 243-1981  
Fax: (662) 243-1931 E-mail: [jbearden@emcc.edu](mailto:jbearden@emcc.edu)

**Hinds Community College**

Ms. Betty Gibson  
P.O. Box 1100  
Raymond, MS 39154  
Phone: (601) 857-3913 Fax: (601) 857-3919  
E-mail: [Betty.Gibson@hindscc.edu](mailto:Betty.Gibson@hindscc.edu)

**Holmes Community College**

Ms. Nancy Spellman  
254 Hwy. 12 West  
Kosciusko, MS 39090  
Phone: (662) 290-0808 Fax: (662) 290-0810  
E-mail: [nsPELLMAN@holmescc.edu](mailto:nsPELLMAN@holmescc.edu)

**Itawamba Community College**

Ms. Jan West  
3200 Adams Farm Road  
Belden, MS 38826  
Phone: (662) 620-5247 Fax: (662) 620-5244  
E-mail: [jhwest@iccms.edu](mailto:jhwest@iccms.edu)

**Jones County Junior College**

Ms. Jennifer Griffith  
900 South Court Street  
Ellisville, MS 39437  
Phone: (601) 477-4187 Fax: (601) 477-4166  
E-mail: [Jennifer.griffith@jcc.edu](mailto:Jennifer.griffith@jcc.edu)

**Meridian Community College**

Ms. Jennifer Whitlock  
910 Highway 19 North  
Meridian, MS 39307  
Phone: (601) 484-8798 Fax: (601) 484-8703  
E-mail: [jwhitloc@meridiancc.edu](mailto:jwhitloc@meridiancc.edu)

**Mississippi Delta Community College**

Ms. Teresa Smith  
P.O. Box 668 Hwy. 3 South  
Moorhead, MS 38761-0668  
Phone: (662) 246-6524 Fax: (662) 246-6350  
E-mail: [tsmith@msdelta.edu](mailto:tsmith@msdelta.edu)

**Mississippi Gulf Coast Community College**

Ms. Rebecca Layton  
10298 Express Drive  
Gulfport, MS 39503  
Phone: (228) 897-4371 Fax: (228) 897-4375  
E-mail: [rebecca.layton@mgccc.edu](mailto:rebecca.layton@mgccc.edu)

**Northeast Mississippi Community College**

Ms. Pam Meeks  
Holliday Hall, 316, Cunningham Boulevard  
Booneville, MS 38829  
Phone: (662) 720-7259 Fax: (662) 720-7464  
E-mail: [pmeeks@nemcc.edu](mailto:pmeeks@nemcc.edu)

**Northwest Mississippi Community College**

Mr. Guy Purdy  
P.O. Box 7048  
4975 Hwy. 51 North  
Senatobia, MS 38668-7048  
Phone: (662) 562-3401 Fax: (662) 562-3951  
email: [gpurdy@northwestms.edu](mailto:gpurdy@northwestms.edu)

**Pearl River Community College**

Mr. Barry Upton  
5448 U.S. Hwy 49 S.  
Hattiesburg, MS 39401  
Phone: (601) 554-5527 Fax: (601) 554-5550  
E-mail: [bupton@prcc.edu](mailto:bupton@prcc.edu)



**Southwest Mississippi Community College**

Ms. Carolyn Williams  
2000 College Drive  
Summit, MS 39666  
Phone: (601) 276-3846 Fax: (601) 276-3883  
E-mail: [wmsc@smcc.edu](mailto:wmsc@smcc.edu)

**INSTITUTIONAL ORGANIZATION**

**Central Mississippi Correctional Facility**

Mr. Donald Pendergrast  
P.O. Box 88550  
3794 Hwy. 468  
Pearl, MS 39288-8550  
Phone: (601) 932-2880 x 6344 Fax: 932-2880 Ext  
6346  
E-mail: [dpendergrast@mdoc.state.ms.us](mailto:dpendergrast@mdoc.state.ms.us)

