

Mississippi Development Authority – Training Assistance Synopsis

WIA AND WIN: AN OVERVIEW

The Workforce Investment Act of 1998 established the framework for the Workforce Investment Network (WIN) in Mississippi.

The WIN in Mississippi system includes over 60 WIN Job Centers that are a single source, user-friendly resource for employment and training services for job seekers and businesses.

WIN combines federal, state and community workforce development programs and services and makes them easily accessible at the one-stop WIN Job Centers, or through on-line electronic sites.

WIN consists of locally designed and managed programs that provide customer choice and convenient access to services and information for the business customer seeking qualified workers and the job seekers, as well.

In Program Year 2003, there were six Local Workforce Investment Areas in the state that received Mississippi Development Authority grants to administer various local programs.

The Boards of Supervisors of each area established a Local Workforce Investment Board comprised of local business and public sector representatives.

These boards and local elected officials are responsible for designing local WIN services to meet the needs of the community.

The six Local Workforce Investment Areas have worked diligently to establish their local business-led workforce investment boards and put into place the “bricks and mortar” for the expansion of the system.

The local area boards develop plans that address local needs that are consistent with the Governor’s overall vision for workforce development.

Early in 2004, the Governor introduced and the Legislature passed groundbreaking reforms to the State’s workforce system. The Mississippi Comprehensive Workforce Training and Education Consolidation Act of 2004 consolidated the Mississippi Workforce Development Advisory Council and the State Workforce Investment Board, consolidated the Local Workforce Investment Areas from six into four, provided incentives for the State’s community and junior colleges to become one-stop operators and reorganized the Mississippi Employment Security Commission under the Governor’s Office into the new Department of Employment Security.

WIN PROFESSIONALS AND PARTNERS

The WIN in Mississippi system represents a collaborative effort with private business, local elected officials and local and state public agencies. This collaboration ensures that the needs of local businesses and job seekers are met in the community, through tailored solutions designed to promote workforce development and economic growth.

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WIN in Mississippi Partners*

Mississippi Development Authority
Local Elected Officials
Local Workforce Investment Areas
Mississippi Department of Education
Mississippi Department of Human Services
Mississippi Department of Rehabilitation Services
Mississippi Employment Security Commission
State Board for Community and Junior Colleges

U.S. Department of Housing and Urban Development

*May include other partners in the local areas

STATE WORKFORCE INVESTMENT BOARD

The State Workforce Investment Board is a vital part of the WIN in Mississippi system. The Board membership represents the diverse population of the state, with the Chairman of the Board and a majority of the members representing both small and large businesses.

Other members include representatives of labor, education, local government and community leaders.

This dedicated group of individuals assists the Governor in meeting the federally mandated responsibilities under the Workforce Investment Act and ensures that the vision for an effective workforce development system is realized.

The centerpiece of the WIN in Mississippi system, in terms of services and program delivery, is the network of over sixty WIN Job Centers throughout the state.

These centers provide customers easy access to a variety of services in the areas of employment, education, training, human services and economic development.

Job Search and Placement Assistance

WIN Job Center staff help job seekers create or update résumés, conduct job searches and prepare for job interviews. The staff also provides information on occupations in demand and available job training to help job seekers be more competitive in the job market.

Internet Access for Job Searches and Résumé Posting

Job seekers have access to Internet-connected computers and WIN Job Center staff are available to assist with computer-based job searches.

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Access to Office Equipment: Computer, Fax Machine, Copier

A customer conducting job searches has the use of computers, telephones, fax machines and photocopiers at no cost.

Multi-Level Employment Services

Job seekers accessing services at a WIN Job Center participate in a progression of service levels: core, intensive and training. Basic core services are available to everyone and must be utilized before customers are eligible to progress through the system. More intensive services are available to customers who enroll in WIA and include programs such as: diagnostic testing and evaluation, career counseling, out-of-area job search assistance, basic skills training such as GED, language, math or computer skills and relocation assistance.

Information and Referral to Training

The WIN Job Centers are the customer's entry point to employment services and training programs.

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

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

Adult and dislocated worker training requires the use of an Individual Training Account (ITA) voucher that allows a customer to choose from a list of qualified training providers.

WIN JOB CENTERS WORK WITH BUSINESSES

The WIN Job Centers provide a variety of services and training opportunities to help businesses meet their human resources recruiting, screening and training needs. Unless otherwise stated, services are provided at no cost to businesses and individuals.

Applicant Recruiting

Businesses may list job openings with the WIN Job Center. WIN Job Center staff match experience and capabilities of applicants with the job requirements specified by the employer. The business makes the hiring decision.

Applicant Screening

The WIN Job Center will recruit, assess and screen applicants to meet the specific requirements and qualifications determined by a company.

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Job Fairs

WIN Job Centers can help arrange job fairs to bring employers and workers together.

Labor Certification

Alien Employment Certification guidelines are for businesses unable to recruit specially skilled individuals from local labor markets who want to seek foreign workers to fill company employment needs.

