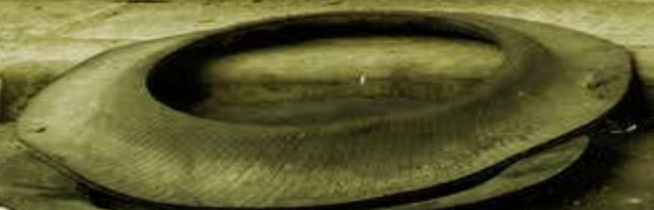


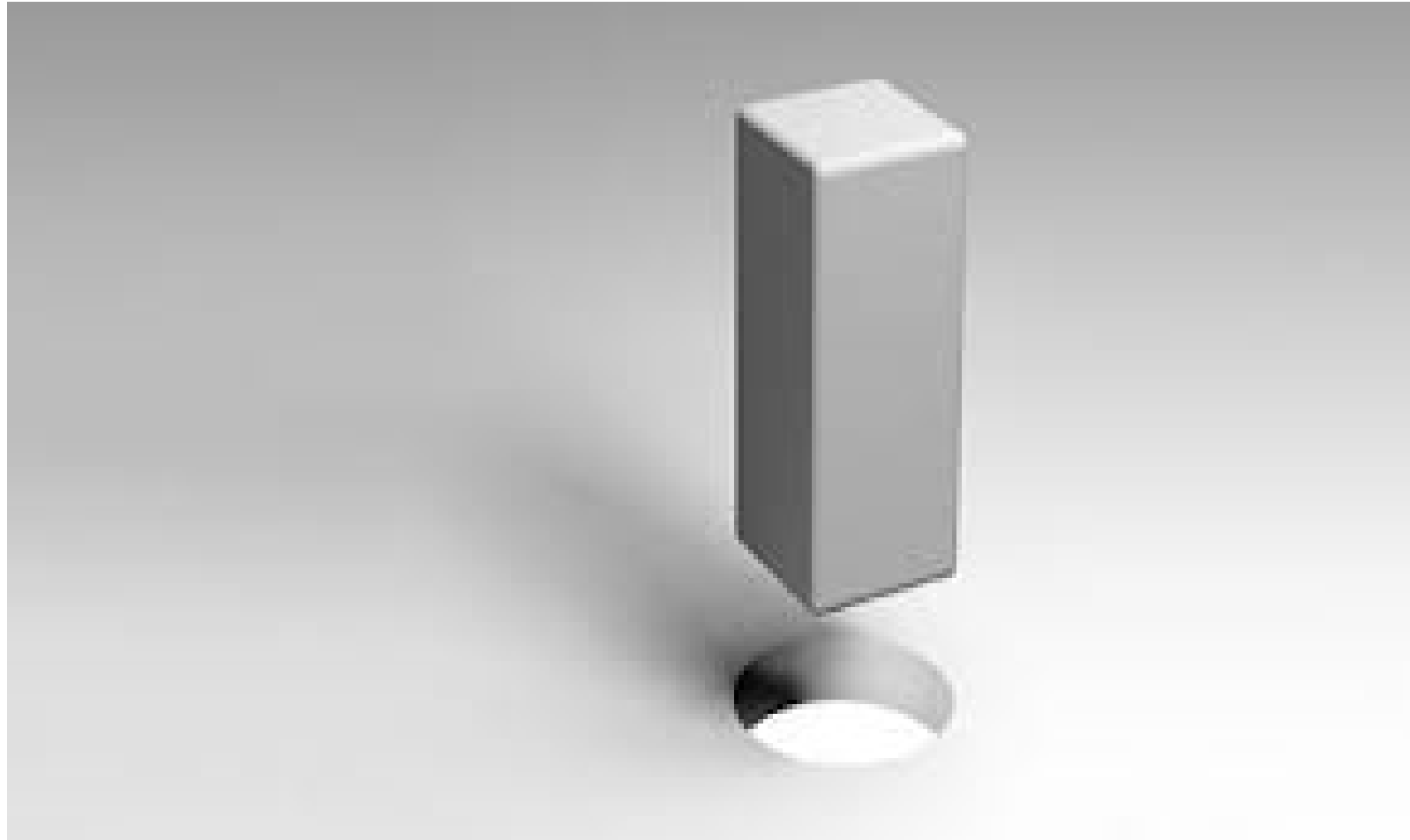
BARON

