

# Delta Workforce Development Area

## Local Area Plan

South Delta Planning and Development  
District

2024 – 2028

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## List of Acronyms

|           |  |
|-----------|--|
| ABE       | Adult Basic Education                                  |
| CBO       | Community-based Organizations                          |
| CEO       | Chief Elected Official                                 |
| CMPDD     | Central Mississippi Planning and Development District  |
| DOL       | United States Department of Labor                      |
| DVOP      | Disabled Veteran Outreach Service Providers            |
| DUNS      | Data Universal Numbering System                        |
| EDC       | Economic Development Councils                          |
| FBO       | Faith-based Organizations                              |
| IHL       | Institutions of Higher Learning                        |
| DELTA WDA | Delta Workforce Development Area                       |
| LWDB      | Local Workforce Development Board                      |
| MCCB      | Mississippi Community College Board                    |
| MDA       | Mississippi Development Authority                      |
| MDE       | Mississippi Department of Education                    |
| MDES      | Mississippi Department of Employment Security          |
| MDHS      | Mississippi Department of Health and Human Services    |
| MDOC      | Mississippi Department of Corrections                  |
| MDOT      | Mississippi Department of Transportation               |
| MDRS      | Mississippi Department of Rehabilitation Services      |
| MOU       | Memorandum of Understanding                            |
| OJT       | On-the-Job Training                                    |
| SAM       | System for Award Management                            |
| SBDC      | Small Business Development Center                      |
| SDPDD     | South Delta Planning and Development District          |
| SMPDD     | Southern Mississippi Planning and Development District |
| SNAP      | Supplemental Nutrition Assistance Program              |
| SWIB      | State Workforce Investment Board                       |
| TANF      | Temporary Assistance for Needy Families                |
| TRPDD     | Three Rivers Planning and Development District         |
| UI        | Unemployment Insurance                                 |
| WET       | Workforce Enhancement Training Fund                    |
| WIOA      | Workforce Innovation and Opportunity Act               |

## **Introduction**

The Workforce Innovation and Opportunity Act (WIOA) requires each workforce development board to develop a comprehensive four-year plan, in partnership with the local chief elected official, and submit to the state. The WIOA four-year plan is effective July 1, 2024 - June 30, 2028. At the end of the first two years of the four-year local plan, each local board is required to review the local plan and prepare and submit modifications to the local plan to the MDES Office of Grant Management. Modifications should reflect changes in labor market and economic conditions or in other factors affecting the implementation of the local plan.

The Mississippi Department of Employment Security (MDES), as designated by the Office of the Governor, is the coordinating body for approving local plans. The local plan shall support the alignment strategy described in the state plan in accordance with WIOA Section 102(b)(1)(E), and otherwise be consistent with the state plan. The Delta Workforce Development Board (Delta) shall also comply with WIOA, Section 108 in the preparation and submission of the plan. Additional information about the WIOA, Public Law 113-128, enacted July 22, 2014, may be obtained from the U.S. Department of Labor Employment and Training Administration website: [www.doleta.gov](http://www.doleta.gov).

MDES provided guidance to assist Local Areas in structuring their workforce plan to meet federal WIOA regulations and alignment with the overarching workforce goals of the state. Any additional guidance will be provided by the MDES Office of Grant Management (OGM) through WIOA Communications.

## **Public Comment Requirements**

In accordance with the Workforce Innovation and Opportunity Act, Section 108(d), the Delta shall make copies of the proposed local plan available to the public through electronic and other means, such as public hearings and local news media; allow for public comment not later than the end of the 30-day period beginning on the date the proposed plan is made available; and, include with submission of the local plan any comments that represent disagreement with the plan. The Delta local plan was made available for public comment for the 30-day period beginning on October 23, 2024 and ending on November 23, 2024. Any comments received will be submitted to the MDES Office of Grant Management.

## **Submission Requirements**

Local plans must be submitted to the MDES Office of Grant Management no later than 5:00 PM CDT on November 19, 2024. The original plan and attachments should be retained by each local area.

## **A. Local Workforce Development Area Overview**

This section provides an overview of the local area and identifies the individuals and entities responsible for general operations within the local area.

**A.1.** Local Area's official (legal) name established to administer the Workforce Innovation and Opportunity Act (WIOA).

Delta Workforce Development Area

See Appendix A for *Local Workforce Development Area Re-Designation Approval Letter*.

**A.2.** Local Area Workforce Development Director Information

Mitzi Woods  
Workforce Director  
South Delta Planning and Development District  
PO Box 1776  
Greenville, MS 38702  
662-378-3831  
[mwoods@sdpdd.com](mailto:mwoods@sdpdd.com)

**A.3.** Local Workforce Development Area's Chief Elected Official Information

Eddie Holcomb, Issaquena County  
33030 Hwy 1  
Rolling Fork, MS 39159

**A.4.** Individuals authorized to receive official mail for the Chief Elected Official in the Delta.

Thomas L. Goodwin and Mitzi Woods  
South Delta Planning and Development District  
PO Box 1776  
Greenville, MS 38702  
662-378-3831

**A.5.** Administrative/Fiscal Agent responsible for disbursing Local Area WIOA grant funds.

South Delta Planning and Development District  
PO Box 1776  
Greenville, MS 38702

**A.6.** Administrative/Fiscal Agent's signatory official.

Thomas L. Goodwin, Executive Director

**A.7.** See Appendix B for Administrative Entity/Local Workforce Development Area/Fiscal Agent's Organizational Chart.

**A.8.** Administrative Entity's Data Universal Numbering System (DUNS) Number and Assurance of 'System for Award Management' (SAM) status is current.

DUNS 073522906  
UEI S37NWDDWNDQ4  
SAM status is current

**A.9.** Delta Workforce Development Board Chairperson's Information.

George W. "Bunky" Butler, President  
Butler Consulting  
12990 New Africa Road  
Clarksdale, MS 38614  
(662) 627-3067  
bunkyb43@bellsouth.net

**A.10.** See Appendix C for the Delta Board Membership List.

**A.11.** See Appendix D for the Delta By-laws including date adopted/amended.

**A.12.** See Appendix E for the Local Area Certification Regarding Debarment.

**A.13.** See Appendix F Local Area Signatory Submission Page.

## **B. Regional Strategic Planning**

For the purpose of this section, and as outlined in the Mississippi WIOA Combined State Plan, regions are identified as the four Local Workforce Development Areas defined in the Mississippi Comprehensive Workforce Training and Consolidation Act of 2004. The boundaries follow significant demographic and economic boundaries (*See Figure 1*). AccelerateMS, the State's Office of Workforce Development, has additionally defined eight workforce ecosystems that allow for more comprehensive workforce and economic development efforts in each LWDA while preserving existing governance structures. (*See Figure 2*)

The four designated local workforce areas are generally aligned with the planning and development district structure. Planning and development districts serve as the fiscal agents to manage funds and to oversee and support local workforce development boards aligned with the areas and local programs and activities as delivered by the One-Stop employment and training system.

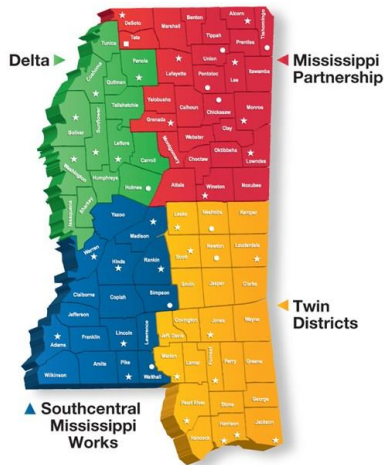


Figure 1. Local Mississippi Workforce Development Areas

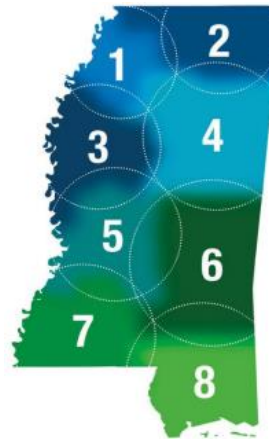


Figure 2. Ecosystems in Mississippi

The Delta Workforce Development Area encompasses Ecosystems 1 and 3 which include the following counties:

**Ecosystem 1** – Coahoma, Panola, Quitman, Tallahatchie and Tunica

**Ecosystem 3** - Bolivar, Carroll, Holmes, Humphreys, Issaquena, Leflore, Sharkey, Sunflower and Washington

**B.2.** The Delta Area has adopted the vision outlined in the Mississippi WIOA Plan. The state’s strategic vision, led by AccelerateMS, is to create a world-class workforce aligned to Mississippi’s unique economic portfolio and labor market, which drives increased and sustained individual, community, and statewide prosperity. This vision will be attained through the development of a unified workforce system that acts as a connected ecosystem where all parts are aligned and work together to achieve common goals. Through this system, every Mississippian will have the opportunity to be work- or career-ready and to secure his or her dream job right here at home.

From the moment one enters the education and workforce system, he or she will be presented with the necessary tools to choose and pursue a career pathway that is relevant to current and future labor markets. Similarly, from the moment current and prospective businesses enter into a partnership with Mississippi’s education and workforce system, resources will be aligned to cultivate the sustainable, high-performance workforce critical for maintaining and expanding businesses’ long-term economic viability, in turn creating better and more sustainable employment opportunities for Mississippians.

To achieve this vision, WIOA partners will work together to:

- Create a talent pool with the skills, knowledge, and experience required by local employers in both the current and future job markets.
- Develop the outreach, education, and training infrastructure that drives participation, retention, and completion of post-secondary credentials.

- Leverage workforce development investments and resources to promote state, community, business, and individual prosperity

WIOA Combined Plan Partners will realize this vision by achieving seven goals focused on developing an educated and skilled workforce aligned to the needs of employers.

1. Jointly develop policies that will coordinate service delivery among all WIOA Combined Plan Partners to achieve a no-wrong-door approach for WIOA participants and employers.
2. Strengthen interagency partnerships.
3. Develop defined, articulated pathways across educational sectors (K-16+) to create a pipeline for the workforce.
4. Develop cross-program performance metrics and engage partners to establish a plan to remain abreast of changing industry needs and the metrics to measure outcomes to realize the potential of the state’s workforce programs and delivery systems.
5. Develop a service delivery approach that maximizes the use of technology advancements.
6. Invest in integrated technology to meet the unified technology requirements of the Workforce Investment and Opportunity Act (WIOA) and other federal initiatives.
7. Develop and communicate a unified vision and message.

**B.3.** The Delta Workforce Area and other workforce areas in Mississippi, contribute to Mississippi’s economic sector goals. (See Table 1).

*Table 1. Economic Activity Within Each LWDA*

| Activity                                | Delta | MS Partnership | Southcentral MS Works | Twin Districts |
|---|-------|----------------|-----------------------|----------------|
| Advanced Manufacturing                  | X     | X              | X                     | X              |
| Aerospace and Defense                   | X     | X              |                       | X              |
| Agriculture, Food, and Beverage         | X     | X              | X                     |                |
| Automotive                              | X     | X              |                       |                |
| Distribution and Logistics              | X     |                | X                     | X              |
| Forestry, Energy, and Chemicals         |       | X              |                       | X              |
| Health Care                             |       |                | X                     | X              |
| Shipbuilding                            |       |                |                       | X              |
| Data Centers and Information Technology |       |                | X                     | X              |

**Target Industries**

While each of the four Local Workforce Development Areas has a strong overall economic identity, some economic and demographic variability exists within these areas relevant to any training or supportive efforts. Within each of the four WDAs, entities such as economic development councils (EDCs) and public utilities manage target industry regions. With vital



information on available sites, buildings, and workforce demographics, EDCs assist companies considering Mississippi as a potential location. The presence of EDCs can be useful in identifying subtle differences of economic or industry focus within a WDA.

The Delta Area, encompassing 14 counties, serves as a connection to three of Mississippi's regional neighbors: Tennessee, Arkansas, and Louisiana. Within the Delta Area, Tunica County represents part of the Memphis metropolitan statistical area, which spans the three states of Mississippi, Tennessee, and Arkansas. Tunica County represents a region of the Delta that has a growing connection to Memphis within the Delta.

The Delta lags behind its three counterparts on critical economic indicators, including lowest labor force participation rate, average wages, and predicted job growth over the next decade. This region is known for its agricultural production and contains nine of the top ten crop production counties in Mississippi. Economic and workforce activities in the region are focused on diversification, targeting information technology and healthcare with home health providers and pharmaceutical manufacturers/preparers such as Baxter and Needle Specialty.

The Delta is driven by an economic goal of supporting agriculture and agribusiness, as led by the Delta Council and Mississippi Delta Developers Association and is known for its agricultural production. Analyzing jobs in Mississippi by location quotient (the concentration of jobs in a geographical area relative to the national average of jobs in this industry). Agriculture is a leading sector in Mississippi, employing approximately 17.4% of the state's workforce either directly or indirectly. Agriculture in Mississippi is an 8.33 billion-dollar industry. There are approximately 34,700 farms in the state covering 10.4 million acres. The average size farm is composed of 300 acres. Ten of the 13 top crop production and food manufacturing counties in Mississippi are located in the Delta LWDA.

While the fertile land of the Delta that supports agribusiness defines the Delta WDA, the area added Information Technology as a target sector. For example, Automation Anywhere has opened a Center of Excellence in Clarksdale at PeopleShores and is training Delta residents to provide Robotic Process Automation (RPA) for major companies throughout the U.S.

The Delta continues its investment in workforce training which is critical to the success of its regional economy. According to Delta Strong, a regional economic development initiative, the region is home to 25+ billion-dollar companies in addition to the many small businesses that supply good jobs and self-sufficient wages for many Delta residents.

Table 2. Delta Existing Industries (Delta Strong)

**Our Existing Industries Are A Billion Dollars Delta Strong**



Within the Delta Area, there are two Economic Development entities that serve more than one local area and sometimes spill into three local areas. The Delta Council and the Mississippi Delta Developers Association cover 20 counties in northwest Mississippi and share a goal of increasing economic development and helping to solve problems in the area. These two organizations work closely with the Delta in business recruitment and retention.

The Delta's Sector Strategy Plan identified four industries as target sectors: Agribusiness, Manufacturing, Health Care, and Information Technology. Aviation and aerospace has become a sector focus because of the Greenville Airport renovation and the Aerial Applicator Training Program at Delta State University.

The Delta is working with South Delta PDD, the City of Greenville, MS Delta Community College and local partners in upgrading the Greenville Airport to allow for aviation maintenance training and recruitment of employers with Department of Defense contracts. Additionally, a partnership with Delta State University is training agriculture pilots in aerial applications in the Mississippi Delta; expanding on Delta State's Commercial Aviation Program. Funding from a DOL/DRA grant is assisting in the Greenville project and a federal appropriation to Delta State, funding from AccelerateMS and the Governor's Discretionary Grant is providing the necessary training for Ag Pilots.

**Current Industry**

The Delta's 16 industry sectors have 6,106 establishments, representing 80,407 jobs with average earnings of \$42,058. Health Care and Social Assistance has the highest employment followed by Wholesale/Retail Trade, Accommodation/Leisure and Educational Services. Compared to other workforce areas, our numbers of employers and average earnings are significantly less.

**Table 3: Annual Average Employment 2023 by Industry in the Delta LWDA**

| Industry   | Employment    | Percent    | Earnings        | Establishments |
|--|---------------|------------|-----------------|----------------|
| Health Care and Social Assistance                | 14,691        | 18.3       | \$42,546        | 747            |
| Wholesale/Retail Trade                           | 11,995        | 14.9       | \$38,310        | 1,274          |
| Accommodation/Leisure                            | 10,323        | 12.8       | \$25,435        | 535            |
| Educational Services                             | 9,331         | 11.6       | \$40,777        | 151            |
| Manufacturing                                    | 8,574         | 10.7       | \$50,061        | 172            |
| Public Administration                            | 6,330         | 7.9        | \$40,125        | 214            |
| Transportation and Warehousing                   | 3,751         | 4.7        | \$55,316        | 342            |
| Natural Resources                                | 3,078         | 3.8        | \$42,354        | 663            |
| Construction                                     | 3,005         | 3.7        | \$54,474        | 305            |
| Financial Activities                             | 2,631         | 3.3        | \$52,478        | 642            |
| Administrative and Waste Services                | 2,028         | 2.5        | \$37,983        | 201            |
| Other Services (except Public Administration)    | 1,627         | 2.0        | \$38,518        | 367            |
| Professional, Scientific, and Technical Services | 1,392         | 1.7        | \$61,133        | 304            |
| Utilities  | 678           | 0.8        | \$77,439        | 70             |
| Information                                      | 516           | 0.6        | \$42,610        | 91             |
| Management of Companies and Enterprises          | 458           | 0.6        | \$69,924        | 28             |
| <b>Total</b>                                     | <b>80,407</b> | <b>100</b> | <b>\$42,058</b> | <b>6,106</b>   |

Source: Mississippi Department of Employment Security, Labor Market Information, Census of Employment & Wages, 2024.

## New and Emerging Sectors

There are several major sectors emerging in the state and the Delta LWDA: advanced manufacturing, healthcare support, and tourism.

Health Care and Social Assistance represents 18.3% of the jobs in the Delta LWDA while manufacturing accounts for approximately 10.7% of the jobs. Aviation is emerging due to the Ag Pilot Training Program at Delta State and the Aviation Maintenance Training scheduled to begin soon in Greenville.

Stoneville, Mississippi, located in the heart of the Mississippi Delta has often been referred to as the “Silicon Valley of Agriculture” a research facility boasting of state of the art laboratories, incubators and problem solving research to private companies and the public sector throughout the world. This location houses the US Dept of Agriculture’s 15 state regional headquarters, Mississippi State University’s largest branch campus plus and other federal research entities including the Forest Service. More than 800 people work at this advanced research center, including more than 200 Ph.D.’s.

Existing agribusiness industries include Bunge, CF Industries, Crop Production Services, Helena Chemicals, Louis Dreyfus Commodities, Monsanto, Performance Food Groups, Sanders, Supervalu, Tyson Foods, and Uncle Ben’s Rice. Tables 3-7 provide detailed information regarding new and emerging sectors.

**Table 4: Target Advanced Manufacturing Industry Structure in the Delta LWDA**

| Industry   | Annual Average Employment 2023 | Percent    | Earnings        | Establishments |
|--|--------------------------------|------------|-----------------|----------------|
| Machinery Manufacturing                                      | 1,810                          | 51.2       | \$45,614        | 19             |
| Transportation Equipment Manufacturing                       | 775                            | 21.9       | \$59,659        | 15             |
| Electrical Equipment, Appliance, and Component Manufacturing | 610                            | 17.3       | \$43,466        | 8              |
| Miscellaneous Manufacturing                                  | 184                            | 5.2        | \$32,717        | 11             |
| Petroleum and Coal Products Manufacturing                    |                                |            |                 | 2              |
| Computer and Electronic Product Manufacturing                |                                |            |                 | 1              |
| Primary Metal Manufacturing                                  |                                |            |                 | 2              |
| <b>Total</b>   | <b>3,534</b>                   | <b>100</b> | <b>\$48,264</b> | <b>58</b>      |

Source: Mississippi Department of Employment Security, Labor Market Information, Census of Employment & Wages, 2024.

Notes: State WIOA Plan defined Advanced Manufacturing to certain Agriculture manufacturing occupations; this Regional Plan highlights these occupations in a separate category.

**Table 5: Target Agribusiness Industry Structure in the Delta LWDA**

| Industry  | Annual Average Employment 2023 | Percent    | Earnings        | Establishments |
|---|--------------------------------|------------|-----------------|----------------|
| Food Manufacturing                              | 1,921                          | 40.0       | \$43,393        | 35             |
| Crop Production                                 | 1,843                          | 38.4       | \$38,006        | 441            |
| Support Activities for Agriculture and Forestry | 600                            | 12.5       | \$51,467        | 149            |
| Animal Production and Aquaculture               | 438                            | 9.1        | \$45,968        | 41             |
| <b>Total</b>                                    | <b>4,802</b>                   | <b>100</b> | <b>\$42,564</b> | <b>666</b>     |

Source: Mississippi Department of Employment Security, Labor Market Information, Census of Employment & Wages, 2024.

**Table 6: Target Data Center & IT Industry Structure in the Delta LWDA**

| Industry   | Annual Average Employment 2023 | Percent    | Earnings        | Establishments |
|--|--------------------------------|------------|-----------------|----------------|
| Professional, Scientific, and Technical Services | 1,392                          | 80.2       | \$61,133        | 304            |
| Telecommunications                               | 240                            | 13.8       | \$60,709        | 27             |
| Other Information Services                       | 103                            | 5.9        | \$24,148        | 31             |
| Data Processing, Hosting And Related Services    |                                |            |                 | 3              |
| <b>Total</b>                                     | <b>1,735</b>                   | <b>100</b> | <b>\$58,842</b> | <b>365</b>     |

Source: Mississippi Department of Employment Security, Labor Market Information, Census of Employment & Wages, 2024.

**Table 7: Target Healthcare Industry Structure in the Delta LWDA**

| Industry                                | Annual Average Employment 2023 | Percent    | Earnings        | Establishments |
|---|--------------------------------|------------|-----------------|----------------|
| Ambulatory Health Care Services         | 4,085                          | 42.2       | \$53,184        | 371            |
| Hospitals                               | 3,388                          | 35.0       | \$57,482        | 23             |
| Nursing And Residential Care Facilities | 2,210                          | 22.8       | \$35,799        | 46             |
| <b>Total</b>                            | <b>9,683</b>                   | <b>100</b> | <b>\$50,720</b> | <b>440</b>     |

Source: Mississippi Department of Employment Security, Labor Market Information, Census of Employment & Wages, 2024.

## Occupations in Emerging Industries

In the Delta, the top 10 occupations within advanced manufacturing account for approximately 48 percent of all jobs in the industry (See Table 8). Of all occupations, assemblers and fabricators are at the top, followed by welders, upholsterers, and first-line supervisors that, combined, employ almost 609 people. The top 10 occupations within agribusiness account for approximately 65.4% of all jobs in the industry. Within the IT industry, Telecommunications Equipment Installers and Repairers, Except Line Installers account for approximately 7.7 per cent of the top 10 occupations. The top 10 occupations within healthcare support account for 54.2% of all jobs in the industry. Tables 7-10 provide detailed information regarding the occupations in emerging sectors in the Delta.

