



**SOUTH CENTRAL
MISSISSIPPI WORKS**

Local Workforce Development Area Four-Year Local Plan

**Program Years 2024–2028
2026 Modification**

Submitted by the South Central Mississippi Works Local Workforce Development Board
Central Mississippi Planning and Development District • Administrative Entity & Fiscal Agent
In alignment with the Mississippi WIOA Combined State Plan, 2024–2028

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List of Acronyms

Acronym	Definition
AccelerateMS	Office of Workforce Development (AMS)
AE	Adult Education
ATS	America's Talent Strategy: Building the Workforce for the Golden Age
CBO	Community-Based Organization
CEO	Chief Elected Official
CMPDD	Central Mississippi Planning and Development District
CTE	Career and Technical Education
DOL	U.S. Department of Labor
DVOP	Disabled Veteran Outreach Program Specialist
EO	Equal Opportunity
HSE	High-School Equivalency
ITA	Individual Training Account
JVSG	Jobs for Veterans State Grants
LWDA	Local Workforce Development Area
LWDB	Local Workforce Development Board
MCCB	Mississippi Community College Board
MDA	Mississippi Development Authority
MDE	Mississippi Department of Education
MDES	Mississippi Department of Employment Security
MDHS	Mississippi Department of Human Services
MDRS	Mississippi Department of Rehabilitation Services
MI-BEST	MS Integrated Basic Education & Skills Training
MOU	Memorandum of Understanding
NCRC	National Career Readiness Credential
OGM	Office of Grant Management (MDES)
OJT	On-the-Job Training
Perkins V	Carl D. Perkins Career and Technical Education Act
RESEA	Re-Employment Services and Eligibility Assessment
SCMW	South Central Mississippi Works
SCSEP	Senior Community Service Employment Program
SLDS	State Longitudinal Data System
SNAP	Supplemental Nutrition Assistance Program
SWIB	State Workforce Investment Board
TANF	Temporary Assistance for Needy Families
TEGL	Training and Employment Guidance Letter
UI	Unemployment Insurance
WET	Workforce Enhancement Training Fund
WIN	Workforce Investment Network (Job Center)
WIOA	Workforce Innovation and Opportunity Act

Introduction

Program Year 2015 marked the initiation of the Workforce Innovation and Opportunity Act (WIOA), which requires each Local Workforce Development Board (LWDB) to develop a comprehensive four-year plan in collaboration with the local Chief Elected Officials. For the South Central Mississippi Works (SCMW) Local Workforce Development Area (LWDA), the current plan covers the period from July 1, 2024, through June 30, 2028. Consistent with WIOA Section 108(a), TEGL 06-17, and the Guidelines for Mississippi Local Workforce Development Board Plans, the SCMW LWDB reviews the Local Plan and submits modifications that reflect changes in labor market and economic conditions and other factors affecting plan implementation. This document is the 2026 Modification of the SCMW Local Plan.

On April 30, 2026, the State of Mississippi submitted a Combined State Plan to meet the requirements of WIOA Section 103. This local modification aligns with that approved Combined State Plan and is submitted in accordance with WIOA Section 108, WIOA Policy Number 23, and MDES Communication 25-003. Mississippi's Combined Plan reflects Governor Tate Reeves' vision of a unified workforce system that aligns workforce development, career and technical education authorized under the Carl D. Perkins Career and Technical Education Act (Perkins V), and economic development under a single, demand-driven framework.

A defining feature of this modification is its alignment with America's Talent Strategy: Building the Workforce for the Golden Age—the joint workforce strategy released by the U.S. Departments of Labor, Commerce, and Education. The federal strategy is organized around five pillars: industry-driven strategies, worker mobility, integrated systems, accountability, and flexibility and innovation. Mississippi's Combined State Plan advances these pillars through seven statewide goals, and the SCMW Local Plan operationalizes both within the seventeen-county South Central region.

Mississippi has elected to submit a Combined Plan that includes the required core programs—the Adult, Dislocated Worker, and Youth programs under WIOA Title I; the Adult Education and Family Literacy Act program; the Wagner-Peyser Act program; and the Vocational Rehabilitation program—together with Combined Plan partner programs including Temporary Assistance for Needy Families (TANF), Unemployment Insurance (UI), Trade Adjustment Assistance (TAA), the Jobs for Veterans State Grants program (JVSG), the Senior Community Service Employment Program (SCSEP), and, for the first time, Perkins V. SCMW delivers these services through a network of WIN Job Centers and partner locations across the region.