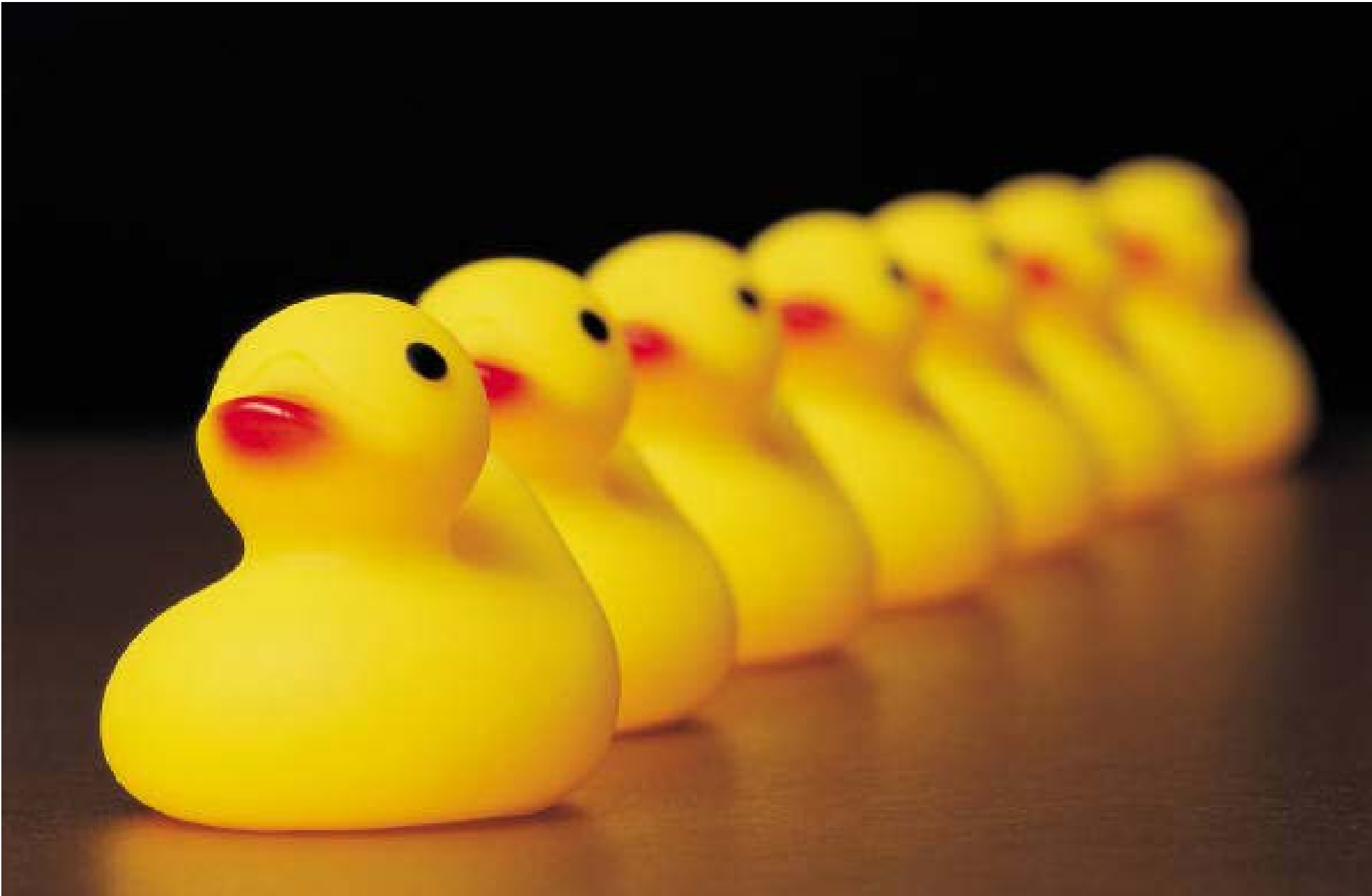
THINK

Think Often

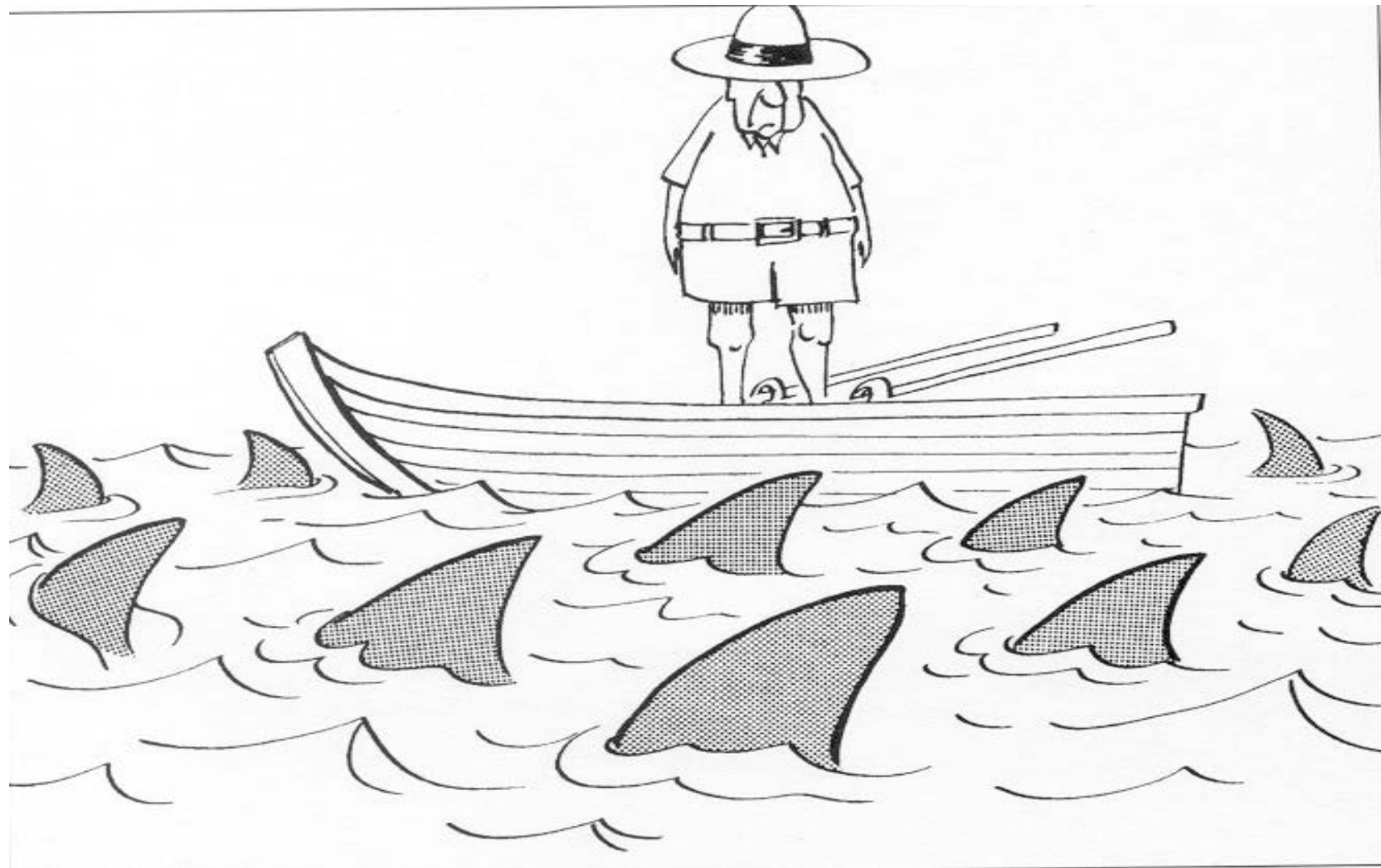


INNOVATION





If you want to walk on water...
you have got to get out of the boat.