*Table 8: Top 10 Occupations in the Advanced Manufacturing Industry in the Delta*

| Occupation   | Employment   | Percent*    | Hourly Wage  |              |              |
|--|--------------|-------------|--------------|--------------|--------------|
|  |              |             | Entry        | Mean         | Experienced  |
| Miscellaneous Assemblers and Fabricators   | 510          | 15.8        | 11.28        | 14.69        | 16.40        |
| Welders, Cutters, Solderers, and Brazers   | 190          | 5.9         | 15.43        | 20.05        | 22.36        |
| Engine and Other Machine Assemblers  | 159          | 4.9         | 14.84        | 18.27        | 19.96        |
| Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers | 138          | 4.3         | 14.48        | 19.74        | 22.37        |
| First-Line Supervisors of Production and Operating Workers   | 123          | 3.8         | 17.64        | 30.22        | 36.51        |
| Machinists   | 110          | 3.4         | 13.24        | 16.65        | 18.35        |
| Inspectors, Testers, Sorters, Samplers, and Weighers   | 106          | 3.3         | 12.00        | 17.87        | 20.80        |
| Laborers and Freight, Stock, and Material Movers, Hand   | 84           | 2.6         | 11.73        | 14.79        | 16.33        |
| Mechanical Engineers   | 66           | 2.0         | 30.32        | 42.58        | 48.71        |
| Computer Numerically Controlled Tool Operators   | 66           | 2.0         | 16.18        | 22.05        | 24.94        |
| <b>Total</b>   | <b>1,552</b> | <b>48.0</b> | <b>14.17</b> | <b>19.25</b> | <b>21.79</b> |

Source: Mississippi Department of Employment Security, Labor Market Information, 2024. Notes: State WIOA Plan defined Advanced Manufacturing to certain Agriculture manufacturing occupations; this Regional Plan highlights these occupations in a separate category. Data points are for 2023.

Table 9: Top 10 Occupations in Agribusiness Industry in the Delta

| Occupation   | Employment   | Percent*    | Hourly Wage  |              |              |
|--|--------------|-------------|--------------|--------------|--------------|
|  |              |             | Entry        | Mean         | Experienced  |
| Farmworkers and Laborers, Crop, Nursery, and Greenhouse          | 1,407        | 21.5        | 10.93        | 17.30        | 20.43        |
| Farmers, Ranchers, and Other Agricultural Managers               | 804          | 12.3        | 15.61        | 25.53        | 30.42        |
| Meat, Poultry, and Fish Cutters and Trimmers                     | 603          | 9.2         | 10.68        | 12.12        | 12.84        |
| Laborers and Freight, Stock, and Material Movers, Hand           | 348          | 5.3         | 11.73        | 14.79        | 16.33        |
| Farmworkers, Farm, Ranch, and Aquacultural Animals               | 347          | 5.3         | 12.97        | 16.60        | 18.39        |
| Animal Trainers  | 193          | 2.9         | 12.68        | 23.14        | 28.29        |
| Packers and Packagers, Hand                                      | 180          | 2.7         | 8.25         | 10.57        | 11.74        |
| Agricultural Equipment Operators                                 | 170          | 2.6         | 11.39        | 13.09        | 13.94        |
| First-Line Supervisors of Farming, Fishing, and Forestry Workers | 127          | 1.9         | 19.54        | 30.35        | 35.67        |
| Helpers--Production Workers                                      | 114          | 1.7         | 11.35        | 13.92        | 15.21        |
| <b>Total</b>   | <b>4,293</b> | <b>65.4</b> | <b>12.25</b> | <b>17.96</b> | <b>20.78</b> |

Source: Mississippi Department of Employment Security, 2024.

\*Percent of all Agribusiness jobs.

Note: Data points are for 2023.

Table 10: Top 10 Occupations in the Data Center & IT Industry in the Delta

| Occupation   | Total      | Percent*    | Hourly Wage  |              |              |
|--|------------|-------------|--------------|--------------|--------------|
|  |            |             | Entry        | Mean         | Experienced  |
| Telecommunications Equipment Installers and Repairers, Except Line Installers                    | 148        | 7.7         | 18.68        | 30.70        | 36.71        |
| Accountants and Auditors   | 111        | 5.8         | 17.99        | 30.08        | 36.13        |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive                  | 83         | 4.3         | 11.19        | 16.06        | 18.50        |
| Lawyers  | 77         | 4.0         | 18.94        | 41.70        | 53.08        |
| Software Developers and Software Quality Assurance Analysts and Testers                          | 76         | 4.0         | 25.73        | 41.17        | 48.77        |
| Paralegals and Legal Assistants  | 69         | 3.6         | 17.39        | 19.55        | 20.63        |
| Bookkeeping, Accounting, and Auditing Clerks   | 67         | 3.5         | 12.57        | 19.07        | 22.33        |
| General and Operations Managers  | 57         | 3.0         | 20.00        | 48.71        | 63.07        |
| Computer User Support Specialists  | 49         | 2.6         | 12.84        | 22.35        | 27.11        |
| Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 48         | 2.5         | 13.47        | 22.73        | 27.36        |
| <b>Total</b>   | <b>785</b> | <b>41.0</b> | <b>17.28</b> | <b>29.48</b> | <b>35.58</b> |

Source: Mississippi Department of Employment Security, 2024.

\*Percent of all Data Center & IT jobs.

Note: Data points are for 2023.



Table 11: Top 10 Occupations in the Healthcare Industry in the Delta

| Occupation   | Employment   | Percent*    | Hourly Wage  |              |              |
|--|--------------|-------------|--------------|--------------|--------------|
|  |              |             | Entry        | Mean         | Experienced  |
| Registered Nurses  | 1,739        | 18.3        | 27.00        | 35.32        | 39.47        |
| Nursing Assistants   | 942          | 9.9         | 10.98        | 13.45        | 14.68        |
| Licensed Practical and Licensed Vocational Nurses  | 666          | 7.0         | 20.00        | 24.23        | 26.34        |
| Home Health and Personal Care Aides  | 503          | 5.3         | 9.88         | 10.97        | 11.51        |
| Receptionists and Information Clerks   | 253          | 2.7         | 10.60        | 13.65        | 15.18        |
| Medical Assistants   | 234          | 2.5         | 12.93        | 16.2         | 17.83        |
| Nurse Practitioners  | 215          | 2.3         | 40.06        | 56.09        | 64.10        |
| Clinical Laboratory Technologists and Technicians  | 209          | 2.2         | 13.66        | 21.78        | 25.84        |
| Medical Secretaries and Administrative Assistants  | 196          | 2.1         | 11.74        | 16.01        | 18.15        |
| Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other | 183          | 1.9         | 16.01        | 19.17        | 20.75        |
| <b>Total</b>   | <b>5,140</b> | <b>54.2</b> | <b>19.06</b> | <b>24.56</b> | <b>27.31</b> |

Source: Mississippi Department of Employment Security, 2024.

\*Percent of all Healthcare jobs.

Note: Data points are for 2023.

### Employers' Employment Needs

The Mississippi labor market is primarily defined by jobs that require less than a bachelor's degree. Labor market data reveals that 77% of jobs require an associate degree or below. In the absence of strategic intervention designed to drive economic growth in knowledge—and/or technology-intensive sectors, this mix of jobs and associated requirements is not predicted to change over the next decade.

The Mississippi Economic Council, the State Chamber of Commerce, conducts an annual tour across Mississippi to listen to local leaders from retail business, education, healthcare, the hospitality industry, manufacturing, professional associations, professional services, and other sectors, as well as local elected officials and government, regarding their concerns and ideas on three critical issues.

- Mississippi business climate
- Education, workforce, and skills training
- Talent retention and attraction

Technical skills, soft skills, and mitigation of barriers to employment were identified as priorities for Mississippi's successful meeting of the needs of existing and emerging businesses and growing the economy.

Delta Workforce staff participate in regional and local community and economic development meetings and meet with employers regularly to ensure that they are aware of the resources and services available to them and to make sure that their workforce needs are clearly identified and met.

Employer-Driven Goal 1 - *Develop a World-Class Workforce to Meet the Needs of Today's Job Market and the Job Opportunities of the Future*

Employer-Driven Goal 2 - *Grow Our Economy and Population by Increasing the Number of Highly Qualified, Skilled Professionals*

Employer-Driven Goal 3 - *Strengthen and Expand Mississippi's Economy through Job Growth*

Organizationally, to provide a sustainable response to employer needs, representatives of manufacturing and other businesses have been further engaged in the State Workforce Investment Board processes to ensure that state workforce training system partners continue to address employer concerns

The Delta supports the findings of the SWIB. Across these three sources of data, a general consensus is that businesses are expecting to grow, and that recruitment and retention of a qualified workforce is a critical issue for sustainability, viability, and growth. On the whole, businesses reported needing workers with labor and trade skills and those with basic work skills (e.g., reading, writing, appropriate workplace conduct). The general consensus among businesses is that employees, across the board, lack core competency skills such as:

- **Critical Thinking/Problem Solving**—Exercise sound reasoning and analytical thinking; obtain, interpret, and use knowledge, facts, and data; demonstrate originality and inventiveness.
- **Oral/Written Communication**—Articulate thoughts and ideas clearly and effectively; demonstrate public speaking skills; communicate new ideas to others through writing and editing.
- **Teamwork/Collaboration**—Build collaborative relationships; work in team structure; negotiate and manage conflicts.

- Information Technology Application—Select and use appropriate technology; apply computing skills to problem solving.
- Leadership—Leverage the strengths of others; use interpersonal skills and emotions effectively; organize, prioritize, and delegate work.
- Professionalism/Work Ethic—Demonstrate personal accountability, effective work habits, integrity, and ethical behavior; act responsibly; learn from mistakes.
- Career Management—Identify and articulate skills, strengths, and experiences; identify areas for professional growth and self-advocacy; explore job options and pursue opportunities.

Tables 12-15 provide detailed information regarding the top 10 occupations by industry group with the highest job openings in the Delta Workforce Area.

*Table 12: Top 10 Occupations in Advanced Manufacturing with the Highest Job Openings in the Delta*

| Occupation   | Projected Average Annual Job Openings | Job Openings in 2023 |
|--|---------------------------------------|----------------------|
| Welders, Cutters, Solderers, and Brazers                   | 23                                    | 90                   |
| First-Line Supervisors of Production and Operating Workers | <10                                   | 43                   |
| Inspectors, Testers, Sorters, Samplers, and Weighers       | <10                                   | 15                   |
| Laborers and Freight, Stock, and Material Movers, Hand     | <10                                   | <10                  |
| Electricians   | <10                                   | <10                  |
| Maintenance and Repair Workers, General                    | <10                                   | <10                  |
| Machinists   | 14                                    | <10                  |
| Industrial Truck and Tractor Operators                     | <10                                   | <10                  |
| Miscellaneous Assemblers and Fabricators                   | 31                                    | <10                  |
| Computer Numerically Controlled Tool Operators             | <10                                   | <10                  |
| <b>Total</b>   | <b>120</b>                            | <b>169</b>           |

Sources: Mississippi Department of Employment Security, Labor Market Information, Mississippi Works, 2024; Mississippi State University, nSPARC, 2024.

*Table 13: Top 10 Occupations in Agribusiness with the Highest Job Openings in the Delta*

| Occupation   | Projected Average Annual Job Openings | Job Openings in 2023 |
|--|---------------------------------------|----------------------|
| Agricultural Equipment Operators                                 | 20                                    | 990                  |
| Meat, Poultry, and Fish Cutters and Trimmers                     | 52                                    | 940                  |
| Farmworkers and Laborers, Crop, Nursery, and Greenhouse          | 124                                   | 620                  |
| Farmworkers, Farm, Ranch, and Aquacultural Animals               | 21                                    | 343                  |
| Packers and Packagers, Hand                                      | <10                                   | 142                  |
| Laborers and Freight, Stock, and Material Movers, Hand           | 14                                    | 19                   |
| Farmers, Ranchers, and Other Agricultural Managers               | 130                                   | <10                  |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners    | <10                                   | <10                  |
| First-Line Supervisors of Farming, Fishing, and Forestry Workers | 13                                    | <10                  |
| Animal Trainers  | <10                                   | <10                  |
| <b>Total</b>   | <b>396</b>                            | <b>3,063</b>         |

Sources: Mississippi Department of Employment Security, Labor Market Information, Mississippi Works, 2024. Mississippi State University, nSPARC, 2024

*Table 14: Top 10 Occupations in Data Center & IT with the Highest Job Openings in the Delta*

| Occupation  | Projected Average Annual Job Openings | Job Openings in 2023 |
|---|---------------------------------------|----------------------|
| Telecommunications Equipment Installers and Repairers, Except Line Installers   | 11                                    | 13                   |
| General and Operations Managers   | <10                                   | <10                  |
| Bookkeeping, Accounting, and Auditing Clerks                                    | <10                                   | <10                  |
| Veterinary Assistants and Laboratory Animal Caretakers                          | <10                                   | <10                  |
| Lawyers   | <10                                   | <10                  |
| Receptionists and Information Clerks  | <10                                   | <10                  |
| Animal Caretakers   | <10                                   | <10                  |
| Accountants and Auditors  | <10                                   | <10                  |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | <10                                   | <10                  |
| Office Clerks, General  | <10                                   | <10                  |
| <b>Total</b>  | <b>58</b>                             | <b>22</b>            |

Sources: Mississippi Department of Employment Security, Labor Market Information, Mississippi Works, 2024. Mississippi State University, nSPARC, 2024

*Table 15: Top 10 Occupations in Healthcare with the Highest Job Openings in the Delta*

| Occupation  | Projected Average Annual Job Openings | Job Openings in 2023 |
|---|---------------------------------------|----------------------|
| Registered Nurses                                 | 44                                    | 157                  |
| Licensed Practical and Licensed Vocational Nurses | 29                                    | 83                   |
| Maids and Housekeeping Cleaners                   | 15                                    | 20                   |
| Medical and Health Services Managers              | 12                                    | 17                   |
| Office Clerks, General                            | 11                                    | <10                  |
| Medical Assistants                                | 20                                    | <10                  |
| Receptionists and Information Clerks              | 22                                    | <10                  |
| Cooks, Institution and Cafeteria                  | 12                                    | <10                  |
| Home Health and Personal Care Aides               | 53                                    | <10                  |
| Nursing Assistants                                | 59                                    | <10                  |
| <b>Total</b>                                      | <b>277</b>                            | <b>288</b>           |

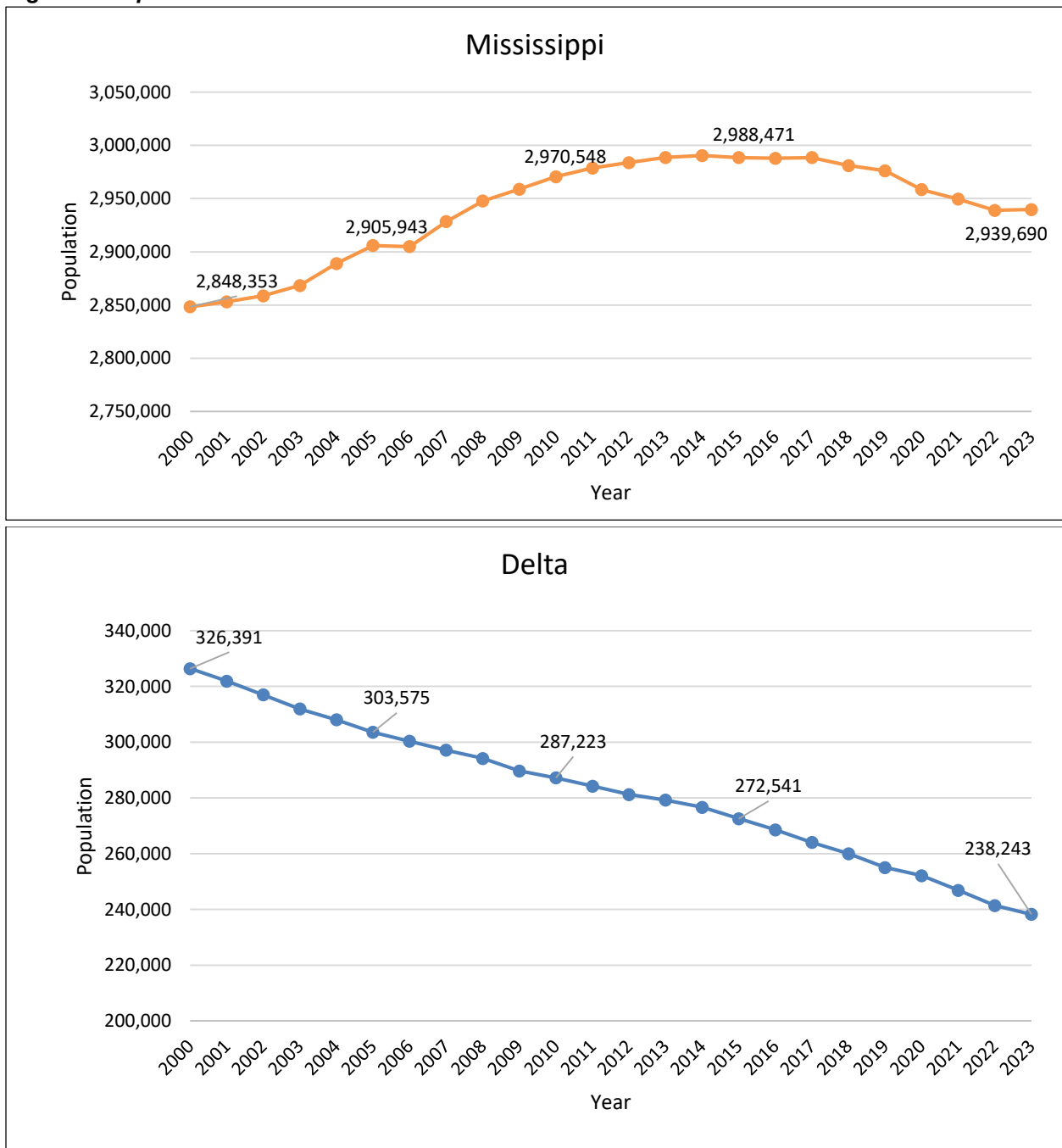
*Sources: Mississippi Department of Employment Security, Labor Market Information, Mississippi Works, 2024. Mississippi State University, nSPARC, 2024*

**B.4.** This section provides an analysis of the workforce in the region, including current labor force employment and unemployment data, and information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment.

Population in the Delta has been on a steady decline since 2000 – with a total population loss of approximately 27%. Mississippi’s population during the same period was nearly 3 million in 2015 but gradually decreased to 2.9 million by 2023. (See Figure 11). While much of the state has rebounded and surpassed pre-COVID-19 employment gains, labor market information shows the Delta continues to lag behind in the primary indicators of economic progress such as employment, unemployment, workforce participation, and wage growth. After struggling with a high unemployment rate resulting from COVID-19, Mississippi is now experiencing a recovery that offers new economic opportunities for workers and job seekers

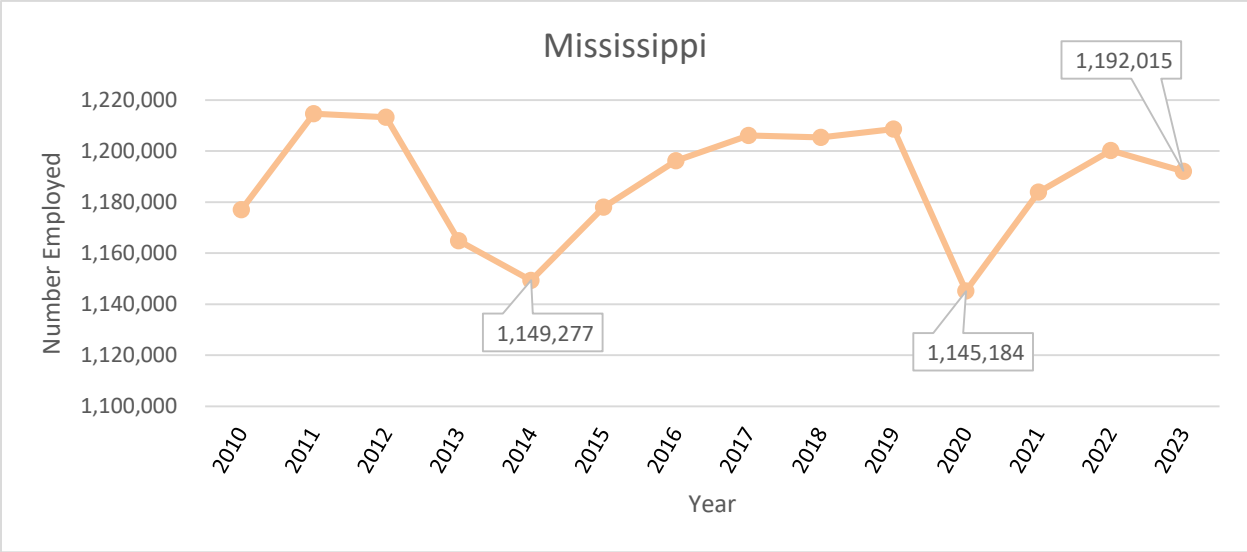
According to Employment and Industry Trends provided by MDES, the Delta had the largest decrease in employment over a five-year period with a loss of 7.6% or 6,596 jobs. All super-sectors had losses except Construction which managed a 14.3% increase. The Leisure and Hospitality sector had a net loss of 13.7% and Education and Health Services dropped 4.8%.

Figure 3: Population Trends

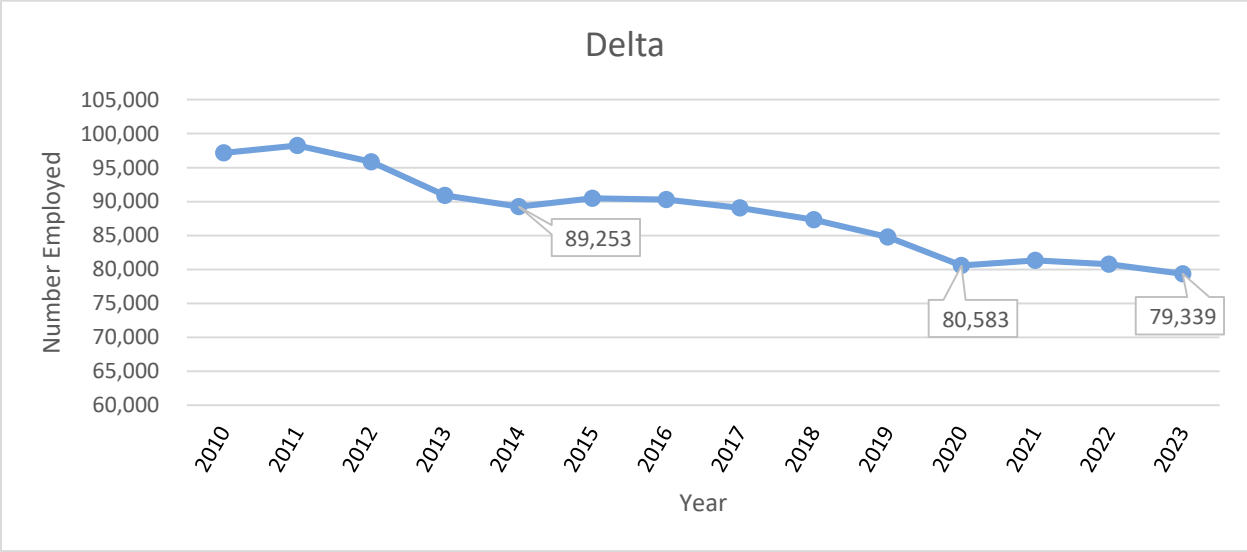


Source U.S. Census Bureau 2024

**Figure 4: Annual Average Number Employed**



Sources: Bureau of Labor Statistics, Local Area Unemployment Statistics, 2024; Mississippi Department of Employment Security, Labor Market Information, 2024.