The SCMW LWDB will continue to review and, as necessary, modify the Local Plan, submitting updates to the Mississippi Department of Employment Security (MDES) Office of Grant Management (OGM). This ensures the plan remains responsive to the region's evolving labor market, economic conditions, and workforce priorities.

Local Area Plan Foundation

The foundation for the South Central Mississippi Works Local Plan is the economic and workforce analysis required by WIOA, tailored to the region's industrial profile. To align the local workforce ecosystem with education, training, and economic development, SCMW pursues the following:

- **Career Pathway Model Alignment.** Align local workforce services around a Career Pathway Model that helps individuals at any stage of work-readiness secure gainful employment in high-demand regional sectors.
- **Industry-Driven Service Design.** Anchor training investments to validated employer demand and the region's priority occupations, consistent with the State's sector strategy and the federal pillar of industry-driven strategies.
- **Integrated Technology.** Enhance information technology to coordinate case management across partners, reduce duplication, and expand worker mobility through digital and AI-enabled tools.
- **Ecosystem Approach to Education and Training.** Build on the network of local partners—including four community colleges and area school districts—to expand participation, retention, and credential completion.
- **Performance and Data-Driven Planning.** Use performance measures and socioeconomic mobility indicators to assess program effectiveness and ensure accountability for results.
- **Ongoing Workforce Research.** Continuously analyze employer needs in regional and emerging sectors to inform planning.
- **Shared Vision and Coordination.** Foster a unified vision with the State Workforce Investment Board (SWIB), AccelerateMS, and partner LWDA's.

Alignment with America's Talent Strategy and the Combined State Plan

This modification mirrors the strategic architecture of the Mississippi Combined State Plan, which is built on the five pillars of America's Talent Strategy. The table below summarizes how SCMW operationalizes each pillar locally; the strategies are carried throughout Sections C through F of this plan.

Table: SCMW Alignment with the Five Pillars of America's Talent Strategy

Federal Pillar	How SCMW Advances It Locally
1. Industry-Driven Strategies	SCMW directs WIOA training resources to a Priority Occupation list aligned with six regional target sectors and validated employer demand, developed with employers on the LWDB, community colleges, and economic developers.
2. Worker Mobility	SCMW expands earn-and-learn pathways (apprenticeship, OJT, work experience), virtual and digital service access, and supportive-service referrals to bring more residents into the labor force and help them advance.
3. Integrated Systems	SCMW operates a "no-wrong-door" WIN Job Center system with co-located Combined Plan partners, shared intake/referral through Mississippi Works, and Perkins V-aligned K-16+ career pathways.

Federal Pillar	How SCMW Advances It Locally
4. Accountability	SCMW links investments to outcomes through WIOA performance measures, state-defined metrics, the State Longitudinal Data System (SLDS), customer-satisfaction surveys, and annual monitoring of providers.
5. Flexibility & Innovation	SCMW invests in AI-enabled job-matching and digital literacy, short-term credentialing (including Workforce Pell-eligible programs as certified by the State), and pilot initiatives for rapid reskilling.

Mississippi’s seven Combined State Plan goals—coordinating service delivery through a no-wrong-door approach; strengthening interagency partnerships; developing articulated K-16+ pathways; developing cross-program performance metrics; maximizing technology; investing in integrated technology and AI literacy; and communicating a unified vision—map directly to these pillars and are reflected in SCMW’s local goals in Section F.

Public Comment Requirements

In accordance with WIOA Section 108(d), the SCMW LWDB makes the proposed Local Plan modification available to the public through electronic platforms, public hearings, and local news media, and provides a public comment period of no fewer than 30 days. Any comments received that express disagreement with the plan are submitted to the State together with the plan. The proposed modification is made available for public review and comment for the required 30-day period prior to submission to MDES; the public comment period and any comments received are documented in the appendices.

