



SWIB | State Workforce
Investment Board

Office of the Governor

State Workforce Investment Board

ANNUAL REPORT

Fiscal Year 2019

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SWIB | State Workforce Investment Board

Office of the Governor

Dear Ladies and Gentlemen:

Thank you for your support of the State Workforce Investment Board (SWIB). This FY 2019 Annual Report provides information about the SWIB system regarding SWIB's role in workforce and ways we support workforce, education, and economic training for Mississippians.

Some of SWIB's accomplishments from 2019 include:

- The SWIB adopted new framework which includes three broad goals to help achieve its mission: **Prepare** a high-performance workforce; **Connect** the workforce to jobs via the "Workforce on Demand" model; and **Sustain** the workforce through business and industry engagement.
- The SWIB hosted the inaugural Governor's Workforce Summit – The Summit had over 600 attendees with multiple representatives where insightful panel discussions took place highlighting public/private partnerships and the services our state has to offer.
- In partnership with the Local Workforce Development Areas (LWDAs), the MS Community College Board (MCCB) and Mississippi Development Authority (MDA), the SWIB implemented the Mississippi Works Apprenticeship Program designed to help decrease critical skill gaps and expand on-the-job apprenticeship training opportunities.
- In partnership with MCCB and MDA, SWIB worked to implement the Mississippi Works Career-Tech Scholars Program to serve as a state assisted tuition scholarship program for eligible community college students by providing tuition financial assistance to those who enroll in approved Career and Technical Education Certificate and Associate of Applied Science degree programs. More than 400 students have benefited so far from this program.
- The SWIB worked closely with the publisher on the inaugural edition of the Mississippi Works magazine. The magazine is a full color publication highlighting trades and focuses on the sector strategies outlined in the MS State Plan. Over 100,000 copies will be distributed to 8th, 11th, and 12th grade students across the state.
- The SWIB funded multiple workforce proposals totaling over one million dollars.

The SWIB will continue to work with local workforce areas, existing workforce programs, and state agencies to ensure alignment of all public workforce and education programs. The SWIB hopes this report shows you the outstanding job this agency provides across the state.

Sincerely,

Andrea S. Mayfield, Ph.D.
Chairman

Rachel M. De Vaughan, Ph.D.
Interim Executive Director

ABOUT SWIB

The Federal Workforce Innovation & Opportunity Act (WIOA) requires the Governor of each State to establish a State Workforce Investment Board (SWIB) that shall (1) assist in the development of the State plan, which outlines a four-year strategy for the creation of a statewide workforce investment system, and (2) assist the Governor in fulfilling his responsibilities as required by the WIOA. The SWIB is charged under the WIOA with overseeing the workforce development system and coordinating the state's federal, state, and local workforce funds by building partnerships that bring together the varied workforce entities. The responsibility of SWIB members is to assist the Governor in achieving his vision for workforce in Mississippi. The members are tasked with the duty to provide leadership in developing a workforce system that is market responsive, facilitates public-private partnerships and serves as the strategic connection point for workforce partners and stakeholders.

The Mississippi Comprehensive Workforce Training and Education Consolidation Act of 2004 established the State Workforce Investment Board consistent with the Workforce Investment Act of 1998. Section 37-153-7 of the Mississippi Code of 1972 states the purpose of the Board is to develop and submit to the Governor a strategic plan for an integrated state workforce development system that aligns resources and structures of the system to more effectively and efficiently meet the demands of Mississippi's employers and job seekers.

The 41-member board is governed by its by-laws and achieves its work through Board staff, an executive committee and other committees with a focus on system alignment, performance, targeted industry needs, and career awareness. The Board meets a minimum of three times per year.

The current workforce system is comprised of State agencies tasked with workforce development, local workforce development areas (LWDAs), WIN Job Centers, 15 community colleges, regional economic development entities, business and industry, and community based organizations. Together, these workforce stakeholders provide the framework needed to ~~develop and maintain a workforce system that maximizes job and career options for workers~~ while providing business and industry a diverse, multi skilled talent pool from which to select job candidates that meet their needs.