Sources: Bureau of Labor Statistics, Local Area Unemployment Statistics, 2024; Mississippi Department of Employment Security, Labor Market Information, 2024.

According to data from the Bureau of Labor Statistics (BLS) for the 2010-2023 period, the number of employed Mississippians hit an all-time low in 2020 at slightly more than 1.14 million but since that time has risen to 1.19 million in 2023. Unlike the state, the Delta area experienced a decline in the number of persons employed from 2010 to 2023 from 97,169 to 79,339 in 2023. (See Figure 4). Post COVID recovery has continued to have lingering effects in the Delta.

According to data from the MS Department of Employment Security, Labor Market Division, Mississippi's unemployment rate has dropped from 10.1 percent in 2010 to 3.2 percent in 2023



(See Figure 5). Similar unemployment rate trends can be found in the Delta's unemployment rate of 14.1% in 2010 to 4.5 % in 2023.

### **Workforce Participation Rate**

Despite an improved economic outlook, Mississippi faces some vulnerabilities that provide challenges for its progress. As is the case in other states, the long-term unemployed in Mississippi become discouraged and dropped out of the workforce, contributing to the decline of workforce availability in the state). For the time period 2010-2023, Mississippi's Labor Force Participation Rate in 2011 hit a high of 60% and was 54% in 2023 which put the state at the bottom of the U.S. rankings. The Delta area has the lowest workforce participation rate at 49.2 percent (See Figure 6).

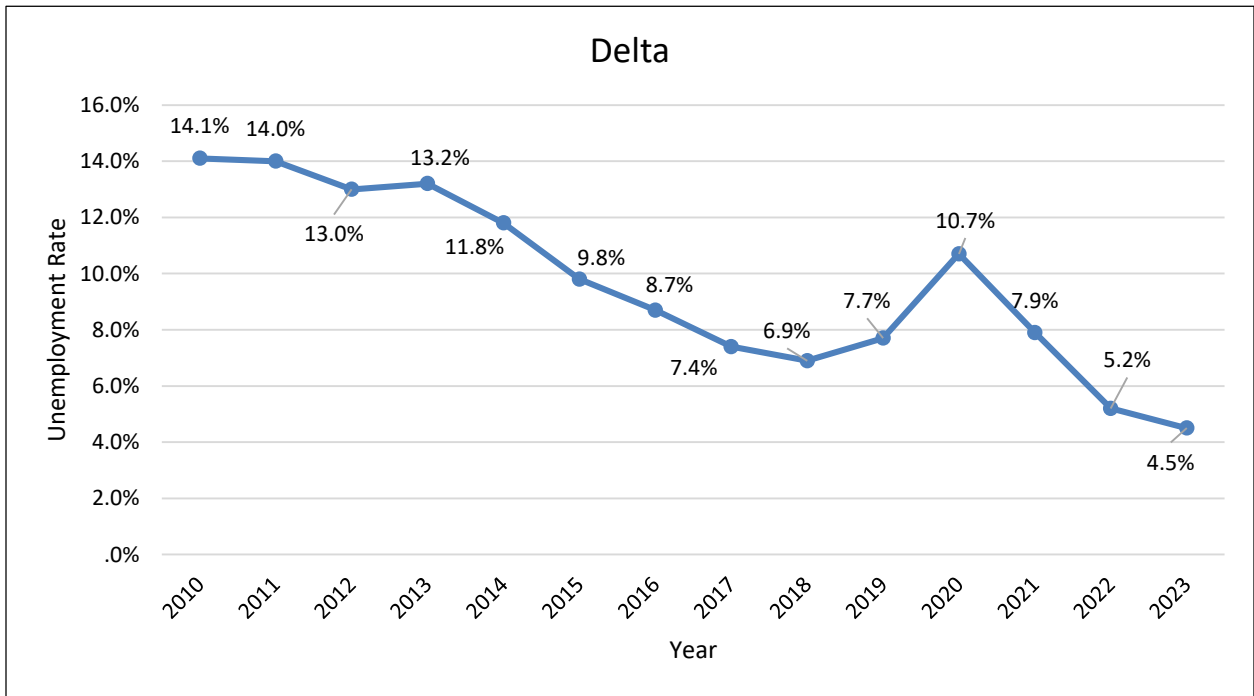
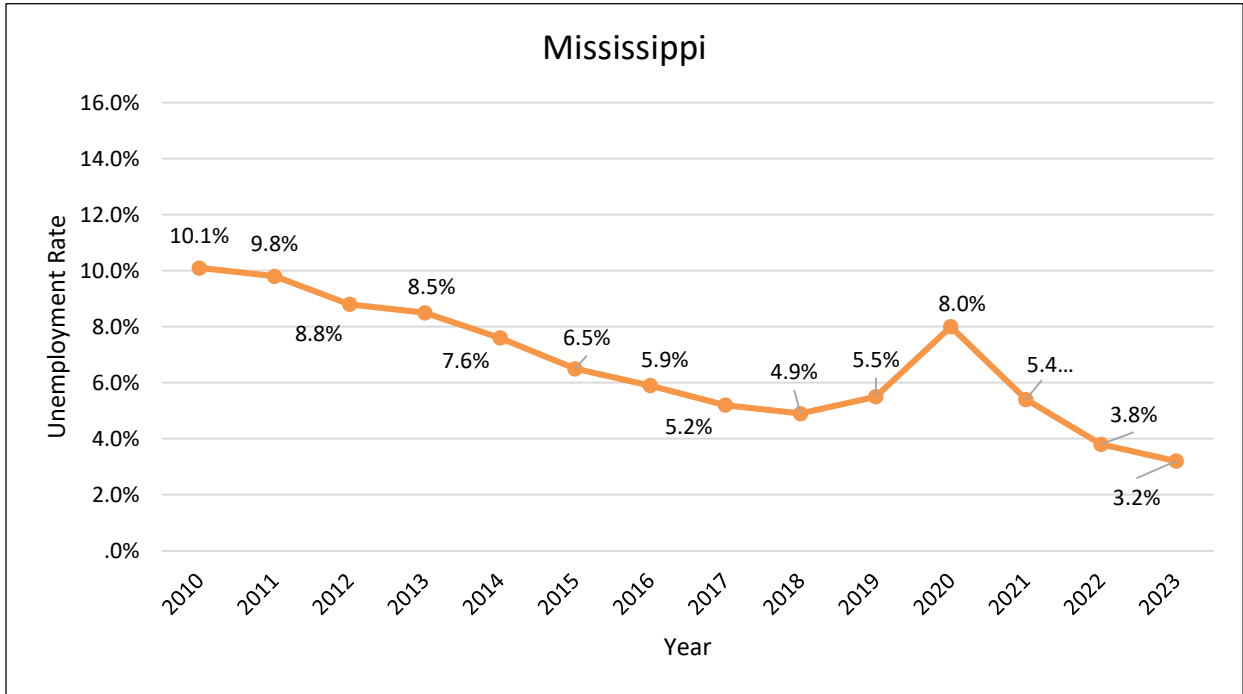
### **Workforce Participation Rate by Education**

According to the American Community Survey, individuals with less than a high school education are less likely to be attached to the workforce as is the case throughout the state and nation. Those with any credentials beyond high school in Mississippi, as in the rest of the country, are more likely to be attached to the labor market (see Figure 7).

### **Workforce Participation Rate by Age**

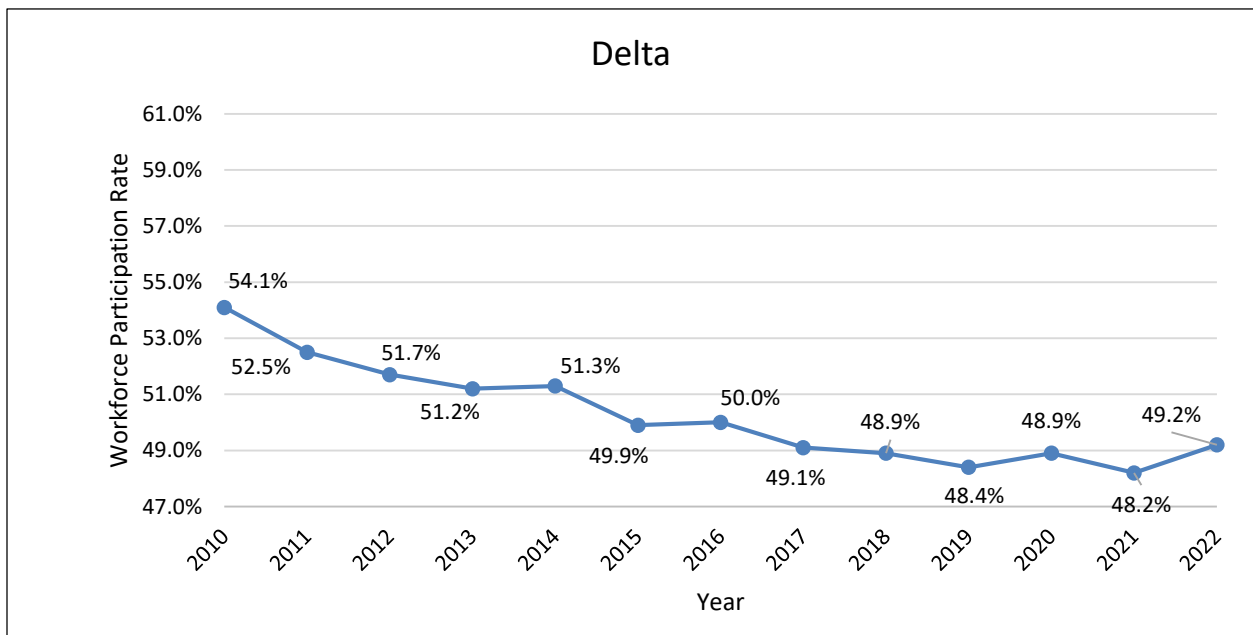
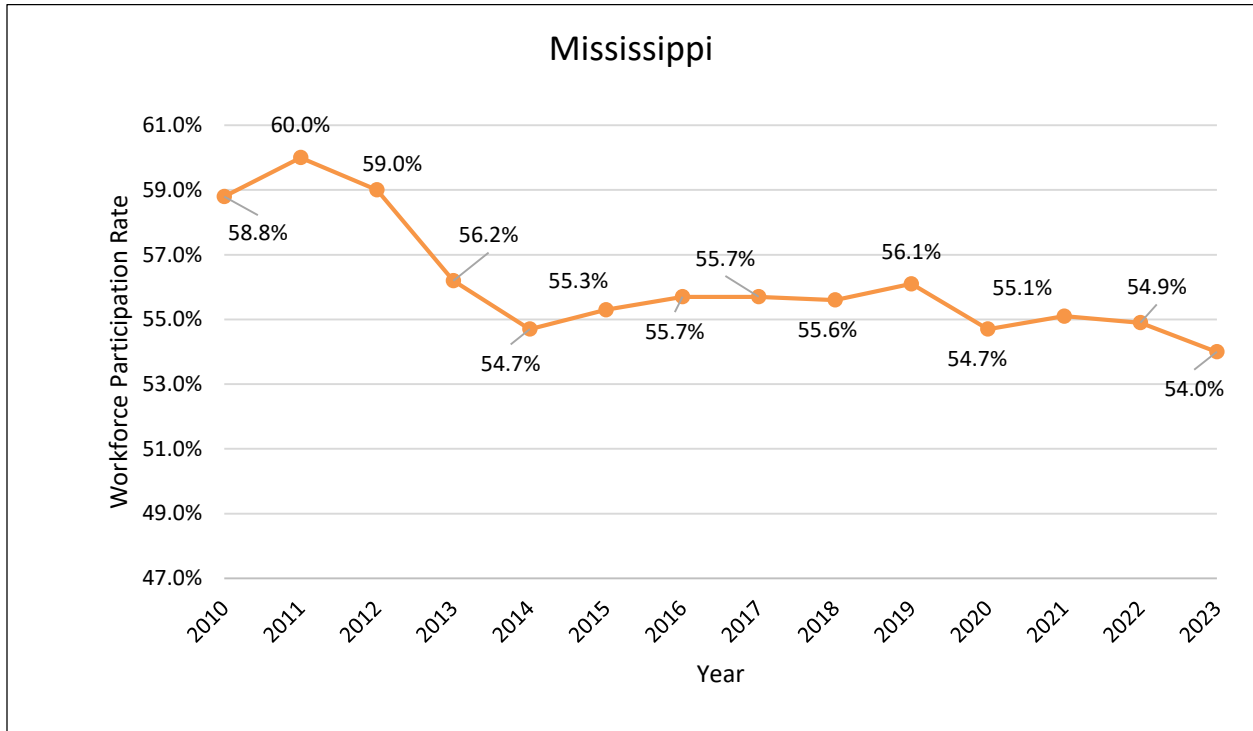
Additionally, the workforce participation rate varies by age group. In Mississippi, youth (ages 16 to 19) have one of the lowest workforce participation rates at 31.7%, while young adults (ages 20 to 24) have a 67.7 % workforce participation rate. These findings likely reflect the barriers that young people face in finding employment, even among those who are enrolled in education or training programs (see Figure 8). With the exception of workers age 65 and older, the DWDA experiences significantly lower workforce participation rates compared to the state.

**Figure 5: Unemployment Rate**



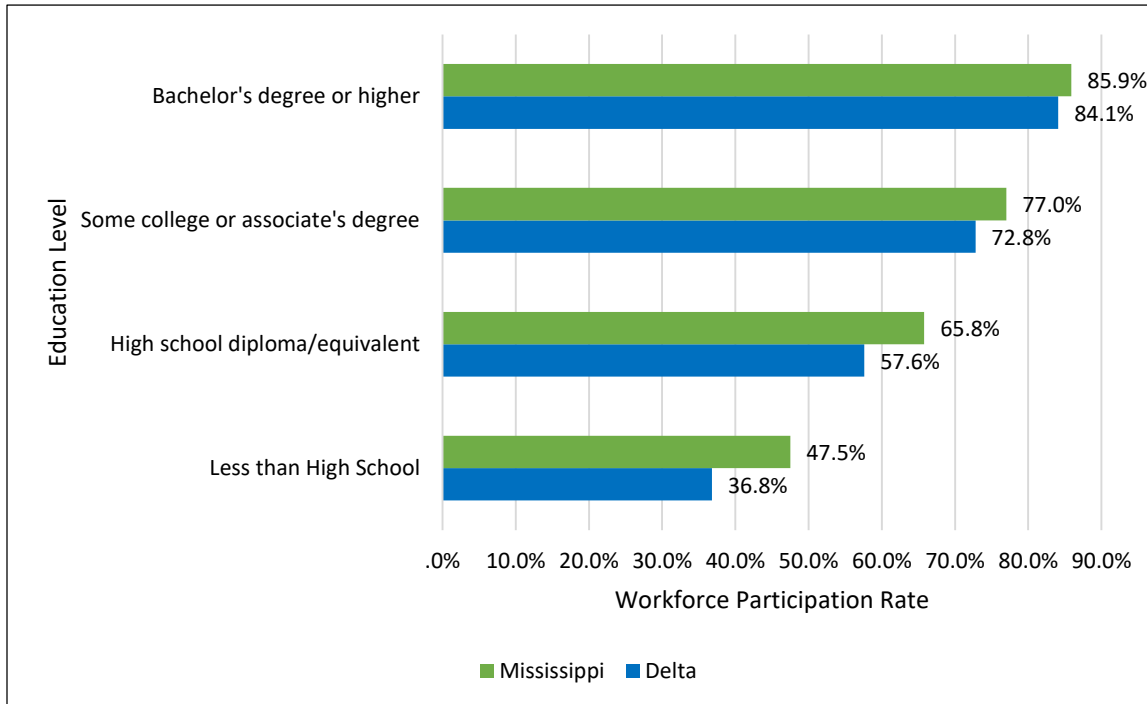
Sources: Bureau of Labor Statistics, Local Area Unemployment Statistics, 2024; Mississippi Department of Employment Security, Labor Market Information, 2024.

**Figure 6: Workforce Participation Rate**



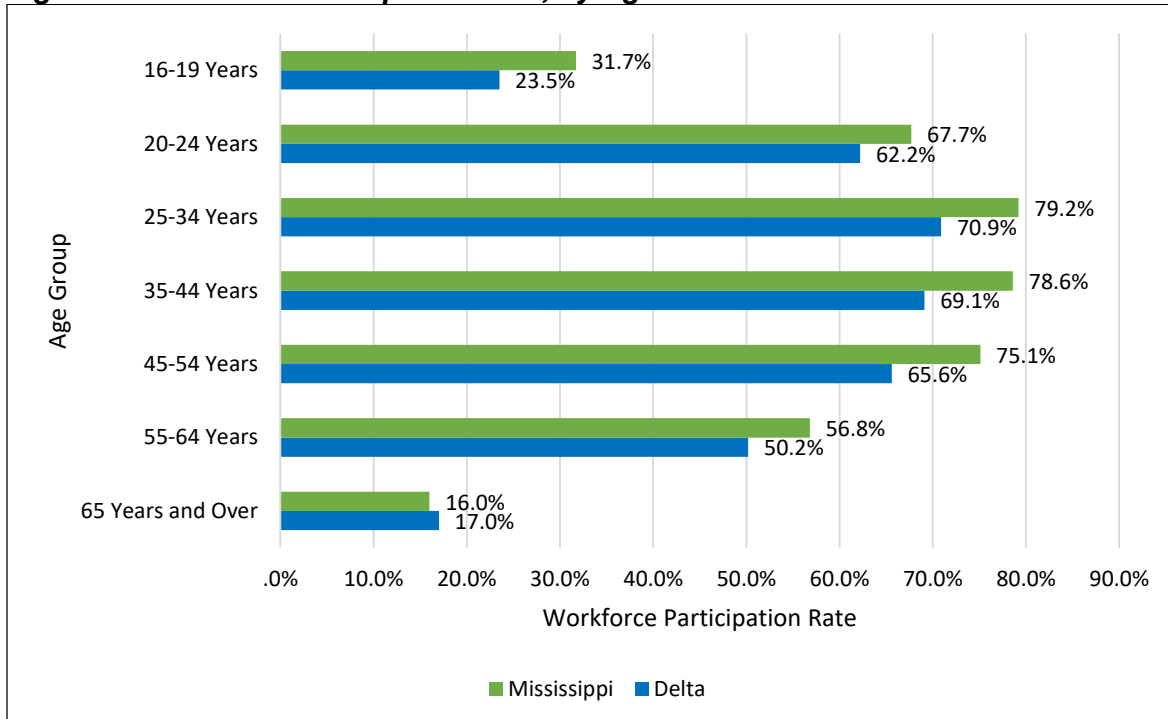
Sources: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, 2024; U.S. Census Bureau, *American Community Survey, 2018-2022 5-Year Estimates*.

**Figure 7: Workforce Participation Rate, by Education**



Source: U.S. Census Bureau, American Community Survey, 2018-2022 5-Year Estimates.

**Figure 8: Workforce Participation Rate, by Age**



Source: U.S. Census Bureau, American Community Survey, 2018-2022 5-Year Estimates.

Tables 14-15 provide information on individuals with barriers, as defined by WIOA, who are at risk of being unemployed. Tables 16-19 deal with different barriers such as individuals with disabilities, those receiving TANF and SNAP and ex-offenders.

The total disabled population in the Delta is 46,532, with 57% ages 18-64. Individuals with disabilities have an 83.7% employment rate but at much lower median earnings than those without disabilities. There are 1,319 TANF Work Eligible recipients in the Delta with 169 ages 18-64. Their employment rate is 77.5% with median earnings of \$10,538. One year after exit, their median earnings are \$15,489. SNAP recipients number 78,859 in the Delta with 29,607 in the 18-64 age group. Their employment rate is 43.8% with median earnings of \$18,095 and one year after exit, their median earnings jump to \$21,700. Only 27.1% have some college which makes it extremely difficult to support a family. Ex-offenders in the Delta number 351 with the majority, ages 18-64 and 95% male. The employment rate for this cohort is 29.1% with median earnings of \$22,002. Ex-offenders who fail to find a job are more likely to end up back in incarceration.

*Table 16: Populations with Barriers to Employment in the Delta*

| Group  | Number |
|--|--------|
| Low-Income Individuals, Age 18-64 <sup>1</sup>                         | 37,235 |
| American Indians/Alaska Natives/Native Hawaiians <sup>1</sup>          | 415    |
| Individuals with Disabilities, Age 18-64 <sup>1</sup>                  | 26,559 |
| Individuals Age 65 and Older <sup>1</sup>                              | 39,162 |
| Individuals Age 65 and Older, Low-Income <sup>1</sup>                  | 7,940  |
| Ex-Offenders, Age 18-64 <sup>2</sup>                                   | 337    |
| Homeless Children and Youth <sup>3</sup>                               | 912    |
| English Language Learners with Low Level of Literacy <sup>4</sup>      | 526    |
| Individuals within 2 Years of Exhausting TANF Eligibility <sup>5</sup> | 96     |
| Single Parent Households <sup>1</sup>                                  | 57,677 |
| Single Mother Households <sup>1</sup>                                  | 39,199 |
| Single Father Households <sup>1</sup>                                  | 18,478 |

Sources: 1) U.S. Census Bureau, American Community Survey, 2018-2022 5-Year Estimates. 2) Mississippi Department of Corrections, 2024. 3) Mississippi Department of Education, 2023. 4) Adult Basic Education, 2023. 5) Mississippi Department of Human Services, 2024.

Note: Low income is defined as below federal poverty level, based on family/household size.

*Table 17: Unemployment & Workforce Participation Rates of Vulnerable Populations in the Delta*

| <b>Group</b>   | <b>Percent</b> |
|--|----------------|
| <b>Veterans</b>                                      |                |
| Unemployment Rate                                    | 16.2           |
| Workforce Participation Rate                         | 56.3           |
| <b>Disabled</b>                                      |                |
| Unemployment Rate                                    | 15.2           |
| Workforce Participation Rate                         | 34.6           |
| <b>Low Income</b>                                    |                |
| Unemployment Rate                                    | 27.3           |
| Workforce Participation Rate                         | 38.5           |
| <b>Native American/Hawaiian</b>                      |                |
| Unemployment Rate                                    | 46.0           |
| Workforce Participation Rate                         | 65.3           |
| <b>Individuals Age 16-19</b>                         |                |
| Unemployment Rate                                    | 36.4           |
| Workforce Participation Rate                         | 23.5           |
| <b>Individuals Age 16-19, Not enrolled in School</b> |                |
| Unemployment Rate                                    | 53.4           |
| Workforce Participation Rate                         | 48.7           |

*Source: U.S. Census Bureau, American Community Survey, 2018-2022 5-Year Estimates.*

*Note: Low income is defined as below federal poverty level, based on family/household size.*

*Table 18: Demographic and Economic Characteristics of People with Disabilities in the Delta*

|   | Number | Percent  |
|---|--------|----------|
| Total Disabled Population               | 46,532 | -        |
| Total Age 18-64                         | 26,559 | -        |
| <b>RACE (All Ages)</b>                  |        |          |
| Black                                   | 32,440 | 69.7     |
| White                                   | 12,986 | 27.9     |
| Other                                   | 1,106  | 2.4      |
| <b>GENDER (Ages 18-64)</b>              |        |          |
| Female                                  | 13,786 | 51.9     |
| Male                                    | 12,773 | 48.1     |
| <b>AGE (Ages 18-64)</b>                 |        |          |
| 18-34                                   | 6,384  | 24.0     |
| 35-64                                   | 20,175 | 76.0     |
| <b>ECONOMIC CHARACTERISTICS</b>         |        |          |
| Employment Rate                         | -      | 83.7     |
| Median Earnings                         | -      | \$25,895 |
| <b>TYPE OF DISABILITY* (Ages 18-64)</b> |        |          |
| Hearing Difficulty                      | 2,979  | 11.2     |
| Vision Difficulty                       | 9,359  | 35.2     |
| Cognitive Difficulty                    | 9,534  | 35.9     |
| Ambulatory Difficulty                   | 13,672 | 51.5     |
| Self-care Difficulty                    | 4,124  | 15.5     |
| Independent Living Difficulty           | 8,752  | 33.0     |

Source: U.S. Census Bureau, American Community Survey, 2018-2022 5-Year Estimates.

