

2024 MISSISSIPPI

WORKFORCE INNOVATION & OPPORTUNITY ACT

STATE PLAN



Program Specific Requirements for Core Programs

Title I-B

a. General Requirements

Identify the regions and the local workforce development areas designated in the State.

The State has re-designated four local workforce development areas. Each of the four local workforce development areas have also been identified as regions. Regions are aligned with the four local workforce development areas. The State identified regions using the following data: common labor markets, common economic development areas; community college districts; geography, population density; commuting patterns and sufficiency of Title II providers. The analysis is included in the combined plan. Planning meetings were held with local boards and chief elected officials.

Describe the process used for designating local areas, including procedures for determining whether the local area met the criteria for “performed successfully” and “sustained fiscal integrity” in accordance with 106(b)(2) and (3) of WIOA. Describe the process used for identifying regions and planning regions under section 106(a) of WIOA. This must include a description of how the State consulted with the local boards and chief elected officials in identifying the regions.

WIOA Policy #1 (Local Workforce Development Area Designation, Appendix C) outlines the process used for designating local areas. The policy was developed in consultation with the State Workforce Investment Board and posted on websites for public comment. The policy defines performed successfully as meeting or exceeding the adjusted levels of performance for each performance goal for two consecutive years immediately preceding the enactment of the WIOA. See Appendix C for a full description of the process. Sustained fiscal integrity is defined as the administration of WIOA programs for the two consecutive years immediately preceding the enactment of WIOA with no formal determination of mis-expended funds or gross negligence. Each local workforce area submitted a request for initial designation supported by documentation of successful performance and sustained fiscal integrity.

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.

On May 10, 2017, Governor Bryant extended the initial designation of the four local workforce development areas (LWDAs) because of a U.S. Department of Labor regulation, under the Workforce Innovation and Opportunity Act (WIOA) until June 30, 2018.

Prior to subsequent designation, MDES began reviewing the local areas to verify that they had performed successfully and sustained fiscal integrity, as required by WIOA Section 106(c)(1). The local areas sent requests for subsequent designation along with their verification that they had performed successfully and sustained fiscal integrity. After reviewing the requests and verification of performance from both the LWDA and MDES, on June 29, 2018, the governor approved the subsequent designation of each of the four LWDAs as a local workforce development area.

Provide the appeals process referred to in section 106(b)(5) of WIOA relating to designation of local areas.

If an existing local workforce area under the WIA requests but is not granted designation as a local workforce development area under WIOA Section 106(b)(2) or Section 106(b)(3), the unit (or combination of units) of general local government or grant recipient may submit an appeal to the State Board under an appeal process established in the State Plan. Specific Appeals process information is provided in the Local Workforce Development Area Designation Policy in Appendix C.

Provide the appeals process referred to in section 121(h)(2)(E) of WIOA relating to determinations for infrastructure funding.

State entities responsible for the administration of Adult, Dislocated Worker, Youth, TANF, WP, AE, SCSEP, and Rehabilitation Services have agreed to physically co-locate in at least one comprehensive center in each workforce area. An MOU will be developed to describe roles and responsibilities and shared cost for infrastructure. The State developed a WIOA policy that established a process related to determinations for infrastructure funding.

Policy 20: WIOA Local One-Stop Infrastructure Policy, provided in Appendix I2E states that If the LWDB is unable to reach an agreement on the funding of infrastructure costs with all partners by July 1 of each program year (or after the applicable extension of time deadline, if granted), the LWDB or affected partner must immediately notify OGM that an agreement cannot be reached using the Report of Outcomes from Local Infrastructure Funding Agreement Negotiations (Attachment B). Once notified, the Governor must administer the State funding formula to determine the appropriate share of infrastructure contributions for all partners for the program year impacted. Please note, failure to agree on additional costs amongst partners will not be considered an impasse, nor will it trigger the state funding mechanism.

Provide State policies or guidance for the statewide workforce development system and for use of State funds for workforce investment activities

Mississippi Senate Bill 2958 of the 2014 Mississippi Regular Legislative Session amended Section 71-5-353, Mississippi Code of 1972 to provide that money in the state workforce investment board bank account shall be used for administration of state workforce investment board business, grants related to training, and other projects as determined appropriate by the state workforce investment board.

Describe how the State intends to use the Governor's set aside funding. Describe how the State will utilize Rapid Response funds to respond to layoffs and plant closings and coordinate services to quickly aid companies and their affected workers. States also should describe any layoff aversion strategies they have implemented to address at risk companies and workers

WIOA provides Governor's set aside funding to be used for "statewide employment and training activities" (WIOA Section 134). Statewide activities include required and allowable activities. Funds must be reserved for mandatory activities before optional activities are funded.

Mississippi plans to use the funding primarily for mandatory statewide WIOA activities as follows:

- Administering Mississippi's WIOA system. This activity happens at MDES and is capped at 5% of the total WIOA allocation. Included costs are accounting, staffing, policy and procedure issuance, monitoring and audit, planning, grant management and liaison with USDOL and the local areas.
- Operating the State's management information systems. The largest expense within the state's Governor's reserve has been the MIS system. Data elements are collected from every participant, each data element is validated and entered into the MIS system and reports are delivered to USDOL and the four local workforce development areas.
- Incentive grants and technical assistance for local areas.
- Eligible Training Provider information (ETPL). WIOA requires that states maintain and disseminate a list of every approved training program, including detailed performance information such as student completion and employment rates. Customers of all the WIN Job Centers use this list and the performance information to select their training program. Youth programs are also tracked statewide.

ETPL is a statewide, comprehensive, real-time system for the agency's WIOA training programs. Mississippi has automated the processes for eligible training providers' registration, application of training courses and subsequent eligibility. The system also includes the automation of the Individual Training Account (ITA) obligations, the ITA payment system (expenditures),

and provides the local workforce development areas and one-stop operators the ability to track obligations, expenditures, and accruals in real time. Mississippi's ETPL system interfaces with the Mississippi Department of Finance and Administration's statewide accounting system for daily invoice payment and reconciliation.

Evaluation and continuous improvement. All statewide WIOA programs are to be evaluated with a goal for continuous improvement. Evaluation activities are conducted using MS Works System and on-site monitoring of all programs.

Any expenditures from the Governor's Set Aside Funding will be in compliance with Section 134 of the WIOA.

The Mississippi Department of Employment Security (MDES) is the lead agency for Rapid Response services in Mississippi. The State also allocates a share of available Rapid Response funds to local workforce development areas based on mass layoff or plant closure activity. Each workforce area has designated a staff member as their Rapid Response and dislocated worker program coordinator.

MDES responds to both the Worker Adjustment and Retraining Notification Act (WARN) and non-WARN events, that is, events involving fewer than 50 individuals. MDES receives official WARN notices of impending closures or mass layoff events from the affected business. To ensure that assistance and services are provided to as many dislocated workers as possible, MDES responds to non-WARN events, regardless of the number of individuals affected, in the same manner as WARN events. MDES may learn of non-WARN events from the media, partner agencies, local economic development offices, WIN Job Center and local workforce area staff, businesses, affected workers, community college, rapid response coordinators, and other local sources.

Within 24 hours of the receipt of a WARN or non-WARN notice, MDES staff contacts the company to discuss available Rapid Response services and offers assistance to the company and the affected workers. An electronic briefing or an on-site visit with the company representative, and when appropriate, the union or employee representative, is scheduled as soon as possible.

Working in coordination with local workforce development areas and WIN Job Center staff, Community College staff, and the Unemployment Insurance coordinator, a plan of action is developed to deliver services to the affected dislocated workers. Whenever possible, Rapid Response services are delivered on-site prior to layoff, on-site at the company, and on company time. Providing services on-site is dependent upon the company's willingness to allow workers to attend sessions during work hours and the availability of meeting space at the site.

The State developed an employee survey form to determine the specific assistance needed by the affected workers. The form collects information on the employee's education and skill levels, work history, employment assistance needs, and training interests. The survey is completed by the employee as part of the on-site session, collected, and reviewed by the Rapid Response team. The team identifies the worker's specific needs and coordinates with the WIN Job Center and community college to facilitate the delivery of services from the appropriate partner agencies.

MDES has established a policy for providing Layoff Aversion activities. State Policy Number 21: Rapid Response - Layoff Aversion Policy and Procedures, provided in Appendix I2H, applies to Local Workforce Development Areas (LWDA), and other entities that receive Rapid Response funds by the allocation, pass-through, and subgrant award methods. The Rapid Response unit works in conjunction with local workforce development boards, chief elected officials, and other stakeholders to determine which strategies and activities are applicable in given situations. The strategies and activities are designed to prevent or minimize the duration of unemployment.

Each LWDA submits a Layoff Aversion Plan annually to MDES's Office of Grant Management that describes its strategies to assist employers and to avert layoffs. Each LWDA has designated staff to carry out the Layoff Aversion plan within the area.

In addition, describe the State policies and procedures to provide Rapid Responses in cases of natural disasters including coordination with FEMA and other entities.

Because MDES serves as the lead agency for Rapid Response in the state, it is uniquely positioned to provide mandated services in the case of natural disasters. As outlined in the MDES Continuity of Operations Plan, the Rapid Response staff are part of the agency's disaster response team. Staff assists in the identification of businesses adversely affected and workers who lost jobs as a result of the disaster. This information is important for the development of requests for National

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Dislocated Worker Grant funds. Rapid Response staff also assist in disseminating information on emergency unemployment insurance and reemployment services available. The agency disaster response team works with FEMA and other appropriate state and federal agencies to develop strategies for addressing natural disasters to ensure rapid access to the broad range of assistance.

MDES developed a process and worked with the mass layoff team to create one Initial Employer Email that met the needs of employers and employees that allowed employers to file one mass Unemployment Insurance (UI) claim for all of its employees at the same time.

Describe how the State provides early intervention (e.g., Rapid Response) to worker groups on whose behalf a Trade Adjustment Assistance (TAA) petition has been filed. (Section 134(a)(2)(A).) This description must include how the State disseminates benefit information to provide trade-affected workers in the groups identified in the TAA petitions with an accurate understanding of the provision of TAA benefits and services in such a way that they are transparent to the trade-affected dislocated worker applying for them (Trade Act Sec. 221(a)(2)(A) and Sec. 225; Governor-Secretary Agreement). Describe how the State will use funds that have been reserved for Rapid Response to provide services for every worker group that files a TAA petition.

The Mississippi Department of Employment Security administers the Trade Adjustment Assistance (TAA) Act. Providing early intervention to worker groups on whose behalf a TAA petition has been filed:

- The MDES leads Rapid Response efforts across the state. When working with a trade-affected business to provide Rapid Response services, the State Rapid Response Coordinator and the State TAA Coordinator provide Rapid Response services.

Whenever possible, the team conducts on-site presentations at the business location. Every effort is made to provide information sessions prior to the commencement of the lay-offs and/or plant closure. The presentation consists of an overview of the benefits and services that can be expected from each of the partner groups.

- During these sessions, the Rapid Response team emphasizes how the partner agency staff representatives will be working together as a team to offer the customer individualized comprehensive reemployment benefits and services.
- Once a petition is approved, additional sessions with affected workers are scheduled to provide information about TAA services only. These sessions give the workers the opportunity to ask detailed questions or questions directly related to the workers' individual needs. The sessions may be set up through the employer if the place of business is still open or through TAA staff at the nearest WIN Job Center or at another location.
- When an individual enters the WIN Job center and is identified as Trade eligible, a Trade case manager provides them with an orientation to explain available Trade benefits and services.

Funds are used for staff to monitor, identify, and communicate with worker groups that file a TAA petition.

Describe the State's criteria regarding local area transfer of funds between the adult and dislocated worker programs.

b. Adult and Dislocated Workers Program Requirements

Work-Based Training Models

Not Applicable, as the alternative training models are previously included in the training strategy of the plan.

Describe how the state will incorporate Registered Apprenticeship.

An increasing number of jobs opportunities and low unemployment rates means there are not enough people to fill middle skill jobs in Mississippi. Apprenticeship is one way we are using to fill the middle skill gap. The Mississippi Registered Apprenticeship Program is changing lives, providing more sustainable wages, and promoting a better quality of life for many Mississippians. Apprenticeship in Mississippi is gaining new ground as the state received new funding from the

statewide Apprenticeship State Expansion Grant (ASE) and new guidance provided by DOL regarding Non-Registered Apprenticeships.

Since 2016, Mississippi has received a total of four Apprenticeship grants and created new partnerships under the leadership of the Mississippi Apprenticeship Program (MAP). MAP partners include the Governor's Office, the MS Departments of Employment Security (MDES), Human Services (MDHS), Rehabilitation Services (MDRS), Education (MDE), the Mississippi

Community College Board (MCCB), and the Mississippi Development Authority (MDA). This collaboration has improved communication and accountability for MAP's expansion goals.

Mississippi currently has 1263 registered apprentices, 202 new businesses engaged, and 8 new Registered Apprenticeship programs. Mississippi is breaking into new industry sectors such as Finance and Banking, Hospitality and Tourism, and Information Technology which will train individuals for the jobs of the future.

Training Provider Eligibility Procedure

The State will continue to use its current web based Eligible Training Provider List (ETPL) system for the registration, initial eligibility, and continued eligibility of all WIOA training service providers, including Registered Apprenticeship programs. State Policy #9: WIOA Eligible Training Provider Certification describes these processes in detail. (Appendix I2A) The Eligible Training Provider Certification (ETP) Policy provides a link to the MDES Eligible Training Provider List System page. The policy may be found by selecting the "Training Provider/System Administrator" option; then selecting "Resource Menu". The link provided is intended to provide persons interested in the ETPL all the resources to be successful.

The MDES Office of Apprenticeship will identify Registered Apprenticeship Program (RAP) sponsors. The Local Workforce Development Areas will reach out to the Registered Apprenticeship sponsors in their respective areas. The state will ensure that information regarding RAP automatic eligibility is disseminated through a variety of media, including online platforms targeting RAP sponsors statewide.

The state will use the current web-based application processes for the registration of Apprenticeship sponsors and their program(s) of study. Apprenticeship sponsors will not be required to meet the state's minimum performance standards published in state policy, will be granted automatic approval, and will not be required to meet continued eligibility requirements.

The Office of Apprenticeship will train with the WIN Job Centers to operate as a state-level WIN Job Center to process the creation of ITAs so that EPTL can generate reimbursements for RA programs partnered with MAP.

Describe how the State will implement and monitor the priority for public assistance recipients, other low-income individuals, and individuals who are basic skills deficient in accordance with the requirements of WIOA sec. 134(c)(3)(E), which applies to individualized career services and training services funded by the Adult Formula program.

Priority for both career and training services must be given recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient in accordance with the federal requirements.

At any of the workforce partners, participants are asked the six questions that route the person in the HUB to the various partners. As staff determine the participants' eligibility, information about two of the three priority of service barriers is entered into the MSWorks system. NSPARC is working to implement the ability to capture Basic Skills Deficiency in MSWorks.

At the state level, staff will analyze quarterly performance reports from MSWorks and the PIRL to assess priority of service to persons with these barriers. The state will provide reports to the Local Workforce Development Areas (LWDAs) and to the WIN Job Center managers.

LWDA staff will monitor the WIN Job Centers to verify compliance with the priority of service requirements, ensure that front-line staff are continuously trained, and to provide technical assistance.

At the local level, WIN Job Centers' management will train staff on the requirements for priority of service to adults with these barriers and will monitor and assess the productivity and quality of services provided to these individuals based on reports provided by the state.

A description of how the State will implement and monitor the priority for public assistance recipients, other low-income individuals, or individuals who are basic skills deficient is also provided in Priority of Service for WIOA Adult Program Participants, State Policy #7 (Appendix I2B).

Describe the State's criteria regarding local area transfer of funds.

The State empowers the local areas to determine their need to transfer funds between the Adult and Dislocated Worker programs based on workforce demands and needs of each local area.

Requests to transfer funds between the Adult and Dislocated Worker programs are initiated at the LWDA level. When LWDA fiscal and programmatic staff determine that there is a need to transfer funds and determine a projected amount to transfer, they put that request on the agenda of the next Local Workforce Development Board (LWDB) meeting. They also notify the area's liaison at the MDES Office of Grant Management, who are always invited guests at the board meetings.

After the board votes on the transfer, the transfer document is signed by the LWDB Chair and LWDA staff upload that document and a copy of the minutes into the state's online GranTrak fiscal reporting system, appended to a Request to Transfer Funds. GranTrak automatically notifies MDES staff of the pending request in their workflow.

The OGM staff that is liaison to that area reviews the request and the attached signed request and board minutes and verifies accuracy before approving. MDES fiscal staff are then notified and review the transfer at two levels for fiscal accuracy before it is sent in the workflow for signature by the Executive Director. After signature, the funds are available for use in the new program.

The State's criteria regarding local area transfer of funds is also provided in the State's WIOA Allocation Policy, Policy #11 (Appendix I2C).

c. Youth Program Requirements

With respect to youth workforce investment activities authorized in section 129 of WIOA—

Identify the State-developed criteria to be used by local boards in awarding grants or contracts for youth workforce investment activities and describe how the local boards will take into consideration the ability of the providers to meet performance accountability measures based on primary indicators of performance for the youth program as described in section 116(b)(2)(A)(ii) of WIOA in awarding such grants or contracts.[11]
[11] Sec. 102(b)(2)(D)(i)(V).

The State continues to meet with the local workforce development area directors to discuss the RFP process for youth providers. During these meetings, requirements are outlined to include performance indicators. Local workforce development areas develop their own RFP process with assistance from The State. The State reviewed the RFP templates prepared by the local workforce development boards and the rating tools. The rating tools are designed to ensure awareness and capacity to meet WIOA performance indicators.

Describe the strategies the State will use to achieve improved outcomes for out-of-school youth as described in 129(a)(1)(B), including how it will leverage and align the core programs, any Combined State Plan partner programs included in this Plan, required and optional one-stop partner programs, and any other resources available.

The State continues to implement a WIOA Common Intake and Reporting System that will capture common participant information for the four core programs. The system will align resources and generate automatic referrals among the core programs. All participants develop an individualized success plan that coordinates the optimum blend of services and funding to achieve their goals for success. This success plan indicates the pathways in the Smart Start Pathways Model to which the participant will be assigned. Career pathways plan must be included as part of a youth's individual service

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strategy or MS Smart Start Success plan. This model is an integrated compilation of programs and services intended to develop basic, technical and employability skills; provide continuous education and training; and work supports that lead to high-demand jobs in targeted sectors.

Describe available and effectively implemented, including quality pre-apprenticeship programs under the work experience program element.

Services to eligible youth are delivered through a network of youth providers. The local workforce areas continue to competitively procure independent contractors to deliver youth services. The State and LWDA's require these contractors to ensure that these services include all 14 program elements outlined in WIOA Section 129(c)(2).

The State's participant tracking system, MS Works, has been modified to capture all 14 program elements. Innovative approaches used by youth providers include the Gateway youth programs and Out-of-School Youth Work Experience/Internships.

The Office of Apprenticeship can leverage adult education programs in meeting a critical need for mid-skilled workers in Mississippi by utilizing MIBEST as a pre-apprenticeship program. MIBEST assists 17 to 24 year-old Out-of-School Youth who need to get their GED or HSE while enrolled in skills training. Through partnership with Mississippi's 15 community colleges, which offer adult education programs to increase the number of qualified, skilled, and workforce ready individuals, Mississippi can ensure that both current and potential employees have practical and soft skills to be successful in the workplace.

Provide the language contained in the State policy for "requiring additional assistance to enter or complete an educational program, or to secure and hold employment" criterion for out-of-school youth specified in WIOA section 129(a)(1)(B)(iii)(VIII) and for "requiring additional assistance to complete an education program, or to secure and hold employment" criterion for in-school youth specified in WIOA section 129(a)(1)(C)(iv)(VII). If the state does not have a policy, describe how the state will ensure that local areas will have a policy for these criteria.

The state includes in Policy Number 13 – WIOA Youth Eligibility a definition for youth requiring additional assistance. Youth requiring additional assistance to enter or complete an educational program or to secure and hold employment is defined as an in-school or out-of-school youth who is low income, and meets one of the following criteria:

- Lacking relevant work experience to secure or hold employment;
- Lacking credential related to local or regional targeted sectors; or
- In need of an ITA to complete the Start Smart or Career Technical Pathway.
- Criteria defined by local board and included in the local plan.

The WIOA Youth Eligibility Policy, Policy Number 13 is provided in Appendix I2F.

Include the State definition, as defined in law, for not attending school and attending school as specified in WIOA Section 129(a)(1)(B)(i) and Section 129(a)(1)(C)(i). If State law does not define "not attending school" or "attending school," indicate that is the case and provide the state policy for determining whether a youth is attending or not attending school.

Alternative education is defined in as a specialized structured curriculum that may:

- Provide academically rigorous preparation for work and/or post-secondary education;
- Assist with the transition to work and/or post-secondary education;
- Address the youth's barriers to work and/or education.

Some examples include:

- Alternative high schools;

- Juvenile boot camps;
- Wilderness treatment.

If using the basic skills deficient definition contained in WIOA Section 3(5)(B), include the State definition which must further define how to determine if an individual is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual's family, or in society. If not using the portion of the definition contained in WIOA Section 3(5)(B), indicate that is the case.

Mississippi is using the basic skills deficient definition as contained in WIOA, as follows:

1. BASIC SKILLS DEFICIENT. The term "basic skills deficient" means, with respect to an individual—
 - (1) who is a youth, that the individual has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test; or
 - (2) who is a youth or adult, that the individual is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual's family, or in society.

d. Single-area State Requirements (D1-D4)

Mississippi is not a single area state.

A description of the roles and resource contributions of the one-stop partners.

N/A

The competitive process used to award the subgrants and contracts for Title I activities.

N/A

How training services outlined in section 134 will be provided through individual training accounts and/or through contracts, and how such training approaches will be coordinated. Describe how the State will meet informed customer choice requirements regardless of training approach.

N/A

How the State Board, in fulfilling Local Board functions, will coordinate title I activities with those activities under title II. Describe how the State Board will carry out the review of local applications submitted under title II consistent with WIOA secs. 107(d)(11)(A) and (B)(i) and WIOA sec. 232.

N/A

Copies of executed cooperative agreements which define how all local service providers will carry out the requirements for integration of and access to the entire set of services available in the one-stop delivery system, including cooperative agreements with entities administering Rehabilitation Act programs and services.

N/A

e. Waiver Request (optional) (e1-e6)

Statutory and/or Regulatory Requirements to be Waived- 75 Percent Out-of-School Youth (OSY) Expenditure Requirements

Identifies the statutory or regulatory requirements for which a waiver is requested and the goals that the State or local area, as appropriate, intends to achieve as a result of the waiver and how those goals relate to the Unified or Combined State Plan;

The State of Mississippi is seeking to renew the waiver of the requirements at WIOA Section 129 (a)(4)(A) and 20 CFR 681.410, which requires not less than 75 percent of funds allotted to states under Section 127(b)(1)(C), reserved under

section 128(a), and available for statewide activities under subsection (b), and not less than 75 percent of funds available to local areas under subsection (c), shall be used to provide youth workforce investment activities for OSY.

1. A waiver of the requirement to expend 75 percent of funding on the OSY population. Mississippi is requesting that this percentage be lowered to 50 percent.
2. A waiver of the requirement that local funding must meet the 75 percent minimum expenditure requirement. Mississippi is requesting that this percentage be lowered to 50 percent.
3. A waiver of the requirement to expend 75 percent of Statewide activities funding on the OSY population. Mississippi is requesting that this percentage be lowered to 50 percent.

Background

Approximately three out of every four public school children in Mississippi live below the poverty guidelines. Research shows that students from low-income families are more likely to drop out of high school than their more advantaged classmates. With more than 60 percent of jobs in Mississippi requiring post-secondary education and training, intervention strategies that increase a student's opportunity to remain in school and graduate are critical to the success of our state's youth.

This waiver request is consistent with the MS WIOA Combined State Plan and its "no wrong door" strategies. Increasing the percentage of funding available to In-School Youth (ISY) will open doors to work experience, pre-apprenticeship programs, and career pathways to at-risk students.

Describes the actions that the State or local area, as appropriate, has undertaken to remove State or local statutory or regulatory barriers;

There are currently no state or local statutory or regulatory barriers to implementing the requested waiver.

Describes the goals of the waiver and the expected programmatic outcomes if the request is granted;

Goal 1: Increase access to the MS Smart Start Career Pathway based on need and without regard to educational status to at-risk youth in local communities. The Smart Start Career Pathway provides manageable steps leading to successively higher credentials and employment outcomes tailored to current life situations.

Outcome: Approval of this waiver will allow the state to provide work-based learning opportunities as well as mitigate dropout behaviors and improve student retention. Early intervention will increase attachment to the workforce and enrollment in post-secondary training.

Goal 2: Build on strategic partnerships to improve services and leverage resources.

Outcome: Approval of this waiver will enhance linkages to local education agencies and human services agencies and maximize the use of scarce state and local resources.

LWDA anticipated outcomes:

During PY22, Southcentral MS Works (SMW) LWDA anticipates implementing an Apprenticeship program. One of the main target populations will be ISY who are enrolled in Career Tech programs of study at Community Colleges in the workforce area, with emphasis on students who are enrolled in courses of study related to the workforce area's targeted sectors of manufacturing, healthcare, and transportation/logistics. Also targeted will be ISY high school seniors in the schools' career tech programs. It is expected that during PY22 the WF area will enroll 40 ISY in Apprenticeship training and that during PY 23 an additional 50 ISY will be enrolled.

Quantifiable and measurable outcomes MS Partnership LWDA expects to achieve because of the waiver are to increase the number of students that are ready for entry into the workplace by teaching essential, necessary soft skills and providing work-based learning opportunities to ISY.

The Delta LWDA will serve 50 to 60 in-school youths annually with the expectation that these youths will be work-ready upon completion of high school and prepared to meet the DWDA WIOA performance measures. For example, in their current ISY program, the participants are training for certification in pharmacy tech, CDL, and welding, which requires consistency. They are more of a somewhat captive audience which is the opposite of out-of-school youth.

Many youths are not interested in the continuation to higher education, and they get lost the summer in which they graduate. Currently, DWDA is finding many of these youths with high school degrees with a lackluster desire for training in their out-of-school youth programs, perhaps due to a lag. The local area is putting forth efforts to close this gap with stronger relationships with school counselors.

OSY will continue to be the priority in Twin Districts LWDA, but they believe the partnership with ISY at high schools is increasingly important. If granted the waiver, Twin Districts believes they could substantially increase the number of enrollments. Schools are asking for ISY partnerships, and it is needed to help students who may not have thrived during the pandemic and now may be basic skills deficient.

Describes how the waiver will align with the Department's policy priorities, such as:

- a. *supporting employer engagement;*
- b. *connecting education and training strategies;*
- c. *supporting work-based learning;*
- d. *improving job and career results, and*
- e. *other guidance issued by the Department.*

The WIOA encourages strategies that connect education and training as well as supporting work-based learning and improving job and career results. This waiver request will increase the connection between education and training, provide work-based learning opportunities that include work experience and pre-apprenticeship, and increase access to workforce services to disadvantaged youth.

A partnership between Twin Districts LWDA and Kemper County School District has provided an unprecedented opportunity for students enrolled in the Work-Based Learning program. Students have been afforded job placement previously unavailable and employers have benefitted from the additional and much needed workforce. The staff of the workforce area has worked closely with students to ensure that they arrive at their first interview prepared with proper job search skills and once hired, armed with the soft skills and work ethics needed to succeed. Using the Kemper County School District model, the LWDA can easily replicate the program. It has expanded to the Hattiesburg Public School District and they anticipate more growth throughout the workforce area in 2022. ***Describes the individuals affected by the waiver, including how the waiver will impact services for disadvantaged populations or individuals with multiple barriers to employment; and***

Approximately three out of every four public school children in Mississippi live below the poverty guidelines. Research shows that students from low-income families are more likely to drop out of high school than their more advantaged classmates. With more than 60 percent of jobs in Mississippi requiring post-secondary education and training, intervention strategies that increase a student's opportunity to remain in school and graduate are critical to the success of our state's youth.

Mississippi's at-risk and disadvantaged youth, employers, parents, service providers, post-secondary institutions and American Job Centers will benefit from this waiver.

Describes the processes used to:

- a. *Monitor the progress in implementing the waiver;*

Annual WIOA on-site programmatic reviews will include an evaluation of how local waivers are being utilized and the success of achieving goals and outcomes. Youth service providers will also be responsible for assessing the use of and the effectiveness of waivers.

The LWDAs will adhere to the budgeted amount and criteria for the waiver. The current MS monitoring policy will be followed. Participants will be monitored at least monthly for goal achievements. The LWDAs will work closely with the partnerships they are engaged with to achieve positive outcomes.

The MDES Office of Performance Reporting will work closely with the Office of Grant Management to track performance outcomes of the four LWDAs and statewide performance for the waiver. Quarterly review of IS and OOS enrollment and performance on a local area and statewide basis will provide technical assistance subject matter for LWDAs and subgrantees. Another outcome that MDES intends to track is the dropout rate of the WIOA In-School population versus the dropout rate of the general population of same-aged students.

b. Provide notice to any local board affected by the waiver;

See answer at section (D) below

c. Provide any local board affected by the waiver an opportunity to comment on the request;

See answer at section (D) below

d. Ensure meaningful public comment, including comment by business and organized labor, on the waiver.

This waiver request was developed at the request of and with input from the Local Workforce Development Areas. In accordance with WIOA Regulations at 20 CFR 679.620 (ii) (iii) and (iv), this waiver request was provided to all local workforce development boards. The waiver request is currently posted on our website for comment and review by required partners and the general public.

The Secretary may require that States provide the most recent data available about the outcomes of the existing waiver in cases where the State seeks renewal of a previously approved waiver.

Provide more discrete projected outcome information as well as the following:

a. Evidence that the state and/or local areas are in jeopardy of missing 75 percent OR information on past years' attempts to reach 75 percent. (If the data shows states are spending it, what is the data behind your request?)

Moving from a 75/25 split to a 50/50 split between ISY/OSY requires time to shift the model to include innovative programs and strategies. All four workforce development areas in Mississippi are on board for making this shift to address the needs of at-risk ISY. However, the PY18 waiver was not approved until after the workforce areas' youth providers had been procured, which delayed the implementation of the new plans for some of the areas.

The Mississippi Partnership was the first workforce area in the state to begin implementing the new 50/50 strategy, using the waiver during PY18 - PY20.

Despite two years of the Covid-19 pandemic hampering all workforce activities and implementation of In-School Youth strategies in particular, two more local workforce areas have begun implementing enhanced In-School Youth programs. These are described in greater detail below in Section D.

Table 12: In-School and Out-of-School Expenditures, PY 19-PY 22

Program Year	In-School Expenditures	IS % of Total	Out-of-School Expenditures	OOS % of Total
PY 19	\$ 1,394,292.24	15.75%	\$ 7,459,894.80	84.25%
PY 20	\$ 2,349,954.80	21.60%	\$ 8,527,387.62	78.40%
PY 21	\$ 1,911,707.00	20.93%	\$ 7,221,019.23	79.07%
PY 22 through Dec. 2023	\$ 1,418,797.73	25.48%	\$ 4,149,096.93	74.52%

b. Description of how the State will continue to serve OSY.

Out-of-school youth will continue to be served in the state following established strategies. Adding more in-school youth funding will be an enhancement to the total number of youth served, as described by two of the local workforce areas in the state.

For instance, Twin District LWDA will continue to serve OSY in the same capacity; all five OSY providers will continue to serve OSY. An increase of ISY will not decrease our OSY numbers. Adding more ISY will be an enhancement to the total number of youth served in the TDWDA. In PY19 Twin Districts served 199 OSY and 0 ISY, in PY20 they served 176 OSY and 35 ISY. All of our current providers are community colleges and we co-enroll with Adult Ed. We also have an open line of communication with high school guidance counselors to make referrals for both OSY and ISY. Career fairs are also a way for us to reach high school graduates (or seniors) who are in need of additional assistance in determining their career path. We will work with the colleges' retention department to try to re-engage those youth who are no longer enrolled at the community college.

The Mississippi Partnership currently has out-of-school youth programs that serves 19 out of 27 counties in our workforce area and served 392 out-of-school youth and 270 in-school youth in PY19. Due to Covid, the number of both groups reduced to 304 out-of-school and 243 in-school. The percentage of in-school served increased year to year though, from 59.21% out-of-school and 40.78% in-school in PY19 to 55.57% out-of-school and 44.42% in-school in PY20. The MS Partnership will continue to provide out-of-school youth services and prepare out-of-school youth for the workforce and continued education.

Outreach strategies The MS Partnership used to attract and serve OSY include effective social media campaigns which showcases the opportunities offered at by the WIOA OSY program and informs followers of events, activities, offerings and news at the college. Presentations to local organizations, such as non-profits, churches, rotary clubs, etc. informing the public of the opportunities of the OSY program. The MS Partnership also has expanded its OSY program beyond its brick-and-mortar youth programs and developed an online portal through which youth can apply for the WIOA youth program, submit required documentation, and access WIOA youth services virtually rather than in person.

The Apprenticeship effort that South Central MSWorks LWDA will implement will not preclude nor reduce the efforts within the WF area to enroll and serve OSY. For a number of years, the WF area has issued subaward agreements to several OSY youth service providers. Both the Madison County and the Yazoo County Youth Courts provide workforce services to adjudicated youth as dispensation for their cases. Services include many workforce preparation activities such as HSE and NCRC attainment, basic skills attainment, and placement into internships. The Refill Jackson Initiative youth services provider recruits, identifies and enrolls hard to serve inner city OSY and provides them with HSE and NCRC credential attainment, resume and job interview skills, and placement into internships. Mid-West youth services provider recruits, identifies and enrolls OSY with mental disabilities and provides them with appropriate job skills and placement. In addition, the area's community colleges and WIN Job Centers recruit OSY and enroll them into appropriate career tech training.

The Delta LWDA plans the following outreach methods to attract and serve OSY:

- Offering overviews of the training service;
- Contacting area high school counselors and distributing pamphlets for referrals;
- Community outreach to establish relationships with businesses, churches and youth-serving organizations;
- Involving participants in community services projects;
- Supplying local newspapers with articles portraying successful participants;
- Using work experience as a tool to allay work-related apprehension;
- Using word of mouth; and
- Providing programmatic incentives for participants.

Currently, the area is increasing occupational skills training with community colleges, providing online and in-person participation for training completion and retention, increasing the amount of supportive services available, and increasing the work experience wage for the area.

c. What are the barriers or is the state requesting because it has a unique strategy (homeless in-school youth)?

Numerous school districts in the state have limited resources, high poverty rates, low test scores, and basic skills deficiencies. Many of the at-risk students that need to be served have limited access to on-line learning. Therefore, we anticipate a rise in the basic skill deficient students due to the remote/on-line school activities that have become necessary due to the Covid-19 crisis. Increasing the state's funding for ISY will allow the state to intervene and expose at-risk students to the necessary skills that will prepare them for self-sufficiency. The earlier at-risk students are exposed to work ready skills and career pathways, the more likely the youth will continue in the school system increasing their graduation rate and future employability.

Innovative programs, such as Ethic/Readiness, Financial Literacy, Introduction (with LMI) to Workforce Development Area sectors, WorkKeys Assessments, and Work Experience will help face these barriers head-on and increase the success of the state's youth programs.

All four areas note the lack of public transportation and the overall rural nature of the state as being barriers. However, two of the areas – Twin Districts and Southcentral MS Works – note that they also have unique issues that they see as barriers to finding and serving OSY. Twin Districts LWDA notes that workforce numbers appear to be lower, particularly employment and training program enrollment. The people we serve are changing. We attribute much of this to people moving into the gig economy, i.e.: Instacart, Uber, etc., where they make quick money, get paid when they want, and work when they want. The way we conduct training has changed to a hybrid of in-person and virtual service and we believe this trend will have to continue to attract participants.

Three of the 17 counties of Southcentral MS Works LWDA are in the Jackson, MS, metropolitan area. Jackson has one of the highest crime rates in the country and suffers from daily gun violence. While not all crime is committed by individuals under the age of 24, it is reasonable to say that OSY who are not actively engaged in some type of training or employment are much more likely to be involved in these criminal activities. The LWDA also notes that the southern counties in the workforce area are very rural in nature, with sparse employment opportunities. Youth who are high school graduates or dropouts are limited in options if they remain in the area. The WF area continually recruits these individuals in attempts to engage them in training and we are heavily involved with economic development efforts in that area in hopes of bringing more employment opportunities to the residents.

d. As a renewal – provide evidence that the State met its goals (performance result) for the last approved waiver.

Goal: Increase the number of work-ready and post-secondary ready students in each local area and build a pipeline of students with work-ready skills identified by employers and necessary to meet employer needs. The goal is to increase

the number of students eligible for college dual enrollment and industry recognized credentials and to build a strong partnership with local business and industry.

The waiver was approved in November of 2018 for PY18 and PY19. The Mississippi Partnership provides data for the success of this waiver. The other three workforce development areas were in the process of implementing programs for ISY when the COVID-19 crisis developed. All areas will use many of the same strategies as the Mississippi Partnership.

In PY18, the Mississippi Partnership served 134 in-school youth. In PY19, they served 270 in-school youth despite the COVID-19 pandemic situation. During PY20, the Mississippi Partnership LWDA used the 50/50 youth waiver. As predicted, the number of participants was lower due to COVID, however the **percentage of in-school youth (ISY) rose from 40.78% in PY19 to 44.42% in PY20**. The LWDA reports, “the waiver has had a positive impact on our youth performance outcomes and has allowed us to expand our target base for youth services.” The increase from PY18 to PY19 and the percentage increase from PY19 to PY20 is a direct result of having the waiver to spend up to 50% of youth funds on in-school youth. They have also been able to build stronger partnerships with local business and industry as a direct result of being able to serve the in-school youth. The Mississippi Partnership is working to link the in-school youth program with industry recognized apprenticeships at local community colleges so there will be a seamless transition for in-school youth who choose to continue their education in career tech fields within LWDA target sectors.

The Mississippi Partnership LWDA has been able to build strategic partnerships to improve services and leverage resources for youth in the workforce area. They have enhanced linkages to local education agencies and other agencies and maximized the use of workforce programs. This is helping to build a progressive pipeline of employees for industry by exposing and linking youth in high school to short-term (up to 2 years) workforce programs after high school graduation.

The State of Mississippi’s graduation requirements changed for students who entered the 9th grade in August 2018, and all students are required to complete a College & Career Readiness Course or complete 140 hours of work-based learning activities. This waiver has helped the Mississippi Partnership LWDA provide work-based learning opportunities and career exploration as well as mitigate dropout behaviors and improve student retention. Early intervention will increase attachment to the workforce and enrollment in post-secondary training.

The state will build on the success of the Mississippi Partnership in Program Year 2021 with the Delta LWDA planning an in-school pilot project that involves two youth providers and a community college. This LWDA planned expansion will require the LWDA to take advantage of the waiver.

The Twin Districts LWDA will also be expanding their PY20 ISY pilot project. One of the goals of the TDWDA Sector Strategy Plan is to establish a growing partnership with high school CTE programs. In order to achieve the goal, SMPDD formed a partnership with the Mississippi Department of Education to provide WIOA youth services to high school career and technical students. Through the partnership, the objectives of both programs are met. SMPDD has worked with local CTE Directors, Work based Learning Coordinators, and Guidance Counselors to enroll CTE students into WIOA youth programs. The high school CTE programs provide the youth training in a specific pathway and the WIOA youth programs provide work readiness skills training, supportive services, and connect the youth to work based learning opportunities. Because COVID required TDWDA to adapt their training model to be able to provide remote services, they now have the ability to connect with all CTE programs in the local area. TDWDA piloted the program with Kemper County High School and Hattiesburg High School and although they only enrolled 35 in-school youth in program year 2020, the plan is to expand to several CTE programs across the TDWDA 24 county service area and therefore, enroll many more in-school youth into the WIOA youth program utilizing the 50/50 waiver. SMPDD and TDWDA are currently participating in statewide Perkins V taskforce planning team meetings to better align their funding streams, reduce duplication, and coordinate services.

New Waiver Request

Identifies the statutory or regulatory requirements for which a waiver is requested and the goals that the State or local area, as appropriate, intends to achieve as a result of the waiver and how those goals relate to the Unified or Combined State Plan;

N/A

Describes the actions that the State or local area, as appropriate, has undertaken to remove State or local statutory or regulatory barriers;

N/A

Describes the goals of the waiver and the expected programmatic outcomes if the request is granted;

Describes how the waiver will align with the Department's policy priorities, such as: supporting employer engagement;

N/A

- a. connecting education and training strategies;

N/A

- b. supporting work-based learning;

N/A

- c. improving job and career

results, andN/A

- d. other guidance issued by the department

N/A

Describes the individuals affected by the waiver, including how the waiver will impact services for disadvantaged populations or individuals with multiple barriers to employment; and

N/A

Describes the processes used to Monitor the progress in implementing the waiver;

N/A

Provide notice to any local board affected by the waiver;

N/A

Provide any local board affected by the waiver an opportunity to comment on the request;

N/A

Ensure meaningful public comment, including comment by business and organized labor, on the waiver.

N/A

Collect and report information about waiver outcomes in the State's WIOA Annual Report.

N/A

The Secretary may require that States provide the most recent data available about the outcomes of the existing waiver in cases where the State seeks renewal of a previously approved waiver.

Title I-B Assurances

The State Plan must include	Include
1. The State has implemented a policy to ensure Adult program funds provide a priority in the delivery of training services and individualized career services to individuals who are low income, public assistance recipients and basic skills deficient;	Yes
2. The State has implemented a policy to ensure local areas have a process in place for referring veterans with significant barriers to employment to career services provided by the JVSG program's Disabled Veterans' Outreach Program (DVOP) specialist;	Yes
3. The State established a written policy and procedure that set forth criteria to be used by chief elected officials for the appointment of local workforce investment board members;	Yes
4. The State established written policy and procedures to ensure local workforce investment boards are certified by the governor every two years in accordance with WIOA section 107(c)(2);	Yes
5. Where an alternative entity takes the place of a State Board, the State has written policy and procedures to ensure the alternative entity meets the definition under WIOA section 101(e) and the legal requirements for membership;	No
6. The State established a written policy and procedure for how the individuals and entities represented on the State Workforce Development Board help to determine the methods and factors of distribution, and how the State consults with chief elected officials in local areas throughout the State in determining the distributions;	Yes
7. The State will not use funds received under WIOA Title I to assist, promote, or deter union organizing in accordance with WIOA section 181(b)(7);	Yes
8. The State distributes adult and youth funds received under WIOA equitably throughout the State, and no local area suffers significant shifts in funding from year-to-year during the period covered by this plan;	Yes
9. If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser services, Adult and Dislocated Worker programs and Youth Programs under Title I;	Yes
10. The State agrees to report on the impact and outcomes of its approved waivers in its WIOA Annual Report.	Yes
11. The State has taken appropriate action to secure compliance with the Uniform Guidance at 2 CFR 200 and 2 CFR 2900, including that the State will annually monitor local areas to ensure compliance and otherwise take appropriate action to secure compliance with the Uniform Guidance under section WIOA 184(a)(3);	Yes

Wagner-Peyser Act Programs (Employment Services)

A. Employment Service Staff

Describe how the State will staff the provision of labor exchange services under the Wagner-Peyser Act, such as through State employees, including but not limited to state merit staff employees, staff of a subrecipient, or some combination thereof.

MDES is currently in compliance with 20 CFR Part 651, 652, 653 and 658. MDES plans to utilize merit based Wagner-Peyser staff.

Describe how the State will utilize professional development activities for Employment Service staff to ensure staff are able to provide high quality services to both jobseekers and employers.

MDES utilizes a one-hour weekly staff meeting to share information and train staff. Quarterly managers' meetings are held to provide training to management staff. Each MDES staff member has an Individual Development Plan on file that includes the requirements to complete Professional development activities. MDES operates a twelve month Leadership Development program that all Wagner Peyser supervisors must attend. The curriculum includes courses on Self-Awareness, Self- Development, Team Development and Organizational Development. In addition, Wagner Peyser staff members attend regional and national workforce training conferences and National Veterans Training Institute courses. Staff attend workforce conferences, including Southeastern Employment and Training Association (SETA) and National Association of State Workforce Agencies (NASWA).

Describe strategies developed to support training and awareness across core programs and the Unemployment Insurance (UI) program and the training provided for Employment Services and WIOA staff on identification of UI eligibility issues and referral to UI staff for adjudication.

All Wagner-Peyser staff are cross trained to identify Unemployment Insurance eligibility issues and participate in training along with WIOA staff. Wagner-Peyser staff members utilize an issue detection worksheet that is submitted to Unemployment

Insurance management when potential issues are detected. Wagner-Peyser management works closely with Unemployment Insurance management to provide continuous training to staff on updated policy information.

B. Explain how the State will provide information and meaningful assistance to individuals requesting assistance in filing a claim for unemployment compensation through one-stop centers, as required by WIOA as a career service.

Wagner-Peyser staff will provide staff assisted services to help unemployment insurance claimants file online. Resource rooms with internet access are available in all one-stop centers to UI claimants and resource room attendants are available to assist claimants during the filing process.

Mississippi uses an integrated workforce technology system called ReEmployMS to make a direct linkage by assisting customers with claims filing in the resource rooms of the WIN Job Centers. WIN Job Center management can directly contact a more knowledgeable Unemployment Insurance staff member remotely to provide immediate assistance for customers as needed.

C. Describe the State's strategy for providing reemployment assistance to UI claimants and other unemployed individuals

MDES operates the Reemployment Services and Eligibility Assessment (RESEA) program to provide assistance to UI claimants. The Reemployment Services and Eligibility Assessment (RESEA) program is an initiative in Mississippi to provide individualized career services to help reconnect UI beneficiaries with work as quickly as possible. Services to claimants in the programs include customized labor market information, development of an Individual Employment Plan, orientation of services and programs offered, registration in MDES' workforce technology system, job match, skills gap

analysis, and soft skills training. The MDES Workforce Intake Call Center works remotely to provide job search assistance to UI Claimants throughout the state.

D. Describe how the State will use W-P funds to support UI claimants, and the communication between W-P and UI, as appropriate including the following:

1. Coordination of and provision of labor exchange services for UI claimants as required by the Wagner-Peyser Act;

Wagner-Peyser staff will provide staff assisted services to help Unemployment Insurance claimants file online. Resource rooms with internet access are available in all one-stop centers to UI claimants and resource room attendants are available to assist claimants during the filing process.

Mississippi uses an integrated workforce technology system called ReEmployMS to make a direct linkage by assisting customers with claims filing in the resource rooms of the WIN Job Centers. WIN Job Center management can directly contact a more knowledgeable Unemployment Insurance staff member remotely to provide immediate assistance for customers as needed.

WIOA partner staff are trained in many different ways, including a one-hour weekly staff meeting to share information and train staff. Partner staff also shadow Wagner-Peyser staff to learn the functions of ReEmployMS to be able to assist claimants as they navigate the claims processes in the system. WIOA partner staff are positioned within the WIN Job Center to assist claimants with staff-assisted career services as the claimant requests further career and training needs.

2. Registration of UI claimants with the State's employment service if required by State law;

MDES has an integrated workforce registration system that captures common ES and UI data elements and provides real time triage. Mississippi State Law requires UI claimants to enroll in the Wagner-Peyser program by requiring claimants to perform a weekly work search. The real time triage creates an initial profile in the job match system and presents claimants with a list of jobs that may match their skills and past work experience.

3. Administration of the work test for the State unemployment compensation system, including making eligibility assessments (for referral to UI adjudication, if needed), and providing job finding and placement services for UI claimants; and

MDES Wagner-Peyser staff are cross-trained and have a process in place to administer the work test including making eligibility assessments for UI claimants. Wagner-Peyser staff provide staff assisted reemployment services to UI claimants. UI claimants also have access to self-service labor exchange features in the workforce technology system. As potential availability issues are detected by WIN Job Center staff during interviews with individuals receiving Unemployment compensation, they are reported to UI staff for adjudication.

4. Provision of referrals to and application assistance for training and education programs and resources.

MDES Wagner-Peyser staff are cross-trained to provide referrals and application assistance for training and education programs and resources. MDES utilizes a one-hour weekly staff meeting to share information with partners and to train staff. Staff are trained in the use of the Eligible Training Provider List (ETPL) online system where claimants can search for approved WIOA training and education programs in Mississippi. WIOA staff in the WIN Job Center are physically present to receive a warm hand-off referral and assist the claimant in their training and education needs.

E. Agricultural Outreach Plan (AOP). Each State agency must develop an AOP every four years as part of the Unified or Combined State Plan required under sections 102 or 103 of WIOA. The AOP must include an assessment of need. An assessment of need describes the unique needs of farmworkers in the area based on past and projected agricultural and farmworker activity in the State. Such needs may include but are not limited to: employment, training, and housing.

1. Assessment of Need. Provide an assessment of the unique needs of farmworkers in the area based on past and projected agricultural and farmworker activity in the State. Such needs may include but are not limited to: employment, training, and housing.

Due to the low number of migrant and seasonal farm workers in Mississippi, it is considered a non-significant state relative to the Migrant and Seasonal Farm Worker (MSFW) program. The estimated number of MSFWs during the peak season in the state is 17,000. This is based on data supplied by the WIOA Title 1 section 167 National Farmworker Jobs Program (NFJP) grantee, other MSFW organizations, employer organizations, and federal and/or state agency data sources such as the U.S. Department of Agriculture and the Employment and Training Administration (ETA).

Mississippi shares information related to the MSFW program with farmworkers during monitoring visits. Literature and other resources of benefit are also provided. For farmers and farmworkers with internet capability, they are introduced to the MDES website, which can help provide a full range of services and training opportunities that may be provided.

MDES works with the Mississippi Delta Council to assess the unique needs of farmworkers in the state. Many farmworkers need additional training to reach self-sufficiency. During housing inspections and monitoring visits, a need for proper healthcare resources has been observed. The two most significant reported barriers to care among MSFWs are cost and language. Information on healthcare resources is made available as needed.

2. An assessment of the agricultural activity in the State means: 1) Identifying the top five labor-intensive crops, the months of heavy activity, and the geographic area of prime activity; 2) Summarize the agricultural employers' needs in the State (i.e. are they predominantly hiring local or foreign workers, are they expressing that there is a scarcity in the agricultural workforce); and 3) Identifying any economic, natural, or other factors that are affecting agriculture in the State or any projected factors that will affect agriculture in the State.

Due to the low number of migrant and seasonal farm workers in Mississippi, it is considered a non-significant state relative to the Migrant and Seasonal Farm Worker (MSFW) program. The estimated number of MSFWs during the peak season in the state is 17,000. This is based on data supplied by the WIOA Title 1 section 167 National Farmworker Jobs Program (NFJP) grantee, other MSFW organizations, employer organizations, and federal and/or state agency data sources such as the U.S. Department of Agriculture and the Employment and Training Administration (ETA).

Spring, summer, and fall represent the planting to harvest seasons in the 58 counties where the majority of crops are grown. The number of seasonal farmworkers remains constant during these months with more migrant workers coming in during the harvest season (fall).

The Mississippi Department of Employment Security (MDES) entered into a non-financial cooperative agreement with the Mississippi Delta Council for Farm Workers Opportunities, Inc. (MDC), which is the state's Workforce Innovation and Opportunity Act (WIOA) 167 Grantee. MDES and MDC work together to identify major labor-intensive crop activity relative to MSFWs. MDC, in its outreach team efforts, has identified that the Delta and semi-Delta counties in the state are where 90% of MSFWs reside and work. There are small pockets of MSFWs throughout the state involved in agricultural production; however, most of the labor-intensive crops are produced in the Delta.

The top five crops include: broiler eggs, cotton, corn, soybeans, and forestry.. Other important crops include cattle, catfish, hay, sweet potatoes, and specialty crops. Dairy and poultry farming are located in the hilly section of the state. The coastal and southeastern areas include tree farming (timber) and nursery commodities. Agricultural employers in the state are predominantly focused on hiring local workers. In instances where they are unable to obtain an adequate workforce, employers turn their focus to hiring migrant seasonal farmworkers. However, when there is a scarcity of agricultural workers, they utilize MSFWs and the H-2A and H-2B Foreign Labor program. Agricultural employers are challenged to meet a constantly evolving market demand for commodities, which affects their economic viability. Agriculture in the state is impacted by market demand; as well as by natural disasters, such as the recent drought throughout the entire state.

3. An assessment of the unique needs of farmworkers means summarizing Migrant and Seasonal Farm Worker (MSFW) characteristics (including if they are predominantly from certain countries, what language(s) they speak, the approximate number of MSFWs in the State during peak season and during low season, and whether they tend to be migrant, seasonal, or year-round farmworkers). This information must take into account data supplied by WIOA Section 167 National Farmworker Jobs Program (NFJP) grantees, other MSFW organizations, employer organizations, and State and/or Federal agency data sources such as the U.S. Department of Agriculture and the U.S. Department of Labor (DOL) Employment and Training Administration

An assessment of migrant, seasonal, and year-round farm worker characteristics indicates that migrant and seasonal workers are predominately Hispanic during the peak season, while year-round workers are predominately African American. Typically, migrant, and seasonal workers speak Spanish and year-round workers speak English. MDC, the state NFJP 167 grantee, has bilingual staff available to assist Hispanic workers.

4. Outreach Activities The local offices' outreach activities must be designed to meet the needs of MSFWs in the State and to locate and contact MSFWs who are not being reached through normal intake activities. Describe the State agency's proposed strategies for:

1) Contacting farmworkers who are not being reached by the normal intake activities conducted by the employment service offices.

MDES achieves many of the state's outreach goals for ensuring that basic ES services are provided for MSFWs when the SMA and outreach staff are conducting farm visits where information and resources are provided on other employment opportunities. Though Mississippi is a non-significant state, the SMA provides resource material provided by the DOL to American Job Centers by way of hand delivery or the web. The SMA attends local and state job fairs providing resource information on the MSFW program and attends local community events that have a direct impact on farm related activities. In addition, members of the statewide MDES Business Outreach team conduct MSFW outreach during non-peak and peak agricultural seasons. The team members consist of four full time outreach staff funded by Wagner-Peyser and numerous Wagner-Peyser staff from the American Job Centers.

2) Providing technical assistance to outreach staff. Technical assistance must include trainings, conferences, additional resources, and increased collaboration with other organizations on topics such as one-stop center services (i.e. availability of referrals to training, supportive services, and career services, as well as specific employment opportunities), the Employment Service and Employment-Related Law Complaint System ("Complaint System" described at 20 CFR 658 Subpart E), information on the other organizations serving MSFWs in the area, and a basic summary of farmworker rights, including their rights with respect to the terms and conditions of employment.

The MDES Department Chief and the SMA provide training to MSFW outreach staff in person, remotely and electronically. In addition, they attend staff development meetings in American Job Centers to train employees and partners on services. Services provided to MSFWs in the American Job Center's includes information on unemployment insurance, assessment, counseling, job referrals, job development contacts, training, support services and job placement assistance. Currently, Mississippi's SMA attends basic unemployment insurance staff development trainings when possible to stay abreast of changing UI regulations. The SMA, Department Chief and outreach staff attend state, regional and national conferences such as Southeastern Employment and Training Association (SETA) and National Association of State Workforce Agencies (NASWA). They also attend USDOL training in person and electronically.

3) Increasing outreach worker training and awareness across core programs including the Unemployment Insurance (UI) program and the training on identification of UI eligibility issues.

Outreach workers are trained on identifying UI eligibility issues. All outreach workers completed Unemployment Insurance (UI) refresher training in 2020. Outreach workers are cross trained on all core programs. Joint training is held periodically with staff members from UI and Wagner-Peyser. Annual UI training will continue to occur for all outreach workers.

4) Providing State merit staff outreach workers professional development activities to ensure they are able to provide high quality services to both jobseekers and employers.

State merit staff outreach workers attend professional development activities. Activities include USDOL sponsored training, online training from the RAM, agency sponsored training, workforce conferences and National Veterans Training Institute courses. All outreach workers have completed a training conference on all WIOA core programs

5) Coordinating outreach efforts with NFJP grantees as well as with public and private community service agencies and MSFW groups.

The SWA staff person coordinates with the SMA, to coordinate with the MDC to ensure that appropriate outreach activities are carried out. The State SWA staff, as well as staff of the MDC which conducts the outreach to MSFW, attend appropriate conferences and training, as well as participate in DOL conference calls relative to outreach activities. The SWA staff provides appropriate training to local one-stop staff as appropriate. SWA staff also coordinates with the MDC regarding outreach and other activities.

5. Services Provided to farmworkers and agricultural employers through the one-stop delivery system

1) Providing the Full Range of Employment and Training Services to the Agricultural Community, Both Farmworkers and Agricultural Employers, Through the One-stop Delivery System. This includes:

Staff in each MDES local one-stop and MDC work cooperatively to ensure information on each agency's services is available to MSFWs upon entering local offices. This includes MDES Grievance Procedures, which are available for dissemination to the farm workers in the language prevalent among the farm worker population in that area through such means as posters, pamphlets, use of the media, and workshops.

The Mississippi Delta Council for Farm Workers Opportunities, Inc. (MDC/FWOI) was organized in 1971 as a private non-profit corporation chartered to operate programs to assist migrants and seasonal farm workers in the State of Mississippi. Its two primary objectives are: to help farm workers seek alternatives to agricultural labor; and to improve the agricultural lifestyle of those who wish to remain in agriculture.

As the WIOA Title 1 section 167 grantee, MDC receives a grant from the Department of Labor to address the needs of MSFW related to employment or personal needs. Some of the agencies MDC partners with to meet the personal needs of MSFW are Delta Housing and community action agencies, which offer assistance with paying utility bills, local food banks supplement food needs, health departments/agencies help with free or low-cost health and dental care, the local community college offer training and certification opportunities. MDC also provides pesticide training and farm safety training to MSFW's and makes referrals to agricultural employers for job opportunities. MDC refers MSFWs to the WIN Job Centers as appropriate for other job certifications.

MDES is able to reach out to agricultural employers for job development, assistance with job orders, and to ensure that the agricultural employers are able to secure a reliable labor force. MDES staff market the services of the WIN Job Centers to agricultural employers. MDES strives to offer technical assistance to agricultural employers in a continued effort to meet their needs and requirements. Upon initial contact with the SWA, the agricultural employer must register their job order with the state's WIN Job Center. The job order includes the agricultural employer's requirement of job specifications, number of required workers, and length of employment. MDES is then able to job match applicants tailored to the specific requirements of the agricultural employer. Appropriate referrals of applicants are made to the employer. MDES will continue to work with MDC and other partnering agencies to ensure agricultural employers are continuing to be educated on MSFWs policies, procedures, and regulations.

2) Marketing the employment service complaint system to farmworkers and other farmworker advocacy groups

Outreach and resource materials are translated into languages other than English so that Limited English Proficient (LEP) clients can understand and access one-stop services. Local WIN Job Centers have access to translators via an 800-telephone number and a listing of local individuals who can provide translation services at no cost to the individual. This same information is also transmitted through the SMA who educates and explains to farmers and farmworkers alike how the complaint system works. Business Outreach staff members provide complaint system resources to farmworkers and farmers who may enter the local offices or while they are conducting outreach throughout the state.

3) Marketing the Agricultural Recruitment System for U.S. Workers (ARS) to agricultural employers and how it intends to improve such publicity.

As a MSFW non-significant state, Mississippi strives to ensure that employment and training services required under WIOA Title I are provided to MSFWs at the WIN Job Center as well through the MDES website. As previously mentioned, services provided to MSFWs in the WIN Job Center include information on unemployment insurance, assessment, counseling, job referrals, job development contacts, training, support services and job placement assistance.

Appropriate assessments for each MSFW that registers at the WIN Job Center are conducted to determine the specific

employment and training needs of that worker. The MDES self-service system for employment and unemployment opportunities streamlines the process of getting immediate service that can be delivered anywhere, anytime. Posters and other printed material are posted at farms to provide contact information for the MSFW department. Such information is also provided to local partnering agencies that often come into contact with MSFW many times per year.

6. Other Requirements

A. Collaboration

MDES and MDC work in collaboration where an estimated 500 MSFWs are served each year. MDES is also working to form a stronger relationship with the Regional Equality Opportunity Office. This partnership will ensure U.S. workers and MSFWs alike are afforded equal opportunities to jobs, as well as, ensuring worker's rights are not being violated and protected. As MDES' farm worker program continues to grow, the goal is to seek out and form closer relationships with other agencies and advocacy groups.

B. Review and Public Comment

The State Monitor Advocate works for MDES; and was afforded the opportunity to review and comment on the Program Year 2024 AOP.

1. The AOP must include a statement confirming NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations and other interested employer organizations have been given an opportunity to comment on the AOP. Include the list of organizations from which information and suggestions were solicited, any comments received, and responses to those comments.

The Mississippi AOP for Program Year 2024 was reviewed by the 167 NFJP grantee, and at the discretion of the NFJP other interested groups affiliated with the NFJP were given an opportunity to comment on the state AOP.

2. The plan was posted on the MDES public web site available to the public for review and comment. Although solicited, no additional information and no comments were received.

C. Data Assessment

While Mississippi is a non-significant MSFW state, ongoing training occurs to identify all MSFW's that visit American Job Centers. Mississippi strives to ensure delivery of services both qualitatively and quantitatively to our non-significant MSFW population. Ongoing training will occur to ensure all goals are met.

D. Assessment of Progress

MDES is completing an AOP for Program Year 2024 in accordance with DOL guidance. PY 2023 data is the most recent data,

Previous year's history based on Program Year (PY) 2023 data:

- Approximately 950 agricultural job orders and openings were received.
- There were no agricultural job orders filled entirely by MSFWs.
- Most job orders were filled with a combination of H2A and MSFW applicants totaling 100%.
- There were 346 interstate clearance orders received.
- There were 604 interstate clearance orders initiated.

Based on historical data and previous performance, MDES anticipates achieving the following goals for MSFW:

- Approximately 750 agricultural job orders and openings to be received.

- Most job orders filled will be a combination of H2A and MSFW applicants totaling 100%.
- Approximately 1% of the job orders are expected to be filled by MSFWs.
- Project 647 interstate clearance orders to be received and initiated.

State Monitor Advocate

The State Monitor Advocate works for MDES; and was afforded the opportunity to review and comment on the Program Year 2024 AOP.

Wagner-Peyser Assurances

The State Plan must include	Include
1. The Wagner-Peyser Act Employment Service is co-located with one-stop centers or a plan and timeline has been developed to comply with this requirement within a reasonable amount of time (sec 121(e)(3));	Yes
2. If the State has significant MSFW one-stop centers, the State agency is complying with the requirements under 20 CFR 653.111, State Workforce Agency staffing requirements;	No
3. If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser Act services, Adult and Dislocated Worker programs and Youth Programs under Title I; and	Yes
4. SWA officials: <ol style="list-style-type: none"> 1) Initiate the discontinuation of services; 2) Make the determination that services need to be discontinued; 3) Make the determination to reinstate services after the services have been discontinued; 4) Approve corrective action plans; 5) Approve the removal of an employer's clearance orders from interstate or intrastate clearance if the employer was granted conditional access to ARS and did not come into compliance within 5 calendar days; 6) Enter into agreements with State and Federal enforcement agencies for enforcement-agency staff to conduct field checks on the SWAs' behalf (if the SWA so chooses); and 7) Decide whether to consent to the withdrawal of complaints if a party who requested a hearing wishes to withdraw its request for hearing in writing before the hearing. 	Yes

Adult Education and Family Literacy Act Programs

A. *Aligning of Content Standards*

The Mississippi Community College Board (MCCB), Office of Adult Education (OAE), has strategically advanced its commitment to excellence by adopting the College and Career Readiness Standards (CCRS) for Adult Education (AE) released by the U.S. Department of Education, Office of Career, Technical and Adult Education (OCTAE). This decision, made in July of 2016, aimed to enhance the quality of instruction in AE classrooms and align standards seamlessly with Mississippi's K-12 standards, reflecting the latest instructional practices.