Plan Outline

A. Local Workforce Development Area Overview

A.1. Local Workforce Development Area:

South Central Mississippi Works (SCMW)

A.2. Workforce Director:

Robin Parker, Ed.D.
 Central Mississippi Planning and Development District (CMPDD)
 1020 Centre Pointe Boulevard
 Pearl, MS 39208
 Phone: 601-981-1511
 Email: rparker@cmpdd.org

A.3. Local Board Chairperson:

Daryl McMillian, Sr.
 SCMW BOC Chairperson
 Copiah County Board of Supervisors
 117 West Street
 Hazlehurst, MS 39083

Hubbard Financial Services (Benny Hubbard, Owner)
 LWDB Chairperson
 Hubbard Financial Services
 702 Prominence Drive
 Flowood, MS 39232

A.4. Plan Contact:

Robin Parker, Ed.D.
 Central Mississippi Planning and Development District (CMPDD)
 1020 Centre Pointe Boulevard
 Pearl, MS 39208
 Phone: 601-981-1511
 Email: rparker@cmpdd.org

A.5. Administrative Entity:

Central Mississippi Planning and Development District (CMPDD)
 1020 Centre Pointe Boulevard
 Pearl, MS 39208

A.6. Chief Executive Officer of the Administrative Entity:

Michael Monk, Chief Executive Officer
 CMPDD
 1020 Centre Pointe Boulevard
 Pearl, MS 39208
 Phone: 601-981-1511
 Email: mmonk@cmpdd.org

A.7. See Appendix B for the Administrative Entity / LWDB / Fiscal Agent organizational chart.

A.8. UEI: UNTLGFAJJ315; SAM status: Current.

A.9. Independent Auditor:

Forvis Mazars US
1400 Meadowbrook Road, Suite 300
Jackson, MS 39211

A.10. See Appendix C for the LWDB Membership List.

A.11. See Appendix D for the LWDB Operating Procedures.

A.12. See Appendix E for the Local Area Certification Regarding Debarment, Suspension, and Other Responsibility Matters—Primary Covered Transactions.

A.13. See Appendix F for the Local Area Signatory Submission Page.

B. Regional Strategic Planning and Economic & Workforce Analysis

B.1. The State of Mississippi is divided into four Local Workforce Development Areas (LWDAs): Delta, Mississippi Partnership, South Central Mississippi Works (SCMW), and Twin Districts. These areas align with the State’s planning and development district structure established by the Mississippi Comprehensive Workforce Training and Education Consolidation Act of 2004, under which planning and development districts serve as fiscal agents for the local boards. The SCMW LWDA encompasses seventeen counties in west-central and southwest Mississippi: Adams, Amite, Claiborne, Copiah, Franklin, Hinds, Jefferson, Lawrence, Lincoln, Madison, Pike, Rankin, Simpson, Walthall, Warren, Wilkinson, and Yazoo. To allow finer calibration of workforce and economic development efforts while preserving local governance, AccelerateMS has defined eight workforce ecosystems statewide; SCMW’s counties fall primarily within Ecosystems 5 and 7.

B.2. SCMW has embraced the vision of the Mississippi WIOA Combined State Plan—a workforce system that functions as a connected ecosystem in which all partners and services align to achieve shared goals, so that every resident can become work- or career-ready and secure a quality job at home. From the moment individuals enter the system, they are provided the tools to choose and pursue a career pathway relevant to current and future labor markets; from the moment businesses engage the system, resources are aligned to cultivate the sustainable, high-performance workforce essential to their long-term viability.

B.3. Economic Analysis. The SCMW economy supported total average employment of 327,055 in 2024 across all industries, with an overall average annual wage of \$53,826. The region’s economy is diverse and anchored by Health Care and Social Assistance (19.6% of employment), Retail Trade (11.5%), Accommodation and Food Services (9.7%), Educational Services (9.2%), and Manufacturing (8.4%). Manufacturing, Construction, and several traded sectors offer some of the region’s highest wages. The South Central area includes the City of Jackson—the state capital—and the only academic medical center in Mississippi, and it serves as the state’s principal hub for healthcare, manufacturing, transportation/distribution/logistics, and a rapidly emerging information-infrastructure sector driven by new data center investment.