\* Individuals may have more than one type of disability, so these numbers and percentages, when added, may be greater than the total number of individuals and 100 percent, respectively.

Note: May not total to 100 percent due to rounding.

*Table 19: Characteristics of Temporary Assistance for Needy Family (TANF) Program Work-Eligible Recipients in the Delta*

|  | Number | Percent  |
|--|--------|----------|
| Total TANF Recipients                                    | 1,319  | -        |
| Total Ages 18-64   | 169    | -        |
| <b>AGE (Ages 18-64)</b>                                  |        |          |
| 18 - 25  | 83     | 49.1     |
| 26 - 35  | 76     | 45.0     |
| 36 - 64  | 10     | 5.9      |
| <b>EDUCATION (Ages 18-64)</b>                            |        |          |
| Less than High School Graduate                           | 57     | 33.7     |
| High School Diploma/GED                                  | 26     | 15.4     |
| Some College   | 74     | 43.8     |
| Not Available  | 12     | 7.1      |
| <b>ECONOMIC CHARACTERISTICS (Ages 18-64)</b>             |        |          |
| Employment Rate for the Cohort 2023                      | -      | 77.5     |
| Median Earnings for the Cohort 2023                      | -      | \$10,538 |
| Employment Rate One Year After Exit for the Cohort 2022  | -      | 73.5     |
| Average Earnings One Year After Exit for the Cohort 2022 | -      | \$15,489 |

Sources: Mississippi Department of Human Services, 2024; Mississippi Department of Employment Security, 2024.

Notes: May not total to 100 percent due to rounding. Data counts for FY 2023 (July 1, 2022 – June 30, 2023).



*Table 20: Characteristics of Supplemental Nutrition Assistance Program (SNAP) Recipients in the Delta*

|  | Number | Percent  |
|--|--------|----------|
| Total SNAP Recipients                                    | 78,859 | -        |
| Total Ages 18-64   | 29,607 | -        |
| <b>RACE (Ages 18-64)</b>                                 |        |          |
| Black  | 25,784 | 87.1     |
| White  | 3,580  | 12.1     |
| Other  | 243    | 0.8      |
| <b>GENDER (Ages 18-64)</b>                               |        |          |
| Female   | 19,125 | 64.6     |
| Male   | 10,482 | 35.4     |
| <b>AGE (Ages 18-64)</b>                                  |        |          |
| 18 - 25  | 4,251  | 14.4     |
| 26 - 35  | 5,823  | 19.7     |
| 36 - 45  | 6,623  | 22.4     |
| 46 - 64  | 12,910 | 43.6     |
| <b>EDUCATION (Ages 18-64)</b>                            |        |          |
| Less than High School Graduate                           | 4,582  | 15.5     |
| High School Diploma/GED                                  | 2,231  | 7.5      |
| Some College   | 8,028  | 27.1     |
| Not Available  | 14,766 | 49.9     |
| <b>ECONOMIC CHARACTERISTICS (Ages 18-64)</b>             |        |          |
| Employment Rate for the Cohort 2023                      | -      | 43.8     |
| Median Earnings for the Cohort 2023                      | -      | \$18,095 |
| Employment Rate One Year After Exit for the Cohort 2022  | -      | 61.7     |
| Average Earnings One Year After Exit for the Cohort 2022 | -      | \$21,700 |

Sources: Mississippi Department of Human Services, 2024; Mississippi Department of Employment Security, 2024. Notes: May not total to 100 percent due to rounding. Data counts for FY 2023 (July 1, 2022 – June 30, 2023).

Table 21: Characteristics of Ex-Offenders in the Delta LWDA

|  | Number | Percent  |
|--|--------|----------|
| Total Ex-Offenders                           | 351    | -        |
| Total Ages 18-64                             | 337    | -        |
| <b>RACE (Ages 18-64)</b>                     |        |          |
| Black  | 254    | 75.4     |
| Other Races                                  | 83     | 24.6     |
| <b>GENDER (Ages 18-64)</b>                   |        |          |
| Female                                       | 17     | 5.0      |
| Male   | 320    | 95.0     |
| <b>AGE (Ages 18-64)</b>                      |        |          |
| 18 - 25                                      | 35     | 10.4     |
| 26 - 35                                      | 116    | 34.4     |
| 36 - 45                                      | 99     | 29.4     |
| 46 - 64                                      | 87     | 25.8     |
| <b>EDUCATION (Ages 18-64)</b>                |        |          |
| Less than High School Graduate               | 148    | 43.9     |
| High School Diploma/GED                      | 17     | 5.0      |
| Some College                                 | 41     | 12.2     |
| Not Available                                | 131    | 38.9     |
| <b>ECONOMIC CHARACTERISTICS (Ages 18-64)</b> |        |          |
| Employment Rate for the Cohort 2023          | -      | 29.1     |
| Median Earnings for the Cohort 2023          | -      | \$22,002 |

Sources: Mississippi Department of Corrections, 2024; Mississippi Department of Employment Security, 2024.  
 Notes: May not total to 100 percent due to rounding. Data counts for FY 2023 (July 1, 2022 – June 30, 2023).

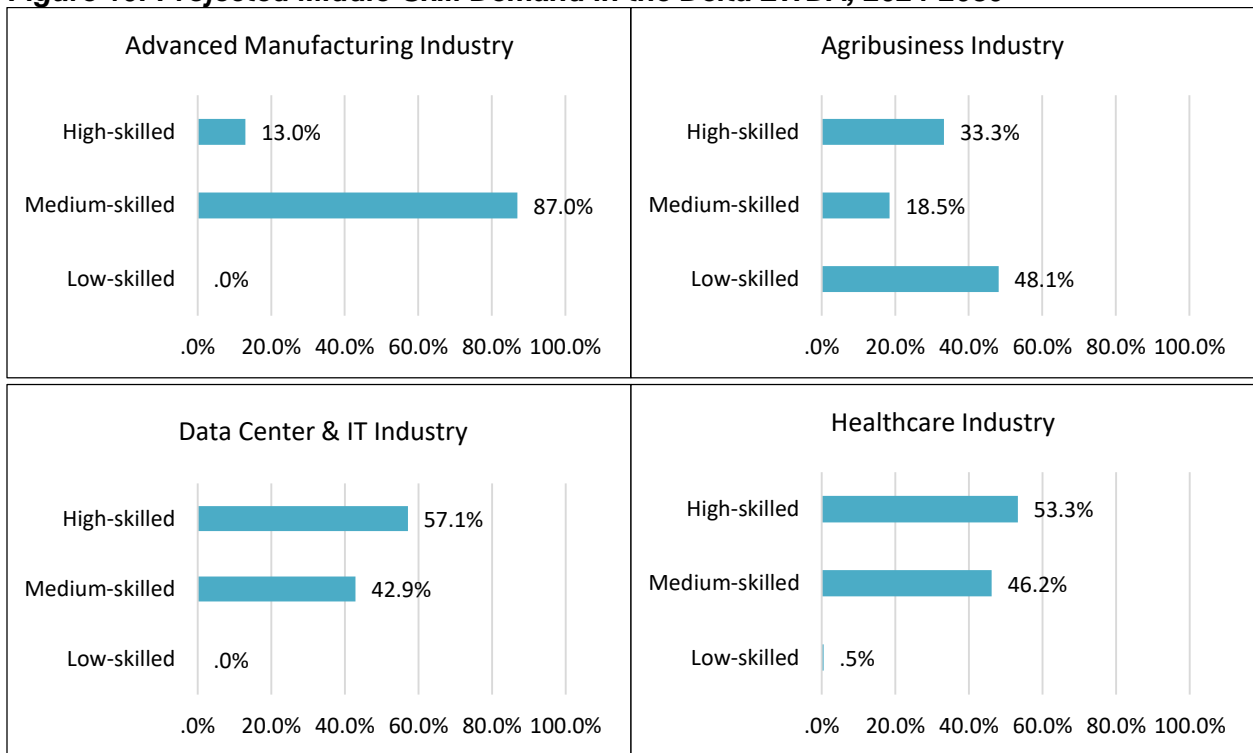
Table 22: Education and Skill Levels of Current Job Seekers in the Delta

| Education Level             | Educational Attainment |              | Occupational Certificate |              |
|-----------------------------|------------------------|--------------|--------------------------|--------------|
|                             | Number                 | Percent      | Number                   | Percent      |
| High School or Less         | 2,035                  | 14.0         | 24                       | 1.5          |
| High School Diploma/GED     | 6,713                  | 46.3         | 351                      | 21.6         |
| Some College                | 2,715                  | 18.7         | 678                      | 41.7         |
| Associate Degree            | 1,359                  | 9.4          | 213                      | 13.1         |
| Bachelor’s Degree or Higher | 1,429                  | 9.9          | 181                      | 11.1         |
| Education Unknown           | 243                    | 1.7          | 180                      | 11.1         |
| <b>Total</b>                | <b>14,494</b>          | <b>100.0</b> | <b>1,627</b>             | <b>100.0</b> |

Source: Mississippi Works, 2024.

Note: Job seekers measured as actively searching for employment from August 8, 2023 – August 7, 2024.

Figure 10: Projected Middle-Skill Demand in the Delta LWDA, 2024-2030

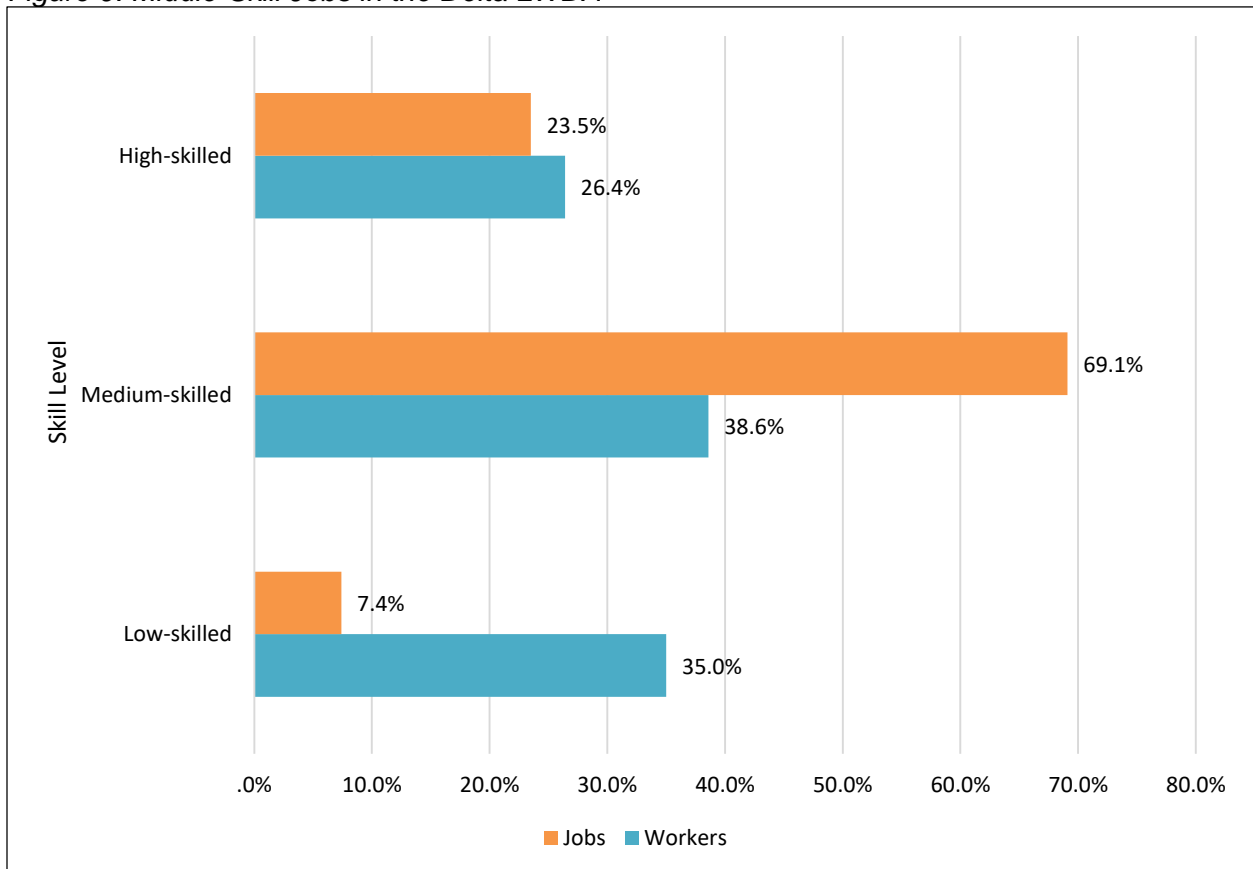


Sources: U.S. Bureau of Labor Statistics, 2024; Mississippi Department of Employment Security, 2024; Mississippi State Longitudinal Data System, 2024; ONET, 2024.

Notes: Figures illustrate the occupation skill-level breakdown for projected job growth, by industry. Results show that of the majority of projected job openings will occur in the middle-skill category. Industry totals may not sum to 100 due to rounding. State WIOA Plan defined Advanced Manufacturing to certain Agriculture manufacturing occupations; this Regional Plan highlights these occupations in a separate category.

Bureau of Labor Statistics 5-year estimates show that there are 69.1% of middle-skilled jobs in the Delta and only 38.6% of the workforce is qualified to fill those jobs. (See Figure 8). Looking at high-skilled jobs and low-skilled jobs, there are more people qualified than there are jobs available. This would indicate that medium-skilled individuals could benefit from more education and training to rise to the level needed to fill those jobs.

Figure 9: Middle-Skill Jobs in the Delta LWDA



Sources: U.S. Bureau of Labor Statistics, 2024; ONET, 2024; U.S. Census Bureau, American Community Survey, 2018-2022 5-Year Estimates.

*Table 23: Current Supply, Demand, and Gap for Middle-Skill Occupations in Delta Target Sectors*

| Sector                          | Supply     | Demand     | Gap       |
|---------------------------------|------------|------------|-----------|
| Advanced Manufacturing Industry | 25         | 20         | -5        |
| Agribusiness Industry           | <10        | 45         | -         |
| Data Center & IT Industry       | <10        | 10         | -         |
| Healthcare Industry             | 123        | 125        | 2         |
| <b>Total</b>                    | <b>152</b> | <b>200</b> | <b>48</b> |

*Sources: Mississippi Department of Employment Security, 2024; Mississippi State Longitudinal Data System, 2024; Mississippi Community College Board, 2023.*

*Notes: State WIOA Plan defined Advanced Manufacturing to certain Agriculture manufacturing occupations; this Regional Plan highlights these occupations in a separate category.*

**B.5.** The Delta engages with representatives of business in the local area, including small business. The Delta depends upon input from the Local Workforce Board members who meet quarterly to review the programs, policies and services. Representation on the Board meets the membership criteria defined in WIOA. Delta also has a small business developer on staff who works with entrepreneurs to help start or expand small businesses and works with banks and other lenders to assist small business development.

Methods and services to support the workforce system are aligned with regional economic development needs. The Mississippi Development Authority's regional staff and local and regional economic development representatives serve as a liaison and central point of contact between workforce area partners and businesses. AccelerateMS provides data and workforce trends in priority occupations and the Rapid Response team at MDES provides local areas with information on possible layoffs so layoff aversion activities can assist.

**B.6.** Collaboration between workforce and economic development partners is essential for economic growth because regions are the centers of competition in the global economy. Regions work together to leverage resources and use their strengths to overcome their weaknesses. WIOA success is realized through multiple public and private partnerships which focus on specific functional areas (i.e., training) which are subsequently integrated with the Delta.

A proven strategy is to continuously analyze the Delta's strengths, weaknesses, opportunities, and threats. SWOT analyses help in planning processes and to determine goals and objectives as well as formulate a plan of action for coming years. The workforce areas work closely with representatives of the public and private sectors on a continual basis as they seek to foster economic and community development throughout the regions. Collaboration with the Delta Council and the Delta Strong initiative is a specific example. Widespread support among local elected officials, business leaders, and other stakeholders is essential to foster and cultivate innovative workforce approaches. Delta Strong is a regional branding, marketing and business

attraction program aimed to bring manufacturing opportunities to the region managed by Delta Council.

**B.7.** Because of the rural nature of the Delta Workforce Area, transportation issues exist in the majority of the area. There is no Public Transit system, other than for elderly and handicapped individuals in certain areas. Regional transportation issues related to workforce development are identified by the Delta to address regional needs and commuting patterns. Supportive transportation services are customized for the individual participant, such as vouchers and monthly stipends where funding is available. The Delta is fortunate to have had a number of private foundation grants to assist with transportation. This opportunity for additional funding will continue. Additional supportive services for transportation exists with the MDHS Career STEP funding subgrant. Coordination of services among programs is critical to address transportation issues identified.

The lack of public transportation has been identified as a significant barrier to employment and training opportunities and other than what is allowable with specific grants, will continue to be a problem in the Delta.

**B.8.** On the local level, the Delta encourages alignment among area secondary education entities, community colleges and universities to articulate career pathways. These pathways create a pipeline for the workforce. The MS Works system will generate a Work-Ready Report Card to enable participants to be trained in alignment with employer labor market needs. The DWDB recognizes and promotes the Mississippi Works [MSGradJobs.com](http://MSGradJobs.com) and [MSTechJobs.com](http://MSTechJobs.com) to connect four-year college and technical students with work opportunities.

For the third year, South Delta PDD has received funding from AccelerateMS to provide Career Coaches in area high schools to connect students to education, training and employment opportunities and help create the pathways students need to succeed. This project is designed to expose, prepare and connect students to career pathways and give them a plan beyond high school. This PY, South Delta received funding to provide 24 coaches serving all 26 high schools in the Delta Workforce Area. This coordination of provides streamlined services and avoids duplication of efforts.

**B.9.** The Delta provides services targeted for individuals regardless of geographic location. The services are identified and aligned with individual needs and business needs of the region. The services are intended to close the gap between high skills and middle skills with business needs and high demand occupations. Services are made available to all areas, regardless of the rural nature of the region.

**B.10.** The Delta supports the WIOA State Plan for priority of services for veterans and their families seeking employment opportunities and connects military skills with occupational demands using the Mississippi Works intake process. In addition, the Delta supports the Jobs for Veterans State Grants.

Disabled Veteran Outreach Specialists (DVOPs) are integrated into the WIN Job Center service delivery system at the local job center level. Veterans and eligible spouses will continue to

receive priority of service for all DOL-funded job training programs, which include WIOA programs. However, as described in TEG 10-09, when programs are statutorily required to provide priority for a particular group of individuals, such as the WIOA priority, priority must be provided in accordance with the WIOA State Plan. The workforce areas connect military skills through crosswalks of professional skills and job opportunities. DVOPs will be cross trained to understand the full component of WIOA and Combined Plan Partner programs that may be available. In instances when a DVOP is not available or has reached the predetermined caseload, another WIN Job Center staff will provide services to veterans and eligible spouses as appropriate.

New program offerings such as the Aviation Maintenance Program and the Ag Pilot Training Program are especially suitable for veterans and military personnel looking for new opportunities.

### **C. Local Area Planning**

Mississippi's State Plan includes the Combined Plan Programs and Strategic Programs. The purpose of this section is to explain how the Delta will prepare and support an educated and skilled workforce for all eligible job seekers. This section includes descriptions of the local workforce development system and the role the local board plays in coordinating with workforce development partners and stakeholders.

Mississippi's LDWA's are aligned with the Planning and Development District structure in the state in accordance with the Mississippi Comprehensive Workforce Training and Education Consolidation Act of 2004. South Delta PDD serves as the fiscal agent for the 14 county DWDA. SDPDD/DWDA is responsible for administering funding used to manage and oversee the WIOA Local Plan implementation. The DWDA board aligns and supports the coordination of services and activities delivered by the One-Stop Delivery employment and training system.

**C.1.** The Delta supports the State's strategic vision for achieving its seven sustainable, high-performance employment goals:

1. Work together to develop policies that will coordinate service delivery with all WIOA Combined Plan Partners.
2. Strengthen interagency partnerships.
3. Develop defined, articulated pathways across educational sectors (K-16+) to create a pipeline for the workforce.
4. Develop cross-program performance metrics.
5. Continue to invest in integrated technology to meet the unified technology requirements of the Workforce Innovation and Opportunity Act (WIOA) and other federal initiatives.
6. Engage partners to establish the plan to remain abreast of changing industry needs and the metrics to measure outcomes to realize the potential of the state's workforce programs and delivery systems.
7. Draft and communicate a unified vision/message.

Goals 1, 2, 5 and 7 aim at a decrease in programmatic fragmentation in order to serve all eligible individuals and businesses in a coherent and productive way. Goals 3 and 6 aim to produce a workforce that meets the needs of Mississippi's existing industry employers, and the needs of the employers Mississippi hopes to attract to do business in the state. Goals 4, 5, and 6 aim to ensure that Mississippi's attempts to create a skilled workforce are measurable.

At the local level the Delta participates in regional and local meetings to communicate industry workforce needs to stakeholders and supply-side partners. Target populations and priority populations are emphasized in the delivery of services and DWDB deploys shared/pooled resources to provide services, training, and education to meet the target population's needs.

Local Workforce Development Boards (LWDBs) are held to six (6) primary Indicators of performance established by WIOA for the Title I – Adult, DW and Youth. The intended outcomes are measured in accordance with the state performance goals and locally negotiated rates. Performance number baselines were calculated using the following methodology:

**1. Second Quarter Employment Rate**

Upon the completion of the second quarter, the percentage of participants who were hired in unsubsidized employment after exiting the program.

**2. Fourth Quarter Employment Rate**

Upon the completion of the fourth quarter, the percentage of participants who were hired in unsubsidized employment after exiting the program.

**3. Median Earnings**

During the second quarter, the statistical median earnings of participants after exiting the program.

**4. Credential Attainment**

Upon one year of exiting the program, the percentage of participants who are enrolled in an education or training program.

**5. Measurable Skills Gains**

The percentage of program participants who, during a program year, are achieving measurable skills in an education or training program that leads to a recognized postsecondary credential or employment.