In pursuit of this vision, a comprehensive statewide CCRS implementation team was established, comprising of AE instructors, local program directors, and state staff. This team engaged in the CCRS Standards-in-Action training, led by LINCS Trainers, to adeptly implement the standards across Mississippi AE eligible providers. The Literacy Information and Communication System (LINCS) is a national leadership initiative funded by the U.S. Department of Education (ED), OCTAE, to expand evidence-based practice in the field of adult education. The primary objective, both historically and presently, is to form cohorts of well-trained instructors in all subject areas, ensuring the continuation of standards-based instruction through ongoing training initiatives.

Recognizing the significance of digital access and equity, the OAE took a significant step forward in June 2022 by launching the Canvas Standards Foundational courses. Canvas is a cloud-based learning management system (LMS) that facilitates online education by providing a platform for educators to create, manage, and deliver digital courses and content. These courses offer on-demand, in-depth training on current standards. All new teachers entering a Mississippi AE program are mandated to complete the Foundational courses, specifically covering CCRS English Language Arts (ELA) and CCRS Math.

Furthermore, to address the imperative needs of educational equity, access, and rigor for adult English Language Learners (ELLs), the OAE has embraced the English Language Proficiency (ELP) Standards for Adult Education. Released by the U.S. Department of Education in October 2016, these standards ensure that adult ELLs acquire the essential knowledge and skills for employment and self-sufficiency through integrated English Language instruction, workplace preparation activities, mathematics instruction, and digital literacy. To support this initiative, ELL instructors underwent comprehensive training on the ELP Standards and implementation strategies. Notably, a dedicated team of ELL instructors actively participated in the 2021 national training for implementing standards-based instruction for ELLs, reinforcing the commitment to excellence in adult education across the state.

Education and Literacy Activities (Section 203 of WIOA)

B. Local Activities

Describe how the State will, using the considerations specified in section 231(e) of WIOA, fund each eligible provider to establish or operate programs that provide any of the following adult education and literacy activities identified in section 203 of WIOA, including programs that provide such activities concurrently. The Unified or Combined State Plan must include at a minimum the scope, content, and organization of these local activities.

- *Adult education;*
- *Literacy;*
- *Workplace adult education and literacy activities;*
- *Family literacy activities;*
- *English language acquisition activities;*
- *Integrated English literacy and civics education;*
- *Workforce preparation activities; or*
- *Integrated education and training that—*

1. *Provides adult education and literacy activities, concurrently and contextually with both, workforce preparation activities, and workforce training for a specific occupation or occupational cluster, and*
2. *Is for the purpose of educational and career advancement.*

Special Rule. Each eligible agency awarding a grant or contract under this section shall not use any funds made available under this title for adult education and literacy activities for the purpose of supporting or providing programs, services, or activities for individuals who are under the age of 16 and are enrolled or required to be enrolled in secondary school under State law, except that such agency may use such funds for such purpose if such programs, services, or activities are related to family literacy activities. In providing family literacy activities under this title, an eligible provider shall attempt to coordinate with programs and services that are not assisted under this title prior to using funds for adult education and literacy activities under this title for activities other than activities for eligible individuals.

The OAE is strategically shaping its plan to administer the Workforce Innovation and Opportunity Act (WIOA) of 2014 – Title II Adult Education and Family Literacy Act (AEFLA). This plan positions the OAE as the pivotal agency responsible for overseeing the allocation of funds to eligible providers and ensuring program and performance oversight. The overarching objective is to propel adult education and literacy services throughout the state, aligning with the goals outlined in the State Plan.

To drive this vision forward, the OAE has set forth comprehensive goals:

Improve Outcomes by Scaling Effective Models and Strategies: The OAE will focus on building, expanding, and scaling comprehensive career pathways systems across every adult education program. The aim is to achieve the expansion of evidence-based models, enhancing the overall effectiveness of adult education initiatives.

1. **Increase Postsecondary Transitions and Credential Attainment:** By providing support and training to eligible providers, the OAE aims to ensure that students seamlessly transition to postsecondary education or training, earning in-demand credentials for self-sustaining employment. The integration of adult education with occupational education and training will be a key focus, promoting the development of career pathways systems.
2. **Strengthen College and Career Readiness for Adult Learners:** The OAE will provide training and support to eligible providers, preparing adult learners for success in postsecondary education and the workforce. Emphasizing the Smart Start Course, based on the U.S. Department of Education's Employability Skills Framework, will be integral to this goal. The Smart Start Course was developed by the OAE and is an educational initiative aimed at equipping individuals with essential academic foundational knowledge and job readiness skills. Individuals not only gain fundamental education but also benefit from the ACT® WorkKeys Curriculum. This integration empowers individuals with a unique opportunity to earn the National Career Readiness Certificate®.
3. **Develop Multi-Level Career Pathways Options:** The OAE aims to enable the creation of multiple entry points into postsecondary education tailored to various functioning levels of adult education learners. These pathways will align with identified student readiness levels and lead to credentials, certifications, and degrees that open doors to employment in high-growth, family-supporting jobs.

In terms of funding, the OAE employs a competitive Request for Proposal (RFP) process to identify, assess, and award multi-year grants to eligible providers. This includes Adult Education (Section 231), Corrections Education and other Institutionalized Individuals (Section 225), Integrated English Literacy and Civics Education (IELCE) (Section 243). Anticipating the period from July 1, 2025, through June 30, 2030, the OAE is committed to conducting a competitive process that ensures equitable access for all eligible providers.

The thirteen considerations as specified in WIOA, Title II, Sec. 231 (e) are used as the basis to determine funding decisions, as well as to ensure that applicants only use AEFLA grant funds to serve eligible individuals as specified in WIOA section 203(4). Applicants are evaluated using a scoring rubric that includes:

- The thirteen considerations

- Alignment to the local workforce development boards (LWDB) strategies and goals
- Description of strategies and activities that promote concurrent enrollment with title i services and core partner responsibilities
- Data collection process
- Demonstrated effectiveness
- Program performance and
- The ability to provide services that meet the needs of the target population

As required by WIOA Section 107(d)(11)(B), the RFP process also includes a procedure to ensure the applicable LWDBs review the application and provide comments and/or recommendations regarding the application's alignment to the strategies and goals of the local plan under Section 108 of WIOA.

In preparation for the competition, the OAE will review the most current U.S. Census and American Community Survey data, along with regional-specific labor market information, setting new enrollment targets for applicants. The application process places a strong emphasis on addressing barriers to equitable access and participation, as outlined in Section 427 of the General Education Provision Act (GEPA), ensuring a fair and inclusive opportunity for all.

In terms of eligible providers, the OAE recognizes organizations demonstrating effectiveness in providing adult education activities. The RFP requires applicants to furnish performance data supporting their funding request, and eligible providers may include:

- Local education agency
- Community-based or faith-based organization
- Volunteer literacy organization
- Institution of higher education
- Public or private nonprofit agency
- Library
- Public housing authority
- Nonprofit institution with the ability to provide adult education and literacy services
- Consortium or coalition of agencies, organizations, institutions, libraries, or authorities described above
- Partnership between an employer and an entity described above

Each applicant requesting funds is required to include a description of the steps the applicant proposes to take to ensure equitable access to and participation in its federally assisted program for students, teachers, and other program beneficiaries with special needs. Section 427 of the GEPA highlights six types of barriers that can impede equitable access or participation: gender, race, national origin, color, disability, or age. Based on local circumstances, applicants determine whether these or other barriers may prevent participation in the program or activities and outline in their applications the specific steps they intend to take to overcome any identified barriers.

The funds allocated to local providers are intended to establish and operate programs that provide adult education and literacy services to learners meeting the statutory definition of an "eligible individual" as defined in Section 203. Eligible individuals include those who are at least 16 years of age, are not enrolled or required to be enrolled in secondary school under the State law, are basic skills deficient, do not have a secondary school diploma or its recognized equivalent, or are English language learners. Services include Adult Basic Education (ABE), Adult Secondary Education (ASE),

English Language Acquisition (ELA), Integrated Education and Training (IET), Integrated English Literacy and Civics Education (IELCE), Correctional Education Programs, Workforce Preparation, and Workforce Training.

Furthermore, providers are required to implement evidence and research-based strategies that accelerate learning and promote readiness for postsecondary education and employment. This commitment includes standards-based instruction, technology integration and distance learning, career pathways development, postsecondary bridge programs, alignment of services through concurrent enrollment, and collaborative agreements with the local WIN Job Centers.

The success of this comprehensive plan hinges on effective collaboration, data-driven decision-making, and a commitment to meeting the diverse needs of adult learners. The OAE's forward-looking approach positions it as a catalyst for positive change, ensuring that adult education in Mississippi evolves to meet the demands of the 21st-century workforce and aligns with the broader goals of the State Plan and federal legislation.

ensure students as jobseekers have access to information and services that lead to positive employment outcomes.

C. CORRECTIONS EDUCATION AND OTHER EDUCATION OF INSTITUTIONALIZED INDIVIDUALS

Describe how the State will establish and operate programs under section 225 of WIOA for corrections education and education of other institutionalized individuals, including how it will fund, in accordance with the requirements of title II subtitle C, any of the following academic programs for:

- *Adult education and literacy activities;*
- *Special education, as determined by the eligible agency;*
- *Secondary school credit;*
- *Integrated education and training;*
- *Career pathways;*
- *Concurrent enrollment;*
- *Peer tutoring; and*
- *Transition to re-entry initiatives and other post release services with the goal of reducing recidivism.*

Each eligible agency using funds provided under Programs for Corrections Education and Other Institutionalized Individuals to carry out a program for criminal offenders within a correctional institution must give priority to serving individuals who are likely to leave the correctional institution within 5 years of participation in the program.

The OAE is dedicated to advancing the educational opportunities for incarcerated individuals through the allocation of Section 225 grant funds. To streamline the award process, we employ the same RFP process and timeline outlined for Section 231 funds, adhering to the guidelines set forth in Adult Education and Literacy Activities (Section 203 of WIOA).

Our commitment to fostering excellence in correctional education is underscored by the implementation of multi-year (five year) grants, awarded through a rigorous and competitive RFP process. The next RFP will award grants for the term July 1, 2025 through June 30, 2030. Evaluation of applications is conducted systematically, utilizing the 13 considerations outlined in Title II of WIOA. Notably, priority will be accorded to initiatives catering to individuals likely to exit correctional institutions within five years of program participation.

Services offered include adult education and literacy activities, special education (as determined by the agency), integrated education and training, career pathways, concurrent enrollment, peer tutoring, and transition to re-entry initiatives, aligning with our overarching goal of reducing recidivism (Section 225(b)).

The OAE will continue collaborating with the MS Department of Corrections and other correctional facilities, aligning curriculum, student performance standards, data accountability systems, and teacher/peer tutor training. A focal point of our efforts involves developing programs that seamlessly integrate basic skills instruction with essential life skills, digital

literacy, and employability skills, as found in the Smart Start Course. This holistic approach ensures students acquire the multifaceted abilities necessary for sustained self-sufficiency post-incarceration.

Ongoing collaboration between the OAE and correctional facilities ensures instructional activities align with regional needs. Correctional facilities play an instrumental role in the referral process, guiding individuals towards adult education programs in their release areas and local community colleges. Participants who are within 12 months of release are also given the opportunity to participate in the Reentry Academy where they receive Pathway to Employment strategies for those who are capable of work. In addition, through collaborative efforts with employers and community leaders, students have the opportunity to participate in job fairs and mock interviews.

Within the correctional facilities, participants meet with counselors and/or a Reentry Transition Specialist who link them to external reentry/rehabilitation services through the various core partners (MS Department of Rehabilitation Services, WIN Job Centers, MS Department of Health Services, and the Office of Adult Education) for post-release success. Participants who earn their high school equivalency are encouraged to enroll into college programs, if available, while incarcerated as well as after release.

Building on participation in OCTAE's Integrated Education and Training in Correctional and Reentry Education Technical Assistance program from spring 2021 to spring 2022, the OAE remains steadfast in providing comprehensive technical assistance, advising, and on-site guidance to assist correctional education programs in the development and implementation of IET programs. Primary focus is on the development of new programs tailored to Mississippi's workforce needs, creation of multi-level career pathways with stackable credential opportunities, and the refinement of processes to incorporate contextualized instruction, a single set of learning objectives, and team-teaching methodologies. This commitment ensures that our correctional education programs remain dynamic, relevant, and aligned with the evolving landscape of education and workforce demands.

D. INTEGRATED ENGLISH LITERACY AND CIVICS EDUCATION PROGRAM

Describe how the State will establish and operate Integrated English Literacy and Civics Education programs under Section 243 of WIOA, for English language learners who are adults, including professionals with degrees and credentials in their native countries, including how the Integrated English Literacy and Civics Education program under section 243(a) of WIOA will be delivered in combination with integrated education and training activities.

Describe how the State will fund, in accordance with the requirements of title II, subtitle C, an Integrated English Literacy and Civics Education program and how the funds will be used for the program.

Describe how the Integrated English Literacy and Civics Education program under section 243(a) of WIOA will be designed to prepare adults who are English language learners for, and place such adults in, unsubsidized employment in in-demand industries and occupations that lead to economic self-sufficiency.

Describe how the Integrated English Literacy and Civics Education program under section 243(a) of WIOA will be designed to integrate with the local workforce development system and its functions to carry out the activities of the program.

The OAE awards Section 243 grant funds for Integrated English Literacy and Civics Education (IELCE) programs using the same RFP process and timeline described for Section 231 and 225 funds; see Adult Education and Literacy Activities (Section 203 of WIOA) above. The OAE awards multi-year (five year) grants to eligible providers through a competitive RFP. The review of applications includes evaluation based on the 13 considerations outlined in Title II of WIOA. All applications are evaluated using the same rubric and scoring criteria. Applicants provide narrative details to demonstrate how they will meet the criteria. Eligible providers showcasing demonstrated effectiveness in providing adult education and literacy activities are eligible to apply for WIOA Section 243 funding. The funds are aimed at preparing adult English Language Learners, including professionals with degrees and credentials in their native countries, for unsubsidized employment in in-demand industries and occupations leading to economic self-sufficiency. The next RFP awards grants for the term July 1, 2025 through June 30, 2030.

Eligible providers are required to describe how they will align the IELCE program with the local workforce development system to carry out the activities of the program. Each eligible provider

will prepare English language learners for unsubsidized employment in in-demand industries and occupations that lead to economic self-sufficiency by delivering the following activities under WIOA:

- Integrate literacy and English language instruction with occupational skill/s training
- Foster connections with employers through collaboration with College and Career Navigators (CCN) and post-secondary relationships with career and technical education and workforce. CCNs play an integral role in fostering student persistence and success through direct guidance and coordination of campus and community-based services.

Programs applying for IELCE funds under Section 243 are required to offer an IET program. State priorities include implementing stackable credentials, multi-level career pathways, and IET program/s. Applicants are required to provide extensive data to demonstrate the need and potential for success of IELCE activities in conjunction with integrated education and training in the proposed service area. Such data will include, but is not limited to, immigration trends, demographics of the English language learners in the area where the program will be provided and employment and labor market statistics for the area. In addition, applicants will be asked to provide evidence they have developed or will be able to develop in a timely fashion, partnerships that support the purpose of the program. Funding under this title will be awarded based upon the criteria for evaluation of programs applications contained in Section 243 of WIOA.

IELCE providers collaborate with the LWDBs. LWDB representatives review applications for alignment with the local plan and provide ongoing collaboration and technical assistance to develop IET programs responsive to local labor market demands. Mississippi has four designated LWDBs that are tasked with selecting and identifying target sectors while developing goals and activities to address the workforce needs in their respective economies. Aligning with the identified sector strategies, Mississippi's community colleges provide training and education, through short-term workforce training and/or career-technical education to Mississippians, giving focus to specific industries important to a region.

Describe how the State will use the funds to carry out the required State Leadership activities under section 223 of WIOA

E. STATE LEADERSHIP

Describe how the state will use the funds to carry out the required state leadership activities under Section 223 of WIOA

1. *The alignment of adult education and literacy activities with other core programs and one-stop partners, including eligible providers, to implement the strategy identified in the unified State plan under section 102 or the combined State plan under section 103, including the development of career pathways to provide access to employment and training services for individuals in adult education and literacy activities.*

The primary use of state leadership funds is to provide high-quality professional development and technical assistance to the adult education programs that align with the goals of the state and local workforce development plans. The system emphasizes data and evidence-based technical assistance and professional development opportunities that promote program improvement. State leadership activities are permitted up to 12.5 percent of the grant funds under Section 223.

In an effort to align services across the state and support the no wrong door policy, Mississippi core partners provide ongoing training for state, regional and local staff. This training enhances professional growth and development, covering topics such as common intake procedures, common referral processes and specific programmatic information for each core partner. The OAE assists programs in coordinating and delivering key services within the one-stop delivery system. These services may include instruction, assessment, support and referral services. The OAE develops and provides relevant training to assist locals in the development of partnerships within the one-stop system.

Additionally, the development of sector partnerships and career pathway development continues to be a priority, focusing on aligning services as students transition from adult education through integrated education and training, furthering their education and employment opportunities.

Annually, the OAE provides statewide training in coordination with local adult education programs and WIOA Core Partners, including the Mississippi Department of Employment Security, Mississippi Department of Human Services, and the Mississippi Department of Rehabilitation Services. The training fosters increased awareness of services offered through the various entities, eliminates duplication of services, and enhances service delivery. In addition to the annual core partner training, additional training occurs with strategic partners across the state to provide staff with knowledge of services to offer students holistic wrap-around service.

To enhance the connection between programs, students, and employers, the OAE has dedicated staff to represent adult education by serving on the Governor's Job Fair Network Committee, allowing opportunities to engage employers and gain further understanding of Mississippi's workforce landscape. In addition, CCNs and local adult education directors are encouraged to participate in the job fairs in their districts.

Mississippi has four LWDB(s), and all Title II funded programs are required to develop written agreements to ensure service alignment. Programs align services with local plans to promote concurrent enrollment and activities in order to meet the state adjusted levels of performance and collect data to report performance indicators. Additionally, all adult education providers describe how they will fulfill one-stop responsibilities in their region.

2. The establishment or operation of high quality professional development programs to improve the instruction provided pursuant to local activities required under section 231(b), including instruction incorporating the essential components of reading instruction as such components relate to adults, instruction related to the specific needs of adult learners, instruction provided by volunteers or by personnel of a State or outlying area, and dissemination of information about models and promising practices related to such programs

The OAE is responsible for designing, implementing, and operating statewide professional development activities for all AEFLA funded programs. The OAE utilizes state leadership funds to plan, coordinate, and continue implementation of the College and Career Readiness Standards (CCRS) for all programs in the state. State leadership funding supports conferences and other training academies and institutes to ensure ongoing professional development in standards-based instruction and other OAE priority areas.

Improving teacher effectiveness has been a long-term goal for the OAE and continues to be a priority to enable every adult learner in Mississippi to acquire the necessary basic skills—reading, writing, math computation, speaking and listening, and digital literacy skills—to compete successfully in today's workplace, strengthen family foundations, and exercise full citizenship.

Professional development in reading literacy, math literacy, and digital literacy skills offer strategies for teachers to use in their classroom to assist adult learners in developing these skills. Digital Literacy has emerged as a crucial focal point in adult education, recognizing it as an indispensable skill that every adult must possess to actively engage in the workforce and navigate the demands of everyday life. These trainings are recorded and uploaded to a Canvas course where teachers can access the webinars on-demand. Reading Literacy webinars include a focus on evidence-based instruction with vocabulary, text complexity, and comprehension.

The OAE will continue to partner with the Barbara Bush Foundation, Literacy Information and Communication System (LINCS), the Coalition on Adult Basic Education (COABE), American Institutes for Research (AIR), and the NRS in an effort to enhance instructors' proficiencies to directly impact the students, empowering them with essential skills needed for everyday life and employment.

To meet the needs of adult learners with learning disabilities and mental health concerns, the OAE will continue to provide training sessions that include comprehensive guidance and support to create an inclusive environment where individuals can flourish personally and academically.

The annual New Teacher Academy provides an intensive workshop-style experience for all incoming teachers in adult education, covering the most current and effective strategies for managing a classroom and creating curriculum aligned to the diverse needs of adult learners.

The Teachers Mentoring Teachers Institute (TMT) transforms teacher support at the local level. This online, on-demand, Canvas course was created to equip Lead/Mentor teachers with the essential skills needed to effectively

guide and support new teachers. Recognizing that fostering a trusting environment through personalized guidance is pivotal for the growth and retention of new teachers, the TMT Institute is poised to become a cornerstone in elevating the mentorship experience within the educational landscape.

In adult education, Diversity, Equity, and Inclusion (DEI) are paramount for cultivating an enriching and effective learning environment. Recognizing and embracing diverse backgrounds, perspectives, and experiences among adult learners fosters a dynamic exchange of ideas and promotes a more inclusive educational landscape. Equity ensures fair access to resources, opportunities, and support, fostering an environment where every learner can thrive. Inclusion goes beyond mere representation, creating a space where individuals feel valued and respected. The OAE provides DEI training through an on-demand course offered through LINCS. The training is included on the professional development calendar which is disseminated to the programs.

3. The provision of technical assistance to eligible providers of adult education and literacy activities receiving funds under this title, including—

1. the development and dissemination of instructional and programmatic practices based on the most rigorous or scientifically valid research available and appropriate, in reading, writing, speaking, mathematics, English language acquisition programs, distance education, and staff training;
2. the role of eligible providers as a one-stop partner to provide access to employment, education, and training services; and
3. assistance in the use of technology, including for staff training, to eligible providers, especially the use of technology to improve system efficiencies.

State leadership funds are used to provide professional development and technical assistance to build a systemic approach incorporating all aspects of adult education. This is done by sharing promising practices on high-quality, research-based instruction and programming. Technical assistance and professional development activities are designed around programmatic needs assessments as well as targeted areas identified through monitoring and evaluation efforts. The OAE disseminates resources such as CCRS implementation, distance education, digital literacy, math numeracy training, ELL, assessment training, IET, career navigation, workforce preparedness, learning disabilities, high school equivalency and mental health training through various channels such as the Skill UP website and Canvas.

Training modalities include the following: annual MS Association of Adult and Community Education (MAACE) Summer Conference, annual New Teacher Academy, Teachers Mentoring Teachers Institute (TMTI) for Lead Teachers and Mentees, biannual Directors Retreats, CCN peer meetings, monthly data meetings with data managers, and other trainings as requested.

The OAE works collaboratively with other core programs and partner agencies to provide comprehensive and wraparound services to program participants. To align and improve access to employment, training, and education programs, Title II eligible providers are required to partner with Mississippi's Comprehensive One-Stop Centers. Through a Memorandum of Understanding (MOU), adult education programs assist with the coordination and delivery of key services, such as instruction, workshops, assessments, ACT WorkKeys® Curriculum, ACT WorkKeys® testing, Individual Training Accounts (ITA), and referral services.

Partnering with the one-stop center provides numerous opportunities to coordinate efforts with adult education to create and develop efficient and effective referral processes, co-enrollment of services, and program design to prepare students to enter the workforce.

Throughout the state's four workforce areas, adult education representatives attend local LWDB meetings in order to create and nurture partnerships with community agencies and other WIOA partners. Examples of collaboration between adult education, the one-stop center, and the LWDB are outlined below:

- The LWDB actively participates in the approval and allocation of funding for the Eligible Training Provider's List, showcasing a unified commitment to supporting essential training programs.
- Adult education providers play a pivotal role by offering classes directly at the one-stop center, creating a synergistic learning environment that seamlessly integrates education into the broader workforce ecosystem.
- Adult education providers engage in the strategic development of career pathways tailored to high-demand job sectors, aligning these initiatives with the directives of their respective LWDBs and the overarching framework of MS Pathfinder.
- The collaborative efforts extend to facilitating referrals between adult education and the one-stop center, as well as fostering connections with other key core partners. This interconnected approach ensures that individuals can access a continuum of services, enhancing their journey toward educational and career success.

The OAE is dedicated to advancing educator's proficiencies through annual training centered around the use of technology to improve classroom effectiveness and program outcomes. Training focuses on the National Reporting System (NRS) processes and the effective use of the statewide data system in order to maintain accurate student data. The OAE also provides technical assistance to prepare instructors and program administrators to identify and utilize technology to enhance classroom experiences and digital literacy skills among adult learners.

The monitoring and evaluation of the quality of, and the improvement in, adult education and literacy activities and the dissemination of information about models and proven or promising practices within the State.

Local eligible providers are responsible for meeting all programmatic goals and outcomes required in their approved RFP. To ensure excellence, performance outcomes for each provider are to meet or exceed the levels of performance for each of the established NRS benchmarks. The OAE is actively engaged in assessing the quality of adult education and literacy activities provided by the local entities through ongoing data reviews, monitoring visits, and performance reports.

As part of a comprehensive monitoring strategy, 100% of AEFLA funded programs are monitored continuously through desk reviews and the requirement of quarterly submissions of the Desktop Monitoring Tool (DMT) from the local providers. The DMT incorporates relevant data, enabling adult educators to gain insights and draw meaningful lessons from their own data and is based on the NRSs Educational Functioning Levels (EFL), Measurable Skill Gains (MSG), High School Equivalency (HSE) attainment, and postsecondary education and training. Mississippi included additional indicators to include Post-test rate goal, Smart Start Credential, National Career Readiness Certificate®, and Integrated Education and Training enrollment.

The monitoring and evaluating process, whether conducted informally or formally, frequently prompts targeted technical assistance of specific performance areas, often involving a more in-depth assessment/evaluation. Within Canvas, the OAE created a repository of readily available resources and shared proven practices that adult educators can implement in order to have a transformative educational setting. All recipients will receive an on-site monitoring visit at least once every three years.

e. 2. Describe how the State will use the funds to carry out permissible State Leadership Activities under section 223 of WIOA, if applicable

In addition to the required State Leadership Activities, the OAE provides additional training on activities such as:

- Implementing technology in the classroom to enhance instructional practices
- Utilizing data for program improvement and support
- Aligning instructional methods with standards and competencies, evidence-based curricula, workplace readiness activities and phonemic awareness
- Designing content models for integrated education and training and career pathways through collaboration between local providers, post-secondary institutions, and business and industry
- Coordinating with other agencies to increase enrollment and successful completion in adult education programs

Online professional development courses make it possible for Mississippi's adult educators to receive information without disrupting local programs' services for adults. Improved consistency of instruction and reduced travel costs for trainers and attendees are also important considerations for implementing distance learning. Online courses can be accessed at the convenience of the educator, thereby enabling new instructors to begin learning about their roles and responsibilities immediately without waiting for the annual state-sponsored New Teachers Academy training. The OAE records all webinars and uploads them into a Canvas course for instructors to access on-demand.

Additionally, all new employees in adult education are required to take the *Back 2 Basics* course. The interactive course is designed to ensure directors, instructors and staff are knowledgeable on the policies and guidelines for the state. The course has embedded assessments and local examples to ensure transfer of information is occurring. The following interactive modules have been developed:

- Program Overview: AEFLA and WIOA
- Mississippi Assessment Policy
- Intake and Orientation
- Cumulative Folder Checklist
- National Reporting System and Data Collection
- Instructional Practices
- Retention
- Transition Services

Mississippi's online job system, MS Works, is an innovative platform that allows students to establish comprehensive profiles, actively engage in occupation research, and access real-time job openings, complete with detailed requirements. As such, a requirement of all local adult education programs' core services is to verify students are registered in MS Works. MS Works not only enhances the educational experience but also provides students with a dynamic tool to navigate and explore the evolving landscape of employment opportunities in the state.

In addition to their primary adult education and literacy service offerings, adult education programs must incorporate the state's workforce preparation course, the Smart Start Course. This course encompasses two pivotal state-recognized certifications in Mississippi: the National Career Readiness Certificate® (NCRC) and the Smart Start Certificate and/or Credential, seamlessly aligning with the State WIOA Plan.

The Smart Start Course provides comprehensive instruction and engaging activities to equip individuals with a blend of academic proficiency, critical thinking abilities, digital literacy, and workplace discipline. This multifaceted approach ensures their successful transition into postsecondary education, training, or employment. Through Smart Start, students gain valuable insights into Mississippi's workforce areas, job sector strategies, and economic development specific to Mississippi's workforce needs. Beyond preparing individuals for middle-skill level employment, the course fosters the development of essential job skills, cultivates effective work habits, and hones communication skills crucial for successful employment. Upon completing the course, passing with a 75% or higher, and receiving a bronze or higher on the ACT WorkKeys® Assessments leading to the National Career Readiness Credential® (NCRC), students are awarded the Smart Start Credential. Both credentials demonstrate to training providers and employers that the participant possesses the essential skills needed to be successful in further training or a job. Several community colleges are allowing college credit through prior learning credit or dual credit to students meeting the minimum requirements of the Smart Start Course. Students enrolled in IET pathways are required to take the Smart Start Course and have a bronze or higher on the NCRC since the course meets the workforce preparation component for an IET.

The OAE will continue developing and enhancing multilevel, bridge and integrated education and training programs and prioritize the alignment of adult education and literacy activities with other core programs and one-stop partners, providing adults access to employment and training services.

f. Assessing Quality

Describe how the eligible agency will assess the quality of providers of adult education and literacy activities under title II and take actions to improve such quality, including providing the activities described in section 223(a)(1)(B) of WIOA.

The OAE uses data reviews, desktop monitoring, on-site monitoring reviews, and programmatic resources to evaluate the success or areas for technical assistance ensuring program improvement for each local program.

Data Reviews:

The OAE employs a variety of informal tools to monitor adult education and literacy activities such as:

- Utilizing NRS Table 4 and Table 2A to identify retention concerns and provide technical assistance to locals when developing a retention plan
- Monitoring average daily attendance bi-annually to ensure local programs are being good stewards of funds and that funds are used in appropriate areas
- Referring to the Student Diagnostic Search assists with identifying issues in student data

Desktop Monitoring Tool:

The OAE utilizes a *Desktop Monitoring Tool* to track program effectiveness in the following areas:

- Performance met by each Educational Functioning Levels (EFL) as identified by the NRS
- High School Equivalency attainment
- Enrollment in postsecondary education and training
- Posttest-rate goal
- Smart Start Credential attainment
- National Career Readiness Certificate® attainment
- Career Pathway enrollment

Programs submit the Desktop Monitoring Tool quarterly; however, if a program fails to meet year-end program performance targets, they are placed on a Program Improvement Plan and must submit their Desktop Monitoring Tool each month. After the completion of the internal desk audit and review of the Desktop Monitoring Tool from each local program, the OAE contacts programs by phone, email, or a scheduled visit to discuss recommendations for improvement and to provide technical assistance as needed.

On-site Monitoring:

Each year, the OAE selects six programs for on-site monitoring. Adult education programs are monitored on a three-year rotation. During the 2022-2023 fiscal year, Mississippi created the *Program Quality and Compliance Review (PQCR)* instrument which is used to follow-up on recommendations and technical assistance provided from the previous on-site monitoring visits.

The Program Quality and Compliance Review (PQCR) identifies six vital components in the areas of Program Quality:

- Demonstrated past effectiveness
- Efficient data quality
- Relevant professional development
- WIOA and state plan coordination
- Transition opportunities through career pathways/IET
- Fiscal management

In cases where a program is found to be noncompliant with state and federal policies related to local data management and program services, the program is placed on a Corrective Action Plan. Programs are given 45 days to prepare and submit a written plan of action describing the plan of resolution.

Programmatic Resources:

To ensure local teachers are delivering the highest quality instruction, the OAE created the *MS Adult Education Educator Evaluation* tool to serve as a rubric for classroom observations. The rubric can be utilized by OAE staff, program directors, or lead teachers when observing instructors in areas of planning, instruction, learning environment, and professional practices. Program directors evaluate instructors annually, conducting a minimum of at least two classroom observations per instructor. The OAE reviews local instructor evaluations during on-site monitoring visits.

Each program has a lead instructor who assists the program director with developing and implementing targeted professional development that enriches skills, knowledge, and instructional quality, addressing both student and teacher needs.

Local programs also utilize student surveys to measure instructor effectiveness with surveys administered at random times and upon exiting the program.

In order to promote continuous improvement of adult education and literacy activities and the impact on student learning outcomes, the OAE will continue ongoing and systematic assessments to evaluate the adult education program's overall design and the impact on student learning outcomes.

Adult Education and Family Literacy Act Program Assurances

The State Plan must include	Include
1. The eligible agency will expend funds appropriated to carry out title II of the Workforce Innovation and Opportunity Act (WIOA) only in a manner consistent with fiscal requirements under section 241(a) of WIOA (regarding the supplement-not-supplant requirement);	Yes
2. The eligible agency will ensure that there is at least one eligible provider serving each local area, as defined in section 3(32) of WIOA;	Yes
3. The eligible agency will not use any funds made available under title II of WIOA for the purpose of supporting or providing programs, services, or activities for individuals who are not “eligible individuals” within the meaning of section 203(4) of WIOA, unless it is providing programs, services or activities related to family literacy activities, as defined in section 203(9) of WIOA;	Yes
4. Using funds made available under title II of WIOA to carry out a program for criminal offenders within a correctional institution, the eligible agency will give priority to serving individuals who are likely to leave the correctional institution within five years of participation in the program.	Yes
5. The eligible agency agrees that in expending funds made available under Title II of WIOA, the eligible agency will comply with sections 8301 through 8303 of the Buy American Act (41 U.S.C. 8301-8303).	Yes

Adult Education and Family Literacy Act Program Certifications

The State Plan must include	Include
1. The plan is submitted by the State agency that is eligible to submit the plan;	Yes
2. The State agency has authority under State law to perform the functions of the State under the program;	Yes
3. The State legally may carry out each provision of the plan;	Yes
4. All provisions of the plan are consistent with State law;	Yes
5. A State officer, specified by title in the certification, has authority under State law to receive, hold, and disburse Federal funds made available under the plan;	Yes
6. The State officer who is submitting the plan, specified by the title in the certification, has authority to submit the plan;	Yes
7. The agency that is submitting the plan has adopted or otherwise formally approved the plan; and	Yes
8. The plan is the basis for State operation and administration of the program;	Yes

In the text box below, describe the steps the applicant proposes to take to ensure equitable access to, and participation in, its Federally-assisted program for students, teachers, and other program beneficiaries with special needs provide the information to meet the requirements of Section 427 of the General Education Provisions Act (GEPA), consistent with the following instructions posted at <https://www2.ed.gov/fund/grant/apply/appforms/gepa427.doc>.

All AEFLA-funded programs are mandated to incorporate within their RFP a comprehensive outline detailing the proactive measures intended to ensure equitable access and participation for teachers, students, and other program beneficiaries with special needs, as mandated by Section 427 of the GEPA. This statute discerns six potential barriers—gender, race, national origin, color, disability, or age—that might impede fair access or participation. Local programs are to assess these barriers to determine if they prevent students, teachers, etc. from participating in the project and/or services. In addition, local programs must identify the steps proposed to mitigate these obstacles. The OAE monitors each local program's compliance with their stated GEPA plan, which is submitted as part of their application.

In its role as the coordinating body for the Mississippi community colleges, the MCCB strongly advocates for full compliance with federal and state nondiscrimination laws and executive orders. Emphasizing the importance of equal employment opportunities, the MCCB urges each community college under its purview to eliminate any form of exclusion, denial of benefits, or discrimination based on gender, race, national origin, color, disability, age, or any other protected group within their programs or activities. The MCCB is committed to the principles of equal educational and employment opportunity. The OAE aligns its practices with this guidance and Section 427 of the GEPA when administering federal Title II Adult Education and Family Literacy Act funds, including State Leadership funds designated for professional development.

The OAE is dedicated to ensuring comprehensive access, participation, and suitable educational opportunities for all recipients of federally funded local adult education programs, encompassing faculty, staff, and students with special needs. The OAE ensures that activities, programs, and services are designed to be accessible to all stakeholders with special needs, facilitating their full participation in projects and/or services. To cater to the diverse needs of students, faculty, community members, and other participants, the OAE provides reasonable and appropriate accommodations. For instance, professional development initiatives are conducted through face-to-face, virtual, and/or online hybrid formats to maximize accessibility for all adult education faculty and staff.

Vocational Rehabilitation

A. Input of State Rehabilitation Center

(1) Input provided by the State Rehabilitation Council, including input and recommendations on the VR services portion of the Unified or Combined State Plan, recommendations from the Council's report, the review and analysis of consumer satisfaction, and other Council reports that may have been developed as part of the Council's functions;

In matters of program administration and planning, the Mississippi Department of Rehabilitation Services, Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind has a strong commitment to seeking the advice of consumers of vocational rehabilitation services, service providers, family members, advocates, employers and others interested in disability issues.

Comprised of representatives of these stakeholder groups, the State Rehabilitation Council makes a major contribution to the OVR/OVRB program through advice provided during regular SRC business meetings, Policy Committee meetings, and other activities the members determine to be appropriate.

The SRC meets quarterly. The SRC Minutes, which are maintained for all SRC meetings, summarize the advice and recommendation provided to VR and VRB. VR and VRB continued to work closely with the SRC this year, providing the SRC with ongoing reports in regard to policy and procedure changes, RSA 911 submission updates, RSA Data dashboard information, client services, etc.

The DSU accepts the comments and recommendations from the SRC. Below are the comments and the DSU's responses to those comments.

SRC Comment/Question:

2020 has been a difficult year. I appreciate everyone who has done out-of-the-box thinking to get services to clients and helped keep spirits high amongst clients who are feeling down or frustrated at the closeness of service due to Covid-19.

DSU Response:

Yes, 2020 and 2021 have been a difficult year. However, COVID-19 did push OVR/OVRB into thinking of ways to serve clients. Some of the techniques such as providing services virtually, Counselors being supplied with a cell phone to be able to work from any location to communicate with their clients, etc. More than likely these new processes will continue and were determined to be very beneficial and needed in order to continue providing services.

SRC Comment/Question:

The VRB Training Needs Survey should be disseminated to all current VRB referrals, applicants, and clients; state partners, including SRC members, School for the Blind, DD Council; IL Providers, among others and all VRB staff for dissemination and for sharing with Mississippians who experience blindness. The results will help VRB to plan the Structured Discovery Service provision that is being proposed to best meet the needs of Mississippians who need this service.

SRC Comment/Question:

I am looking forward to learning more about the goal to establish the Structured Discovery Learning program in Mississippi. This sounds like a great opportunity to keep Mississippians who need this service.

SRC Comment/Question:

If the order of selection is ever initiated, please make sure consumers are aware of the process. The policy appears to follow all law and regulation. It is outstanding to think that no categories have been closed since 2009. This is impressive. This signifies to me that staff are utilizing resources very efficiently.

DSU Response:

We are currently under an Order of Selection. However, all categories are open at this time. At any time that resources do not permit all eligible consumers to be served and a Priority Category has to be closed, all clients and individuals in the state will be notified.

SRC Comment/Question:

The summer job programs are very exciting. Hopefully every employer will have a successful experience and see the benefit of employing our customers.

SRC Comment/Question:

Combining WIPA with the Independent Living for the Blind doesn't seem to fit. It seems to overwhelm staff, which can cause delays in WIPA Services and WIPA Services being less intense than needed when a benefits recipient is making choices about work and benefits.

DSU Response:

On August 2021, SSA suspended the 80% directive that requires 80% of WIPA referrals to originate from the Ticket to Work Help. What this means is that MPIC can accept direct referrals from any service entity until this directive is reinstated. As of August 31, 2021, MPIC has received a total of 78 referrals (46 from the Helpline and 32 from other entities). MPIC is on track to reaching the Referral goal of 500. However, as you know, there are 6 Community Work Incentive Coordinators (CWICs) that provide direct services throughout the state. 2 full time and 4-part time CWICs. The 4-part time CWICs only work 2 days per week providing WIPA services. To ensure that all staff have an equitable caseload based on their time worked, all referrals will need to be sent to me, Lynda Hall, Program Manager; lhall@mdrs.ms.gov I will assign referrals based on the CWIC workload. Also, to ensure that all consumers are receiving timely and quality services., the referral process will include:

- WIPA Program Manager will receive all referrals from service entities.
- WIPA Program Manager will assign all referrals to the CWICs
- WIPA Program Manager will email all referral sources with the CWIC contact information and date of assignment
- CWIC has 5 days to contact the referral (3 attempts will be made within a 10-day period)

• CWICs will follow-up with an email to Program Manager and Referral source once contact has been made
WIPA Program Manager will follow-up with Referral source to discuss initial contact, quality of services, etc. 30 days after referral is received. These steps are being implemented so that the Program Manager can track referrals when needed, ensure that consumers are receiving timely services, and staff have an equitable caseload. MPIC goal is timely and quality services for all consumers.

If you have any questions or concerns, please feel free to call me 662-320-6656

SRC Comment/Question:

It's always nice to see positive comments. It is important to constantly check up on the negative comments, trying to see if service delivery could be better, check to help resolve complaints. The satisfaction surveys indicate overall satisfaction. It seems that both surveys should ask the same questions and use the same scale for best use. I believe that staff take customer satisfaction seriously and review the results frequently with changes made when needed to bring about better satisfaction. Spend time at the next meeting reviewing satisfaction information. How do you keep the "Bias" out of people doing surveys? Planning survey questions; administering survey, interpreting responses. Should a neutral party be contracted to develop and administer survey?

DSU Response:

The negative or not so positive complaints and comments are submitted to the District Manager to review and address. Normally contact is made with the individual to help resolve the issue.

SRC Comment/Question:

Who makes the survey calls? Is it done in house or by a third party?

DSU Response:

MDRS Program Integrity completed the consumer satisfaction survey for open cases and Mississippi State completes the quarterly consumer satisfaction for closed cases.

SRC Comment/Question:

I think that the service delivery to MDRS employees needing accommodations can stand some improvements.

DSU Response:

OVR/OVRB will continuously respond to and improve our efforts to ensure that our staff that need reasonable accommodation receive this accommodation.

SRC Comment/Question:

I am excited about the idea of having Structured Discovery for our OVRB clients. I had no idea that some clients had to leave the state for an extended period of time to receive Structured Discovery. This will be a great benefit for our OVRB community. I think VR/VRB are working really hard toward meeting their goals. The make Mississippi proud.

DSU Response:

The need to establish a Structured Discovery CRP and enhance the capability to services individuals with Autism and othersocial skills impairments can only benefit the individuals we serve and increase their ability to be successful in obtaining competitive integrated employment.

SRC Comment/Question:

I'm impressed with the work the MDRS team is beginning to put in place. People in internships, establish careers opportunities and outreach to the business community.

VR & VRB have continual new approaches that bring about good outcomes for people with disabilities. I was impressed tohear about the way that all high quality services are available, even if out of state.

Great work. Keep striving to get out numbers back up to pre-Covid levels. It's been a tough year and we are all thankful forthe hard work to get us to the other side of the crisis.

DSU Response:

OVR/OVRB continue to look for ways to expand services. We continue to increase the number of individuals who receive work based learning experiences, internships, etc.

SRC Comment/Question:

It will be exciting to see the information from the Florida vendors and how it can be implemented in Mississippi. It is great toshare resources.

DSU Response:

The DSU is continuously looking for ways to serve clients and provide services.

SRC Comment/Question:

Very good report. I love that this area is getting the needed attention.

The resources for staff prepared by your new coordinator are excellent. Resources for employers could be helpful. Training to the public could assist as well.

Great Report Jennifer. I am so glad that MDRS is focusing on the success of individuals with Autism. I love that you arecollaborating on every case for individuals with Autism. That is awesome.

DSU Response:

Being able to serve more individuals with Autism and help these individuals obtain competitive integrated employment is one of our goals. A new process for staffing cases for individuals with Autism was developed to ensure that cases are not closed or fall through the cracks because the lack of receiving appropriate services. The need for more CRPs that provide services for individuals with Autism in addressed in the updated State Plan for 2022 – 2023.

SRC Comment/Question:

This is a great report. It really helped me understand what OOS means. I am glad that all categories are currently able to receive services and that there is an appeal procedure just in case it is needed.

DSU Response:

As stated, all of OVR/OVRB priority categories are open. Due to the impact of COVID-19 and access to adults and students, funds were available to provide services to all individuals who applied for and were determined eligible for services.

SRC Comment/Question:

I am thankful for your efforts in writing for the funds to reimburse business owners who lost merchandise during COVID.

DSU Response:

OVRB would like to thank the Committee of Blind Vendors and the MDRS Business Enterprise Program for their work and commitment to serve our clients even during COVID.

SRC Comment/Question:

The VRB Career Reboot sounds like a great program. Thank you for inviting Deana Criess to present to the SRC about the program. I also appreciated Betsy Simoneaux following up by email with informative materials to the group after Deana's presentation on the VRB Career Reboot Program. I am happy to learn more about this resource and to learn that it is being utilized with people in our state.

DSU Response:

OVRB will continue to monitor this program for assisting clients with finding competitive integrated employment.

SRC Comment/Question:

The idea to do the brief SRC Orientation was excellent. It would be super to have an extended session. May be good for someone from NCSRC to come to Mississippi and share SRC roles, responsibilities and other state practices as an orientation for new members, current members and other parties.

DSU Response:

At the December 2021 meeting, Sherry Taylor, Vice President and Treasurer of the NCSRC attended and made a presentation virtually to the SRC. She discussed SRC roles, responsibilities. Ms. Taylor did give a brief overview of what a few states have done to orientate new members and current members to the SRC. She encouraged SRC participation and invited them to the national SRC meeting/training. At the October meeting, the VR Director conducted a brief orientation for new members. We will continue to provide an SRC Orientation for new members and current members. We accept therecommendation to have an extended session and will work toward this for a future meeting.

SRC Comment/Question:

This agenda Item was tabled due to insufficient time. The SRC agenda needs to be expanded in length of time as not to rush the presenters and as not to discourage discussion from SRC members.

How will Needs Assessment be utilized? May want to have a neutral party analyze and evaluate needs assessment and how to improve and increase services as expressed in the October 13, 2021 meeting. I like how the assessments are done on open ongoing and at the end of closed cases.

DSU Response to 4H:

At the December meeting, the DSU agreed that a work group, including SRC members, would be developed to carefully analyze the results of the most recent Comprehensive Needs Assessment. The DSU and the SRC will move forward with implementing this team of individuals. This will help in developing new goals and objectives, as well as assist in determining ways to improve the delivery of services to individuals with disabilities.

Results of the Annual 2020 - 2021 SRC Consumer Satisfaction Survey

A consumer satisfaction survey is conducted four times per year to determine the consumer satisfaction regarding closed cases during the year.

An outside marketing firm, Wolfgang Frese Survey Research Laboratory of Mississippi State University, conducted the survey for the SRC.

The ratings for the various services consumers received are presented below using the average (means) score given to each item by all respondents interviewed. If an item did not apply to a particular respondent or if the consumer did not know or refused to rate an item he/she is not included in calculating the average score for that item. The seven items rated are in Table 1 (for exact wording, reference the questionnaire.) Chart 1 is included for an easy visual comparison. The respondents were asked to rate the items (Questions 1-9) on a scale from 1 to 5, with 1 being very bad and 5 being very good.. Thus, a high score indicates that the service was good and a low score indicates that it was poor.

Table 1 - Service Ratings by Consumer

Rate the following items on a scale of '1 to 5', with '1' being poor and '5' being excellent.

	# of Consumers	Average Rating Mean
Q1 The help the OVR staff provided at the time you applied for VR services	998	4.79
Q2 The help from the OVR staff during the planning of your services	993	4.80
Q3 The help from the OVR staff when you were receiving your VR Services	991	4.81
Q4 The help you received from other agencies or service providers	176	5.54
Q7 Your employment outcome	776	4.61
Q8 Employment benefits provided by your new employer	394	4.13
Q9 Overall, how do you rate the services you received?	992	4.80

(2) The designated State unit's response to the Council's input and recommendations; and

DSU Responses:

The VR and VRB Director will continue to provide the SRC with updates regarding the numbers served and overall performance data. We will continue to implement strategies to promote good customer service and promote outreach in the community regarding VR Services. The consumer satisfaction surveys will continue to be provided as a means of providing the DSU with feedback regarding the quality of client services. We will implement training for staff in this area to help address concerns and to help improve the overall quality of services. The DSU will also examine ways to improve the survey and accept the recommendation/suggestions regarding the rating scale, etc.

DSU Response:

Yes, 2020 and 2021 have been a difficult year. However, COVID-19 did push OVR/OVRB into thinking of ways to serve clients. Some of the techniques such as providing services virtually, Counselors being supplied with a cell phone to be able to work from any location to communicate with their clients, etc. More than likely these new processes will continue and were determined to be very beneficial and needed in order to continue providing services.

DSU Response:

We are currently under an Order of Selection. However, all categories are open at this time. At any time that resources do not permit all eligible consumers to be served and a Priority Category has to be closed, all clients and individuals in the state will be notified.

DSU Response:

On August 2021, SSA suspended the 80% directive that requires 80% of WIPA referrals to originate from the Ticket to Work Help. What this means is that MPIC can accept direct referrals from any service entity until this directive is reinstated. As of August 31, 2021, MPIC has received a total of 78 referrals (46 from the Helpline and 32 from other entities). MPIC is on track to reaching the Referral goal of 500. However, as you know, there are 6 Community Work Incentive Coordinators (CWICs) that provide direct services throughout the state. 2 full time and 4-part time CWICs. The 4-part time CWICs only work 2 days per week providing WIPA services. To ensure that all staff have an equitable caseload based on their time worked, all referrals will need to be sent to me, Lynda Hall, Program Manager; lhall@mdrs.ms.gov I will assign referrals based on the CWIC workload. Also, to ensure that all consumers are receiving timely and quality services, the referral process will include:

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If you have any questions or concerns, please feel free to call me 662-320-6656

DSU Response:

The negative or not so positive complaints and comments are submitted to the District Manager to review and address. Normally contact is made with the individual to help resolve the issue.

DSU Response:

MDRS Program Integrity completed the consumer satisfaction survey for open cases and Mississippi State completes the quarterly consumer satisfaction for closed cases.

DSU Response:

OVR/OVRB will continuously respond to and improve our efforts to ensure that our staff that need reasonable accommodation receive this accommodation.

DSU Response:

The need to establish a Structured Discovery CRP and enhance the capability to services individuals with Autism and other social skills impairments can only benefit the individuals we serve and increase their ability to be successful in obtaining competitive integrated employment.

DSU Response:

OVR/OVRB continue to look for ways to expand services. We continue to increase the number of individuals who receive work based learning experiences, internships, etc.

DSU Response:

The DSU is continuously looking for ways to serve clients and provide services.

DSU Response:

Being able to serve more individuals with Autism and help these individuals obtain competitive integrated employment is one of our goals. A new process for staffing cases for individuals with Autism was developed to ensure that cases are not closed or fall through the cracks because of the lack of receiving appropriate services. The need for more CRPs that provide services for individuals with Autism is addressed in the updated State Plan for 2022 – 2023.

DSU Response:

As stated, all of OVR/OVRB priority categories are open. Due to the impact of COVID-19 and access to adults and students, funds were available to provide services to all individuals who applied for and were determined eligible for services.

DSU Response:

OVRB would like to thank the Committee of Blind Vendors and the MDRS Business Enterprise Program for their work and commitment to serve our clients even during COVID.

DSU Response:

OVRB will continue to monitor this program for assisting clients with finding competitive integrated employment.

DSU Response:

At the December 2021 meeting, Sherry Taylor, Vice President and Treasurer of the NCSRC attended and made a presentation virtually to the SRC. She discussed SRC roles, responsibilities. Ms. Taylor did give a brief overview of what a few states have done to orientate new members and current members to the SRC. She encouraged SRC participation and invited them to the national SRC meeting/training. At the October meeting, the VR Director conducted a brief orientation for new members. We will continue to provide an SRC Orientation for new members and current members. We accept the recommendation to have an extended session and will work toward this for a future meeting.

DSU Response to 4H:

At the December meeting, the DSU agreed that a work group, including SRC members, would be developed to carefully analyze the results of the most recent Comprehensive Needs Assessment. The DSU and the SRC will move forward with implementing this team of individuals. This will help in developing new goals and objectives, as well as, assist in determining ways to improve the delivery of services to individuals with disabilities.

In 2018, VR and VRB implemented a Consumer Satisfaction Survey for open VR Cases. This would allow the agency to identify any areas of client dissatisfaction with agency services and take corrective action on such issues while the client is still an active participant in agency services. The hope was that increasing client satisfaction would lead to more successful employment outcomes. Therefore, a multi-step plan was devised to develop and complete a service satisfaction survey. Upon completion of the survey, results were compiled and analyzed, and a written report was produced. These results are now presented at the SRC meetings. As we work with more Transition aged students, we continue to see caseloads increase. Initially, the Counselors caseloads were restructured so that more counselors would serve students with

disabilities. However, as we move further from the first year of implementation of the new law and regulations in WIOA, we continue to see an increase in caseload size. Recommendations for new Counselors' positions have been made and the need for CRPs that will be able to provide to Pre-ETS to potentially eligible.

When the results of the Consumer Satisfaction Survey are received, this report is provided to the District Managers. When caseloads are identified that show significant weaknesses, managers work with the staff to determine why the issues have occurred and develop strategies to improve the performance of that particular Counselor. Also, follow-up is made to the client to correct the issues.

Training, as well as updated policy and procedures, have been implemented for staff to help address concerns and to help improve the overall quality of services. On-going training in areas identified as a result of the consumer satisfaction survey and overall case reviews assist us in addressing policy and procedure issues and selecting subject areas for on-going staff development. The DSU will also examine ways to improve the survey and accept the recommendation/suggestions regarding the rating scale, etc.

A consumer satisfaction survey is conducted four times per year to determine consumer satisfaction regarding closed cases during the year.

(3) The designated State unit's explanations for rejecting any of the Council's input or recommendations.

The DSU did not reject any of the Council's input or recommendations.

B. REQUEST FOR WAIVER OF STATEWIDENESS

When requesting a waiver of the state wideness requirement, the designated State unit must identify the types of services to be provided by the program on a non-statewide basis. The waiver request must also include written assurances that:

(1) A local public agency will provide the non-Federal share of costs associated with the services to be provided in accordance with the waiver request;

The Mississippi Department of Rehabilitation Services, Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind is requesting will continue to develop targeted third-party services and program agreements with local agencies in Fiscal Years 2020-2023.

These agreements are written and carried out in compliance with 34 CFR 361.28. MDRS, Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind requires each agreement describe the services to be provided, will contain written assurances signed by the local education agency that local agencies funds are provided with non-federal funds.

MDRS has on record that no federal funds are used by the LEAs to provide their share of the services.

(2) The designated State unit will approve each proposed service before it is put into effect; and

DSU approval will be obtained before each service is initiated. All services will be provided in accordance with the agency's approved State Plan.

(3). Requirements of the VR services portion of the Unified or Combined state Plan will apply to the services approved under the waiver.

All agreements approved under this waiver will comply with all requirements of the VR Services portion of the Combined State plan, including the state's Order of Selection for Services requirements and this assurance will be written in all agreements.

MDRS requests a waiver of state wideness on an annual basis in order to provide and expand services to a substantially larger number of individuals with significant disabilities, to individuals with disabilities with particular type of impairments, individuals with disabilities from particular ethnic populations that have traditionally been underserved, and other target populations identified in WIOA and federal regulations, such as students with disabilities needing Pre-Employment Transition Services. Due to the increase in the number of potentially eligible and eligible students with disabilities served, the anticipated number of students with disabilities as reported by the Department of Education and the Comprehensive Needs Assessment, MDRS is requesting a Waiver of State wideness for the following:

1. VR TRANSITION CONTRACT EMPLOYEE (Ends June 30, 2022) MDRS does not have sufficient budget authority to contract with every potential local educational agency in the state. Some local educational agencies have not chosen to enter into this agreement. For LEAs who have opted out, OVR/OVRB Counselors and/or the LEAs are providing the Pre-Employment Transition Services to these students with disabilities.

The VR Transition Contract Employee that MDRS sponsored and jointly funded. were designed to increase the availability and quality of Pre-Employment Transition Services and Transition services that assist potentially eligible students and eligible students with disabilities to transition from secondary education to postsecondary education or employment. MDRS entered into agreements with school districts during Federal Fiscal Year 2020. MDRS, OVR/OVRB will not enter into any additional agreements for the VR Transition Contract Employee during Program Year 2022 – 2023.

Cooperative Agreements include the following required federal assurances:

- Local educational agency funds used as match are certified as non-federal monies. All expenditures are made by the school district with 100% non-federal monies, and are certified by the district when MDRS is invoiced for reimbursement by the school district.

This position is provided for under an Interagency Agreement which provides for a 50% funding and 50% timespent on the work of each agency.

- MDRS reimburses the school district for one-half the cost of salary, fringe benefits, travel, staff development and other possible items that are necessary to achieve the goals of this agreement.
- The services provided are for VR eligible and potentially eligible students with disabilities and are new services that have a VR focus or an existing service that has been modified to have a VR focus.

The following 20 school districts currently have Interagency Agreements with MDRS for the jointly funded VR Transition Contract Employee: Corinth School District, Columbus Municipal School District, , Clinton Public School District, Columbia School District, Hattiesburg Public School District, Jackson County School District, Jackson Public School District, Madison County School District, North Tippah School District, Ocean Springs School District, Petal School District, Prentiss County School District, Quitman County School District, Rankin County School District, South Tippah School District, Tupelo Public School District, Wayne County School District, and Winona School District.

2. PRE-EMPLOYMENT TRANSITION SERVICE: PEER MENTORING

MDRS, Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind currently has a cooperative agreement for Pre-Employment Transition Services (Pre-ETS): Peer Mentoring Program at Mississippi

State University (MSU), University of Southern Mississippi (USM), Northeast Mississippi Community College (NMCC) and East Mississippi Community College (EMCC), through their disability support services offices. OVR/OVRB. Other postsecondary students across the state are eligible to receive support services through their OVR/OVRB Counselor and/or through their college disability support offices.

VR may enter into new agreements with additional colleges and universities during Federal Fiscal Year 2022-2023.

- Using federal allocated Pre-ETS funds, MDRS reimburses MSU, USM, NMCC, EMCC and Hinds Community College for Peer Mentor Certification, Peer Mentoring Plan, Assignment, and Management, and Peer Mentoring Evaluations and Final reports.
- MDRS also reimburses the Mentor for hourly Peer Mentoring services. All services provided by the universities using federal monies and are certified by the district when MDRS is invoiced for reimbursement by the universities.

3. PROJECT SEARCH

Mississippi Vocational Rehabilitation Agency is requesting a waiver of state wideness for Project SEARCH.

Project SEARCH is only offered in a subset of communities across Mississippi. The Project SEARCH Program is a unique, nine month, school-to-work program for young adults with developmental disabilities that occurs entirely at the workplace. This innovative, business-led model of school-to-work transition features total workplace immersion, which facilitates a seamless combination of classroom instruction; career exploration; and hands-on, worksite-based training and support. The goal for each student is Competitive Integrated Employment. Project SEARCH was developed at Cincinnati Children's Hospital Medical Center and has been implemented at several sites in Mississippi throughout statewide initiatives involving the collaborative effort of MDRS, area school districts, and several of Mississippi's leading employers. The LEA provides a classroom teacher to provide some academic instruction in the morning and

the students go to work stations the remainder of the day. Work stations may include patient escort, food service, instrument sterilization, and other settings in the hospital. MDRS approval will be obtained before services are initiated. All services will be provided in accordance with the agency's approved State Plan. The agency will approve services before they begin.

MDRS is working to add Project SEARCH partners across the state to create more opportunities for youth with significant disabilities in obtaining real-life work experience that leads to Competitive Integrated Employment.

The services provided are for VR eligible students with significant disabilities that are seeking Competitive Integrated Employment.

- Local educational agency funds used as match are certified as non-federal monies. All expenditures are made by the school district with 100% non-federal monies and are certified by the district when MDRS is invoiced for reimbursement by the school district.
- This position is provided under an Interagency Agreement which provides for 50% funding from each agency for the Project SEARCH Transition Contract Specialist position.
- MDRS reimburses the school for one-half the cost of salary, fringe benefits, travel, staff development and other possible items that are necessary to achieve the goals of this agreement.
- MDRS covers the cost of the licensing agreement for the current Project SEARCH sites.
- The services provided are for VR eligible students with significant disabilities that are seeking Competitive Integrated Employment.

The following school districts currently have Interagency Agreements with MDRS for Project SEARCH. New Summit School, Rankin County School District, Petal School District, Jones County School District, Tupelo School District, Brookhaven School District, Neshoba Central School District, Vicksburg School District, DeSoto County School District Ocean Springs School District and Lafayette County School District.

C. Cooperative Agreements with Agencies not Carrying Out Activities Under the Statewide Workforce Development System

Describe interagency cooperation with and utilization of the services and facilities of agencies and programs that are not carrying out activities through the statewide workforce development system with respect to:

(1) Federal, State, and local agencies and programs;

The Mississippi Department of Rehabilitation Services (MDRS), Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind, has cooperative relationships with an extensive number of public and private agencies and programs, including local school districts, community mental health centers, community colleges, universities, human services agencies, and other agencies

The Office of Vocational Rehabilitation and the Office of Vocational Rehabilitation for the Blind has always strived to maximize and improve the level of services afforded to individuals with the most significant disabilities. The OVR/OVRB staff, integral members of many interagency teams, regularly collaborate with agencies and programs to facilitate the provision of services to its primary clients.

In all of the coordination activities throughout the State, the goal is to reduce the duplication of services and to maximize the VR client's opportunity to obtain an employment outcome.

The methods utilized by OVR/OVRB to expand and improve services to individuals with significant disabilities in our State will be enhanced and ongoing. These 'methods' entail several administrative and programmatic activities intended to facilitate and/or maintain expansion of services for individuals with significant disabilities.

A Memoranda of Understanding clarifies and drives the WIOA required partnership between OVR/OVRB and Mississippi's One-Stop system and each of the four local workforce development areas. Moving forward, MDRS' OVR/OVRB activities include a common intake process and coordinating data sharing between agencies. Data was not available on the implementation or progress on these activities. Additional exploration may be needed to provide further clarification on activities and opportunities for improvement.

COOPERATIVE AGREEMENTS:

OVR and OVRB make a concerted effort to utilize all available resources to provide the highest quality and most cost-effective services to individuals with significant disabilities. Since several organizations provide various services to individuals with disabilities, those resources are tapped whenever and wherever possible.

In order to accomplish this, OVR/OVRB relies on many Cooperative Agreements, memorandums of agreements and contracts with various agencies, organizations and groups. These agreements govern cooperation with and use of agency and program services. These agreements include specific logistical agreements for processing interagency referrals, coordinating services and expenditures, cross training, and resolving disputes.

District and local VR/VRB District offices typically do not have formal cooperative agreements. Agreements made at the state level are intended to govern day to day operations in the local and district offices. **The entities that OVR is actively involved with include, but is not limited to:**

- **Department of Mental Health, Bureau of Mental Health** - OVR has implemented a statewide provision of services for individuals with severe mental illness. Beginning in 2018 to present, a formalized agreement between the Mississippi Department of Rehabilitation Services, Office of Vocational

Rehabilitation and the Mississippi Department of Mental Health, Bureau of Mental Health. This agreement was updated in 2021.

The purpose of this program is to enhance employment opportunities for individuals with severe and persistent mental illness or persons in recovery. This program will result in increased integrated employment opportunities for these individuals.