The SWIB has a clear and focused mission statement: *To develop and implement a strategy to maximize the state's education, training, and employment service resources in support of economic development.*

The SWIB's new framework includes three broad goals to help achieve its mission:

Prepare a high-performance workforce.

Connect the workforce to jobs via the "Workforce on Demand" model.

Sustain the workforce through business and industry engagement.

The SWIB is dedicated to leveraging workforce development programs across the State of Mississippi to produce a more qualified workforce. The SWIB has been working to consolidate and strengthen the state's workforce development system and make it more efficient, customer-friendly, and demand-driven.

Some of the SWIB's accomplishments this year include:

- **Governor's Workforce Summit** - In January 2019, SWIB and partner agencies successfully hosted the Governor's Workforce Summit. During the summit various business leaders and public leaders highlighted ways that Mississippi is working to increase workforce development as well as the various public/private partnerships happening across the state. The forums were also used to encourage sign ups on Mississippi Works and tell business leaders the best way to engage public funding/services to assist their business/industry. Following that event, SWIB had the desire to recreate that model on a smaller more localized level. Whether it's partnering with the local workforce development areas (LWDAs) or with the community colleges to highlight career and technical education (CTE), the SWIB's goal is to carry the message to all parts of Mississippi. The summit had over 600 attendees.
- **Mississippi Works Apprenticeship Program** - The SWIB worked closely with the LWDAs, MCCB and the Mississippi Development Authority (MDA) to implement a pilot program designed to help decrease critical skill gaps and expand on-the-job training opportunities. Apprenticeship programs, Registered and Non-Registered, provide individuals with an opportunity to acquire the knowledge and skills that lead to high paying jobs while also helping businesses grow their skilled workforce. The Workforce Enhancement Training (WET), WIOA, and Mississippi Works funds are being used for the pilot program for a two-year period and started August 1, 2019. Each LWDA is authorized to serve up to 25 apprentices per state fiscal year.
- The SWIB worked in conjunction with the Mississippi Department of Education (MDE) and the MCCB to ensure that industry recognized credentials were aligned and based on the State plan.
- **Mississippi Works Career-Tech Scholars program** – In partnership with MCCB and MDA, the SWIB worked to implement the Mississippi Works Career-Tech Scholars Program. The Mississippi Works Career-Tech Scholars Program is established to serve as a state assisted tuition scholarship program for eligible community college students by providing tuition financial assistance to those who enroll in approved Career and Technical Education Certificate and Associate of Applied Science degree programs identified through sector analysis to meet the workforce demands of the state. The program is funded by the Mississippi Development Authority's Mississippi Works Fund. Over 400 students have benefited already from this program.
- The SWIB worked closely with the publisher on the inaugural edition of the Mississippi Works magazine. The magazine is a full color publication highlighting trades and focuses

on the sector strategies outlined in the MS State Plan. Over 100,000 copies will be distributed to 8th, 11th, and 12th grade students across the state.

- The SWIB funded multiple workforce proposals totaling over one million dollars.

For more information on SWIB, please visit www.swib.ms.gov

SWIB BOARD MEMBERS

Andrea Mayfield, Ph.D. (Chair)
Executive Director, Mississippi Community
College Board

Ron Aldridge
Mississippi State Director, National
Federation of Independent Business

John Arledge
Vice President of Public Affairs, Entergy

Jackie Beasley
Senior Vice President of Administration,
Minact Inc.