**6. Business Indicators**

Effectiveness in serving employers (retention rate)

**C.2.** The local workforce service providers will carry out the core programs aligning available resources to achieve the strategic vision and goals.

The State developed the WIOA Hub system that allows core programs to generate electronic referrals and align resources to meet the needs of job seekers. This “no wrong door” approach ensures beneficiaries to WIOA core partner programs have real time access to a mix of services that mitigate barriers and provide work supports to enter training or employment. In addition,



partners connecting with one another to provide the services their clients need, the LWDB's physical infrastructure for workforce delivery has been transformed through the addition of comprehensive One-Stop centers in which staff members representing each WIOA partner are collocated in a single center. Figure 11 illustrates how all WIOA Combined Plan Partners will interface with the WIOA Referral Hub in order to ensure that agencies are coordinated not only for the purposes of reporting and performance measurement but also in their approaches to individual case management.

As outlined in the State Plan, each Combined Plan Partner conducts intake and assessment. Participant data such as participant records (basic information), information on services given to the participant, information on assessment outcomes, and referrals to partner programs is collected and maintained in the combined plan partner's case management system. These data items are passed from Combined Plan Partner systems to the WIOA Referral Hub. In addition, Combined Plan Partners will receive referrals submitted by other Plan Partners. The Combined Plan Partners record participant services in their respective systems.

In order to exchange program data, the WIOA Referral Hub provides a machine interface. Agency systems use the machine interface to ensure that data is reported properly and in real time while enabling their staff to continue to use familiar case management technology. A WIOA customer may access WIOA services from any WIOA partner. The partner's caseworkers access the WIOA Hub through their own internal agency systems, and the partner systems communicate with each other through the WIOA Referral Hub. It is the Delta's goal to provide every Deltan the opportunity to compete for jobs and obtain quality employment and to provide employers with good qualified candidates for the available Jobs.

Figure 11: WIOA Referral Hub

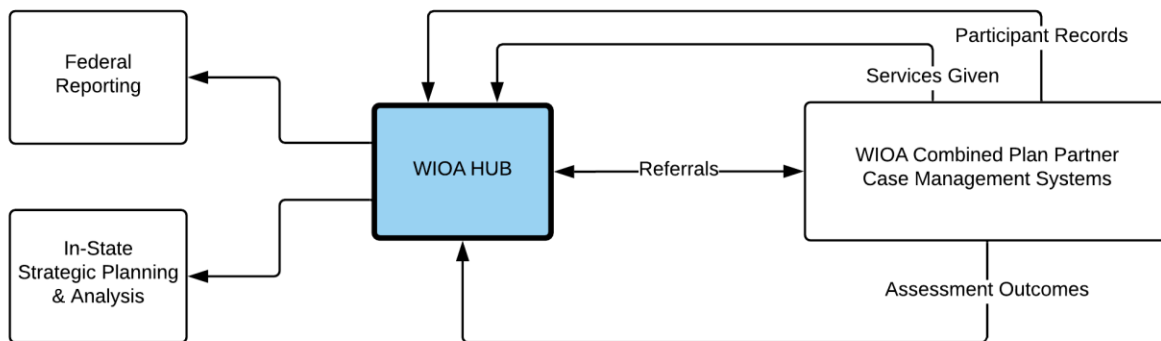
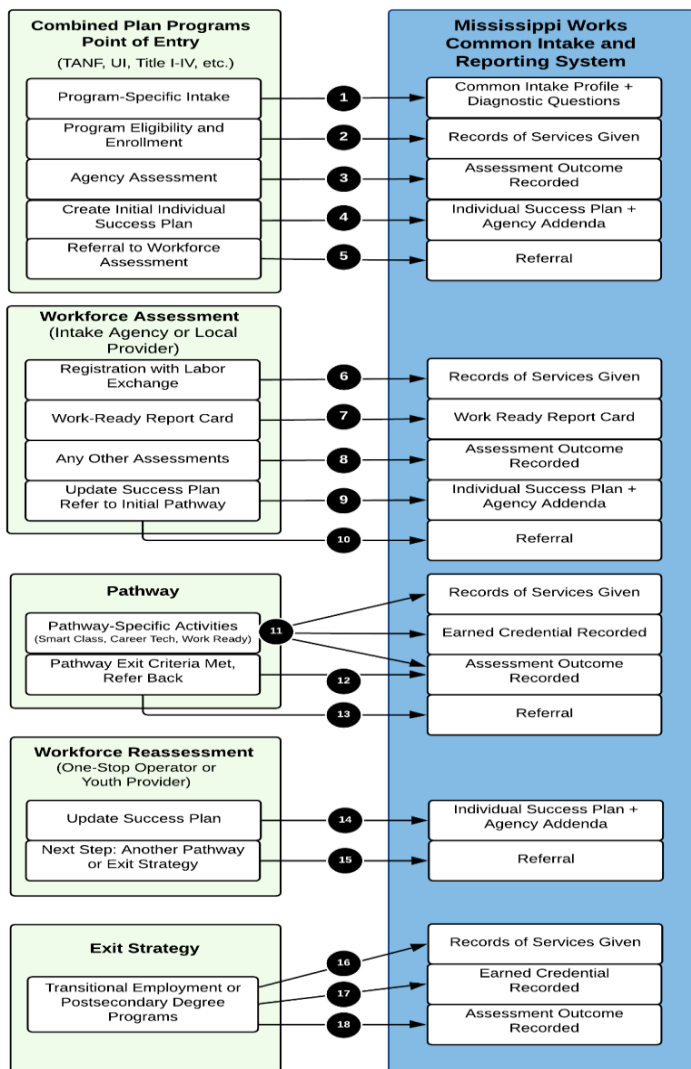


Figure 12 shows how data is created and aligned in the Mississippi Smart Start Career Pathway Model adopted by the State and workforce partners.

Figure 12: Career Smart Pathway Model



**C.3.** The Delta adopted the State Plan’s workforce development system which supports the state’s vision. It aligns all workforce and WIOA stakeholders around a unified strategy that addresses the challenges workers face to gain the skills and credentials needed to meet industry needs and secure quality employment. The State Plan includes the six required core programs as well as strategic programs. (see Tables 21 and 22)

**Table 24. Combined Plan Programs**

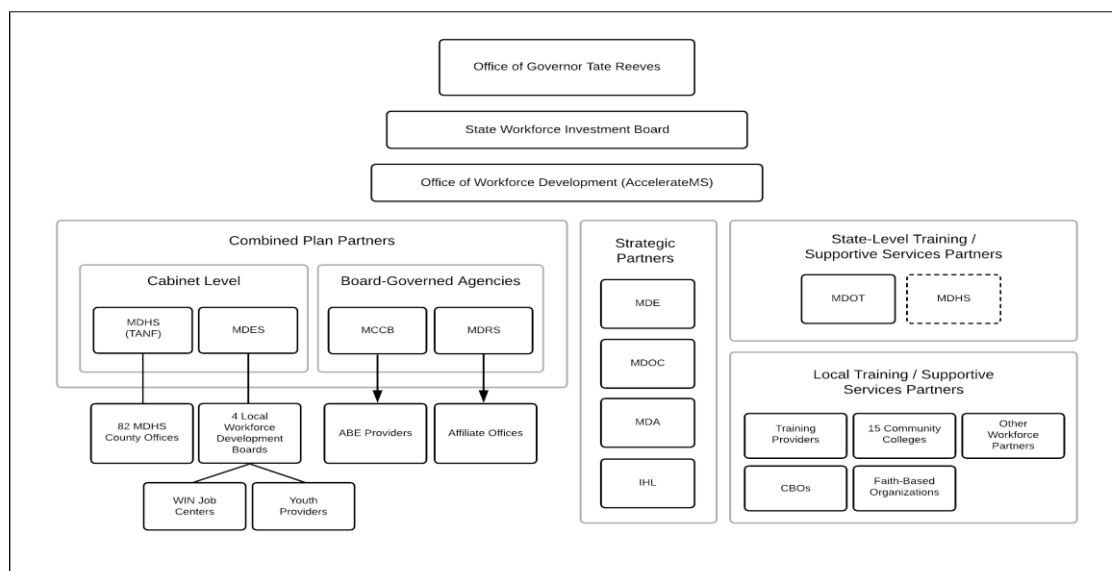
| Agency | Combined Plan Core Partner Programs   |
|--------|---|
| MDES   | <ul style="list-style-type: none"> <li>- Adult, Dislocated Worker, and Youth Programs (WIOA Title I)</li> <li>- Wagner-Peyser Act Program (Wagner-Peyser Act, amended by WIOA Title III)</li> <li>- Trade Adjustment Assistance for Workers Program (authorized under Title II-Chapter 2 of the Trade Act of 1974)</li> <li>- Jobs for Veterans State Grants Program (authorized under Chapter 41 of Title 38 United States Code)</li> <li>- Unemployment Insurance Programs (authorized under state unemployment compensation laws)</li> </ul> |
| MCCB   | - Adult Education and Family Literacy Act Program (WIOA Title II)   |
| MDRS   | - Vocational Rehabilitation Program (Title I of the Rehabilitation Act of 1973, as amended by WIOA Title IV)  |
| MDHS   | - Temporary Assistance for Needy Families (TANF)  |

**Table 25. Strategic Programs**

| Agency     | Program  |
|------------|--|
| MDHS       | <ul style="list-style-type: none"> <li>- Employment and training programs under the Supplemental Nutrition Assistance Program (authorized under section 6(d)(4) of the Food and Nutrition Act of 2008)</li> <li>- Work programs authorized under section 6(o) Food and Nutrition Act of 2008</li> <li>- Employment and training activities carried out under the Community Services Block Grant Act</li> </ul> |
| MDE & MCCB | - Career and technical education programs authorized under the Carl D. Perkins and Technical Education Act of 2006   |
| MDA        | - Employment and training activities carried out by the Department of Housing and Urban Development  |
| MDOC       | - Reintegration of Ex-Offenders Program (authorized under Section 212 of the Second Chance Act of 2007)  |

Workforce development activities in Mississippi have been on a decades-long trajectory toward cooperation and partnership. State leadership has successfully encouraged a unified, job-focused approach to workforce and reemployment services by its creation of and support for the Mississippi Works network of partners, technologies, and services and now, through its creation of the Office of Workforce Development (AccelerateMS) to further focus unified efforts on enhancing the skills of Mississippi's workforce. The current agency structure has produced notable agency-to-agency partnerships such as the Delta/TANF Career STEPS program. Figure 16 shows the state agency structure under which combined partner workforce services are administered. The Office of the Governor is the highest level of authority and leadership in fulfilling the federal WIOA requirements.

Figure 13. State Agency WIOA Organization



**C.4.** The Delta will provide core programs that assist adults to attain appropriate credentials, become gainfully employed, remain employed and serve employers' needs. When a job seeker enters a WIN Job Center, they will be greeted and directed to an appropriate starting point. Additional details regarding specific indicators can be found in the State Plan. For access to training, education and industry-recognized certifications, participants will enroll with approved training providers. The Mississippi Department of Employment Security maintains a current list of approved training providers through the Eligible Training Provider Network.

The Delta will work with combined and strategic partners to expand opportunities for workers with barriers to be connected with employment. Co-enrollment of individuals will be done where appropriate. Based on the participant's assessment of need, the development of an individual service plan will include the appropriate criteria including attainment of credentials, certifications, postsecondary credentials and a pathway to a successful job.

**C.5.** The LWDBs meet the needs of businesses through a variety of services.

1. Connect to job seekers—Employers who want to connect to potential job candidates can do so through an integrated, technology-based workforce system, Mississippi Works. The Delta encourages employers to utilize this tool to post job openings, invite candidates for an interview and much more.
2. Design short-term training programs—Employers can utilize the Workforce Enhancement Training (WET) Fund to customize pre-employment training, post-hire training, or evaluate applicant skills through local community colleges.
3. Job creation incentive—Employers who create new jobs and make corporate investments in Mississippi may be eligible for a number of tax incentives authorized through the LWDB partner, and the Mississippi Development Authority (MDA).

4. Expand employment opportunities—Employers can take advantage of more efficient, cost-effective transitional strategies such as OJT, internship, and apprenticeship programs to develop a technically-skilled workforce.

**C.6.** The Delta coordinates and promotes entrepreneurial skills training and microenterprise services through a referral network of the Mississippi Small Business Development Centers and other local small business focused providers. The DWDB has a Small Business Developer on staff to provide technical assistance to startup businesses.

**C.7.** The Delta enhances the use of apprenticeships to support the regional economy and individuals' career advancement through collaboration with entities such as the U.S. Department of Labor Office of Apprenticeship, Build Mississippi, and other registered apprenticeship programs. Delta has a registered apprenticeship with Ag Pilots, registered with the DOL and has recently started one with Build Mississippi and Robinson Electric. We will continue to work with local organizations to promote registered apprenticeships in the Delta.

**C.8.** The Delta supports rapid response activities as described in the Mississippi WIOA Combined Plan to offer the customer individualized comprehensive reemployment benefits and services. When any WIOA partner receives information concerning a layoff or closure, that information is shared with both state and local rapid response team members. The local area, working in conjunction with the local board and the chief elected officials, coordinates Rapid Response activities with the state, to quickly respond to the needs of those affected by a layoff. The team of subject matter experts includes representatives from the WIN Job Center, Community or Junior College, Department of Human Services, Home Saver Program, Small Business/Entrepreneurial Program, MDES, Vocational Rehabilitation Services and the local area to provide the following information to those facing a job loss. Information is provided and reviewed by the team to those affected which includes information on "Surviving a Layoff". Other information includes a personal tool kit, tips on developing a resume, interviewing tips, Career Readiness Certificates, how to apply for Unemployment Benefits, how to register for employment services, training services available for dislocated workers, job leads, upcoming job fairs, housing assistance, mortgage assistance, insurance options, utility bill assistance, prescription assistance, and child care.

Delta works with employers who may be in danger of layoffs to offer layoff aversion services to upskill employees on new processes or new equipment. This helps prevent layoffs. These activities are also coordinated with local and regional economic development entities. The layoff aversion plan allows us to work with local businesses to assist in preventing layoffs.

**C.9.** The Delta supports the Mississippi WIOA Combined Plan to assist in maximizing coordination of services provided under the Wagner-Peyser Act and services provided in the local area through the WIN Job Center system. A detailed description of the Wagner-Peyser Act Program is detailed in the State Plan. MS Works technology has been designed to assure maximized services. WIN Job Center staff are cross-trained so that each one has the knowledge and expertise to provide WP services as well as other services. MS Works technology is designed to assure maximum services through all the programs in the WIN Job

Center through the MS Smart Start Career Pathway model and allows staff to view participant services to prevent duplication of services.

**C.10.** The Delta supports the Adult Education program operated through the Mississippi Community College Board and the Mississippi Department of Education. The intake process in the Career Pathway Model is used to connect adults needing these services. The State Plan provides a detailed description of the Adult Education Program and its funding. Delta is currently working to assist with Adult Ed testing in various locations in the Delta.

**C.11** The Delta Area supports the Department of Vocational Rehabilitation Services to meet the needs of individuals with disabilities and other individuals, through flexible, customized services. The State Plan outlines the details of how services are administered including cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination. MDRS is a close partner of the Delta area and we work together to provide maximized services to individuals with disabilities. Delta is currently working with MDRS to provide enhanced accessibility at the Cleveland and Greenville WIN Job Centers.

**C.12.** The Delta adheres to the competitive process used to award sub-grants and contracts in the local area for activities carried out under WIOA Title1 in accordance with 2CFR 200, a guide outlining requirements for entities receiving and administering federal funds. All WIOA services are procured in this manner unless unique circumstances dictate otherwise.

**C.13.** The Delta Area enrolls all WIOA Adults, Dislocated Workers and Youth in MS Works, an integrated, technology enabled intake and case management system used for Wagner Peyser, TAA and WIOA participants. The State's Eligible Training Provider System also ties in to MS Works. MDES generates a quarterly performance report for the Local Areas to track performance and provides Areas with summary reports useful for continuous improvement of WIOA performance. The State Plan provides a more detailed description of the Integrated Intake and Service Delivery Plan. Delta conducts a validation process to ensure the integrity of data used to track and determine performance and conducts program monitoring that includes fiscal, compliance and performance reviews.

**C.14.** The Delta Local Board is very active and engaged with workforce activities which allows them to remain a high performing board. Delta meets or exceeds negotiated performance goals for all measures in each of the three federal WIOA customer groups, which consist of adults, dislocated workers, and youth. The LWDB will engage its strategic partners and stakeholders, implement data driven policies and processes, be flexible, agile, and responsive to changing labor market and industry needs. DWDB has adopted policies and operating procedures consistent with the State Plan. A list of policies and operating procedures for each LWDB is provided in the appendices.

**C.15.** The Delta Area has identified industry sectors that are aligned to Mississippi's economic sector goals as identified by the Mississippi Development Authority's target industries. These targeted industries are depicted in Section B. 3 Table 1. The Delta prioritizes service delivery

for target industry sectors and supports economic developers in expanding and attracting these industries to Mississippi. Strategies to meet the business needs for these industries are coordinated with the Delta network of partners including AccelerateMS, WIOA core programs, chambers of commerce, economic development organizations and industry associations. Investments in workforce initiatives, including training programs which promote skills development and career ladders are based on relevant needs of the regional labor market and high-wage industry sectors.

Delta is actively engaged and supports AccelerateMS and their ecosystem activities. They have identified two subregions within the Delta LWDB and hired Ecosystem Coordinators to be the single point of contact within their sphere of influence. Delta participates in round table discussions with employers, education, economic development and training partners to share best practices, voice concerns, provide feedback, and join in the development of workforce strategies appropriately focused upon the needs of ecosystems one and three.



**C.16.** The Delta performs an annual review of the local plan in coordination with workforce partners and prepares and submits any necessary modifications, to the plan that reflect changes in local and or/state priorities or target industries on an annual basis.

## **D. WIN Job Centers (One-Stop Delivery System) and Programs**

This section describes how the job centers in the Delta Workforce Area will operate and deliver program services.

**D.1.** Innovation and information exchange will be a priority for the local WIN Job Center system. The Delta continually strives to involve local employers, the community at large, and current or potential partner programs in workforce development efforts. This includes efforts to ensure that local employers and the community are aware of the WIN Job Centers and the services available. Delta members and staff speak to local community groups about the workforce development programs and can offer a limited number of workshops geared to the needs of local businesses. WIN Job Center staff is involved in local organizations throughout their communities and use these as avenues to inform employers and individuals of the services available through the WIN Job Centers. The DWDB establishes outcome and process goals for each WIN Job Center and aligns with the workforce system as a whole. WIN Job Centers are benchmarked with each other and with outside businesses where possible. The staff provides program specific training for system staff.

The DWDB ensures that service providers are properly evaluated based on performance goals established for each. Continuation of contract with services providers is dependent on performance.

Periodic partner meetings along with meetings with WIN Job Center managers and staff are scheduled to explore ways to improve services and share successful practices.

**D.2.** The Delta Area has a Memorandum of Understanding (MOU) with WIN Job Center partners. The purpose of the MOU is to establish the design framework and partnerships of the Delta. While this is a requirement of WIOA and consistent with the State Plan, the intent is to create and foster an atmosphere of cooperation and collaboration among partners. By working together, partners can identify current and future in-demand workforce skills, promote post-secondary education, promote lifelong learning strategies and engage citizens in appropriate career pathways designed to support permanent unsubsidized employment and a self-sufficient level of income. Current Consortium Agreements/Resource Sharing Plans are available for review at the office of the fiscal agent. See Appendix G for the Local Area WIN Job Center Memorandum of Understanding.

**D.3.** The WIN Job Centers use the Mississippi Works integrated, technology-enabled intake and case management information system for programs carried out under WIOA and WIN Job Center partners as referenced previously in Section C2 of this local plan. Training is provided as needed to workforce partner staff regarding the system and any changes.

**D.4.** The WIN Job Center staff have been trained in integrated services delivery and have access to Mississippi Works technology. The Combined Plan Partners developed a series of questions designed to route the customer to all relevant agency partners. Since the initial training, these questions have been incorporated into MS Works which all WIN Center staff has



access to. MS Works is integrated with the hub and allows for referrals to and from partner agencies. Further explanation of the WIOA Hub is found in the State’s Combined Partner Plan.

**D.5.** The Delta Area provides monitoring and oversight of the WIN Job Center system. The monitoring process will reference, where applicable, Office of Management Budget 2 CFR 200. The sub-recipients will be monitored in at least one in-depth review during the fiscal year. Generally, focus areas for the review include:

1. General Compliance
2. Fiscal Reviews
3. Programmatic Activities and Compliance
4. Performance
5. Property and equipment
6. General administrative
7. Equal Opportunity Compliance

Satisfaction of employers and job seekers is determined through the use of the training services and employer satisfaction with OJT and Eligible training providers who meet performance and are allowed to remain on the ETPL. MDES conducts surveys job seekers and businesses in Mississippi who participate in WIOA services and programs. Results are shared with the local areas.

**D.6.** WIN Job Center location(s) include Comprehensive and Affiliate sites are listed below in Table 14. There are no Sector Training Plus Centers or Virtual-Access sites in the Delta at this time; however both are being studied.

Program services offered in each are defined in the State Plan and supported by the Delta. The MOU is signed by each of the partners and establishes guidelines for services provided, funding for infrastructure and operating cost, funding for services and training, and access to the unified system. See Appendix H for a Description of Local Area WIN Job Centers.

***DESCRIPTIONS OF WIN JOB CENTERS IN THE DELTA***

|            | <b>Comprehensive</b> | <b>Affiliate</b> | <b>Sector Plus</b> |
|------------|----------------------|------------------|--------------------|
| Batesville |                      | X                |                    |
| Clarksdale |                      | X                |                    |
| Cleveland  |                      | X                |                    |
| Greenwood  |                      | X                |                    |
| Greenville | X                    |                  |                    |
| Indianola  |                      | X                |                    |
| Lexington  |                      | X Part-time      |                    |

WIN Job Centers are certified every two years by the Delta Workforce Board. Based on reviews, recommendations are made for certification on three levels:

**Full Re-Certification** – meets all the requirements and is re-certified for two years.

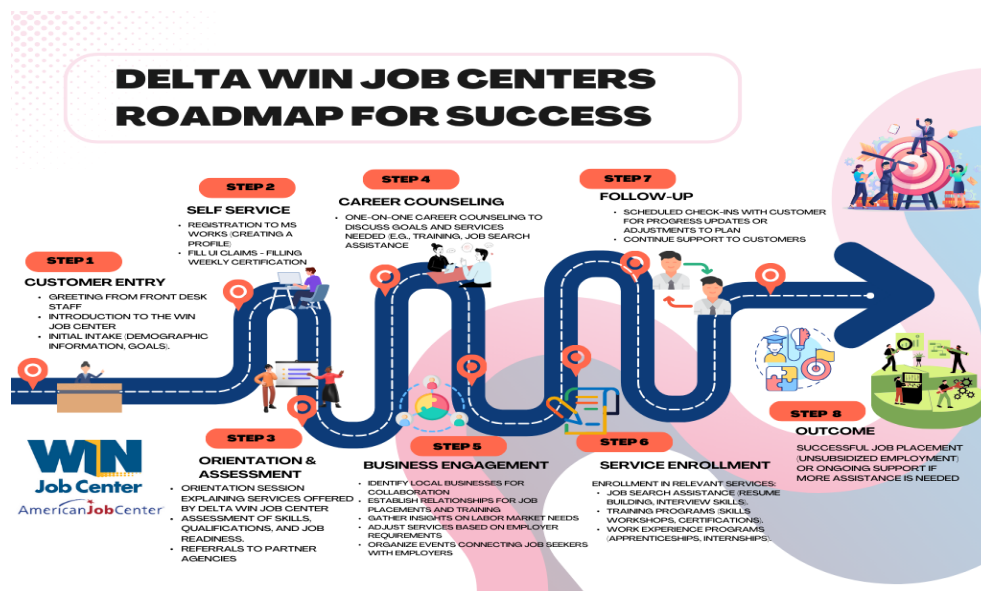
**Conditional Re-Certification** – Does not meet all the requirements for re-certification, but meets enough of the requirements and overall recommendation to continue operation. The one-stop operator will be given 90 days to address and clear up any problems identified before the second review is done.