**MS Department of Corrections**

**Pre-Release Program**

Ms. Caroline Banyard  
P.O. Box 219  
Parchman, MS 38738-0219  
Phone: (662) 745-6611 x 3002  
Fax: (662) 745-6611 Ext. 3137  
E-mail: [cbanyard@mdoc.state.ms.us](mailto:cbanyard@mdoc.state.ms.us)

**COMMUNITY BASED ORGANIZATION**

**Greater Columbus Learning Center**

Mr. Darren Jordan  
Greater Columbus Learning Center  
612 Military Road  
Columbus, MS 39701  
Phone:(662) 329-7691 Fax: (662) 329-8528  
E-mail: [djordan@gclc88.org](mailto:djordan@gclc88.org)

**UNIVERSITY**

**Jackson State Continuing Education/Learning Center**

Ms. Cleo Porter  
1324 Hattiesburg Street  
Jackson, MS 39209  
Phone: (601) 979-2037 Fax: (601) 979-4318  
Email: [cleopatric.porter@jsu.edu](mailto:cleopatric.porter@jsu.edu)

**PUBLIC SCHOOLS**

**GRENADA SCHOOL DISTRICT**

Ms. Cindy Heimbach  
Grenada School District  
423 S. Line Street  
Grenada, MS 38901  
Phone: (662) 227-6101 Fax: (662) 226-7462  
E-mail: [cindyheimbach@msn.com](mailto:cindyheimbach@msn.com)

**HATTIESBURG SEPARATE SCHOOLS**

Dr. Carroll Russell  
516 Forrest Street  
Hattiesburg, MS 39403  
Phone: (601) 582-5064 Fax: (601) 582-6667  
E-mail: [cdrussell@hpsd.k12.ms.us](mailto:cdrussell@hpsd.k12.ms.us)

**JACKSON PUBLIC SCHOOLS**

Mr. Isaac Norwood  
1224 Eminence Row  
Jackson, MS 39213  
Phone: (601) 987-3695 Fax: (601) 987-4952  
E-mail: [Inorwood@jackson.k2.ms.us](mailto:Inorwood@jackson.k2.ms.us)

**JONES COUNTY SCHOOLS**

Mr. Gerald Henderson  
923 B. Sawmill Road  
Laurel, MS 39440  
Phone: (601) 649-4141 Fax: (601) 649-4150  
E-mail: [gwhenderson@jones.k12.ms.us](mailto:gwhenderson@jones.k12.ms.us)

**McCOMB SEPARATE SCHOOLS**

Mr. Alvin Hogan  
McComb Public Schools  
411 A. St. Augustine Street  
McComb, MS 39468  
Phone: (601) 684-4306 Fax: (601) 276-2820  
E-mail: [summitlearningcenter@yahoo.com](mailto:summitlearningcenter@yahoo.com)

**PASCAGOULA SEPARATE SCHOOLS**

Mr. Harold Baxter  
1716 Tucker Ave.  
Pascagoula, MS 39567  
Phone: (228) 938-6587 Fax: (228) 938-6445  
E-mail: [hbaxter@psd.k12.ms.us](mailto:hbaxter@psd.k12.ms.us)

**PICAYUNE SCHOOL DISTRICT**

Ms. Deborah Ferguson  
600 Goodyear Boulevard  
Picayune, MS 39466  
Phone: (601) 798-7601 FAX: (601) 799-4711  
E-mail: [dferguson@pcu.k12.ms.us](mailto:dferguson@pcu.k12.ms.us)

**RANKIN COUNTY SCHOOLS**

Ms. Jean King  
135 1/2 South College Street  
Brandon, MS 39042  
Phone: (601) 825-5040 Fax: (601) 825-5283  
Email: [jking@rcsd.ms](mailto:jking@rcsd.ms)