Donnie Bell
Representative, Mississippi House of
Representatives

Steve Bishop
President, Southwest Mississippi
Community College

Brad Bounds
President, Working Solutions USA

Margaret Chapman
President, Agape Learning Center

Robert Clark
Community Representative, MS House of
Representatives (Retired)

Charles Evers
Station Manager, WMPR

Ricky Ford, Ph.D.
President, Northeast Mississippi Community
College

Christopher Freeze
Executive Director, Mississippi Department
of Human Services

Mary Graham, Ph.D.
President, Mississippi Gulf Coast
Community College

Steve Gray
Director of Governmental Affairs Mississippi
Association of Supervisors

Josh Harkins
Senator, Mississippi Senate

Billy Hewes
Mayor of the City of Gulfport

Charles Holder
Founder, Hol-Mac Corporation

Chris Howard
Executive Director, Mississippi Department
of Rehabilitation Services

Edmond Hughes
Vice President, Human Resources and
Administration, Ingalls Shipbuilding

Darius Johnson
President, International Longshoremens
Association, Local 1303

JR Jones
Owner, Sanjo Security Services

Dave Liffbrig
General Manager, North American Coal
Corporation

Scott McClintock
Chief of Staff, Office of Governor Phil Bryant

Glenn McCullough
Executive Director, Mississippi
Development Authority

Mike Monk
CEO, Central Mississippi Planning &
Development District

Joe Morton
President & Director, Crossroads Medical
Supply

Terrance Nellum
Trustee, Mississippi Boilermakers

Mimmo Parisi, Ph.D.
Executive Director, NSPARC, Mississippi
State University

John Parker
Owner, J. Parker Services LLC

Al Rankins, Ph.D.
Commissioner of Higher Education,
Mississippi Institutions of Higher Learning

Jeremy Robinson
Director of Program Management, Ashley
Furniture

Jesse Smith, Ph.D.
President, Jones County College

Patrick Sullivan
President, Mississippi Energy Institute

Lex Taylor
President and COO, Taylor Machine Works,
Inc.

Michael Thomas
Manager of Government Affairs, MS Lignite
Mining, North American Coal
Corporation (Retired)

Jackie Turner
Executive Director, Mississippi Department
of Employment Security

Jerry Turner
Representative, Mississippi House of
Representatives

Shari Veazey
Executive Director, Mississippi Municipal
League

Scott Waller
President & CEO, Mississippi Economic
Council

Lance Walters
Plant Manager, Paccar

Paul Watson
CEO, Watson Aviation

Carey Wright, Ph.D.
State Superintendent of Education,
Mississippi Department of Education

FISCAL REPORT

During the 2015 legislative session, Governor Phil Bryant signed workforce legislation that reconstituted the SWIB and outlined its responsibilities for the implementation and oversight of the Workforce Innovation and Opportunity ACT combined plan. The legislation provides funding for the administration of the SWIB. §71-5-353 of the Mississippi Code of 1972 established a Board bank account.

The funds are non-expiring and are to be used for the administration of state workforce investment board business, grants related to training, and other projects as determined appropriate by the SWIB. The SWIB collections for Fiscal Year 2019 (Chart 1) were \$1.2 million.

Chart 2 identifies the major objects of expenditures. The majority of expenditures (91%) in Fiscal Year 2019 (July 1, 2018 – June 30, 2019) were in Subsidies, Loans, & Grants. The funds flowed primarily to local workforce development areas (LWDAs), other state agencies, and community based organizations. Charts 3 and 4 provide a breakdown of the contractual services and commodities SWIB paid. Chart 5 provides a line item breakdown of each of the grants SWIB provided for workforce training projects.

CHART 1 – SWIB COLLECTIONS – FY 2019

Source of Funding	Collections	% of Total
Special	\$1,258,154	100%
Total Funding	\$1,258,154	100%

CHART 2 – SWIB EXPENDITURES – FY 2019

Amount of Expenditure	Expenditure	% of Total
Contractual Services	\$99,794	9.13%
Commodities	\$113	0.06%
Subsidies, Loans, & Grants	\$987,799	90.81%
Total Expenditure	\$1,087,706	100%

CHART 3 – SWIB CONTRACTUAL SERVICES - FY 2019

Vendor Name	Expenditures	Description
Topp, McWhorter, & Harvey	\$55,543.98	Business Consulting and Accounting Review Services
Yolonda Boone	\$43,750.00	SWIB Administration
MS Auto Manufacturers Association	\$500.00	Event Registration
Total	\$99,793.98	