**No-Recertification** – the site has multiple problems and scores so low on the evaluation instrument that the fiscal agent determines that corrections cannot be made within a 90 day time frame.

**D.7.** The Delta aspires to have at least one Sector Training Plus Comprehensive One-Stop Center. A Sector Training Plus Comprehensive One-Stop Center will provide access to all Combined Plan Partner services and provide in-house career and technical education. Planning for a future center is underway to encourage cross-program alignment of services in a seamless, coordinated, service-delivery model that accommodates all job seeker and employer customers. A One-Stop System provides access to all program services through a network of physical locations and a virtual environment. It will allow individuals to have access to all appropriate programs at any point of entry into the system.

The Delta Area will offer at least one Comprehensive One-Stop Center and a network of Affiliate One-Stop Centers where needed to meet the customer's needs.

**D.8. & D.9.** The WIN Job Centers will use the Mississippi Works integrated, technology-enabled intake and case management information system for programs carried out under WIOA and programs carried out by WIN Job Center partners as referenced previously in Section C2 of this local plan. See attached flow chart for services.



**D.10.** All job seekers, even those restricted to remote areas are connected to employers through both web and mobile applications and vice versa. Job seekers can 1) build a profile; 2) generate a resume; 3) search for and apply online to job openings; 4) receive emails or text messages when new openings match the job seeker's criteria; 5) receive real-time feedback on how well matched the job seeker is for a particular position; and 6) access easy-to-understand labor market analysis. For job seekers who lack computer skills, WIN Job Center staff can also log into the Mississippi Works Labor Exchange to assist job seekers in applying for positions through a "staff-assisted referral" or other Wagner-Peyser services.

**D.11.** The DWDB MOU will define equitable funding contributions (cash and in-kind) among partners to maintain ongoing WIN Job Center operational and infrastructure costs. One-Stop Operators negotiate a cost sharing agreement with each partner.

**D.12.** The DWDB maintains a Consortium Agreement/Resource Sharing Plan for each Center. The plan will identify the role and activities of each partner agency including an inventory of all services directly delivered or accessible through the center and referral mechanisms. Non-WIOA resources, whether cash or in-kind, are identified in the Consortium Agreement/Resource Sharing Plan, upon negotiation of acceptable terms among partner agencies.

The Consortium Agreement/Resource Sharing Plan allows each site to be designed to meet local community needs and to maximize the utilization and coordination of local community resources. The Consortium Agreement/Resource Sharing Plans are intended to evolve based on the needs and resources of the partner agencies and continuous improvement of the WIOA system.

**D.13.** Adult and dislocated worker employment and training activities include but are not limited to Customized Training, Individual Training Accounts (ITA), internships, and On-the-Job Training (OJT). Assessment of services is measured through performance measures outlined in the State Plan including:

- A. Adult and Dislocated Worker: 1. Entered Employment 2<sup>nd</sup> quarter after exit and 4<sup>th</sup> quarter after exit; 2. Median earnings for 2<sup>nd</sup> quarter after exit; 3. Credential rate; and 4. Measurable Skill Gains.
- B. Youth: 1. Placement in Employment, Education or Training 2<sup>nd</sup> quarter after exit; 2. Retention in Employment or Education 4<sup>th</sup> quarter after exit; 3. Median Earnings 2<sup>nd</sup> quarter after exit; 4. Credential rate and 5. Measurable skill gains.

Descriptions of employment and training activities include:

*Customized Training* - is designed to meet the specific requirements of an employer (including a group of employers); is conducted with a commitment by the employer to employ an individual upon successful completion of the training; and for which the

employer pays a significant portion of the cost of training, as determined by the local board involved.

*Individual Training Account (ITA)* - is an account established by a WIN Job Center operator on behalf of a WIOA eligible individual. ITAs are funded with adult and dislocated worker funds as authorized under Title I of WIOA and are used to purchase training services.

*Internship* - is used to help eligible adults and dislocated workers gain practical work experience and sharpen their leadership skills while working and getting paid.

*On-the-Job Training (OJT)*- is employer training provided to entry level workers who are engaged in a production environment.

## **Youth Services**

**D.14.** The Delta Local Workforce Board oversees the WIOA Youth Programs in the Delta area and advises the Fiscal Agent on planning, operational and other issues related to the provision of youth services. The DWDA does not have a youth standing committee. The DWDA tracks youth services utilizing the Mississippi Works Smart Start Career Pathway model. The available youth workforce activities, including activities for youth with disabilities, are included in the 14 elements outlined in the WIOA law:

1. Tutoring, study skills training, instruction leading to the completion of the requirements for a secondary school diploma or its recognized equivalent (including a recognized certificate of attendance or similar document for individuals with disabilities) or for a recognized postsecondary credential.
2. Alternative secondary schooling will address the needs of students, which typically cannot be met in a regular school program by utilizing appropriate class curriculum and/or HSE curriculum. This will also include non-traditional education, and serve as an adjunct to a regular school program, falling outside of regular, special education, or vocational education program(s).
3. Paid and unpaid work experiences that have as a component academic and occupational education, which may include summer employment opportunities, pre-apprenticeship programs, internships and job shadowing and on-the-job training opportunities.
4. Occupational skills training which shall include priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area.
5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.
6. Leadership development opportunities which may include community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors.
7. Supportive Services will be provided. Youth will be referred to community agencies if

services are needed beyond those offered by the sub-recipient.

8. Adult Mentoring for the period of participation and a subsequent period, for a total of not less than 12 months.
9. Follow-up Services for not less than 12 months after exiting the program to ensure continuity of services and progress toward performance outcomes.
10. Comprehensive Guidance and Counseling which may include drug and alcohol abuse counseling, as well as referrals to counseling appropriate to the needs of the individual youth.
11. Financial Literacy Education
12. Entrepreneurial skills training
13. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area.
14. Activities that help youth prepare for and transition to postsecondary education and training.

The Delta MY STATUS program for out of school youth combines career readiness training, work experience and short-term training in various program areas. If the youth have not obtained a national Career Readiness Certificate (NCRC), they are required to take the NCRC test. Thirteen Delta counties have been certified as Work Ready (WR) communities.

The Delta Workforce Development Area will utilize the 50/50 youth expenditure waiver to serve in-school youth in three school districts. In the Sunflower County and Washington County districts, youth providers will collaborate with Mississippi Delta Community College and other training agencies to provide short-term training to youth in the programs of pharmacy technician, welding, medical assistant and construction/welding fabrication. In Panola County, the North Panola Career and Technical Center will serve youth who have completed two years of work-based learning. They will receive career readiness training and complete work experience in the areas of their work based learning. A request for proposals for in-school youth will be solicited in the next program year to increase the number of programs.

To meet the required 20% minimum youth expenditure for work experience, the Delta requires that each youth provider is contractually obligated to expend 20% of their allocated funds in the category of work experience. This is monitored on a monthly basis by the local area.

**D.15.** The Delta Area utilizes the intake and assessment system defined in the State Plan to ensure maximized linkages between the WIN Job Center system and unemployment insurance program requirements. This is part of the Smart Start Career Pathway which requires a close working relationship among workforce partner agencies and staff to help participants navigate the workforce system.

Re-Employment services and Eligibility Assessment is a service provided by MDES through the WIN Center System and focuses on individuals who may exhaust their 26 weeks of UI and concentrates on getting them back to work.

**D.16.** In support of the Mississippi Combined Plan, TANF activities are coordinated through Comprehensive WIN Job Centers and Affiliate Sites. TANF requires all participants to register with MS Works and conduct job search at WIN Job Centers.

South Delta, in partnership with MDHS operates the Career STEP program which provides training and support services to participants who meet the eligibility criteria for the program, which is ages 18-59, 200% of poverty guidelines and who are custodial parents or non-custodial parents who have a support obligation. This program provides a variety of services to enable the participants to gain employment and self-sufficiency. Delta contracts with MDES for three Navigators and Northwest CC and Coahoma CC for one Navigator each. The Navigators work closely with WIOA staff to prevent duplication of services and maximize available resources.

**D.17.** The DWDB supports the State Plan with dropout prevention and recovery initiatives. Participants register for services through MS Works. MS Department of Education coordinates partnership initiatives to prevent dropouts, including but not limited to career academies, dual-enrollment, occupational diploma program, and work-based learning experiences. A representative of MDE serves on the SWIB to align strategies with employers' needs.

**D.18.** The State Plan is designed to help Mississippians achieve unsubsidized employment. The MS Works system is designed to automatically integrate services for:

- a) Persons with disabilities;
- b) Veterans;
- c) Temporary Assistance to Needy Families (TANF) recipients;
- d) Senior Community Service Employment Program (SCSEP) participants;
- e) Individuals with other barriers to employment; and
- f) Additional specific populations, if applicable.

Support services to help overcome barriers such as childcare and transportation are integrated into the case management system.

**D.19.** The Delta supports the State Plan and coordinates with MDRS on providing services for adults and youth who qualify under the provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities.

## **Section E**

### **E. Sector Strategy Plan**

This section describes processes the Delta follows to help existing business and industry prosper and aid in the recruitment of new businesses to the state. The Delta Sector Strategy Plan is available for review with

**E.1.** As mentioned in Section B.3., Table 1, the Delta area has identified new, emerging and established target industries in the region. This table, referenced in the State Plan, is used among partnering agencies to identify knowledge and skills needed for careers in these industries. These identified sectors make up the economic identity of the area through its

workforce and supply chain activity. Economic growth in these industries is relevant for the growth of the area and the region because they produce in-demand, career advancement opportunities. The Delta supports implementation of statewide strategies needed to keep these industries viable and may identify sectors, like healthcare, as important to their region. The Mississippi Development Authority's regional representatives and local and regional economic developers represent the Delta in ensuring employers' needs are met.

**E.2.** Local businesses are engaged in establishing priorities and guidelines for the Delta Workforce Area through representation of at least 51% private sector membership on the local board. Local economic developers serve on the board as well, and all representatives are encouraged to participate in addressing workforce solutions as described in Sections B3, C5, C6, C7, and C8 of this document.

**E.3.** Key resources and assets that have a role in workforce development and economic development have been identified by the Delta Area Board. The board is actively engaged in community events and meetings and frequently partners with education and economic development agencies to pursue grant opportunities. The Delta maintains a visible presence and excellent reputation in its service area.

**E.4.** Increasing awareness of services offered at the WIN Job Center requires routine, on-going initiatives at the state and local level. The State Plan designates MDES as the lead agency to communicate the unified plan to employers and job seekers of the Mississippi workforce system. On the local level, all partners of the workforce system will participate in efforts to increase employer and job seeker awareness of services. This is accomplished through referral networks, partnership meetings, job fairs, and local area meetings scheduled by individual partners.

**E.5.** The Delta Workforce Board has formed relationships with individual educational institutions such as the Mississippi Community College Board and other eligible training providers to provide short-term, credential-based training programs and two-year degree programs intended to develop a qualified and quantifiable labor pool. This is accomplished at the local level in accordance with the State Plan through the Mississippi Works Labor Exchange.

**E.6.** Adult Education in the Delta is offered through the Mississippi Community College Board and other approved training providers in cooperation with other career development services like the Smart Start Pathway Class defined in the Mississippi Works Smart Start Career Pathway Model. Each step of the pathway is defined in Section C2 of this document. On an annual basis, eligible training providers are assessed to ensure training and credentials are both portable and stackable in meeting the needs of local employers.

## **F. Business Plan**

This section describes how the DWDB aligns resources to accomplish the goals outlined in this plan and establishes a timeline for completion. The information reported in the business plan will be used as part of each DWDB annual plan review.

**F.1.** The Delta Workforce Area adopted the same seven goals as listed in the State Plan:

**Goal 1:** Work together to develop policies that will coordinate service delivery with all WIOA Combined Plan Partners.

**Goal 2:** Strengthen interagency partnerships.

**Goal 3:** Develop defined, articulated pathways across educational sectors (K-16+) to create a pipeline for the workforce.

**Goal 4:** Develop cross-program performance metrics.

**Goal 5:** Continue to invest in integrated technology to meet the unified technology requirements of the Workforce Investment and Opportunity Act (WIOA) and other federal initiatives.

**Goal 6:** Engage partners to establish the plan to remain abreast of changing industry needs and the metrics to measure outcomes to realize the potential of the state's workforce programs and delivery systems.

**Goal 7:** Draft and communicate a unified vision/message.

The intended outcomes will be measured in accordance with the state performance goals and WIOA mandates:

- Employment during Quarter 2 after exit from the program
- Employment during Quarter 4 after exit from the program
- Median earnings measured during Quarter 2 after exit
- Credential attainment rate (except Wagner-Peyser) during participation in or within one year of exit from the program
- Measurable skill gains (except Wagner-Peyser) that leads to a recognized post-secondary credential or employment
- Effectiveness in serving employers (retention rate)

**F.2.** The goals and intended outcomes are achieved in accordance with the Smart Start Pathway Class described in Section C.2. of this document.

**F.3.** The Delta MOU defines the procedures for how local partners will work together to achieve Goals 1, 2, 4 and 7 (Section F.1. above). Creating a pipeline for the workforce (Goal 3 in Section F.1.) is accomplished through the career pathway model, which describes the intake procedures for new participants and the process for providing services. Goal 5 is achieved by the SWIB including quality control procedures for data input and output accuracy, and Goal 6 is accomplished through the LWDB annual review of local services.

**F.4.** The following timetable ensures timely review of outcomes and achievements of the workforce goals and outcomes for the Delta.



Table 26: Timetable for Reviewing Outcomes and Achievements

| Item  | Monthly | Quarterly | Annually | As Needed |
|---|---------|-----------|----------|-----------|
| LWDB meetings   |         | X         |          | X         |
| WIN Job Center monitoring visit   |         |           | X        |           |
| Eligible Training Provider List renewal                                       |         |           | X        |           |
| Sub-grantee monitoring  |         |           | X        |           |
| Desktop monitoring of WIN Job Centers with MDES-generated performance reports |         | X         |          |           |
| Data input monitoring for accuracy  | X       |           |          |           |

**F.5.** The State establishes the benchmark goals for the DWDB. Local eligible training providers are responsible for meeting or exceeding all programmatic goals and outcomes. The DWDB will assess the quality of providers through data reviews, monitoring visits and performance reports. If a program fails to meet performance goals or other requirements, specific actions will be taken to improve the quality of the program. A corrective action plan will be developed by the provider and approved by the LWDB if the program is out of compliance with state and/or federal policies. A performance improvement plan will be required for low-performing programs when compared to state or federal benchmarks.

**F.6.** The DWDB will meet the workforce needs of the area and the region as outlined in Section B.3 of this plan and aligns with the State Plan's Economic Analysis.

**F.7.** This matrix identifies the types resources and services offered by each stakeholder to ensure alignment of services.

Table 27: Matrix of Resources and Services Provided by Each Stakeholder

|   | Stakeholder Agency |      |      |      |     |     |
|---|--------------------|------|------|------|-----|-----|
|   | MDES               | MCCB | MDRS | MDHS | MDE | MDA |
| <b>Services</b>   |                    |      |      |      |     |     |
| Enroll new participants (intake)                        | X                  | X    | X    | X    |     |     |
| Career assessment                                       | X                  | X    | X    | X    |     |     |
| Create success plan                                     | X                  | X    | X    | X    |     |     |
| Job referral  | X                  | X    | X    | X    |     |     |
| Provide Individual Training Account (ITA)               | X                  |      |      |      |     |     |
| Provide adult employability training                    | X                  | X    | X    |      |     |     |
| Provide youth employability training                    |                    |      |      |      | X   |     |
| Provide employer (customized) training                  | X                  | X    |      |      |     |     |
| Provide internships                                     | X                  | X    | X    |      |     |     |
| Provide on-the-job-training (OJT) contracts             | X                  |      |      |      |     |     |
| Assess changing workforce needs                         | X                  | X    |      |      |     | X   |
| Provide youth development services                      | X                  |      | X    |      | X   |     |
| Provide transportation services                         |                    |      | X    | X    |     |     |
| Provide childcare services                              |                    |      | X    | X    |     |     |
| Provide supplemental nutrition services                 |                    |      |      | X    |     |     |
| Provide physical, social and mental health counseling   |                    |      | X    |      |     |     |
| Provide workforce certifications (1 and 2-year degrees) |                    | X    |      |      |     |     |

## **G. Policies**

### **See Attached Policies**

- G-1 Delta Oversight and Monitoring Policy
- G-2 Continuous Improvement Procedures of Eligible Training Providers
- G-3 & 4 EO Complaint Grievance Procedure for Non-Discrimination and Discrimination
- G.5 NA
- G-6 Supportive Services Policy
- G-7 On-the-Job Training Policy and Customized Training Policy
- G-8 Priority of Service Policy
- G-9 Individual Training Account Policy
- G-10 Conflict of Interest Policy
- G-11 Sunshine Provision Policy
- G-12 Youth Incentive Policy

## **APPENDICES**

- A. Local Area Re-Designation Approval Letter
- B. Administrative Entity/Local WDA /Fiscal Agent Organizational Chart
- C. Delta Workforce Board Membership List
- D. Delta Workforce Board By-Laws
- E. Delta Workforce Area Certification Regarding Debarment
- F. Delta Signatory Submission Page
- G. Delta WIN Job Center Memorandum of Understanding
- H. Delta WIN Job Centers
- I. Local Area Services Flow Chart
- J. Delta Negotiated Performance Measures

**Delta Local Area Workforce  
Appendix A**

Local Area Re-designation Approval Letter



PHIL BRYANT  
GOVERNOR

May 10, 2017

Mr. Thomas L. Goodwin  
Executive Director  
South Delta Planning and Development District  
P.O. Box 1776  
Greenville, Mississippi 38702•1776

Dear Mr. Goodwin:

Because of a U.S. Department of Labor regulation, I am extending the initial designation of the Delta as a local workforce development area (LWDA) under the Workforce Innovation and Opportunity Act (WIOA) for an additional program year until June 30, 2018.

As you will recall, WIOA creates a two-step process for designating a LWDA. First, WIOA Section 106(b)(2) provides for an "initial designation" for "the first 2 full program years following the enactment of this Act," to allow for a transition to the new requirements of WIOA. Then at the end of the initial designation, Section 106(b)(3) calls for a "subsequent designation," based on a review of the performance of the LWDA during the initial designation period.

In accordance with those statutory requirements, on May 14, 2015, I approved your request for the initial designation of the Delta to continue as a LWDA through June 30, 2017, which was the end of the first two full program years after the enactment of WIOA on July 22, 2014.

Recently, however, the U.S. Department of Labor issued a regulation, 20 CFR 679.250(c), mandating that "no determination of subsequent eligibility may be made before the conclusion of Program Year (PY) 2017." Because Program Year 2017 will end June 30, 2018, that regulation has the effect of extending the initial designation period until that date.

For those reasons, I hereby approve the continued initial designation of the Delta as a LWDA through June 30, 2018.

Mr. Thomas L Goodwin  
May 10, 2017  
Page 2

The Delta LWDA is an essential partner in the successful implementation of our innovative WIOA state plan. By working together to strengthen the alignment of our workforce, education, and economic development initiatives, we can make our state a better place to live where every Mississippian who wants a job can get a job. I appreciate your commitment to this exciting opportunity.