A comprehensive program evaluation will be completed with mental health sites participating this year, including site visits to the mental health centers as well as discussions with VR Counselors about how the program is working, what is working well and improvements that might help the program.

Throughout the districts, VR offices work with the community mental health centers serving the area. VR Counselors and District Managers will provide orientation and training sessions for mental health center staff and their clients.

Where the community mental health centers have established vocational and Supported Employment programs, OVR often collaborates with these centers to meet the needs of our mutual clients;

- **Mississippi Department of Education** - for the coordination of transition services and local school districts to carry out transition and youth career services plus implement a Transition Contract Employee in participating local school districts;
- **Division of Medicaid** - to provide seamless, non-duplicated services to individuals who are eligible for both Medicaid and VR services and for maximum utilization of resources between the two agencies;
- **Department of Mental Health (DMH) Planning and Advisory Council** - as federally mandated for advice and support. DMH to cover the costs for therapeutic medical services offered at secondary alcohol and drug treatment centers that have been approved by DMH;
- **Department of Mental Health - Bureau of Intellectual and Developmental Disabilities** - to continue enhancing, expanding, and developing methods to support eligible persons with intellectual and developmental disabilities who express a desire for Competitive Integrated Employment; establish a state-level work group to address system, policy and funding issues that impede the continuous provision of employment services by MDRS and DMH; engage MDRS staff and DMH providers and stakeholders at the local level in collaboration and cooperation in the accomplishment of the vision and desired outcomes; identify and disseminate best practices including training and funding strategies; and, provide individuals with intellectual and developmental disabilities with quality employment services that lead to Competitive Integrated Employment in a non-duplicated and seamless manner;
- **Department of Human Services (DHS)-Division of Family and Children Services** - to assess foster care participants who are diagnosed as having physical and/or mental disabilities; **DHS-Division of Field Operations** to assist TANF recipients who are diagnosed with physical and/or mental disabilities;
- **Mississippi Band of Choctaw Indians** - for interagency referrals for vocational rehabilitation services, including transition planning to Choctaw Indians; Psychometric Services and Interpreting Services.
- **U. S. Department of Veterans Affairs** - to improve work opportunities for veterans with disabilities and coordinate a referral and service delivery process;
- **Warren-Yazoo Mental Health Service Program of Assertive Community Treatment (PACT)** - to facilitate the most effective and efficient process to assist PACT recipients gain access to vocational rehabilitation services;

- **Department of Transportation** - to coordinate transportation and related program resources and services at the state level wherever possible and promote maximum feasible coordination at the local level;
- **Mississippi State University, T.K. Martin Center** - to provide for evaluations pertaining to assistive technology, primarily related to seating, positioning and mobility; adaptive driving, including bioptic driving; vehicle modifications; and augmentative and alternative communication;
- **Mississippi State University, Student Support Services, and the University of Southern Mississippi / Institute for Disability Studies** operate the **Peer Mentoring Program** - to provide self- advocacy training as part of Pre-Employment Transition Services for post-secondary students with disabilities, and to assist with the transition of these students into post-secondary education in order to achieve degrees in higher education that allow for successful careers;
- **Department of Education, Office of Special Education** - continues the memorandum of agreement to support the seamless transition of students from school to adult life, facilitating the development and completion of their Individualized Education Program. The agreement addresses the Individuals with Disabilities Education Act and the Rehabilitation Act. It includes information about the purpose, authority and scope, foundations of the partnership, roles and responsibilities, confidentiality, student documentation, student eligibility, OVR/OVRB staff attendance at IEP meetings, coordination of resources, resolution of differences, data reporting, 504 students and termination and changes.

(2) State programs carried out under section 4 of the Assistive Technology Act of 1998;

MDRS administers Mississippi's Project START (Success through Assistive Rehabilitative Technology), the state program carried out under Section 4 of the Assistive Technology Act of 1998, for education awareness and access to Assistive Technology.

MDRS also operates an Assistive Technology Program to assure the adequate and appropriate utilization of rehabilitation engineering assistance is provided to individuals with disabilities. OVR/OVRB makes referrals to this program. The rehabilitation engineering assistance includes a range of services to assist individuals with physical and/or cognitive disabilities that can be addressed through modification, alteration or renovation via development or use of technological devices, or by way of other technology-related assistance.

To provide timely and quality rehabilitation engineering services, MDRS has Assistive Technology Specialists located throughout the state in MDRS offices.

(3) Programs carried out by the Under Secretary for Rural Development of the Department of Agriculture;

OVR/OVRB has developed a relationship with the local office of the U.S. Department of Agriculture to gather information, build relationships, and develop cooperative efforts to provide services to Mississippians with a disability.

Although no written cooperative agreements have been developed, VR will continue to foster a relationship with the Mississippi Chapter of the USDA and initiate steps to invite USDA representatives to present to VR Counselors at their District meetings.

(4) Non-educational agencies serving out-of-school youth; and

OVR/OVRB, has developed a cooperative agreement with the University of Mississippi Online High School. This cooperative agreement will enable out of school youth to participate in the online program with the goal of obtaining their high school diploma. The University of Mississippi is an accredited program that is listed among the top 50 Best Online High School Diplomas in the country. OVR will provide accommodations necessary to obtain this credential such as interpreters and tutors that will instruct in the student's natural language. These students, who have struggled with standardized tests due to English being a second language, will have an avenue that will facilitate their educational credential attainment opening further educational opportunities.

Some additional non-educational agencies serving out of school youth in which VR has memorandums of understanding as follows:

- **Department of Mental Health, Bureau of Mental Health** - In 2018, a formalized agreement between the Mississippi Department of Rehabilitation Services, Office of Vocational Rehabilitation and the Mississippi Department of Mental Health, Bureau of Mental Health which serves out of school youth. In PY 2020, an MOU was amended to also service individuals with severe mental illness, including out of school youth. The purpose of this program is to enhance employment opportunities for individuals with severe and persistent mental illness or persons in recovery. This program will result in increased integrated employment opportunities for these individuals.
- **Division of Medicaid** - to provide seamless, non-duplicated services to individuals who are eligible for both Medicaid and VR services and for maximum utilization of resources between the two agencies; that serves out of school youth.
- **Department of Mental Health - Bureau of Intellectual and Developmental Disabilities** - to continue enhancing, expanding, and developing methods to support eligible persons with intellectual and developmental disabilities who express a desire for Competitive Integrated Employment. There are specific services under this waiver program that serves out of school youth.
- **Department of Human Services (DHS)-Division of Family and Children Services** - to assess foster care participants who are diagnosed as having physical and/or mental disabilities;
- **Mississippi Band of Choctaw Indians** - for interagency referrals for vocational rehabilitation services, including transition planning to Choctaw Indians;
- **Warren-Yazoo Mental Health Service Program of Assertive Community Treatment (PACT)** - to facilitate the most effective and efficient process to assist PACT recipients gain access to vocational rehabilitation services.

(5) State use contracting programs.

Mississippi has no state use contracting programs.

D. Coordination with Education Officials

Describe:

(1) The designated State unit's plans, policies, and procedures for coordination with education officials to facilitate the transition of students with disabilities from school to the receipt of VR services, including pre-employment transition services, as well as procedures for the timely development and approval of individualized plans for employment for the students

To comply with the partnership of WIOA (Workforce Innovation Opportunity Act), MDRS, OVR/OVRB staff collaborates with the Mississippi Department of Education and has updated the Memorandum of Agreement. This agreement explains how OVR/OVRB staff and MDE partner to provide a coordinated set of activities to facilitate a seamless transition of students with disabilities from school to Competitive Integrated Employment or education/training.

The updated Memorandum of Understanding, effective January 1, 2020 through June 30, 2022, focuses on mandates for transition services described in the Workforce Innovation Opportunity Act and the Individuals with Disabilities Education Act (2004). This includes how MDRS and MDE will collaborate to fulfill mandates on behalf of students with disabilities. Key elements of the partnership are stated in the agreement and include Authority; Purpose; Pre- Employment Transition Services Required Activities; Consultation and Technical

Assistance; Transition Planning; Outreach and Identification of Students with Disabilities; Section 511 Subminimum Wage; and Assurances.

At the state and local level, OVR/OVRB work with Education officials to coordinate complementary transition services for students with disabilities. At the state level, OVR continues to evaluate the options for the most effective coordination and delivery of services to students under IDEA. Additionally, OVR continues to work with local school officials to implement Pre-ETS. Prior to making services available, OVR counselors use school documents, health records, and other pertinent information as deemed appropriate for determining a student with a disability potentially eligible for Pre-ETS and/or the OVR Transition Program. OVR counselors then work with classroom teachers implementing Pre-ETS. VR/VRB, in collaboration with the local education agency, will provide Pre-ETS to assist the student in developing and successfully achieving their IPE goal.

OVR and MDE are working on other ways to increase opportunities for youth, such as with the Project SEARCH program. MDRS and MDE are well-positioned to continue evaluating and improving opportunities and services for youth with disabilities across the State.

Policies and procedure to facilitate the transition of students from school to receipt of VR services

One of, OVR/OVRB major goals is to emphasize the employment potential of students with disabilities and to improve the outreach and outcomes for students with disabilities. The MDRS-OVR/OVRB Program has updated the Transition policy to align with the Workforce Innovation Opportunity Act (WIOA) definition and provides guidance for the provision of Pre-Employment Transition Services.

The OVR/OVRB Program will continue to work with local school officials to implement Pre-Employment Transition Services (Pre-ETS). This approach provides a continuum of services directed toward additional post-secondary education or direct entry into the workforce.

Office of Vocational Rehabilitation for the Blind works closely with the education system through the VR Transition and Youth Career Services Program. There are approximately 17 VRB Counselors throughout the state who work in preparing students with blindness/vision loss for entry into the world of work. They serve as informational resources for teachers and other educational staff as well as provide resources and information about blindness for parents and transitioning students throughout development of the student's Individualized Plan for Employment (IPE).

VRB Counselors work closely with parents, education staff, and community service providers to promote development of skills needed for students to become as independent as possible and competitive in terms of employment. In addition to training parents and students about special education rights and responsibilities, VRB provides educational support by working with the VR Transition Team, school officials, and families to develop and implement the IPE. Goals developed in the Individualized Education Program (IEP) are included in the IPE to facilitate successful completion of those goals.

The IPE is completed during the transition process, so it is in place before students exit secondary education. Services prepare students to be confident and competent to maximize their potential to achieve success.

Office of Vocational Rehabilitation works closely with the education system throughout the state. There are approximately between 55 and 60 VR Counselors throughout the state who work in preparing students with disabilities for entry into the world of work.

The goal is to help the students with disabilities achieve a seamless transition from high school into the world of work, community, vocational or post-secondary education, and/or other planned outcomes. OVR administers the VR Transition and Youth Career Services Program as specified in Title I of the Rehabilitation Act of 1973, as amended.

District level VR offices and local education districts work together in maintaining local agreements between each VR district office and the local school districts as to *how to* execute the transition services.

Out of the 160 local education agencies in the state of Mississippi, OVR/OVRB has 158 agreements in place. Within these school districts, there are approximately 440 schools serving students between the ages of 14 – 21. . These agreements are shared with other state agencies, family members, and consumer groups to ensure the seamless transition of services for students. The agreements do not include any specified financial agreement other than the implied cost for serving students with disabilities.

Restructuring of the VR Transition and Youth Career Services Program has resulted in additional VR Counselors being assigned to designated high schools, who we refer to as Transition Counselors. These Counselors provide leadership, work with the students, parents, and school personnel.

We also have designated VR Program staff that consist of a Statewide Coordinator for Transition Services. Because of the continued growth in the Transition and Youth Career Services Program, we are anticipating adding additional Transition Coordinators.

VR Counselors are assigned to all public secondary schools, including Mississippi School for the Deaf and Blind.

The counselor and the District Manager establish linkages within each school with the following individuals:

1. Special Education Coordinator;
2. Principal;
3. Guidance Counselor for junior and seniors;
4. School health personnel; and
5. Other school-based staff determined appropriate by the counselor and the District Manager.
6. OVR/OVRB staff will provide the following information sharing activities, but not limited to other activities agreed upon:
 1. Provide information to students, parents and school staff about Vocational Rehabilitation policy and procedures as they relate to transition planning and VR outcomes;
 1. Work with the school district to appropriately identify students who may benefit from VR services;
 2. Participation in school-based transition activities, including conferences and meetings;
 3. Participating in information and formal presentations to parent groups;
 4. Providing consultation to local education staff regarding challenging or complex situations before or after referral;
 5. Contribute to the transition planning by communicating with school staff so that students, parents and school district staff can avail themselves of the counselor's expertise;
 6. Attending local educational transition fairs and community job fairs to promote employment;
 7. Participating on Transition teams;
 8. Participating in local meetings that provide services to students;
 9. Determine eligibility for VR services;
 10. Counsel transitioning students and their parents about vocational and career planning and employment outcomes related to the Individualized Education Program (IEP) by reviewing existing school records related to student;

11. Advise students, parents and school staff during the transition planning and service delivery process regarding current labor market information and community resources, including community-based services and the need for involvement by other state agencies.

Along with the VR Transition Counselors, these staff take a leading role in ensuring that Transition Services are provided to potentially eligible and eligible students with disabilities.

To help facilitate the transition of students with disabilities from school to VR services to assist the student in transitioning into training and/or employment, OVR/OVRB will:

1. Maintain the Memorandum of Understanding with the Department of Education and local school districts. This will be used as the tool to help facilitate and guide how VR will work with students during their transition;
2. OVR/OVRB Counselors and Rehabilitation Counselors for the Deaf will continue to be assigned to designated school districts as identified by the Transition Survey that is coordinated by the Transition Coordinator and local school districts;
3. The VR Transition Counselor will work with the school district each year prior to the beginning of school to provide outreach and information training to the school he/she is assigned;
4. Continue to update Resource Guide and technical information for staff and contract providers to help deliver and coordinate VR services during the transition process
5. VR policy indicates that the IPE will be completed before the student exits high school. This will help ensure that the student is on an education/employment track upon exiting high school.
6. Each year, information is obtained from the Department of Education to provide update Special Education staff contact information.
7. Statewide, VR will designate VR staff who are assigned high school transition to provide leadership, information and referral, advocacy and technical assistance, and to promote collaboration among consumers, parents, adult service providers and other service agencies. Designated VR Transition staff include the Statewide Transition Coordinator and the staff designated to be a part of the Transition Team.
8. Develop a Transition Team that will include a VR representative from each District. Transition Team members will be responsible for sharing transition-related policy and practices with staff in their District. This responsibility also includes coordinating activities and training with other VR staff.

Transition planning between MDRS and MDE ultimately helps with the successful development and implementation of both the IEP and the IPE.

MDRS, through the Office of Vocational Rehabilitation and Office Vocational Rehabilitation for the Blind, has recently sent Qualifications Requests for third party providers to provide Pre-ETS activities in accordance with the Workforce Innovation & Opportunity Act (WIOA). At this time, three proposals have been awarded contracts and ten Requests for Proposals have been renewed.

Transition and Youth Career Services include, but are not limited to, job search skills, work evaluation, development of an IPE, basic money management, social skills, and job readiness training along with continuous counseling and guidance. These services may be performed solely by the VR Counselor, in collaboration with other service providers, or in coordination with an education teaching professional.

The OVR/OVRB Counselor also works with the classroom teacher implementing Pre-ETS services. The VR Counselor is prepared to teach the Pre-ETS curriculum in conjunction with providing the classroom teacher with information, technical assistance, and/or curriculum materials as needed. The VR Counselor supervises the student in this program, documents the student's progress, and shares information with the classroom teacher on a regular basis.

VR continues to emphasize *best practices* in providing services to students with disabilities in order to provide a seamless transition to subsequent work or other environments. This emphasis on *best practices*, in part, is achieved by continuous training of staff working with students with disabilities.

VR assures that, with respect to students with disabilities, the state has developed and implemented strategies to address the needs identified in the FFY 2021

Comprehensive Statewide Assessment of Rehabilitation Needs; strategies to achieve the goals and priorities identified by the state to improve and expand VR services for students with disabilities on a statewide basis; and has developed and will implement strategies to provide Pre-Employment Transition Services.

MDRS, OVR/OVRB also assures that, with respect to students, the needs identified in the state have been developed and will implement new strategies to address the needs identified in the FFY 2021 Comprehensive Statewide Assessment.

(2) Information on the formal interagency agreement with the State educational agency with respect to:

a. Consultation and technical ASSISTANCE TO assist educational agencies in planning for the transition of students with disabilities from school to post-school activities, including VR services;

Mississippi has both a state level agreement, Memorandum of Agreement for Transition Planning for Secondary Students with Disabilities between the Mississippi Department of Rehabilitation Services (MDRS) and the Mississippi Department of Education (MDE) and a local level Agreement of Cooperation with each of our education agencies.

The scope of services between OVR/OVRB and MDE are described in (d) 2, between OVR/OVRB and the local education agencies are intended to serve as a mechanism for OVR/OVRB and the local school districts to clearly specify the plans, policies and procedures for coordinating services to facilitate the transition of students with disabilities, including:

- Responsibilities of OVR and OVRB;
- Responsibilities of Local Education Agency;
- Referral Process;
- Joint Development of IEPs and IPEs; and
- Coordination necessary and documentation requirements set forth in section 511 of the Rehabilitation Act, as added by WIOA, with regard to students with disabilities who are seeking subminimum wage employment.

This Memorandum of Agreement for Transition Planning for Secondary Students with Disabilities is made and entered into by and between the Mississippi Department of Rehabilitation Services, hereafter referred to as ‘MDRS’, for and on behalf of its Offices of Vocational Rehabilitation and Vocational Rehabilitation for the Blind, hereafter referred to as ‘OVR/OVRB’, and the Mississippi Department of Education, for and on behalf of its Office of Special Education, hereafter referred to as ‘MDE OSE’.

Both the Individuals with Disabilities Education Act (IDEA) and the Rehabilitation Act of 1973 (the Rehabilitation Act), as amended by The Workforce Innovation and Opportunity Act (WIOA), require State Educational Agencies (SEA) and Vocational Rehabilitation (VR) agencies to plan and coordinate transition services, as well as Pre-Employment Transition Services for students with disabilities through a formal Interagency Agreement (Section 612(a)(12) of the IDEA and Section 101(a)(11)(D) of the Rehabilitation Act)

A formal Interagency Agreement is mandated under the Individuals with Disabilities Education Act (IDEA) 34 CFR 300.154, and section 101(a) (11) (D) of the Rehabilitation Act and its implementing regulations at 34 CFR 361.22 (b). Additional references used in this document include Sections 113 and 511 of the Rehabilitation Act, and the

Final Regulations: State Vocational Rehabilitation Services Program; State Supported Employment Services Program; Limitations on Use of Subminimum Wage. This Agreement is designed to improve the cooperative and collaborative efforts between OVR/OVRB and MDE/OSE to coordinate the receipt of Pre-Employment Transition Services, Transition Services and other Vocational Rehabilitation (VR) Services to students with disabilities who are eligible for special education services under the Individuals with Disabilities Education Act (IDEA), students who have a 504 plan, and other students with disabilities who are eligible or potentially eligible for services through OVR/OVRB in order to facilitate their smooth transition from school to post-school employment-related activities and Competitive Integrated Employment.

It is also the intent of this agreement to serve as a mechanism for OVR/OVRB and MDE OSE to clearly specify the plans, policies, and procedures for coordinating services to facilitate the transition of students with disabilities, including:

- Consultation and technical assistance in the planning for the transition of students with disabilities;
- Transition planning by OVR/OVRB and educational personnel that facilitates the development and implementation of a student's Individualized Education Plan (IEP);
- Roles and responsibilities, including financial and programmatic responsibilities of each agency;
- Procedures for outreach to and identification of students with disabilities;
- Assessment of students' potential need for transition services and Pre-Employment Transition Services;
- Coordination necessary and documentation requirements set forth in section 511 of the Rehabilitation Act, as added by WIOA, with regard to students with disabilities who are seeking subminimum wage employment;
- Assurance that the MDE OSE will not enter into an arrangement with an entity holding a special wage certificate under section 14(c) of the Fair Labor Standards Act for the purpose of operating a program under which a youth with a disability is engaged in work at a subminimum wage; and
- Additional considerations include grievance procedure to resolve disputes between OVR/OVRB and the MDE OSE, as appropriate, as well as procedures to resolve disputes between an individual with a disability and the entities specified above, and information about the Client Assistance Program.

The Cooperative Agreement between the Office of Vocational Rehabilitation and the Office of Vocational Rehabilitation for Blind and the Mississippi School for the Deaf and Blind was implemented to ensure that students who are Blind and Deaf receive effective seamless services as they make the transition from high school to post-high school education and/or training. This agreement includes Pre-Employment Transition services and other VR services. This agreement follows the same guidelines for all cooperative agreements with the Mississippi Department of Education and the local education agency in terms coordination, consultation, and technical assistance.

b. Transition planning by personnel of the designated State agency and educational agency that facilitates the development and implementation of their individualized education programs;

It is understood by all OVR/OVRB staff working with the school and transition age youth that it is their responsibility to work with students and the school in the school's efforts to develop and implement an IEP so that the student and VR will be able to develop and implement an IPE before the student exits high school. The school system is responsible for inviting the student, his or her parents or guardians, and if appropriate, representatives of participating agencies to meetings when transition is being discussed and decisions made about transition services. The VR Transition Counselor attend IEP meetings and provide school districts with assistance, strategies and ideas to help identify students' post-school employment goals, needs for VR Services, and concerns to be addressed in achieving the goals when invited. A VR Counselor is assigned to each public high school in Mississippi. The VR Transition

Counselor(s) assigned to each school is responsible for connecting with the special education staff at each school to outreach to students with disabilities interested in competitive integrated employment. This is achieved by setting up regular office hours in the school setting. VR Counselors participate in job fairs, parent teacher conferences, teacher conferences/meetings and attend IEP meetings when invited. VR recommends that students are referred for VR services two (2) years before exiting high school. When a high school student is enrolled in VR, their IPE and IEP are complimentary to each other. VR provides services both during school, after school and during the summer. The goal is for both the IPE and IEP to include Pre-Employment Transition Services provided by the school and VR in a way that best promotes the success of the student through their transition from high school to post-secondary education or employment.

c. Roles and responsibilities, including financial responsibilities, of each agency, including provisions for determining State lead agencies and qualified personnel responsible for transition services;

Often times when working with students while in school, there may be an overlap between their educational goal (IEP) and employment goals and services (IPE). When this happens, VR/VRB works with the school to either share the cost or determine how the service will be paid. Staff are provided guidelines to help determine how and who will be responsible for the services. Some questions are asked to help guide the decision, such as:

1. Is the service required to help achieve the education goal? If yes, the school has the primary responsibility for payment.
2. Will the service help to achieve the IPE employment goal? If yes, VR has the primary responsibility for payment.
3. If the service is planned on the IEP and IPE, the school and VR are responsible for negotiating a cost sharing agreement. Conflicts between the school and VR are resolved utilizing the process outlined in the Memorandum of Understanding
4. If the student is over 18 and eligible for services through the Department of Mental Health, Bureau for Individuals with Intellectual Disabilities, the school, VR and Mental Health will be responsible for negotiating a cost sharing agreement.

VR/VRB staff are trained to work with the school and other agencies that have a Memorandum of Understanding or Cooperative Agreement to use this decision making strategy to resolve and ensure the student receives the services needed.

d. Procedures for outreach to and identification of students with disabilities who need transition services. Outreach to students with disabilities should occur as early as possible during the transition planning process and must include, at a minimum, a description of the purpose of the VR program, eligibility requirements, application procedures, and scope of services that may be provided to eligible individuals. The interagency agreement between VR and the Department of Education provides information about VR and the local education agency's responsibilities to provide Pre-Employment Transition Services to students with disabilities from age 14-21. The VR/VRB Resource Guide includes information and other details on how VR provides Pre-Employment Transition Services, include the VR staff requirement to document and code these services for federal reporting and the student's IPE.

As the student moves from school to post school life, there should be no gap in services between the education and the vocational rehabilitation systems. While local school districts are responsible for providing education and transition services to students with disabilities who are still in the secondary school system, VR can provide transition services that involve planning and preparing for the student's future employment.

District Managers and Counselors are responsible for developing cooperative working relationships with the local education agency staff in the districts, and other agencies working with students. In 2020, our Transition Navigators will assist districts with developing relationships, providing services, and increasing student referrals.

The Counselor will actively work in collaboration with their local school district to identify students with disabilities who can benefit from vocational rehabilitation services. Schools usually provide a list of names to the counselor during the first semester of the current school year. Schools may also provide the information to the counselor prior to the end of a school year or during the summer break, which helps with preparation for the upcoming school year. When referring a student to VR, it is recommended that the school district:

1. Understands VR's eligibility requirements and the purpose of VR services;
2. Makes referrals based on student needs;
3. Obtains consent for release of information from the parent, legal guardian or from the student (a student age 18 or older can independently sign the release form unless he/she has a designated legal guardian);
4. Provides documentation that describes the student's disability, needs, preferences, interests, and skills (e.g., interpersonal, work, academic, independent living) which are relevant to vocational rehabilitation and achieving employment. Preferred information includes descriptions of the student's current abilities, work-related capacities and limitations, functional limitations and service needs, if available.

A referral packet which includes a referral letter, the Referral Information Form (MDRS-VR-05), Transition and Youth Referral Form Addendum (MDRS-TY-01) and transition brochure will be sent to individuals the school identifies as someone who may benefit from VR services. Contact will then be made with these referrals and their parents to introduce the vocational rehabilitation program and determine their potential interest in services. When the counselor sends letters to the client, a copy will be sent to the parent/guardian.

Students who express interest in services by returning the appropriate referral paperwork will be scheduled for a meeting with the counselor at school during school hours. The parents of the students must be notified of the meeting and invited to attend. When requested by the parent, other arrangements can be made to begin the application process. During the meeting, the counselor will explain the vocational rehabilitation program and answer questions posed by the student and/or his/her parents/guardians.

The counselor is required to enter the referral information in AACE (the VR/VRB Module in the AACE caseload management system) to allow each referral to be successfully tracked. The counselor will also use the referral module to document the services provided to students.

E. Cooperative Agreements with Private Nonprofit Organizations

Describe the manner in which the designated State agency establishes cooperative agreements with private non-profit VR service providers.

Describe the manner in which the designated State agency establishes cooperative agreements with private non-profit VR service providers.

Cooperative Agreements with private non-profit organizations are established based on identified needs and expectations. Agreements may vary from the establishments of information and referral needs to the structuring of a new service or program.

As an ongoing process, MDRS, OVR/OVRB district staff develop and reinforce relationships with community partners structured to meet customer needs and informed choice.

Vocational and service needs of customers within the geographic area as identified through resources such as:

- the Comprehensive Statewide Needs Assessment;
- information from the State Rehabilitation Council; and

- other sources of State and local data to inform decision-making.
- other sources of State and local data to inform decision-making
- networking with other community partners that service individuals with disabilities

MDRS develops a formal fee for service contracts with private non-profit vocational rehabilitation service providers. The contract contains all necessary clauses and each contract is approved by the state's Assistant Attorney General assigned to MDRS. The contracts are executed by the MDRS Executive Director and the principal of the private non-profit vocational rehabilitation service provider.

MDRS-OVR/OVRB has the authority to enter into contracts with for-profit organizations for the purpose of providing vocational rehabilitation services for individuals with disabilities when it is determined that the for-profit organization is better qualified to provide the VR services than non-profit agencies and organizations.

In order to enter into a cooperative agreement as a VR Service provider, community rehabilitation program providers request to become a vendor for Vocational Rehabilitation Services, a provider/information request form and checklist is completed. This checklist contains some of the same information that providers submit that answer request for proposals. The provider is asked to provide valid W-9 information, evidence of incorporation with the MS Secretary of State, Scope of Services and the professional licensures, certification, credential, qualifications, resumes and job descriptions of key leadership positions. The vendor is also asked to provide information concerning their status as a supplier, grantee, and business structure.

The number of providers for Pre-Employment Transition Services in the state was very limited. To expand the delivery of Pre-Employment Transition Services, and obtain providers for Pre-Employment Transition Services, the Competitive Sealed Proposal process was used to request and obtain proposals from competing sources in response to advertised competitive specifications, through the issuance of a Request for Qualifications (RFQ), by which an award is made to the provider or who receives the highest score based on weighted evaluation criteria outlined in the RFP and includes discussions and negotiations with providers. The RFQ was posted on MDRS external website and in the legal notice section of the newspaper and the Mississippi Contract/Procurement Opportunity Search Portal to allow service providers access to the document, guidance, and policy. Emails were also sent to community partners and agencies notifying them that MDRS was accepting Request for Proposals, and the proposals could be found on the MDRS' external website. In 2022-2023, MDRS-OVR/OVRB will also begin utilizing a Vendor Registration Process for Pre- ETS Providers. Providers will complete the Community Rehabilitation Program Certification and Vendor Application or Individual Service Provider Application.

F. Arrangements and Cooperative Agreements for the Provision of Supported Employment Services

Describe the designated State agency's efforts to identify and make arrangements, including entering into cooperative agreements, with other State agencies and other appropriate entities in order to provide supported employment services and extended employment services, as applicable, to individuals with the most significant disabilities, including youth with the most significant disabilities.

OVR administers the Supported Employment (SE) Program as specified in Title VI of the Rehabilitation Act and amended in WIOA. VR works extensively with other state agencies, private non-profit entities, employers, family members, and consumer groups to ensure quality SE services are provided to all eligible individuals throughout all phases of the SE service delivery system.

When individuals apply for VR Services, the VR Counselor determines eligibility for VR and for Supported Employment. If it is determined that the individual will also require SE services to obtain employment and long-term support to maintain employment, the individual's case is staffed with the SE Counselor. The SE Program is not separate from the general VR program. It simply offers additional services to individuals that meet the criteria for eligibility for SE services. SE clients are eligible for any of the traditional VR services available to any other VR client. Any traditional VR services the SE client needs is paid for with regular VR (Title I) funds.

OVR has entered into formal Cooperative Agreements with the Mississippi Division of Medicaid (Medicaid) and Department of Mental Health, Bureau for Intellectual and Developmental Disabilities, with respect to delivery of VR services, including extended services, for individuals with the most significant disabilities eligible for home and community-based services.

The collaboration with DMH has resulted in a formalized referral process between the two agencies to ensure VR services are provided to individuals with the *most significant disabilities*, including those with serious mental illness.

A formal referral process has been developed for individuals referred from the Department Mental Health to VR Supported Employment. The MDRS Supported Employment Program Coordinator receives the referral from the DMH Mental Health Support Coordinator/Target Case Manager. After review, the SE Program Coordinator then forwards the referral to the SE Counselor in the appropriate MDRS District Office for application for VR services.

Upon completion of the time-limited Supported Employment services, the ongoing job skills training assistance and other necessary long-term support is transitioned to a third party, group, or individual through a Cooperative Agreement or Extended Services Support Plan Agreement. The primary provider of extended services is the DMH-Bureau of Intellectual and Developmental Disabilities through its network of local community service programs.

However, an increasing number of individuals and other community organizations are accepting this role. Employers are often willing to take on this responsibility and are encouraged to do so since it is the most natural arrangement for the client.

VR has entered into 40 new Extended Service Support Plan Agreements from January 1, 2020 through June 30, 2021. These 40 new agreements are in addition to the agreements previously established and still ongoing.

Providers of long term support are required to document twice monthly contact with each consumer successfully working in the community, and to maintain this documentation in case files for the duration of that consumer's job. This information is reported monthly to the VR Supported Employment Coordinator for tracking purposes.

WIOA increased the maximum amount of time for SE staff to provide time-limited Supported Employment services to 24 months. However, the rate of transitioning a client to extended services is dependent upon the needs of the individual, his/her family, the employer, the third party agency, and other involved individuals. Since SE staff members and the Extended Service provider will have been collaborating in the provision of SE services throughout an individual's Vocational Rehabilitation Program, such transitions are normally seamless and do not cause job disruptions.

Individuals with chronic mental illness who need special support services, but not job skills training services provided either at the work site or away from the work site in order to obtain employment, perform work skills and maintain employment are provided VR employment services. These services are coordinated with the DMH Case Manager to ensure the individual receives the support and is able to maintain employment.

In VR practice, when stabilization occurs, the client is ready to transition from VR-funded SE services to the appropriate source of ongoing support from the *Extended Service* provider.

Transition to *Extended Services* must take place no later than 24 months after the initial job placement. If there are exceptional circumstances that require ongoing support services to be provided longer than 24 months, the Counselor should justify this in a case note.

VR may provide extended service support to youth who have a most significant disability and are eligible for SE services. Extended support services provided to youth with the most significant disabilities can continue for a period of time not to exceed four (4) years or until the youth reaches the age of 25 and no longer meets the definition of a youth with a disability (or whichever comes first). VR can begin providing extended support services once initial job stabilization is achieved.

The use of Job Trainers at the worksite is an integral part of SE services. This individual is responsible for learning the job prior to the client coming to work, then teach the job to the client. The trainer not only teaches the work skills needed at the job site but will help the client become adjusted to the new work environment. The job trainer will help the client develop relationships with coworkers and supervisory staff. If the client cannot meet the job standards, the trainer is there to assure the employer that he work will be done to the business' quality and quantity levels. As the client becomes more independent at the worksite and is able to perform most of the job tasks with minimum intervention by the trainer, the trainer will fade assistance until the case can be closed and the extended service provider assumes the extended long-term support.

The following are possible resources for *Extended Services the counselor coordinates with to provide Extended Services*:

- **Natural Supports:** Support from supervisors and co-workers occurring in the workplace to assist employees with disabilities to perform their jobs, including support already provided by an employer for all employees. These natural supports may be both formal and/or informal, and include mentoring, supervision (ongoing feedback on job performance), training (learning a new job skill with a co-worker), and co-workers socializing with employees with disabilities at breaks or after work. Support provided by family, friends, or significant others are also included within this definition.
- **Medicaid Funded Employment Supports:** ID/DD Waiver-Intellectual and Developmental Disability Waiver Program for individuals who are approved for the ID/DD Waiver program.

Some New Programs and Services designed to support the provision of Supported Employment Services are as follows:

- **Job Coach Training Manual**

The Mississippi Department of Rehabilitation Services, Office of Vocational Rehabilitation, and the Mississippi Department of Mental Health Division of Home and Community Based Services serve as the two primary providers of job coaching services. In 2018, both agencies along with other community partners worked together to ultimately create a Job Coach Training Manual.

This manual was designed to review best practices in job coach training to develop a specific Mississippi job skills trainer curriculum. The new curriculum is competency-based and the intent is for it to become a required training regime for all persons in any job coach or related position in Mississippi. Prior to this project, training for job coaches ranged from none to out of State correspondence programs to agency training so specific it did not translate to general use. The goal of the job trainer manual project is to increase the level of competency for job coaches in the state and have a mutually agreed on curriculum in the state .

This curriculum targeted audience of all job coaches in the state is a collaborative effort between The Arc of Mississippi, Mississippi Department of Rehabilitation Services, Mississippi Department of Mental Health, Institute for Disability Studies, and self-advocates.

- **Project SEARCH**

The Project SEARCH Program is a unique, business-led, nine-month employment preparation program that takes place entirely at the workplace. Up to 12 students with disabilities experience total workplace immersion, classroom instruction, career exploration, and hands-on training through three different worksite rotations. The goal for each participant is competitive employment. To reach that goal, the program provides real-life work experience combined with training in employability and independent-living skills to help young people with significant disabilities make successful transitions to productive adults.

- **Shelby Residential and Vocational Services**

A Cooperative Agreement was entered into by MDRS, Office of Vocational Rehabilitation, with Shelby Residential and Vocational Services to provide services to individuals eligible for traditional VR employment services and Supported Employment. These outcome based VR and SE services include:

1. **Exploration-** This is a time-limited and targeted service designed to help a person make an informed choice about whether s/he wishes to pursue individualized integrated employment.
2. **Discovery** activities include observation of person in familiar places and activities, interviews with family, friends and other who know the person well, observation of the person in an unfamiliar place and activity, identification of the person's strong interests and existing strengths and skills that are transferable to individualized integrated employment. Discovery also involves identification of conditions for success based on experience shared by the person and others who know the person well, and observation during the Discovery process.
3. **Job Development Plan-**This is a time-limited and targeted service designed to create a clear and detailed plan for Job Development. This service includes a planning meeting involving the individual and other key people who will be instrumental in supporting the individual to become employed in individualized integrated employment.
4. **Job Development-**This is support to obtain an individualized competitive or customized job in an integrated employment setting in the general workforce, for which an individual is compensated at or above the minimum wage, but ideally not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities.
5. **Job Skills Training-**Job skills training for individualized, integrated employment includes identifying, through job analysis, and providing services and supports that assist the individual in maintaining individualized integrated employment that pays at least minimum wage but ideally not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities. Job skills training includes supports provided to the individual and his/her supervisor and/or co-workers, either remotely (via technology) or face-to-face.
6. **Customized Employment-**Service is described herein that will place individuals in settings that meet the definition of Competitive Integrated Employment. Services should be provided in a continuous process leading to obtaining a Competitive Integrated Employment outcome.

OVR continues to utilize Shelby Residential and Vocational Services (SRVS) as a provider for services. However, the number of consumers referred to SRVS was greatly impacted in 2019-2020 by the COVID-19 pandemic.

G. Coordination with Employers

Describe how the designated State unit will work with employers to identify Competitive Integrated Employment and career exploration opportunities in order to facilitate the provision of:

(1) VR Services; and

WIOA specifically directs the VR program to work with employers to identify Competitive Integrated Employment opportunities and career exploration opportunities in order to facilitate the provision of VR services, and transition services for youth with disabilities such as Pre-Employment Transition Services. MDRS will handle this coordination with employers through its Office of Business Development.

The Office of Business Development (OBD) is comprised of 16 individuals spread across the 82 county area that makes up the state of Mississippi. We have 12 "Business Development Representatives" who are located in and across our 10 district area. Their duties are to be in the community learning their communities' workforce needs, meeting

employers. located in their districts, learning those employer's human capital needs, and helping the VR arm of MDRS connect the need of those businesses with the clients that we serve. Our 12 representatives are located in Oxford, Tupelo, Greenwood, Starkville, Jackson, Pearl, Meridian, McComb, Laurel, and Gulfport.

Supporting those 12 individuals are three managers and one office assistant. (2 Regional Managers and 1 Office Director). Their purpose is to support, train, and provide direction to the 12 development representatives. They also are charged with assisting in the creation of large scale programs with employers who want to hire on a mass scale.

In 2020, MDRS job fair efforts were hindered due to COVID-19. In fiscal year 2022, the goal was set to implement 3 job fairs independent from the Governor's Job Fair Network. The first independent job fair was held in October 2021 in Oxford, Mississippi. It was held in conjunction with the University of Mississippi and was targeted towards college students with disabilities. Twenty-eight businesses attend the job fair. While student attendance was less than hoped for, the feedback from our business partners was positive. The most common feedback received was that the students were job seeking and also qualified for the positions that were being offered. We are currently planning two more fairs before the end of FY22. We will continue to target the college age individuals with disabilities who are exiting post-secondary and looking for employment. The current plan is to geographically target the central and southern parts of the state, potentially with the University of Southern Mississippi and Jackson State University.

Sales-Minded / Business First Approach

The goal of the OBD representatives is to provide multiple services and an on-going relationship to the businesses they enter into relationship with. This mindset is directly correlated with the sales approach that the office bases its strategy on. The OBD units' goal is to understand the workforce area that each representative is located in, understand who the employers are in those areas, the needs of the employers, and finally how to use the resources of VR and MDRS (AbilityWorks, Training, etc.) to meet the needs of those employers.

We use a face-first approach to delivering our product. Our goal is to keep the OBD reps in the community interacting with businesses as much as possible. We want them to be in person with the businesses and building relationships. We want them to take tours of facilities, have meetings about how a business operates, etc. The purpose of this is to put a face to MDRS. This means a lot to businesses in Mississippi who come from a very relational culture. Ultimately, by building this relationship and understanding the business we can specifically pinpoint the needs of the business. Once we understand the needs of the business, the next step is to use the training we provide, the services we offer, and individuals we represent to meet the needs of that business.

Services to Business

OBD's goal is to provide a package of services that meets a businesses' needs for education, support, and human capital. These needs are met through a bundle of services that our Business Development Reps are trained to provide. Our BD unit is equipped to provide training such as Disability Awareness, Customer Service, Assistive Technology, ABLE Act, etc. The goal of our business training is to educate the business about the disability community and to establish a level of comfort about working with the disability community that may not exist beforehand.

Placement has been prioritized for a long period of time. The OBD reps carry a caseload of "job-ready" clients who are willing and ready to return to work. When approaching businesses, the first step for the BD rep is exploration and fact-finding. The goal is to understand the business model and to understand the business' human capital needs. Once we have a grasp on those topics, then the BD rep moves to try meet those needs of the business with the job-ready client that we are serving through VR. The BD reps primary function is relationship building, understanding their client's needs, finding opportunities, and connecting our clients to those opportunities. Their performance is graded on their ability to connect their clients to employment, internships, community-based opportunities, and other services that we provide.

Lastly, OBD has entered into relationships with businesses who want to hire individuals with disabilities on a mass scale. These companies understand the value of diversity and the value that our clients bring to their workforce and want to incorporate this deep within their corporate model. Our office will meet with the businesses and determine

how to best achieve this for them. The assessment usually determines how many individuals they are looking for, the specific jobs and areas they need our individuals to work, training existing staff to prepare for individuals with disabilities to work there, and developing training to prepare our individuals for success when entering the workplace.

In 2019 a total of 11,245 contacts were made to businesses, 6,279 in 2020 and 9,857 in 2021. In 2020, the number of businesses contacted was impacted by COVID-19.

(2) Transition services, including pre-employment transition services, for students and youth with disabilities.

Career Exploration Services

The Office of Business Development (OBD) help facilitate Pre-Employment Transition services by assisting students and youth, explore different career opportunities. . OBD make business connections when providing their services, especially direct services such as recruitment assistance for internships, community based work experiences, job shadowing, on the job training and business sponsored training programs. OBD plays an integral role in assisting students and youth with disabilities in obtaining high quality employment.

The Summer Internship program has recently been expanded from a summer program geared toward students to a service designed to be provided anytime an individuals need and requires this service during the year.

In 2020, 54 students received summer internships and 73 received summer internships in 2021. The number of students that could participate was impacted by COVID-19.

The internship program is used to provide the individual with a disability to be trained by the business, gain vital skill sets, and allow the business to see the person for who they are and how they fit within their organization while OVR/OVRB covers the cost and allows the business to experience the person without having to make the commitment to hiring them in the case that the opportunity is not a good fit for the business, the client, or both.

OVR/OVRB can cover up to 320 hours to allow the person to train at no cost to the client or business.

The community-based training program is used to provide students and adults, who already have skill sets needed by a partner business, to go into the business, work, and prove themselves and their abilities to the business. The program is used on a shorter term basis to help the client to see if this is an opportunity they'd like to pursue or to allow the business to become sure that this client is a good fit for them. OVR/OVRB usually covers between 40 and 80 hours of the cost to the business.

Job Shadowing is a service designed so that the individual can go into a business to see how the business operates. We have clients who have a mental perspective of how a job would be that isn't realistic to the actual operation of that job. This program aims to allow the person to watch without actually working for that partner business. We believe this provides clarity to the job exploration process and saves valuable time on the back side of the employment process when the client isn't pleased with their career goal they aren't suited for. The job shadowing experience usually last up to 40 hours for the client and partner business.

On-the-job training is a very similar program to the internship program except in the fact that the business hires the person first and is then reimbursed for a certain number of salaried hours. This program is mainly utilized by companies who are completely sold on the disabled population and are willing and equipped to work through any issues that may arise making sure the fit is correct in the employment process.

Project SEARCH is a program that is geared towards youth. This program partners a school, a business, and a VR agency to create a 10 month internship program. The school provides a teacher and up to 12 students, while the business provides a classroom location and the internship sites. The VR agency provides overarching management, the cost, job placement, and the counseling to the program. The students rotate through three 10 week internship rotations during their regular school year. The goal of the program is to gain valuable specific career skillsets, learn what it means to work, and work through employment hurdles all while still in school. Many of our sites have aimed to hire the students that they work with. While this is nice it is not required and much of the training and career

development is geared toward being able to be used elsewhere in the community upon exit. In 2020-2021, 42 Interns participated in Project SEARCH sites at: University MS Medical Center, Baptist Jackson, Baptist Attala, Merit Health-Vicksburg, South Central Regional Medical Center, North MS Medical Center and Forrest General Hospital.

MDRS Community Rehabilitation Program Services to

Business Office of Vocational Rehabilitation

AbilityWorks, Inc.

AbilityWorks, Inc., a network of Community Rehabilitation Programs (CRP), provides vocational assessment, actual work experience and work adjustment training for individuals with disabilities. This is possible through a wide array of contracts, and subcontract services provided to local business and industry. It is a division of MDRS with 15 AbilityWorks locations throughout the state:

Harrison County Service Areas: Hancock, Harrison, Jackson, Pearl River, Stone, George

Olive Branch Service Areas: Desoto, Marshall, Tate, Tunica

Tupelo Service Areas: Lee, Pontotoc, Itawamba, Union,

Laurel Service Areas: Covington, Jasper, Jones, Smith, Wayne

Meridian Service Areas: Clark, Kemper, Lauderdale, Neshoba, Newton, Winston

Jackson Service Areas: Hinds, Madison, Rankin, Scott, Simpson, Warren

Corinth Service Areas: Alcorn, Benton, Prentiss, Tippah, Tishomingo

Starkville Service Areas: Clay, Oktibbeha, Chickasaw, Choctaw, Webster, Montgomery

Kosciusko Service Areas: Attala, Leake, Neshoba, Rankin

Columbus Service Areas: Lowndes, Clay, Monroe

Brookhaven Service Areas: Adams, Amite, Copiah, Claiborne, Franklin, Jefferson, Jefferson Davis, Lawrence, Lincoln, Marion, Pike, Walthall, Wilkerson

Greenwood Service Areas: Leflore, Carroll, Holmes, Grenada, Bolivar, Sunflower, Humphreys, Tallahatchie, Yazoo

Washington County Service Areas: Washington, Sunflower, Bolivar, Issaquena, Sharkey

Hattiesburg Service Areas: Forrest, Greene, Lamar, Perry

Oxford Service Areas: Calhoun, Coahoma, Panola, Lafayette, Quitman, Yalobusha

AbilityWork's mission to clients is *"to improve the quality of life, employment opportunities, and integration of people with disabilities into the community"*. The mission to business and industry through the subcontracting program is to provide fast turnaround times, high-quality workmanship, competitive rates, credit rates, credit terms and speedy delivery. Some of the services and products AbilityWorks offers include collating and sorting, packaging and handling, assembly work, product reworking, product reclamation, grounds maintenance, housekeeping and quality reviews.

AbilityWorks enables the VR program staff and employers to work together to identify career exploration opportunities and Competitive Integrated Employment opportunities for clients. Both activities are conducted mainly through Community Based Services connecting the client's abilities with employer opportunities.

AW considers career exploration as a comprehensive process that systematically utilizes work, either real or simulated, as the focal point for evaluation and vocational exploration, the purpose of which is to assist an individual with vocational development.

When a client has an interest in a career but AW cannot provide the client with similar tasks or experiences related to that career, then the AW staff establishes a work-based learning opportunity in the community for the client.

The client gains exposure and experience in the type of career in which he/she is interested, thereby either helping the client realize the career is not the correct choice or reaffirming the client's interest in the career.

The work-based learning experience may additionally help the client and the VR Counselor understand what additional training is required as well as the skills and/or abilities that must be acquired to be successful in the selected career.

Through its AbilityWorks program, MDRS-VR partnered with Sephora to provide training for individuals with disabilities in a warehouse distribution setting. This program began at Sephora's Olive Branch location August 2017 and has continued throughout 2021.

Office of Vocational Rehabilitation for the Blind

The Addie McBryde Center for the Blind

The Addie McBryde Center is the state comprehensive center for the Blind and Visually Impaired. This center is a place where people who are Blind can reside temporarily while they learn to lead productive, self-sufficient lives. The program incorporates instruction in a variety of independence skills as well as case management including home management, cooking, orientation and mobility, Braille, access to computer technology, college preparation, job-readiness, adaptation to blindness and many other skills that contribute to independence and the confidence to seek the highest level of employment possible. The center provides Pre-ETS in conjunction with the independent skills classes on a daily basis. The Summer Internship Program (for the Blind and Visually Impaired) is hosted by the Addie McBryde Center connecting clients with their first real-world work experience.

The Addie McBryde Rehabilitation Center is a comprehensive personal adjustment center for adults who are Blind, Visually Impaired or Deaf-Blind. Through a program of training offered to both residential and day clients, individuals participate in class learning skills that enable the client to successfully live and work independently. Established in 1972, the center is located on the campus of the University of Mississippi Medical Center in Jackson, Mississippi. The facility has a dormitory capacity for 28 clients, a gymnasium, a client library, and classrooms equipped with specialized technology for the Blind and Visually Impaired. Certified instructors individualize training to meet a client's needs during the class day from 8:00AM-3:00PM. Clients participate in additional activities in the 'Achieving Milestones' class focusing on adjustment to vision loss, confidence building, resume writing, interviewing, and utilizing resources in the community.

H. Interagency Cooperation

Describe how the designated State unit will collaborate with the State agency responsible for administering each of the following programs to develop opportunities for Competitive Integrated Employment, to the greatest extent practicable:

(1) The State Medicaid plan under title XIX of the Social Security Act;

In January 2014, by the Governor's Executive Order (1335) Mississippi state agencies were directed to ensure employment in integrated settings as the first priority option to the extent feasible.

In July 2015, MS Legislation passed HB 836, and implemented an Employment First policy for working age citizens of Mississippi with disabilities. This Act required state agencies that provide services and support persons with disabilities to consider their option of competitive integrated employment and to collaborate and coordinate services.

MDRS has entered into formal Cooperative Agreements with the Mississippi Division of Medicaid (Medicaid) and Department of Mental Health (DMH) -Bureau of Intellectual and Developmental Disabilities, with respect to delivery of VR services, including extended services, for individuals with the most significant disabilities eligible for home and community-based services. The collaboration with DMH has resulted in a formalized referral process between the two agencies to ensure an array of services is provided to individuals with the *most significant disabilities* opening many new options for them.

In addition to the formal agreements with Medicaid and DMH, MDRS collaborates on a more informal basis with public and private entities to ensure a comprehensive program of services is provided to individuals eligible for Supported Employment services. Collaborative partners include local mental health facilities to help people move from qualified institutions to homes in the community, local school districts, businesses and industries, workforce development One-Stop Career Centers, advocacy groups, and other relevant third parties as well as parents of individuals with the most significant disabilities.

Whenever there is an overlap of goals and services, VR work with the agencies to arrange a cost sharing agreement in order to provide the services the individuals is in need of. The following guidelines are used to come to a final agreement regarding which agency is responsible for providing the service.

1. Will the service help the individual achieve the IEP educational goal?
2. Will the service help the individual achieve IPE employment goal?
3. If the service will help achieve the IEP goal and the IPE goal, the agency and VR negotiated how each party will participate in the cost of the service.
4. If the student is eligible for the IDD Waiver or State plan Medicaid SE Services, all agencies work together to negotiate which services will be provided in order to share in the cost of the services.

The partnership's intent is to build capacity across existing state systems to improve outcomes for youth and young adults with developmental disabilities, including intellectual disabilities, seeking competitive employment in integrated settings.

(2) The State agency responsible for providing services for individuals with developmental disabilities; and

Mississippi's ID/DD Waiver provides individualized support and services to assist individuals with intellectual and developmental disabilities live successfully at home and in the community and are an alternative to care in institutional settings. The ID/DD Waiver includes an array of services aimed at assisting people to live as independently as possible in their home and community. Services include Supported Employment, Home and Community Supports, Supervised Residential Habilitation, Day Services-Adult, In-Home Nursing Respite, Community Respite, ICF/MR Respite, Prevocational Services, Specialized Medical Supplies, Behavior Support/Intervention Services, and Speech, Occupational and Physical Therapy.

When the IDD Waiver case manager and the individual has determined that Competitive Integrated Employment is an option for the individual with appropriate services, referrals are made to Vocational Rehabilitation.

A formal referral process has been developed and coordinated with the IDD Waiver. The individual's information is submitted to the VR SE Program Coordinator with existing information to assist in expediting the eligibility process.

Upon receipt of referral and agreed upon referral information, the referral is assigned to an SE Counselor who initiates the application for VR Services.

The formal Memorandum of Understanding outlines the services each agency is responsible for, as well, as how service cost sharing will be resolved.

(3) The State agency responsible for providing mental health services.

In 2018, a formalized agreement between the Mississippi Department of Rehabilitation Services, Office of Vocational Rehabilitation and the Mississippi Department of Mental Health, Bureau of Mental Health. This agreement was renewed May 1, 2020 through April 30, 2024.

The purpose of this program is to enhance employment opportunities for individuals with severe and persistent mental illness or persons in recovery.

This program will result in increased integrated employment opportunities for these individuals. A comprehensive program evaluation will be completed with mental health sites participating this year, including site visits to the mental health centers as well as discussions with VR Counselors about how the program is working, what is working well and improvements that might help the program.

Throughout the districts, VR offices work with the community mental health centers serving the area. VR Counselors and District Managers will provide orientation and training sessions for mental health center staff and their clients.

Where the community mental health centers have established vocational and Supported Employment programs, OVR often collaborates with these centers to meet the needs of our mutual clients as referrals are made to VR for services for those who have been determined to need and want to obtain Competitive Integrated Employment.

1. Comprehensive System of Personnel Development; Data System Personnel and Personnel Development

Describe the designated State agency's procedures and activities to establish and maintain a comprehensive system of personnel development designed to ensure an adequate supply of qualified State rehabilitation professional and paraprofessional personnel for the designated State unit, including the following:

(1) System on Personnel and Personnel Development

a. Qualified Personnel Needs

Describe the development and maintenance of a system for collecting and analyzing on an annual basis data on qualified personnel needs with respect to:

i. The number of personnel who are employed by the State agency in the provision of VR services in relation to the number of individuals served, broken down by personnel category;

The Mississippi Department of Rehabilitation Services (MDRS) has implemented procedures and activities within the Office of Human Resource Development which assures the full implementation of a Comprehensive System of Personnel Development.

Data System on Personnel and Personnel Development

Assurance of an adequate supply of qualified Rehabilitation professionals and paraprofessionals and personnel to provide vocational rehabilitation services is the major driving force of the Office of Human Resource

Development. Data from numerous sources is used to determine current and projected needs, as well as Vocational Rehabilitation and Vocational Rehabilitation for the Blind progress toward meeting them.

OHRD maintains a database which includes information on the number of vocational rehabilitation personnel providing vocational rehabilitation services, types of positions, and the ratio of the number of personnel needed to provide vocational rehabilitation services to individuals served by the Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind.

The current staffing ratio is 138 counselors; 67 counselors assistants, 8 interpreters, 3 psychometrists, 20 evaluators, 36 work adjustment instructors, and 9 instructors at the Center for the Blind to 13,671 applicants and eligible individuals served. MDRS, along with all State agencies, received a budget cut the previous fiscal year and absorbed most of the cut through attrition. This year, MDRS is working to rebuild the OVR/OVRB workforce by filling vacancies and adding positions where needed throughout the state. Currently, MDRS is experiencing vacancies in all of the personnel categories mentioned above, but is actively advertising vacancies to maintain the needed ratios.

The table below displays current VR and VRB personnel.

Job Title	OVR Filled Positions	OVRB Filled Positions
Counselor	117	21
Counselor Assistant	57	10
Interpreter	8	
Psychometrist	3	
Evaluator	20	
Work Adjustment Instructor	36	
Instructors at the Center for the Blind		9

ii. The number of personnel currently needed by the State agency to provide VR services, broken down by personnel category; and

The table below displays current VR and VRB needed positions, broken down by category.

Job Title	OVR Vacancies	OVRB Vacancies	Current Total Staff Needs
Counselor	13	3	154
Counselor Assistant	17	0	84
Interpreter	3		11
Psychometrist	3		6
Evaluator	7		27
Work Adjustment Instructor	4		40

Job Title	OVR Vacancies	OVRB Vacancies	Current Total Staff Needs
Instructors at the Center for the Blind		2	11

The current staffing ratio, if all positions are filled, equates to a counselor to client ratio of 89 clients per counselor. Although caseload sizes vary depending on the type of services provided, the ideal client to counselor ratio is 75 clients per counselor.

iii. Projections of the number of personnel, broken down by personnel category, who will be needed by the State agency to provide VR services in 5 years based on projections of the number of individuals to be served, including individuals with significant disabilities, the number of personnel expected to retire or leave the field, and other relevant factors.

MDRS predicts the number of clients who will receive services to grow by 66% in five years. MDRS projects that 13,855 clients will be served in FY 2020; 16,345 clients to be served in FY2021; 19,282 clients to be served in FY 2022; and 22,747 clients to be served in FY 2023. Based on these projections, MDRS is anticipating a need for a 66% increase in counselors to maintain current staffing ratios (102 additional counselors), and then an additional 47 counselors to meet the desired client to counselor ratio of 75 clients per counselor. In order to properly assist counselors with caseloads, a ratio of 2 counselors to 1 counselor assistant is ideal. An additional 68 counselor assistants are needed in five years to meet the desired ratio. An added increase of one staff interpreter will also be needed to ensure quality services are provided in a timely manner.

The table below displays the projections of the number of personnel, broken down by personnel category, needed to provide VR services in five years based on projections of the number of individuals served.

Job Title	Projected Additional Staffing Needs over the Next 5 Years	Total Staff Needed in 5 Years
Counselor	149	303
Counselor Assistant	68	152
Interpreter	0	11
Psychometrist	3	9
Evaluator	12	39
Work Adjustment Instructor	0	40
Instructors at the Center for the Blind	6	17

The number of Counselors that provide Transition and Youth Career Services remains consistent with overall Counselor staffing projections. The projected five year staffing needs noted above for counselors and counselor assistants would require that VR be provided with additional FTEs, allocated by the State legislature.

With the turnover within OVRB over the last few years, the rate of change in the next few years is expected to be lower. It can be anticipated that OVRB staffing needs could include approximately six new staff positions within the

next five years. The table above highlights the current vacancies within OVRB. These vacancies are within the same regional office and are currently being covered by existing staff. The chart also depicts anticipated staffing needs for the next five years due to expected vacancies from retirements.

On average, OVRB and OVRB loses approximately 66 employees each year due to separation, transfer to another state agency for career advancement, or retirement. Of the predicted 66 separations per year, 11 are due to retirement and 51 due to resignation/transfer. MDRS predicts an average of 28 counselors to separate per year and 12 counselor assistants to separate per year, determined by reviewing a two year average rate of separation in these two classifications. Due to this predicted turnover, vacancies are a contributing factor in our ability to maintain desired client to counselor ratios; however, all positions are advertised for recruitment quickly upon departure of the separated employee.

b. Personnel Development

Describe the development and maintenance of a system for collecting and analyzing on an annual basis data on personnel development with respect to:

i. A list of the institutions of higher education in the State that are preparing VR professionals, by type of program;

An annual survey of the state's two university graduate programs in Rehabilitation Counseling determines the number of students enrolled, projected graduation dates, and the total number expected to complete the requirements for national certification in Rehabilitation Counseling. These two graduate programs accredited by the Council on Rehabilitation Education (CORE), one at Mississippi State University and the other at Jackson State University (a Historically Black College or University), are the only graduate programs in Rehabilitation Counseling in Mississippi. Jackson State currently has 39 students enrolled in its program and seven students earned a master's degree in Rehabilitation Counseling during the calendar year 2018. Mississippi State currently has nine students enrolled in its master's Program in Rehabilitation Counseling and four students earned a master's degree in this program in 2018.

Described in the table below is information from institutions of higher education in Mississippi that prepare vocational rehabilitation professionals, categorized by institution and type of program.

Program Data for Institutions of Higher Education

Institutions	Students Enrolled	Employees sponsored by agency and/or RSA	Graduates sponsored by agency and/or RSA	Graduates from the previous year

Jackson State University	39	29	5	7
Mississippi State University	9	2	7	4

ii. THE NUMBER OF STUDENTS ENROLLED AT EACH OF THOSE INSTITUTIONS, BROKEN DOWN BY TYPE OF PROGRAM; AND

Described in the table below is information from institutions of higher education in Mississippi that prepare vocational rehabilitation professionals, categorized by institution and type of program.

Program Data for Institutions of Higher Education

Institutions	Students Enrolled	Employees sponsored by agency and/or RSA	Graduates sponsored by agency and/or RSA	Graduates from the previous year
Jackson State University	39	29	5	7
Mississippi State University	9	2	7	4

iii. *The number of students who graduated during the prior year from each of those institutions with certification or licensure, or with the credentials for certification or licensure, broken down by the personnel category for which they have received, or have the credentials to receive, certification or licensure.*

An annual survey of the state's two university graduate programs in Rehabilitation Counseling determines the number of students enrolled, projected graduation dates, and the total number expected to complete the requirements for national certification in Rehabilitation Counseling. These two graduate programs accredited by the Council on Rehabilitation Education (CORE), one at Mississippi State University and the other at Jackson State University (a Historically Black College or University), are the only graduate programs in Rehabilitation Counseling in Mississippi. Jackson State currently has 39 students enrolled in its program and seven students

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Jackson State University	39	29	5	7
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(2) Plan for Recruitment, Preparation and Retention of Qualified Personnel

Describe the development and implementation of a plan to address the current and projected needs for qualified personnel including, the coordination and facilitation of efforts between the designated State unit and institutions of higher education and professional associations to recruit, prepare, and retain personnel who are qualified, including personnel from minority backgrounds and personnel who are individuals with disabilities.

The VR Services Portion of the Combined State Plan continues to address the need to recruit and retain qualified staff, including those staff with minority backgrounds and individuals with disabilities.

OHRD encourages managers seeking to hire new counselors to hire only those individuals who meet the requirements of Comprehensive System of Personnel Development (CSPD). If a manager determines that there is not a qualified rehabilitation professional available to fill a vacancy, the vacancy may be filled by an individual with lesser qualifications as long as the individual meets the national standards for a Vocational Rehabilitation Counselor.

VR maintains close relationships with universities including minority institutions such as historically black colleges and universities, and disability specific organizations. VR employees collaborate with universities in securing grant funding; invite university employees to help with training and education activities; and provide practicum and internship slots for students. VR acknowledges that it is not able to easily recruit an adequate number of qualified rehabilitation counselors to replace those retiring and departing for other reasons. VR is currently engaged in the activities indicated below to address recruitment preparation and retention of counselors.

MDRS staff works closely with the graduate programs in Rehabilitation Counseling at both Mississippi State University and Jackson State University by establishing placement opportunities for intern and practicum students, and actively participating in university career development activities, including participation in Career Days and Job Fairs.

Representatives from MDRS meet with the graduate students from each program annually to explain career opportunities and the state employment application process.

VR staff is requested by the university to serve on each program's Advisory Council. VR also designates a Program Coordinator to serve on each program's Advisory Council. Working with Jackson State University provides significant opportunities for recruitment of minorities, and MDRS works closely with university support services on both campuses to recruit graduates with disabilities.

OVR/OVRB Student Practicum/Internship Programs

MDRS has an ongoing working relationship with the Institutions of Higher Learning to provide practicum and internship training to college students. Practicum and Internship trainings are coordinated through the OVR/OVRB district or regional manager and the designated OVR program coordinator. A list of all practicum and internship students will be provided to the MDRS Office of Human Resources (HRD) by the OVR Program Coordinator.