Table 1: Labor Market Employment by Industry, South Central MS Works

Industry	Avg. Employment	% of Total	Avg. Annual Wage	Establishments (Q4 2024)
Health Care and Social Assistance	64,210	19.6%	\$53,707	2,528
Retail Trade	37,665	11.5%	\$35,909	3,165
Accommodation and Food Services	31,573	9.7%	\$21,017	1,886
Educational Services	29,998	9.2%	\$56,515	398
Manufacturing	27,434	8.4%	\$66,099	543
Public Administration	21,516	6.6%	\$57,175	420
Transportation and Warehousing	20,373	6.2%	\$56,217	804
Administrative and Waste Services	16,266	5.0%	\$35,550	1,097
Construction	15,298	4.7%	\$66,105	1,619
Professional and Technical Services	13,536	4.1%	\$80,585	2,126
Finance and Insurance	11,640	3.6%	\$88,882	1,384
Wholesale Trade	10,503	3.2%	\$72,406	887
Other Services, Except Public Administration	7,030	2.1%	\$48,357	1,546
Real Estate and Rental and Leasing	3,944	1.2%	\$54,427	978
Management of Companies and Enterprises	3,594	1.1%	\$125,162	171
Arts, Entertainment, and Recreation	3,590	1.1%	\$27,165	261
Information	3,037	0.9%	\$63,927	291
Utilities	2,625	0.8%	\$107,541	133
Agriculture, Forestry, Fishing and Hunting	2,249	0.7%	\$48,574	307
Mining, Quarrying, and Oil and Gas Extraction	974	0.3%	\$94,725	121
Total	327,055	100.0%	\$53,826	20,665

Source: MS Department of Employment Security, Labor Market Information, Census of Employment & Wages, 2024 Annual Averages.

The region's traded sectors—those that sell goods and services outside the region and import wealth into it—are led by professional and technical services, truck transportation, transportation-equipment and food manufacturing, insurance, and warehousing and storage. Several of these sectors are projected to expand significantly through 2032, most notably data processing and hosting, transportation-equipment manufacturing, warehousing and storage, and electrical-equipment manufacturing, reflecting the region's growing role in advanced manufacturing and information infrastructure.

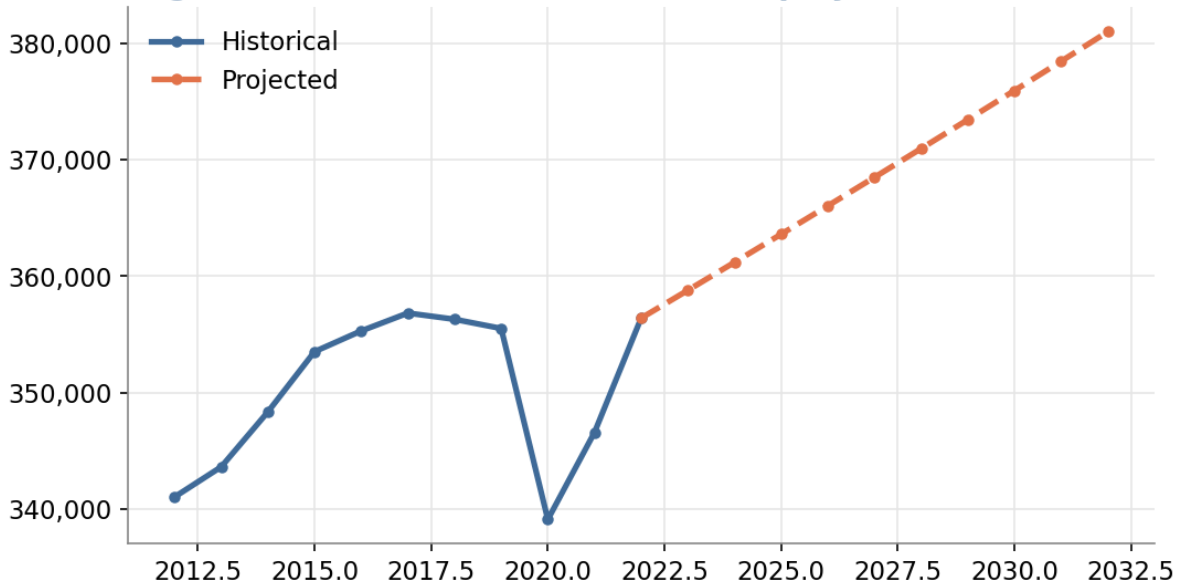
Table 2: Labor Market Employment & Demand in Traded Sectors