Who is Involved with WIOA?

- Leadership
 - Office of Governor Phil Bryant
 - State Workforce Investment Board (SWIB)
- Core Partners
 - Mississippi Department of Employment Security
 - Mississippi Department of Rehabilitation Services
 - Mississippi Department of Human Services
 - Mississippi Community College Board
- Strategic Partners:
 - Mississippi Department of Education
 - Mississippi Development Authority
 - Mississippi Department of Corrections
 - Local Workforce Boards
- Stakeholders
 - General Public
 - Business Community
 - Workforce and Economic Development Partners
 - Postsecondary Education



Mississippi's Plan: Strategic Vision

- Provide every Mississippian the opportunity to be work- or career-ready and to secure his or her dream job right here at home.
- Create a workforce ecosystem where all parts are connected and line up to achieve common goals.
- Develop a career pathway model that integrates programs and improves efficiency in service delivery across partners, with particular focus on individuals with barriers to employment.
- Strategically align programs with current and emerging high demand sectors.

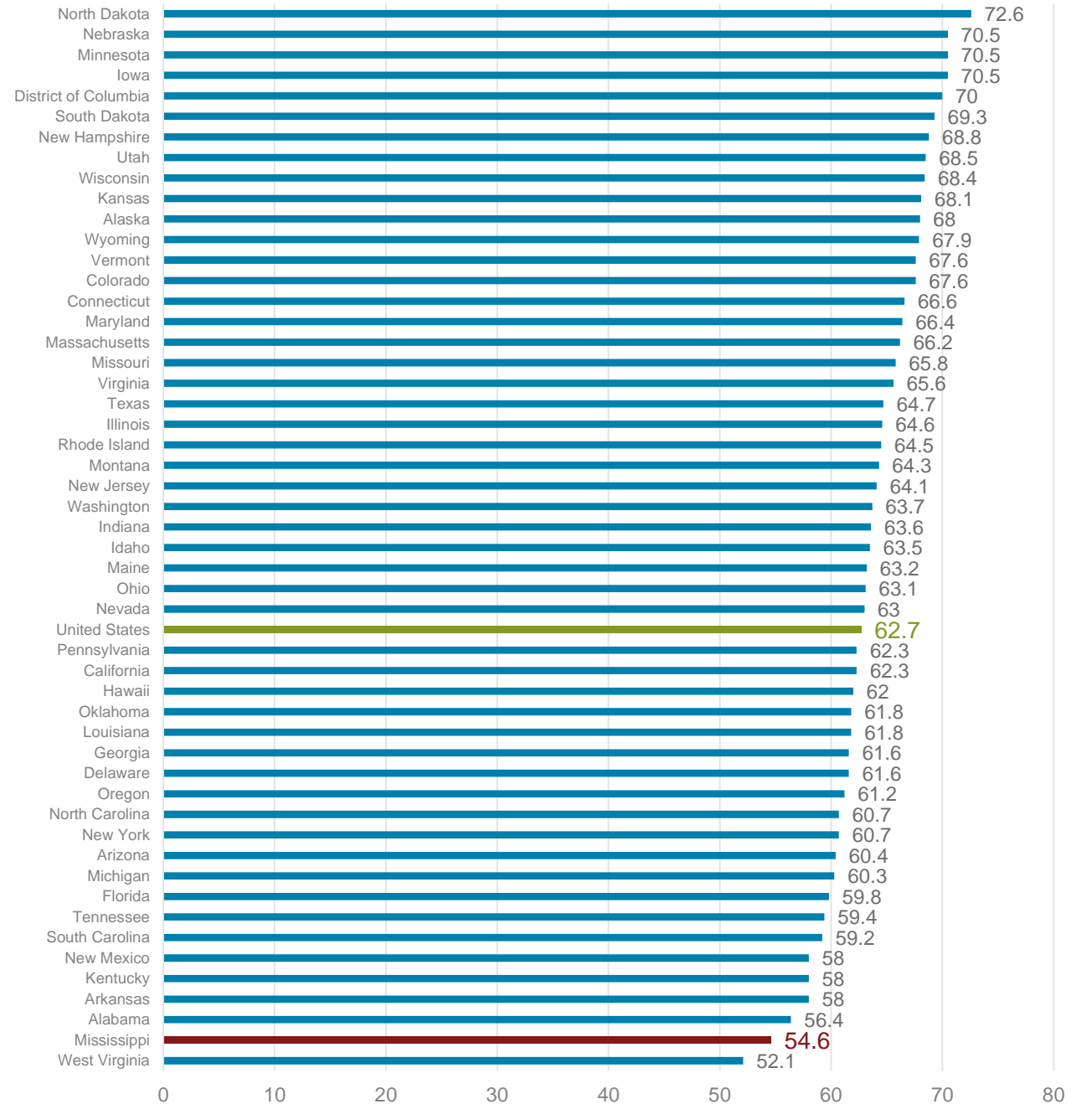


Establishing the Baseline: Good Workforce News for Mississippi

- Decline of unemployment rate from 10.6% in 2010 to 6.7% in May of 2015.
- Decline of underemployment from 17.6% in 2010 to 13.4% in 2015.
- Over 2,100 new businesses established in the last two years.
- Advanced Manufacturing has emerged as the biggest job creator, with over 21,000 openings in 2014 alone.

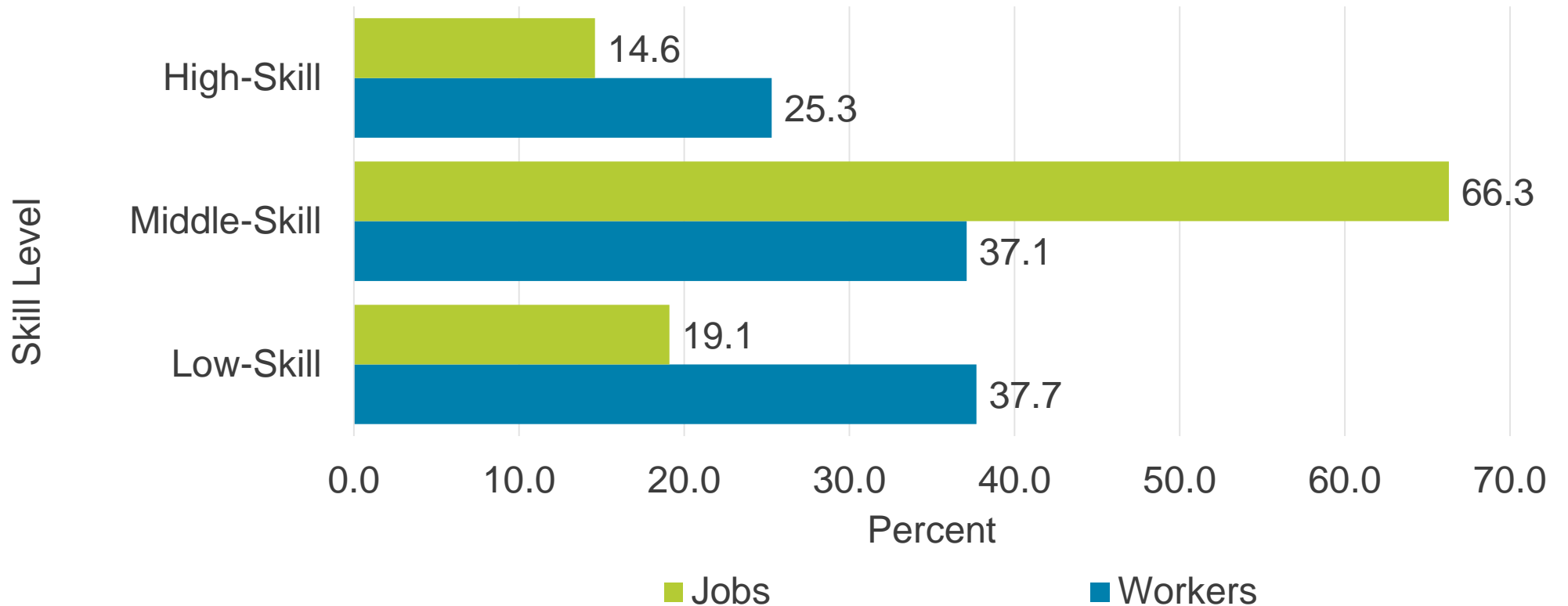
Establishing the Baseline: Workforce Participation Challenges

● Workforce participation rate: 55%



Establishing the Baseline: Middle-Skills Gap

- Middle Skill jobs require more than a high school diploma but less than a four year degree and often require specialized technical skills.