In 2020, , VR and VRB had 11 interns who were receiving their Masters degree in Rehabilitation Counseling. The following procedures are used when arranging student practicum or internship training:

1. Students requesting to participate in a practicum or internship placement with OVR/OVRB must be referred by their college or university's department advisor.
2. The department advisor must contact the designated program coordinator to request for student placement at an OVR/OVRB site.
3. The program coordinator will provide the department advisor with a Practicum/Intern Application form for the student to complete. The application will be emailed to department advisor within 1-3 business days of initial contact.
4. Once the application is reviewed by the program coordinator, the district or regional manager at the appropriate site will be notified by the program coordinator.
5. Students who are seeking a practicum/internship in rehabilitation counseling or a related field must be assigned to work with a vocational rehabilitation counselor senior or a certified rehabilitation counselor.
6. The district or regional manager will determine the appropriate MDRS student supervisor for their office.
7. The program coordinator and designated MDRS student supervisor will schedule a date and time for an initial interview with the student.
8. Upon a contingent internship offer, a background report will be conducted for all potential interns. Intern Students must comply with the agency's policies pertaining to these issues outlined in Section 8.7 Background Reports on New Employees, of the MDRS Policy and Procedures Manual.
9. Once approval has been given, the department advisor and student will be informed of the start date by the program coordinator.
10. The student will be required to complete the MDRS Confidentiality Certification Statement form and the Computer Rules and Policy Agreement on the first day they report for training. This form will be returned to the program coordinator and a copy of the MDRS Confidentiality document will be given to the student.
11. Upon completion of the practicum/internship training, the MDRS student supervisor will complete the Exit Evaluation for Practicum and Intern Student form. The form shall be submitted to the designated program coordinator. The program coordinator will forward the Exit Evaluation form to the HRD training department.

(3) Personnel Standards

Describe the State agency's policies and procedures for the establishment and maintenance of personnel standards consistent with section 101(a)(7)(B) to ensure that designated State unit professional and paraprofessional personnel are adequately trained and prepared, including:

a. Standards that are consistent with any national or State-approved or -recognized certification, licensing, registration, or other comparable requirements that apply to the profession or discipline in which such personnel are providing VR services; and

There is not a state approved or recognized certification, licensure, or registration of Vocational Rehabilitation Counselors. VR in conjunction with the State Rehabilitation Council establish the Certified Rehabilitation Counselor (CRC) educational eligibility requirement as its highest standard. Efforts are made to recruit those who meet the CRC educational eligibility status.

However, if MDRS is unsuccessful in finding enough applicants who meet the highest standards, MDRS will accept and consider qualified those who meet the minimum initial standard for providing Counseling and Guidance services, with an understanding of the needs of individuals with disabilities and a 21st century understanding of the evolving labor market and the attainment of:

- A bachelor's degree from an accredited university and one year of experience counseling individuals with disabilities, with an understanding of the needs of individuals with disabilities and a 21st century understanding of the evolving labor market. Alternative majors may be considered such as vocational rehabilitation counseling, social work, psychology, disability studies, business administration, human resources, special education, supported employment, customized employment, economics, or another field that reasonably prepares individuals to work with consumers and employers, or attainment of:
- A Master's degree or doctoral degree in a field of student such as vocational rehabilitation counseling, law, social work, psychology, disability studies, business administration, human resources, special education, management, public administration, or another field that reasonably provides competence in the employment sector, in a disability field, or in both business-related and rehabilitation-related fields and from an accredited university in a Social, Behavioral or Rehabilitative Science may substitute for the year of required experience.

Policies and activities to ensure that all professional and paraprofessional personnel receive appropriate and adequate training in terms of a system of staff development as follows:

MDRS is committed to assuring that its personnel are qualified to provide the highest quality of service to its constituents. This commitment is demonstrated through a comprehensive training program which begins with orientation and continues throughout the career of the individual employee. A systematic program of skills-based training provides all programmatic and support personnel with the abilities and tools necessary to deliver quality services. Training activities range from providing staff with information about correct and/or better methods of carrying out assigned jobs to providing staff with new and challenging ideas pertinent to the programs in MDRS.

The Division of Training within the Office of Human Resource Development serves as a centralized unit to plan, implement, and coordinate training activities for all VR and VRB staff.

Educational Assistance - MDRS, within the limits of available funds, is authorized, pursuant to Section 37-101-293 of the Mississippi Code of 1972 Annotated, to grant educational assistance to its employees. Educational assistance may consist of any combination of paid educational leave (full-time or part-time) at a maximum salary to be established by the Mississippi State Personnel Board and/or reimbursement for tuition, books, and related fees for undergraduate or graduate level courses. The purpose of the educational assistance program is to encourage employees to develop job-related skills and to develop employees for higher level professional and management positions. Priorities for awarding educational assistance will be based on the established need within MDRS for staff

with the educational credentials being sought and the availability of individuals with those credentials in the relevant applicant pool.

b. The establishment and maintenance of education and experience requirements, in accordance with section 101(a)(7)(B)(ii) of the Rehabilitation Act, to ensure that the personnel have a 21st century understanding of the evolving labor force and the needs of individuals with disabilities.

OVR/OVRB performance development is an on-going, day-to-day process of communication and feedback between the supervisor and employee. The employee assists the supervisor in determining job duties and associated competencies and behavioral anchors during the annual Planning Phase. The supervisor shall provide information to the employee on his/her progress throughout the performance development period (Review and Feedback Phase). The employee is assigned a formal PDS Rating at the end of the appraisal period.

Ensuring that personnel have a 21st-century understanding of the evolving labor force and the needs of individuals with disabilities means that personnel have specialized training and experience that enables them to work effectively with individuals with disabilities to assist them to achieve Competitive Integrated Employment and with employers who hire such individuals. Relevant personnel skills include, but are not limited to:

- Understanding the functional limitations of various disabilities and the vocational implications of functional limitations on employment, especially with regard to individuals whose disabilities may require specialized services or groups of individuals with disabilities who comprise an increasing proportion of the State VR caseloads, such as individuals with traumatic brain injury, post-traumatic stress syndrome, mental illnesses, autism, blindness or deaf-blindness;
- Vocational assessment tools and strategies and the interpretation of vocational assessment results, including, when appropriate, situational and work-based assessments and analysis of transferrable work skills;
- Counseling and guidance skills, including individual and group counseling and career guidance;
- Effective use of practices leading to Competitive Integrated Employment, such as supported employment, customized employment, internships, apprenticeships, paid work experiences, etc.;
- Case management and employment services planning, including familiarity and use of the broad range of disability, employment, and social services programs in the state and local area, such as independent living programs, Social Security work incentives, and the Social Security Administration's Ticket-to-Work program;
- Caseload management, including familiarity with effective caseload management practices and the use of any available automated or information technology resources;
- In-depth knowledge of labor market trends, occupational requirements, and other labor market information that provides information about employers, business practices, and employer personnel needs, such as data provided by the Bureau of Labor Statistics and the Department of Labor's O*NET occupational system;
- The use of labor market information for vocational rehabilitation counseling, vocational planning, and the provision of information to consumers for the purposes of making informed choices, business engagement and business relationships, and job development and job placement;
- The use of labor market information to support building and maintaining relationships with employers and to inform delivery of job development and job placement activities that respond to today's labor market;
- Understanding the effective utilization of rehabilitation technology and job accommodations;
- Training in understanding the provisions of the Americans with Disabilities Act and other employment discrimination and employment-related laws;

- Advocacy skills to modify attitudinal and environmental barriers to employment for individuals with disabilities, including those with the most significant disabilities;
- Skills to address cultural diversity among consumers, particularly affecting workplace settings, including racial and ethnic diversity and generational differences; and
- Understanding confidentiality and ethical standards and practices, especially related to new challenges in use of social media, new partnerships, and data sharing.

Office of Vocational Rehabilitation for the Blind

Current service delivery also includes 17 master level counselors that focus on transition and adults to assist with facilitating clients through the vocational process. VRB has four (4) Orientation and Mobility Specialists throughout the state that work with VRB clients. Three (3) are currently ACVREP certified and one is receiving training in Orientation and Mobility. All VRB Counselors are eligible to take the CRC exam and retain their CRC.

(4) Staff Development

Describe the State agency's policies, procedures, and activities to ensure that, consistent with section 101(a)(7)(C) of the Rehabilitation Act, all personnel employed by the designated State unit receive appropriate and adequate training in terms of:

- a. A system of staff development for professionals and paraprofessionals within the designated State unit, particularly with respect to assessment, vocational counseling, job placement, and rehabilitation technology, including training implemented in coordination with entities carrying out State programs under section 4 of the Assistive Technology Act of 1998; and

In recent years, long-term strategies for retraining a Vocational Rehabilitation Counselor or Vocational Evaluator who are not a qualified rehabilitation professional and not currently in a program are to utilize accessible Rehabilitation Services Administration (RSA) - Comprehensive System of Personnel Development (CSPD) funded stipend programs to the extent possible, since it represents a significant savings to VR. VR has implemented this more aggressive approach in meeting the CSPD standards.

The previous in-service grant was allocated solely to VR CSPD activities. These training grant funds were used to pay tuition and fees to individuals who could not get the coursework through the RSA stipend program, such as those who did not live near the public university or who otherwise could not use the RSA Stipend program. The elimination of the in-service training grant to states has severely reduced VR's ability to continue support for these activities. It is not currently clear how much of the Basic VR grant will be available for this support. The HRD department has implemented a system to track academic classes taken and progress toward certification eligibility.

Those not funded under a stipend program as funded by RSA CSPD will be sponsored by MDRS at available distance education or web-based Master's Programs in Rehabilitation Counseling such as those available through Auburn University, the University of Kentucky, the University of Wisconsin, Southern University, and the Georgia State University Consortium. Employees who live within commuting distance of Jackson State University and Mississippi State University can access these universities' campus-based programs.

Employees sponsored by the agency in graduate training are eligible for reimbursement of tuition, book costs, and approved educational leave. State statute requires that the employee enter a contractual agreement with MDRS for service repayment. MDRS requires three years of continued employment in return for expense reimbursement and educational leave. Additionally, MDRS has created a job classification for Rehabilitation Counselors which require certification as a professional Rehabilitation Counselor plus two years of Rehabilitation Counseling experience. Promotion to this highest of four counselor salary levels provides an additional incentive for personnel to obtain a master's degree and to attain certification. Upon attainment of the master's degree in Rehabilitation Counseling or

certification in Rehabilitation Counseling, the employee may also be eligible for an educational salary benchmark of five percent.

The current salary for Vocational Rehabilitation Counselors in Mississippi remains below that of other southeastern states. In State Fiscal Year 1999, MDRS was successful in its efforts to gain approval by the Mississippi State Legislature and the Mississippi State Personnel Board to raise the entry-level salary for counselors and evaluators to successfully attract *qualified* personnel.

In January 2003, July 2006, July 2007, and July 2019, the salaries of Vocational Rehabilitation Counselors and Vocational Evaluators were realigned. Following a survey of the southeastern average, the salaries remain lower than that of neighboring states. In December 2015, MDRS was successful in its efforts to gain approval by the Mississippi State Personnel Board to include a new classification for Counselors and Evaluators possessing a CRC or CVE. This new classification increased the salary for qualified employees.

MDRS has established educational requirements of a master's degree in Rehabilitation Counseling with a continuing education component to address these issues.

Core Curriculum

In order to ensure that staff maintain a 21st century knowledge for working with individuals with disabilities, the Core Curriculum series will be provided annually for all Vocational Rehabilitation Counselors and Vocational Evaluators. This training program provides a structured introduction to the Mississippi Vocational Rehabilitation Program presented at the State Office and/or via webinar in two to three day training sessions conducted over the course of a year.

Core Curriculum includes modules on the history and law affecting rehabilitation; program policies; medical and psychological aspects of disability; Accessible Automated Case Environment (the Agency's computerized case management system); counseling theories; job development and job placement; assistive technology; vocational assessment and various commercial evaluation systems utilized by the Agency's CRPs (for Vocational Evaluators); and training on disability-specific issues such as autism, blindness, deafness, etc.

Annual Ongoing Staff Development Training Sessions

Although there has been an emphasis on assisting counselors meet the CSPD standards and developing the technical, managerial and leadership skills of supervisors and managers, VR provides ongoing staff development training to employees at every level.

Ongoing staff development training can include a variety of topics but, generally, include the following:

- Disability-Specific Topics
- Case Management
- Eligibility
- Individualized Plan for Employment (IPE) Development
- Various Types of Caseloads including Supported Employment and Transition
- Issues Regarding Work with Minority Populations, including Cultural Diversity
- WIOA Pre-Employment Transition Services - Customized Integrated Employment
- Other Areas Identified during Case Reviews conducted by MDRS Program Evaluation Staff

Additional Training Based on Need

VR offers individual training allocations for staff members. This allocation can be used for job related professional development activities such as attending conferences, purchasing books, CDs, DVDs or other materials, taking on-line short courses or any other approved professional development activity. Supervisory approval is required for these professional development activities to ensure that employees participate in activities consistent with their individual needs and job responsibilities and requirements. Our HR Department provides consultation and technical assistance to VR employees as needed. Training sessions are held at the district level and in formal statewide training as needed.

In order to address the increasing percentage of retirement eligible employees and the need for knowledgeable managers and supervisors, the MDRS Executive Team established a formal leadership development program. This program, known as Leadership, Education, and Development for Rehabilitation Services (LEADRS), addresses the future loss of institutional memory and the transfer of accumulated wisdom through its development of employee management skills and technical competencies. LEADRS' mission is, *"To educate, develop, and empower current and future leaders of MDRS to sustain and enhance the Department's holistic approach in meeting the needs of Mississippians with disabilities"*.

MDRS also promotes capacity building and leadership development through supervisory staff's participation in a Basic Supervisory Course and the Certified Public Manager Program available through the Mississippi State Personnel Board, and In-service Supervisor Training available through MDRS. In addition, staff members have participated in the National Executive Leadership Program at the University of Oklahoma; the National Rehabilitation Leadership Institute at San Diego State University; the Community Rehabilitation Program Leadership Development Program and the Institute for New Supervisors through Georgia State University; the John C. Stennis State Executive Development Institute at Mississippi State University; and, the South Central Public Health Leadership Institute at the Tulane School of Public Health and Tropical Medicine. The staff development plan is based upon the assessed needs of the staff.

The Performance Development System (PDS) was developed by the Mississippi State Personnel Board in November 2010 to replace the previous Performance Appraisal System and is applicable to all state service employees to evaluate employee performance.

Also incorporated into the employee evaluation process is the employee's Individual Development Plan (IDP), which serves as an employee training needs assessment. IDPs are developed by the employee and evaluated by the supervisor to assure that the employee receives work-related training and training in other areas that the employee and supervisor agree will benefit the employee's performance.

The system of employee performance evaluation does not impede the accomplishment of specific mandates contained in Title I of the Rehabilitation Act. The system facilitates accomplishment by means of including in performance standards the responsibilities of MDRS and its employees under the Rehabilitation Act.

Information from case reviews conducted by the MDRS Program Evaluation Unit is analyzed to evaluate the knowledge and skill of employees as they relate to the policy of serving individuals with the most severe disabilities. Results of such evaluations are included in the development of objectives for the annual VR training plan. Information from annual client surveys is also used in determining training objectives and is incorporated into the VR training plan.

b. Procedures for the acquisition and dissemination of significant knowledge from research and other sources to designated State unit professionals and paraprofessionals.

MDRS continues to identify current information from research, rehabilitation trends and professional resources. This information is provided to agency staff through a variety of methods, including training at the state, regional, and district levels. Most recently this training has been focused on Autism and Customized Employment. Additionally, this information is posted and available to staff on MDRS Connect, the agency intranet.

Information is provided to staff via email and posted on the MDRS agency intranet (Connect). Information regarding current trends, disabilities, and tools to use to assist the Counselors and staff in performing their duties and providing quality services to individuals with disabilities is disseminated via Connect.

VR program staff is required to provide staff with and post current information regarding their program areas for staff usage.

(5) Personnel to Address Individual Communication Needs

Describe how the designated State unit has personnel or obtains the services of other individuals who are able to communicate in appropriate modes of communication with or in the native language of applicants or eligible individuals who have limited English speaking ability.

VR staff works with Mississippi's diverse populations. One-way VR does this is to actively recruit and support employees who have diverse backgrounds. When a counselor is unable to communicate directly with a customer in his/her preferred language, the agency has qualified interpreters or translators on staff.

Due to the increasing Hispanic population, qualified interpreters are contracted on an as needed basis for individuals who are Spanish speakers. VR has established fees for foreign language interpreters which may be authorized and paid by counselors when the need for their services occurs to provide rehabilitation services to non-English speaking individuals.

American Sign Language interpretation needs who are Deaf or Deaf-Blind are met using a combination of employee positions and arrangement with qualified local interpreter service providers. MDRS employs eight qualified sign language interpreters for the 10 districts that comprise the Office of Vocational Rehabilitation. The Office on Deaf and Hard of Hearing also employs one qualified sign language interpreter who is available to provide interpreter services.

VR has assisted listening devices in most offices for MDRS employees to communicate with individuals who are hard of hearing or late deafened and do not know sign language. VR complies with the Americans with Disabilities Act by providing materials in braille or large print, through having qualified sign language interpreters, and offering text-based communication access. VR arranges for Foreign Language Translators when needed.

VRB Counselors participate in specialized in-service quarterly training and in-service training provided through the MDRS Assistive Technology Division which includes training on communication skills for individuals who are Blind or Deaf-Blind. Materials are available in Braille and other accessible formats, as requested by consumers.

MDRS-VR requires that all VR Counselors for the Deaf achieve and maintain basic proficiency in American Sign Language. VR coordinates with post-secondary educational consortiums to provide proficiency testing of manual communication skills. Specialized training in deafness-related areas is provided for new counselors in the Deaf Program as well as quarterly training for all VR Counselors for the Deaf and Sign Language Interpreters.

(6) Coordination of Personnel Development Under the Individuals with Disabilities Education Act

As appropriate, describe the procedures and activities to coordinate the designated State unit's comprehensive system of personnel development with personnel development under the Individuals with Disabilities Education Act.

Mississippi VR and VRB program has an established partnership with the Mississippi Department of Education/Office of Special Education including an executed Interagency Agreement (IA). A new IA has been developed to comply with required content elements of WIOA.

VR and VRB have operationalized the transition and youth services program and has continued to work on improving the quality of those services. To support this, additional staff will be hired to help coordinate, plan and provide services to students with disabilities, coordinate and plan with local education agencies, and to work with district staff.

J. Statewide Assessment

(1) Provide an assessment of the rehabilitation needs of individuals with disabilities residing within the State, particularly the VR services needs of those:

a. With the most significant disabilities, including their need for supported employment services;

MDRS – OVR/OVRB and the Mississippi State Rehabilitation Council completed the *2018 Comprehensive Needs Assessment*. The 2018 assessment was completed in February 2019. The information obtained from the assessment is used to assist in determining the needs of individuals with disabilities who reside in the state of Mississippi. MDRS – OVR/OVRB contracted with Public Consulting Group and conducted a comprehensive statewide assessment in 2020. The results of the 2020 assessment was completed in June of 2021. The results of both assessments are used to provide an overall assessment of the rehabilitation needs of individuals residing in the state for the State Plan Year 2020 - 2023.

The CSNA seeks to effectively assess OVR and OVRB consumer needs in order to inform OVR and OVRB of future policy and decision-making so they can best serve their consumers and meet their rehabilitation needs. During the COVID-19 crisis, many individuals and their families continue to rely on these important services being provided by OVR/OVRB through phone calls, emails and letters in order to limit person-to-person contact to best protect both employees and individuals receiving services.

During 2020, as a result of the numerous confirmed cases of the COVID-19 in Mississippi, OVR/OVRB made the decision to restrict and/or provide limited public access to all OVR/OVRB offices across the state. OVR/OVRB continued to provide the same individualized services, just in a different way. OVR/OVRB maintains a web page at <https://www.mdrs.ms.gov/Pages/COVID-19-MDRS-Update.aspx> to provide relevant updates, resources and web links.

While OVR/OVRB took measures to support the safety of both staff and supported individuals, the work continued. During this time, OVR/OVRB:

- Received 7,604 applications
- Determined eligibility for 6,127 individuals
- Developed 5,533 IPE's

Throughout the CSNA, OVR and OVRB have the opportunity to continue momentum forward to leverage forward thinking and continue improving services and outcomes for individuals with disabilities.

Publicly available data sources were available to make population level estimates and statements about the population of Mississippi and the population of individuals with disabilities. Multiple data sources were utilized to develop the analysis and recommendations. Information was collected from various data sources many of which were existing data sources.

In addition, data was captured and utilized from the 2018 U.S. Census Bureau/ACS reporting and the AACE Case Management System.

Based on the results of this assessment and information generated from our AACE Case Management system, it is projected that number of individuals with significant disabilities and the number of individuals that need supported employment services will increase in FY 2020 – 2023.

Population Demographics –

Disability by Age Compared to Mississippi Disabled Population (ACS, 2019)

OVR/OVRB Potential Service Population represents individuals with disabilities who could be, but are not currently, served by OVR. Individuals are considered part of the service population if they are:

1. Currently unemployed (in the labor force, but do not have a job)
2. Not receiving OVR services

To calculate the potential service population, individuals currently using OVR are removed from the population of unemployed individuals with a disability:

Unemployed individuals with a disability – Current OVR Cases Not Employed = potentially unserved individuals

OVR Potential Service Population: Number of unemployed individuals with a disability 13,028 (from the 2019 ACS one-year estimates) and subtracts the OVR currently opened OVR caseload of 6,793 to arrive at a total of 6,235 number of an additional potentially unserved individuals. (REF CSNA Table 11).

To calculate the potential service population, individuals currently using OVRB are removed from the population of unemployed individuals with a disability:

Unemployed individuals with a disability – Current OVRB Cases Not Employed = potentially unserved individuals

OVRB Potential Service Population: Number of unemployed individuals with a visual disability 4,526 (from the 2019 ACS one-year estimates) and subtracts the OVRB currently opened caseload not employed of 1,070 to arrive at a total of 3,456 number of potentially unserved individuals (REF CSNA Table 12).

The 2018 Comprehensive Needs Assessment and the 2021 Comprehensive Needs Assessment both identified the following service needs that continue to recur across both assessments related to the needs of individuals with the most significant disabilities, including the need for supported employment.

Based on the results of this assessment, it is projected that in FY 2020 – 2023, the specific service needs identified are:

- Provide VR staff training in multicultural awareness and develop awareness of staff of socio-economic issues that may interfere with a person's ability to stay engaged in the VR process
- Vocational Rehabilitation Counseling and Guidance
- College/vocational training, work experience training, On-the-job training and social skills training
- Job Search/Placement Services
- Vocational Assessment/Evaluation
- Transportation
- Develop resources and tools to be able to communicate with individuals who a Spanish speaking
- Increase outreach and availability of VR Services in areas of the state with the largest populations of African American, Hispanic populations and Asian population
- VR and VRB collaborate with minority businesses and service providers that are located in the community in order to develop relationships that lead to employment
- MDRS and the Mississippi Band of Choctaw Indians work together to help ensure that eligible Choctaw Indians' services are coordinated in order to provide comprehensive VR services that will lead to employment outcomes
- Additional staff training and service provider training needed to serve the increasing number of individuals with significant mental health impairments

- Work adjustment training for individuals who have Autism and other impairments who need social skills training
- Since the number of individuals in the state working in subminimum wage employment continues to decrease, OVR/OVRB and its network of providers need to ensure ongoing capacity to meet the demand by further developing capacity to provide supported and customized employment services
- Structured Discovery Training for individuals with blindness and other visual impairments
- OVR consumers, staff, and community partners all cited additional benefits, resources for individuals with disabilities, education and training funding, more money/higher income and potential loss of benefits as some of the highest financial needs

b. WHO ARE MINORITIES;

In comparison to population estimates, OVR reaches a proportionate number of individuals with disabilities who are minorities. According to OVR staff, the greatest needs of unserved/underserved minority individuals were outreach on the availability of services followed by more services focused on their communities.

Population Demographics –Ethnicity Statistics

OVR: statistical data displays the OVR population by ethnicity. The data show that the two largest ethnic groups represented in this sample are White (representing 60.3%) and Black or African American representing 37.1%. Multiple races accounted for 1.6% of the population, followed by American Indian or Alaska Native and Asian ethnic groups representing less than one percent each of the sample.

OVR PARTICIPANT POPULATION BY RACE

Race/Ethnicity	ACS % of Total - 2019
American Indian or Alaska Native	0.5%
Asian	0.4%
Black or African American	37.1%
Native Hawaiian or Pacific Islander	-
White	60.3%
Multiple Races/Other	1.6%

Statistical data shows a breakdown of the OVR population compared to ACS totals for 2019. Non-Hispanic ethnic groups have a slightly higher representation (2.9%) than the ACS totals, and Hispanic or Latino groups have a slightly lower representation (at 0.1%) than the ACS average of 3.5%.

OVR PARTICIPANT POPULATION COMPARED TO MS POPULATION BY ETHNICITY

Ethnicity	ACS % of Total - 2019
Hispanic or Latino	3.5%

Non-Hispanic	96.5%
Unsure	-

OVRB Statistical data displays the OVRB population by ethnicity. The data show that the two largest ethnic groups represented in this sample are Black or African American (representing 51.7%) followed by White (representing 46.9%). The ethnic group Asian represents 0.6% of the population. When compared to ACS 2019 totals, the ethnic groups African American and Asian are overrepresented, and White, Multiple races/other, and American Indian or Alaska Native are underrepresented.

OVRB PARTICIPANT POPULATION BY RACE

Race/Ethnicity	ACS % of Total - 2019
American Indian or Alaska Native	0.5%
Asian	0.4%
Black or African American	37.1%
Native Hawaiian or Pacific Islander	-
White	60.3%
Multiple Races/Other	1.6%

The statistical data displays a breakdown of the OVRB population by ethnicity compared to *ACS totals for 2019*. The Non-Hispanic ethnic group has a slightly higher representation (3%) compared to ACS totals. The Hispanic or Latino group is not represented in VRB totals vs. the ACS average of 3.5% percent.

OVRB PARTICIPANT POPULATION BY ETHNICITY

Ethnicity	ACS % of Total - 2019
Hispanic or Latino	3.5%
Non-Hispanic	96.5%
Unsure	-

OVRB could consider expanding outreach to American Indian or Alaska Native, Native Hawaiian or Pacific Islander, multiple races, and Hispanic and Latino groups to educate different cultures about available OVRB services, focusing more services on these communities, and increasing community access to OVRB offices.

Based on AACE Case Management and RSA Data dashboard information for 2019 – 2020 and 2020 – 2021, VR/VRB Participant Population by Race and Ethnicity is as follows:

2020	Q1	Q2	Q3	Q4
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American Indian/Alaska Native	64	67	60	55
Asian	41	45	49	51
Black/African American	3,374	3,089	3,169	3,129
Native Hawaiian/Pacific Islander	10	12	13	12
White	4,216	4,095	4,180	4,009
Hispanic/Latino	102	93	99	103
Multiple Races	176	76	75	70

2019	Q1	Q2	Q3	Q4
American Indian/Alaska Native	1.1%	83	80	70
Asian	0.5%	37	39	42
Black/African American	43.4%	3,299	3,477	3,327
Native Hawaiian/Pacific Islander	0.2%	13	9	8
White	55.8%	4,312	4,523	4,235
Hispanic/Latino	1.2%	97	105	100
Multiple Races	2.5%	190	195	179

According to AACE Case Management System, the following age groups with disabilities were served by VR/VRB for 2019–2020 and 2020–2021.

Age (2020)	Q1	Q2	Q3	Q4
0 – 15	11	12	14	13
16 – 18	1,480	1,139	1,274	1,323
19 – 24	1,249	1,255	1,259	1,263
25 – 44	1,857	1,783	1,789	1,708
45 – 54	1,158	1,151	1,134	1,104
55 – 59	684	700	702	682
60+	1,192	1,197	1,230	1,103

Age (2019)	Q1	Q2	Q3	Q4
0 – 15	0.1%	6	8	10
16 – 18	17.5%	1,344	1,420	1,485
19 – 24	14.9%	1,138	1,202	1,188
25 – 44	27.6%	2,080	2,127	1,871
45 – 54	15.3%	1,173	1,223	1,134
55 – 59	8.8%	695	751	692
60+	15.5%	1,214	1,303	1,218

Specific service needs identified for FFY 2020 – 2023 include:

- Increased the outreach activities to assist in creating awareness of available services to meet their needs of individuals in the African American, Asian, Hispanic and Latino communities;
- Transition aged - Youth need to have work experience to put on job applications and to assist in learning soft skills;
- Students as they enter post high school need peer mentors to encourage them (a mentor they can relate to and feel comfortable with);
- Outreach to 504 students and those with physical disabilities;
- Although data indicates that individuals with Mental Illness, Deaf, Intellectual Disabilities and Visual Impairments apply for VR/VRB Services, data supports that individuals with these impairments are less likely to obtain Competitive Integrated Employment and earn living wages;
- A better understanding of available VR services;
- Increase collaboration with the Choctaw Indian Vocational Rehabilitation entity to target services that are not provided by Choctaw VR to assist in increasing employment in the community; and
- VR Counseling and Guidance to assist Career Exploration to obtain access to services that will provide support in employment with competitive wages.
- Continue outreach activities, Career Counseling, and Information Services to combine the needs of students with intellectual and developmental disabilities and those that might have been previously referred from schools to subminimum wage facilities /segregated facilities, rather than VR for career and employment services.
- Transition Students – increased awareness of VR services to transition students with disabilities. Often times, transition students and their families do not recognize the importance of early VR involvement. This need is based on the difficulties VR staff has had in obtaining parental response to services. Because of this, some

students continue to exit high school without VR services and have little success in enrolling in training and education opportunities.

- Assist in providing training to staff on the service delivery for Students with Autism Spectrum Disorders. VR Program has a dedicated to working with staff to enhance the delivery of VR Services that will ultimately improve the employment outcome for individuals with Autism Spectrum Disorder.
- Individual with Mental Illness - Because of the lack of long-term success VR has had with individuals with Serious Mental Illness, VR has entered into a Cooperative Agreement with the Department of Mental Health to provide VR Services to individuals that have been determined to need VR employment services, including Supported Employment.
- OVR/OVRB will conduct a separate needs assessment for the Hispanic/Latino population in Mississippi with disabilities to help gather more information regarding their vocational rehabilitation service needs.
- OVR/OVRB will continue to monitor the ACS survey for the most recent data regarding the race and ethnicity per county to remain informed of target areas in which information should be disseminated. OVR/OVRB will also continue to provide outreach to other minority populations to ensure they have information regarding the VR program.
- Benefits Planning and Counseling
- VR and VRB will continue to monitor the ratio of minority service rate to non-minority service rate to ensure that we are meeting the needs of individuals with disabilities in the state that are underserved and unserved.
- Vocational Rehabilitation Counseling and Guidance
- Transportation
- VR and VRB collaborate with minority businesses and service providers that are located in the community in order to develop relationships that lead to employment
- OVR/OVRB and the Mississippi Band of Choctaw Indians work together to help ensure that eligible Choctaw Indians' services are coordinated in order to provide comprehensive VR services that will lead to employment outcomes
- Additional staff training and service provider training needed to serve the increasing number of individuals with significant mental health impairments
- Alternative training for individuals with blindness and other visual impairments such as Structured Discovery Training
- Explore opportunities to reduce overall successful closures and employment wage income racial groups that have been identified in the CSNA as underserved.

c. Who have been unserved or underserved by the VR program;

The CSNA results indicate that there may be several underserved groups. We identified disparities in outcomes for individuals with most significant disabilities and individuals who are racial and ethnic minorities. These populations African American or Black, American Indian and Alaskan Native experience lower rates of success in services and earn lower hourly wages compared to their peers in other groups.

OVR/OVRB will explore opportunities to reduce overall successful closure and employment wage income by:

- Learning more about the causes of disparities for individuals who are minorities and those who are most significantly disabled.

- Realigning resources and support to address the needs of these priority populations.
- Exploring additional resources that may be needed to address barriers, increase work skills, and provide support.
- Developing performance measures to monitor outcomes of priority populations.

Specific disabilities that were identified as being underserved are:

- Individuals with autism
- Individuals with intellectual and developmental disabilities
- Individuals with mental health disabilities
- Individuals with vision loss

d. Who have been served through other components of the statewide workforce development system; and As part of the *2018 Comprehensive Needs Assessment*, a survey question asked participants if they have utilized the state's Workforce Investment Network (WIN) for assistance with finding a job or for receiving job training services. The Workforce Investment Network (WIN) Job Centers are service centers that offer programs and resources geared toward job seeking and are partners in the American Job Center Network. WIN is an innovative strategy designed to provide convenient, One-Stop employment and training services to employers and individuals searching for a job. Combining federal, state, and community workforce programs and services, it is WIN's goal to create a system that is both convenient and user-friendly.

Survey results indicated 45% of respondents used the WIN Job Center for job search assistance, job training information and interview tips. However, only 73% of clients who used the service felt comfortable with the assistance they received and indicated they believed services could be better.

VR will increase partnerships with the statewide Workforce Investment Network system to develop innovative programs to serve common customers. With our collaboration and integration efforts thus far we have been successful in implementing a common intake process, anticipating having a Hub where our workforce partners can access information for common clients and all VR clients have the Workforce ID which is consistent throughout all programs.

All partner agencies completed their separate intake forms with new customers. In each of these separate forms, however, there are six diagnostic questions that are the same on all forms and multiple demographic fields that are shared between partners (Intake). These data elements are automatically uploaded into the Hub - or auto filled - if the unique identifier matches a profile that already exists in the Hub.

The WIOA Hub software development was released and launched into the production environment on May 23, 2017. The other partners came on board between January 2018 and June 2018. Once other partners went live in the Hub,

MDRS began receiving ad hoc referrals from them through the Hub directly into MDRS' case management system. Ad hoc referrals are referrals from workforce partner agency consumers who answered yes to question two of the six diagnostic questions, which is "Do you have difficulty with seeing, hearing, talking, using your hands, getting around (mobility), interacting with others, learning, or thinking that make it difficult for you to get or keep a job?"

In the future, the PIRL for the State of Mississippi will be created through the Hub. If data in these areas is different from the information that was previously in the profile, this information will be updated with that from the most recent entry. The initial version of the Hub was completed in June 2017. MDRS has been sending data to the Hub since that time and was the first partner to go live.

MDRS and other state partners are now all live in the Hub. Referrals can be made by any one of the partner agencies and based on how the individual answers the questions, ad hoc referrals will be sent to other partner agencies through

the Hub. MDRS's case management system pulls ad hoc referrals in from the Hub each night and they are marked as Workforce Referrals. July 1, 2020 – 12/31/2021, MDRS received 14, 734 ad hoc referrals from Workforce Partners. They are then worked on by OVR/OVRB staff where the individual is contacted to determine if they are potential candidates for services provided by OVR/OVRB.

In 2019, OVR/OVRB received Technical Assistance and worked with WINTAC on strategies to help improve service integration with Core Partners. Work teams were held in Greenville and Belden Workforce offices. Efforts were made and are still being made to improve co-enrollment and service integration. The challenge – although connection was made with the two work teams in both Belden and Greenville and information was gained on what they are currently doing in the areas of career pathways, front end services and business engagement the process was stymied by an inability to connect with local leadership with reduced travel due to COVID – 19.

VR will continue to participate and assist in providing ongoing training of job center staff on disability sensitivity issues. Efforts to coordinate various government agencies with very different rules and expectations for participation continue. An individual facing parenting responsibilities, poverty, and disability issues needs to work with agencies that can coordinate their efforts.

e. Who are youth with disabilities and students with disabilities, including, as appropriate, their need for pre-employment transition services or other transition services.

OVR/OVRB has committed considerable time and resources into developing services for youth and students with disabilities. Significant progress has been made in the last two (2) years. The COVID 19 pandemic played a significant role in OVR/OVRB's ability to access and provide services to students at the same rate prior to COVID 19. Steps are being made and are continuing to be made in increasing the methods used to deliver services virtually. Also, due to the effects that COVID-19 had on accessing students with disabilities, OVR/OVRB will continue to incorporate the results of the 2018 *Comprehensive Needs Assessment* of students and youth with disabilities, ages 14-24, to determine the rehabilitation needs, including the need for Pre-Employment Transition Services (Pre-ETS).

During PY 2019 – 2021, OVR/OVRB was impacted significantly in our ability to access and provide services students with disabilities due the impact of COVID-19.

Youth and Students with Disabilities

According to the 2017 American Community Survey, 36,422 or 7.6% youth in the state have a disability and 442,700 or 92.4%, youth in the state do not have a disability.

According to the 2017 American Community Survey, the *Distribution of Disabled Youth in Mississippi by Disability Type* are: any disability 36,422/100.0; cognitive difficulty only 12,595 or 34.6; ambulatory difficulty only 856 or 2.4%; independent living difficulty only 2,114 or 5.8%; self-care difficulty only 759 or 2.1%; vision difficulty only 5,284 or 14.5%; hearing difficulty only 1,575 or 4.3%; and two or more disabilities 13,239 or 36.3%.

The Mississippi Department of Education reports over 21,000 students with disabilities.

According to the 2017 American Community Survey, the characteristics of Mississippi Youth and Students by Disability Status:

	Disabled		Non-Disabled	
Characteristic	N	%	N	%
Average Age	19.1	---	18.9	---
Gender				
Male	22,865	62.8	225,926	51.0

Female	13,557	37.2	216,774	49.0
Race				
White	16,665	45.8	230,365	52.0
Black	17,868	49.1	192,331	43.4
American Indian/Alaskan Native	278	0.8	1,475	0.3
Asian/Pacific Islander	594	1.6	4,299	1.0
From Multiple Races	950	2.6	6,223	1.4
Other	67	0.2	8,007	1.8
Hispanic Status				
Hispanic	1,907	5.2	19,392	4.4
Not Hispanic	34,515	94.8	423,308	95.6
Educational-Workforce Status (Age 16-24)				
Enrolled in school	11,953	39.5	227,113	62.3
Not enrolled in school, employed	4,979	16.5	86,125	23.6
Not enrolled in school, unemployed	1,821	6.0	14,932	4.1
Not enrolled in school, not in labor force	11,506	38.0	36,467	10.0

2019 Comprehensive Needs Assessment for Students and Youth with Disabilities

In 2019, OVR/OVRB conducted a *Comprehensive Needs Assessment* of students and youth with disabilities, ages 14-24, to determine the rehabilitation needs, including the need for Pre-Employment Transition Services (Pre-ETS).

Results are as follows:

Age Range

- 13.64% - age 22-24
- 42.42% - age 19-21

- 43.94% - age 16-18
- There were no responses from individuals 14-15 years old.

Gender

- 56% - male
- 44% - female

Race/Ethnicity

- 2.27% - American Indian or Native Alaskan
- .76% - Asian
- 76.52% - Black or African American
- 18.94% - White
- 3.03% - Multiple races
- 1.52% - Other

Education Level

- 60.61% of respondents were in the 11th-12th grade. The table below provides a breakdown of the educational level of all respondents.

Based on the 2018 Comprehensive Statewide Assessment Survey, the current level of education responses are:

Current

Level of education:	%
7-8 th Grade	1.52%
9 th -10 th Grade	5.30%
11 th -12 th Grade	60.61%
College or Training Prog.	22.73%
Not in School	12.88%

Based on the AACE Case Management information and RSA information, the following student received Pre-Employment Transition Services:

Provision of Pre-Employment Transition Services Pre-Employment Transition Services:

2020	Q1	Q2	Q3	Q4

Job Exploration Counseling	263	0	560	1,198
Work Based Learning Experiences	106	173	277	774
Counseling and Enrollment Opportunities	56	62	379	717
Work Readiness Training	192	282	589	1,505
Instruction in SelfAdvocacy	222	362	641	1,651

2019	Q1	Q2	Q3	Q4
Job Exploration Counseling	1,049	1,600	2,141	860
Work Based Learning Experiences	382	668	739	198
Counseling and Enrollment Opportunities	574	842	1,136	537
Work Readiness Training	789	1,273	1,695	713
Instruction in Self Advocacy	814	1,548	1,918	903

The following data shows the number of students who received Pre-ETS per quarter.Students with Disabilities Receiving Pre-ETS:

2020	Q1	Q2	Q3	Q4
Number of Students with Disabilities Reported	1,234	1,300	1,684	2,160
Number receiving Pre-ETS	389	491	1,075	1,445

Number receiving Pre-ETS who are Potentially Eligible	257	358	634	782
Number receiving Pre-ETS who applied	132	133	441	663

2019	Q1	Q2	Q3	Q4
Number of Students with Disabilities Reported	2,271	2,784	3,180	2,114
Number receiving Pre-ETS	1,488	2,130	2,559	1,218
Number receiving Pre-ETS who are Potentially Eligible	634	1,239	1,517	640
Number receiving Pre-ETS who applied	854	891	1,042	578

Pre-Employment Transition Services (Pre-ETS)

In July 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law. WIOA requires a vocational rehabilitation (VR) agency to reserve at least fifteen percent (15%) of their federal funds to make available, in coordination with local education agencies, the provision of Pre-Employment Transition Services (Pre-ETS) to students with disabilities statewide who are eligible or potentially eligible in accordance with Section 361.48 of the federal regulations and 113 of the Rehabilitation Act of 1973, as amended.

Pre-ETS are specific services that are only available to students with disabilities to ensure they have meaningful opportunities to receive training and other services necessary to achieve employment outcomes in Competitive Integrated Employment. These services are designed to help students with disabilities begin to identify career interests that can be explored further through additional OVR/OVRB transition services.

Based on the *Comprehensive Needs Assessment* for Disabled Youth in Mississippi, 54.5% of respondents were enrolled in aschool or college at the time of the survey. At the time of the survey, 10% were in Grades 7-11, 25.5% were in Grade 12, 7.3% were enrolled in a vocational or certification program, 33.6% were enrolled in a community college, and 23.6% were enrolled in a four-year university. By far the most common level of education, accounting for 59.3% of all respondents, was to have a high school diploma but no additional education. Relatively sizable shares of respondents also completed the 12th grade without earning a diploma (17.6%) and gained some college experience but no college degree (8.8%).

For the remainder of this State Plan in year 2022 – 2023, OVR/OVRB will continue to address the rehabilitation needs of students and youth with disabilities to ensure that students received Pre-ETS.

Transportation is a major barrier for students and their ability to access work opportunities. The following have been identified as major needs for students with disabilities:

- Work-based learning experiences
- Training in self-advocacy
- Additional classes for people interested in work
- Career exploration

Pre-ETS services are made available by the counselor and Pre-ETS Providers to all eligible and potentially eligible students with disabilities. This survey assessed the need for the provision of Pre-ETS for students with disabilities in the state of Mississippi. Results are as follows:

(2) Identify the need to establish, develop, or improve community rehabilitation programs within the State; and

Community Rehabilitation Programs (CRP) in Mississippi provide an array of services to adults, students and youth that will assist them in achieving Competitive Integrated Employment.

According to the CSNA 2021, when considering the number and capacity of Pre-ETS providers, it is important to recognize that providers are one component of OVR Pre-ETS delivery. Given the successes reported by some Pre-ETS providers, they can be part of the solution to addressing unmet needs of youth with disabilities. OVR acknowledges that third party vendors continue to be part of the solution as they evaluate opportunities to enhance and advance opportunities for students with disabilities.

CSNA results indicate that there is a need for continued expansion of Pre-ETS, with an emphasis in work-based learning and self-advocacy. Research indicates that participation in work-based learning experiences prior to exiting high school are 4.5 times more likely to be employed after high school.

In 2017, VR recognized the need to establish and develop more relationships with providers/Community Rehabilitation Programs to assist in providing Pre-Employment Transition Services. In 2017 and early 2018, Request for Proposals were advertised. In 2018, the agency is hoping to have developed more Community Rehabilitation Programs to provide such services.

In 2021 – 2023, a total of thirteen (13) new Pre-ETS providers have cooperative agreements to provide these services to potentially eligible and eligible students with disabilities. They are: Wesson-Monroe, LLC, Public Consultant Group, Inc., Mississippi Prison Industries Corporation, University of Southern Mississippi-Total, National Federation for the Blind – Peer Mentoring, LIFE of Mississippi, Vocational & Rehabilitation Consultants, LLC, T.K. Martin at Mississippi State University, The ARC of Mississippi, Jobs for Mississippi Graduates, Inc, Career Development & Training Institute, Transition Workforce, Inc., and Mississippi State University/Disability Support Services .

AbilityWorks, Inc.

The Mississippi Department of Rehabilitation Services, through the Office of Vocational Rehabilitation, operates 15 transitional rehabilitation community facilities referred to as AbilityWorks.

AbilityWorks, Inc., a network of Community Rehabilitation Programs (CRP), provides vocational assessment, work evaluation, work adjustment training, and community based work experience for VR consumers. This is possible through a wide array of contract and subcontract services provided to local businesses and industry. It is a division of MDRS and with 15 locations statewide. AbilityWork's mission to clients is *"to improve the quality of life, employment opportunities, and integration of people with disabilities into the community"*. The mission to business and industry through the subcontracting program is to provide fast turnaround times, high-quality workmanship, competitive rates, credit rates, credit terms and speedy delivery. Some of the services and products AbilityWorks offers include collating and sorting, packaging and handling, assembly work, product reworking, product reclamation, grounds maintenance, housekeeping and quality reviews. AbilityWorks, of Olive Branch, provides job specific training for work at the Distribution Center Sephora in Olive Branch, Mississippi.

AbilityWorks locations throughout the state:

Harrison County Service Areas: Hancock, Harrison, Jackson, Pearl River, Stone, George

Olive Branch Service Areas: Desoto, Marshall, Tate, Tunica **Tupelo Service Areas:** Lee, Pontotoc, Itawamba, Union,

Laurel Service Areas: Covington, Jasper, Jones, Smith, Wayne

Meridian Service Areas: Clark, Kemper, Lauderdale, Neshoba, Newton, Winston
Jackson Service Areas: Hinds, Madison, Rankin, Scott, Simpson, Warren

Corinth Service Areas: Alcorn, Benton, Prentiss, Tippah, Tishomingo

Starkville Service Areas: Clay, Oktibbeha, Chickasaw, Choctaw, Webster, Montgomery

Kosciusko Service Areas: Attala, Leake, Neshoba, Rankin

Columbus Service Areas: Lowndes, Clay, Monroe

Brookhaven Service Areas: Adams, Amite, Copiah, Claiborne, Franklin, Jefferson, Jefferson Davis, Lawrence, Lincoln, Marion, Pike, Walthall, Wilkerson

Greenwood Service Areas: Leflore, Carroll, Holmes, Grenada, Bolivar, Sunflower, Humphreys, Tallahatchie, Yazoo

Washington County Service Areas: Washington, Sunflower, Bolivar, Issaquena, Sharkey

Hattiesburg Service Areas: Forrest, Greene, Lamar, Perry

Oxford Service Areas: Calhoun, Coahoma, Panola, Lafayette, Quitman, Yalobusha

The Addie McBryde Center

Addie McBryde also provides services for consumers who are Blind or Visually Impaired through either a residential or day program where individuals participate in classes such as orientation and mobility, techniques of daily living and personal management. The *2018 Comprehensive Needs Assessment* asked respondents if they were aware of these CRPs.

68.94% were aware of our CRPs. Yet only 45.45% stated they actually participated at AbilityWorks or Addie McBryde. Of those that participated, 30.30% reported that the services provided by the CRP were helpful in preparing them for employment.

The Addie McBryde Rehabilitation Center is a comprehensive personal adjustment center for adults who are Blind, Visually Impaired or Deaf-Blind. Through a program of training offered to both residential and day clients, individuals participate in class learning skills which enable the client to successfully live and work independently. Established in 1972, the center is located on the campus of the University of Mississippi Medical Center in Jackson, Mississippi. The facility has a dormitory capacity for 28 clients, a gymnasium, a client library and classrooms equipped with specialized technology for the Blind and Visually Impaired. Certified Instructors individualize training to meet a client's needs during the class day from 8:00 AM to 3:00 PM. Clients participate in additional activities in the 'Achieving Milestones' class focusing on adjustment to vision loss, confidence building, resume writing, interviewing, and utilizing resources in the community.

These facilities provide a variety of services including Vocational Evaluation, Work Adjustment Training, Community- Based Work Experiences, counseling and transportation. All services are individualized to meet the needs of the individual served in preparation for Competitive Integrated Employment.

Community Rehabilitation Programs to provide structured Discovery Training

NEED: Currently, there is only one personal adjustment training program that provides “services to groups” who are blind, deafblind, and visually impaired who are seeking competitive integrated employment and independence in communities of their choice.

The Mississippi’s Comprehensive Statewide Needs Assessment (CSNA) indicated that due to the physical location of the Addie McBryde Center, it may not be accessible for all eligible Mississippians who experience blindness or visual impairment.

These responses could be attributed to limitations in locality or district, in comparison to the location of the Addie McBryde Program. Results from the Gemini Research and Training, LLC’s survey indicate that a minority of individual have received training in a comprehensive independent training center, but almost half (46%) indicated that they would attend in state if available.

Study results also indicated that those who completed residential training at a center were more likely to be currently employed (23%) than those who did not receive training (14%) to vision loss.

CSNA feedback on service challenges suggests that OVR/OVRB should explore expanding Community Resource Providers (CRPs) and other resources to best meet consumers’ employment related service needs. Some services currently delivered by CRPs do not conform to what is considered to be Evidence Based Practice (EBP) employment.

Over the last several years, OVRB has invested in, and worked to evaluate, whether the services offered through the Addie McBryde Center meet the needs of individual with blindness and visual impairments, or if the Mississippi should consider expanding the capacity of CRPs to meet the needs of this population. OVRB works closely with the Addie McBryde Center to connect consumers with services that help them gain and maintain employment. While this resource is available, assessment results indicate that access to and knowledge of these services are limited. The Center has limited capacity and is not centrally located, hampering its ability to serve all Mississippians. In addition, OVRB’s prior survey research indicates that individuals who receive services through the Addie McBryde Center were more likely to be employed than other survey respondents.

When considering available service expansion, OVRB should explore how to increase its capacity to provide successful and effective services. The following recommendations may help OVRB increase efficacy of services:

Expanding services for traditional and non-traditional training. Expanding the locations of the Addie McBryde Center would allow access for consumers across the state and expand Center capacity for traditional training for consumers to obtain competitive integrated employment. Additionally, services should be expanded in capacity and access for non- traditional training including structured discovery methodology.

COMMUNITY REHABILITATION PROGRAMS (CRP):

Community Rehabilitation Programs to better serve individuals with Autism Spectrum Disorder and other individuals with Social Skills Disorders

- Unemployment among individuals with Autism Spectrum Disorder (ASD) is approximately 85%. This means that roughly two-thirds of people with autism are not working. Currently, there is no community rehabilitation program that specifically addresses the extended support needs of individuals with Autism Spectrum Disorder despite research suggesting the need for more comprehensive services to improve employment outcomes. A community rehabilitation program that provides multiple services and support for clients in a central location. Services needed would include Enhance the possibility of successful employment opportunities through individualized services to meet workforce demands and improve the lives of individuals with ASD;
- Create a more comprehensive service program through the provision of multiple services such as soft skills training, functional living skills, interviewing skills, etc. across multiple settings
- Provide direct instruction in social interaction in multiple settings in order to increase the ability of individuals with ASD to obtain and maintain employment;

- Increase employment outcomes for individuals with ASD, and
- Ultimately increase the number of tax paying citizens in the state.
- OVR AbilityWorks' providers offer a limited number of services that may not meet the diverse needs of individuals with different disabilities. In addition, facility- based training does not align with evidence-based practices for successful case closures.

(3) Include an assessment of the needs of individuals with disabilities for transition career services and pre-employment transition services, and the extent to which such services are coordinated with transition services provided under the Individuals with Disabilities Education Act

The respondents consisted of potentially eligible students with a disability, VR eligible transition secondary and post-secondary students, transition out of school youth, and parents of transition students from four regions of the state.

It is important that individuals receive services to meet their individualized needs to ensure they have the greatest opportunity to achieve Competitive Integrated Employment. Respondents indicated the following are the most needed services in helping achieve employment:

- 45.45% - Job Search/Placement Services
- 40.91% - Vocational Rehabilitation Counseling and Guidance
- 33.33% - Transportation
- 26.52% - Job Coaching
- 22.73% - No Other Services Required

To effectively meet the needs of students, MDRS collaborates with education and workforce programs to assist students with disabilities in making the transition from school to post-secondary education and/or to Competitive Integrated Employment. MDRS, through its Offices of Vocational Rehabilitation (OVR) and Vocational Rehabilitation for the Blind (OVRB), maintains a Memorandum of Understanding (MOU) with the Mississippi Department of Education (MDE).

In addition to the MOU with MDE, the Agency maintains individualized agreements between the local school districts and vocational rehabilitation offices. These agreements define referral procedures and the roles of the school and OVR/OVRB staff in the provision of transition services that are specific and tailored to the unique situation of each school and the OVR/OVRB district. Each counselor is responsible for developing and maintaining an agreement between the Agency and local school district. A copy of the form to be used for this agreement may be obtained from the State Coordinator for Transition Services. The form includes instructions and has been designed to assist in the development of the agreements locally.

A counselor is assigned to work with a specific school district to provide transition services in accordance with the Rehabilitation Act of 1973, as amended, the Carl D. Perkins Vocational and Applied Technology Act, as amended and the Individuals with Disabilities Education Act (IDEA), as amended.

VR assures that the Individualized Plan for Employment (IPE) is also coordinated with the employment goal in the school's individualized educational plan (IEP) and, where appropriate, the Individualized Service Plans (ISP) of the long term care providers.

The VR Counselor servicing local school districts as well as the VR Supported Employment Counselors work together with school districts to ensure that students with disabilities that previously entered subminimum wage employment are provided information and services to assist in diverting these individuals into Competitive Integrated Employment.

Pre-Employment Transition Services are provided to students with disabilities as early as age 14. If these individuals require VR Transition services as early as age 14, VR facilitates this need by opening a VR case. This service provision will help strengthen VR's efforts to reach more students and strengthen the opportunity for successful employment outcomes.

In accordance with the Rehabilitation Act of 1973, as amended, the inclusion of transition services is not intended to shift the responsibility from school districts to Vocational Rehabilitation (VR) but enforces the need for coordinated efforts between education and workforce programs such as VR.

MDRS, through OVR/OVRB, is the state agency that delivers transition services to secondary school students with disabilities. These counselors work with students, families, and educators during the transition process to inform them of available VR services, including Pre-Employment Transition Services (Pre-ETS), and identify students who might benefit from or need VR services and career services designed to assist in obtaining a post school employment outcome.

While local school districts are responsible for providing education and transition services to students with disabilities who are still in the secondary school system, under WIOA, VR is the state unit that is mandated to make available Pre-ETS begin at age fourteen (14) for all eligible and potentially eligible students with disabilities with parental consent.

District Managers and Counselors are responsible for developing cooperative working relationships with the local education agency staff in the districts and other agencies working with youth. Letters were sent by the State Transition Program Coordinator to the Special Education Directors and 504 Coordinators for each school district to discuss VR services for students with IEPs and 504 plans. The counselor is to follow-up with their Special Education Directors and 504 Coordinators at least annually to discuss the provision of outreach services for students with disabilities and to determine the need for potential referrals.

Counselors are assigned to all public secondary schools. The counselor and the District Manager establish linkages within each school with the following individuals:

- Special Education Coordinator;
- 504 Coordinator;
- Transition Coordinator
- Principal
- Guidance Counselors for grades 8th through 12th;
- School health personnel; and
- Other school-based staff are determined appropriate by the counselor and the District Manager.

The Counselor works with the school district's Transition Coordinator, Transition Assistants when applicable, and Special Education Teachers to implement Pre-Employment Transition Services (Pre-ETS) for eligible and potentially eligible students with disabilities. The required activities of Pre-ETS will mostly take place at the local school during a prearranged time that the counselor and school personnel have agreed to.

The Counselor will be prepared to teach the Pre-ETS curriculum and will do so as agreed upon with school personnel. In addition to being prepared to teach the curriculum, the counselor will provide the classroom teacher with technical assistance and/or curriculum materials as needed. The counselor should be working in his/her assigned schools two to three days per week while rotating schools to ensure services are made available to both eligible and potentially eligible students within each school serviced.

The Counselor documents the student's progress in Pre-ETS activity for eligible students in the participant's AACE Case note page and for potentially eligible (PE) students in the AACE PE Case Type page and provide an update to the classroom teacher with a report of the student's participation and progress in Pre-ETS on a regular basis.

MDRS and the local school district may enter into a Cooperative Agreement to jointly fund a Transition Assistant position to ensure a smoother transition of services between the school and OVR/OVRB. The Transition Assistant will provide services to selected secondary students with disabilities who are:

- between the ages of fourteen (14) and twenty-one (21);
- in transition from school to work and community; and
- eligible for vocational rehabilitation services.

The addition of school-based transition services is intended to add a component to the overall school and rehabilitation service continuum, not supplant existing employment-related or other services which are potentially appropriate for a particular student (any service the school is already responsible for providing). The Transition Assistant will not serve students who, with or without modifications, can benefit from existing school programs (career/technical and educational training programs etc.).

Once the student leaves the school system, it becomes the full responsibility of the agency Counselor to continue to provide services necessary to further prepare the individual for a successful post-school outcome by enrolling in a post-secondary education program or obtaining Competitive Integrated Employment.

K. Annual Estimates Describe:

(1) The number of individuals in the State who are eligible for services

The results of the CSNA found that according to Mississippi employment statuses of individuals with a disability (2019 ACS), only 2.7% (13,028) of individuals are classified as unemployed. In comparison to the current OVR open caseload, there are a total of 6,793 open OVR cases, leaving 6,235 potentially unserved individuals. Furthermore, an additional 369,387 individuals with disabilities were classified as 'Not in labor force'. This suggests potential for educational and outreach opportunities.

When reviewing overall demographic information it is important to highlight:

- Of the 2.7% unemployed Mississippians with a disability, OVR is already serving approximately 1.9% of that 2.7%.
- There are 6,235 potentially unserved individuals with disability that could require additional capacity to outreach and serve.
- There are 369,387 individuals with disabilities who are not in the labor force that could benefit from education and outreach.

When comparing OVR age groups to the Mississippi ACS 2019 population, age groups 14 to 44 are represented in higher percentages compared to the ACS.

Age group 65 or older is represented at a much lower percentage. The age group 14 to 25 is represented more than five times the state average;

Age group 25 to 34 almost two times the state average, and;

Age group 35 to 44 approximately one and a half times the state average. The age group 65 and older is 29.3% less than the state average.

When reviewing age group representation across priority levels, ages 14-24 are represented highest in the 'unknown' priority at 43% which potentially eligible consumers participating in Pre-ETS activities most likely account for the majority this group. Ages 14-24, 25-34 and 35-44 are represented highest in MSD, and ages 45-54, 55-64 and 65 and older are all represented highest in NSD. This suggests the younger age group participants have more functional limitations, which lack of work skills and experience may be contributed to this.

When reviewing overall age information, it is important to highlight:

- The age group 14 to 24 represents more than five times the ACS state average of individuals with disabilities. This may be contributed to OVR/OVRB focus on extending services to potentially eligible participants, for example, OVR/OVRB' emphasis on coordination with education system to serve this population.
- Age group 25 to 34 are almost two times what would be expected.
- MSD priority levels are represented highest in ages 25-34, followed by 14-24 and 35-44. This may be due to more functional limitations and resulting from lack of work experience and skills
- NSD is represented highest in age group 65 or older.

Analyzing population by disability status, OVR data shows participants with physical disabilities are represented highest (30.6%) followed by mental health (22.2%), deaf and hard of hearing (21.4%) and intellectual disabilities (20.6%). Regarding overall significance of disability, individuals most significantly disabled represent the highest population (28.1%). However, between priority levels, this difference is very small, approximately 1-4%.

OVRB

Looking at ACS 2019 population totals of participants in MS with a vision disability by district, the Northern District population with a vision disability is 52,606 compared to 1,272 currently being served by OVRB. The Southern District population with a vision disability is 59,824 compared to 1,431 being served by VRB. According to ACS 2019, almost 60% of the MS population with a vision disability are aged 55 or older, while 5.6% are aged 13 or younger.

Overall, district distribution is almost evenly spread between the Northern and Southern Districts compared to the MS percentage population distribution. The overall population count of MS individuals with a vision disability in the ACS2019 are substantially higher, suggesting opportunities for outreach to expand services to more individuals with vision disabilities.

Analysis of OVRB population by age indicates the highest age group represented is aged 55 to 64 at 37%. When comparing age group percentages to the ACS 2019, ages 25 through 64 are represented in higher percentages. This means the majority of services provided to those with a vision impairment are focused on working age individuals. The age group 14 to 24 is slightly more represented than the state average percentage of individuals with a vision disability, a difference of less than +1.83%. However, the age group 65 and older is represented 28.6% less than the state average.

Analysis of age groups by disability priority levels reveals that participants aged 14-24 represent the highest percentage of most significantly disabled (MSD) and significantly disabled (SD). Ages 25-34 represents the second highest percentage of MSD and SD. Ages 65 and older and 55-64 had the highest percentage of individuals with No significant disability (NSD). Overall, age groups 14-34 represent the highest percentage for MSD and SD; it is possible that fewer work skill experiences result in more functional limitations. Continued pre-employment services with this population, including work skill development, may help address some of these limitations.

(2) The number of eligible individuals who will receive services under:

a. The VR Program;

Vocational Rehabilitation and Vocational Rehabilitation for the Blind

Based on the current trend analysis for individuals determined eligible for VR services, MDRS observed an 11.9% increase in the number of individuals eligible for VR services between FY 2018 and 2019. This increase in numbers began to shift because of the impact of Covid-19. In fact, in 2020, OVR/OVRB served 14,003.

In 2019 (10/01/2018 – 09/30/19), Vocational Rehabilitation and Vocational Rehabilitation for the Blind served a total of 11,745 eligible individuals with disabilities. These percentages of increase were used to estimate the number of eligible individuals who will receive services in FFY 2020 – FFY 2023.

In 2021, OVR/OVRB saw a 4% drop in the numbers served due to the impact of Covid-19. However, with the steps being made to prevent the spread of Covid-19, we have to see at least a 2% increase in numbers served in 2022-2023.

Estimated Total Number who applied for services and\or were determined eligible for services.

FFY	Number of Clients who will receive services
2020	14003
2021	13743
2022	14,018
2023	14,298
2024	

b. The Supported Employment Program; and

In FFY 2019, Mississippi VR provided Supported Employment services to 422 individuals at a total cost of

\$1,213,666.64. In FFY 2020, 423 individuals at a total cost of \$1,513,768.50. In 2021, 384 individuals received SE services at a cost of \$1741430.47. The decrease in individuals receiving services in 2020 and 2021 is due to the effectsof the national pandemic COVID-19. Many businesses/employers were closed or hiring was slow due to the fear of the spread of COVID-19. In 2022–2023, with the steps being made to prevent the spread of COVID-19, we are in hopes that we have more individuals in need of SE services.

c. Each priority category, if under an order of selection.

Mississippi OVR/OVRB anticipate sufficient resources to provide the full range of VR services to all eligible individuals without implementing the Order of Selection.

(3) The number of individuals who are eligible for VR services, but are not receiving such services due to an order of selection; and

Mississippi has not closed any Priority Categories. All individuals eligible to receive services will receive services.

(4) The cost of services for the number of individuals estimated to be eligible for services. If under an order of selection, identify the cost of services for each priority category.