Labor Market Information

The Mississippi Employment Security Commission provides accurate and useful labor market information and economic trend data to assist businesses and organizations in planning workforce needs.

On-the-Job Training

On-the-Job Training (OJT) is designed to help businesses find workers by reimbursing a portion of expenses incurred during the initial training process. The WIN Job Center reimburses a company up to one-half the cost of training eligible workers through OJT. The amount received is based on the trainee's wage at hire date. The amount available to be reimbursed depends upon the intensity of the skills required for the position and usually ranges from 160 hours to 1,040 hours per employee. Upon completion of the training, the company may be eligible for the federal Work Opportunity Tax Credit.

COST: The company is reimbursed up to 50% of salaries/wages paid to the trainee during training period.

LIMIT: Up to 50% of the company's total projected labor per year. Funds available may be limited.

Tax Credits

The Work Opportunity Tax Credit (WOTC) offers businesses a federal tax savings of up to \$2,400 per person for hiring an individual who qualifies under a specific target group.

Trade Adjustment Assistance (TAA)

Trade Adjustment Assistance (TAA) is available to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports or because production has been shifted out of this country.

Trade Act petitions can be secured from the local WIN Job Center to assist employers impacted by foreign competition. TAA also covers those who are threatened with a job loss or reduced work hours for those reasons. Available assistance includes certification application assistance, training funds and/or unemployment insurance benefits.

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Dislocated Worker Assistance

A customized package of services can be developed for affected employees who are about to be laid off. State Rapid Response staff and the WIN Job Center can arrange on-site unemployment insurance claims application. Other services and reemployment and retraining assistance may also be provided.

Unemployment Insurance Taxes

WIN Job Center staff can answer questions related to unemployment insurance taxes, payments and benefits.

Veterans' Services

The WIN Job Centers offer information and services for individuals who have served in the armed services.

Resource Centers

Resource Centers in the WIN Job Centers are equipped with personal computers offering Internet access, fax machines, copiers, résumé preparation tools, personal assessment tools and other resources. Resource Centers are available to job seekers and employers.

WIN JOB CENTERS WORK WITH COMMUNITY AND JUNIOR COLLEGES

The State's fifteen Community and Junior Colleges supply training to new and existing businesses to provide skills to a new and changing workforce.

Pre-Employment Training

This pre-hire training is customized to meet the company's needs. It may be used to screen and assess applicants. Training time is based on the company's needs.

COST: None

LIMIT: None

Customized Training

This training is designed to meet specific needs of the company and includes, but is not limited to: management skills, leadership, team building, maintenance, robotics, OSHA, safety, Kittia, ProE, quality, and lean manufacturing.

COST: Shared costs – Minimum reimbursement is \$25/hour. Maximum reimbursement is dependent on the complexity of training.

LIMIT: None

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Satellite Seminar/CCN Training

Interactive video seminars and training are customized to meet the company's needs.

COST: Shared costs – at little or no cost to the company.

LIMIT: None

On-Line Workforce Training

Such as MindLeaders, PRIMEDIA, and PRIMEed soft-skill and IT packages.

COST: The company is reimbursed upon successful completion at 50% to 75% of the total cost of the training.

LIMIT: None

Curriculum Development

The community and junior colleges will develop training curriculum to meet the company's needs.

COST: None

LIMIT: None

Instructional Training Aids

The community and junior colleges will develop manuals, training videos, CDs and other training materials to meet the company's needs.

COST: None

LIMIT: None

Train-the-Trainer

In-State and Out-of-State –

The company is reimbursed travel cost at the prescribed state rate of \$50/night for hotel, \$30/day for meals.

COST: The company pays travel expenses in excess of prescribed rate.

LIMIT: Four consecutive weeks per person per production training area. Car rental, gas and telephone costs are not reimbursed. \$10,000 per year maximum

International –

The company is reimbursed airfare only – 7-day advanced purchase coach fare.

COST: The company pays costs other than allowable airfare.

LIMIT: \$20,000 per year maximum

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One-on-One Training

Individualized training to meet special needs of the company.

COST: The company pays costs in excess of \$25/hour.

LIMIT: \$8,000/year maximum

Vendor Training

Examples: Kepner Tregoe, Allen Bradley and others.

On-Site – The company is reimbursed 50% of training up to \$500/day with a 10 day limit.

Off-Site – The company is reimbursed at a maximum of \$500/person for training up to a maximum of four individuals per training area. Travel costs are reimbursed according to prescribed rates listed under Train-the-Trainer.

COST: The company pays costs in excess of maximum.

LIMIT: None, other than those described above

Commitments are made based on the availability of funds.

Workforce Investment Act Cost Effectiveness Formula Programs

Adult Program

Cost Per Participant \$328

Dislocated Worker Program

Cost Per Participant \$426

Youth Program

Cost Per Participant \$1765

Total WIA Program

Cost/Participant \$508