Source: American Community Survey, 2015; Bureau of Labor Statistics, 2015.



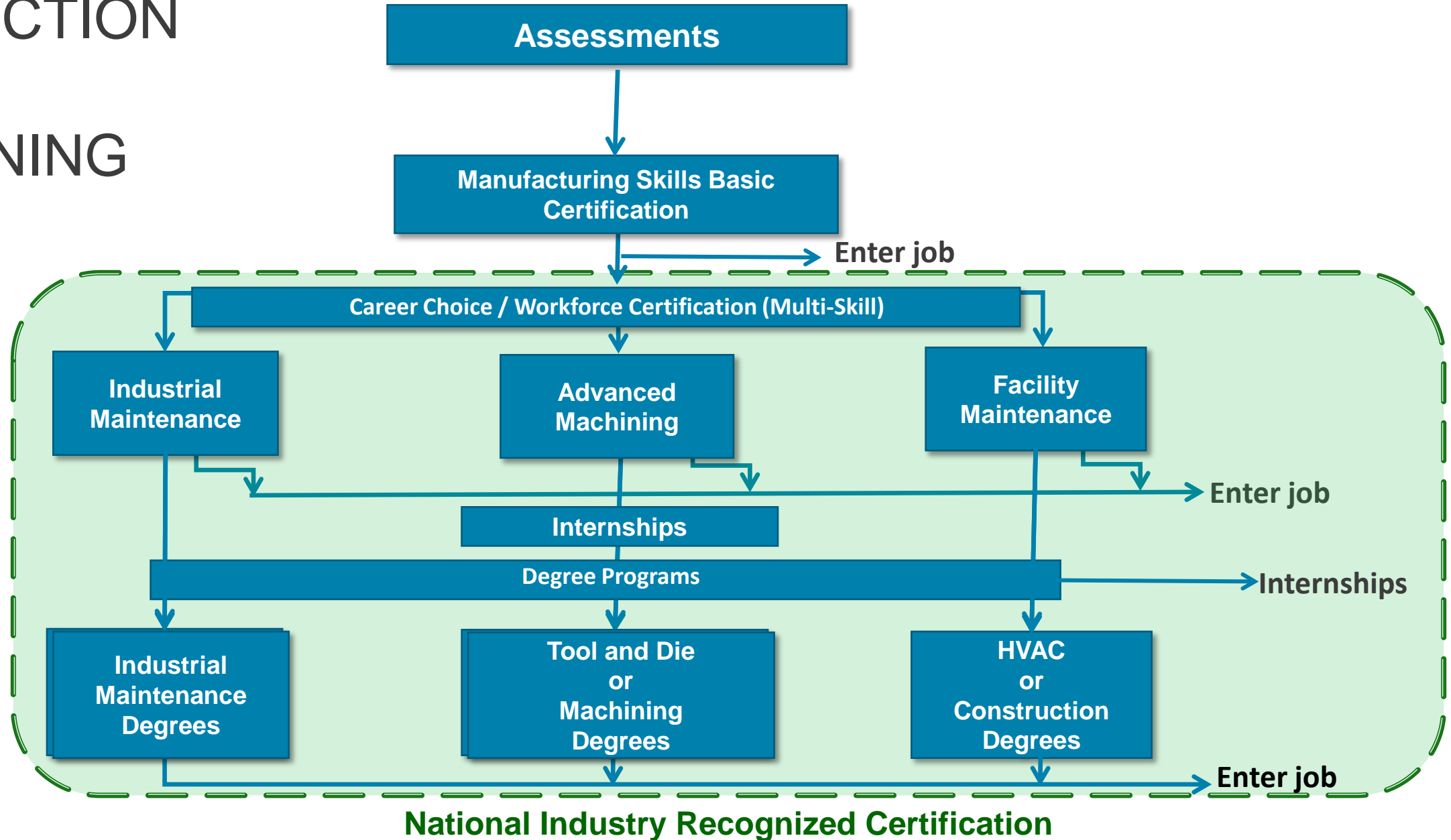
Establishing the Baseline: In-Demand Sectors