Sincerely,

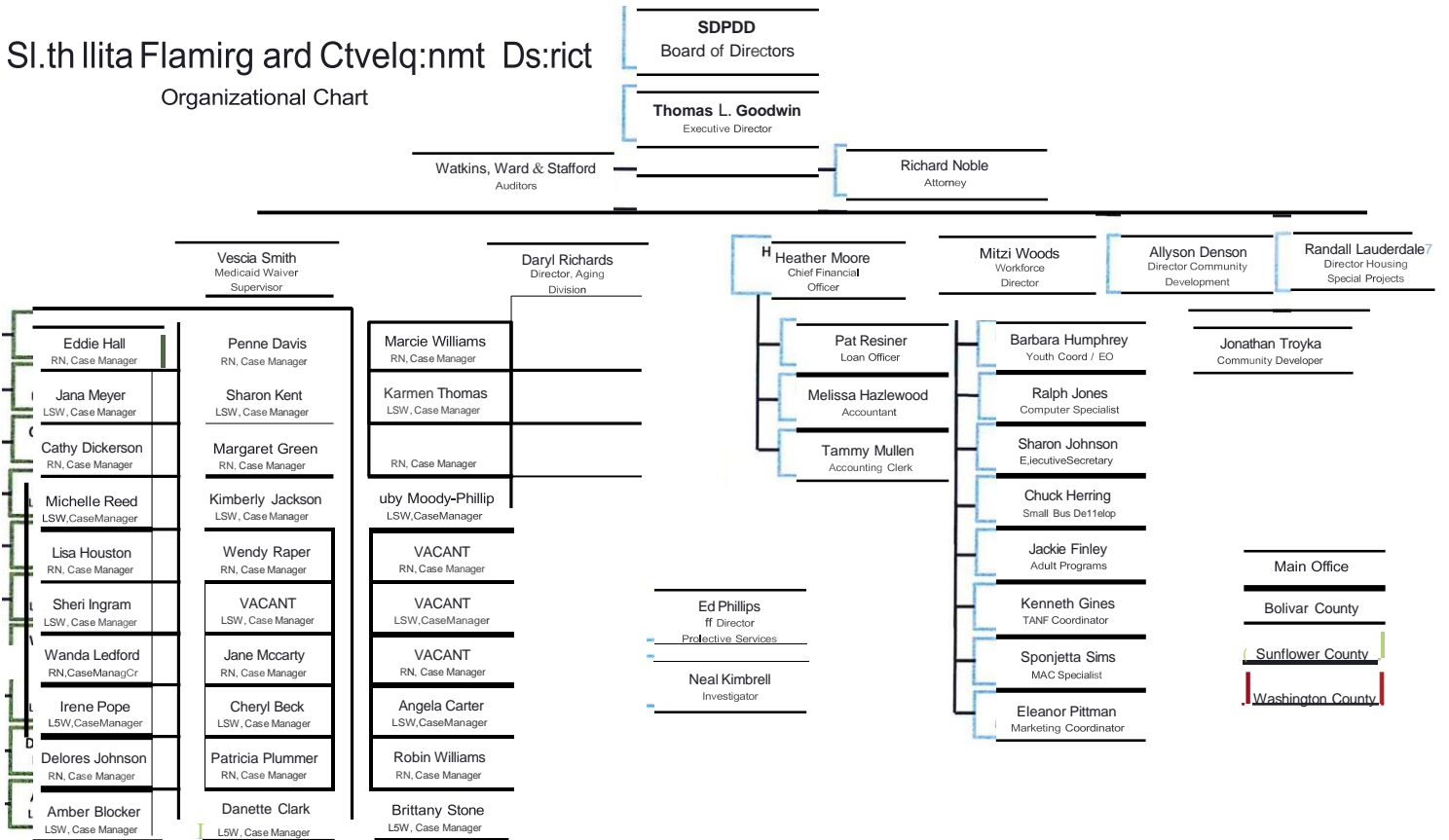
*GlJ cd*—

Phil Bryant  
Governor

**Delta Local Area Workforce  
Appendix 8**

Administrative Entity/Local Workforce Development Area/Fiscal  
Agent Organizational Chart

St. Johns County Board of Directors  
Organizational Chart





**Delta Local Area Workforce  
Appendix C**

Local Workforce Development Board Membership List

**DELTA Area Local Workforce Development Board  
Membership**

|    | <b>NAME</b>                       | <b>ENTITY REPRESENTING</b>                    | <b>ADDRESS</b>                                   | <b>PHONE</b>                                     | <b>EMAIL</b>                   |
|----|-----------------------------------|---|--|--|--------------------------------|
| 1  | <b>Doug Aldridge "</b>            | Holmes County Bank & Trust                    | Post Office Box 642<br>Lexington, MS 39095       | (662) 834-2311                                   | meredithr@.holmesbk.com        |
| 2  | Vacant                            | MDES  |  |  |                                |
| 3  | Mike Blankenship                  | Holmes Community College                      | 412 West Ridgeland Avenue<br>Ridgeland, MS 39157 | (601) 605-3315                                   | mblankenshiQr@.holmcsc.edu     |
| 4  | Brent Brasher                     | <b>Kengro</b>                                 | Post Office Box 432<br>Charleston, MS 38921      | (662) 458 -2609                                  | brashcr@kengro.com             |
| 5  | <b>George W. "Bunky" Butler "</b> | Butler Consulting                             | 12990 New Africa Road<br>Clarksdale, MS 38614    | (662) 627-3067 or (662) 902-5991                 | bunkyb43@bcclsouth.net         |
| 6  | Robert Collins                    | Collins Truck & Trailer                       | 300 Quail Trail<br>Greenwood, MS 38930           | (662) 451-5879 or (662) 897-5500                 |                                |
| 7  | Donny Frazier                     | MS Dept. or Rehabilitation Services<br>(MDRS) | 3895 Beasley Rd. Jackson,<br>MS 39216            | 601-898-7048                                     | dfrazier@mdrs.ms.gov           |
| 8  | <b>Don Green "</b>                | MS Delta Council for<br>Farmworkers, Inc.     | 1 005 State Street<br>Clarksdale, MS 38614       | (662) 627-1121                                   | mdcfwoir@.cablcone.net         |
| 9  | Gerald Husband                    | Entergy                                       | 641 Main Street<br>Greenville, MS 38701          | (662) 390-4035                                   | ghusbanr@.entergy.com          |
| 10 | <b>Angela Curry</b>               | Greenwood Lenore Carroll EDF                  | 402 Hwy 82 West,<br>Greenwood, MS 38930          | (662) 453-5321                                   | angcurlw.bellsouth.net         |
| 11 | Cary Karlson                      | The Washington County Economic<br>Alliance    | 3 Bellewood Drive<br>Greenville, MS 38701        | (662) 378-7096                                   | whitetornado(a).suddenlink.com |
| 12 | <b>James Kenwright *</b>          | Delta Power Electric Assoc.                   | Post Office 9399<br>Greenwood, MS 38930-8999     | (662) 453-6352/(662) 455-8080 /(662)<br>392-9768 | jkenwright@.dcltae[la.coog     |
| 13 | Johnny McRight                    | Delta Ag                                      | Post Office Box 4.812<br>Greenville, MS 38704    | (66'2) 347-0761                                  | johnnnv@seedcoat.com           |
| 14 | Manuel Peters                     | MS Limestone                                  | 1815 Cuyahuga Street<br>Clarksdale, MS 38614     | (662) 902-3355                                   | mngctcrs@bcclsouth.net         |

**DELTA**

**Area Local Workforce Development Board  
Membership**

|    | <b>NAME</b>                  | <b>ENTITY REPRESENTING</b>                     | <b>ADDRESS</b>                                 | <b>PHONE</b>   | <b>EMAIL</b>   |
|----|------------------------------|--|--|----------------|--|
| 15 | Economic Dev Vacant          |  |  |                |  |
| 16 | <b>John Schmidt "</b>        | North Delta Regional Housing Authority (NDRHA) | Post omce Box 1148<br>Clarksdale, MS 38614     | (662) 627-9627 | <a href="mailto:johnfschmidtiii@hotmail.com">johnfschmidtiii@hotmail.com</a>   |
| 17 | Cordelia Smith               | Finch-Henry Job Corps Center                   | 821 Highway 51 South<br>Batesville, MS 38606   | (662) 563-4656 | <a href="mailto:smith.cordellaliljobcoms.org">smith.cordellaliljobcoms.org</a> |
| 18 | <b>Russell Stewart "</b>     | Bank or Anguilla                               | Post Office Box 188<br>Anguilla, MS 38721      | (662) 873-4346 | <a href="mailto:rrstewanliibcllsouth.nct">rrstewanliibcllsouth.nct</a>         |
| 19 | Jim Tims                     | Quality Steel                                  | Post Omce Box 249<br>Cleveland, MS 38732       | (662) 843-4046 | <a href="mailto:tims/m[1T0]1anctank.com">tims/m[1T0]1anctank.com</a>           |
| 20 | Tamara Washington-Travis     | CCC  | 3240 Friars Point Road Clarksdale,<br>MS 38614 | (662) 621-4304 | <a href="mailto:twashingtonlilcoahomacc.cdu">twashingtonlilcoahomacc.cdu</a>   |
| 21 | Brady Smith                  | Sunflower Lumber                               | 1 007 Hwy 49 West Inverness,<br>MS 38753       | 662-887-1511   | <a href="mailto:bsmith@sunlowerlumber.com">bsmith@sunlowerlumber.com</a>       |
| 22 | Dennis Woods                 | United Steel Workers of America                | Post Onice Box 553<br>Indianola, MS 38751      | (662) 347-2640 | <u>N/A</u>   |
| ?  | Vacant Business              |  |  |                |  |
|    | Tom Ross. Board Attorney     | Hunt and Ross                                  | PO Box 1196, Clarksdale 38614                  | 662-627-5251   | <a href="mailto:tomrossralhuntross.com">tomrossralhuntross.com</a>             |
|    | <b>* Executive Committee</b> |  |  |                |  |

**Delta Local Area Workforce  
Appendix D**

Local Workforce Development Board By-laws

**DELTA WORKFORCE DEVELOPMENT  
AREA BOARD**

**BY-LAWS**

**Effective May 19, 2016**

**BY-LAWS**  
**DELTA WORKFORCE DEVELOPMENT AREA BOARD**

**I. NAME**

The name of this entity is "The Delta Workforce Development Area Board."

**II. PURPOSE**

In accordance with the Workforce Innovation and Opportunity Act, it is the purpose of the Delta Workforce Development Area Board to:

- (a) Increase, for individuals in the Delta area and the United States, particularly those individuals with barriers to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market.
- (b) Support the alignment of workforce investment, education, and economic development systems in support of a comprehensive, accessible, and high-quality workforce development system in the Delta area and the United States.
- (c) Improve the quality and labor market relevance of workforce investment, education, and economic development efforts to provide America's workers with the skills and credentials necessary to secure and advance in employment with family-sustaining wages and to provide the Delta area's and America's employers with the skilled workers the employers need to succeed in a global economy.
- (d) Promote improvement in the structure of and delivery of services through the Delta area and United States workforce development system to better address the employment and skill needs of workers, jobseekers, and employers.
- (e) Increase the prosperity of workers and employers in the Delta area and the United States, the economic growth of communities, regions, and States, and the global competitiveness of the United States.
- (f) Provide workforce investment activities, that increase the employment, retention, and earnings of participants, and increase attainment of recognized postsecondary credentials by participants, and as a result,

improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet the skill requirements of employers, and enhance the productivity and competitiveness of the Delta area and the nation.

### **III. DEFINITIONS**

The terms used in these By-Laws shall have the meanings given to them in the Workforce Innovation and Opportunity Act and the Amended Cooperative Service Agreement pursuant to which this Board is formed. These By-Laws shall be interpreted consistent with applicable state and federal laws.

### **IV. FUNCTIONS OF THE LOCAL BOARD**

The functions of the Local Board shall be as set forth in Section 107(d) of the WIOA. The Board may utilize its fiscal agent or other entity to outsource one or more of the functions set forth in Section 107(d).

### **V. ORGANIZATION AND COMPOSITION OF THE LOCAL BOARD**

A. In accordance with the Act and in agreement with the LEO Board, there shall be a Delta Workforce Development Area Board including representatives of Bolivar, Carroll, Coahoma, Holmes, Humphreys, Issaquena, Leflore, Panola, Quitman, Sharkey, Sunflower, Tallahatchie, Tunica, and Washington counties, in the State of Mississippi. Pursuant to the provisions of the Workforce Innovation and Opportunity Act, the Board shall consist of persons, the majority of whom:

- (i) are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority;
- (ii) represent businesses, including small businesses, or organizations representing businesses described in this clause, that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area; and
- (iii) are appointed from among individuals nominated by local business organizations and business trade associations.

- B. Not less than 20 percent of the members of the local board shall be representatives of the workforce within the local area, who -
- (i) shall include representatives of labor organizations (for a local area in which no employees are represented by such organizations) other representatives of employees;
  - (ii) shall include a representative, who shall be a member of a labor organization or a training director, from a joint labor-management apprenticeship program, or if no such joint program exists in the area, such a representative of an apprenticeship program in the area, if such a program exists.
  - (iii) may include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities; and
  - (iv) may include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.
- C. The local board shall include representatives of entities administering education and training activities in the local area, who -
- (i) shall include a representative of eligible providers administering adult education and literacy activities under title II;
  - (ii) shall include a representative of institutions of higher education providing workforce investment activities (including community colleges);
  - (iii) may include representatives of local educational agencies, and of community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment.



-----  
*Special rule. -- If there are multiple eligible providers serving the local area by administering adult education and literacy activities under title II, or multiple institutions of higher education serving the local area by providing workforce investment activities, each representative on the local board described in clause (i) or (ii) or paragraph (2)(C), respectively, shall be appointed from among individuals nominated by local providers representing such providers or institutions, respectively.*

- D. The local board shall include representatives of governmental and economic and community development entities serving the local area, who
- (i) shall include representative of economic and community development entities;
  - (ii) shall include an appropriate representative from the State employment service office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) serving the local area;
  - (iii) shall include an appropriate representative of the programs carried out under title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.) other section 112 or part C of that title (29 U.S.C. 732, 741), serving the local area;
  - (iv) may include representatives of agencies or entities administering programs serving the local area relating to transportation, housing, and public assistance; and
  - (v) may include a representative of philanthropic organizations serving the local Area.
- E. The board may include such other individuals or representatives of entities as the Chief Elected Officials Board may determine to be appropriate.
- F. Authority of Board Members. Members of the board that represent organizations, agencies, or other entities shall be individuals with optimum policymaking authority within the organizations, agencies, or entities located in the local area. The members of the board shall represent diverse geographic areas within the local area.
- G. Chairperson. The board shall elect a Chairperson of the board from among its members who are business representatives.

- H. The members of the Board shall be appointed for fixed and staggered terms by the LEO Board of the area, their terms beginning on the date of Board certification by the State. These initial terms, as submitted in the Certification Package, were assigned lengths of two or three years.
- I. At the end of a member's term of membership, the LEO Board may re-appoint that member for an additional term.
- J. Any vacancy in the Board's membership shall be filled by the LEO Board, giving due consideration to the value of retaining the existing Board membership's geographic, ethnic, gender, and occupational diversity.
- K. Any member of the Board may be removed for cause, including consecutive unexcused absences from Board meetings, by the Executive Committee of the LEO Board, which will send a letter to such member outlining the basis for such removal and requiring him or her to show cause why it should not take place. If the member requests a hearing, it shall be before the Executive Committee of the LEO Board prior to a final decision.
- L. A change in a member's category representation status during his/her term shall not be cause for removal, but must be reported to the Chairperson of the Board.

## **VI. OFFICERS**

The Board shall have a Chairperson and such other officers as the Board determines are necessary for the efficient operation of the Board.

- A. Chairperson.
  - 1. The Chairperson shall preside at all meetings of the Board and shall advise with the other officers of the Board on matters of policy. He/She shall have other powers, and perform other duties, as may be incidental to his or her office, as are given to him or her by these By-Laws, or may be assigned to him or her by the Board.
  - 2. The Chairperson shall be elected from among members of the Board who are representatives of the business sector.
  - 3. The term of office is for one year beginning July 1 through June 30.

4. The Chairperson may be re-elected for one or more additional terms.
- B. Vice-Chairperson. The Board may also elect one of its members to serve as Vice-Chairperson. The above listed conditions for the Chairperson shall apply equally to the Vice-Chairperson, except that the Vice-Chairperson may be a representative of the Public Sector. In the absence of the Chairperson, the Vice-Chairperson shall act as a Chairperson. There shall be no automatic progression from the office of Vice-Chairperson to the office of Chairperson.
  - C. Secretary. The Board may also elect one of its members to serve as Secretary. The Secretary's duties will include recording the attendance and minutes of the Board meetings and sending required reports and notices to members.
  - D. Executive Committee. The Executive Committee shall consist of the Chairperson, Vice-Chairperson, and Secretary of the Board, plus six other members elected by the Board from its members. A majority of the members of such committee must be representatives of business. The Executive Committee will appoint all other committees of the Board and carry out any other specific tasks which may be delegated to it by the Board.

## **VII. MEETINGS, ATTENDANCE, QUORUM, AND VOTING**

- A. Meetings.
  1. The Board shall meet on a regular basis for the transaction of such business as may be necessary. Special meetings may be called by the Chairperson or upon request of 51% of the membership. Notice of all Board and committee meetings shall be posted on the home page of the South Delta Planning and Development District's web site.
  2. At its first regular or special meetings of the program year, through June 30, the Board will include in its minutes the times and places and the procedures by which all of its meetings are to be held. Notice of regularly scheduled and special meetings shall be provided by faxing a notice to

each Chancery Clerk's office in the 14 county area requesting that the notice be posted in public view at that county's courthouse. Notice is hereby provided that any Board member may participate in any Board or committee meeting by teleconference or video means, in which event public access will be provided at the physical location of the meeting.

3. All meetings shall be open and accessible to the public, and adhere to the Open Meetings Law, Miss. Code. Ann. §25-41-1 et seq.
4. Each member shall be notified in writing, by postal mail, fax, and/or e-mail, at least two days prior to any meeting.
5. Minutes shall be recorded of each Board, committee, or council meeting, before its next meeting.
6. Regular meetings may be rescheduled to avoid holidays.

B. Attendance. Members of the Board are encouraged to attend both Board and committee meetings. Members who expect to be absent from a Board or committee meeting may participate in the meeting by telephonic or similar means as set forth in the Open Meetings Law, Miss. Code. Ann. §25-41-1 et seq. Attendance at all Board meetings shall be recorded and will be reported to the LEO Board. Excessive absences may be grounds for removal pursuant to rules established by the LEO Board.

C. Quorum. For the Board and the Executive Committee, a quorum shall be 25% of its membership, who must be physically present at the meeting or attending by telephonic or similar means pursuant to the provisions of the Open Meetings Law, Miss. Code. Ann. §25-41-1 et seq.

D. Voting. Each member shall have one vote, which may be cast by the member in person or by telephonic or similar means pursuant to the provisions of the Open Meetings Law, Miss. Code. Ann. §25-41-1 et seq.

## VIII. COMMITTEES

Quorum. A quorum of each committee shall be 25% of its members, who must be physically present at the meeting or attending by telephonic or similar means pursuant to the provisions of the Open Meetings Law, Miss Code Ann . §25-41-1 et seq.

A.

B. Ad Hoc. The Board shall have any standing committees deemed necessary by the Executive Committee, who will appoint such committees and their chairpersons and assign their duties.

C. In General. The local board may designate and direct the activities of standing committees to provide information and to assist the local board in carrying out activities under this section. Such standing committees shall be chaired by a member of the local board, may include other members of the local board, and shall include other individuals appointed by the local board who are not members of the local board and who the local board determines have appropriate experience and expertise. At a minimum, the local board may designate each of the following:

- (i) A standing committee to provide information and assist with operational and other issues relating to the one-stop delivery system, which may include as members, representatives of the one-stop partners.
- (ii) A standing committee to provide information and to assist with planning, operational, and other issues relating to provision of services to youth, which shall include community-based organizations with a demonstrated record of success in serving eligible youth.
- (iii) A standing committee to provide information and to assist with operational and other issues relating to the provision of services to individuals with disabilities, including issues relating to compliance with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding providing programmatic and physical access to the services, programs, and activities of the one-stop delivery system, as well as appropriate training for staff on providing supports for or accommodations to, and finding employment opportunities for, individuals with disabilities.

- 
- (iv) Additional committees - The local board may designate additional committees in addition to the standing committees specified in subparagraph (i-iii) above.
  - (v) Designation of entity - Nothing in this paragraph shall be construed to prohibit the designation of an existing (as of the date of enactment of this Act) entity, such as an effective youth council, to fulfill the requirements of this paragraph as long as the entity meets the requirements of this paragraph.

#### **IX. STAFF AND CONSULTANTS**

The Board may utilize the staff of the Fiscal Agent to carry out its functions, and may also employ such outside attorneys, accountants, or consultants as it may consider necessary.

#### **X. AMENDMENTS**

Amendments to these By-Laws shall be proposed at one meeting and voted on at the next meeting. These By-Laws may be amended at any meeting where a quorum exists, with two-thirds of those present, voting in the affirmative, and upon receipt of the concurrence of the LEO Board within thirty days thereafter. These By-Laws will also be deemed to be amended whenever necessary to conform to any applicable provision of state or federal law.

#### **XI. PARLIAMENTARY AUTHORITY**

The rules contained in the current edition of Roberts Rules of order shall govern the Board to the extent that they are not inconsistent with these By-Laws.

#### **XII. CONFLICT OF INTEREST**

Members of the Board, the Executive Committee, or any other committee or council established hereby are subject to the conflicts of interest provisions of the Ethics in Government law, Miss. Code Ann. Sec. 25-4-101 et seq.

**Delta Local Area Workforce  
Appendix E**

Local Area Certification Regarding Debarment

**CERTIFICATION REGARDING  
DEBARMENT, SUSPENSION, INELIGIBILITY AND VOLUNTARY EXCLUSION  
LOWER TIER COVERED TRANSACTIONS**

This certification is required by the regulations implementing Executive Order 12552, Debarment and Suspension, 29 CFR Part 98, Section 98.510, Applicants' responsibilities. The regulations were published as Part VII of the May 26, 1988 Federal Register (pages 19160-19211).

**(BEFORE COMPLETING CERTIFICATION, READ ATTACHED INSTRUCTIONS  
WHICH ARE AN INTEGRAL PART OF THE CERTIFICATION)**

(1) The prospective recipient of Federal assistance funds certifies, by submission of this proposal, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.

(2) Where the prospective recipient of Federal assistance funds is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

                     
Name and Title of Authorized Representative

7k,,Jel

Signature

Date

1. By signing and submitting this proposal, the prospective recipient of Federal assistance funds is providing the certification as set out below.

2. The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective recipient of Federal assistance funds knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the Department of Labor (DOL) may pursue available remedies, including suspension and/or debarment.

3. The prospective recipient of Federal assistance funds shall provide immediate written notice to the person to which this proposal is submitted if at any time the prospective recipient of Federal assistance funds learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.

4. The terms "covered transaction," "debarred," "suspended," "ineligible," "lower tier covered transaction," "participant," "person," "primary covered transaction," "principal," "proposal," and "voluntarily excluded," as used in this clause, have the meanings set out in the Definitions and Coverage



sections of rules implementing Executive Order 12552. You may contact the person to which this proposal is submitted for assistance in obtaining a copy of those regulations.

5. The prospective recipient of Federal assistance funds agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the DOL.

6. The prospective recipient of Federal assistance funds further agrees by submitting this proposal that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.

7. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to check the List of Parties Excluded from Procurement or Non-procurement Programs.

8. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

9. Except for transactions authorized under paragraph 5 of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the DOL may pursue available remedies, including suspension and/or debarment.

**Delta Local Area Workforce  
Appendix F**

Local Area Signatory Submission Page

# Delta Workforce Development Area WIOA Local Area Plan Approval Certification

Appendix F

|  |  |
|--|--|
| <p style="text-align: center;"><b>The Local Chief Elected Official Approved</b></p> <p style="text-align: center;">This Plan on _____</p> <hr style="border: 0; border-top: 1px solid black; margin-top: 20px;"/> <p style="display: flex; justify-content: space-between;"> <span>Signature<br/>DWDA Chief Elected Official</span> <span>Date</span> </p>                                   | <p style="text-align: center;"><b>Local Chief Elected Official Mailing Address</b></p> <p>Mr. Samuel Matthews<br/> Street Address: 71 Hunt Street<br/> Mailing Address: 71 Hunt Street<br/> Rolling Fork, MS 39159<br/> Phone: 662-335-6889<br/> Fax: 662-378-3834</p>   |
| <p style="text-align: center;"><b>The Local Workforce Development Board Approved</b></p> <p style="text-align: center;">This Plan on .....</p> <hr style="border: 0; border-top: 1px solid black; margin-top: 20px;"/> <p style="display: flex; justify-content: space-between;"> <span>Signature<br/>DWDA Board Chairman</span> <span>Date</span> </p>                                      | <p style="text-align: center;"><b>Local Workforce Board Mailing Address</b></p> <p><b>SDPDD</b><br/> <b>Attn: Delta WDB</b><br/> <b>1427 S. Main Street, Suite 147</b><br/> <b>PO Box 1776</b><br/> <b>Greenville, MS 38702</b><br/> <b>Phone: 662-378-3831</b><br/> <b>Fax: 662-378-3834</b><br/> <b>Email: mwoods@sdpdd.com</b></p>      |
| <p style="text-align: center;"><b>Signature for Local Grant Recipient/Fiscal Agent</b></p> <div style="display: flex; align-items: center; margin-top: 20px;"> <div style="border-top: 1px solid black; width: 100%;"></div> </div> <p style="display: flex; justify-content: space-between; margin-top: 5px;"> <span>Thomas L. Goodwin<br/>Executive Director</span> <span>Date</span> </p> | <p style="text-align: center;"><b>Local Grant Recipient/Fiscal Agent Address</b></p> <p><b>SDPDD</b><br/> <b>Attn: Delta WDB</b><br/> <b>1427 S. Main Street, Suite 147</b><br/> <b>PO Box 1776</b><br/> <b>Greenville, MS 38702</b><br/> <b>Phone: 662-378-3831</b><br/> <b>Fax: 662-378-3834</b><br/> <b>Email: mwoods@sdpdd.com</b></p> |

**Delta Local Area Workforce  
Appendix G**

Local Area WIN Job Center Memorandum of Understanding

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE DELTA WORKFORCE DEVELOPMENT BOARD  
AND  
WIOA ONE-STOP SYSTEM PARTNERS**

**I. Introduction**

The purpose of this Memorandum of Understanding (MOU) is to establish the design framework and partnerships of the Delta Workforce Development Area (DWDA) One Stop Delivery System, hereafter referred to as the System. As required by the Workforce Innovation and Opportunity Act (WIOA) and consistent with the State of Mississippi Unified Plan, the intent is to create and foster an atmosphere of cooperation and collaboration among Partners. This MOU is between the DWDA Local Workforce Development Board (LWDB) and the WIOA One-Stop System Partners and establishes roles and responsibilities for all Partners. Counties in the DWDA include: Bolivar, Carroll, Coahoma, Holmes, Humphreys, Issaquena, Leflore, Panola, Quitman, Sharkey, Sunflower, Tallahatchie, Tunica and Washington.