The estimated cost to serve the estimated number of eligible individuals in each Priority Category are as follows: Projections are based on the number of individuals served in each Priority Category and the average cost of the clients served in each Priority Category.

Based on the current trend analysis if the VR Program continues to see the growth in the numbers served and costs of services, we will have to close a priority category. At this time all priority categories are open.

FFY	PC 1 Served	PC1 Cost
2020	4567	22,161,087.01
FFY	PC 1 Served	PC1 Cost
2021	4439	27,944,912.29
2022	4528	28,503,810.54
2023	4619	29,073,886.75
FFY	PC 2 Served	PC 2 Cost
2020	4489	23,080,277.62
2021	4609	27,944,912.29
2022	4,701	28,503,810.54
2023	4,795	29,073,886.75
FFY	PC 3 Served	PC 3 Cost
2020	4233	15,288,433.75
2021	4026	15,132,695.93
2022	4,107	15,435,349.85
2023	4,189	15,744,056.85
FFY	Total Served	Total Cost
2020	13289	60,529,798.38
2021	13074	69,810,040.57
2022	13,335	71,206,241.38
2023	13,602	72,630,366.21

Title I Funds

For FFY 2020 budget beginning October 1, 2018 through September 30, 2019, VR received \$44,680,926 funding from RSA. MDRS expects to receive the same funding for FFY 2021.

Social Security Reimbursements

During Program Year 2020, VR collected \$ \$1,645,442.20 in Social Security Reimbursements. In Program Year 2021, MDRS collected \$2,346,233.84 in reimbursement will remain around the same amounts for FY 2022 through 2023.

Supported Employment

MDRS received \$300,000 in 2019 for the SE Program. SE funds are supplemented with Title I funds to pay for the cost of clients receiving services and fund SE VR staff positions. 50% of the SE funds were earmarked and set aside for youth with significant disabilities.

Reallotment

In 2021 and 2022, VR did not request additional federal funds and does not anticipate requesting additional federal funds through the reallotment process for FY 2022-2023.

Pre-Employment Transition Services

MDRS set aside \$6,702,139 which is the 15% earmarked for Pre-Employment Transition Services.

L. State Goals and Priorities

The designated State unit must:

(1) Identify if the goals and priorities were jointly developed and agreed to by the State VR agency and the State Rehabilitation Council, if the State has a Council, and jointly agreed to any revisions

The Mississippi Department of Rehabilitation Services, Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind, value enabling individuals with disabilities to increase their level of self-sufficiency through employment and education.

MDRS values competent employees who are knowledgeable in vocational rehabilitation and committed to serving individuals with disabilities to increase their level of self-sufficiency through employment and education;

MDRS values VR and VRB leaders and managers who demonstrate the commitment, knowledge, and experience to lead the program, value sound fiscal and administrative practices that support all VR and VRB personnel, individuals with disabilities and community partners.

To align with the requirements and performance standards of the Rehabilitation Act and its implementing regulations, MDRS, Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind, and the State Rehabilitation Council (SRC) have developed these goals and priorities.

(2) Identify the goals and priorities in carrying out the VR and Supported Employment programs

VR goals and priorities regarding the distribution of Title VI-Part B funds are to:

- continue the referral process between MDRS and DMH to identify ‘youth with the *most significant disabilities*’ who will require SE services;
- continue the referral process between the VR Transition/Youth Counselor and the VR Supported Employment (SE) Counselor for students with disabilities, ages 14-21, who have been determined to need long-term ongoing support services;
- ensure equitable distribution of the funds;

- provide technical assistance to district staff about the appropriate use of the funds;
- monitor to ensure that the funds are being correctly utilized;
- obtain service providers for Customized Employment;
- train all VR Counselors, including those who work with General VR consumers, in Supported Employment; and
- increase the number of individuals closed rehabilitated with a Supported Employment Outcome.

Through outreach, education and marketing efforts targeted to individuals with disabilities, OVR/OVRB will continue to broaden the population of individuals with disabilities being served which includes minorities with disabilities and unserved and underserved and identified by the Comprehensive Needs Assessment.

OVR/OVRB will continue to target individuals with disabilities who are already working to retain or progress in employment; previous OVR/OVRB consumers who may have lost employment to become reemployed; college students nearing completion of their academic programs; and,

- high school transition age youth with disabilities
- individual with blindness and visual impairments
- individuals with deafness and hearing impairments
- youth and adults with most significant disabilities

GOAL I: Improve the employment, economic stability, and self-sufficiency of eligible individuals with disabilities.

Strategies (Plan of Action):

- Develop a job placement culture by providing ongoing training in the job development and placement process.
- Develop and implement on-campus work experience training for students who reside in rural communities when community-based work experience is not available.
- Refer those consumers receiving SSI/SSDI cash benefits who are interested in earnings that will eliminate their reliance on SSA cash benefits for work incentives Benefits Analysis and Counseling.
- Coordinate and conduct the Annual Governor's Job Fair for individuals with disabilities.
- Summer Internship Program for high school students with disabilities including those who have blindness and visual impairments, deafness and hard of hearing.

GOAL II: Improve the VR Service Delivery System to Individuals with disabilities. Strategies (Plan of Action):

- Designate staff in MDRS districts to be responsible for conducting outreach and orientation sessions on a regular basis.
- Provide input to assure appropriate inclusion of vocational rehabilitation activities in, public service announcements, and agency website and publications.
- Update and distribute vocational rehabilitation brochures to appropriate referral sources.

- Designate and train specific staff members in each district to handle referrals and provide information to the public.
- Assure that all geographic areas of the state are covered with appropriate service delivery staff.
- Develop and implement a consumer satisfaction survey to be completed while the consumer's case is open with VR.
- Develop a consumer satisfaction survey to be completed by the consumer regarding services received from vendors/providers of VR services.

GOAL III: Implement a statewide model for more effectively serving high school youth and students with disabilities including individuals with visual and/or hearing impairments.

Strategies (Plan of Action):

- Engage with key partners such as the Department of Education, State Rehabilitation Council, high school, community colleges and other training and education program in designing an improved service delivery model that will develop stronger partnerships to place increased emphasis on serving transition high school students who **are** in special education.
- Engage with key partners such as the Department of Education, State Rehabilitation Council, high school, community colleges and other training and education program in designing an improved service delivery model that will develop stronger partnerships to place increased emphasis on serving transition high school students who **are not** in special education.
- Co-develop a formal Interagency Cooperative Agreement with officials from the Department of Education, local school districts and local high schools.
- Plan and coordinate with the Mississippi Department of Education-Special Education Director and Director 504 Services of to plan and conduct at least annual training and semi-annual work groups for the purpose of cross-training in understanding the services offered by Vocational Rehabilitation.
- Develop and implement the use of an OVR Transition Manual designed to assist staff in the delivery of transition services. This manual will be used as a technical assistance tool for transition planning purposes.
- Annually identify 504 Coordinators and special education staff for each school.
- Co-develop and implement self-identification tool identifying youth with disabilities who could possibly benefit from transition services.
- Establish relationships with parent training and information groups, advocacy groups and other service providers to encourage referral and parental participation in the development and provision of transition services.
- Establish comprehensive guidelines and indicators for assessing the individual transition needs of students.
- Work with other core partners in the workforce system to provide employment related services to prevent duplicative services.
- Contract with additional Community Rehabilitation Programs to provide Pre-Employment Transition Services.

GOAL IV: Implement identified improvements to increase statewide consistency and quality of consumer services.

Strategies (Plan of Action):

- Use results of the annual case review to determine where additional guidance and training are required.
- Utilize the new counselor training process for mentoring, training, and leadership development for all VR Counselors.
- Utilize and continue to develop consistent training process for key VR staff that deliver direct client services.
- Conduct annual statewide case record reviews of case service practices to determine consistency and adherence with federal/state requirements. Use case review results to identify and implement improvements in quality and consistency of services.
- Survey OVR staff on practices and provide refresher training to assure consistent and quality service delivery.
- Deliver high quality training and support to provide staff with the knowledge and skills needed to perform effectively.
- Recognize and appreciate staff throughout the division for their contributions to VR's success.
- Continue to update and deliver advanced best practices training to field staff statewide to provide ongoing skill development in key service delivery operations and practices, including a strong focus on customer service, cultural sensitivity, and better addressing each consumer's impediments to employment.
- Increase collaboration within the workforce system to improve services to unemployed workers with disabilities who are eligible for VR services by better leveraging services with other workforce development programs.
- Play stronger roles on state and local Workforce Boards to assure that VR consumers and other individuals with disabilities are better served by the One-Stop system.
- Increase collaboration with community colleges to improve coordination of VR services with community college programs and Adult Basic Education programs.
- Implement written agreements with providers for individuals with intellectual and development disabilities to affirm their roles and responsibilities for serving VR consumers, including their capacity for providing long-term employment supports to individuals after the VR case is rehabilitated.

Goals Specific to the Service Delivery for Individuals who require Supported Employment Services:

GOAL 1: Strategies:

- Continue the referral process between MDRS and DMH to identify 'youth with the *most significant disabilities*' who will require SE services;
- Continue the referral process between the VR Transition/Youth Counselor and the VR Supported Employment (SE) Counselor for students with disabilities, ages 14-21, who have been determined to need long-term ongoing support services;
- Ensure equitable distribution of the funds;
- Provide technical assistance to district staff about the appropriate use of the funds;
- Monitor to ensure that the funds are being correctly utilized;
- Obtain service providers for Customized Employment;

- Train all VR Counselors, including those who work with General VR consumers, in Supported Employment
- Increase the number of individuals closed rehabilitated with a Supported Employment Outcome

(3) Ensure that the goals and priorities are based on an analysis of the following areas:

a. The most recent comprehensive statewide assessment, including any updates;

The FFY 2020 – 2023 goals and priorities are based on the 2019 Comprehensive Statewide Needs Assessment, and the 2019 Transition Needs Assessment.

The listed goals and strategies were discussed with some goals being recommended by and developed in collaboration with the SRC.

The goals and strategies were discussed with, some goals recommended by and developed in collaboration with the SRC.

b. The State's performance under the performance accountability measures of section 116 of WIOA; and

Over the last year, VR and VRB had met and in some areas exceeded its performance goals based on the performance data provided by RSA, Data Dashboard.

Our Counselor's performance development system has changed as a result of the new Common Performance Measures and RSA 911. We continue to monitor to ensure that we are continuing to serve individuals with significant disabilities.

With the added focus on documenting skill gain and credentials, we feel that we continue to move forward and be successful in assisting eligible individuals with disabilities obtain employment, retain employment, and participate in education and training opportunities. We feel that in FY 2020 – 2023, we will continue to increase our number of individuals with disabilities that obtain measurable skill gains and ultimately Competitive Integrated Employment.

c. Other available information on the operation and effectiveness of the VR program, including any reports received from the State Rehabilitation Council and findings and recommendations from monitoring activities conducted under section 107.

No additional recommendations or reports were received from the SRC.

M. Order of Selection Describe:

(1) Whether the designated State unit will implement and order of selection. If so, describe:

a. The order to be followed in selecting eligible individuals to be provided VR services

The Mississippi Department of Rehabilitation Services, Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind, implemented an Order of Selection in May 2001. Since July 13, 2009, all Priority Categories have been open.

Based on an assessment for determining eligibility and an assessment in each of the seven functional capacity areas, an individual with a *significant disability* means an individual with a disability (i) who has a severe physical or mental impairment which seriously limits one (1) or more functional capacity (such as mobility, communication, self-care, self-direction, interpersonal skills, work tolerance, or work skills) in terms of an employment outcome; (ii) whose vocational rehabilitation can be expected to require multiple services over an extended period of time; and (iii) who has one (1) or more physical or mental disability or combination of disabilities resulting from amputation, arthritis, autism, blindness,

burn injury, cancer, cerebral palsy, cystic fibrosis, deafness, head injury, heart disease, hemiplegia, hemophilia, respiratory or pulmonary dysfunction, intellectual disability, mental illness, multiple sclerosis, muscular dystrophy, Musculo-skeletal disorders, neurological disorders (including paraplegia and quadriplegia), sickle cell anemia, specific learning disability, end-stage renal disease or other disability or combination of disabilities determined on the basis of an assessment for determining eligibility and vocational rehabilitation needs to cause comparable substantial functional limitation.

MDRS - OVR/OVRB Policy on Order of Selection

At any time that MDRS resources do not permit all eligible consumers to be served, an Order of Selection for services shall be implemented.

In 2015, the Order of Selection process was updated and approved by the State Rehabilitation Council (SRC) and approved as part of the updated 2018 State Plan.

First Priority will be given to consumers with the *most significant disabilities*. The OOS allows for individuals with *most significant disabilities* to receive services before all other individuals with disabilities. Second Priority shall be given to consumers with significant disabilities. Third Priority will be given to other eligible consumers. The Order of Selection was implemented in May 2001. Since July 13, 2009, all Priority Categories have been open.

In 2015, VR updated its Order of Selection which was approved by the State Rehabilitation Council.

Priority Category 1: An individual has a *Most Significant Disability* if a mental or physical impairment exists that seriously limits three (3) or more functional capacity areas in terms of an employment outcome and whose vocational rehabilitation will require multiple VR services over an extended period of time.

Priority Category 2: An individual has a *Significant Disability* if a mental or physical impairment exists that seriously limits one (1) or two (2) functional capacity areas in terms of an employment outcome and whose vocational rehabilitation will require multiple VR services over an extended period of time.

Priority Category 3: An individual has a *Non-Significant Disability* if a mental or physical impairment exists that seriously limits one (1) functional capacity area in terms of an employment outcome and whose vocational rehabilitation will not require multiple VR services over an extended period of time.

MDRS, in consultation with the SRC, will close the Priority Categories designated to be *closed*. Any individual currently under an approved IPE at the time his/her Priority Category is closed will continue to receive with his/her IPE, including the provision of Pre-Employment Transition Services and Post-Employment Services.

Individuals placed in delayed status will be notified of their Priority Category, process for reclassification, their right to appeal, and the availability of the Client Assistance Program (CAP).

If an OOS is implemented, MDRS will provide the following information:

- Show the order to be followed in selecting eligible individuals to be provided VR services
- Provide justification for the order
- Identify the services and outcome goals
- Identify the time within which these goals may be achieved for individuals in each Priority Category within the order

When an OOS is in effect, individuals meeting eligibility requirements but are in a *closed* Priority Category have access to information and referral services. VR will provide all eligible individuals with disabilities who do not meet the OOS

criteria with information about, and referral to, other Federal or State programs (including to Workforce Investment Network Job Centers for training and placement) that can assist them with obtaining or retaining employment.

MDRS will elect to provide services, regardless of any established Order of Selection, to eligible individuals who require specific services or equipment to maintain employment.

b. The justification for the order

MDRS has determined that sufficient resources are currently available to provide VR services to all individuals with disabilities that apply, those determined eligible in all Priority Categories and those under an IPE. Due to the increase in service needs and the staff resources in 2017 and 2018 to provide the services, if the projected resources for funds and personnel changes before the next state plan modification, MDRS will make a determination whether it may need to close one or more of its Priority Categories.

MDRS will conduct reviews periodically during the year to help validate the order and assess the impact of unforeseen circumstances.

When it is determined that MDRS does not have the staff or fiscal resources to serve all eligible individuals in all Priority Categories, MDRS administration will make the decision to begin closing Priority Categories, first beginning with Priority Category 3, *Non-Significant Disability*.

c. The service and outcome goals

Since 2009, MDRS – OVR/OVRB has been able to keep all Priority Categories open and not maintain a waiting list.

During FFY 2021, OVR/OVRB all Priority Categories have remained open. MDRS has also had sufficient funds to service all individuals with apply for services. For FFY 2022-2023, MDRS anticipates that all priority categories will remain open and there will be no wait list.

d. Time within which these goals may be achieved for individuals in each priority category within the order; and

All Priority Categories are currently open for consumers who are eligible and under an IPE. In addition, the average time it takes to serve individuals in each priority category is as follows:

1. Priority Category 1 - 18 months to serve;
2. Priority Category 2 - 14 months to serve;
3. Priority Category 3 - 6 months to serve.

e. How individuals with the most significant disabilities are selected for services before all other individuals with disabilities

At any time that MDRS resources do not permit all eligible consumers to be served, an Order of Selection for services shall be implemented. When an OOS is in effect, MDRS continues to accept applications and make determinations of eligibility while notifying all eligible individuals of the Priority Category they are assigned.

When an individual is assigned to a category that is *closed*, the individual will be moved to *delayed* status and placed on a waiting list to be served in the chronological order in which he/she applied. Individuals having an active Individualized Plan for Employment (IPE) prior to the implementation of the OOS will continue to receive services uninterrupted.

In 2015, the following Order of Selection was updated and approved:

Priority 1. Most Significant Disability: Individual With a *Most Significant Disability*: An individual —

- who has a severe physical or mental impairment that seriously limits three (3) or more functional capacities in the areas of mobility, communication, self-care, self-direction, interpersonal skills, work tolerance, or work skills in terms of an employment outcome;
- whose vocational rehabilitation can be expected to require multiple vocational rehabilitation services over an extended period of time; and
- who has one (1) or more physical or mental disability(ies) resulting from amputation, arthritis, autism, blindness, burn injury, cancer, cerebral palsy, cystic fibrosis, deafness, head injury, heart disease, hemiplegia, hemophilia, respiratory or pulmonary dysfunction, intellectual disability, mental illness, multiple sclerosis, muscular dystrophy, Musculo-skeletal disorders, neurological disorders (including stroke and epilepsy), spinal cord conditions (including paraplegia and quadriplegia), sickle cell anemia, specific learning disability, end-stage renal disease or other disability or combination of disabilities determined on the basis of an assessment for determining eligibility and vocational rehabilitation needs to cause comparable substantial functional limitations.

Priority 2. Significant Disability: Individual With a *Significant Disability*: An individual -

- who has a severe physical or mental impairment that seriously limits one (1) or two (2) functional capacities in the areas of mobility, communication, self-care, self-direction, interpersonal skills, work tolerance, or work skills in terms of an employment outcome;
- whose vocational rehabilitation can be expected to require multiple vocational rehabilitation services over an extended period of time; and
- who has one (1) or more physical or mental disability(ies) resulting (See List under *Most Significant Disability*)

Priority 3. Non-Significant Disability: Individual with a *Non-Significant Disability*: An individual -

- who has a physical or mental impairment that seriously limits one (1) or more functional capacity(ies) in the area of mobility, communication, self-care, self-direction, interpersonal skills, work tolerance, or work skills in terms of an employment outcome;
- whose vocational rehabilitation is *not* expected to require multiple vocational rehabilitation services over an extended period of time; and
- who has one (1) or more physical disability(ies) or combination of disabilities (See list under *Most Significant Disability*)

Individuals having an active plan prior to the implementation of the Order of Selection will continue to receive services uninterrupted.

(2) If the designated State unit has elected to serve eligible individuals, regardless of any established order of selection, who require specific services or equipment to maintain employment

MDRS-OVR/OVRB will elect to provide services, regardless of any established Order of Selection, to eligible individuals who require specific services or equipment to maintain employment. Specific services or equipment include Assistive Technology Services.

If an Order of Selection is implemented, consumers placed on a waitlist will have the ability to have their current Priority Category reviewed and if functional limitations in the functional capacity areas cause them to be categorized into a higher category, OVR/OVRB will make the adjustment. No consumer will be moved to a lower Priority Category.

N. Goals and Plans for Distribution of Title VI Funds

(1) Specify the State's goals and priorities for funds received under section 603 of the Rehabilitation Act for the provision of supported employment services

For PY 2020 – 2023, MDRS will continue to invest all Title VI allocations to fund the purchase of job training services, especially job trainers. MDRS expects to continue supplementing Title VI funds as supplemental funds are available and, if possible, continue the level of Title I monies committed to the SE Program. MDRS occasionally supplements Title VI funds with Social Security Reimbursement funds as there is a need for additional funds for program expenditures. MDRS plans to continue this process if Title I funds are not available.

When the Title VI-B funds are awarded, they are distributed to the SE Counselors to fund job coach services for SE clients.

Additionally, MDRS will continue its efforts to increase the funds available for use by the SE program by development and submission of proposals for grants that may become available.

MDRS will also explore ways to utilize available funds more efficiently by entering into Cooperative Agreements with other entities who may participate in the cost of providing services to SE clients.

VR goals and priorities regarding the distribution of Title VI-Part B funds are to:

- Allocate 50 percent of the federal Supported Employment allotment for eligible youth with the most significant disabilities.
- Because based on current case data and referral information, it is anticipated that more individuals will require SE services to obtain and maintain Competitive Integrated Employment, SE Funds will also be used by VR Counselors to purchase SE services from community rehabilitation programs with Cooperative Agreements with the agency as providers become available in the state
- In PY 2020 – 2023, VR staff will continue to collaborate with community partners to add additional providers for SE Services. VR (Title I) Funds will be used to purchase traditional VR employment services and SE Services from Shelby Residential and Vocational Services (SVRS), which is the only third party provider in the state.

(2) Describe the activities to be conducted, with funds reserved pursuant to section 603(d), for youth with the most significant disabilities, including:

a. The provision of extended services for a period not to exceed 4 years; and

VR has updated its policy manual to include guidance for the provision of Extended Services for youth populations with the *most significant disabilities*, under the age of 25. These youth populations may receive extended services (i.e., ongoing support to maintain an individual in Supported Employment) for up to four (4) years. In addition, Customized Employment is clarified in the policy. VR also works with extended service providers, when feasible, as a means to provide additional resources and services to individuals needing and choosing these specialized services as an interim step to the rehabilitation process of achieving a successful employment outcome. SE Counselors will continue to primarily focus on successful employment outcomes in Competitive Integrated work settings.

b. *How the State will leverage other public and private funds to increase resources for extended services and expanded supported employment opportunities for youth with the most significant disabilities.*

Cooperative arrangements will continue to be developed with other provider agencies and organizations, both public and private, to expand the SE Program to unserved and underserved populations. The focus of these arrangements is on promoting and enabling SE Counselors and service provider personnel from other agencies to work as teams to share expertise, provide technical support in specific disability areas, and conduct joint training.

With the Interagency Agreement and referral process that has been developed with the Department of Mental Health and the Division of Intellectual and Developmental Disabilities, we will continue to work with this agency in serving individuals who are eligible for the waiver as extended service providers.

SE staff also participates in *best practices* in coordinating services for SE clients in the education system throughout the state. These practices have proven to be successful for clients because of the enhanced teamwork with other agencies. Under WIOA Customized Employment is included in the definition of Supported Employment and VR is included as a VR service that the SE client can choose to include in his/her IPE. Therefore, VR is expanding Customized Employment training to the majority of its direct service staff. These service approaches will continue to be made available to clients during the intake process and will be utilized when deemed appropriate and when chosen by the client.

In obtaining extended service providers, Supported Employment Counselors will continue to work with individuals that may be eligible for the IDD Waiver Program to be the extended service provider. This will assist in providing the services necessary to assist in maintaining an individual with a significant disability in employment. MDRS currently has a referral process in place with the Department of Mental Health for individuals who are eligible for the IDD Waiver but seek Competitive Integrated Employment.

O. State's Strategies

Describe the required strategies and how the agency will use these strategies to achieve its goals and priorities, support innovation and expansion activities, and overcome any barriers to accessing the VR and the Supported Employment programs (See sections 101(a)(15)(D) and (18)(B) of the Rehabilitation Act and section 427 of the General Education Provisions Act (GEPA)):

(1) The methods to be used to expand and improve services to individuals with disabilities

The following methods will be used to expand and improve the services to individuals with disabilities.

- Designate staff in each MDRS district to be responsible for conducting Vocational Rehabilitation outreach and orientation sessions on a regular basis.
- Continue to work with local education agencies to identify and provide Pre-Employment Transition Services and Transition Services to students with disabilities.
- Expand Project SEARCH sites to be used as a tool to provide Pre-Employment Transition Services to students with disabilities.
- Utilize relationships with workforce partners at the state and local levels to have more options and resources available for job placement and training.
- Share specific agency expertise to facilitate interagency knowledge to improve services to all participants with disabilities served by any agency within the workforce system.
- Annually evaluate physical location of VR staff to assure that all geographic areas of the state are covered with appropriate service delivery staff.
- Continue to administer a consumer satisfactory survey while the consumer's case is open with VR.
- Develop a consumer satisfaction survey with the consumer regarding services received from vendors/providers of VR services.
- Use case review results to identify and implement improvements and quality consistency of service.

- Increase collaboration within the state's workforce system to improve services to unemployed workers with disabilities who are eligible for VR services by better leveraging services with other workforce development programs.

(2) How a broad range of assistive technology services and devices will be provided to individuals with disabilities at each stage of the rehabilitation process and on a statewide basis

VR Counselors evaluate the need for Assistive Technology (AT) services throughout the rehabilitation process. At initial interview, consumers are routinely provided information on accommodations and information in their mode of communication. At *eligibility determination*, the need for AT is assessed and when determined needed, provided as part of the individuals' Individualized Plan for Employment. At employment, the need for additional AT is assessed.

Through the MDRS Assistive Technology (AT) Program, nine Rehabilitation Technologists and two Rehabilitation Engineers are strategically located throughout the state to provide consultation on AT referrals as well as perform initial evaluations and assessments; procure and set up AT equipment; provide follow-up evaluations; design and fabricate original items; and provide specifications and final inspections for AT services.

(3) The outreach procedures that will be used to identify and serve individuals with disabilities who are minorities, including those with the most significant disabilities, as well as those who have been unserved or underserved by the VR program

Mississippi's most underserved populations continue to be American Indian and Alaska Native, Asian, and Hispanic or Latino.

Based on the *Comprehensive Statewide Needs Assessment* and other data received from the VR Case Management System, individuals with mental illness, cognitive disabilities and Autism Spectrum Disorders are the primary emerging population that are reported as underserved and who staff has requested the most assistance in understanding the disability in terms of employment. VR will seek to provide more training and resources to assist staff in serving this population.

MDRS continues to utilize RL Brown Group Inc. to translate documents used in routine casework from English into Spanish. MDRS is currently in the process of having all necessary documents and brochures that are made available to the public translated into Spanish. These documents are being uploaded into the case management system and brochures are being made available for those constituents and stakeholders whose natural language is Spanish. District Outreach teams will provide outreach activities in their local communities in efforts to obtain referrals for individuals from diverse populations.

MDRS will continue to monitor the ACS survey data for the most recent race and ethnicity statistics per county to be aware of areas where the information should be disseminated.

MDRS will also continue to provide outreach to other minority populations to ensure they have information regarding the VR program.

(4) The methods to be used to improve and expand VR services for students with disabilities, including the coordination of services designed to facilitate the transition of such students from school to postsecondary life (including the receipt of VR services, postsecondary education, employment, and pre-employment transition services)

- Engage with key partners such as MDE, the SRC, local school districts, community colleges, and other training and education programs in designing an improved service delivery model that will develop stronger partnerships to place increased emphasis on serving transition high school students with disabilities.
- Continue to accept proposals from Community Rehabilitation Programs to provide Pre-Employment Transition Services to students with disabilities.

- Community outreach and orientation will establish relationships with parent training and information groups, advocacy groups, and other service providers to encourage referral and parental participation in the development and provision of transition services.
- Increase collaboration with community colleges to improve coordination of VR services with community college programs and Adult Basic Education programs to facilitate transition from secondary to post-secondary activities.
- Summer Internship Program for high school students with blindness and visual impairments, deafness and hard of hearing.
- Engage with key partners such as MDE, SRC, high schools, community colleges, and other training and education programs in designing an improved service delivery model that will develop stronger partnerships to place increased emphasis on serving transition high school students who are in special education.
- Engage with key partners such as MDE, SRC, high schools, community colleges, and other training and education programs in designing an improved service delivery model that will develop stronger partnerships to place increased emphasis on serving transition high school students who are not in special education.
- Plan and coordinate with the MDE Special Education Director to conduct at least annual training and semi-annual work groups for the purpose of cross training in understanding the services offered by VR.
- When developing the Youth Transition Handbook, the design should be complementary to the MDE Special Education Transition Handbook.
- Continue to partner with the MDE Transition Team

MDRS signed contracts with over 20 more Community Rehabilitation Programs to be able to provide Pre-Employment Transition Services to students with disabilities across the state.

(5) If applicable, plans for establishing, developing, or improving community rehabilitation programs within the State

MDRS, OVR/OVRB will continue to request proposals (RFP) from Community Rehabilitation Programs (private and agency-supported) in order to provide Pre-ETS, Customized Employment Services, services to individuals who have autism, services for individuals who have severe mental illness and Supported Employment Services, which will facilitate the agency's ability to achieve the changes in WIOA.

In PY 2019, MDRS was able to secure its first third party contract to provide Supported Employment Services. Prior to this contract, MDRS did not have any community rehabilitation programs that provided Supported Employment Services. SE services were strictly provided in – house by VR staff. As a result of this contact with Shelby Residential and Vocational Services, the following services can now be provided by and outside provider: Exploration, Discovery, Job Development, Job Skills Training and Customized Employment. Through collaboration with other core partners and collaborating with community providers MDRS will continue to seek other providers of services. Through the Request for Proposal process, MDRS was able to secure thirteen (13) new providers for Pre-Employment Transition Services.

Mississippi has been limited in the number of community rehabilitation programs that provide SE Services, Pre-Employment Transition Services, and employment services with a Vocational Rehabilitation outcome of Competitive Integrated Employment.

In PY 2020 – 2023, MDRS will continue to advertise for Request for Proposals for community rehabilitation programs.

(6) Strategies to improve the performance of the State with respect to the performance accountability measures under section 116 of WIOA

The Workforce Partners in Mississippi are working together to create a Shared Data Warehouse that will link our separate case management and data systems. We refer to this as ‘the Hub’, and are working with a vendor, *NSPARC*, to create this data warehouse and bridge. The National Strategic Planning & Analysis Research Center (nSPARC) designed and wrote *the Hub*. Founded in 1998, NSPARC is a university research center with more than 100 diverse employees, ranging from data scientists to software architects and security experts. NSPARC supports Mississippi State University’s overarching goals of research, learning, and service by collaborating within the university, through local, state, and federal agencies, and across the private sector to help society grow by discovering solutions to societal problems by using data science. They pursue entrepreneurial and collaborative initiatives to develop and maintain a pipeline of intellectual property and innovative technologies that positively impact real-world problems. NSPARC is headquartered in Starkville, Mississippi, adjacent to Mississippi State University’s campus.

MDRS entered into an agreement with NSPARC to develop a proof of concept in regard to how MDRS would capture the required data into the Hub. The proof of concept was tested and completed in March of 2016. NSPARC was able to use MDRS’ proof of concept in order to move forward with developing the Hub for all partners.

MDRS entered into another Agreement with NSPARC and Alliance (MDRS’ software vendor) in July of 2016. This agreement was for MDRS to provide the necessary data needed for the Hub from our current case management system and to update our Referral Module with the new process of our getting and receiving referrals from our partners. From July of 2016 until June of 2017, Alliance, MDRS, and NSPARC met to work through the process of how the data would be exchanged between the Hub and the Case management system.

All partner agencies will complete their separate intake forms with new customers. In each of these separate forms, however, there are **six diagnostic questions** that will be the same on all **forms and multiple demographic fields that are shared between partners (Intake)**. These data elements will automatically be uploaded into the Hub - or autofill - if the unique identifier matches a profile that already exists in the Hub. If data in these areas is different than the information that was previously in the profile, this information will be updated with that from the most recent entry. The initial version of the Hub was completed in June 2017. MDRS has been sending data to the Hub since that time.

The WIOA Hub software development was released and launched into the production environment on May 23, 2017. The other partners have been phasing in sending their data between January 2018 and June 2018. Once other partners went live in the Hub, MDRS began receiving referrals from them through the Hub directly into MDRS’ case management system. In the future, the PIRL for the State of Mississippi will be created through the Hub.

Alliance is the vendor that provides the Case Management system (Aware) for the Mississippi Department of Rehabilitation Services (MDRS) and for the OVR/OVRB programs in at least 35 other states. MDRS has been working with Alliance to ensure that the performance measures are included in Aware. Alliance has multiple user

groups across 35+ states that meet to discuss Aware with Aware users. The WIOA/RSA-911 and the Aware VR User Groups are two that are involved in ensuring that all federal reports and WIOA requirements are met.

- WIOA/RSA-911 User Group meets periodically throughout the year.
- Aware VR User Group meets monthly.
- There are two major releases of Aware each year. There are other minor releases that address items related to WIOA/RSA-911.
- MDRS continues to submit multiple quarters of RSA 911 data and the Annual Performance Report (RSA 9169).
- MDRS has a data sharing agreement in place to procure the data to report state wage data for adults and youth.

(7) Strategies for assisting other components of the statewide workforce development system in assisting individuals with disabilities

The Mississippi Department of Rehabilitation Services, Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind, partnership within Mississippi's One-Stop system is clarified through Memoranda of Understanding with the State and each of the four local workforce development areas. MDRS is a part of the Workforce Development Board and takes an active role in assisting Workforce partners in serving individuals with disabilities. The MDRS Executive Director is a member of the Workforce Development Board.

MDRS-OVR/OVRB will continue to work with workforce partners to provide staff training and technical assistance on the eligibility for VR Services, provision of reasonable accommodations, auxiliary aids and services and assistive technology.

MDRS has been an active partner and has provided expertise on the use of computers and websites for individuals with disabilities including website accessibility. Assistive Technology staff provide expertise to Workforce Partners on building accessibility issues, etc.

MDRS will continue to participate in staff training with the four local workforce development areas that include Mississippi Partnership, Delta, Twin Districts, and South Central Mississippi Works.

Designated staff are assigned to each of the workforce area boards and attend quarterly meetings. This information is shared and communicated with VR staff and assist the local areas and the District offices to work together in providing employment services for common clients.

As part of the Intensive Technical Assistance with the Workforce Innovation Network Technical Assistance Center (WINTAC), we have received assistance and training on service integration, which is referred to as Integration Continuum. The initial meeting was held in August 24, 2017 at the Madison State office, Madison,

Mississippi. Representatives from each of WIOA Core Partner agencies were in attendance: Department of Human Services – Temporary Assistance for Needy Families, State Workforce Investment Board, Adult Basic Education, Mississippi Department of Employment Security,

To further assist in moving VR services more toward integration as we have defined it, on-site state meetings were held in March 2019 with the Delta Workforce Area (Greenville), Three Rivers Workforce (Belden) and VR and VRB staff in District 3 and VR and VRB Staff in District 2. In collaboration with the Workforce areas and OVR/OVRB programs, we recognize the importance of service integration as part of the Combined State Plan and ultimately, to provide the highest level of service to individuals with disabilities that are served by all workforce program. Aligning systems assist in providing quality customer service and quality competitive employment outcomes.

WINTAC continued to work with both areas to update and provide guidance for the integration plans that were developed as a result of the March 2019 meetings. A second on-site meeting was being scheduled for April 2020; however, this was postponed due to COVID-19.

(8) How the agency's strategies will be used to:

- a. *Achieve goals and priorities by the State, consistent with the comprehensive needs assessment;*

The following strategies will be required to achieve the goals and priorities as listed in (l) State Goals and Priorities and (n) Goals and Plans for Distribution of title I Funds:

GOAL 1 : Improve the employment, economic stability, and self-sufficiency of eligible individuals with disabilities.

Strategies (Plan of Action):

- Develop a job placement culture by providing ongoing training in the job development and placement process.
- Develop and implement on-campus work experience training for students who reside in rural communities when community-based work experience is not available.
- Refer those consumers receiving SSI/SSDI cash benefits who are interested in earnings that will eliminate their reliance on SSA cash benefits for work incentives Benefits Analysis and Counseling.
- Coordinate and conduct the Annual Governor's Job Fair for individuals with disabilities.
- Summer Internship Program for high school students with disabilities including those who have blindness and visual impairments, deafness and hard of hearing.

GOAL II: Improve the VR Service Delivery System to Individuals with disabilities.Strategies (Plan of Action):

- Designate staff in MDRS districts to be responsible for conducting outreach and orientation sessions on a regular basis.
- Provide input to assure appropriate inclusion of vocational rehabilitation activities in, public service announcements, and agency website and publications.
- Update and distribute vocational rehabilitation brochures to appropriate referral sources.
- Designate and train specific staff members in each district to handle referrals and provide information to the public.
- Assure that all geographic areas of the state are covered with appropriate service delivery staff.
- Develop and implement a consumer satisfaction survey to be completed while the consumer's case is open with VR.
- Develop a consumer satisfaction survey to be completed by the consumer regarding services received from vendors/providers of VR services.

GOAL III: Implement a statewide model for more effectively serving high school youth and students with disabilities including individuals with visual and/or hearing impairments.

Strategies (Plan of Action):

- Engage with key partners such as the Department of Education, State Rehabilitation Council, high school, community colleges and other training and education program in designing an improved service delivery model that will develop stronger partnerships to place increased emphasis on serving transition high school students who **are** in special education.
- Engage with key partners such as the Department of Education, State Rehabilitation Council, high school, community colleges and other training and education program in designing an improved service delivery model that will develop stronger partnerships to place increased emphasis on serving transition high school students who **are not** in special education.
- Co-develop a formal Interagency Cooperative Agreement with officials from the Department of Education, local school districts and local high schools.

- Plan and coordinate with the Mississippi Department of Education-Special Education Director and Director 504 Services of to plan and conduct at least annual training and semi-annual work groups for the purpose of cross-training in understanding the services offered by Vocational Rehabilitation.
- Develop and implement the use of an OVR Transition Manual designed to assist staff in the delivery of transition services. This manual will be used as a technical assistance tool for transition planning purposes.
- Annually identify 504 Coordinators and special education staff for each school.
- Co-develop and implement self-identification tool identifying youth with disabilities who could possibly benefit from transition services.
- Establish relationships with parent training and information groups, advocacy groups and other service providers to encourage referral and parental participation in the development and provision of transition services.
- Establish comprehensive guidelines and indicators for assessing the individual transition needs of students.
- Work with other core partners in the workforce system to provide employment related services to prevent duplicative services.
- Contract with additional Community Rehabilitation Programs to provide Pre-Employment Transition Services.

GOAL IV: Implement identified improvements to increase statewide consistency and quality of consumer services.

Strategies (Plan of Action):

- Use results of the annual case review to determine where additional guidance and training are required.
- Utilize the new counselor training process for mentoring, training, and leadership development for all VR Counselors.
- Utilize and continue to develop consistent training process for key VR staff that deliver direct client services.
- Conduct annual statewide case record reviews of case service practices to determine consistency and adherence with federal/state requirements. Use case review results to identify and implement improvements in quality and consistency of services.
- Survey OVR staff on practices and provide refresher training to assure consistent and quality service delivery.
- Deliver high quality training and support to provide staff with the knowledge and skills needed to perform effectively.
- Recognize and appreciate staff throughout the division for their contributions to VR's success.
- Continue to update and deliver advanced best practices training to field staff statewide to provide ongoing skill development in key service delivery operations and practices, including a strong focus on customer service, cultural sensitivity, and better addressing each consumer's impediments to employment.
- Increase collaboration within the workforce system to improve services to unemployed workers with disabilities who are eligible for VR services by better leveraging services with other workforce development programs.

- Play stronger roles on state and local Workforce Boards to assure that VR consumers and other individuals with disabilities are better served by the One-Stop system.
- Increase collaboration with community colleges to improve coordination of VR services with community college programs and Adult Basic Education programs.
- Implement written agreements with providers for individuals with intellectual and development disabilities to affirm their roles and responsibilities for serving VR consumers, including their capacity for providing long-term employment supports to individuals after the VR case is rehabilitated.

b. Support innovation and expansion activities; and

In an effort to expand and improve services to all individuals with disabilities, MDRS, Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind will:

Continue to develop a job placement culture with OVR/OVRB Counselors by continuing to develop services and provide tools and resources for job preparation services for clients that have reached this point in their IPEs. The VR Career Counselors will continue to assist clients in getting prepared for job interviews, completing applications and being job ready.

OVR/OVRB Counselors will ensure that at the application process Counselors are providing VR Counseling and Guidance regarding the overall purpose of VR Services which is Competitive Integrated Employment. The Office of Business Development Representatives will continue working to bring to the table labor market information so that Counselors will be aware of career opportunities and sector strategies in the state.

Paid Internship opportunities and paid work based learning opportunities will continue to be developed with employers in the community so that consumers can receive training in the competitive labor market. This training will also assist with career exploration, the selection of employment goals and ultimately clients obtaining skills so that they will qualify for Competitive Integrated Employment opportunities.

MDRS engages in numerous programs and activities designed to inform and make available VR and Supported Employment services to individuals with disabilities including individuals with Significant Disabilities. MDRS will continue outreach activities and provide information to community partners, community program, high schools and colleges and universities.

Continuing to implement the strategies and goals to serve more students with disabilities, such as engaging key partners, participating in training opportunities and outreach meetings to ensure that school staff understand the importance of VR Services for students prior to them exiting high school will increase the success of those students that exit school and transition to post high-school training programs and employment.

MDRS will continue to support the work of the Statewide Rehabilitation Council. The SRCs input has been very important in impacting change in the delivery of VR Services as well as the implementation of the Consumer Satisfaction Survey and other policy changes.

c. *Overcome identified barriers relating to equitable access to and participation of individuals with disabilities in the State VR Services Program and the State Supported Employment Services Program.*

The strategies and goals to innovate and expand Vocational Rehabilitation Services, including Supported Employment Services will help increase individuals with disabilities access to VR Services in the state, bring awareness of VR Services in the state and increase the number of individuals with disabilities not just obtain employment but maintain employment. The goals and strategies will assist in ensuring that the individuals are provided services to in which they can overcome lack of skills to compete but have middle and higher skills to compete and qualify for employment opportunities.

The strategies and goals will also help ensure that OVR/OVRB Counselors are qualified and have the skills needed to work with individuals with various type of disabilities, including Autism and Mental Illness. Having skilled and qualified staff will help provide quality VR Services to the individuals we serve.

The strategies and goals will help to ensure that individuals with disabilities have a selection of community rehabilitation programs to assist in providing VR services that will enable them to obtain Competitive Integrated Employment. This has been a huge barrier to overcome in the state of Mississippi.

Continuing to work with other Workforce partners will help individuals receive the wrap around services they need in order to be willing to accept employment opportunities and be able to receive the services they need while they are preparing for employment.

P. Evaluation and Reports of Progress: VR and Supported Employment Goals Describe:

(1) An evaluation of the extent to which the VR program goals described in the approved VR services portion of the Unified or Combined State Plan for the most recently completed program year were achieved. The evaluation must:

a. Identify the strategies that contributed to the achievement of the goals

GOAL I: Improve the employment, economic stability, and self-sufficiency of eligible individuals with disabilities.

Report of Progress:

- 28.2% increase in VR consumers that obtained an employment outcome from 2018 to 2019. Due to the impact of COVID-19 OVR saw a 12% decrease in the number of individuals that obtained employment, however 2710 individuals achieved competitive integrated employment in 2020 and 2375 achieved competitive integrated employment in 2021. 50% increase in VRB consumers that obtained an employment outcome from 2018 to 2019. Due to the impact of COVID-19 OVRB saw a 32% decrease in the number of individuals that obtained employment in 2020, however 352 individuals obtained competitive integrated employment and in 2021 239 obtained competitive integrated employment.
- In 2019, the Measurable Skill Gain (MSG) rate was 59.8% and in 2020 MSG for consumers served was 72.4%
- The median hourly wage for individuals exiting the VR/VRB program with an employment outcome has increased. In 2018 median wage was \$11.54 and the median hours worked per week was 40 hours. In 2019 the median wage increased to \$12.00 per hour and in 2020 the median wage increased to \$13.00.
- In 2018-2019, 5,182 new IPE were signed, in 2019 -2020, 4,960 IPEs were signed, 2020 – 2021, 4,564 IPEs were signed.
- Three Youth Pre-Employment Transition Conferences were held in Vicksburg on April 26, 2018, Greenwood on May 22, 2018, and Biloxi on April 28, 2018. Due to COVID-19, Transition Conferences were postponed in 2019 – 2021.
- VR Career Counselors in 2019, assisted 267 clients received Job Prep and Job Ready Services. VR Career Counselors continue to assist clients become ‘Job Ready’. In 2020, 729 consumers received job prep services, 442 received job search and 225 clients received job placement. In 2021, 363 received job prep and 284 received job search services and 130 received job placement.
- The 7th Annual Summer Internship for Students with Blindness was completed in 2019. Fourteen (14) students participated.

- In 2021, 8th Annual Summer Internship for Students with Blindness was completed and eight (8) students participated. The 2020 Annual Summer Internship was postponed due to COVID-19. Four (4) consumers were hired into competitive integrated employment after completing their internship.
- 626 clients received Benefits Counseling from our Community Work Incentive Partners in 2019 490 VR consumers received Benefits Counseling and 487 VR consumers in 2021. The number that received Benefits Counseling were impacted by COVID-19
- 10,346 individual contacts to business in the state of Mississippi were made by Business Development staff in 2018 11,245 individual contacts to business in the state of Mississippi was made in 2019.
- 6276 individual contacts to business in the state of Mississippi were made in 2020. COVID 19 had an impact on the number of businesses contacted.
- 9857 individual contacts to business in the state of Mississippi were made in 2021
- Five job fairs (three major, two minor in size) were held in Tupelo, Jackson, Gulfport, Greenwood, and Cleveland in 2018.
- Three job fairs were held in Southaven, Jackson, and Gulfport in 2019. 130 businesses attended. Due to COVID-19, Job Fairs in 2020 were cancelled.
- In October 2021, Job Fair held in conjunction with the University of Mississippi that targeted college students with disabilities. Twenty-eight businesses attended
- Seventy students (72) with disabilities participated in the Student Summer Internship Program (SIP) in 2019. Fifty-four (54) students participated in 2020 and seventy-three (73) participated in 2021.
- Eleven students with disabilities participated in Project SEARCH in 2018 - 2019. This partnership was created with the University Medical Center, the Rankin County School District, the Mississippi Council for Developmental Disability and MDRS/VR. Nine graduated the program with a 100% placement percentage.
- Project SEARCH was expanded by 4 more locations: North Mississippi Medical Center (Tupelo), Forest General Hospital (Hattiesburg), Baptist Medical Center (Jackson), and Southcentral Regional Medical Center (Laurel in 2019).
- In 2020 -2021, Forty-two (42) individuals with disabilities participated in Project SEARCH and existing and new partnerships were created with the University MS Medical Center, Baptist Jackson, Baptist Attala, MeritHealth-Vicksburg, South Central Regional Medical Center, North MS Medical Center and Forrest General Hospital.
- 104 individuals with disabilities have been placed into employment at Sephora Distribution facility in Olive Branch, MS as of October 2019, Sephora has committed to hiring another 50-75 more individuals through 2020. In July of 2019, Sephora had an attrition rate of 2-3% compared to 20-30% of the able-bodied population. Employees with disabilities had less than 1% absenteeism in the program. This partnership started in October 2017.
- In 2020, thirty-one (31) individuals with disabilities received Distribution Center Training and fifteen (15) were hired. In 2021, twenty-five (25) received training and ten (10) were hired.
- In 2018, the Business Enterprise Program (Randolph Sheppard) five (5) new vendors opened their businesses
- In Summer 2021, the first Summer Pre –ETS Work-Based Learning Program was implemented. One Hundred-three (103) participated in the program. These students were placed with employers throughout the state in their local communities.

GOAL II: Improve the VR Service Delivery System to Individuals with Disabilities Report of Progress:

- MDRS contracted with RL Brown Group Inc. to translate client service forms and documents from English into Spanish.
- In 2021, RL Brown Group began translating brochures in Spanish beginning with our Transition and Youth Services Brochure
- VR has sixty seven (67) individuals whose primary language is Spanish as a result of the outreach and translation of forms and brochures
- 189 individuals signed and developed a Career Pathway IPE in 2019, 152 in 2020 and 2021 in 136. This process was designed to provide expedited VR services to clients with *Significant Disabilities* by allowing the counselor to establish an employment goal with a consumer within a specific Career Pathway and provide Vocational/Career Counseling and other designated VR services more quickly after a determination of eligibility has been made. For students with disabilities, a Career Pathway (Fast Track) IPE supports the provision of Pre-Employment Transition Services needed to ensure that the student's specific employment goal is consistent with their strengths, abilities, capabilities, concerns, priorities, interest and informed choice.
- VR updated its Supported Employment Policy and Procedures to increase the focus on clients that need SE services. This process helped increase the number of individuals served in the SE program. In 2020, 548 individuals received SE services
- VR staff work in partnership with other agencies such as the Department of Mental Health, Bureau of Intellectual and Developmental Disabilities. The Memorandum of Understanding with the Department of Mental Health was renewed for May 1, 2021 through April 30, 2024.
- Autism Spectrum Disorders - Two new providers entered into contracts to provide evaluation and assessment services to individuals with Autism and other significant disabilities. These provider contracts have been renewed.
- In 2018, 311 individuals with autism were provided VR Services. In 2019, the number of individuals with autism increased to 449, 2020 the number served increased to 604 and in 2020 the number served increased to 628.
- In 2021 and new Interagency Agreement was established with TEAAM that provides services to individuals with autism spectrum disorders, attention deficit disorder, specific learning disability and other intellectual and development disorders.
- The 3rd Annual VR Deaf Pre-ETS Summer Program was held by the Deaf Services Program at Eagle Ridge in July 2019. The DEAF Pre-ETS Summer Program was postponed in 2020 and 2021 due to COVID-19.
- In July 2019, the 4th Annual Pre-Employment Transition Camp for Students with Deafness was held. 2020 and 2021 Pre-ETS Transition Camp was cancelled due to COVID-19.
- VR developed the Outreach and Orientation Program to be utilized by district staff to conduct outreach with other organizations and service providers. Continuing in 2018 and 2019, progress on this has been slow due to other major responsibilities. VR will continue to move toward implementing the Outreach and Orientation Program. Progress on implementing has been delayed in 2020 and 2021 due to COVID-19 and staff shortages.

- Supported Employment Job Skills Manual and training provided in three locations throughout the state to VR and VRB staff, IDD Waiver providers and other agencies and organizations that provide Employment Services.
- The Interagency Cooperative Agreement with the Department of Education has been renewed for January 1, 2020 through June 30, 2022. In 2020 -2021, all Memorandum of Agreements with local education agencies were updated.
- In 2019, OVR/OVRB launched the first Peer Mentoring Pilot Program at the University of Southern Mississippi and Mississippi State University. The guidance and support of the WINTAC Pre-ETS team played a vital role with the implementation of these projects in Mississippi. Given the support of WINTAC and the Pre-ETS team, Mississippi is proud to be one of the first states in the nation to implement a Peer Mentoring project.
- In 2020 through 2021, Interagency Agreements for Peer Mentoring have been executed with East Mississippi Community College/Student Support Services, August 1, 2020 – July 31, 2023; Northwest Mississippi Community College/Success Center – September 1, 2020 – July 31, 2023; Mississippi State University/Disability Resource Center – June 1, 2021 – June 30, 2023 and the University of Southern Mississippi – June 1, 2021 – June 30, 2023.
- VR and VRB staff participated in the process with the assistance of WINTAC to work with pilot areas in the Belden/Tupelo and Greenville areas to improve service alignment among VR Core Partners, required partners and other stake holders in these areas. WINTAC facilitated the Integration Continuum Self-Assessment. In both locations the partners selected priority areas to make strategic improvements. Each area established Action Teams to oversee the implementation with WINTAC of the strategic plans that includes a cross-section of partners with VR staff in leadership roles. Due to COVID -19 further work on the Integration Continuum was halted.

GOAL III: Implement a statewide model for more effectively serving high school youth and students with disabilities including individuals with visual and/or hearing impairments.

Report of Progress:

- The 3rd Annual VR Deaf Pre-ETS Summer Program was held by the Deaf Services Program at Eagle Ridge in July 2019. In July 2019, the 4th Annual Pre-Employment Transition Camp for Students with Deafness was held.
- 14 Students with Blindness participated in the OVRB 6th Summer Internship Program.
- VR served 3,609 students with disabilities and VRB served 676 students with disabilities for a total of 4,285. This is an increase of 486 students from 2018.
- In 2020, OVR served 3595 eligible and potentially eligible students with disabilities. This is a decrease from 2019 due to COVID-19 and the limited access to students.
- In 2020, OVRB served 301 eligible students with disabilities. This is a decrease from 2019 due to COVID-19 and the limited access to students.
- In 2021, OVR/OVRB served 2605 eligible students with disabilities and 1,292 potentially eligible students with disabilities.
- OVR/OVRB successfully completed the first pilot year of Peer Mentoring with two of universities in the state: Mississippi State University and the University of Southern Mississippi. In 2020 through 2021, Peer

Mentoring will be provided at East Mississippi Community College and Northwest Mississippi Community College/Success Center –Pre-Employment Transition Services were provided through OVR’s partnership with the Mississippi State University - T.K. Martin Center through on-campus internships. COVID-19 impacted this partnership in 2019 – 2020. The contracts were renewed and as steps are being made to prevent the spread of COVID-19 we look forward to this partnership.

- Pre-Employment Transition Services were provided through OVR’s partnership with the ARC of Mississippi through after school Pre-ETS classes in a rural part of the state. This contract will continue from 2021 – 2022.
- Pre-Employment Transition Services were provided through VRB’s partnership with the National Federation of the Blind through two Transition conferences. This contract will continue from 2020 – 2022.
- Pre-Employment Transition Services were provided through OVR’s partnership with Life of MS through twodifferent one-day transition conferences across the state. This contract will continue in 2020 - 2022
- Pre-Employment Transition Services were provided through OVR’s partnership with Vocational & Rehabilitation Consultants, LLC through one three-day conference. This contract was impacted by COVID – 19.
- Pre-Employment Transition Services were provided through OVR’s partnership with the University of Southern Mississippi through on-campus weeklong Transition Boot Camps and in-school Pre-ETS activities. This contract will continue in 2020 – 2022 and many of the activities they provide are virtual.

GOAL IV: Implement identified improvements to increase statewide consistency and quality of consumer services.

Report of Progress:

- The Consumer Satisfaction Survey was implemented in 2018 for open OVR/OVRB cases by the Program Evaluation Unit.

b. Describe the factors that impeded the achievement of the goals and priorities

Due to the ongoing changes with federal reporting, MDRS continues to work with staff to understand and incorporate new rules and processes. VR and VRB is still working to achieve the goals and implement the strategies outlined in this state plan.

VR and VRB is still working to achieve the goals and implement the strategies outlined in this state plan. Although allof the strategies were not achieved to meet the goal, significant progress was made to increase the goals.

Some of the factors that impeded the achievement of the goals and priorities were:

- High staff turnover experiences over the last few years affected the VRs ability to provide consistent, high-quality services to consumers as referenced in the CSNA
- The effects of COVIS-19 affected our ability to provide access to needed services due to the nation and statewide shutdown of schools and businesses
- Increasing number of referrals for Pre-Employment Transition Services and Transition Services
- Extensive training on new policy and procedures due to the changes in WIOA and the RSA 911.

(2) AN EVALUATION OF THE EXTENT TO WHICH THE SUPPORTED EMPLOYMENT PROGRAM GOALS DESCRIBED IN THE SUPPORTED EMPLOYMENT SUPPLEMENT FOR THE MOST RECENT PROGRAM YEAR WERE ACHIEVED. THE EVALUATIONMUST:

a. Identify the strategies that contributed to the achievement of the goals

In review of the Comprehensive Needs assessment, the Transition Needs assessment, unserved and underserved populations and minority populations, the following goals are reported as a result of the strategies identified:

Report of Progress for the Supported Employment (SE) program for 2020:

GOAL I: Improve the employment, economic stability, and self-sufficiency of eligible individuals with disabilities.

Report of Progress:

- 29 referrals were received from the IDD Waiver Program
- 92 referrals for individuals with serious mental illness were received from the Department of Mental Health.
- 583 individuals received CCIR referrals that were in Subminimum Wage Employment facilities

GOAL II: Improve the VR Service Delivery System to Individuals with Disabilities

Continue the referral process between the VR Transition Counselor and the VR Supported Employment (SE) Counselor for students with disabilities, ages 14-21, who have been determined to need long-term ongoing support services.

Report of Progress:

- 59 Job Coaches hired and trained and hired to provide job training services.
- 55 Individuals placed in employment
- 51 individuals reached a competitive employment outcome (Closed Rehabilitated)
- SE Counselors and Transition Counselors worked together to identify students and provide orientation regarding VR services to school districts throughout the state.
- In 2020 – 2021, Seven (7) new Project SEARCH sites were added
- Job Skills Training Manual Training was held in the North, South and Central part of Mississippi in which staff from MDRS and the Department of Mental Health attended. Due to the COVID-19 pandemic, this joint training was placed on hold.

When the school year begins, the Transition Counselor should contact each school district and schedule a meeting with the Special Education teachers to discuss possible referrals. If the school reports having any students identified with hearing and/or vision loss, the RCD and/or VRB Counselor should be invited to attend the meeting as well. The Counselors will work together to actively elicit referrals on all students with disabilities age 14-21, regardless of their classroom assignment. They will meet with potential referrals and review the school's supporting documentation. It can be assumed, students who have been identified by the school as requiring additional support to be successful in the educational setting, will require long-term supports to gain and maintain employment. After the Transition Counselor has established that the client is eligible for VR services and will require Supported Employment, the case can then be referred to the SE Counselor to provide any Pre-Employment Transition Services (Pre-ETS).

SE Counselors have a separate Supported Employment and Supported Employment Transition caseload. This assists with monitoring the SE services provided to Adults and Students/Youth.

GOAL III: Implement a statewide model for more effectively serving high school youth and students with disabilities including individuals with visual and/or hearing impairments.

Report of Progress:

- Training was provided to all Transition Counselors and SE Counselors on procedures for making referrals and changes due to new federal regulations. Discovery Training was provided by Shelby Residential and Vocational Services (SRVS);
- New provider, Shelby Residential and Vocational Services (SRVS), entered into a contract to provide Customized Employment Services to individuals with the *most significant disabilities*. Discovery is available through the IDD Waiver Program that certify providers for SE services.
- In 2021 – 2022, Three (3) new contracted Navigator positions will be filled to generate referrals and manage potentially eligible caseloads;
- Monthly Transition Meetings that include Training topics will continue through 2022. These are held virtually.
- Transition and Youth Services Resource Guide was updated
- OVR was approved to add ten (10) new VR Counselor positions. They positions were not available for recruitment until after July 2021.

b. Describe the factors that impeded the achievement of the goals and priorities

OVR/OVRB will continuously work to implement new policies and procedures regulated by WIOA. In the SE program, some of the factors that impede the achievement of the goals and priorities are:

- SE Counselor and/or VTI vacancies which cause a delay in service and sometimes the quality of service provided is impacted.
- The number of referrals received from cooperative partners and Transition counselors decreased since the start of the pandemic, therefore, decreasing the caseload size, workload and/or services provided.
- SE Counselors understanding cooperative agreements with other programs and the services other programs provided such as the IDD Waiver and Severe Mental Illness.
- The lack of trained and reliable job skills trainers throughout the state.
- Vocational Training Instructors are limited in training and skills.
- The current tracking system for SE referrals is insufficient.
- The lack of training for SE Counselors.
- High staff turnover experiences over the last few years affected the VRs ability to provide consistent, high-quality services to consumers as referenced in the CSNA
- The effect COVID-19 which caused a national pandemic which affected our ability to provide services due to school and business closures

(3) The VR program's performance on the performance accountability indicators under section 116 of WIOA

The Workforce Partners in Mississippi worked together to create a Shared Data Warehouse that will link our separate case management and data systems. We refer to this as 'The Hub', and worked with a vendor, NSPARC, to create this data warehouse and bridge. National Strategic Planning & Analysis Research Center (NSPARC) designed and wrote *the Hub*. Founded in 1998, NSPARC is a university research center with more than 100 diverse employees ranging from data scientists to software architects and security experts. NSPARC supports Mississippi State

University's overarching goals of research, learning, and service by collaborating within the university, through local, state, and federal agencies, and across the private sector to help society grow by discovering solutions to societal problems by using data science.

They pursue entrepreneurial and collaborative initiatives to develop and maintain a pipeline of intellectual property and innovative technologies that positively impact real-world problems. NSPARC is headquartered in Starkville, Mississippi, adjacent to Mississippi State University's campus.

MDRS entered into an agreement with NSPARC to develop a proof of concept in regard to how MDRS would capture the required data into the Hub. The proof of concept was tested and completed in March of 2016. NSPARC was able to use MDRS' proof of concept in order to move forward with developing the Hub for all partners.

MDRS entered into another agreement with NSPARC and our software vendor Alliance in July of 2016. This agreement was for MDRS to provide the necessary data needed for the Hub from our current case management system and to update our Referral Module with the new process of our getting and receiving referrals from our partners. From July of 2016 until June of 2017, Alliance, MDRS, and NSPARC met to work through the process of how the data would be exchanged between the Hub and our case management system.

All partner agencies completed their separate intake forms with new customers. In each of these separate forms, however, there are **six diagnostic questions** that are the same on all **forms and multiple demographic fields that are shared between partners (Intake)**. These data elements are automatically uploaded into the Hub - or auto filled - if the unique identifier matches a profile that already exists in the Hub. If data in these areas is different from the information that was previously in the profile, this information will be updated with that from the most recent entry. The initial version of the Hub was completed in June 2017. MDRS has been sending data to the Hub since that time and was the first partner to go live.

The WIOA Hub software development was released and launched into the production environment on May 23, 2017. The other partners came on board between January 2018 and June 2018. Once other partners went live in the Hub,

MDRS began receiving referrals from them through the Hub directly into MDRS' case management system. In the future, the PIRL for the State of Mississippi will be created through the Hub.

MDRS and other state partners are now all live in the Hub. Referrals can be taken by any one of the partner agencies and based on how the individual answers the questions, referrals will be sent to other partner agencies through the Hub. MDRS's case management system pulls referrals in from the Hub each night and they are marked as Workforce Referrals. They are then worked on by MDRS staff where the individual is contacted to determine if they are potential candidates for services provided by MDRS.

MDRS submits requests and receives multiple quarters of wage data from MS Department of Employment Services (MDES) each quarter. MDRS then imports that data into our case management system which is then used in the RSA-911 performance measures that we submit each quarter.

Alliance is the vendor that provides the case management system (Aware) for the Mississippi Department of Rehabilitation Services (MDRS) and for the OVR/OVRB programs in at least 35 other states. MDRS has been working with Alliance to ensure that the performance measures are included in Aware. Alliance has multiple user groups across 35+ states that meet to discuss Aware with Aware users. The WIOA/RSA-911 and the Aware VR User Groups are two that are involved in ensuring that all federal reports and WIOA requirements are met.

- The Workforce Partners meet periodically to discuss how to enhance the Hub to better serve individuals.
- WIOA/RSA-911 User Group meets periodically throughout the year.
- Aware VR User Group monthly.

- There is an Aware Community of Practice User Group made up of Rehabilitation Services agencies all over the United States that meet periodically throughout the year.
- There are two major releases of Aware each year. There are other minor releases that address items related to WIOA/RSA-911.
- MDRS continues to submit multiple quarters of RSA 911 data and the Annual Performance Report (ETA-9169).
- MDRS continues to request and receive multiple quarters of wage data from MDES for the RSA-911 performance measures.

(4) How the funds reserved for innovation and expansion (I&E) activities were utilized Mississippi State Rehabilitation Council

MDRS continues to use Innovation and Expansion funds to assist in carrying out the duties of the State Rehabilitation Council. The I&E funds specifically provide for the following:

- Support staff to assist the SRC in carrying out its duties;
- Operational costs which include travel and office supplies
- Any cost involved in having members attend meetings and trainings
- The cost associated with the quarterly Annual Consumer Satisfaction Survey

Pre-Employment Transition Services Providers and Services

Funds will be used to expand pre-employment and transition providers and services to students with disabilities by creating contract Transition Navigators. Additional contract transition staff will help expand services and assist

OVR/OVRB provide access to these needed services. Based on information from the Mississippi Department of Education, there are over 22,000 students in the state with disabilities.