CHART 4 – SWIB COMMODITIES - FY 2019

Vendor Name	Expenditures	Description
Region Bank	\$113.41	Fee for Checks
Total	\$113.41	

CHART 5 – SWIB SUBSIDIES, LOANS & GRANTS - FY 2019

Subaward	Subaward Amount	Expenditures	Description
Central MS Planning Development District 1/31/17-3/31/20	\$240,000	\$81,479.31	Sector Strategy - Plan development and implementation; expand work ready communities.
South Delta Planning Development District 1/31/17-3/31/20	\$240,000	\$29,511.46	Sector Strategy - Plan development and implementation; expand work ready communities.
Southern MS Planning Development District 1/31/17-3/31/20	\$240,000	\$109,262.17	Sector Strategy - Plan development and implementation; expand work ready communities.
Three Rivers Planning Development District 1/31/17-3/31/20	\$240,000	\$65,356.26	Sector Strategy - Plan development and

			implementation; expand work ready communities.
Goodwill Industries/Pathways 2 Possibilities (P2P) 7/1/18-6/30/19	\$150,000	\$150,000	P2P - Career awareness events in Tupelo, Greenwood, and Biloxi
MS Department of Human Services 5/10/18-6/30/19	\$75,000	\$1,650	Supportive services and incentives for participants enrolled in Smart Start classes.
MS Association of Workforce Areas (MAWA) 8/15/17-6/30/18*	\$10,000	\$3,340.64	Partnership Meeting - Host technical assistance and workforce meetings.
MS Community College Board 1/10/17-7/15/18*	\$150,000	\$67,008.89	Supportive Services - for participants enrolled in Smart Start classes.
MS Delta Community College 6/19/17-6/30/18*	\$125,000	\$125,000	National Credential – Renovation of the automotive lab for NARTEF
Mississippi Department of Employment Security (MDES) 7/1/18-6/30/19	\$75,000	\$47,126.70	SWIB Administration
MS Manufacturing Association (MMA) 9/14/17-9/30/19	\$200,000	\$19,687.48	Growing MS Economy Program
MS Governor's Office 7/1/18-6/30/19	\$317,964	\$288,375.84	SWIB Administration
Total	\$2,062,964	\$987,798.75	

* FY 2018 expense invoiced & reimbursed FY 2019

Sector Strategy Plans - In 2017, the SWIB invested in the development and implementation of regional sector strategy plans. The LWDAs were awarded funds to form a public/ private partnership and develop a plan that addresses the workforce needs in their respective regional economies. Each LWDA selected target sectors and developed goals and activities to implement the plans.

Mississippi Association of Workforce Areas (MAWA) - The MAWA mission is to share information and to engage in education and training activities that address common problems within Mississippi's four LWDAs. Each WIOA workforce director is a member of MAWA. The SWIB met regularly with MAWA during the development of the WIOA State Plan. MAWA provided input for the following key areas: cross-program alignment of program services, coordination of business outreach, sector strategies, performance, and the Mississippi Works Smart Start Career Pathway Model.

Mississippi Department of Employment Security - §71-5-353 (2)(e)(iv) 1 states, "The Department of Employment Security shall be the fiscal agent for the receipt and disbursement of all funds in the State Workforce Investment Board bank account." SWIB reimburses MDES for serving as fiscal administrator for SWIB.

Mississippi Department of Human Services (MDHS) – The mission of MDHS is to provide services to people in need by optimizing all available resources to sustain the family unit, and to encourage traditional family values, thereby promoting self-sufficiency and personal responsibility for all Mississippians. The funds are for supportive services and incentives for participants enrolled in Smart Start classes as part of the State Plan.

Mississippi Governor's Office – Funds were used to cover SWIB administration costs

Mississippi Manufacturing Association (MMA) - Growing MS Economy Program - Training components to include work based learning; business engagement training; workshops for small manufacturers; mentor new start-up companies.

Pathways to Possibilities - P2P is an interactive, hands-on career expo for 8th graders in public, private and home schools, as well as at-risk youth, ages 16-24. Student are able experiences a variety of career pathways.

State Workforce Investment Board
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