Industry	2024 Avg. Employment	% Traded Emp.	Proj. 2022–32 % Change	2024 Avg. Wage
Professional and Technical Services	13,536	16.5%	7.4%	\$80,585
Truck Transportation	7,234	8.8%	5.7%	\$62,545
Transportation Equipment Manufacturing	6,189	7.6%	29.8%	\$74,995
Food Manufacturing	6,007	7.3%	3.8%	\$45,088
Insurance Carriers and Related Activities	5,612	6.9%	7.0%	\$91,006
Warehousing and Storage	5,447	6.7%	29.3%	\$42,810
Credit Intermediation and Related Activities	5,417	6.6%	2.5%	\$78,126
Couriers and Messengers	2,705	3.3%	11.9%	\$45,743
Utilities	2,625	3.2%	10.4%	\$107,541
Wood Product Manufacturing	2,253	2.8%	-1.1%	\$58,611
Machinery Manufacturing	2,044	2.5%	0.7%	\$68,098

Industry	2024 Avg. Employment	% Traded Emp.	Proj. 2022-32 % Change	2024 Avg. Wage
Plastics and Rubber Products Manufacturing	1,767	2.2%	-6.9%	\$61,442
Paper Manufacturing	1,703	2.1%	8.9%	\$92,231
Fabricated Metal Product Manufacturing	1,612	2.0%	-11.1%	\$61,415
Chemical Manufacturing	1,390	1.7%	10.6%	\$82,857
Support Activities For Transportation	1,366	1.7%	6.1%	\$73,691
Telecommunications	1,170	1.4%	-4.7%	\$78,204
Transit and Ground Passenger Transportation	976	1.2%	9.8%	\$29,988
Electrical Equipment and Appliance Mfg.	968	1.2%	34.7%	\$78,295
Nonmetallic Mineral Product Manufacturing	936	1.1%	19.8%	\$66,979
Water Transportation	783	1.0%	14.8%	\$101,577
Animal Production and Aquaculture	646	0.8%	-2.2%	\$50,103
Support Activities For Mining	614	0.7%	13.4%	\$93,742
Internet Publishing and Broadcasting	595	0.7%	-0.8%	\$55,190
Securities, Commodity Contracts, Investments	571	0.7%	1.3%	\$168,599
Miscellaneous Manufacturing	562	0.7%	-0.2%	\$57,030
Publishing Industries	476	0.6%	53.5%	\$62,321
Petroleum and Coal Products Manufacturing	456	0.6%	13.1%	\$112,329
Crop Production	432	0.5%	20.3%	\$37,521
Printing and Related Support Activities	383	0.5%	-20.0%	\$46,507
Other Information Services	313	0.4%	18.9%	\$33,677
Data Processing, Hosting and Related Services	261	0.3%	549.8%	\$79,740
Motion Picture and Sound Recording Industries	223	0.3%	-0.4%	\$39,634
Oil and Gas Extraction	190	0.2%	-6.0%	\$113,839
Mining, Except Oil and Gas	170	0.2%	-13.3%	\$77,003
Air Transportation	167	0.2%	5.7%	\$62,361
Apparel Manufacturing	160	0.2%	0.0%	\$29,820
Furniture and Related Product Manufacturing	141	0.2%	-15.5%	\$48,388
Textile Mills	131	0.2%	-11.2%	\$63,093
Computer and Electronic Product Manufacturing	41	0.1%	61.2%	\$81,542
Textile Product Mills	25	0.0%	-14.8%	\$32,607

Source: MS Department of Employment Security, Census of Employment & Wages, 2024 Annual Averages; and Industry Projections, South Central MS Works WDA, 2022-2032.

Regional employment is projected to grow steadily over the planning horizon. South Central MS Works is expected to add jobs at a pace comparable to the strongest areas of the state, growing from 356,409 jobs in 2022 to a projected 380,964 by 2032.

Figure 3: South Central MS Works Employment, 2012-2032**Table 3: Anticipated Job Growth by LWDA, 2022-2032**

Area	2022 Emp.	2032 Proj. Emp.	Change	% Change	Mean Wage 2024
Mississippi	1,182,554	1,256,526	73,972	6.3%	\$49,740
Delta	87,592	91,221	3,629	4.1%	\$44,331
MS Partnership	354,456	378,946	24,490	6.9%	\$47,803
South Central	356,409	380,964	24,555	6.9%	\$52,867
Twin Districts	384,118	405,522	21,404	5.6%	\$48,902

Source: MS Department of Employment Security, Occupational Projections, 2022-2032; and Occupational Wage Estimates, 2024.