- Emerging Industries
 - Advanced Manufacturing
 - Healthcare Support
 - Tourism
- Established and Growing Industries
 - Wholesale/Retail Trade
 - Healthcare
 - Social Assistance
 - Manufacturing

Establishing the Baseline: Middle-Skills Gap in In-Demand Sectors

Sector	2014 Supply	2014 Demand	Gap
Advanced Manufacturing	898	2,529	1,631
Healthcare Support	601	751	150
Tourism	350	11,479	11,129
Established Sectors	1,126	14,016	12,890
Total	2,975	28,775	25,800

SELECTION AND TRAINING





The Mississippi Model: Mississippi Works Smart Start Career Pathway

3 Career Pathways: Completion with a Purpose

- “Smart Class” Pathway

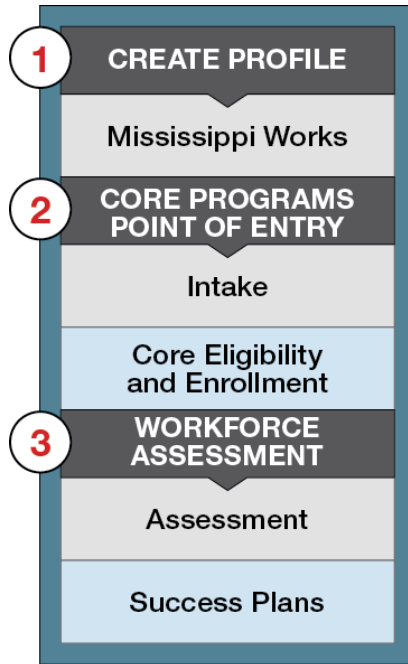
Participants requiring the most intensive assistance to become job- ready will be referred to the Smart Class Pathway. The Smart Class Pathway is a course of study focusing on essential skills needed to become work- or career-ready in middle-skill.