A list of Partners and the applicable programs is found in section IV of this MOU. This MOU establishes guidelines for the Partners designed to support the development and maintenance of cooperative working relationships. It describes:

- The services to be provided through the System, and the manner in which the services will be coordinated and delivered through the System.
- Methods to ensure that the needs of job seekers, including youth and individuals with disabilities, are addressed and met in the provision of necessary and appropriate services.
- Strategic Vision and Goals
- The System
- Partner Programs and Services
- WIN Job Centers and Partner Service Provision
- One-Stop Partner Cost Sharing, including infrastructure and services
- One-Stop Partner Referral Process.
- Effective period of the MOU and procedures for the review and appropriate modification of the MOU.
- Certification

**II. Strategic Vision and Goals**

The goal of the System is to bring together workforce development, educational, and other workforce-related services in a seamless, customer-focused service delivery network that enhances access to the programs' services to assist individuals in obtaining suitable employment, enable employers to obtain qualified employees, and improve the long term employment outcomes for DWDA citizens.

In meeting this goal, the Partners will work cooperatively to identify barriers, eliminate duplication of services, reduce service costs, align technology and data systems, enhance participation and performance of customers served through the System and improve customer satisfaction. The System will consist of Partners administering separately funded programs as a set of integrated streamlined services to both employer and job seeker customers.

### III. The System

1. It will focus equally on both job seeker and employer customers.
2. Partners will make their workforce-related programs and services available through the System.
3. Partners will use a portion of the funds made available to them to work collaboratively to establish and maintain the System including the WIN Job Center infrastructure (reasonable cost allocation based on the proportion of relative individual program/client benefit).
4. Partner services will be available electronically to the extent possible in addition to being available at physical sites.
5. Partners will utilize a centralized referral system to provide customers access to the programs or activities of the System.
6. Partners will provide the LWDB updates to programs, performance, or other notable items upon request for the purpose of enabling the LWDB to coordinate services, develop and align policy, or obtain a best practice for the betterment of the system.

### IV. DWDA Partner Programs and Services

Parties to the MOU include the One-Stop Partners listed below. As required by WIOA, all Partners will participate in the System in the DWDA, be Partners to this MOU and will abide by the terms prescribed herein and by all applicable Federal, State, and Local rules, plans, and policies as applicable and as authorized under the Partner's program(s) and in keeping with the Federal guidelines.

| <b>Agenc:y/Organization</b>   | <b>Program</b>   |
|---|--|
| The Delta Local Workforce Development Board & Chief Elected Official  | * WIOA Title I Adult, Dislocated Worker, and Youth Services  |
| Mississippi Department of Employment Security (MOES)  | * Wagner-Peyser Act Program (Wagner-Peyser Act, as amended by WIOA Title III)                                    |
|   | * Trade Adjustment Assistance for Workers Program (authorized under Title II-Chapter 2 of the Trade Act of 1974) |
|   | * Jobs for Veterans State Grants Program (authorized under Chapter 41 of Title 38 United States Code)            |
|   | * Unemployment Insurance Programs (authorized under state unemployment compensation laws)                        |
| Coahoma Community College (CCC)<br>Holmes Community College (HCC)<br>MS Delta Community College (MDCC)<br>Northwest MS Community College (NWCC) | * Adult Education & Family Literacy Act Program (WIOA Title II)  |
| MS Dept. of Rehabilitation Services (MDRS)  | * Vocational Rehabilitation Program (Title I of the Rehabilitation Act of 1973, as amended by WIOA Title IV)     |
| MS Dept. of Human Services (MOHS)   | * Temporary Assistance for Needy Families (TANF)   |
| South Delta Planning and Development District   | Senior Community Services Employment Program   |
| MS Delta Council for Farmworkers  | Farmworkers Programs   |

## V. WIN Job Centers and Partner Service Provision

Currently, there are seven WIN Job Centers located throughout the DWDA local workforce area as seen in the chart below. MOES, the current Operator, is also a primary provider of services in the Centers, operating most Title I (Youth, Adult and Dislocated Worker) and Title III (Wagner Peyser) programs.

| LOCATION OF WIN JOB CENTER    | TYPE OF WIN JOB CENTER |
|-------------------------------|------------------------|
| Batesville, Panola County     | Affiliate              |
| Clarksdale, Coahoma County    | Affiliate              |
| Cleveland, Bolivar County     | Affiliate              |
| Greenville, Washinoton County | Comprehensive          |
| Greenwood, Leflore County     | Affiliate              |
| Indianola, Sunflower County   | Affiliate              |
| Lexinoton, Holmes County      | Affiliate, part-time   |

Partner services will be provided directly through a network of comprehensive, affiliate and Partner sites. In addition to the comprehensive, affiliate and Partner sites, job seekers and employers can access services electronically at any time at [www.mdes.ms.gov](http://www.mdes.ms.gov).

Services will be provided through the OESS system to ensure that the needs of workers, youth and individuals with barriers to employment, including individuals with disabilities, will be met. This includes access to services, technology and materials that are available through the one-stop system.

A minimum of one Comprehensive WIN Job Center in the DWDA Local Area will physically house all one-stop partners. A minimum of one staff member from each of the one-stop partners will be co-located in the Comprehensive Center in accordance with Mississippi's Unified State Plan.

The Affiliate WIN Job Centers will include staff from at least two of the One-Stop Partners and will provide the core services that meet the needs of the local communities while maintaining a direct lifeline to the Comprehensive WIN Job Center. Individuals needing One-Stop Partner services that are not co-located at the Affiliate WIN Job Center will have access to such services through the referral process described in Section VII.

## VI. One-Stop Partner Cost Sharing

Each WIN Job Center will have a cost-sharing agreement which describes how Partners will contribute to the infrastructure cost of the Center, including, but not limited to, the cost of the resource room, facility rent, utilities, and maintenance of shared equipment and facilities. The WIN Job Center Operator, working in coordination with the DWDB, is responsible for developing and maintaining the cost-sharing agreement for each Center. Each cost-sharing agreement will be reviewed annually and appropriate modifications executed. Costs for career and training services for customers who are determined to be best served by and eligible for a Partner's services or programs will be borne by the Partner that is authorized to deliver the service and for which they are funded. Cost sharing agreements will be developed in accordance with 2 CFR Part 200.

## VII. One-Stop Partner Referral Process

All One-Stop Partners will use the HUB system in OESS so that referrals from all one-stop partners can be managed effectively and efficiently. Each one-stop partner will be responsible for providing the applicable career services that are authorized to be provided under each Partner's program. Career services are listed in 134 (c)(2) of WIOA.

## **VI. MOU Term and Modification**

The term of this MOU is July 1, 2016 through June 30, 2019 and will remain in full force and effect unless either party desires to amend the content in writing. This MOU will be reviewed not less than every three years and if substantial changes have occurred, it will be revised to ensure appropriate funding and service delivery. This MOU may be modified as needed based on the Delta Local Workforce Board and Chief Elected Official's modification of the One-Stop Delivery System in the DWDA. This MOU may also be modified by mutual consent of all parties using the same process and procedures as this original MOU.

## **VII. Certification**

By signing this MOU, all parties agree that the provisions contained herein are subject to all applicable Federal, State and Local laws, regulations, and/or guidelines relating to nondiscrimination, equal opportunity, displacement, privacy rights of participants, and maintenance of records and other confidential information related to system customers.

This MOU is entered into by and between the partners for the operation of the system, including the coordination of service delivery and the sharing of infrastructure costs, for the Delta Workforce Development Area.

By signatures affixed to this agreement, the partners to this MOU agree to work collaboratively to carry out the provisions of this MOU and the Delta Workforce Development Local Area Plan.



DELTA WORKFORCE DEVELOPMENT AREA BOARD

           "Bunky" Butler  
Chairman

Dar,

DELTA WORKFORCE DEVELOPMENT AREA LOCAL ELECTED OFFICIALS BOARD

*J*  
\_\_\_\_\_  
Samuel Matiews  
Chairman

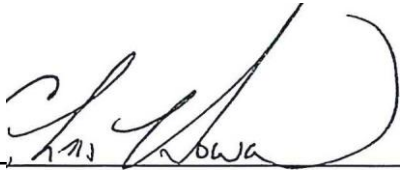
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Date

MISSISSIPPI DEPARTMENT OF EMPLOYMENT SECURITY

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Executive Director

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**MISSISSIPPI DEPARTMENT OF REHABILITATION SERVICES**

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Mr. Chris Howard  
Executive Director

A handwritten date "8/1/12" written in black ink over a horizontal line.

Date

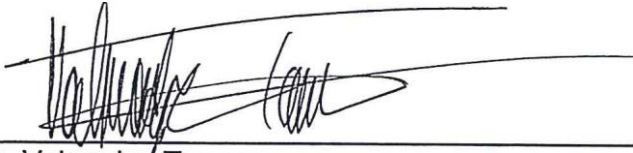
MISSISSIPPI DEPARTMENT OF HUMAN SERVICES

  
Mr. John Davis  
Executive Director

*ii 16)r*

Date

**COAHOMA COMMUNITY COLLEGE**

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Dr. Valmadge Towner  
President

07-22:-rh

Date

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HOLMES COMMUNITY COLLEGE

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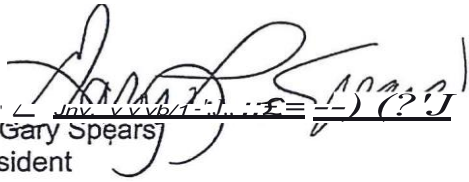
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MISSISSIPPI DELTA COMMUNITY COLLEGE

Dr. La  
President

*7/rz /;6*

NORTHWEST MISSISSIPPI COMMUNITY COLLEGE

  
Dr. Gary Spears  
President

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Date



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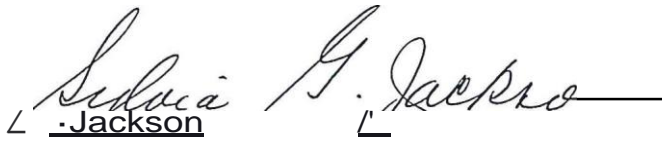
C  
Program Coordinator

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Date .,- • \_\_\_\_\_

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM - SDPDD

  
L Silvia G. Jackson L

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SENIOR COMMUNITY SERVICES EMPLOYMENT PROGRAM - NDPDD

**Jamb:t KJ**  
Executive Director

12/21/17  
Date

**FINCH-HENRY JOB CORPS CENTER**



**2-21-18**

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Cordelia Smith  
Director

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Date

MS DELTA COUNCIL FOR FARMWORKERS

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D06 Green  
Executive Director

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Date'

**Delta Local Area Workforce  
Appendix H**

Local Area WIN Job Centers

# WIN Job Center Locations

Helping Mississippians Get Jobs



MISSISSIPPI DEPARTMENT OF ECONOMIC DEVELOPMENT

[mdes.ms.gov](http://mdes.ms.gov) 888.844.3577

**Delta**  
Local Workforce  
Development Area

**Southcentral**  
Local Workforce  
Development Area

**Mississippi  
Partnership**  
Local Workforce  
Development Area



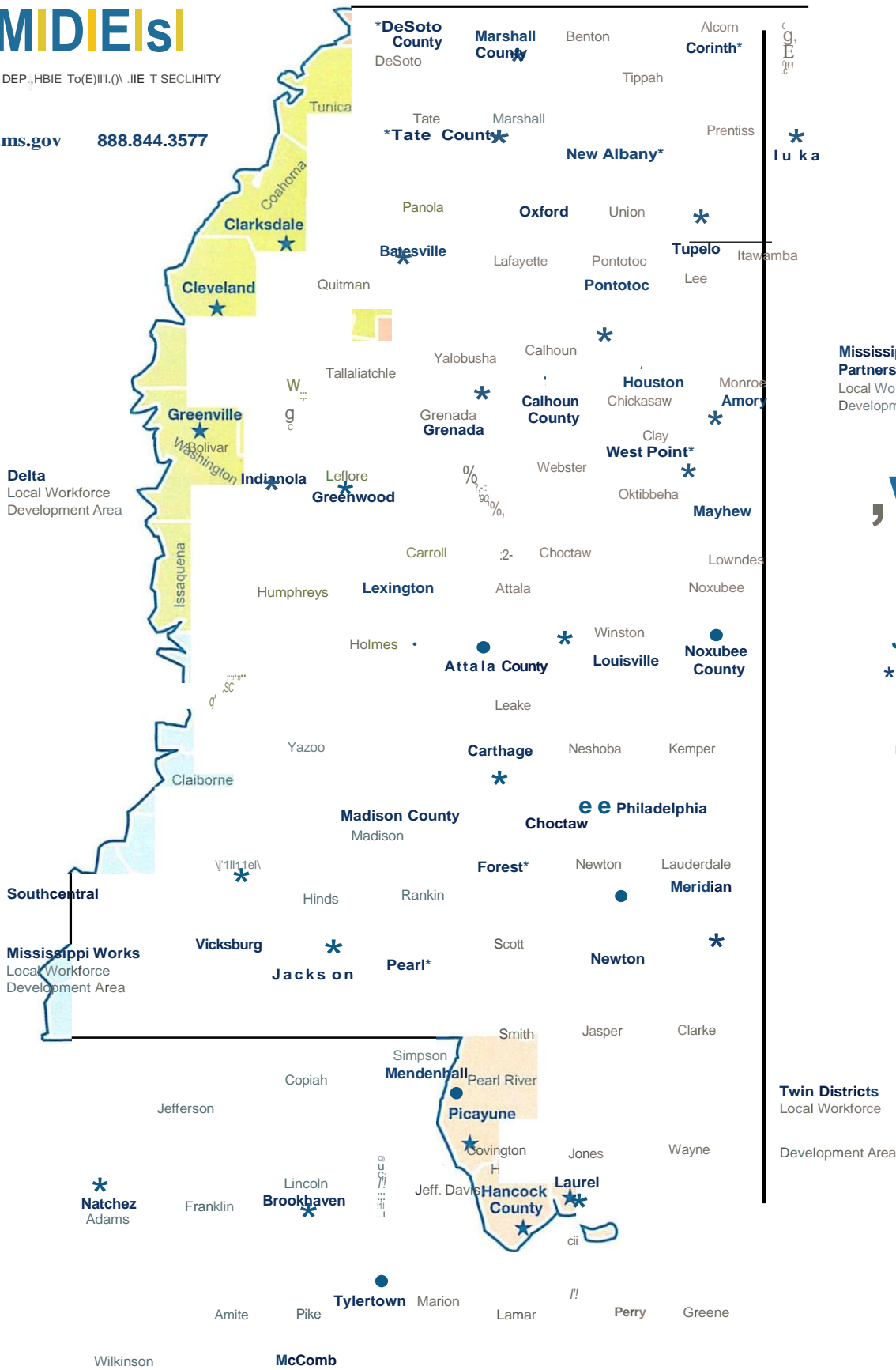
**Job Center**

\* Full-Time  
WIN Job Centers

† Part-Time

WIN Job Centers

**Twin Districts**  
Local Workforce  
Development Area





Columbia

Walthall

Hattiesburg



George

Stone

Jackson

Harrison

ancock Gulfport

Pascagoula

t



# American Job Center

An equal-opportunity employer and program, MOES 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



# WIN Job Center Locations

---

**Amory**

662-256-2618 and  
662-256-5617  
1619 Highland Drive  
P.O. Box 415  
Amory, MS 38821-0415

**Attala County**

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

**Batesville**

662-360-1236  
103 Woodland Road #16  
P.O. Box 1511  
Batesville, MS 38606-1511

**Brookhaven**

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

**Calhoun County**

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

**Carthage**

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

**Choctaw, MS**

601-663-7722  
266 Industrial Road  
Choctaw, MS 39350

**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

**Corinth**

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

**Desoto County**

662-280-6218  
NWCC Desoto Campus  
WIN Job Center Room # 300-L

**Forest**

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

**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

**Grenada**

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

**Gulfport**

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

**Hancock County**

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

**Hattiesburg**

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

**Houston**

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

**Indianola**

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

**Iuka**

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

**Jackson**

601-446-3296 or 601-446-3549  
5959 1-55 N, Frontage Road,  
Suite C  
Jackson, MS 39213

**Laurel**

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

**Lexington**

662-834-2426  
303 Yazoo Street  
Lexington, MS 39095

**Louisville**

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

**Madison County**

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

**Marshall County Workforce Training Center**

662-851-4190, 662-851-4191,  
& 662-851-4192  
4700 Cayce Road  
Byhalia, MS 38611

**Mayhew**

662-243-1751  
8731 South Frontage Rd  
Mayhew, MS 39753

**McComb**

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

**Mendenhall**

601-847-1322  
150 W. Court Ave.  
Mendenhall, MS 39114-3550

**Meridian**

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

**Natchez**

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

**Noxubee County**

662-726-5220  
198 Washington Street  
Macon, MS 39341

**New Albany**

662-407-1226  
301 North St.  
New Albany, MS 38652

**Newton**

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

**Oxford**

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

**Pascagoula**

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

**Pearl**

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

**Philadelphia**

601-389-3431  
1016 Saxon Airport Road  
Philadelphia, MS 39350

**Picayune**

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

**Pontotoc**

662-407-1226  
316 Coffee Street  
Pontotoc, MS 38863

**Tate County**

662-562-3351  
NW Com1;1unity College  
4975 Highway 51 N  
Senatobia, MS 38668

**Tupelo,**

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

**Tylertown**

601-222-2161  
200 Ball Ave., Courthouse  
Tylertown, MS 39667-2170

**Vicksburg**

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

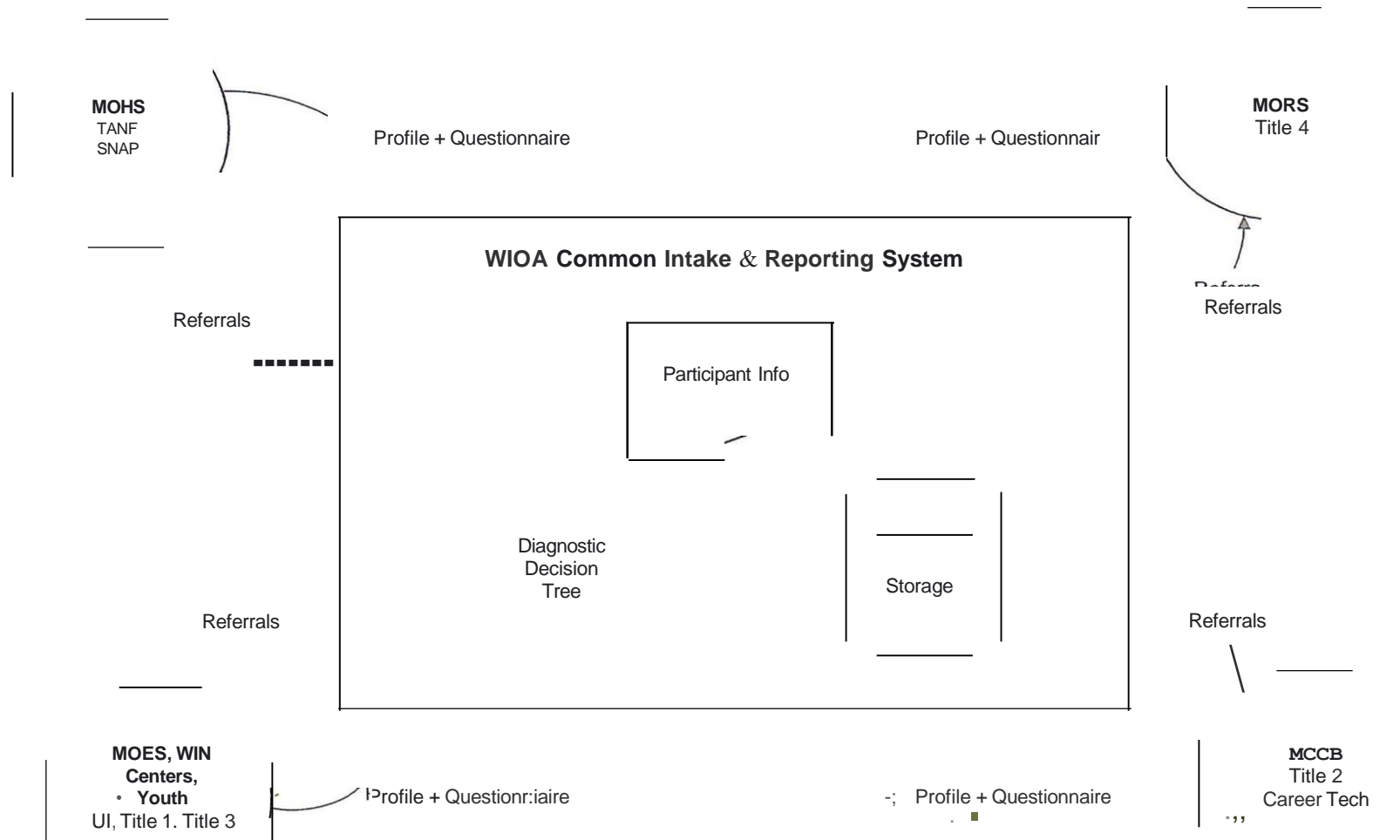
**West P int**

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

**Delta Local Area Workforce  
Appendix I**

Local Area Services Flow Chart

# The Mississippi Combined Partner "No Wrong Door" Flow Chart



# The Mississippi Model: Mississippi Works Smart Stain: Career Pathway