Social Skills Classes for Individuals with Autism and other related disabilities with social challenges.

Consumers with Autism Spectrum Disorder are having difficulty getting and keeping employment due the deficits in social skills and communication skills. Some can perform job tasks, but they do not have appropriate social and soft skills necessary to be successfully employed. Once they have completed high school, many feel isolated due their lack of structured social interactions like they had in school. Plans are to create a group-based social skills class for students

/youth who have autism spectrum disorder (ASD) or related disabilities with social challenges. These classes will assist these individuals in making a smoother transition from adolescents to adulthood, increase peer relations and increase the likelihood of gaining and maintaining employment.

Project SEARCH

Efforts will continue to be made and funds will be expended to support Project SEARCH sites. Project SEARCH is expanding and has been proven nationally to be a vital program to train and assist individuals with significant disabilities prepare for and obtain employment.

Customized Training Programs

Funds will be used to expand working with employers on Customized Training Programs. The first Customized Training program with Sephora was very successful and to date over 100 individuals with disabilities obtained full-

time employment with benefits. Collaboration will continue with other employers/industries to train and hire individuals with disabilities. Toyota and Fastenal have started initial conversation and collaboration.

Q. Quality, Scope, and Extent of Supported Employment Services Include the following:

(1) The quality, scope, and extent of supported employment services to be provided to individuals with the most significant disabilities, including youth with the most significant disabilities

MDRS, Office of Vocational Rehabilitation, offers statewide Supported Employment services, including Customized Employment, for individuals and youth with the *most significant disabilities* reach Competitive Integrated Employment outcomes. OVR has updated its policy manual to align with WIOA mandates.

Established a Memorandum of Agreement with the Mississippi Department of Mental Health, Bureau of Intellectual and Developmental Disabilities to ensure individuals who are duly eligible for both agencies' programs have collaborative supports and services toward Competitive Integrated Employment outcomes. The Memorandum of Agreement outlines the coordination of services, including Extended Services, Supported Employment, and Customized Employment.

The SE Program provides services to individuals with the most significant disabilities who require intensive support to prepare for, secure, retain, or regain employment. The services are designed to meet the current and future needs of these individuals whose disabilities are of such nature that they need continuous, ongoing support and extended services in order to engage in and maintain gainful employment. VR services include evaluation, assessment, job matching, job development, and job placement and brokering for natural supports for extended services. The specific SE services are job coaching and training.

OVR allocates fifty percent of the federal Supported Employment funding on Supported Employment services for eligible youth with the *most significant disabilities*. Youth under the age of 25 may receive extended services (i.e., ongoing support to maintain an individual in Supported Employment) for up to four (4) years. MDRS will invest all Title VI allocations to fund the purchase of job training services and other allowable vocational rehabilitation services as needed

by clients served in the SE Program. Additionally, the Coordinator for the SE Program and the Coordinator for Transition and Youth Career Services will work together to ensure new policies are in place and the appropriate amount of funding is utilized for youth with the most significant disabilities.

Eligible individuals are those who are determined to be *most significantly* disabled, which means they meet the following criteria:

- *individual has a most 'significant disability'- *individual's physical or mental impairments seriously limit three (3) or more functional capacities in terms of an employment outcome. Individual will require vocational rehabilitation services in order to prepare for, secure, retain, or regain employment*

MDRS employs a unique strategy for delivery of SE services. The SE Program's structure and service delivery mechanism are integrated into that of the general agency service delivery system. The services are authorized, coordinated and, in most instances, delivered by staff of the state unit. Counselors who specialize in SE perform the functions of case management, job development, and supervision of overall SE service delivery in their respective districts. They are assisted by Vocational Training Instructors (VTIs) who perform a variety of functions including assessment, job development and placement, job training, job coach supervision, and facilitation of natural supports. Job Coaches are employed on an "as needed" basis. Counselors are assigned to serve SE eligible individuals in each of the ten districts to ensure statewide coverage. The SE staff includes 14 Counselors, 11 VTIs, and a pool of available Job Skills Trainers who are assigned to work with a Supported Employment (SE) client *as needed*. Additionally, this staff works with the statewide Community Rehabilitation Program, AbilityWorks, Inc., a division of MDRS.

MDRS, Office of Vocational Rehabilitation, contends that its responsibility regarding SE is the same as its responsibility for the general program. The SE Programs for both VR and VRB have been combined into one program serving all eligible individuals. VR Counselors, assigned to SE caseloads, have the same duties and responsibilities as those in the VR and VRB programs. However, the caseloads of the VR Counselors assigned to SE caseloads consists of only those clients who meet Title VI eligibility criteria. Therefore, in addition to general agency policy and procedures, VR Counselors must be knowledgeable about Title VI regulations and the unique requirements for SE eligibility.

SE personnel are trained in general VR case management techniques and VR federal regulations and are held to the same procedures and standards of performance as all other VR Counselors.

MDRS, Office of Vocational Rehabilitation, designates a statewide Supported Employment (SE) Program Coordinator whose duties include the following:

- monitor issues developing in the field of SE;
- monitor staff performance and make recommendations and assist in implementing procedures to improve performance;
- serve as a resource person to staff;
- serve as an advisor to administrative staff in implementing programmatic policies in accordance with federal dictates;
- develop effective programmatic procedures;
- recommend training of SE staff;
- provide training for SE staff; and
- other typical functions of a coordinating and liaison nature.

MDRS, Office of Vocational Rehabilitation, maintains formal agreements with the Mississippi Department of Education and the Department of Mental Health as well as other public and private entities, which identify areas of collaboration to ensure a comprehensive program of services to SE eligible individuals. Staff members collaborate intensively with local mental health centers, school districts, businesses and industries, the DD Council, parents, advocacy groups and other relevant third party providers and resources.

The service approach for SE eligible clients emulates the nationally accepted ‘best practices’ models of SE service delivery which include individual job placement, enclaves, and temporary employment placement (TEP) for individuals with chronic mental illness. Central to each of these approaches is an emphasis on Person-Centered Planning and facilitation of natural supports. Individualized job development is conducted by SE staff based on job matching assessment information and client’s informed choice. SE clients are assisted with employment planning and placement by VTIs and job skills training is provided at the job site either by Job Skills Trainers or through natural support.

(2) The timing of transition to extended services

Upon completion of time-limited SE services, the ongoing job skills training assistance and other necessary long-term support is transitioned to a third party, group or individual through a Cooperative Agreement or Extended Services Support Plan Agreement. WIOA increased the maximum amount of time for SE staff to provide time-limited Supported Employment services to 24 months. However, the rate of transitioning a client to extended services is dependent upon the needs of the individual, his/her family, the employer, the third party agency, and other involved individuals. Since SE staff members and the extended service provider will have been collaborating in the provision

of SE services throughout an individual's VR program, such transitions are normally smooth and do not cause job disruptions.

MDRS, Office of Vocational Rehabilitation, will continue to cooperate in the networking of services with entities that have Supported Employment facets or other applicable and/or similar resources, such as the state's Workforce Development One-Stop System. Such collaborative efforts are essential for effective planning, development, implementation and continuation of SE arrangements. Service networking will involve developing and identifying appropriate job sites, tapping existing or future job training resources, utilizing concurrent staffing opportunities, and other occasions for programmatic and budgetary interfacing.

Expansion of the SE Program is expected as a result of extensive outreach, staff development, interagency training, dissemination of information, identification, and dissemination of information about best practices, technical assistance, and an emphasis on interagency collaboration for identification of potentially eligible individuals and service delivery to clients. MDRS continues to emphasize Person-Centered Planning by partnering with the Mississippi Council on Developmental Disabilities, Mississippi Department of Education, and other entities in promotion of this service provision.

Performance Goals for the Core Programs

Each state submitting a Unified or Combined State Plan is required to identify expected levels of performance for each of the primary indicators of performance for the first two years covered by the plan. The state is required to reach agreement with the Secretary of Labor, in conjunction with the Secretary of Education, on state-negotiated levels of performance for the indicators for each of the first two years of the plan.

For PYs 2020-2023 Plans, Title I programs (Adult, Dislocated Worker, and Youth) and the Title II program (Adult Education and Family Literacy Act) will have two full years of data available to make reasonable determinations of expected levels of performance for the following indicators for PY 2020 and PY 2021:

- *Employment (Second Quarter after Exit);*
- *Employment (Fourth Quarter after Exit);*
- *Median Earnings (Second Quarter after Exit);*
- *Credential Attainment Rate; and*
- *Measurable Skill Gains*

The Wagner-Peyser Act Employment Service program, authorized under the Wagner-Peyser Act, as amended by title III of WIOA, will have two full years of data available to make a reasonable determination of expected levels of performance for the following indicators for PY 2020 and PY 2021:

- *Employment (Second Quarter after Exit);*
- *Employment (Fourth Quarter after Exit); and*
- *Median Earnings (Second Quarter after Exit)*

The Credential Attainment Rate and Measurable Skill Gains indicators do not apply to the Wagner-Peyser Act Employment Service program; therefore, this program will not submit expected levels of performance for these indicators.

For the first two years of PYs 2020-2023 Plans, the Vocational Rehabilitation (VR) program, authorized under title I of the Rehabilitation Act of 1973, as amended by title IV of WIOA, will have two full years of data available for the Measurable Skill Gains indicator only. Therefore, the Departments will designate the following indicators as “baseline” for the VR program for PY 2020 and PY 2021:

- *Employment (Second Quarter after Exit);*
- *Employment (Fourth Quarter after Exit);*
- *Median Earnings (Second Quarter after Exit); and*
- *Credential Attainment Rate*

VR agencies must continue to collect and report on all indicators, including those that have been designated as “baseline, pursuant to section 116(d) of WIOA.” The actual performance data reported by these programs for indicators designated as “baseline” for PY 2020 and PY 2021 will serve as baseline data in future years. The Departments will require VR agencies to submit expected levels of performance for these indicators for PY 2022 and PY 2023.

The Departments determined that the Effectiveness in Serving Employers indicator will be measured as a shared outcome across all six core programs within each state to ensure a holistic approach to serving employers. The Departments will continue piloting approaches for measuring this indicator for the first two years of PY 2020-2023 plans. Therefore, states are not required to submit an expected level of performance for the Effectiveness in Serving Employers indicator for PY 2020 and PY 2021. However, core programs are expected to collect data and report on this indicator for PY 2020 and PY 2021 as they did for PYs 2016-2019 plans.

Each core program must submit an expected level of performance for all of the other indicators, as applicable, with the exception of the four indicators designated as “baseline” for the VR program in PY 2020 and PY 2021. The Departments will work with states during the negotiation process to establish negotiated levels of performance for each of the primary indicators for the core programs not listed as “baseline.” Each state must update its plan to include the agreed-upon negotiated levels of performance before the Departments approve a state’s plan.

States may identify additional indicators in the plan, including additional approaches to measuring Effectiveness in Serving Employers, and may establish levels of performance for each of the state indicators. Please identify any such state indicators under Additional Indicators of Performance.

Wagner-Peyser Program Performance Indicators

Performance Indicators	PY 2021	PY 2021	PY 2022	PY 2022
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (SecondQuarter After Exit)	66.0	66.0	71.0	71.0
Employment (FourthQuarter After Exit)	65.0	66.0	69.2	69.2
Median Earnings (SecondQuarter After Exit)	4,000	4,050	4,386	4,386
Credential Attainment Rate	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Measurable Skill Gains	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Effectiveness in Serving Employers	Not applicable	Not Applicable	Not applicable	Not applicable

Adult Program Performance Indicators

Performance Indicators	PY 2021 Expected Level	PY 2021 Negotiated Level	PY 2022 Expected Level	PY 2022 Negotiated Level
Employment (Second Quarter After Exit)	82.0	21.0	84.4	84.4
Employment (Fourth Quarter After Exit)	77.0	78.0	80.9	80.9
Median Earnings (Second Quarter After Exit)	5,800.0	5,600.0	6,475	6,475
Credential Attainment Rate	54.0	55.0	65.5	65.5
Measurable Skill Gains	Baseline	51.0	Baseline	55.6
Effectiveness in Serving Employers	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹

Dislocated Worker Program Performance Indicators

Performance Indicators	PY 2021 Expected Level	PY 2021 Negotiated Level	PY 2022 Expected Level	PY 2022 Negotiated Level
Employment (Second Quarter After Exit)	75.0	75.0	74.5	74.5
Employment (Fourth Quarter After Exit)	67.0	67.5	73.7	73.7
Median Earnings (Second Quarter After Exit)	5,200.0	5,400.0	5,763	5,763
Credential Attainment Rate	52.0	53.0	70.0	70.0
Measurable Skill Gains	Baseline	4546.0	Baseline	55.5
Effectiveness in Serving Employers	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹

Youth Program Performance Indicators

Performance Indicators	PY 2021 Expected Level	PY 2021 Negotiated Level	PY 2022 Expected Level	PY 2022 Negotiated Level
Employment (Second Quarter After Exit)	75.0	76.0	80.2	80.3
Employment (Fourth Quarter After Exit)	72.0	73.0	80.1	80.1
<i>Median Earnings (Second Quarter After Exit)</i>	<i>Baseline</i>	<i>2,700.0</i>	<i>Baseline</i>	<i>2,958</i>
Credential Attainment Rate	72.0	72.0	71.2	71.2
Measurable Skill Gains	Baseline	48.0	Baseline	57.6
Effectiveness in Serving Employers	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹

¹ “Effectiveness in Serving Employers” is still being piloted and this data will not be entered for 2020 State Plans.

Adult Education Performance Indicators

Performance Indicators	PY 2020 Expected Level	PY 2020 Negotiated Level	PY 2021 Expected Level	PY 2021 Negotiated Level
Employment (Second Quarter After Exit)	Baseline	Baseline	Baseline	Baseline
Employment (Fourth Quarter After Exit)	Baseline	Baseline	Baseline	Baseline
Median Earnings (Second Quarter After Exit)	Baseline	Baseline	Baseline	Baseline
Credential Attainment Rate	Baseline	Baseline	Baseline	Baseline
Measurable Skill Gains	13.0	20.0	13.0	21.0
Effectiveness in Serving Employers	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹

¹

Program-Specific Requirements for Combined State Plan Partner Programs

Temporary Assistance for Needy Families (TANF)

States that include TANF in the Combined State Plan must outline how the State will meet the requirements of section 402 of the Social Security Act including how it will:

a. Conduct a program designed to serve all political subdivisions in the State (not necessarily in a uniform manner) that provides assistance to needy families with (or expecting) children and provides parents with job preparation, work, and support services to enable them to gain necessary skills and credentials required to obtain living wage employment and leave the program, specifically cash assistance, and become self-sufficient (section 402(a)(1)(A)(i) of the Social Security Act).

For the period beginning July 1, 2020, Mississippi will conduct a program designed to provide access to allowable work activities that will serve all political subdivisions (counties) in the State with emphasis on providing assistance to needy families with children and providing parents with job preparation, work, and support services to enable them to leave the program and become self-sufficient to the degree that State and local resources allow.

Program Administration

The TANF Program is administered by the Mississippi Department of Human Services (MDHS), the single State agency designated by State law for eligibility determination and spending authority. The organization is State administered with at least one full-service office for intake and client service delivery located in each county with structured supervisory and regional administrative levels.

Mississippi will operate a statewide work program mandated by State law and TANF to provide work activities and supportiveservices (childcare, work stipend, and work-related expense payments) focused on enabling families to achieve and maintain self-sufficiency. In Mississippi, TANF monthly benefits and supportive service payments provided to individuals participating in allowable work activities or transitional programs are provided to the family by means of a Mississippi Debit MasterCard® card account. TANF supportive service payments issued to providers are paid by check, direct deposit, or by vouchers redeemable for services.

Mississippi will continue to provide financial assistance to needy families determined eligible under the established policies and the Standard of Need and maximum payment level for that size family. Needy Families are identified according to ongoing income, resources, and deprivation criteria. The monthly TANF grant described in Mississippi Code 1972 Annotated at 43- 17-5(1), is \$200 for the first person, \$36 for the second person and \$24 for additional persons, except as restricted by the FamilyBenefit Cap. A needy family is defined as a family with a dependent child(ren) and an average annual income at or below 185percent of the need standard. TANF funds may be used to provide non-financial assistance/services to families with income at or below 350 percent of the Federal Poverty Level.

Evaluation of Resources

Mississippi adopted Broad-Based Categorical Eligibility (BBCE) in June 2010 which exempted TANF families from being tested for resources, with certain exceptions, and provided TANF-funded services through Families First Resource Centers, thus conferring BBCE to certain applicant/recipient households.

In 2017, the Mississippi Legislature passed House Bill 1090, The Medicaid and Human Services Transparency and Fraud Prevention Act, or “Hope” (“Act to Restore Hope Opportunity and Prosperity for Everyone”) Act. The Hope Act required a significant change in the consideration of resources for applicants and recipients of Temporary Assistance for Needy Families(TANF) benefits. Under the requirements of the Hope Act, conferring BBCE status to most benefit households is no longer permitted. Effective July 1, 2019, all families applying for TANF (new applications and redeterminations) will be subject to an evaluation of all household resources. The resource limit is \$2000 for all TANF households.

Under Change Reporting rules, families subject to an evaluation of resources must self-report if the total amount of resources exceeds the resource limit for the family. This self-reporting requirement is included in the Rights and Responsibilities (MDHS-

EA-300) provided to the family. The Change Reporting Form (MDHS-EA-946) provides households the opportunity to self-report changes in liquid resources, such as cash, stocks, bonds, and bank accounts.

A child or children under 18 years of age and their parent(s) or other caretaker relative must meet all technical and financial eligibility requirements in order to qualify for a TANF benefit.

The child or children must be deprived of one or both parents due to:

1. Incapacity.
2. Death.
3. Continued absence which includes, but is not limited to, absences by reason of:
 - a. Divorce.
 - b. Desertion or non-support of legal parent.
 - c. Illegitimacy.
 - d. Hospitalization for more than a temporary period.
 - e. Imprisonment.
 - f. Court sentence to perform unpaid public work or service while living at home.
 - g. Removal of the child from the home by court order.
 - h. Legal adoption by a single parent.
4. Unemployment of the principal wage earner (PWE)

TANF UP Program

Mississippi operates a separate state program to serve needy two-parent families. State funds are used for cash assistance payments (TANF grant and transportation stipends). This program will not count toward the state's MOE requirements. Although two able-bodied parents are in the home, a dependent child is considered deprived of parental care or support when the natural or adoptive parent is unemployed. Two-parent families are only eligible if the parent is designated as the "principal wage earner."

- Meets the state's definition of "unemployed," which means that he or she is not currently working or has not worked full-time for at least thirty (30) days prior to receipt of TANF benefits,
- Works less than 100 hours per month,
- Has not refused a bona fide offer of employment or training, without good cause, within
- Is not on strike.

All other eligibility requirements for the two-parent family are the same as the TANF (Basic) case. To encourage the formation and maintenance of two-parent families:

- When the TANF recipient marries, the new spouse's income and resources will be disregarded for six months. This will allow the single parent who marries an employed person the opportunity to continue receiving TANF cash assistance and work preparation activities without immediately losing benefits because of the spouse's income. (One-time disregard for the first marriage of the PI on or after October 1, 1999)

Recent work history requirements will be waived for two-parent families when both parents are under 21 years of age to allow these young families to qualify for the TANF Unemployed Parent program.

Deny TANF Assistance

- a. According to the TANF prohibitions/requirements outlined in federal regulations and state statute, Mississippi will, except for individuals and families specifically exempt or excluded for good cause, deny TANF assistance to:
 - o Families without a minor child residing with the parent or adult caretaker relative;
 - o Families including an adult head-of-household or spouse of the head-of-household, pregnant minor head-of-household or spouse of such head-of-household, a minor parent head-of-household or spouse of such minor parent head-of-household who has received assistance under TANF for 60 months (cumulative but not necessarily consecutive);
 - o Families not assigning certain support rights to the State;
 - o Families who fail to cooperate in establishing paternity or obtaining child support;
 - o Teenage parents without a high school diploma or a high school equivalency (HSE) diploma, who are not employed and do not attend school or an equivalent training program;
 - o Minor parents not living in an adult-supervised setting;
 - o Minor children who are absent from the home for a significant period (30 days or more). NOTE: A relative who fails to report the absence of a child within five days will be disqualified;
 - o Fleeing felons and parole violators; and
 - o Ineligible aliens
- b. Mississippi will also deny TANF assistance to families if the adult(s), age 18 or older, included in the assistance unit fails to engage in TANF applicant job search activities, fails to comply with the Employability Development Plan signed by the individual, fails to cooperate with the TWP, fails to participate satisfactorily in the assigned work activity, or after receiving TANF assistance for twenty-four (24) months, whichever is earlier.
- c. Mississippi will deny TANF assistance to families if the adult(s), age 18 or older, included in the assistance unit fails to submit to a written substance abuse screening questionnaire.
- d. Mississippi shall deny TANF assistance to a convicted fleeing felon.
- e. Mississippi will also deny assistance for ten years to an individual convicted in Federal or State court of having made a fraudulent statement or representation, with respect to the individual's place of residence in order to receive TANF assistance simultaneously from two or more states.
- f. Recipients of SSI are excluded from the TANF assistance Unit.
- g. In accordance with agency policy, adults and minor children who fail to comply with enumeration requirements will be excluded from the TANF assistance unit.

Mississippi will coordinate services, where available, with public and private entities (i.e., Mississippi Departments of Rehabilitation Services, Employment Security and Mental Health, and the Mississippi Community College Board, etc.) to allow TANF families with barriers (i.e., little or no work experience, domestic violence, limited English proficiency, learning disabilities, mental, physical disabilities and/or substance abuse) an opportunity to gain access to services and resources needed to obtain the highest level of self-sufficiency within the constraints of the TANF time-limits. Special screening and referral procedures will be used to identify and refer the individual for the appropriate service. Mississippi will deny benefits to individuals who fail to comply with the activities provided by these entities.

Mississippi will not deny assistance to a minor parent with a child under the age of 12 weeks for failure to attend school but will permit the minor parent to voluntarily participate in educational activities as medically appropriate.

Mississippi will deny benefits to all adult TANF applicants who do not meet an exemption from work requirements and fail to comply with TANF Work Registration requirements or vocational rehabilitation activities during the 30-day TANF application processing period.

Mississippi will deny benefits to all adult TANF applicants age 18 and older who fail to submit to a written drug screening questionnaire. State law provides for an individual sanction of TANF until compliance for an adult recipient age 18 or older who fails, without good cause, to submit to a required drug test or declines to enter into required treatment for a substance abuse disorder or fails to meet the requirements of his/her treatment plan, including refusal to take or testing positive to a required drug test.

Mississippi will not issue assistance payments to a family that includes an adult head-of-household, minor head-of-household, minor parent head-of-household, spouse of such head-of-household or a non-recipient parent who has received TANF funding for 60 months (whether consecutive or not), except as allowed by the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 in regard to the 20% exemption.

60-Month Extension

Hardships will be assessed starting at forty (40) months and continued eligibility determined at the end of the individual's five

(5) year time limit. The following individuals, as approved, may continue to receive benefits beyond the five-year time limit so long as the State does not exceed the 20% exemption criteria:

- Adults who are determined to be temporarily or permanently incapacitated and the household income does not exceed the TANF Basic 100% Requirement.
- Parents who are required to provide full-time care for an ill or incapacitated child or adult in the home and the household income does not exceed the TANF Basic 100% Requirement.

A family will **not** be considered for a 60-month time limit extension when the only child remaining in the TANF case is a family cap child and is ineligible for monthly TANF benefits.

School Attendance Requirement

Mississippi requires regular school attendance and regular immunizations for all dependent children served under TANF. This is in accordance with regulation described in Mississippi Code of 1972 Annotated at 43-17-5 (5). A 25% monthly benefit reduction is imposed for failure to comply without good cause.

Family Cap

Mississippi will impose a family benefit cap to prevent increases in assistance for new children coming into the family after the initial ten months of benefits, with certain exceptions.

Earned Income Disregards

Mississippi will provide a one-time total earned income disregard opportunity for six months to TANF adults who find a job working at least 35 hours per week, at or above the federal minimum wage either: within 30 days after authorization for new TANF approvals on or after July 1, 1997; or within 30 days after the initial start date of the job readiness/job search work activity. The six-month total disregard of earnings will be available only once for new TANF approvals and ongoing cases beginning July 1, 1997, and thereafter.

A three-month total earned income disregard will be available when the TANF case is subject to closure because of increased earnings and the individual is employed at least 25 hours per week at or above the federal minimum wage. The three-month disregard cannot be claimed in combination with the six-month disregard. The three-month disregard can be claimed again after a 12-month consecutive break in assistance.

Non-Discrimination

The MDHS does not discriminate against any individual or group because of race, sex, religion, national origin, color, marital status, handicap, or political beliefs. Mississippi will follow the nondiscrimination provisions in Title IV, Section 408, for any program or activity receiving funds under Public Law 104 - 193, provision in State Law and Title IV of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act.

b. Require a parent or caretaker receiving assistance to engage in work (defined by the State) once the State determines the parent or caretaker is ready to engage in work, or once he or she has received 24 months of assistance, whichever is earlier, consistent with the child care exception at 407(e)(2) (section 402(a)(1)(A)(ii) of the Social Security Act)

The goal of the program is to end the dependence of needy parents on government benefits by promoting job preparation, work and marriage. The work program emphasizes unsubsidized jobs with supportive services following employment and/or transitional services following termination of the TANF grant because of increased earnings or loss of earned income disregards. The family also receives supportive services while engaged in other allowable activities.

Mississippi will require work eligible individuals (adults or minor heads of household or a non-recipient parents) receiving assistance under the Program to engage in allowable work activities once the State determines parents or caretakers are work eligible. Work eligible individuals may not receive assistance under the program for more than 24 months (whether or not consecutive), unless they are engaged in allowable work program activities.

Upon referral to the work program, the client will be assessed within 30 days to identify and prioritize the individual's strengths and needs and translate these into realistic goals which will lead to employment and self-sufficiency. A uniform assessment should be utilized among all participants as a guide to conduct in-depth, interactive interview assessments to evaluate job skills, levels of work readiness and intermediate goals needed in order for individuals to reach their long-term career goals. An Employability Development Plan (EDP) is the client's plan of action for achieving these goals. The EDP describes the responsibilities of the client as well as entities performing case management. The plan also describes the supportive services available to the client, lists the assigned work activity, and reinforces the consequences for failure to participate.

MDHS may contract, using Federal TANF funds, with public, private or private non-profit entities to provide TANF Work Program services as needed statewide. Services may include but may not be limited to Case Management which is the process designed to coordinate work activities and supportive services for TANF Work Program participants. This involves monitoring the participants attendance and progress and amending the Employability Development Plan, component assignment, and supportive services, as necessary, to keep the participant on a path to achieving self-sufficiency. When appropriate, reasonable accommodations and language assistance may be provided to recipients to endure meaningful access and effective communication. All contractual services used will be competitively procured by non-state agencies. The subgrant will contain performance measures which will ensure TANF Work Program goals are achieved. The strategy for accomplishing the goals and objectives outlined for the work program must include utilizing the case management approach or working closely with MDHS Case Managers.

The adults in the TANF case will participate in one or more of the following work activities as defined below:

a. Job Search and Job Readiness

Job readiness and job search activities are considered one activity by Federal law. These activities are defined as the act of seeking or obtaining employment, preparation to seek or obtain employment, including life skills training, and substance abuse treatment, mental health treatment, or rehabilitation activities for those who are otherwise employable. Such treatment or therapy must be determined to be necessary and certified by a qualified medical, substance abuse or mental health professional. A qualified professional is defined as any individual who is licensed or certified.

Structured job search and job readiness assistance activities are supervised daily by the case manager, instructor or other responsible person.

The maximum number of hours that can be included in the State's participation rate calculation for each participant in any 12-month period is limited to:

- a maximum of 120 hours for a single custodial parent whose youngest child is under age six; and
- 180 hours for a single custodial parent whose youngest child is age six or older.

A maximum of four consecutive weeks may be counted and reported as participation. After four consecutive weeks are reported, there must be at least a one-week break (seven consecutive days) before additional participation can be included in the participation rate calculation process.

b. Unsubsidized Employment

Unsubsidized employment is full or part-time employment in the public or private sector for which the state does not furnish aid or support to the employer for wages paid to the TANF recipient. Types may include:

- Regular and/or contractual employment in the public or private sector for which a person receives unsubsidized wages on an hourly, weekly, or monthly basis.
- Self-employment is work for which a person earns income directly from one's own business, trade or profession rather than a specified salary or wages from an employer. Income may be verified by a 1099/W2 form, check stubs or written statements from customers.

c. Subsidized Employment

Subsidized employment is defined as employment in the private or public sector for which the employer receives a subsidy from TANF or other public funds to offset some or all of the wages and costs of employing a TANF recipient. Subsidized employment includes the following employment models:

- Work supplementation where TANF funds that would otherwise be paid as assistance are paid to the employer;
- A third-party contractor, like a temporary staffing agency, serves as employer of record and is paid a fee to cover salary, expenses, and success in placing employees;
- Work study programs which involve paid employment provided by an educational institution if the student's earnings are subsidized by the educational institution; and
- Supported work for individuals with disabilities in an integrated setting, e.g., Vocational Rehabilitation Ability Works. Workers with disabilities may receive individualized services such as, but not limited to, transportation, family support or additional supervision.

Employers participating in a subsidy program must submit monthly documentation to verify participant attendance data. Agency staff will monitor and review employer reports to determine whether sufficient documentation exists to substantiate reported time and to warrant a subsidy payment. This auditing process will ensure the agency only pays for and reports actual and allowable hours of participation.

Work Study

Work study is also defined as subsidized employment. Work study is an approved employment plan at an accredited college, frequently granted in addition to other student financial aid. Various public funding sources may be utilized to pay earnings for hours worked. Earnings may be paid directly to the student or applied toward the student's tuition fees.

Temporary Employment with the U.S. Census

Certain temporary employment with the U.S. Census is defined as subsidized employment. This specifically refers to temporary census workers who are hired part-time during a census campaign. The

employment is not expected to last longer than three months and the income received is totally disregarded in establishing TANF eligibility and the TANF benefit amount. Employment will be verified, by the case manager, via employer wage verification forms or check stubs. Countable work hours must be based on employer reports (wage forms) or check stubs and will be projected forward up to three months.

d. Work Experience

Alternative Work Experience Program (AWEP) placements are only made with private non-profit or for-profit entities for no cash payment. These activities are intended to improve soft skills and build employability skills by offering training and experience for a better understanding of the work world so the individual may move more quickly into full-time employment. Individuals participating in these programs are subject to the Fair Labor Standards Act (FLSA) requirements and cannot be required to participate for more hours than the total benefits divided by the federal minimum wage (FMW). The maximum number of hours in any month that a participant may be required to participate in AWEP is based upon the family's combined value of TANF assistance (monthly grant and work stipend) and SNAP benefits divided by the federal minimum wage. The TANF benefit amount, net out child support, will be determined during the TANF application process and at each TANF redetermination appointment for all TANF cases that are subject to TANF Work Program requirements. TANF recipients assigned to this activity cannot displace regular workers. Based on certain criteria private, for-profit entities may be used for

AWEP placements. For example, a certain type of placement may be necessary for the participant to gain skills needed to successfully accomplish his/her career goals. Such entities must be approved in writing by the Director of the Division of Workforce Development and Program Management or designee.

e. Community Service Programs

Community Service placements are only made with public entities and are limited to projects that serve a useful public purpose in fields such as health, social service, environmental protection, education, urban and rural development and redevelopment, welfare, recreation, public facilities, and public safety. The main objective of assigning the TANF Work Program (TWP) participant to a community service activity is to improve soft skills and employability skills by offering training and experience for a better understanding of the work world so the individual may move more quickly into full-time employment. Individuals participating in these programs are subject to the Fair Labor Standards Act (FLSA) requirements and cannot be required to participate for more hours than the total benefits divided by the federal minimum wage (FMW). The maximum number of hours in any month that a participant may be required to participate in Community Services is based upon the family's combined value of TANF assistance (monthly grant and work stipend) and SNAP benefits divided by the federal minimum wage.

The TANF benefit amount, net out child support, will be determined during the TANF application process and at each TANF redetermination appointment for all TANF cases that are subject to TANF Work Program requirements. TANF recipients assigned to this activity cannot displace regular workers.

AmeriCorps (NCCC) Volunteers

AmeriCorps work activities are defined as community service. AmeriCorps NCCC is a 10-month, full-time, team-based residential program for individuals between the ages of 18-24 who are current TANF recipients or who have been included in a TANF case within the last six (6) years. AmeriCorps NCCC recruits and trains individuals who are willing to devote at least one year to serving their community to meet specific needs. In addition to gaining valuable skills, members are provided a living allowance during the ten (10) month program, housing, meals, limited medical benefits, uniforms, and up to \$400/monthly for childcare, if eligible.

f. Vocational Educational Training

Vocational education is defined as an organized educational program which offers a sequence of courses directly related to the preparation of individuals for employment in current or emerging occupations that do not require

an advanced degree. Such programs shall include competency-based applied learning which contributes in an individual's academic knowledge, higher-order reasoning, problem-solving skills, work attitudes, general employability skills, and the occupational-specific knowledge and skills that prepare participants for a specific trade, occupation, or vocation. Vocational education programs must be provided by education or training organizations, such as vocational-technical schools, community colleges, post-secondary institutions, proprietary schools, nonprofit organizations, and secondary schools that offer vocational education. Vocational educational training cannot be included in the work participation rate for more than 12 months for any individual. No more than 30% of the individuals counting toward the participation rate in a month may meet the work requirement by participating in vocational educational training. A teen parent head-of household attending secondary school or in an educational activity directly related to employment will be included in the 30%.

g. Education Directly Related to Employment

Education directly related to employment is defined as educational activities related to a specific occupation, job or job offer for individuals who have not received a high school diploma or an HSE diploma. This includes educational

courses designed to provide the knowledge and skills for specific occupations or work settings, but may also include adult education, English as a second language (ESL), literacy skills, HSE prep classes, and supervised study sessions.

h. Secondary School Attendance

Satisfactory attendance at secondary school or in a course of study leading to an HSE diploma is an allowable "non-core" activity for individuals age twenty and older who do not have a high school diploma or HSE diploma.

Participation in this activity is not restricted to individuals for whom obtaining an HSE diploma is a prerequisite for employment. Minor parents, under age twenty, who have not completed secondary school or received an HSE diploma will be encouraged to pursue a high school diploma or HSE diploma. Educational activities for individuals under the age of twenty are considered "core" activities and are countable in the participation rate calculation.

Educational activities for individuals age twenty and older are considered "non-core" activities and participation will only count in the work participation rate after the individual participates for an average of twenty (20) hours per week in a "core" activity.

i. On-the-Job Training

On-the-Job Training is defined as paid employment provided by a public or private employer through a contractual arrangement in which the employer provides training and skills essential to perform the job and the employer is reimbursed for the added costs associated with training. While engaged in productive work, the participant is provided additional daily supervision and training, which will provide the knowledge or skills essential to perform the job fully and adequately. The participant is compensated at a rate (including benefits) comparable to that of other employees performing the same or similar jobs. The state reimburses the employer up to 50 percent of the wages paid to the participant utilizing federal funds to offset the cost of training and supervision given to the participant.

The employer is expected to retain the participant as a permanent, unsubsidized employee at the end of the training period.

j. Job Skills Training Directly Related to Employment

Job skills training directly related to employment is training or education for job skills required by an employer to provide an individual with the ability to obtain employment or to advance or adapt to the changing demands of the workplace. Job skills training can include customized training to meet the needs of a specific employer or training that prepares an individual for employment, including literacy and language instruction, if necessary, to enable the participant to perform a specific job or engage in a specific job training program.

If available, funds shall be used by the Mississippi Community College Board (MCCB) for the assessment, enrollment, certification, follow-up and performance standards as they relate to career-related training of TANF Work Program (TWP) participants. Training may be established based on employer needs in a particular area of the State. Training may also be established on an individual basis based on the individual's career goal(s)/objective(s) and training needs in conjunction with employer needs.

As described in the Mississippi Code of 1972 Annotated at 43-17-5(6)(g), MDHS policy prohibits the displacement of regular workers by TANF recipients. No adult in a work activity shall be employed or assigned when another individual is on layoff from the same or any substantially equivalent job within six months, before the date of the TANF recipient's employment or assignment; or if the employer has terminated the employment of any regular employee or otherwise caused an involuntary reduction of its workforce in order to fill the vacancy created with an adult receiving TANF assistance. The Mississippi Department of Employment Security will appoint one or more impartial hearing officers to hear and decide claims by employees of violations.

Federal or State Emergency Declarations

In the event of a federal or state declared emergency, and placement opportunities and/or supportive services for work-eligible individuals are limited or not available, the state may, in specified counties, regions or statewide, temporarily place participants in "holding" until a suitable placement and/or supportive services can be arranged. Once a declared emergency period ends, the state will assess each family's current circumstances and require participation in allowable work activities on a case-by-case basis focusing on the safety, health and wellbeing of the family. The family's 60-month time limit counter will continue to increment but the 24-month time limit counter may be arrested during the emergency period. The 24-month counter will begin incrementing the month following the end of the declared emergency period, unless the participant is placed in an allowable work activity. Cases for participants placed in holding will be reviewed no less than every 30 days to determine if the family's circumstances have changed and if a placement and/or supportive services are available.

The state will permit participants the ability to claim good cause if they are unable to comply with TANF Work Program (TWP) requirements due to the emergency. TWP participants who are unable to participate in allowable work activities as a result of the emergency will be given good cause which will not affect the family's TANF benefits due to other reasons that prevent compliance and are outside the participant's control. TWP participants who can participate in the TWP but fail to comply could face conciliation and sanction. Participants will only have to provide evidence of good cause due to the emergency to avoid the timed penalty sanction if questionable.

State Agency Collaboration and Other Initiatives

In deciding how to best use Federal TANF funds for low-income families, MDHS issues Request for Proposals (RFP) to engage businesses, faith-based groups, other state/local agencies as well as local community based organizations in developing strong collaborative relationships to serve as the vehicle for the delivery of services to 1) provide assistance to needy families so that children may be cared for in their own homes or in the homes of relatives, 2) , 3) prevent and reduce out-of-wedlock pregnancies, and 4) encourage the formation and maintenance of two-parent families. Continuation and/or expansion of these initiatives are subject to availability of funding and the justification of need. MDHS may contract with public and/or private entities to provide services under TANF initiatives to assist families, end welfare dependency, and become self-sufficient. In conjunction with the above-mentioned collaborations, initiatives include, but are not limited to:

a. Child Care Enhancements

To end the dependence of needy parents on government benefits by promoting job preparation, work and marriage, MDHS may provide quality, comprehensive childcare services for children in the Temporary Assistance for Needy Families (TANF) Program and income-eligible, working families at risk of going onto TANF who meet Child Care Development Fund (CCDF) eligibility.

b. Responsible Parenthood Initiative

To encourage the formation and maintenance of two-parent families and prevent and reduce out-of-wedlock pregnancies, MDHS may provide comprehensive services that support and educate parents on the importance of responsible parenthood. The program goals are to:

- increase public awareness concerning the impact of a parent's absence,
- assist parents in becoming "Team Parents" and to share the legal, financial and emotional responsibilities of parenthood with the custodial parent of their child(ren)
- improve the self-image of parents and their families,
- increase parents' parental involvement in their child(ren)'s education,
- improve academic performance and graduation rate and reduce the dropout rate of their children,
- decrease the teenage pregnancy rate,
- decrease juvenile crime,
- promote two-parent families and both parents' role in the family, and
- recruit parents and expectant parents to volunteer as mentors to other parents.

Financial eligibility determination is not required for the program.

c. Post-Employment Assistance Programs

To end the dependence of needy parents on government benefits by promoting job preparation and work, MDHS may provide or collaborate with partner agencies to provide post-employment assistance services to current and former TANF recipients who are employed. Where appropriate, case managers will work with employers to ensure reasonable accommodation is provided to employees with disabilities. Individuals with language barriers shall be referred to an English as a Second Language (ESL) activity prior to job placement. Case management will also work with potential employers to ensure reasonable accommodation and language assistance are available at the work site to ensure meaningful access and effective communication. The goals of the initiative are to increase job retention, job advancement, and self-sufficiency for former and current TANF recipients. Families eligible for this program are not required to be TANF eligible but must be at or below 200 percent of the Federal Poverty Level.

d. TANF Prevention/Intervention Program

To develop projects in community-based settings to prevent and reduce at-risk behaviors among youth and their families to prevent, or break the cycle of welfare dependence, MDHS may provide services/activities to:

- reduce and prevent out-of-wedlock pregnancies,
- prevent/reduce substance abuse (use of alcohol, drugs and tobacco products), and
- prevent/reduce other behaviors that prevent the attainment of a high school diploma or HSE diploma.

Financial eligibility determination is not required for the program.

e. Afterschool or Summer Recess Program

To reduce out-of-wedlock pregnancy through intensive supervision or afterschool/summer program for non-adjudicated and age appropriate youth during non-school hours when youth are unsupervised and vulnerable. By engaging in activities that create a positive future, youth are enabled to consider how the choices they make today affect their tomorrow. Program activities include but are not limited to:

- academic tutoring
- literacy

- remediation
- financial literacy
- science, technology, engineering, arts, or math (STEAM)
- career exploration
- life and soft skills
- leadership and personal development
- work-based learning
- teenage pregnancy prevention
- drug, alcohol, and violence prevention
- Additional goals include but are not limited to:
 - reducing criminal activity
 - reducing drug and alcohol abuse
 - reducing violence
 - promotion positive family outcomes
 - increase in school attendance
 - to improve self-esteem, motivation and performance of youth

Financial eligibility determination is not required for the program.

f. Crisis Intervention Program

To provide assistance, using Federal TANF funds, to low-income families in resolving barriers to self-sufficiency. The program may use TANF funds to:

- Meet a TANF family's ongoing basic needs (i.e. food, clothing, shelter, utilities, household goods, personal care items, and general incidental expenses.)
- Provide assistance to families experiencing an emergent need (i.e. utility payments) That cannot be met with their own income and resources. This program is designed to deal with a specific situation or an episode of need and is not intended to meet recurrent or ongoing needs. These services will not extend for four (4) months.

Families are not required to be TANF eligible but must be below 185 percent of the Federal Poverty Level.

- g. The Mississippi Department of Human Services may implement a TANF Up-Front Diversion Program to provide assistance, using Federal TANF funds, to families with Emergency circumstances. As an alternative to TANF cash assistance, a family with an emergency circumstance may be eligible for a one-time short-term cash assistance payment.

To receive the diversion program assistance:

- Family unit must include an adult and dependent child(ren) under 18 years of age.
- Family members must have lived in the designated disaster areas or state/federally declared emergency area at the time disaster or emergency occurred.

- Family members must currently live together in Mississippi.
- Family members must not be current recipients of regular TANF, including Transitional Transportation or Transitional Child care.
- Family's primary individual must sign an agreement restricting any member of their household from receiving TANF for a period of three (3) months.

Households will be required to pass the gross income limits standard (200% of Federal Poverty Level). The maximum amount of resources the family may retain to be eligible is \$3000. In addition to the above, the adult(s) in the family must:

- be employed an average of 25 or more hours per week at or above the federal minimum wage;
- have documentation of the promise of a job starting within 14 days from the application date, working an average of 25 or more hours per week at or above federal minimum wage; or
- be currently participating in a short-term, work-related training program.

A payment of up to \$1,000 will be issued directly to the family (parent/caretaker relative and child) to assist in resolving any short-term financial issues related to basic needs (i.e., childcare, transportation, rent and relocation expenses).

- h. TANF funds may be used to provide family preservation services to families, with dependent children, earning at or below 350 percent of the Federal Poverty Level. Social workers and homemakers provide supportive services to

promote the safety and well-being of children and their families, promote stability and permanency, and preserve family unity. The goal of the program is to provide assistance to needy families so that children may be cared for in their own homes or in the homes of relatives.

- i. TANF funds may be used for temporary care (not to exceed 45 days) of children in foster care. The placements are through emergency shelter facilities and normally do not exceed 45 days. TANF funds will not be used to duplicate Federal foster care payments. Families eligible for this program are not required to be TANF eligible but must be below 350 percent of the Federal Poverty Level. The goal of the program is to provide assistance to needy families so that children may be cared for in their own homes or in the homes of relatives.
- j. In efforts to provide a continuum of service and prevent gaps of opportunity for youth and adults ages 16-59 and to reduce the overall incidence of poverty, TANF funds may be used for workforce, training and education to provide assistance to needy families and to end the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

Program activities include but are not limited to:

- adult basic education
- high school equivalency
- work based learning
- internships
- apprenticeships
- industry recognized credentials
- life and soft skills

Families that are eligible for this program must be at or below 350% of the federal poverty guidelines.

C. Ensure that parents and caretakers receiving assistance engage in work in accordance with section 407 (section 402(a)(1)(A)(iii) of the Social Security Act)

Mississippi will ensure that work eligible individuals (adult heads of household, needy caretaker relatives and non-recipient parents) receiving assistance under the Program will engage in work activities in accordance with regulation described in Section 407, Title IV of the Social Security Act. Mississippi will comply with the mandatory work requirements and strive to meet the 50% participation rate required under current TANF regulations. Participation rate requirements may be adjusted based on reduction in the caseload.

Work requirements and activities are defined in the Combined State Plan, TANF section (b) above. This document will be open for public review and comment according to the Administrative Procedures Act. The work requirements and activities are tracked through the MDHS eligibility and case management systems interface throughout the period of assistance to ensure compliance is met, appropriate penalties imposed, and time limits not exceeded.

Exemptions

TANF mandates participation in approved work activities for all adult recipients who do not meet specific exemption criteria. All adults who are not specifically exempt will be referred for work activities. When appropriate, reasonable accommodations and language assistance will be provided to recipients to ensure meaningful access and effective communication. An adult included in the TANF grant assistance unit may be exempt from the mandatory work requirements for one of the following reasons:

- Incapacitated and not eligible for vocational rehabilitation services
- Temporary illness or injury
- Pregnancy in third trimester if there is a verified complication with the pregnancy
- Caretaker of a child under 12 months old (up to 12 months)
- Caretaker of an ill or incapacitated person
- Age (over 60 and under 18)
- Domestic violence victim (up to 12 months)
- Caretaker in two-parent family of a child who is mentally retarded or physically handicapped

The State may exempt a TANF recipient from work requirements while receiving treatment for substance abuse as long as the recipient is in compliance with the treatment plan. If certain criteria are met, the recipient's treatment plan may be defined and countable under the TWP job readiness activity.

Sanctions

MDHS Policy provides for a full benefit sanction of TANF and comparable SNAP sanctions until compliance for families in which the non-exempt individual refuses, without good cause, to participate. If any adult in a household refuses, without good cause, to participate in work as required under TANF, the following full benefit sanction will apply. When appropriate, reasonable accommodations and language assistance will be provided to recipients to ensure meaningful access and effective communication to assist them in the conciliation process. If necessary and appropriate, the need for disability and language related accommodations are bases for good cause.

Table 25: Violations and Corresponding Penalties for Adults Receiving TANF Who Refuse to Participate in Work as Required by TANF

Violation	Penalty
1 st Violation	3 Months Minimum or Until Compliance
2 nd Violation	Permanent Disqualification

NOTE: For a two-parent family, the parent who was meeting work requirements, but lost TANF benefits due to the other parent's non-cooperation, may open his/her own case with the dependent children after six months.

Beginning October 1, 2001, State funds were used for cash assistance payments (TANF grant and transportation stipends) for two-parent families. The State does not claim these expenditures against the Maintenance of Effort requirement. Two-parent family cases are not included in the state's federal work participation rate calculation; however, federal work requirements apply to two-parent families.

The State will not reduce or terminate assistance to a single custodial parent caring for a child under age six (6) for refusing to engage in work, if the parent demonstrates an inability to obtain appropriate, quality childcare. The parent's demonstrated inability must be for one of the following reasons:

- a. Appropriate childcare is unavailable and/or unaffordable. Appropriate childcare is defined as a licensed childcare center, or a family day care (home or an individual) chosen by the parent/caretaker relative to care for the child. The childcare provider must be 18 years old or older.
 - Appropriate childcare must be within a reasonable distance (within a 20-mile radius) of the parent/caretaker relative's home or worksite.
 - Appropriate childcare must be affordable. Affordable formal childcare is childcare that is equal to or less than the established rates for the type of care according to the Division of Early Childhood Care and Development (DECCD).
- b. Informal childcare by a relative or under other arrangements is unavailable or unsuitable. Unavailable or unsuitable childcare shall be defined as a situation involving child abuse, neglect or an unsafe environment. If the parent/caretaker relative refuses to take the child to a particular day care center, he/she must inform the case manager of the reason for the refusal. The case manager must investigate to verify and substantiate the parent's claim of unsuitable childcare. Complaints involving child abuse, neglect or an unsafe environment will be reported to the MS State Health Department, Division of Child Care Facilities Licensure. The case manager must contact the DECCD representative to discuss the problem and determine what other childcare services are available in the area. The case manager will determine good cause for non-participation based on the investigation and information gathered. Parental complaints regarding a breakdown in receiving childcare services or against a DECCD representative must be submitted in writing to the Director, Division of Early Childhood Care and Development, Mississippi Department of Human Services, Post Office Box 352, Jackson, MS 39205. The parent/caretaker relative may also contact the DECCD Resource and Referral telephone line (1-800-877-7882).

D. Take such reasonable steps as the State deems necessary to restrict the use and disclosure of information about individuals and families receiving assistance under the program attributable to funds provided by the Federal Government (section 402(a)(1)(A)(iv) of the Social Security Act)

Mississippi will take reasonable and necessary steps to restrict the use and disclosure of information about individuals and families receiving assistance under the program attributable to funds provided by the federal government. MDHS restricts disclosure of recipient information pursuant to federal regulations and to laws regarding use of electronically exchanged data with a Confidential Information Agreement. MDHS also provides staff training upon entry and annually thereafter with an Awareness/Security Training form. These documents set forth policy

and penalties for safeguarding information in accordance with requirements for the exchange of information received from the Social Security Administration and Internal Revenue Service.

E. Establish goals and take action to prevent and reduce out-of-wedlock pregnancies, with special emphasis on teenage pregnancies (section 402(a)(1)(A)(v) of the Social Security Act)

MDHS will utilize partnerships with community-based organizations and agencies to impact the whole family by taking a multi-generational approach. This approach seeks to provide the basic needs of the family and the skills that will enable the family to become self-sufficient and ensure future well-being. The Sexual Risk Avoidance Education (SRAE) Program will promote sexual risk avoidance education as defined by Section 510 of the Social Security Act (42 U.S.C. 710) for youth 10-19 years of age and their families. The SRAE Program, known as The Healthy Teens for a Better Mississippi initiative, provides educational and innovative programs on healthy choices, youth development and sexual risk avoidance to aid in the continued reduction in teen pregnancies and out-of-wedlock births. Through this initiative CHAT (Choosing Healthy Alternatives for Teens) was created to engage teens in conversation surrounding teen pregnancy, making healthy choices, sexual risk avoidance and participating in peer leadership. These programs allow teens and parents alike to engage in a variety of activities/programs designed to address the challenges many teens face each day.

F. Conduct a program designed to reach State and local law enforcement officials, the education system, and relevant counseling services, that provides education and training on the problem of statutory rape so that teenage pregnancy prevention programs may be expanded to include men (section 402(a)(1)(A)(vi) of the Social Security Act)

- a. Any person seventeen (17) years of age or older has sexual intercourse with a child who:
 - (i) Is at least fourteen (14) but under sixteen (16) years of age;
 - (ii) Is thirty-six (36) or more months younger than the person; and
 - (iii) Is not the person's spouse; or
- b. A person of any age has sexual intercourse with a child who:
 - (i) Is under the age of fourteen (14) years/
 - (ii) Is twenty-four (24) or more months younger than the person; and
 - (iii) Is not the person's spouse.

MDHS will provide county offices with material, both printed and digital, about statutory rape for display where partner agencies, local schools, law enforcement, relevant counseling service agencies and the general public, including men who may have committed the crime, may view.

MDHS will use social media platforms to educate the general public on the problem statutory rape.

In addition, if funding is available, MDHS will continue to award TANF funding on a competitive basis to subgrantees that incorporate education and training about statutory rape within their teen pregnancy prevention programs or parenthood initiatives to include educators, law enforcement, relevant counseling services and other vital service providers to include programs expanded to include men.

MDHS staff is required to report suspected abuse or neglect to the appropriate entity.

G. Implement policies and procedures as necessary to prevent access to assistance provided under the State program funded under this part through any electronic fund transaction in an automated teller machine or point-of-sale device located in a place described in section 408(a)(12), including a plan to ensure that recipients of the assistance have adequate access to their cash assistance (section 402(a)(1)(A)(vii) of the Social Security Act)

Mississippi delivers TANF benefits via the Mississippi Debit MasterCard Program ePayment/EPPICard. Mississippi also delivers other benefits via the EPPICard including child support, adoption subsidy and foster board payments.

TANF assistance may be accessed worldwide at any commercial point-of-sale (POS) machine using the recipient's signature and PIN number. Cash may be accessed at any automated teller machine (ATM) that displays the MasterCard logo or teller-assisted withdrawals in a bank or credit union location that displays the MasterCard logo. Recipients may also receive cash back with a purchase at their favorite merchant locations that accept MasterCard. TANF recipients experiencing a problem accessing their TANF benefits can contact their local county office or call customer services toll free. The State will work one-on-one with TANF recipients reporting inadequate access to their cash benefit.

Pursuant to regulations described in Section 4004 of Public Law 112-96, Mississippi's policies outline procedures to prevent access to TANF assistance through electronic fund transactions at casinos, liquor stores, and establishments providing adult-oriented entertainment. This section also explains how the state ensures that recipients have adequate access to their TANF assistance and can withdraw the TANF assistance with minimal fees or charges, including the opportunity to access the TANF assistance with no fee or charge and how information on fees are communicated to recipients.

Mississippi law follows the Federal Statutes to prohibit the use or acceptance of an electronic benefit transfer card at the following locations:

- Liquor or package stores that sell intoxicating liquor, either exclusively or primarily;
- Gambling establishments that offer, as its primary services, casino, gambling or gaming activities; and
- All retail establishments that provide adult-oriented entertainment in which performers disrobe or perform in unclothed state for entertainment.

State law prohibits TANF benefits from being accessed from an Automated Teller Machine (ATM) or Point-of-Sale (POS) device physically located in:

- | | |
|---------------------------------------|---|
| • Liquor Stores | • Gambling Establishments |
| • Strip Clubs | • Jewelry Stores |
| • Tattoo and Body Piercing Parlors | • Tobacco Paraphernalia Stores |
| • Spas | • Nail Salons |
| • Lingerie Shops | • Massage Parlors |
| • Vapor Cigarette Stores | • Psychic or Fortune Telling Businesses |
| • Bail Bond Companies | • Dog or Horse Racing Facilities |
| • Movie Theaters | • Cruise Ships |
| • Theme Parks | • Video Arcade |
| • Pari-mutuel Facilities | • Sexually Oriented Businesses |
| • Businesses or Retail Establishments | |

Where Minors under 18 are not Permitted

State law also prohibits TANF benefits from being used to purchase the following items:

- Alcohol
- Liquor or Imitation Liquor
- Bail
- Lottery tickets
- Tobacco Products
- Travel Services Provided by a Travel Agent
- Money Transmission to Locations Agent Abroad
- Cigarettes
- Sexually Oriented Adult Materials
- Gambling Activities
- Tattoos
- Concert Tickets
- Professional or Collegiate Sporting
- Tickets for Other Entertainment Events
- Intended for the General Public

In order for Mississippi to prevent prohibited transactions and purchases as defined above, agency staff will discuss with TANF applicants/recipients the proper use of their TANF benefits at initial application and redetermination. All county offices are required to display a poster with the TANF restrictions and penalties in a prominent location.

Methods for reporting fraud include the Fraud Tip Hotline toll free number 1-800-299- 6905 and the Fraud Tip Email fraud@mdhs.ms.gov. To expand the pathway of communication regarding programmatic fraud, fraud tips can now also be submitted to the Division of Investigations through the Fraud Tip PowerForm located on the MDHS website. This form can be accessed by clicking on the “Report Fraud” button located on the MDHS homepage, or by direct link at <https://www.mdhs.ms.gov/report-fraud/>.

The assistance unit will be denied TANF benefits when the MS Debit MasterCard is used at prohibited locations or prohibited items are purchased as outlined below:

Violation	Penalty
1 st Violation	3 Months
2 nd Violation	Permanent Disqualification

H. Ensure that recipients of assistance provided under the State program funded under this part have the ability to use or withdraw assistance with minimal fees or charges, including an opportunity to access assistance with no fee or charges, and are provided information on applicable fees and surcharges that apply to electronic fund transactions involving the assistance, and that such information is made publicly available (section 402(a)(1)(A)(viii) of the Social Security Act)

The cardholder can use their EPPICard at vendor and bank locations worldwide wherever MasterCard is accepted. EPPICard transactions performed at some POS machine vendors are subject to surcharges by the financial institution or owner.

Form MDHS-EA-303A, Mississippi Debit MasterCard Program ePayment/EPPICard Customer Information Sheet, is provided to and discussed with the TANF recipient during the interview at application and redetermination. The MDHS-EA- 303A also informs the recipient of merchant and bank locations where cash benefits may be redeemed. The card carrier mailed with the EPPICard also provides this information, as well as EPPICard account access, card use and customer service information. Recipients may also access this information via the internet at <https://www.eppicard.com/>.

Fees:

Purchase - No fee

- Cash-back or Bank Teller Window - No fee
- In-Network ATM Cash Withdrawal - \$1.75 after 3 withdrawals (each withdrawal, each calendar month)
- Out-of-Network ATM Cash Withdrawal - \$1.75
- In-Network ATM Balance Inquiry - \$0.75 after 3 inquiries (each inquiry, each calendar month)
- Out-of-Network ATM Balance Inquiry - \$0.75
- Card Replacement - \$5.00
- Expedited Card Delivery - \$16.00
- In-Network ATM Denial for Insufficient Funds - \$0.50 after 3 denials (each denial, each calendar month)
- Out-of-Network ATM Denial for Insufficient Funds - \$0.50
- Monthly Account Access by Calling Customer Service - \$0.50 after 5 calls (each call, each calendar month)

ATM Surcharges:

A surcharge is an additional fee that may be charged for using a card at an ATM, or for withdrawing cash only at some point-of-sale machines in retail stores. The surcharge is charged by the owner of the equipment or financial institution supporting the ATM.

Banks and other retailers may have varying surcharges. Recipients may avoid the surcharge by accessing benefits at any Hancock, Trustmark or Regions Bank ATM.

TANF recipients are informed of benefit prohibitions by use of posters displayed in all MDHS county offices. In addition to the MDHS-EA-303A noted above, benefit use prohibitions are provided to all TANF households via the MDHS-EA-300, TANF Rights and Responsibilities, and the MDHS-EA-312, Personal Responsibility Contract. Benefit use prohibitions are also included in the TANF Approval Notice, the MDHS website, the EPPICard website, and through the recipient's online account "My MDHS Account". In addition, County and Regional Directors randomly observe TANF client interviews to ensure that eligibility workers are complying with requirements to explain benefit use and restrictions with TANF households.

I. Indicate whether it intends to treat families moving from another State differently from other families under the program, and if so how (section 402(a)(1)(B)(i) of the Social Security Act)

Mississippi will not treat families moving into the State differently than other families under the TANF program. To treat families differently would create an unfair advantage to person moving into the State with higher benefits.

J. Indicate whether it intends to provide assistance to non-citizens, and if so include an overview of the assistance (section 402(a)(1)(B)(ii) of the Social Security Act)

Mississippi will provide assistance to individuals who are not citizens of the United States only in accordance with the provisions outlined in the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, Mississippi Code of 1972 Annotated 43-17-5 and subsequent amendments to the Social Security Act.

The following qualified aliens are eligible:

- For five years after obtaining the designated alien status:

- An alien admitted as a refugee defined under Section 207 of the Immigration and Nationality Act (INA);
 - An alien who is granted asylum defined under Section 208 of the INA;
 - An alien whose deportation is being withheld defined under Section 243 of the INA, or whose removal is being withheld under Section 241 of the INA; or
 - An alien lawfully admitted for permanent residence, if the alien entered the U.S. within the last five (5) years as a refugee, an asylee, or deportation was withheld.
- For an unlimited period, the following qualified aliens lawfully admitted for permanent residence:
 - Aliens who are veterans of the U.S. Armed Forces (honorably discharged for reasons other than alienage); active duty personnel of the U.S. Armed Forces (other than active duty for training), and their spouses and unmarried dependent children; and
 - Aliens who are lawfully admitted for permanent residence and have worked for 40 qualifying quarters of coverage or can be credited with such quarters, not including quarters beginning January 1, 1997 in which the alien received any Federal means-tested public benefit.

NOTE: Unlimited Period does not mean there are no time limits applicable to the TANF case; only that the qualified alien may receive benefits, if otherwise eligible, under the same time limit maximums as all other TANF assistance cases.

Mississippi may provide assistance to victims of severe forms of trafficking to the same extent as aliens.

K. Set forth objective criteria for the delivery of benefits and the determination of eligibility and for fair and equitable treatment, including an explanation of how it will provide opportunities for recipients who have been adversely affected to be heard in a State administrative or appeal process (section 402(a)(1)(B)(iii) of the Social Security Act)

Mississippi has established objective criteria for the delivery of benefits and the determination of eligibility and for fair and equitable treatment, including the opportunity for recipients who have been adversely affected to be heard in a State administrative or appeal process. The State will administer the due process notification of adverse action with an opportunity for a fair hearing handled independently of the county office eligibility and/or benefit level decision to resolve any recipient benefit decreases, terminations, or related issues. Basic assistance program eligibility criteria and benefit levels are the same statewide.

Criteria or Basis for a Hearing

An applicant or recipient has a right to appeal decisions regarding eligibility for assistance including the following issues:

1. Decisions regarding eligibility and/or amount of TANF benefits
2. Conditions of payment or repayment
3. Denial of opportunity to make application or reapplication of benefits
4. Undue delay in determining eligibility for TANF and in making TANF benefits available
5. Suspension or discontinuance of TANF benefits in whole or in part
6. Assignment or participation issues in the TANF Work Program, including work exemptions, supportive services, good cause, etc.
7. Decisions regarding cooperation with the Division of Child Support Enforcement and good cause claims
8. Application of penalties which results in rejection of application, case closure, or reduction of benefits

NOTE: Some issues that are established by law are not subject to the fair hearing process, such as the maximum TANF benefit level.

Requesting a Hearing

TANF applicants or recipients have the choice of either an agency conference or a state hearing to appeal any decision made on their cases. Individuals may bypass the agency conference and request a state hearing, or if they choose to request an agency conference and are dissatisfied with the result, a state hearing may then be requested. The individual must make the request for a hearing in writing and sign the request. The claimant may be represented by any one designated; however, the designation must be made in writing.

The request for a hearing may be made by:

1. Checking in the space provided on any of the notification forms
2. Writing a letter indicating a request for a hearing
3. Completing form MDHS-EA-305, Request for a Hearing

The individual may make the request orally, but this must be followed by a formal written request. The worker will assist the individual by explaining how to request a hearing, sending the form MDHS-EA-305 (Request for a Hearing) to the individual who does not wish to write a letter and lacks a notification form, or helping to fill out a request form when the individual comes to the office of the Department of Human Services and requests a hearing. The request for a hearing may be sent to the county office or to the Administrative Hearings Unit. The worker may give the individual an addressed envelope when the individual prefers to mail the request himself.