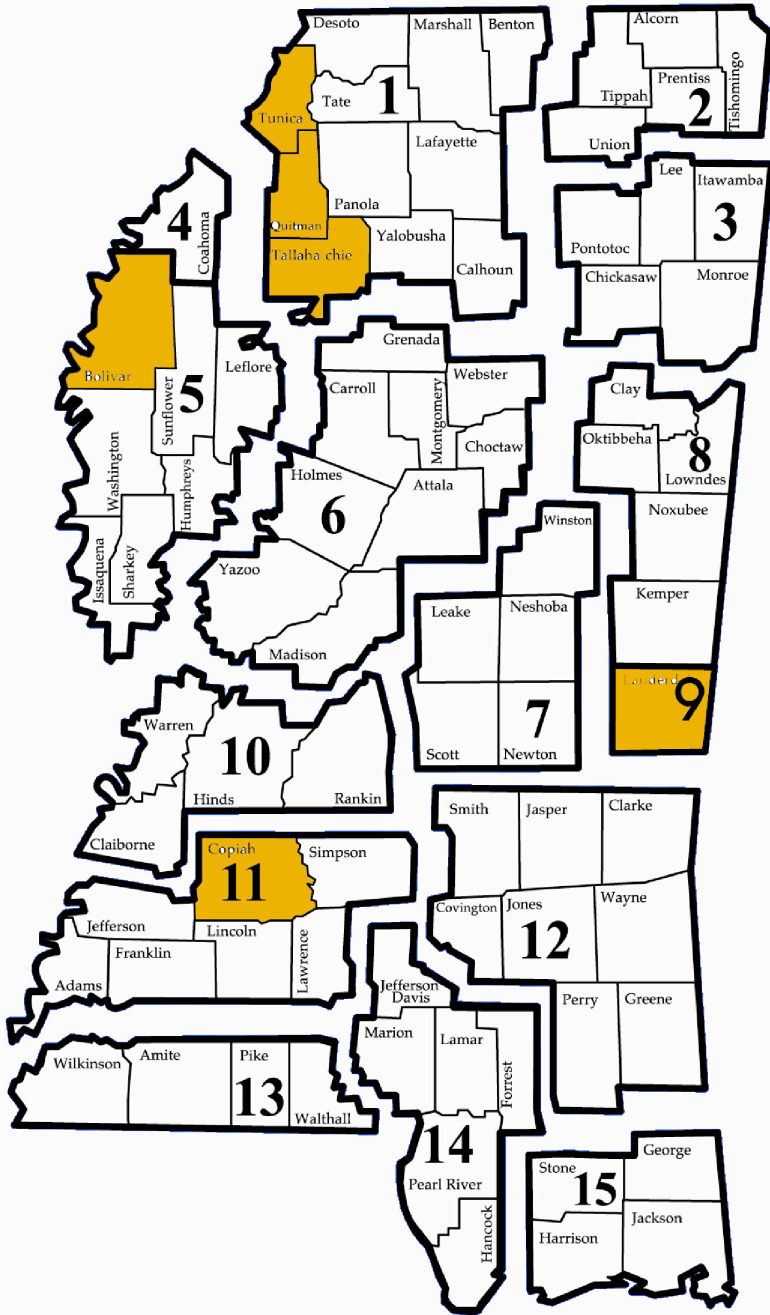
**STARKVILLE PUBLIC SCHOOLS**

Dr. Joan Butler  
01 Greensboro St.  
Starkville, MS 39759  
Phone: (662) 615-0033 Fax: (662) 324-5011  
E-mail: [jbutler@starkville.k12.ms.us](mailto:jbutler@starkville.k12.ms.us)

**Appendix E:**

**Map of Mississippi Community & Junior College Districts**

# COMMUNITY AND JUNIOR COLLEGE DISTRICTS



1. Northwest Mississippi Community College
2. Northeast Mississippi Community College
3. Itawamba Community College
4. Coahoma Community College
5. Mississippi Delta Community College
6. Holmes Community College
7. East Central Community College
8. East Mississippi Community College
9. Meridian Community College
10. Hinds Community College
11. Copiah -Lincoln Community College
12. Jones County Junior College
13. Southwest Mississippi Community College
14. Pearl River Community College
15. Mississippi Gulf Coast Community College

\*Shaded counties support two districts.

- Quitman County supports Districts 1 and 4
- Tunica County supports Districts 1 and 4.
- Tallahatchie County supports Districts 1 and 4.
- Bolivar County supports Districts 4 and 5
- Lauderdale County supports Districts 8 and 9