- Career / Technical Pathway

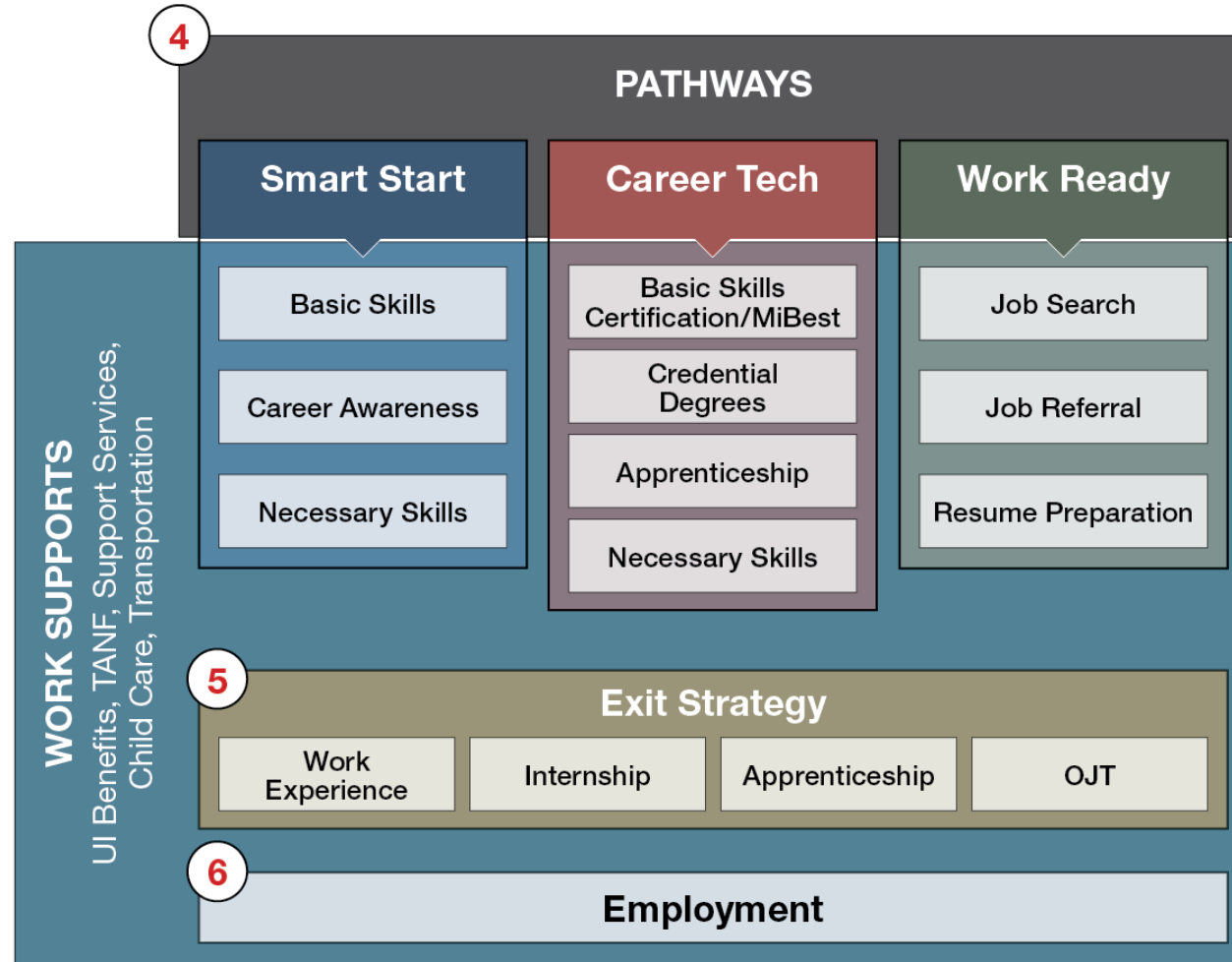
Designed to provide technical and career training and education in high-demand job skills or specific job skills that fit the current or future needs of local labor markets.

- Work Ready Pathway

Designed for individuals who possess both basic skills and a level of academic and/or technical skill that place them in a position to enter directly into the workforce.



The Mississippi Model: Mississippi Works Smart Start Career Pathway



What does a “qualified” person look like?

WorkKeys[®]



Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic

Skill Area	Median Skill Level	Minimum Skill Level	Maximum Skill Level	Number of Profiles
Applied Mathematics	4	3	6	54
Reading for Information	4	3	6	49
Locating Information	4	3	5	53

Legend:

- <3 NO CREDENTIAL
- 3 BRONZE
- 4 SILVER
- 5 GOLD
- 6 PLATINUM

CREENTIAL IS AWARDED ON
LOWEST SCORE IN AM, LI, AND RFI

Total tested from 1-1-2012 Thru 1-31-2013					
	No Certificate	Bronze	Gold	Silver	Platinum
Totals	445	660	269	1345	5
Percentage	16%	23%	10%	48%	0%



Implementing the Plan: Physical Infrastructure

- Sector Training Plus Comprehensive Center

Provide access to all of the services represented in the comprehensive centers as well as sector-focused workforce training.

- Comprehensive One-Stop Centers

Physically house the consortium of Combined Plan Partners and provide access to core programs and other services.

- Affiliate One-Stop Centers

Provide the core services that will meet the needs of local areas while maintaining a direct lifeline to the larger comprehensive centers.



Measuring Success: Assessment and Performance Metrics

- WIOA Common Performance Measures: Employment, Job Retention, Credential Attainment, Skill Gains, Income.
- System Dashboards: Provide information on participant progress and education, training, and employment outcomes across all programs.
- Pathway Evaluation: Determine the best pathways to success to inform policies and practices.
- Supply and Demand Analysis: Conduct data analysis to gauge the skill gap.

Even if you are on the right track
you will get run over if you just sit there.