State Hearing Request After Local Hearing

When the individual has had a local hearing and is not satisfied with the outcome, he must request a state hearing within 90 days, following the expiration of the advance notice of case change or closure.

NOTE: To prevent the action or to request continued benefits, the hearing request must be made within 10 days from the date of the change/closure notice. If the 10th day falls on a weekend or holiday, the individual must always be given until the first working day following the weekend or holiday.

1. Indicate whether the State intends to assist individuals to train for, seek, and maintain employment (Section 402(a)(1)(B)(v) of the Social Security Act).

1. providing direct care in a long-term care facility (as such terms are defined under section 1397j of this title); or
2. in other occupations related to elder care, high-demand occupations, or occupations expected to experience labor shortages as, determined appropriate by the State for which the State identifies an unmet need for service personnel, and, if so, shall include an overview of such assistance.

If TANF funding is available, Mississippi will assist TANF Work Program participants to train for, seek, and maintain employment:

- providing direct care in a long-term care facility (as such terms are defined under section 1397j of this title); or
- in other occupations related to elder care determined appropriate by the State for which the State identifies an unmet need for service personnel.

Mississippi's four local Workforce Development Areas have identified Healthcare in their Sector Strategy Plans to help align the state's resources with needs of business and industry, career goals of workers and the economic goals of the state. The Mississippi Department of Human Services (MDHS), Division of Workforce Development (DWD) will partner with the

Mississippi Community College Board (MCCB) and/or community colleges, Mississippi Department of Employment Security (MDES) and/or other entities to provide short-term training (e.g., Certified Nurses Assistance (CNA) training for placement in a nursing home, etc.) for TANF Work Program (TWP) participants who seek employment in the

eldercare workforce. Training may be established on an individual basis based on the individual's career goal(s)/objective(s) and training needs in conjunction with employer needs.

M. Provide for all MOE-funded services the following information: the name of the program benefit or service, and the financial eligibility criteria that families must meet in order to receive that benefit or service. In addition, for TANF MOE-funded services (co-mingled or segregated MOE) describe the program benefit provided to eligible families (SSP services do not have to include a description but the Department of Health and Human Services encourages it) (§263.2(b)(3) & §263.2(c) preamble pages 17826-7)

The State shall maintain a Segregated State program for the following state-funded programs. These programs shall count towards the State's MOE:

- State funded scholarship programs for needy families with dependent children that began after 1995. [Mississippi Code of 1972 Sections 37-106-29, 37-106-31, and 37-157-1 amended by Senate Bill 2231(1997) and House Bill 1273(1998)]

Eligible population: A needy family is defined as a family with a dependent child(ren) and an average annual income at or below 350 percent of the Federal Poverty Level. The eligible child is defined as anyone who has not yet attained their 24th birthday, continuously enrolled in a program of post-secondary education [Attorney General's Opinion (September 6, 2002)]. The eligible child is not a veteran, not a graduate or professional student, not married, not an orphan or ward of the court, and does not have legal dependents. The eligible child is living in the home; however, he/she may be absent from the home for periods while attending the post-secondary program.

The cost of a scholarship provided to the head of household and/or his/her spouse in an income eligible family shall also count toward the State's MOE requirement.

- State funded programs to increase the likelihood of school success of preschool and school age children in needy families. Eligible population: Preschool and school age children from families with an income at or below 185 percent of the Federal Poverty Level. Mississippi established new programs to assist needy families with educational opportunities. The Mississippi Department of Education developed state funded programs for 3 and 4-year-olds whose families are at or below 200 percent of the federal poverty level. However, the Reading and Intervention Program was established for school age children who have scored low on state tests and this program does not have a financial eligibility criteria. Pamphlets, brochures, and posters are provided to local MDHS offices ensuring the public is aware of all available services funded by the Mississippi Department of Education. The TANF goals of these programs/activities are to:
 - Provide assistance to needy families so that the children may be cared for in their homes or in the homes of relatives;
 - End the dependence of needy parents on government benefits by promoting job preparation and work. These programs provide safe and stable environments which help children succeed and allow their parents to work;
 - Prevent and reduce the incidence of out-of-wedlock pregnancies; and
 - Encourage the formation and maintenance of two-parent families

State funds may be used for the following programs/expenditures. The eligibility criteria, if applicable, is 185 percent of the Federal Poverty Level:

- State funded programs to assist TANF Work Program participants with out-of-pocket expenditures for work-related items and/or services required by the employer in order to accept or maintain employment;
- State funded expenditures to provide basic assistance and transportation assistance as applicable;

- Mandatory State funded expenditures for early care and education for children whose parent(s) are employed or required to participate in TANF Work Program activities;
- State funded administrative expenditures for frontline caseworkers and state level staff which includes salaries, office supplies, and commodities as defined in MDHS' subgrantee manual; and
- State funded expenditures to maintain and enhance the eligibility and case management systems required to support the TANF Work Program.

State funded expenditures include the cost related to providing case management services.

TANF Certifications

The State Plan must include	Include
1. Operate a child support enforcement program under the State Plan approved under part D. (section 402(a)(2) of the Social Security Act);	Yes
2. Operate a foster care and adoption assistance program under the State Plan approved under part E, and that the State will take such actions as are necessary to ensure that children receiving assistance under such part are eligible for medical assistance under the State Plan under title XIX. (section 402(a)(3) of the Social Security Act);	Yes
3. Specify which State agency or agencies will administer and supervise the program referred to in paragraph (1) for the fiscal year, which shall include assurances that local governments and private sector organizations (section 402(a)(4) of the Social Security Act)—	
3. (A) have been consulted regarding the plan and design of welfare services in the State so that services are provided in a manner appropriate to local populations; and	Yes
3. (B) have had at least 45 days to submit comments on the plan and the design of such services;	Yes
4. Provide each member of an Indian tribe, who is domiciled in the State and is not eligible for assistance under a tribal family assistance plan approved under section 412, with equitable access to assistance under the State program funded under this part attributable to funds provided by the Federal Government. (section 402(a)(5) of the Social Security Act);	Yes
5. Establish and enforce standards and procedures to ensure against program fraud and abuse, including standards and procedures concerning nepotism, conflicts of interest among individuals responsible for the administration and supervision of the State program, kickbacks, and the use of political patronage. (section 402(a)(6) of the Social Security Act);	Yes
6. (optional) Establish and Enforcing standards and procedures to (section 402(a)(7) of the Social Security Act).—	
6.i. screen and identify individuals receiving assistance under this part with a history of domestic violence while maintaining the confidentiality of such individuals;	Yes
6.ii. refer such individuals to counseling and supportive services; and	Yes
6.iii. waive, pursuant to a determination of good cause, other program requirements such as time limits (for so long as necessary) for individuals receiving assistance, residency requirements, child support cooperation requirements, and family cap provisions, in cases where compliance with such requirements would make it more difficult for individuals receiving assistance under this part to escape domestic violence or unfairly penalize such individuals who are or have been victimized by such violence, or individuals who are at risk of further domestic violence.	Yes

Jobs for Veterans State Grants

- a. How the State intends to provide employment, training and job placement services to veterans and eligible persons under the JVSG;
- b. The Jobs for Veterans' State Grants (JVSG) are mandatory, formula-based staffing grants to States (including DC, PR, VI and Guam). The JVSG is funded annually in accordance with a funding formula defined in the statute (38 U.S.C. 4102A (c) (2) (B) and regulation and operates on a fiscal year (not program year) basis, however, performance metrics are collected and reported quarterly on a Program Year basis (as with the ETA-9002 Series). Currently, VETS JVSG operates on a multi-year grant approval cycle modified and funded annually.
- c. In accordance with 38 U.S.C. § 4102A(b)(5) and § 4102A(c), the Assistant Secretary for Veterans' Employment and Training (ASVET) makes grant funds available for use in each State to support Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representatives (LVER) staff. As a condition to receive funding, 38 U.S.C. § 4102A(c)(2) requires States to submit an application for a grant that contains a State Plan narrative, which includes:
 1. How the State intends to provide employment, training and job placement services to veterans and eligible persons under the JVSG;

Mississippi Department of Employment Security (MDES) will assign and utilize DVOP Specialists and other agency employees trained in case management to metropolitan WIN Job Centers throughout the state where the needs of individualized career services are greatest. Services will be provided in person and remotely as needed. JVSG staff will travel to other WIN Job Centers to serve veterans as needed. DVOP Specialists will conduct relationship building, outreach and recruitment activities with other service providers in the local area to enroll eligible veterans in the JVSG program. With the approval of this plan, JVSG will operate on a four-year plan.

MDES will assign and utilize LVER staff and other agency employees to promote the advantages of hiring veterans to employers, employer associations, and business groups. LVER staff will advocate for all veterans served by the WIN Job Center with business, industry, and other community-based organizations. LVER staff will be assigned to a multi-county area and will be housed in WIN Job Centers throughout the area.

MDES will fill grant-funded vacancies expeditiously despite State budget problems, hiring freezes, and furloughs. MDES plans to identify projected losses and retirements early when possible. Applicants will be given the following order of priority: qualified service-connected disabled veterans, qualified eligible veterans, and qualified eligible persons.

To ensure vacancies are filled timely, veteran (non-JVSG) staff in the agency may be considered for assignment to the program if no eligible veteran is available to fill the position.

- d. The duties assigned to DVOP specialists and LVER staff by the State; specifically implementing DVOP and LVER duties or roles and responsibilities as outlined in 38 U.S.C. § 4103A and 4104. These duties must be consistent with current guidance;

In accordance with Veterans' Program Letter 03-14, including changes 1 and 2, or most recent policies, Disabled Veterans' Outreach Program (DVOP) Specialists provide individualized career services to veterans experiencing significant barriers (SBE) to employment, with an emphasis on assisting veterans who are economically or educationally disadvantaged.

The WIN Job Center staff identify eligible veterans or eligible persons at the point of entry using the intake (attestation) form and complete initial assessments. Those identified (self-attest) as having SBE will be referred to the DVOP Specialists or, in instances where a DVOP Specialist is not available or has reached the predetermined caseload, another WIN Job Center staff will provide services, including individualized career services. To better serve this target group, DVOP Specialists will continue to be oriented in all WIN Job Center programs, i.e., WIOA qualifications.

The Disabled Veterans' Outreach Program (DVOP) Specialist works directly with veterans and eligible persons who have significant barriers to employment. The services provided by a DVOP Specialist are referred to as individualized career services. These services include, but are not limited to:

- Comprehensive and specialized assessments.
- Career planning.
- Individual Employment Plans (IEPs).
- Individual counseling.

The DVOP Specialists conduct the following outreach activities to locate and assist eligible veterans and eligible persons:

- Veterans Rehabilitation & Employment Centers.
- Vet Centers, VA Medical Centers and Outpatient Clinics.
- Homeless Veterans Reintegration Program (HVRP) Projects and Homeless Shelters.
- Community-based and Civic Organizations.
- Veterans' Service Organizations.
- Mississippi Department of Rehabilitation Offices.
- Workforce Partners and Service Providers.
- Veterans Affairs Coordinators at colleges.
- Faith-Based Organizations.
- Reserve and National Guard units.
- Military Base Family Service/Support Centers.
- Military Treatment Facilities and Warrior Transition Units.
- Other venues and locations where veterans congregate.

In the event that a DVOP Specialist does not have a full caseload of eligible veterans and eligible persons, the DVOP Specialist may perform additional activities, in the order specified below:

- Review all open case files of current participants who have significant barriers to employment and perform casemanagement duties.
- Conduct relationship building, outreach, and recruitment activities with other service providers in the local area to enroll eligible veterans and eligible persons who have SBE in the WIN Job Centers employment system.

LVER Staff

In accordance with Veterans' Program Letter 03-14, including changes 1 and 2, or most recent policies, Local Veterans' Employment Representatives (LVER) staff conducts outreach to employers in the area to assist veterans in gaining employment. LVER staff will conduct outreach to businesses and industries by email, text, phone, mail, employer forums, and face to face office visits.

LVER staff will advocate for all veterans served by the WIN Job Centers with business, industry, and other community-based organizations by participating in appropriate activities such as:

- Planning and participating in job and career fairs.
- Conducting employer outreach.
- Educating all WIN Job Center staff and partners with current employment initiatives and programs for veterans.
- Conducting job searches and workshops, and establishing job search groups, in conjunction with employers.
- Coordinating with unions, apprenticeship programs, and businesses or business organizations to promote and secure employment and training programs for veterans.
- Informing Federal contractors of the process to recruit qualified veterans.
- Promoting credentialing and licensing opportunities for veterans.
- Coordinating and participating with other business outreach efforts.

Local Veterans' Employment Representative (LVER) staff and WIN Job Center staff will work with the U.S. Small Business Administration to provide information to veterans on opportunities in federal contracting. This will assist service-disabled business owners to receive information on sole-source and set-aside procurement opportunities and benefits. LVER staff will continue outreach efforts to federal contractors. LVER staff members are active members of the Business Services Team. They conduct outreach in conjunction with WIOA Title I, WIOA Title III, TANF, Reemployment Services and other programs. All Business Services Team members, including the LVER staff, share a joint employer visit case management system.

The expected outcomes are enhanced employability and placement of veterans who seek employment, increased employers' awareness of the benefits to hiring veterans, and increased knowledge of services offered by WIN Job Centers.

e. [The manner in which DVOP specialists and LVER staff are integrated into the State's employment service delivery system or American Job Center;](#)

Program Integration and Leveraging Resources

DVOP Specialists and LVER staff are an essential part of and fully integrated into the WIN Job Center network; which consists of all staff employed by programs or activities operated by job center partners that provide job-driven online and/or in-person workforce development or related support services as part of the workforce development system. Other WIN Job Center partner staff members include the staff of the Workforce Innovation and Opportunity Act (WIOA), Wagner-Peyser (WP), and other network partner programs.

LVER staff will continue to be viable and effective in the WIN Job Center delivery system, e.g., facilitating and participating in employer marketing services, employer job fairs, etc. LVER staff will continue to be considered key players and team participants in business development activities and employer marketing efforts, developing jobs for WIN Job Centers, marketing veteran services to employers, assisting employers at job fairs, and facilitating employer recruitments. Veterans who have significant barriers to employment are referred to the DVOP Specialist after initial basic services. All of these activities translate into a fully integrated system with positive benefits and productivity for the WIN Job Centers and also subsequently result in the development of seamless employment opportunities for veterans.

DVOP Specialist and WIN Job Center staff will continue to identify service providers in the state and establish linkages to leverage and enhance employability and placement of veterans. LVER staff and WIN Job Center staff will continue to seek out and partner with other economic stakeholders regarding the employment of veterans, i.e., Chambers of Commerce, economic development units, human resource associations, professional organizations, educational institutions, training providers, and others by attending meetings and through outreach.

LVER staff will conduct outreach to other organizations that provide employment services to veterans. MDES will negotiate future Memorandums of Understanding with service providers as appropriate to bring additional services as part of the overall service delivery strategy.

The MDES website provides information about available employment and training-related services. MDES plans to use service brochures to convey information on employment and training opportunities to veterans during the initial basic services. Information may also be provided by phone, mail, or electronically through the agency workforce technology system.

To better meet the needs of employers wishing to hire veterans, a coordinated approach to marketing and service delivery will include the LVER staff and other WIN Job Center staff. Chambers of Commerce, economic development units, veterans' organizations, and colleges/community colleges will be invited to play a key role in marketing a job-driven campaign to help veterans make decisions based on their individual employment needs coupled with the projected labor market. MDES plans to continue using marketing brochures and tools to target veterans and employers resulting in increased job opportunities for veterans.

f. The Incentive Award program implemented using the 1% grant allocation set aside for this purpose, as applicable;

Performance Incentive Awards

MDES intends to use up to one percent of the annual JVSG allocation for Performance Incentive Awards. In accordance with Veterans' Program Letter 04-19, MDES has established a performance incentive awards program to recognize individuals for quality employment outreach, placement services to veterans, promotion of Hire Veterans Medallion Program, promotion of entry into federal employment, outstanding case management, and efforts to assist hard-to-place populations. Individuals must provide a cognizable service that exceeds their ordinary job duties and demonstrates extraordinary and commendable efforts on behalf of eligible veterans and eligible persons. It includes outstanding outreach and placement efforts on behalf of veterans, or extraordinary community relations efforts to increase the awareness of veterans' issues.

The incentive awards program was established to (a) encourage the improvement and modernization of employment, training, and placement services for veterans and (b) recognize eligible employees and WIN Job Centers for excellence in the provision of such services, or for having made demonstrable improvements in the provision of services to veterans.

MDES expects an increase in services to veterans by our partners, innovative approaches to servicing veterans, expanded program integration, an increase in performance outcomes and increased advocacy within the employer community. MDES also expects that staff will:

- Improve the employment status of veterans who have significant barriers to employment.
- Improve policies and procedures related to veterans' services.
- Improve the promotion of services to veterans by rewarding innovative outreach strategies, supportive services, case management and job development.
- Improve procedures that will increase collaboration and improve performance outcomes.

The incentive program will bring attention to veterans as a group with special employment needs and will reinforce the special federal regulations that support priority of services to veterans.

Eligible recipients of incentive awards are DVOP specialists, LVER staff, and any other individual who provides employment, training, and placement services to veterans under the WIOA, including labor exchanges funded by the Wagner-Peyser Act or staff of the WIN Job Centers. WIN Job Centers may receive the incentive award as an entire office. Awards to WIN Job Centers will be reserved for instances where most, if not all, employees in an office contribute to improving employment or training services offered and provided to veterans. The incentive award will be inclusive of the full spectrum of Department of Labor employment and training-related programs and non-Federal partners.

The selection criteria for award recipients will be based on performance standards and activities accomplished during the fiscal year for which the award is given. Consideration for employees and offices that demonstrate outstanding outreach on behalf of veterans who have barriers to employment, especially homeless, incarcerated, disabled, and recently separated veterans. Attitude, motivation, program improvement, positive feedback, and other indicators of outstanding performance will be given consideration in addition to numerical data.

Awards are administered by the Director of the Office of Job Connections and the Employment Manager of Workforce Services, with input from local management. The incentive program award will be one percent of the initial grant allocation. Disbursement of incentive award funds will be in non-cash award items representing the total amount of designated funding. Awards options include membership dues, personal services, and travel expenses for conferences, award ceremonies, training, and other items.

The costs of these individual trips or alternative awards, will not exceed \$3,000.00. All trips and other awards provided will not exceed 1% of the incentive award amount of \$16,875.00 or subsequent incentive award amount totals.

Each award winner (3-4 per year, depending on the budget) will be provided official travel to include flight, mileage, hotel and government per-diem. Award travel expenses for conferences may include, but not limited to, the National Association of State Workforce Agencies National Veterans Conference. The monetary amount of each award will be adjusted accordingly to stay within the allocated budget.

Selection of recipients and presentation of incentives will be made by the end of the fourth quarter of each year. Incentive award funds will be obligated by September 30th of each year and liquidated by December 31st of the same year. An Incentive Award Report will be submitted with the quarterly report due mid-November.

g. The populations of eligible veterans to be served, including any additional populations designated by the Secretary as eligible for services, and any additional populations specifically targeted by the State Workforce Agency for services from one-stop delivery system partners (e.g., Native American veterans; veterans in remote rural counties or parishes);

Targeting Services to Veterans with Significant Barriers to Employments (SBE)

In accordance with 38 U.S.C. 4103A, Veterans' Program Letter 03-14, including changes 1 and 2, or most recent policies, the DVOP Specialists will provide individualized career services to eligible veterans and eligible persons who have significant barriers to employment (SBE) through the case management approach. An eligible veteran or eligible person is determined to have SBE if he or she attests to belonging to at least one of the six criteria below:

- A special disabled or disabled veteran, who is entitled to VA compensation or released from active duty because of a service-connected disability.
- Homeless.
- A recently separated service member who at any point in the previous 12 months has been unemployed for 27 or more nonconsecutive weeks.
- Offender.
- Lacking a high school diploma or equivalent certificate.
- Low-income, as defined by WIOA.

In accordance with , DVOP Specialist will target services to other special populations of veterans who have SBE in accordance with VPL 03-19 or most recent policies:

- Veterans aged 18-24.
- Vietnam-era veterans.
- Eligible transitioning service members.
- Receiving treatment at a military treatment facility or warrior transition unit.

- Spouse, or other family caregiver or a caregiver of an eligible veteran.
- Most recent populations as designated by the Secretary of Labor.

At the local level, WIN Job Centers' management will utilize the manager's report on services to veterans, the DVOP Specialist's outreach and recruitment activity report, and the DVOP Specialist's case management log to monitor and assess the productivity and quality of services provided to veterans.

At the state level, the State Veterans Coordinator (lead LVER) will continue to conduct WIN Job Center assistance visits to ensure guidelines set forth in Veterans' Program Letters, State Plan, Special Grant Provisions for Jobs for Veterans Grants, 38

U.S.C. Chapters 41 and 42, and other applicable compliance requirements are followed. Performance reports will be analyzed quarterly.

[h. How the State implements and monitors the administration of priority of service to covered persons;](#)

Priority of Service

To ensure veterans receive consideration for all opportunities for which they qualify, MDES ensures covered persons are aware of their entitlement to priority of service. Also, the full array of employment, training, and placement services available through the WIN Job Centers service points and that all applicable eligibility requirements for these programs are understood and applied.

MDES will also utilize the following as means of providing priority of service:

- Referral of qualified veterans to new job openings, especially Federal Contractor job orders, prior to all non-veteran job referral activity.
- Veterans placed at the top of WIOA waiting lists (Individual Training Accounts and On-the-Job Training) for limited training funds.

MDES management will monitor priority of service by reviewing quarterly performance reports, manager's report on services to veterans, and MS Works reports. MDES management will monitor priority of service in covered programs at two levels. At the local level, WIN Job Centers will continue to use established protocol of identifying targeted groups. At the state level, management will continue to analyze quarterly performance reports, manager's report on services to veterans, and MS Works reports.

WIN Job Center services are made available and provided to eligible veterans, transitioning service members, VA Vocational Rehabilitation & Employment program veterans, and veterans who have significant barriers to employment through outreach activities performed by DVOP Specialists. MDES will continue to encourage non-DOL program partners to focus on providing priority of service to targeted groups for special consideration.

[i. How the State provides or intends to provide and measure, through both the DVOP and American Job Center staff:](#)

[g. 1. Job and job training individualized career services,](#)

DVOP Specialists provide and measure:

(1) **Individualized career services** - DVOP Specialists identify the appropriate career services needed by individual veterans, by using the case management process. They assess the job or job training needs of the veterans referred to them that have been identified by WIN Job Center staff as having significant barriers to employment. If training is needed, DVOP Specialists refer veterans to the appropriate WIN Job Center staff.

[g. 2. Employment placement services, and](#)

(2) **Employment placement services** - DVOP Specialists refer veterans to jobs based on job orders within the MS Works system. If no job orders are available for the skill-set desired by the veterans, the DVOP Specialist works with the LVER staff and WIN Job Center staff to locate employers in the community.

g. 3. Job-driven training and subsequent placement service program for eligible veterans and eligible persons;

(3) **Job-driven training** - DVOP Specialists refer those veterans with significant barriers to employment to the appropriate program within the WIN Job Center for job-driven training and placement services.

DVOP Specialist job services, career services, and placement services are measured through the MS Works system and manual tools, i.e., manager's report on services to veterans, DVOP Specialist's outreach and recruitment activity report, and the DVOP Specialist's case management log.

h. The hire date along with mandatory training completion dates for all DVOP specialists and LVER staff; and

Hire date and training information is provided in the "Addendum for Mandatory Training Requirements" form is included below:

Employee Name	Program	"Date Assigned"	Completed all Required Training
Anderson, Chasity	SVC	1-Mar-19	Yes
Amos, Stanford	DVOP	16-Jan-19	Yes
Bradley, Latricia	LVER	3-Apr-17	Yes
Brown, Calvin	LVER	17-Jul-17	Yes
Cannon, Gloria	LVER	1-Jan-03	Yes
Davis, Demetria	DVOP	1-Jun-18	Yes
Fair, William	DVOP	17-Apr-17	Yes
Fett, Edward	DVOP	4-Sep-18	Yes
Forrest, Riley	DVOP	16-Dec-19	No
Holifield, Jerry	DVOP	16-Jan-19	Yes
Ivory, Thessaol	DVOP	1-Aug-19	No
Mann, David	LVER	19-Feb-02	Yes
Mays, Bianca	DVOP	18-Aug-14	Yes
Olson, John	DVOP	7-Nov-11	Yes
Petro, Marvin	DVOP	3-Apr-17	Yes
Robinson, Lawrence	DVOP	16-Jun-14	Yes
Smith, Johnny	LVER	1-Nov-01	Yes

i. Such additional information as the Secretary may require.

At the time of plan submission, no additional information was requested by the Secretary.

Unemployment Insurance (UI)

A. Contents of a Complete UI SQSP Package

a.1. Transmittal Letter

Mississippi's complete SCSP package is provided in Appendix I7. The requisite transmittal letter for the SQSP is presented in Appendix I7A.

a.2. Budget Worksheets/Forms

Worksheet UI-1 is provided in Appendix I7B. Worksheet SF 424 is provided in Appendix I7F. Worksheet SF 424A is provided in Appendix I7G.

a.3. The State Plan Narrative

The State's SQSP Narrative is provided in Appendix I7C.

a.4. Corrective Action Plans (CAPs)

The State's SQSP CAPS and Quarterly Report are provided in Appendix I7D. The State's SQSP Assurances are provided in Appendix I7E.

a.5. UI Program Integrity Action Plan (UI IAP)

The State's UI IAP is provided in Appendix I7J.

a.6. Organizational Chart

The organizational chart indicating the State's configuration from the Governor of the State down to the point of Employment Service and UI customer service delivery, including details on each organizational unit is presented in Appendix I7H.

a.7. SQSP Signature Page

The SQSP Signature Page is provided in Appendix I7I.

B. Requirements for States electing to include UI in the Combined State Plan

1. Submit an SQSP in the following manner depending on their timing in the SQSP cycle:

b. 1. A. If a State is in the first year of their 2-year cycle, the State is required to submit the most recently approved complete SQSP package. A complete SQSP package will include the Transmittal Letter, Budget Worksheets/Forms, State Plan Narrative, CAPs (including the milestones and the completion date for each milestone), the UI IAP, Organizational Chart, and the SQSP Signature Page. One of the key goals for the UI program is to ensure that claimants are able to successfully return to work. As such, the SQSP State Plan Narrative must provide a discussion of the plan coordination with other WIOA Combined Plan programs to ensure a coordinated effort and integrated service delivery.

The SQSP for FY 2020 was submitted to the U.S. Department of Labor/ETA on August 21, 2019.

b. 1. B. If a State is in the second year of the 2-year cycle, the State is required to submit the most recently approved complete SQSP package with a modification that must include the Transmittal Letter, Budget Worksheets/Forms, Organizational Chart, and the SQSP Signature page. The modification may also include CAPs for new identified performance deficiencies, and any required modifications to existing CAPs. The CAP must list both specific milestones for key corrective actions or improvement activities, and the completion date for each milestone.

N/A

b. 2. Submit the required off-year SQSP components as a modification to the Combined State Plan on the same cycle as the regular SQSP process which must be approved by September 30th each year

The required off-year components will be submitted as a modification to the Combined State Plan by October 31 each year.

Senior Community Service Employment Program (SCSEP)

A1. Discuss long-term projections for jobs in industries and occupations in the State that may provide employment opportunities for older workers. (20 CFR 641.302(d)) (May alternatively be discussed in the economic analysis section of strategic plan.)

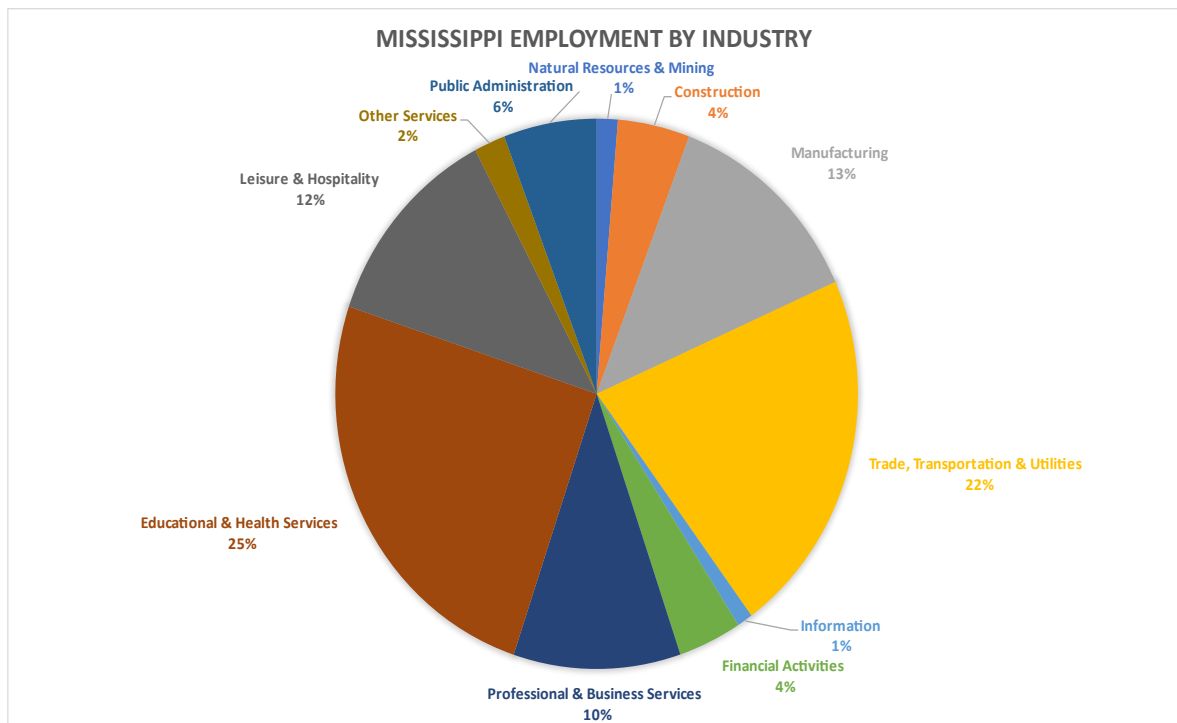
Due to the similar projections and information, we will discuss this question in the economic analysis section of the strategic plan.

a. 2. Discuss how the long-term job projections discussed in the economic analysis section of strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skill training to be provided. (20 CFR 641.302(d))

Mississippi is a predominantly rural state with only three metropolitan areas and a population of 2,958,846. From 2010 to 2022, Mississippi's overall population fell by 11,769. The state has a large potential workforce, as Mississippi's population over 18 years old is 2,267,770 or 76.6% of the total state population. According to the Census American Community Survey 5-year estimates, the 2022 population over 55 years of age was 866,686 or 29.3% of the total state population.

According to data from the Bureau of Labor Statistics, Mississippi's unemployment rate has dropped from 6.6 percent in June 2019 to 4.0 percent in June 2023. Mississippi employers have added 24,745 jobs (an increase of 2.2%) since June 2019. The largest job gains have been seen in Professional & Business Services (8,978 jobs or 8.1%); Trade, Transportation & Utilities (14,431 jobs or 6.1%); and Construction (2,756 jobs or 5.6%). The robust growth in professional and business services creates employment potential for senior workers.

Figure 20: Mississippi Nonfarm Employment, July 2023



Source: MS Department of Employment Security, Labor Market Information, QCEW, June 2023

As the chart above indicates, Mississippi's economy is dominated by six sectors. The largest sector as of June 2023 was Educational & Health Services; followed by Trade, Transportation, & Utilities; Manufacturing; and Leisure & Hospitality.

The data below compare Mississippi's employment by industry sector as of June 2019, to employment as of June 2023. Professional and Business Services show robust growth and is an area that has significant employment potential for senior workers.

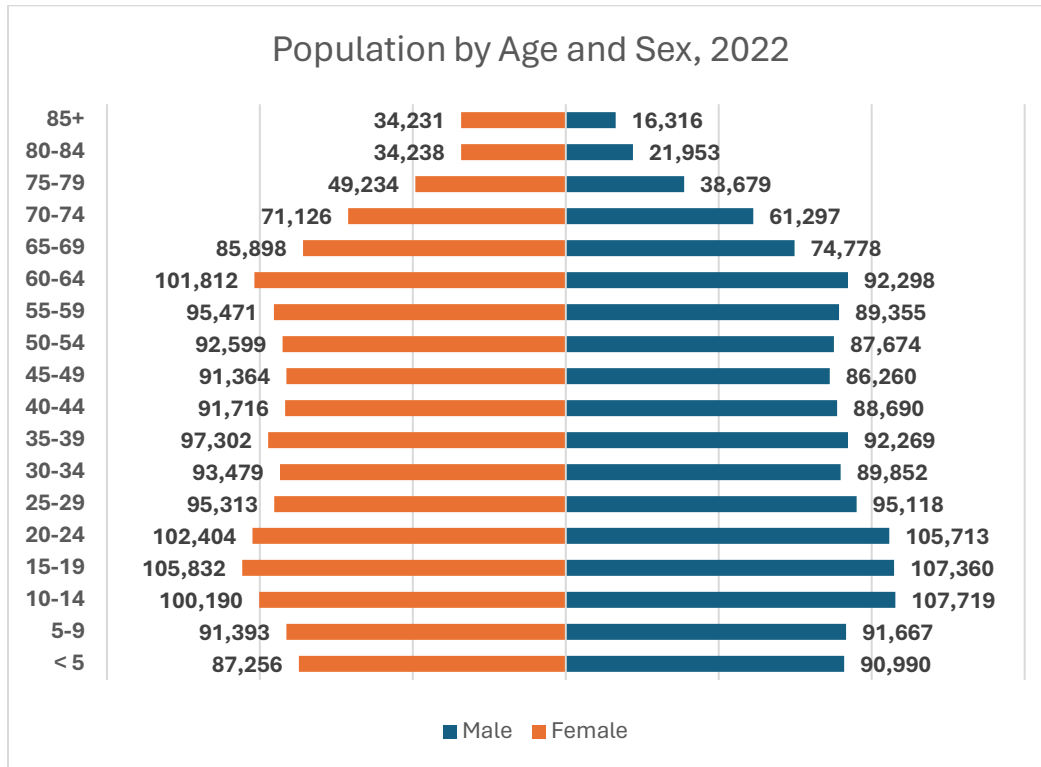
Table 27: Employment By Industry

Industry Sector	June 2019	June 2023	Difference	Percent Change
Professional & Business Services	111,012	119,990	8,978	8.1%
Trade, Transportation & Utilities	236,116	250,547	14,431	6.1%
Construction	48,952	51,708	2,756	5.6%
Other Services	21,567	22,405	838	3.9%
Financial Services	44,206	45,635	1,429	3.2%
Educational & Health Services	287,792	290,169	2,377	0.8%
Leisure & Hospitality	142,519	141,334	-1,185	-0.8%
Manufacturing	147,553	145,993	-1,560	-1.1%
Public Administration	68,274	66,811	-1,463	-2.1%
Natural Resources & Mining	16,072	15,101	-971	-6.0%
Information	12,112	11,227	-885	-7.3%
Total	1,136,175	1,160,920	24,745	2.2%

Source: MS Department of Employment Security, Labor Market Information, QCEW

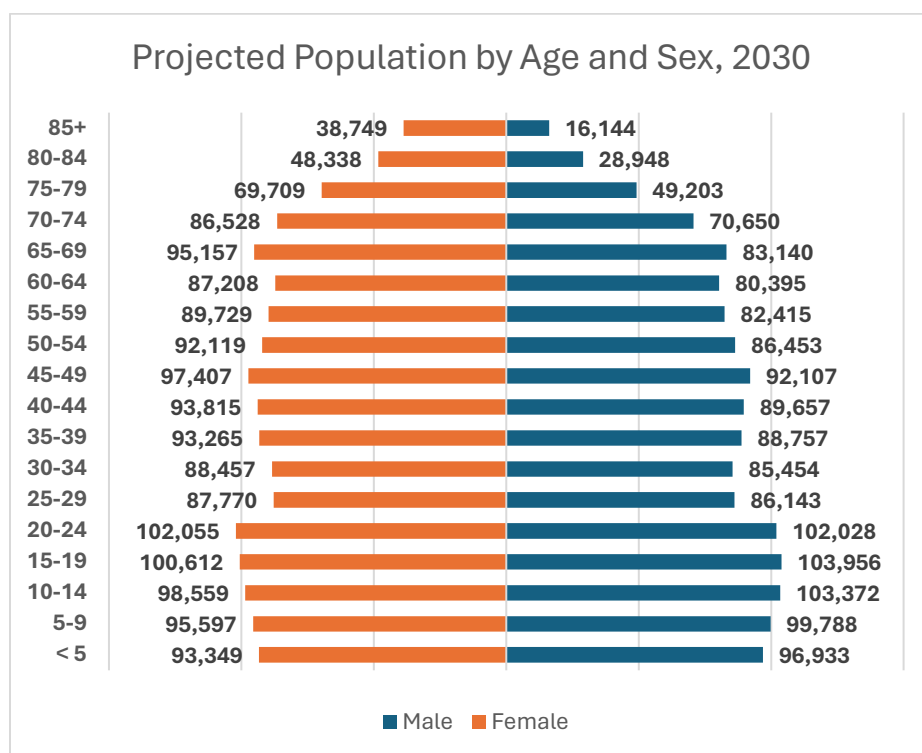
The charts below indicate that Mississippi is losing certain population groups while the population of those over 55 years of age is growing. The total population over 55 from the 2022 American Community Survey was 866,686 and will increase to 926,313 by 2030.

Figure 21: Population by Age and Sex, 2022



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

Population by Age and Sex, 2030



Source: University of Virginia Weldon Cooper Center, Demographics Research Group. (2018). National Populations Projections. Retrieved from <https://demographics.coopercenter.org/national-population-projections>.

Disability Status of Civilian Noninstitutional Population

	Total	With a disability	Percent with a disability
Civilian Noninstitutionalized Population	2,891,879	496,079	17.2%
Under 18 years	690,228	38,843	5.6%
18 to 64 years	1,730,080	265,138	15.3%
65 years and over	471,571	192,098	40.7%

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

Individuals with Disabilities make up the following percentages in Mississippi:

Table 28: Disability Status of The Civilian Noninstitutionalized Population

Data from the 2022 5-Year American Community Survey also indicate the following:

- Among Mississippians aged 55 and older, 11.9 percent are veterans.

- 52.5 percent of the overall population of Mississippi live in non-metropolitan counties.
- 1.6 percent of Mississippians speak English less than “very well.”
- Of the total population in Mississippi
 - White: 57.1 percent
 - Black or African American number: 37.1 percent
 - American Indian and Alaska Native number: 0.4 percent
 - Asian number: 1.0 percent
 - Native Hawaiian or Pacific Islander number: less than 0.1 percent
 - Some other race number: 1.4 percent
 - Two or more races number: 2.9 percent

2022 educational attainment statistics from Census are only available for the total population over 25, not specifically for those over 55, but show the following:

Table 29: Educational Attainment Statistics

Educational Attainment Statistics

	Total	Percent
Population 25 years and over	1,968,322	
No high school diploma	271,099	13.8%
High school graduate (includes equivalency)	586,782	29.8%
Some college, no degree	431,253	21.9%
Associate’s degree	209,117	10.6%
Bachelor's degree	286,132	14.5%
Graduate or professional degree	183,939	9.3%
High school graduate or higher	1,697,223	86.2%
Bachelor's degree or higher	470,071	23.9%

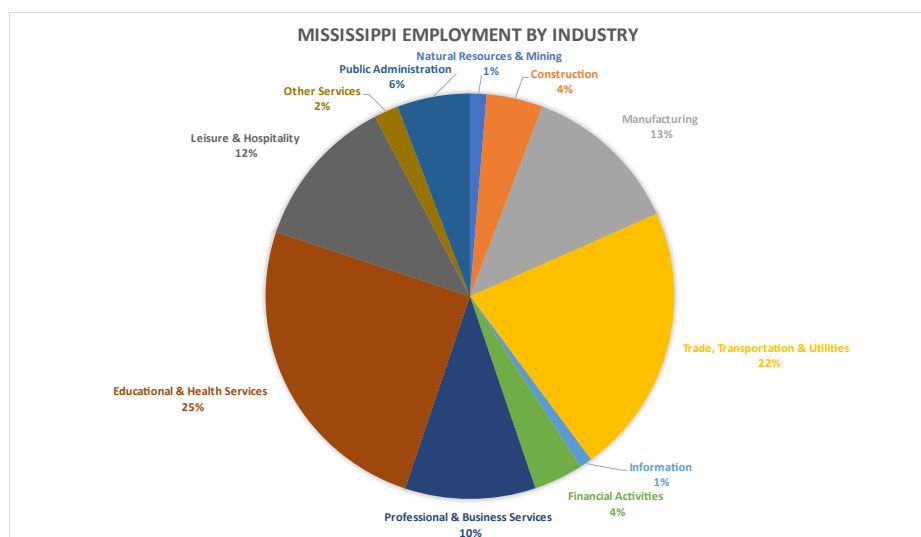
Source: U.S. Census Bureau, American Community Survey, 2018-2022 5-Year Estimates

a. 3. Discuss current and projected employment opportunities in the State (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c)).

Mississippi is a predominantly rural state with only three metropolitan areas and a population of 2,958,846. From 2010 to 2022, Mississippi's overall population fell by 11,769. The state has a large potential workforce, as Mississippi's population over 18 years old is 2,267,770 or 76.6% of the total state population. According to the Census American Community Survey 5-year estimates, the 2022 population over 55 years of age was 866,686 or 29.3% of the total state population.

According to data from the Bureau of Labor Statistics, Mississippi's unemployment rate has dropped from 6.6 percent in June 2019 to 4.0 percent in June 2023. Mississippi employers have added 24,745 jobs (an increase of 2.2%) since June 2019. The largest job gains have been seen in Professional & Business Services (8,978 jobs or 8.1%); Trade, Transportation & Utilities (14,431 jobs or 6.1%); and Construction (2,756 jobs or 5.6%). The robust growth in professional and business services creates employment potential for senior workers.

Figure 26: Mississippi Nonfarm Employment, July 2023



Source: MS Department of Employment Security, Labor Market Information, QCEW, June 2023

As the chart above indicates, Mississippi's economy is dominated by six sectors. The largest sector as of June 2023 was Educational & Health Services; followed by Trade, Transportation, & Utilities; Manufacturing; and Leisure & Hospitality.

The data below compare Mississippi's employment by industry sector as of June 2019, to employment as of June 2023. Professional and Business Services show robust growth and is an area that has significant employment potential for senior workers.

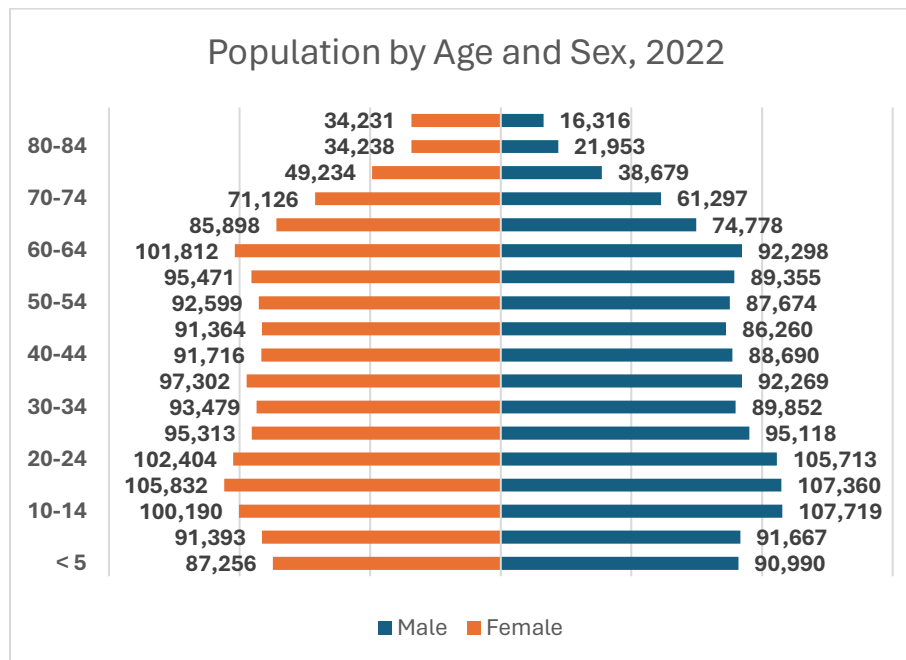
Table 33: Employment By Industry

Industry Sector	June 2019	June 2023	Difference	Percent Change
Professional & Business Services	111,012	119,990	8,978	8.1%
Trade, Transportation & Utilities	236,116	250,547	14,431	6.1%
Construction	48,952	51,708	2,756	5.6%
Other Services	21,567	22,405	838	3.9%
Financial Services	44,206	45,635	1,429	3.2%
Educational & Health Services	287,792	290,169	2,377	0.8%
Leisure & Hospitality	142,519	141,334	-1,185	-0.8%
Manufacturing	147,553	145,993	-1,560	-1.1%
Public Administration	68,274	66,811	-1,463	-2.1%
Natural Resources & Mining	16,072	15,101	-971	-6.0%
Information	12,112	11,227	-885	-7.3%
Total	1,136,175	1,160,920	24,745	2.2%

Source: MS Department of Employment Security, Labor Market Information, QCEW

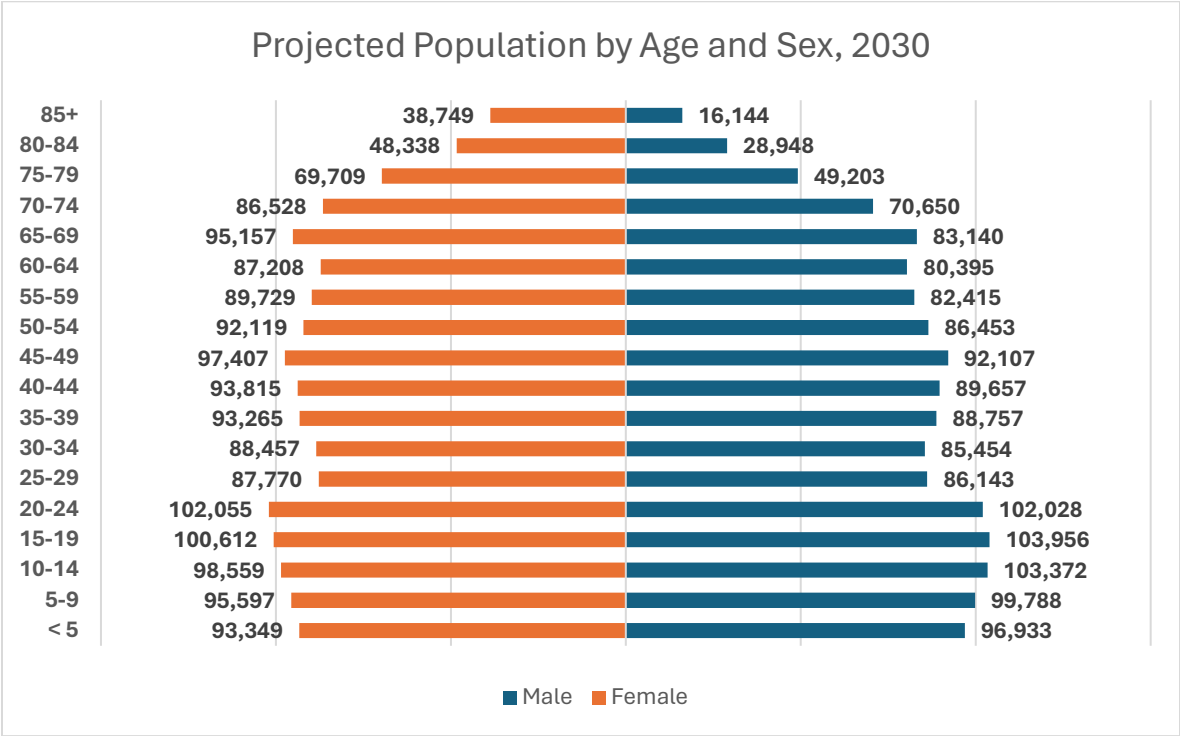
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Figure 27: Population by Age and Sex, 2022



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

Figure 28: Projected Population by Age and Sex, 2030



Source: University of Virginia Weldon Cooper Center, Demographics Research Group. (2018). National Populations Projections. Retrieved from <https://demographics.coopercenter.org/national-population-projections>.

Individuals with Disabilities make up the following percentages in Mississippi:

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Graduate or professional degree	183,939	9.3%
High school graduate or higher	1,697,223	86.2%
Bachelor's degree or higher	470,071	23.9%

B. Service Delivery and Coordination

1. A description of actions to coordinate SCSEP with other programs. This may alternatively be discussed in the State strategies section of the strategic plan, but regardless of placement in document, must include:

A. Planned actions to coordinate activities of SCSEP grantees with WIOA title I programs, including plans for using the WIOA one-stop delivery system and its partners to serve individuals aged 55 and older. (20 CFR 641.302(g), 641.325(e)).

On July 1, 2012, the Mississippi Department of Employment Security (MDES) was designated as the SCSEP State Grantee. Since MDES is the state agency that operates the state workforce system, coordination of SCSEP with other workforce programs in the state should increase greatly.

Coordination with State's Title I Workforce Innovation and Opportunity Act (WIOA) Activities.

MDES is the agency that oversees WIOA in Mississippi. MDES staff members are liaisons to the Local Workforce Development Areas and track the use of WIOA funding. WIOA in Mississippi and the LWDAs are important partners to SCSEP. The SCSEP Managers rely on MDES and the LWDAs for labor market information, training, and job search assistance.

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

Coordination with Title I WIOA is further enhanced through the WIN Job Centers' option to participate as host agencies. Placing participants in the WIN Job Centers serves many purposes such as:

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

B. Planned actions to coordinate activities of SCSEP grantees with the activities being carried out in the State under the other titles of the Older Americans Act (OAA). (20 CFR 641.302(h))

The U.S. Department of Labor provides funds to operate SCSEP to States and other national sponsor organizations. Governor Reeves has designated the Mississippi Department of Employment Security as the State SCSEP Grantee. Currently, MDES subgrants funds to the nine Planning and Development Areas for the administration of the SCSEP. In Mississippi, the Area Agencies on Aging are subordinate agencies within the nonprofit economic development organizations known as Planning and Development Districts. The Area Agencies on Aging are experienced providers of services for the senior population. Currently, the AAAs operate SCSEP in 8 of the 9 PDDs and the Workforce Division operates SCSEP in Southern MS PDD.

Activities Carried out Under Other Titles of the Older Americans Act:

- **Transportation.**

Transportation is offered to older adults as an option to assist in continuing their independence. SCSEP participants that cannot drive may take advantage of the local Area Agency on Aging transportation services. The state and National Grantees target transportation providers with a goal of benefiting SCSEP participants interested in training with the transportation providers acting in a host agency capacity.

- **Nutrition.**

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

- **Aging and Disability Resource Center.**

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

- **Adult Day Care.**

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

- **Family Caregiver Support Program.**

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

C. Planned actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. (20 CFR 641.302(i)).

National Sponsors

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

National Caucus and Council on Black Aged, Inc.

Chester A. Johnson, Program Manager

Post Office Box 545

Cleveland, MS 38732

(662) 846-6992

Email: cjohnson@myncba.com

Center for Workforce Inclusion

Joshua Wadsworth, National SCSEP Director

8403 Colesville Road, Suite 200

Silver Spring, MD 20910

jwadsworth@workforceinclusion.org

www.centerforworkforceinclusion.org

Institute for Indian Development, Inc.

Garilyn Ward, SCSEP National Program Director

991 Grand Caillou Road

Houma, Louisiana 70363-5705

(985) 851-5408 Phone/Fax

gward@itcla.com

Service Organizations and Community Based Organizations

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

Collaboration with Other Public and Private Entities and Programs that Provide Services to Older Americans

Community Based Organizations.

The state subgrants SCSEP to the 9 PDDs in the state; the PDDs/AAAs have a direct contractual relationship with community-based organizations as service providers. Local community action agencies work closely with the state grantee to collaborate on SCSEP.

Transportation Programs.

Transportation providers are generally non-profit organizations that partner with AAAs. The rural nature of the state is compounded by the lack of an entity with mandated responsibility for providing transportation assistance to citizens in need.

To combat transportation problems:

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

b. 1. D. Planned actions to coordinate SCSEP with other labor markets and job training initiatives. (20 CFR 641.302(j))

Labor Market Effects on Employment Opportunities and Host Agencies.

Employment opportunities for SCSEP participants vary greatly based on the jobs available in the local labor market.

Data on the local jobs, such as type, availability, and potential growth should determine the types of host agencies and how many are needed to support SCSEP participant training. Also, each SCSEP participant's Individual Employment

Plan is developed based on the skills needed for the available jobs in the region and should guide the training he or she receives. The labor market data needed to drive these decisions comes from the MDES Labor Market Information unit and is provided in partnership with the LWDBs through board meetings, conferences, the Workforce Innovation and Opportunity Act State Plan, and local WIN Job Centers.

Collaboration with Other Labor Market and Job Training Initiatives.

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

The Combined State Plan will guide the strategic and operational workforce planning for state agencies. The priorities include providing an attractive economic climate for current and emerging industries that foster economic opportunity, job creation, capital investment and infrastructure development by developing a well-trained, educated, and productive workforce. The initial emphasis will be placed on growth sectors, Healthcare,

Advanced Manufacturing, and Energy, which were the focus of important pieces of legislation passed in the 2012 legislative session. Mississippi passed the Mississippi Health Care Industry Zone Act that expands the healthcare industry. This law advocates centralizing health care and encouraging healthcare-related businesses to create high-paying jobs and to locate within qualified Health Care Zones. Businesses that create jobs in the research, development, manufacturing or processing of pharmaceuticals, biologics, biotechnology, medical supplies and medical equipment, diagnostic imaging and other shared services would be eligible for incentives.

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

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

Mississippi understands that our economic growth is dependent on a comprehensive statewide workforce system that integrates education, industry, employment, and economic development into a unified enterprise with a shared vision and common goal. This system is employer-focused and demand-driven. The growth of high wage employment is dependent upon Mississippi having a trained workforce, a continued supply of skilled Mississippians who are ready, willing, and able to fill jobs, regardless of their age.

Mississippi has identified five keys to meet the shortage a high-quality workforce:

- A high-quality education for all citizens is a key tenet of competitiveness that makes Mississippi an attractive place to create, locate and grow a business;
- High wage jobs must be filled by highly skilled workers possessing the appropriate skills to do the job and further business growth. Unfilled job positions are wasted opportunities in the short- and long-term causing employers to look outside Mississippi for talent;
- An information system that supports data-driven planning and decision making for state and local Workforce stakeholders;

- An increase in post-secondary credentials and certifications that help jobseekers access the high skill, high-growth jobs of the future; and
- A pipeline for workforce development must be advanced through strategic partnerships with a common vision among K-12, community colleges, universities, state agencies and other stakeholders devoted to workforce training and retraining.

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

Leveraging Resources from Key Partners to Support SCSEP.

PDDs work with community colleges to provide training to SCSEP participants at a reduced cost; many provide tuition waivers for SCSEP participants. Community colleges are an integral component of the WIOA programs offered through the WIN Job Centers. SCSEP participants are encouraged to dual enroll in WIOA with the WIN Job Centers for job search assistance and training classes.

E. Actions to ensure that SCSEP is an active partner in the one-stop delivery system and the steps the State will take to encourage and improve coordination with the one-stop delivery system. (20 CFR 641.335).

Infrastructure Funding Agreements.

Each PDD is required in their subgrant with the state to negotiate with a local WIN Job Center (WJC) to ensure SCSEP's required partner presence in the center. Each PDD entered into a Memorandum of Understanding (MOU) with the WJC and negotiated payment for space used and provided a copy of the MOU and the basis for the cost to MDES. Funds in the amount of that cost basis are included in the PY23 SCSEP allocations for estimated cost for the space, and the PDDs include these costs in their budget narratives submitted to MDES.

Collaboration with State Vocational Rehabilitation.

The Mississippi Department of Rehabilitation Services, like SCSEP, is a required partner in the WIOA programs. SCSEP and Vocational Rehabilitation will collaborate with the WIN Job Centers for employment assistance for older individuals with disabilities.

Collaboration with Adult Education and Literacy Providers.

SCSEP participants complete an initial assessment upon entrance into the program to determine their employment plan. For participants that are interested in completing their High School Equivalency Diploma (HSE), SCSEP partners with the Adult Education program administered by the Mississippi Community College Board. The Adult Education program is designed to offer opportunities to enhance the skills and abilities of individuals preparing for the workforce. SCSEP participants are encouraged to prepare themselves in the areas of math, reading, writing, communication, and computer skills to become employment ready. The Adult Education program aids in developing these skills based on the individual's skill level and learning capacity.

The Adult Education program is available statewide through community colleges, public schools, and other resources. SCSEP participants can test at any of the available high school equivalency sites across the state.

Collaboration with Education and Training Providers.

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

- Accounting;
- Administrative Services;
- Animal Husbandry;
- Auto Mechanics;

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

F. Efforts to work with local economic development offices in rural locations.

Local Governments.

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

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

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

Business Organizations.

State subgrantees and their SCSEP managers work with business organizations such as the Mississippi Manufacturers Association and local chambers of commerce to develop job opportunities. They collaborate with Medicaid and regional transportation and economic assistance providers to access services to SCSEP participants in need. They also solicit advice and recommendations from support service organizations through public hearings and joint conferences.

Mississippi Chambers of Commerce.

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

Strategy for Collaborating with Chambers of Commerce.

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

Strategy for Seeking Advice and Recommendations.

The state and national grantees will meet with the Chambers of Commerce at Workforce Development Board meetings, conferences, and individually to seek their advice and recommendation on improving SCSEP. The chambers can provide important information on the local economy and ensure that SCSEP Managers meet with and partner with existing and new businesses interested in hiring and/or training older workers. Partnering with chambers as host agencies and providing a SCSEP participant to train onsite brings recognition to SCSEP while providing valuable training to participants. Chambers of Commerce that are host agency sites provide skills training in clerical, phone skills, record keeping, etc.

Economic Development Agencies.

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

Strategy for Collaborating with Economic Development Agencies.

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

Strategy for Seeking Advice and Recommendations.

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

Labor Organizations.

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

b. 2. The State's long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (May alternatively be discussed in the State strategies section of strategic plan.)

Strategy for Collaborating with Major Employers.

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

- **Strategy for Seeking Advice and Recommendations**

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

- **Engaging and Developing Partnerships with Businesses.**

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

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

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

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

Retention Activities for Participants in Unsubsidized Employment.

Once a SCSEP participant is trained and placed in unsubsidized employment, the SCSEP manager continues to follow the participant for one year to ensure he/she has the support needed to remain employed. SCSEP

participants in unsubsidized employment may need additional training and support to keep up with the demands of the changing workforce. Support will be provided in the form of tracking, counseling, and job development.

SCSEP managers will work with the LWDAs to educate businesses on how to retain older workers. Once businesses see the value older workers bring to their businesses, they will be looking for ideas to retain their older workers. SCSEP assists in restructuring jobs that help employees to maintain or advance their careers.

Managers can educate businesses on the following strategies for creating a positive environment for older workers:

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

- **Telecommuting:** working from home.

b. 3. The State's long-term strategy for serving minority older individuals under SCSEP. (20 CFR 641.302 (c)).

The State subgrants to the Planning and Development Districts since their AAAs are the primary provider of other services to the aging community and have established contacts and rapport in the community. The PDDs should collaborate with the WIN Job Centers and other workforce system partners to provide outreach services to minority populations.

MDES provides the required Equitable Distribution (ED) report and Minority Report to USDOL annually. MDES will continue to use both the ED and the Minority Report to guide the PDDs as they provide SCSEP services and to advise the national grantees that operate the program in the state.

b. 4. A list of community services that are needed and the places where these services are most needed. Specifically, the plan must address the needs and location of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)

Process Implemented to Identify Community Service Needs.

MDES will work with the national grantees and the 9 PDDs to collect information on the participants, services, and skills needs of the businesses in the area that each serve. Identifying gaps between the participants, the skill requirements, and the services provided will guide decisions on targeted recruitment, training, host agency assignments, and recruitment of businesses willing to hire seniors into unsubsidized training.

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

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

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

b. 5. The State's long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k)).

Since the Mississippi Department of Employment Security (MDES) was designated as the State Grantee as of July 1, 2012, coordination with other workforce programs in the state has greatly increased. The division of MDES that has direct oversight of the SCSEP also provides direct fiscal and programmatic support for WIOA to the state's four Local Workforce Development Areas.

Improving SCSEP Services.

Long-Term Strategy to Improve SCSEP Services.

The State has implemented a WIOA Common Intake and Reporting System, known as the Hub", that captures common participant information for the four core programs. The system aligns resources and generates automatic referrals among the core programs and partner programs such as SCSEP.

Using a no wrong door policy, all participants will develop an individualized success plan that coordinates the optimum blend of services and funding to achieve their goals for success. This success plan also indicates which of the pathways in the Smart Start Pathways Model to which the participant will be assigned. A connection to a career pathway must be included as part of an older worker's individual service strategy or MS Smart Start Success plan. This model is an integrated compilation of programs and services intended to develop basic, technical and employability skills; provide continuous education and training; and work support that leads to high-demand jobs in targeted sectors.

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

In PY2015, the State Grantee's largest subgrantee, Southern Mississippi Planning and Development District, moved its SCSEP staff from the Area Agency on Aging division to the Workforce Division. This puts SCSEP in this district under the direction of the Twin Districts Workforce Development Area. SMPDD is the SCSEP subgrantee of both the State subgrant and The Center for Workforce Inclusion (CWI), operating a total of 125 slots. SMPDD will use the Smart Start Pathways Model throughout its service area. CWI intends for all of its subgrantees to follow the lead of SMPDD and use Smart Start as the service model.

Increased Frequency of Formal Collaboration Activities Among SCSEP Grantees.

The state grantee will conduct training annually and provide ongoing Technical Assistance. The state is dedicated to increasing the number of collaborative activities and efforts in the state regarding the benefit of older workers. MDES will work collaboratively with its national grantees, 9 PDDs, and other partners to connect older workers with various programs.

Development of Criteria for Selection of Subrecipients.

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

Opportunities to Share Best Practices Statewide.

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

MDES will also coordinate with the National Council on Black Aging (NCBA) to assist and provide the following:

- Work together in collecting and sharing labor market information in any specific area to identify the skills area businesses require so that we can develop targeted recruitment of both the participants and host agencies.
- Remain in compliance with DOL equitable distribution of positions in the state. NCBA will work closely with the state to ensure that the distribution always remains equitable.
- As a national administrator of the SCSEP program in Mississippi, NCBA has recognized and experienced the many challenges presented by the rural nature of the state. NCBA will continue to work with the state to develop and implement plans to meet these challenges and help the participants gain unsubsidized employment.

b. 6. The State's strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR641.302(f)).

State's Plan for Ensuring Goals are Achieved.

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

The USDOL provides the SCSEP managers with management reports via the data collection system known as GPMS (Grantee Performance Management System). Management reports are produced quarterly to gauge progress towards performance measures. The following management reports will be used by the state, national grantees, and SCSEP managers:

Applicant

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

Current/Exited

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

Follow-Ups

- Pending
- Pending, Displayed by Month

Actions

- Most In Need/Waiver Factor Actions

Host Agencies

- Host Agencies
- Assignments by Host Agency

Employers

- Unsubsidized Employers
- Placements by Employer

Meetings, training, and conference calls.

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

Topics may include:

- Data entry review prior to close date for reports
- Quarterly reports

- Reports reviewed
- Reports discussed by SCSEP Managers.

C. Location and Population Served, including Equitable Distribution

1. A description of the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d)).

Current and Projected Employment Opportunities in the State.

There has been a shift in the last two decades in the nation as a whole from an industrial to a service and knowledge-based economy. According to the U.S. Bureau of Labor Statistics, Mississippi has followed the national industrial trend with 80.3 percent of the workforce employed in service-oriented jobs. In the service industry, the largest sub-sectors include healthcare and social assistance followed by administrative and support services.

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

The initial emphasis will be placed on the three sectors in the Combined State Plan; Advanced Manufacturing, Healthcare and Energy, which were the focus of important pieces of legislation passed in the 2012 legislative session. Of equal importance is the retention and expansion of existing industries such as transportation and logistics, agribusiness, tourism; and defense and homeland security.

Employment Projections for High Growth Industries and Occupations.

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

The SCSEP managers must emphasize the need to obtain skills through training at host agencies in order to generate quality job placements in high growth industries. Mississippi projects that over 148,000 jobs are expected to be available annually from 2020 to 2030. Increasing SCSEP job placements in the high growth areas will move Mississippi ahead.

Industries and Occupations with Employment Opportunities for SCSEP participants.

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

- service sector;
- healthcare;
- retail;
- food service;
- social assistance; and,
- education.

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

Generally, SCSEP participants in Mississippi have very limited skills and work history; many are displaced homemakers or widows with limited work experience. Therefore, the state and national grantees must ensure that the SCSEP participant's Individual Employment Plan includes the skills training needed to locate unsubsidized

employment upon exiting the program. Training may be attained at the host agency, the WIN Job Centers, community colleges, and at participant educational meetings.

Mississippi ranks last in educational attainment in the adult population, particularly older females. In the state, 12.33 percent of SCSEP participants have no high school degree, 47.85 percent have a high school degree or equivalent, and only 11.39 percent have a bachelor's degree or higher.

A snapshot of the Mississippi SCSEP participant education, age, and wages from the GPMS database follows:

Table 36: Participant Education, Age, and Wages by Mississippi Grantee – PY 2022 Final

	IID	NCBA	CWI	MS	All Mississippi SCSEP	
Total	37	155	242	101	535	100%
Educational Attainment						
8th grade & under	9	4	0	3	16	2.99%
9th grade - 11th grade	8	31	25	2	66	12.33%
High School diploma or equivalent	18	100	89	45	252	47.10%
1 - 3 years college	2	62	80	26	170	31.77%
Post-secondary Certificate	0	2	4	1	7	1.30%
Associate's degree	0	5	20	4	29	5.42%
Bachelor's degree or equivalent	1	24	24	5	54	10.09%
Some graduate school	0	0	0	0	0	0.00%
Master's degree	0	0	7	1	8	1.49%
Doctoral degree	0	0	0	0	0	0.00%
Age						
55-64	5	32	105	56	198	37.00%
65+	2	37	144	45	228	42.61%

Source: SCSEP Quarterly Progress Report, ETA 5140, PY22 Final

c. 2. List the cities and counties where the project will be conducted. Include the number of SCSEP authorized positions and indicate where the positions changed from the prior year.

This data is listed in the Program Year 2023 Equitable Distribution List by National and State Grantee with Counties (Provided in Appendix I8A).

c. 3. Describe current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.

The US Department of Labor has redistributed positions among The Center for Workforce Inclusion, National Caucus on Black Aged, the Institute for Indian Development, and the Department of Employment Security in order to serve the eligible population more equitably as indicated by the 2020 Census through the USDOL distribution process. In Mississippi, the state and national grantees agree that the distribution is currently equitable.

4. The State's long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:

A. Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.

The U.S. Department of Labor implemented revisions to the required Equitable Distribution Report. The four grantees provided their Grantee Reports to the USDOL and MDES compiled the information from the four into a Statewide Grant Report, which was also submitted to DOL on March 22, 2022. The state grantee will monitor distribution and service of the slots to ensure that all grantees are working to implement the action plans stated in the reports. We will also continue to monitor distribution of slots relative to demographic changes and will address any potential issues as they arise through communication with DOL.

B. Equitably serves rural and urban areas.

See answer above at c.4.A.

C. Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641.520)

See answer above at c.4.A.

c. 5. The ratio of eligible individuals in each service area to the total eligible population in the State. (20 CFR 641.325(a))

See answer above at c.4.A.

6. The relative distribution of eligible individuals who:

A. Reside in urban and rural areas within the State.

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

Inadequate Resources.

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

Employment.

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

Host Agencies.

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

Transportation.

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

The state grantee will attempt to collaborate with other local agencies and resources to provide participant transportation at no cost or reduced cost whenever possible.

Additionally, flexible scheduling is encouraged to help participants reduce travel costs by training more hours on fewer days, providing the same community service assignment hours.

C. Specific Populations Groups.

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

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

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

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

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

The LWDBs that oversee the workforce system in the state are key partners for both the state and national grantees in the state as they provide labor market information and economic data to assist grantees in developing new host agencies, educating employers on the benefits of hiring older workers, and providing job search assistance for SCSEP participants.

The workforce system provides an additional avenue to recruit eligible individuals to participate in the SCSEP.

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

- attending job fairs;
- advertising in local newspapers and newsletters;
- referrals from exited participants, host agencies, faith-based organizations, and local officials;
- running public service announcements;
- visiting local senior centers;
- partnering with organizations that serve aging and/or disabled adults;
- distributing brochures, flyers, posters, and fact sheets throughout the state; and,
- partnering with the local WIN Job Centers.

B. Have the greatest economic need.

See response included at c.6.A.

C. Are minorities.

See response included at c.6.A.

D. Are Limited English Proficient.

See response included at c.6.A.

E. Have the greatest social need. (20 CFR 641.325(b))

See response included at c.6.A.

c. 7. A description of the steps taken to avoid disruptions to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data become available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b)).

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

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

d. SCSEP Operations

- 1. Administrative: describe the organizational structure of the project and how subprojects will be managed, including:*
- A. Identification of the key staff, including the primary responsibilities and the amount of time assigned to the SCSEP grant;*

A. Organizational Structure

The Office of Grant management at MDES has day-to-day responsibilities for the administration and operation of the Workforce Innovation and Opportunity Act (WIOA) Title I and SCSEP in Mississippi. The SCSEP funds will be subgranted to 9 Planning and Development Districts. The AAAs, which are housed with the PDDs, currently operate the SCSEP and are experienced in all aspects of the program.

The Grants and Contracts Department (GCD) within OGM is staffed with a Benefit Program Supervisor and five (5) staff, one (1) of whom is tasked 63% of her time to SCSEP. The GCD is listed on the MDES Organizational Chart as a subunit of the Office of Grant Management, which answers directly to the agency's COO/Deputy Executive Director of External Relations. This office of six (6) staff serves as fiscal and programmatic liaisons to the four Local Workforce Development Areas and to other WIOA subgrantees. As liaisons, they provide technical assistance on all financial, programmatic, and performance issues.

The OGM Director, who also has twelve (12) years' experience implementing SCSEP, will spend approximately five percent (2%) of his time; the Benefit Program Supervisor, approximately ten percent (5%) of her time; the Benefit Program Specialist III will devote approximately ninety percent (63%) of her time to the grant. The OGM Data

Validation / Program Oversight staff will assign approximately ten percent (5%) of her time to the grant, and the fiscal oversight staff person, approximately ten percent (5%) of his time.

B. Include an organization chart depicting any subgrantees or local affiliates implementing the grant. Include a table with authorized positions for each subgrantee or affiliate, if applicable;

Subgrantees/Area Agencies on Aging (AAAs) at the PDDs have administered the Senior Community Service Employment Program (SCSEP) since its inception in Mississippi. The AAAs are assigned chief responsibility for planning, coordinating, developing, and pooling resources to assure the availability and provision of a comprehensive range of services at the substate level to enhance project administration and overall accountability. The names and locations of the nine PDDs, the counties they serve, and the number of authorized positions for which they are responsible, are shown in the 2023 County Slots by PDD Chart.

The attached Mississippi AAA Map & Contacts document includes the locations of the 9 subgrantees (Appendix I8B).

C. describe training that will be provided to local staff;

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

Topics may include:

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

D. describe how projects will be monitored for program and financial compliance, including audit plans; and

MDES complies with the monitoring requirements of the Uniform Administrative Requirements for Federal Grants at 2 CFR 200.327 - 332 and the audit requirements at 2 CFR 200.500 - 520. MDES monitors its subrecipients annually through a contract with an independent monitoring firm and requires audits from those who meet the \$750,000 threshold for annual federal expenses. We also follow our agency's WIOA Programmatic and Fiscal Monitoring policy - Policy #8, Revision 3, and require the PDDs to monitor their host agencies and subcontractors. (Appendix I1C).

E. describe how the State will manage its providers and how it will transfer participants if new providers are selected to serve in the State.

The state manages our providers by monthly review of expenditures and quarterly review of SCSEP Reports as well as through monitoring, technical assistance, and training. The state currently does not plan to identify new providers to serve the state since the AAAs are the primary provider of other services to the aging community and have established contacts and rapport in the community. If the need arises to defund or replace a local provider, the state will do so in consultation with our Federal Project Officer and other USDOL SCSEP staff.

2. Recruitment: describe how the grantee will recruit and the selection of participants will be achieved. The eligibility of participants is described under 20 CFR 641.500 and 641.525.

Recruitment and selection of participants is performed by the Area Agency on Aging staff at the PDDs or by their subcontractors. MDES monitors the local projects' ability to meet their staffing needs and avoid vacancies by monthly review of the expense reports, and quarterly through the GPMS performance reports. MDES also reviews eligibility determination in its annual monitoring of the PDDs/AAAs.

3. Income Eligibility: describe how participant income will be recertified each year, including where eligibility records will be maintained.

The PDDs/AAAs are required to recertify each participant annually to verify income eligibility. This process is verified by the State through annual monitoring and data validation. Eligibility records are kept in the participant records at the PDD offices.

4. Orientation: describe the orientation procedures for:

A. Participants

Before a participant begins the community service assignment, the host agency must provide an assignment related orientation including but not limited to the host agency background and purpose, the community service(s) it provides, agency personnel policies and procedures related to work hours, time and attendance, and work performance expectations.

A Safety Procedures Consultation must also be included in the orientation if it has not already been done with the participant, including: the location(s) and use of fire extinguishers and alarms; the posted designated route(s) of escape in event of a fire; the participant's role, if any, in an emergency; and a review of all other disaster action plans for the agency.

The participant signs a Certification of Orientation stating that they have completed orientation with the host agency. This document is retained in the participant file.

B. Host Agencies

Host agencies are provided orientation by the PDD and sign an acknowledgement of Orientation. The most recent modification to the Host Agency Handbook includes a host agency acknowledgement in which the host agency supervisor states that he has received, read, understood, and agreed to follow the program requirements stated in the SCSEP host agency handbook.

This agreement reinforces the supervisor's understanding of the SCSEP as a training program as well as the supervisor's responsibility to cooperate with all job development efforts made on the participant's behalf.

1. Duration Limits: describe any policy for maximum duration of enrollment or maximum time in community service and provide a copy of the current Duration Limit policy.

MDES has chosen to adhere to the program-required Duration Limit of 48 months as provided in 20 CFR 641.570 (a) and not to allow waiver of the limit as allowed in 641.570 (b). The Mississippi Individual Durational Limit Policy is attached as Appendix I8E.

2. Assessments: describe the procedures for assessing job aptitudes, job readiness, and job preferences of participants and their potential to transition into unsubsidized employment. Also describe how the assessment will be used to develop the participant's Individual Employment Plan (IEP).

Mississippi Works and Skill Gap Analysis.

Mississippi Works is a smartphone app and web-based job resource provided by MDES where employers and job seekers connect. The connection is driven by the ability of job seekers to match experience and qualifications to employer needs. Mississippi Works can be a valuable tool for seniors and SCSEP staff to identify participant skill gaps and training needs.

Labor market studies show that the largest share of future employment opportunities will be middle-skill jobs. Middle-skill jobs account for 69 percent of Mississippi's labor market but only 37 percent of the state's workers are trained to a middle skill level, thus creating a gap. In program year 2013, Mississippi Works added a gap analysis tool to help workers make informed decisions on career choices and training needs. The Mississippi Works is easy to use. The user simply creates a profile and begins the job search; this launches the gap analysis tool.

After clicking on a recommended job, a question arises for the job seeker: "How do I measure up?" The user needs some means of figuring out how his or her credentials measure up to the job's requirements. Here is where real-time gap analysis comes into play. If the job originated in Mississippi Works, the system asks employers explicitly what

skills, what level of education, and what kinds of experience are required for the candidate to have the best chance to be hired. The system then compares the job seeker's credentials against the credentials required by the employer. In the case of jobs that might be taken from an external labor exchange or other sources, Mississippi Works has a statistical library of career requirements enabling it to give best estimates to the job seeker based on a survey of job seekers in the particular career area.

Mississippi Works and its skill gap analysis abilities can provide SCSEP participants and counselors with a powerful tool that can guide the participants' individual training decisions and improve their IEPs. MDES will inform our subgrantees and the national grantees about this new system and provide training for it, as needed.

7. Community Service Assignments: describe how the participant will be assigned to community service including:

A. the types of community service activity that will be emphasized and how they were chosen; methods used to match participants with community service training;

B. the extent to which participants will be placed in the administration of the project itself;

C. the types of host agencies used and the procedures and criteria for selecting the assignments;

D. the average number of hours in a participant's training week;

E. the fringe benefits offered (if any); and

F. procedures for ensuring adequate supervision.

Training Positions Available at Host Agencies.

- Telephone Operator
- Janitorial
- Administrative Assistant
- Landscaping
- Homemaker
- Food Preparation
- Maintenance
- Outreach/Referral
- Recreation/Senior Center
- Nutrition Program
- Education, Training, and Library
- Healthcare
- Retail and Sales
- Transportation

Skill Training Offerings.

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

Training Linkages Negotiated with the One-Stop.

- Resume writing classes
- Interviewing Skills

- Word Processing Instruction
- Typing Classes
- Conflict Resolution
- Job Search Assistance
- Labor Market Information

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

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

The USDOL Grantee Performance Management System (GPMS) data collection system generates management reports that allow grantees to track performance. The GPMS reporting system generates reports on the types of host agencies that allow SCSEP managers to track the types of host agencies used to provide training to participants to ensure that the training participants receive meets the needs of the participant and the employers.

8. Training: describe the training that will be provided during community service assignments and any other types of training provided, including linkages with local one-stop centers, and Registered Apprenticeship.

Classroom Training.

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

Other Training Opportunities.

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

Other training opportunities may include:

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

Strategies for Improving Training Opportunities.

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

the skills and abilities of our participants. Utilizing Mississippi Works and its skill gap analysis tool can help simplify this process.

Mississippi's network of WIN Job Centers is the centerpiece of the Mississippi workforce system. These centers provide easy access to employment services such as education and training for workers, human resource assistance for businesses and information for economic developers. MDES will provide information to the national grantees and to our sub-grantees regarding which WIN Job Centers offer onsite training classes. MDES will also coordinate the development of computer training classes geared specifically to the needs of our seniors, many of whom may be computer illiterate and fearful of learning new technologies.

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

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

9. Supportive Services: describe the supportive services that will be offered to help participants obtain and retain an unsubsidized job, including transportation assistance (if applicable).

Supportive services are available to participants and may include but are not limited to counseling in areas such as health, nutrition, and Medicare benefits, etc.; supportive services may also include work shoes, badges, or eyeglasses; in addition, transportation to training or the worksite may be paid for if no other source of payment is available.

All participant supportive services are dependent upon funding and must be pre-approved by the SCSEP staff. The need for supportive services will be identified in the original IEP if possible or the plan will be updated once the need for a specific supportive service is identified. Requests for supportive services must be made in writing or by email and must include the approximate cost of the service. Written approval (letter or fax) or an email approving the supportive service will be sent prior to the service being provided.

10. Termination: describe procedures for terminating a participant, including IEP terminations. Please provide a copy of the current termination procedures.

The SCSEP Termination Policy sets forth the state's procedures for termination of participants in the SCSEP based on the guidance set forth in the Older Americans Act Amendments of 2006 and the SCSEP Final Rule. The policy is provided in Appendix I8C.

11. Complaints & Grievances: describe the procedures for addressing and resolving participant complaints and grievances related to program termination. Please provide a copy of the current complaint/grievance policies.

The SCSEP Programmatic Grievances Policy and the SCSEP Equal Opportunity Discrimination Policy set forth the state's procedures for grievances or complaints alleging violations of the requirements of the Older Americans Act of 1965 (OAA) from participants and other interested or affected parties based on the guidance set forth at OAA sections 306(a)(1) and 307(a)(5)(b) and 20 CFR, 641.910. These policies are provided in Appendix I8D.

12. Maximizing enrollment: describe procedures for fully enrolling all available slots, including over enrolling participants, and how over-enrollments will be balanced with equitable distribution requirements.

The processes described at c.4.A. regarding equitable distribution are used by the state and national grantees to balance slot imbalances statewide. The state grant staff also interact at least monthly with the nine PDDs to ensure

that vacant slots are filled timely and that over-enrollments are limited. This proactive management helps maximize service to area seniors, expenditures, and performance requirements.

Employment By Industry

Industry Sector	July 2017	June 2021	Number Change	Percent Change
Professional and business services	97,956	104,144	6,188	6.3%
Construction	43,630	44,872	1,242	2.8%
Trade, transportation, and utilities	225,678	228,557	2,879	1.3%
Education and health services	278,041	277,151	-890	-0.3%
Other services	32,449	32,323	-126	-0.4%
Manufacturing	143,904	142,628	-1,276	-0.9%
Utilities	9,601	9,374	-227	-2.4%
Public Administration	72,534	70,378	-2,156	-3.0%
Financial Activities	44,000	42,343	-1,657	-3.8%
Leisure and hospitality	140,486	130,256	-10,230	-7.3%
Natural Resources	16,583	14,614	-1,969	-11.9%
Information	12,913	10,500	-2,413	-18.7%
Totals	1,117,775	1,107,140	-10,635	-1.0%

Source: U.S. Bureau of Labor Statistics, 2021.

The charts below indicate that Mississippi is losing certain population groups while the population of those over 55 years of age is growing. The total population over 55 from the 2019 American Community Survey was 843,912 and will increase to 926,313 by 2030.

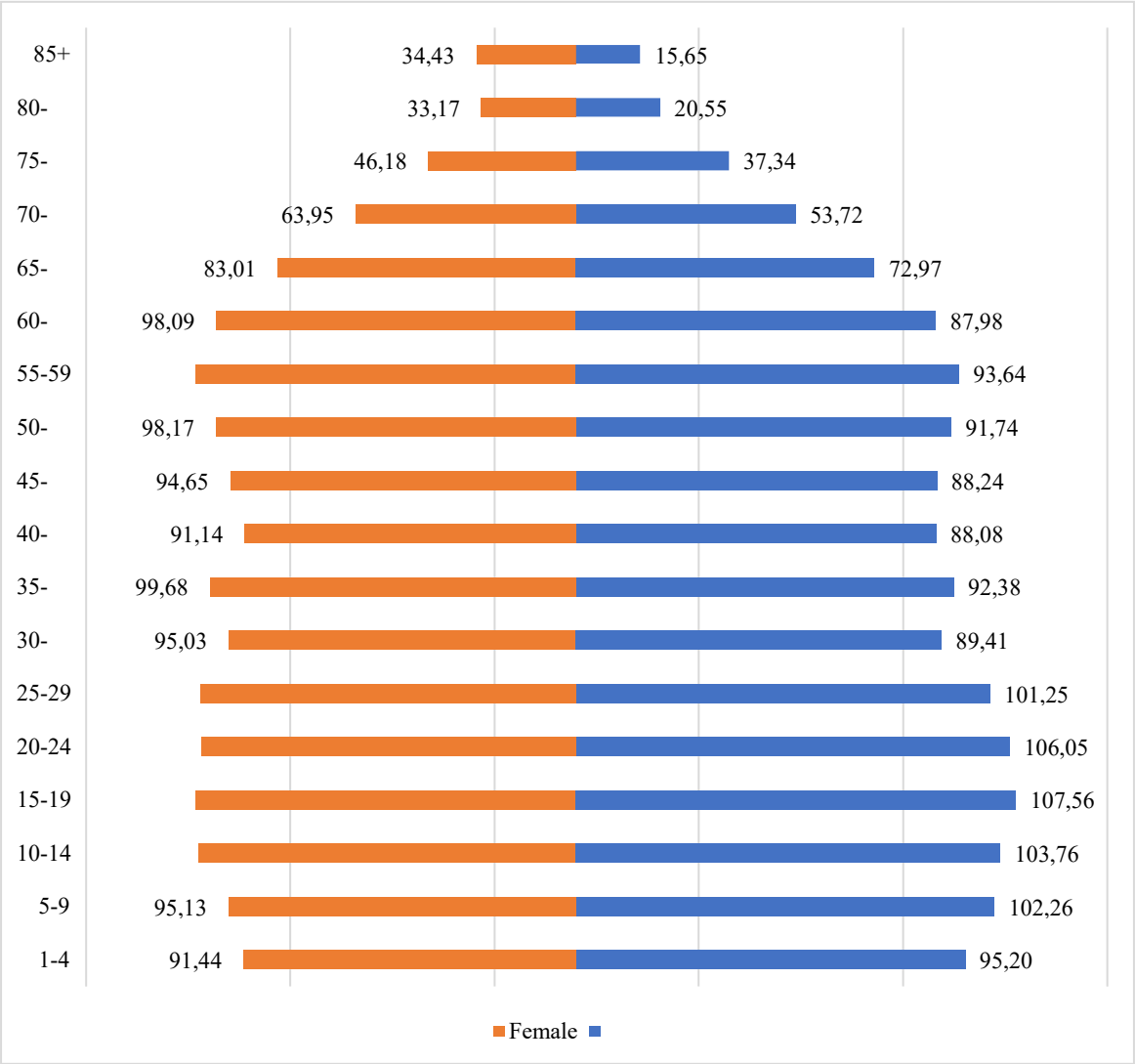
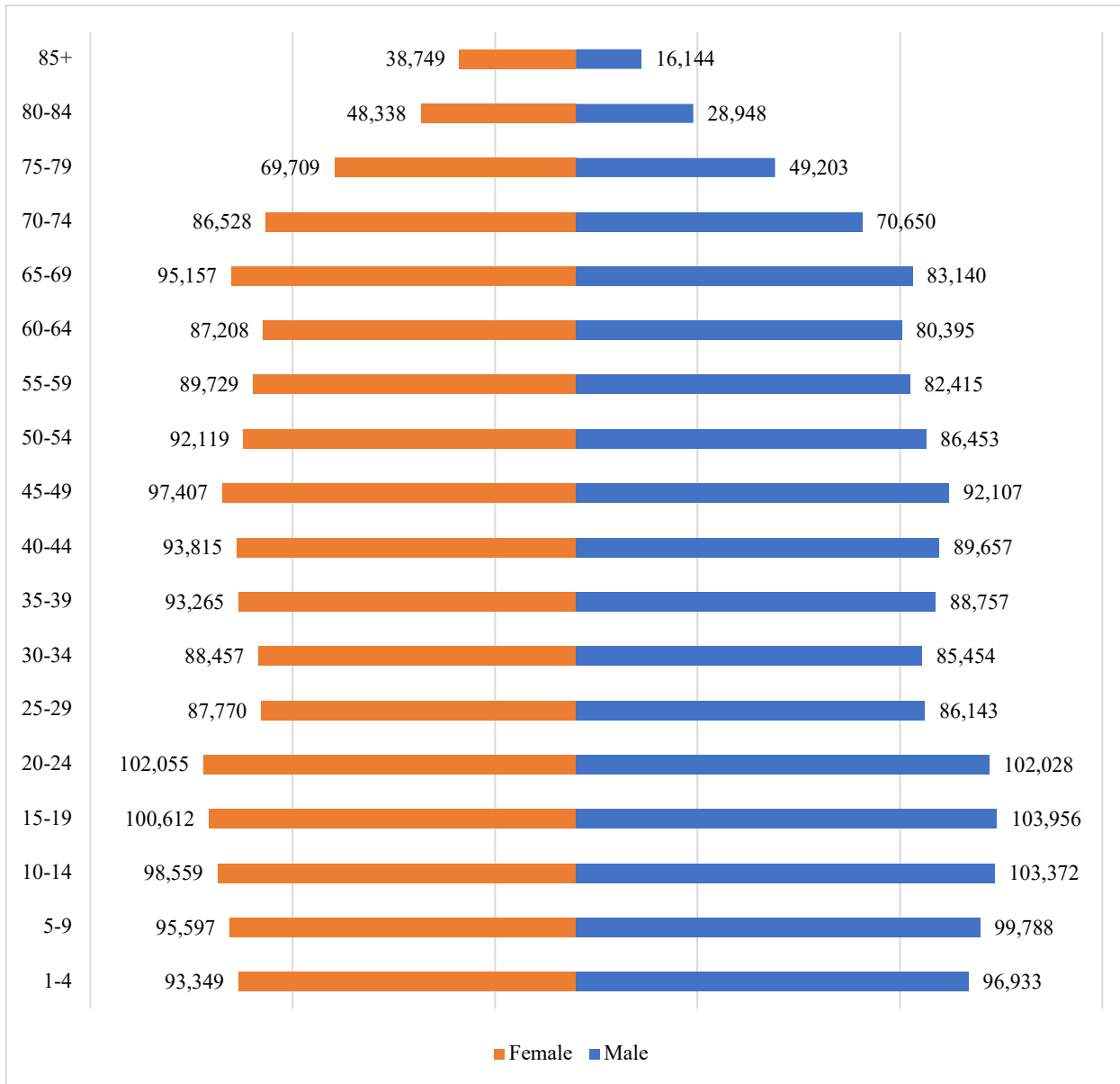


Figure 28: Projected Population by Age and Sex, 2030



Source: University of Virginia Weldon Cooper Center, Demographics Research Group. (2018). National Population Projections. Retrieved from <https://demographics.coopercenter.org/national-population-projections>.

Individuals with Disabilities make up the following percentages in Mississippi:

Table 34: Disability Status of The Civilian Noninstitutionalized Population

	Total	Total With a Disability	Percentage With a Disability
Civilian Noninstitutionalized Population (CNP)	2,916,886	478,427	16.4%
Under 18 years old	711,219	34,983	4.9%
18 to 64 years old	1,757,974	258,316	14.7%
65 years old and over	447,693	185,128	41.4%

Source: U.S. Census Bureau, American Community Survey, 2015-2019 5-Year Estimates.

Data from the 2019 5-Year American Community Survey also indicate that:

- Among Mississippians age 55 and older, 12.7 percent are veterans
- 52.1 percent of the overall population of Mississippi live in non-metropolitan counties;
- 1.6 percent of Mississippians speak English less than “very well”;
- Of the total population in Mississippi:
 - White: 58.4 percent
 - Black or African American number: 37.7 percent
 - American Indian and Alaska Native number: 0.5 percent
 - Asian number: 1.0 percent
 - Native Hawaiian or Pacific Islander number: less than 0.1 percent,
 - Some other race number: 1.0 percent,
 - Two or more races number: 1.4 percent.

Educational attainment statistics from the 2019 census are only available for the total population over 25, not specifically for those over 55, but show the following:

Table 35: Educational Attainment Statistics

	Total	Percentage of Population over 25
Population 25 years and over	1,975,670	-
Less than 12th grade, no diploma	306,105	15.5%
High school graduate (includes equivalency)	601,355	30.4%
Some college or associate degree	633,057	32.0%
Bachelor's degree	269,736	13.7%
Graduate or professional degree	165,417	8.4%
Percent high school graduate or higher	1,669,565	84.5%
Percent bachelor's degree or higher	435,153	22.0%

Source: U.S. Census Bureau, American Community Survey, 2015-2019 5-Year Estimates.

A. Service Delivery and Coordination

1. A description of actions to coordinate SCSEP with other programs. This may alternatively be discussed in the State strategies section of the strategic plan, but regardless of placement in document, must include:

A. Planned actions to coordinate activities of SCSEP grantees with WIOA title I programs, including plans for using the WIOA one-stop delivery system and its partners to serve individuals aged 55 and older. (20 CFR 641.302(g), 641.325(e))

In July 1, 2012, the Mississippi Department of Employment Security (MDES) was designated as the SCSEP State Grantee. Since MDES is the state agency that operates the state workforce system, coordination of SCSEP with other workforce programs in the state should increase greatly.

Coordination with State's Title I Workforce Innovation and Opportunity Act (WIOA) Activities.

MDES is the agency that oversees WIOA in Mississippi. MDES staff members are liaisons to the Local Workforce Development Areas and track the use of WIOA funding. WIOA in Mississippi and the LWDA's are important partners to SCSEP. The SCSEP Managers rely on MDES and the LWDA's for labor market information, training, and job search assistance.

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

Coordination with Title I WIOA is further enhanced through the WIN Job Centers' option to participate as host agencies. Placing participants in the WIN Job Centers serves many purposes such as:

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

B. Planned actions to coordinate activities of SCSEP grantees with the activities being carried out in the State under the other titles of the Older Americans Act (OAA). (20 CFR 641.302(h))

The U.S. Department of Labor provides funds to operate SCSEP to States and other national sponsor organizations. Governor Reeves has designated the Mississippi Department of Employment Security as the State SCSEP Grantee. Currently, MDES subgrants funds to the ten Planning and Development Areas for the administration of the SCSEP. In Mississippi, the Area Agencies on Aging are subordinate agencies within the nonprofit economic development organizations known as Planning and Development Districts. The Area Agencies on Aging are experienced providers of services for the senior population. Currently, the AAAs operate SCSEP in 9 of the 10 PDDs and the Workforce Division operates SCSEP in Southern MS PDD.

Activities Carried out Under Other Titles of the Older Americans Act:

- **Transportation.**

Transportation is offered to older adults as an option to assist in continuing their independence. SCSEP participants that cannot drive may take advantage of the local Area Agency on Aging transportation services. The state and National Grantees target transportation providers with a goal of benefiting SCSEP participants interested in training with the transportation providers acting in a host agency capacity.

- **Nutrition.**

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

- **Aging and Disability Resource Center.**

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

- **Adult Day Care.**

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

- **Family Caregiver Support Program.**

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

C. Planned actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. (20 CFR 641.302(i))

National Sponsors

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

National Caucus and Council on Black
Aged, Inc. Chester A. Johnson, Program
Manager
Post Office Box
545 Cleveland,
MS 38732
(662) 846-6992

Email: cjohnson@myncba.com

Center for Workforce Inclusion

Joshua Wadsworth, National SCSEP
Director 8403 Colesville Road, Suite 200

Silver Spring, MD 20910
jwadsworth@workforceinclusion.org
www.centerforworkforceinclusion.org

Institute for Indian Development, Inc.

Garilyn Ward, SCSEP National Program Director

991 Grand Caillou Road Houma, Louisiana 70363-
5705 (985) 851-5408 Phone/Fax

gward@itcla.com

Service Organizations and Community Based Organizations

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

Collaboration with Other Public and Private Entities and Programs that Provide Services to Older Americans

Community Based Organizations.

The state subgrants SCSEP to the 10 PDDs in the state; the PDDs/AAAs have a direct contractual relationship with community-based organizations as service providers. Local community action agencies work closely with the state grantee to collaborate on SCSEP.

Transportation Programs.

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

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

a. 1. D. Planned actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j))

Labor Market Effects on Employment Opportunities and Host Agencies.

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

Collaboration with Other Labor Market and Job Training Initiatives.

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

The Combined State Plan will guide the strategic and operational workforce planning for state agencies. The priorities include providing an attractive economic climate for current and emerging industries that foster economic opportunity, job creation, capital investment and infrastructure development by developing a well-trained, educated, and productive workforce. The initial emphasis will be placed on growth sectors, Healthcare, Advanced Manufacturing, and Energy, which were the focus of important pieces of legislation passed in the 2012 legislative session.

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

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

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

Mississippi understands that our economic growth is dependent on a comprehensive statewide workforce system that integrates education, industry, employment and economic development into a unified enterprise with a shared vision and common goal. This system is employer-focused and demand-driven. The growth of high wage employment is dependent upon Mississippi having a trained workforce, a continued supply of skilled Mississippians who are ready, willing, and able to fill jobs, regardless of their age.

Mississippi has identified five keys to meet the shortage a high-quality workforce:

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

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

Leveraging Resources from Key Partners to Support SCSEP.

PDDs work with community colleges to provide training to SCSEP participants at a reduced cost; many provide tuition waivers for SCSEP participants. Community colleges are an integral component of the WIOA programs offered through the WIN Job Centers. SCSEP participants are encouraged to dual enroll in WIOA with the WIN Job Centers for job search assistance and training classes.

[E. Actions to ensure that SCSEP is an active partner in the one-stop delivery system and the steps the State will take to encourage and improve coordination with the one-stop delivery system. \(20 CFR 641.335\)](#)

Infrastructure Funding Agreements.

Each PDD is required in their subgrant with the state to negotiate with a local WIN Job Center (WJC) to ensure SCSEP's required partner presence in the center. Each PDD entered into a Memorandum of Understanding (MOU) with the WJC and negotiated payment for space used and provided a copy of the MOU and the basis for the cost to MDES. Funds in the amount of that cost basis are included in the PY19 SCSEP allocations for estimated cost for the space, and the PDDs include these costs in their budget narratives submitted to MDES.

Collaboration with State Vocational Rehabilitation.

The Mississippi Department of Rehabilitation Services, like SCSEP, is a required partner in the WIOA programs. SCSEP and Vocational Rehabilitation will collaborate with the WIN Job Centers for employment assistance for older individuals with disabilities.

Collaboration with Adult Education and Literacy Providers.

SCSEP participants complete an initial assessment upon entrance into the program to determine their employment plan. For participants that are interested in completing their High School Equivalency Diploma (HSE), SCSEP partners with the Adult Education program administered by the Mississippi Community College Board. The Adult Education program is designed to offer opportunities to enhance the skills and abilities of individuals preparing for the workforce. SCSEP

participants are encouraged to prepare themselves in the areas of math, reading, writing, communication, and computer skills to become employment ready. The Adult Education program provides assistance in developing these skills based on the individual's skill level and learning capacity.

The Adult Education program is available statewide through community colleges, public schools, and other resources. SCSEP participants can test at any of the available high school equivalency sites across the state.

Collaboration with Education and Training Providers.

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

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

F. Efforts to work with local economic development offices in rural locations.

Local Governments.

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

- Board of Supervisors;

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

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

Business Organizations.

State subgrantees and their SCSEP managers work with business organizations such as the Mississippi Manufacturers Association and local chambers of commerce to develop job opportunities. They collaborate with Medicaid and regional transportation and economic assistance providers to access services to SCSEP participants in need. They also solicit advice and recommendations from support service organizations through public hearings and joint conferences.

Mississippi Chambers of Commerce.

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

Strategy for Collaborating with Chambers of Commerce.

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

Strategy for Seeking Advice and Recommendations.

The state and national grantees will meet with the Chambers of Commerce at Workforce Development Board meetings, conferences, and individually to seek their advice and recommendation on improving SCSEP. The chambers can provide important information on the local economy and ensure that SCSEP Managers meet with and partner with existing and new businesses interested in hiring and/or training older workers. Partnering with chambers as host agencies and providing a SCSEP participant to train onsite brings recognition to SCSEP while providing valuable training to participants. Chambers of Commerce that are host agency sites provide skills training in clerical, phone skills, record keeping, etc.

Economic Development Agencies.

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

Strategy for Collaborating with Economic Development Agencies.

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

Strategy for Seeking Advice and Recommendations.

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

Labor Organizations.

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

b. 2. The State's long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (May alternatively be discussed in the State strategies section of strategic plan.)

Strategy for Collaborating with Major Employers.

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

- **Strategy for Seeking Advice and Recommendations**

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

- **Engaging and Developing Partnerships with Businesses.**

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

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

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

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

Retention Activities for Participants in Unsubsidized Employment.

Once a SCSEP participant is trained and placed in unsubsidized employment, the SCSEP manager continues to follow the participant for one year to ensure he/she has the support needed to remain employed.

SCSEP participants in unsubsidized employment may need additional training and support to keep up with the demands of the changing workforce. Support will be provided in the form of training, counseling, and job development.

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

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

b. 3. The State's long-term strategy for serving minority older individuals under SCSEP. (20 CFR 641.302 (c))

The State subgrants to the Planning and Development Districts since their AAAs are the primary provider of other services to the aging community and have established contacts and rapport in the community. The PDDs should collaborate with the WIN Job Centers and other workforce system partners to provide outreach services to minority populations.

MDES provides the required Equitable Distribution (ED) report and Minority Report to USDOL annually. MDES will continue to use both the ED and the Minority Report to guide the PDDs as they provide SCSEP services and to advise the national grantees that operate the program in the state.

b. 4. A list of community services that are needed and the places where these services are most needed. Specifically, the plan must address the needs and location of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)

Process Implemented to Identify Community Service Needs.

MDES will work with the national grantees and the 10 PDDs to collect information on the participants, services, and skills needs of the businesses in the area that each serves. Identifying gaps between the participants, the skill requirements, and the services provided will guide decisions on targeted recruitment, training, host agency assignments, and recruitment of businesses willing to hire seniors into unsubsidized training.

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

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

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

b. 5. The State’s long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))

Since the Mississippi Department of Employment Security (MDES} was designated as the State Grantee as of July 1, 2012, coordination with other workforce programs in the state has greatly increased. The division of MDES that has direct oversight of the SCSEP also provides direct fiscal and programmatic support for WIOA to the state's four Local Workforce Development Areas.

Improving SCSEP Services.

Long-Term Strategy to Improve SCSEP Services.

The State has implemented a WIOA Common Intake and Reporting System, known as the Hub”, that captures common participant information for the four core programs. The system aligns resources and generates automatic referrals among the core programs and partner programs such as SCSEP.

Using a no wrong door policy, all participants will develop an individualized success plan that coordinates the optimum blend of services and funding to achieve their goals for success. This success plan also indicates which of the pathways in the SmartStart Pathways Model to which the participant will be assigned. A connection to a career pathway must be included as part of an older worker’s individual service strategy or MS Smart Start Success plan. This model is an integrated compilation of programs and services intended to develop basic, technical and employability skills; provide continuous education and training; and work supports that lead to high-demand jobs in targeted sectors.

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

In PY2015, the State Grantee's largest subgrantee, Southern Mississippi Planning and Development District, moved its SCSEP staff from the Area Agency on Aging division to the Workforce Division. This puts SCSEP in this district under the direction of the Twin Districts Workforce Development Area. SMPDD is the SCSEP subgrantee of both the State subgrant and The Center for Workforce Inclusion (CWI), operating a total of 125 slots. SMPDD will use the Smart Start Pathways Model throughout its service area. CWI intends for all of its subgrantees to follow the lead of SMPDD and use Smart Start as the service model.

Increased Frequency of Formal Collaboration Activities Among SCSEP Grantees.

The state grantee will conduct training annually and provide ongoing Technical Assistance. The state is dedicated to increasing the number of collaborative activities and efforts in the state regarding the benefit of older workers. MDES will work collaboratively with its national grantee, 10 PDDs, and other partners to connect older workers with various programs.

Development of Criteria for Selection of Subrecipients.

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

Opportunities to Share Best Practices Statewide.

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

MDES will also coordinate with the National Council on Black Aging (NCBA) to assist and provide the following:

- Work together in collecting and sharing labor market information in any specific area to identify the skills areas businesses require so that we can develop targeted recruitment of both the participants and host agencies.
- Remain in compliance with DOL equitable distribution of positions in the state. NCBA will work closely with the state to ensure that the distribution always remains equitable.
- As a national administrator of the SCSEP program in Mississippi, NCBA has recognized and experienced the many challenges presented by the rural nature of the state. NCBA will continue to work with the state to develop and implement plans to meet these challenges and help the participants gain unsubsidized employment.

b. 6. The State's strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302(f))

State's Plan for Ensuring Goals are Achieved.

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

The USDOL provides the SCSEP managers with management reports via the web-based data collection system known as SPARQ (SCSEP Performance And Results QPR). Management reports are produced quarterly to gauge progress towards performance measures. The USDOL has proposed significant changes to the SPARQ system for the upcoming year. The following management reports will be used by the state, national grantees, and SCSEP managers:

Applicant

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

Current/Exited

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

Follow-Ups

- Pending
- Pending, Displayed by Month

Actions

Most In Need/Waiver Factor Actions

Host Agencies

- Host Agencies
- Assignments by Host Agency

Employers

- Unsubsidized Employers
- Placements by Employer

Meetings, trainings, and conference calls.

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

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

C. Location and Population Served, including Equitable Distribution

1. A description of the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d))

Current and Projected Employment Opportunities in the State.

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

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

The initial emphasis will be placed on the three sectors in the Combined State Plan; Advanced Manufacturing, Healthcare and Energy, which were the focus of important pieces of legislation passed in the 2012 legislative session. Of equal importance is the retention and expansion of existing industries such as transportation and logistics, agribusiness, tourism; and defense and homeland security.

Employment Projections for High Growth Industries and Occupations.

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

The SCSEP managers must emphasize the need to obtain skills through training at host agencies in order to generate quality job placements in high growth industries. Mississippi projects that over 1.2 million jobs are expected to be available in the next ten years. Increasing SCSEP job placements in the high growth areas will move Mississippi ahead.

Industries and Occupations with Employment Opportunities for SCSEP participants.

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

- service sector;
- healthcare;
- retail;
- food service;
- social assistance; and,
- education.

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

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

Mississippi ranks last in educational attainment in the adult population, particularly older females. In the state, 15.59 percent of SCSEP participants have no high school degree, 41.34 percent have a high school degree or equivalent, and only 8.25 percent have a bachelor's degree or higher. A snapshot of the Mississippi SCSEP participant education, age, and wages from the SPARQ database follows:

Table 36: Participant Education, Age, and Wages by Mississippi Grantee – PY 2020 Final

	IID	NCBA	SSA	MS	All Mississippi SCSEP	
Total	45	248	247	101	641	100%
Educational Attainment						
8th grade & under	11	5	2	3	21	3.27%
9th grade - 11th grade	8	40	27	4	79	12.32%
High School diploma or equivalent	22	106	92	45	265	41.34%
1 - 3 years college	3	70	79	31	183	28.54%
Post-secondary Certificate	0	4	2	0	6	0.93%
Associate degree	1	4	23	6	34	5.30%
Bachelor's degree or equivalent	0	18	15	8	41	6.39%
Some graduate school	0	0	3	1	4	0.62%
Master's degree	0	1	4	3	8	1.24%
Doctoral degree	0	0	0	0	0	0.00%

Age						
55-64	35	133	122	56	346	53.97%
65+	10	115	125	45	295	46.02%
Wages & Hours						
Median Placement Wages	\$10.00	\$9.00	\$9.49	\$9.18		
Average Hours per Week	35	27.5	30.4	22.7		

Source: SCSEP Quarterly Progress Report, ETA 5140, PY20 Final

c. 2. List the cities and counties where the project will be conducted. Include the number of SCSEP authorized positions and indicate where the positions changed from the prior year.

This data is listed in the Program Year 2018 Equitable Distribution List by National and State Grantee with Counties (Provided in Appendix I8A).

c. 3. Describe current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.

The US Department of Labor has redistributed positions among The Center for Workforce Inclusion, National Caucus on Black Aged, the Institute for Indian Development, and the Department of Employment Security in order to serve the eligible population more equitably as indicated by the 2020 Census through the USDOL distribution process. In Mississippi, the state and national grantees agree that the distribution is currently equitable.

4. The State's long term strategy for achieving an equitable distribution of SCSEP positions within the State that:

A. Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.

The U.S. Department of Labor implemented revisions to the required Equitable Distribution Report. The four grantees provided their Grantee Reports to the USDOL and MDES compiled the information from the four into a Statewide Grant Report, which was also submitted to DOL on June 22, 2021. The state grantee will monitor distribution and service of the slots to ensure that all grantees are working to implement the action plans stated in the reports. We will also continue to monitor distribution of slots relative to demographic changes and will address any potential issues as they arise through communication with DOL.

B. Equitably serves rural and urban areas.

See answer above at c.4.A.

C. Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641.520)

See answer above at c.4.A.

c. 5. The ratio of eligible individuals in each service area to the total eligible population in the State. (20 CFR 641.325(a))

See answer above at c.4.A.

6. The relative distribution of eligible individuals who:

A. Reside in urban and rural areas within the State

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

Inadequate Resources.

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

Employment.

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

Host Agencies.

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

Transportation.

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

The state grantee will attempt to collaborate with other local agencies and resources to provide participant transportation at no cost or reduced cost whenever possible.

Additionally, flexible scheduling is encouraged to help participants reduce travel costs by training more hours on fewer days, providing the same community service assignment hours.

C. Specific Populations Groups.

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

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

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

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

- Eligible individuals with the “greatest economic need” (as defined in 20 CFR 641.140);

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

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

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

- attending job fairs;
- advertising in local newspapers and newsletters;
- referrals from exited participants, host agencies, faith-based organizations and local officials;
- running public service announcements;
- visiting local senior centers;
- partnering with organizations that serve aging and/or disabled adults;
- distributing brochures, flyers, posters and fact sheets throughout the state; and,
- partnering with the local WIN Job Centers.

B. Have the greatest economic need

See response included at c.6.A.

C. Are minorities

See response included at c.6.A.

D. Are Limited English Proficient

See response included at c.6.A.

E. Have the greatest social need. (20 CFR 641.325(b))

See response included at c.6.A.

c. 7. A description of the steps taken to avoid disruptions to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data become available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))

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

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

d. SCSEP Operations

1. Administrative: describe the organizational structure of the project and how subprojects will be managed, including:

A. identification of the key staff, including the primary responsibilities and the amount of time assigned to the SCSEP grant;

A. Organizational Structure

The Office of Grant management at MDES has day-to-day responsibilities for the administration and operation of the Workforce Innovation and Opportunity Act (WIOA) Title I and SCSEP in Mississippi. The SCSEP funds will be subgranted to 10 Planning and Development Districts. The AAAs, which are housed with the PDDs, currently operate the SCSEP and are experienced in all aspects of the program.

The Grants and Contracts Department (GCD) within OGM, is staffed with an ES-Employment Manager IV and five (5) staff, one (1) of whom is tasked 90% of her time to SCSEP. The GCD is listed on the MDES Organizational Chart as one (1) of two (2) subunits of the Office of Grant Management, which answers directly to the agency's COO/Deputy Executive Director of External Relations. This department of six (6) staff serves as fiscal and programmatic liaisons to the four Local Workforce Development Areas and to other WIOA subgrantees. As liaisons, they provide technical assistance on all financial, programmatic, and performance issues.

The OGM Director, who also has nine (9) years' experience implementing SCSEP, will spend approximately five percent (5%) of his time; the GCD ES-Employment Manager IV, approximately ten percent (10%) of her time; the ES Technical Specialist II will devote approximately ninety percent (90%) of her time to the grant. The OGM Data Validation / Program Oversight staff will assign approximately ten percent (10%) of her time to the grant, and the fiscal oversight staff person, approximately ten percent (10%) of his time. MDES has requested an increase for the Administrative Cost from 13.5% to 20% for this grant. State administration is budgeted at 10% and the Project Operator at 10% of the total grant, for a total administration cost of 20%.

B. Include an organization chart depicting any subgrantees or local affiliates implementing the grant. Include a table with authorized positions for each subgrantee or affiliate, if applicable;

Subgrantees/Area Agencies on Aging (AAAs) at the PDDs have administered the Senior Community Service Employment Program (SCSEP) since its inception in Mississippi. The AAAs are assigned chief responsibility for planning, coordinating, developing, and pooling resources to assure the availability and provision of a comprehensive range of services at the substate level to enhance project administration and overall accountability. The names and locations of the nine AAAs and one PDD, the counties they serve, and the number of authorized positions for which they are responsible, are shown in the 2019 County Slots by PDD Chart. The attached Mississippi AAA Map & Contacts document includes the locations of the 10 subgrantees (Appendix I8B).

C. describe training that will be provided to local staff;

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

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

D. describe how projects will be monitored for program and financial compliance, including audit plans; and

MDES complies with the monitoring requirements of the Uniform Administrative Requirements for Federal Grants at 2 CFR 200.327 - 332 and the audit requirements at 2 CFR 200.500 - 520. MDES monitors its

subrecipients annually through a contract with an independent monitoring firm and requires audits from those who meet the \$750,000 threshold for annual federal expenses. We also follow our agency's WIOA Programmatic and Fiscal Monitoring policy

- Policy #8, Revision 3, and require the PDDs to monitor their host agencies and subcontractors. (Appendix IIC).

E. describe how the State will manage its providers and how it will transfer participants if new providers are selected to serve in the State.

The state manages our providers by monthly review of expenditures and quarterly review of SCSEP Reports as well as through monitoring, technical assistance, and training. The state currently does not plan to identify new providers to serve the state since the AAAs are the primary provider of other services to the aging community and have established contacts and rapport in the community. If the need arises to defund or replace a local provider, the state will do so in consultation with our Federal Project Officer and other USDOL SCSEP staff.

2. Recruitment: describe how grantee will recruit and select of participants will be achieved. The eligibility of participants is described under 20 CFR 641.500 and 641.525.

Recruitment and selection of participants is performed by the Area Agency on Aging staff at the PDDs or by their subcontractors. MDES monitors the local projects' ability to meet their staffing needs and avoid vacancies by monthly review of the expense reports, and quarterly through the SPARQ performance reports. MDES also reviews eligibility determination in its annual monitoring of the PDDs/AAAs.

3. Income Eligibility: describe how participant income will be recertified each year, including where eligibility records will be maintained.

The PDDs/AAAs are required to recertify each participant annually to verify income eligibility. This process is verified by the State through annual monitoring and data validation.

Eligibility records are kept in the participant records at the PDD offices.

4. Orientation: describe the orientation procedures for:

A. Participants

Before a participant begins the community service assignment, the host agency must provide an assignment related orientation including but not limited to the host agency background and purpose, the community service(s) it provides, agency personnel policies and procedures related to work hours, time and attendance, and work performance expectations.

A Safety Procedures Consultation must also be included in the orientation if it has not already been done with the participant, including: the location(s) and use of fire extinguishers and alarms; the posted designated route(s) of escape in event of a fire; the participant's role, if any, in an emergency; and a review of all other disaster action plans for the agency.

The participant signs a Certification of Orientation stating that they have completed orientation with the host agency. This document is retained in the participant file.

B. Host Agencies

Host agencies are provided orientation by the PDD and sign an acknowledgement of Orientation. The most recent modification to the Host Agency Handbook includes a host agency acknowledgement in which the host agency supervisor states that he has received, read, understood, and agreed to follow the program requirements stated in the SCSEP host agency handbook.

This agreement reinforces the supervisor's understanding of the SCSEP as a training program as well as the supervisor's responsibility to cooperate with all job development efforts made on the participant's behalf.

1. Duration Limits: describe any policy for maximum duration of enrollment or maximum time in community service and provide a copy of the current Duration Limit policy.

MDES has chosen to adhere to the program-required Duration Limit of 48 months as provided in 20 CFR 641.570 (a) and not to allow waiver of the limit as allowed in 641.570 (b). The Mississippi Individual Durational Limit Policy is attached as Appendix I8E.

2. Assessments: describe the procedures for assessing job aptitudes, job readiness, and job preferences of participants and their potential to transition into unsubsidized employment. Also describe how the assessment will be used to develop the participant’s Individual Employment Plan (IEP).

Mississippi Works and Skill Gap Analysis.

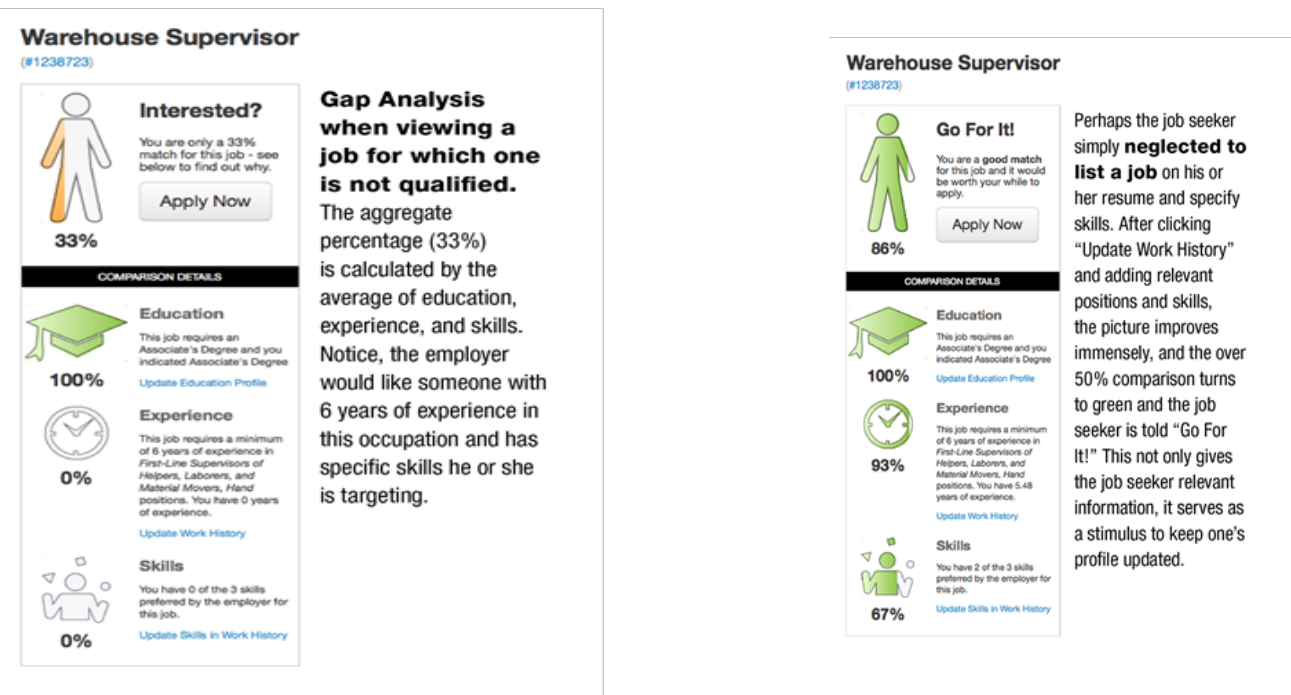
Mississippi Works is a smartphone app and web-based job resource provided by MDES where employers and job seekers connect. The connection is driven by the ability of job seekers to match experience and qualifications to employer needs. Mississippi Works can be a valuable tool for seniors and SCSEP staff to identify participant skill gaps and training needs.

Labor market studies show that the largest share of future employment opportunities will be middle-skill jobs. Middle-skill jobs account for 69 percent of Mississippi’s labor market but only 37 percent of the state’s workers are trained to a middle skill level, thus creating a gap. In program year 2013, Mississippi Works added a gap analysis tool to help workers make informed decisions on career choices and training needs. The Mississippi Works is easy to use. The user simply creates a profile and begins the job search; this launches the gap analysis tool.

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

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

Figure 29: Mississippi Works Skills Gap Analysis Screen



Mississippi Works and its skill gap analysis abilities can provide SCSEP participants and counselors with a powerful tool that can guide the participants' individual training decisions and improve their IEPs. MDES will inform our subgrantees and the national grantees about this new system and the provide training for it, as needed.

7. Community Service Assignments: describe how the participant will be assigned to community service including:

A. the types of community service activity that will be emphasized and how they were chosen; methods used to match participants with community service training;

B. the extent to which participants will be placed in the administration of the project itself;

C. The types of host agencies used and the procedures and criteria for selecting the assignments;

D. the average number of hours in a participant's training week;

E. the fringe benefits offered (if any); and

F. procedures for ensuring adequate supervision.

Training Positions Available at Host Agencies.

- Telephone Operator
- Janitorial
- Administrative Assistant
- Landscaping
- Homemaker
- Food Preparation
- Maintenance
- Outreach/Referral
- Recreation/Senior Center
- Nutrition Program
- Education, Training, and Library
- Healthcare
- Retail and Sales
- Transportation

Skill Training Offerings.

- Computer Training
- Heavy Equipment Training
- Custodial
- Clerical
- Telephone skills

- Adult Basic Education
- Record Keeping

Training Linkages Negotiated with the One-Stop.

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

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

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

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

8. Training: describe the training that will be provided during community service assignments and any other types of training provided, including linkages with local one-stop centers, and Registered Apprenticeship.

Classroom Training.

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

Other Training Opportunities.

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

- lectures;
- seminars;
- classroom instruction;

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

Strategies for Improving Training Opportunities.

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

Mississippi’s network of WIN Job Centers is the centerpiece of the Mississippi workforce system. These centers provide easy access to employment services such as education and training for workers, human resource assistance for businesses and information for economic developers. MDES will provide information to the national grantees and to our sub-grantees regarding which WIN Job Centers offer onsite training classes. MDES will also coordinate the development of computer training classes geared specifically to the needs of our seniors, many of whom may be computer illiterate and fearful of learning new technologies.

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

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

9. Supportive Services: describe the supportive services that will be offered to help participants obtain and retain an unsubsidized job, including transportation assistance (if applicable).

Supportive services are available to participants and may include but are not limited to counseling in areas such as health, nutrition, and Medicare benefits, etc.; supportive services may also include work shoes, badges, or eyeglasses; in addition, transportation to training or the worksite may be paid for if no other source of payment is available.

All participant supportive services are dependent upon funding and must be pre-approved by the SCSEP staff. The need for supportive services will be identified in the original IEP if possible or the plan will be updated once the need for a specific supportive service is identified. Requests for supportive services must be made in writing or by email and must include the approximate cost of the service. Written approval (letter or fax) or an email approving the supportive service will be sent prior to the service being provided.

10. Termination: describe procedures for terminating a participant, including IEP terminations. Please provide a copy of the current termination procedures.

The SCSEP Termination Policy sets forth the state’s procedures for termination of participants in the SCSEP based on the guidance set forth in the Older Americans Act Amendments of 2006 and the SCSEP Final Rule. The policy is provided in Appendix I8C.

11. Complaints & Grievances: describe the procedures for addressing and resolving participant complaints and grievances related to program termination. Please provide a copy of the current complaint/grievance policies.

The SCSEP Programmatic Grievances Policy and the SCSEP Equal Opportunity Discrimination Policy set forth the state's procedures for grievances or complaints alleging violations of the requirements of the Older Americans Act of 1965 (OAA) from participants and other interested or affected parties based on the guidance set forth at OAA sections 306(a)(1) and 307(a)(5)(b) and 20 CFR, 641.910. These policies are provided in Appendix I8D.

12. Maximizing enrollment: describe procedures for fully enrolling all available slots, including over enrolling participants, and how over-enrollments will be balanced with equitable distribution requirements.

The processes described at c.4.A. regarding equitable distribution are used by the state and national grantees to balance slot imbalances statewide. The state grant staff also interact at least monthly with the ten PDDs to ensure that vacant slots are filled in a timely manner and that over-enrollments are limited. This proactive management helps maximize service to area seniors, expenditures, and performance requirements.

13. Performance: include a proposed level for each performance measure for each of the program years covered by the plan. While the plan is under review, the state will negotiate with the Employment and Training Administration to set the appropriate levels for next year. The state may also negotiate performance levels in a subsequent modification. At a minimum, states must identify the performance indicators required under the SCSEP Final Rule published on September 1, 2010, and, for each indicator, the state must develop an objective and quantifiable performance goal for the next year. The performance measures include:

Entered

employment,

Employment

retention,

Average

earnings, Service

level,

Service to most-in-need, and

Community Service

DOL Negotiated SCSEP Final PY 2020 Grantee Targets and Goals	Mississippi
PY 2020 Q2 Employment Final Target	27.5%
PY 2020 Q4 Employment Final Target	19.1%
PY2020 Median Earnings Final Target	\$3259
PY 2020 Service Level Final Goal	N/A
PY 2020 Community Service Final Goal	N/A
PY 2020 Most in Need Final Goal	2.88
PY 2020 Customer Satisfaction--Participant Final Goal	88.2
PY 2020 Customer Satisfaction--Host Agency Final Goal	88.5
PY 2020 Customer Satisfaction--Employer Final Goal	85.8

14. Administrative Costs: describe any request for an increase in administrative costs consistent with section 502(c)(3) of the Older Americans Act.

Mississippi requested and received an increase in the administration cost limitations to twenty percent (20%) of total grant allocation pursuant to TEGL 22-19. This reflects an increase for both the state grantee and the project operators to ten percent (10%) each. The reasons for this increase are as follows:

Accomplishments for SCSEP in Mississippi during PY20:

1. Technical Assistance visits were conducted virtually with program directors and front-line staff provided an opportunity to exchange information/updates and field questions
2. Regular check-in with subgrantees for COVID-19 follow-up response and any other challenges
3. Subgrantee Handbooks are in the process of being updated
4. Digital resource material was developed and implemented
5. Training was conducted for program directors, front-line staff, WIN Job Center staff, and national partners on a one-by-one basis virtually.

The rural nature of Mississippi and the small project size does not allow sufficient funds to cover the cost for administering the program. We anticipate the impact of COVID-19 will further escalate administrative cost for managing SCSEP, and this increase will exceed the 13.5% of the grant that is currently allowed. Transitioning to a new normal, additional TA visits and calls, and Extended Durational Limits and Caps will require additional management and oversight to ensure the least amount of disruption for participants. This additional management and oversight will have a greater effect on the state level administration than the local PDD level.

TA visits will be scheduled as soon as it becomes safe to travel and restrictions are lifted, however meetings continue to be conducted virtually or by telephone. Data will be collected and reviewed to determine the impact of COVID-19 for providers and participants. It is our hope that COVID-19 can become a positive for our state and SCSEP by generating innovative ideas, procedures, and processes for the future. Mississippi's response has been very successful by adapting quickly to a virtual world, adapting our thinking, and implementing new out of the box ways of meeting challenges.

Mississippi's grant is less than one million dollars and at the usual five percent (5%) state level, administrative cost is less than \$50,000 per year. The oversight needed for this grant requires most of the time for one FTE.

SCSEP Assurances

	X or N/A	STATEMENT OF ASSURANCE	DOCUMENTATION and COMMENT
1.	X	<p>Where SCSEP is included in the Combined Workforce Plan, the State established a written policy and procedure to obtain advice and recommendations on the State Plan from representatives of the State and area agencies on aging; State and local boards under WIOA; public and private nonprofit agencies and organizations providing employment services, including each grantee operating a ACSEP project within the State, except as provided under section 506(a)(3) of OAA and 20 CFR 641.320(b); Social service organizations providing services to older individuals; Grantees under Title III of OAA, Affected Communities, Unemployed older individuals, Community-based organizations serving older individuals; business organizations; and labor organizations.</p>	<p>In writing the SCSEP State Plan, the state followed the procedure outlined in Section 503(a)(2) of the Older Americans Act (OAA) Amendments of 2006 which requires that the State Plans describe the state’s process for ensuring the involvement, advice and recommendations from representatives of the State and area agencies on aging; State and local boards under WIOA; public and private nonprofit agencies and organizations providing employment services, including each grantee operating a SCSEP project within the State.</p> <p>The State Plan described how it ensured an open and inclusive planning process with meaningful opportunity for public comment, per 20 CFR 641.350.</p> <p>The State will establish a written policy to ensure compliance with these requirements.</p>