SCMW's target industries are determined in partnership with AccelerateMS, the Mississippi Development Authority, and regional economic developers. The region's targeted activities and their relative scale are summarized below.

Table 4: Targeted Industries by Area

Industry	MDA	Delta	MS Partnership	South Central	Twin Districts
Advanced Manufacturing	X	X	X	X	X
Aerospace, Space & Defense	X	X	X		X
Agriculture, Food & Beverage	X	X	X	X	
Automotive & Related Manufacturing	X	X	X	X	
Data Centers & Information Technology	X			X	X
Distribution & Logistics	X	X	X	X	X
Energy & Related	X	X	X	X	X
Forestry, Chemicals & Related	X		X		X
Healthcare & Support		X	X	X	X
Information Infrastructure		X	X	X	X
Shipbuilding & Related	X				X

Source: AccelerateMS; MS Department of Employment Security, Labor Market Information; MS Development Authority; and Workforce Development Areas.

Table 5: Targeted Industries in South Central MS Works

Targeted Industry	Avg. Employment	Avg. Annual Wage	Establishments (Q4 2024)
Advanced Manufacturing	11,840	\$77,918	156
Aerospace, Space & Defense	17,815	\$68,304	858
Agriculture, Food & Beverage	16,267	\$43,035	770
Automotive & Related Manufacturing	6,886	\$74,449	21
Data Centers & Information Technology	3,268	\$86,841	469
Distribution & Logistics	22,551	\$56,267	850
Energy	11,069	\$94,785	591
Forestry, Chemicals & Related	7,496	\$70,064	340
Healthcare & Support	55,718	\$60,050	1,990
Information Infrastructure	13,349	\$64,999	1,321
Shipbuilding & Related	5,789	\$89,386	249

Source: MS Department of Employment Security, Census of Employment & Wages, 2024 Annual Averages. Note: one NAICS code may appear in multiple groups.

Forward-looking labor-market analytics identify the region's strongest near-term growth opportunities at the detailed industry level, concentrated in health practitioner offices, warehousing and storage, services for the elderly and persons with disabilities, specialized freight trucking, and physician offices.

Table 6: Strongest Economic Growth Opportunities, 2025–2035

NAICS	Industry	2025 Jobs	2035 Jobs	Change	% Change	2025 Conc.	Avg. Earnings
621399	Offices of All Other Miscellaneous Health Practitioners	2,442	3,836	1,394	57.1%	5.02	\$78,207
624120	Services for the Elderly and Persons with Disabilities	5,803	6,892	1,089	18.8%	1.02	\$29,745
493110	General Warehousing and Storage	5,304	6,387	1,083	20.4%	1.41	\$48,333
621111	Offices of Physicians (except Mental Health Specialists)	6,919	7,543	624	9.0%	1.11	\$117,486
484230	Specialized Freight (except Used Goods) Trucking, Long-Distance	2,293	2,830	537	23.4%	7.86	\$73,999
624310	Vocational Rehabilitation Services	3,603	4,132	530	14.7%	5.77	\$20,284
902612	Colleges, Universities, and Professional Schools (State Government)	7,058	7,569	511	7.2%	1.22	\$117,718
455211	Warehouse Clubs and Supercenters	5,590	6,091	500	9.0%	1.53	\$38,570
722511	Full-Service Restaurants	9,578	10,003	425	4.4%	0.84	\$26,863
238220	Plumbing, Heating, and Air-Conditioning Contractors	2,916	3,307	391	13.4%	0.95	\$75,076
326211	Tire Manufacturing (except Retreading)	709	1,085	376	53.0%	6.66	\$87,993
524210	Insurance Agencies and Brokerages	3,339	3,708	370	11.1%	1.13	\$98,810
722515	Snack and Nonalcoholic Beverage Bars	1,494	1,851	357	23.9%	0.72	\$17,917

Source: Lightcast Datarun, January 2026.

Table 13: Largest Growing Industries by Projected Net Job Change, 2025–2035

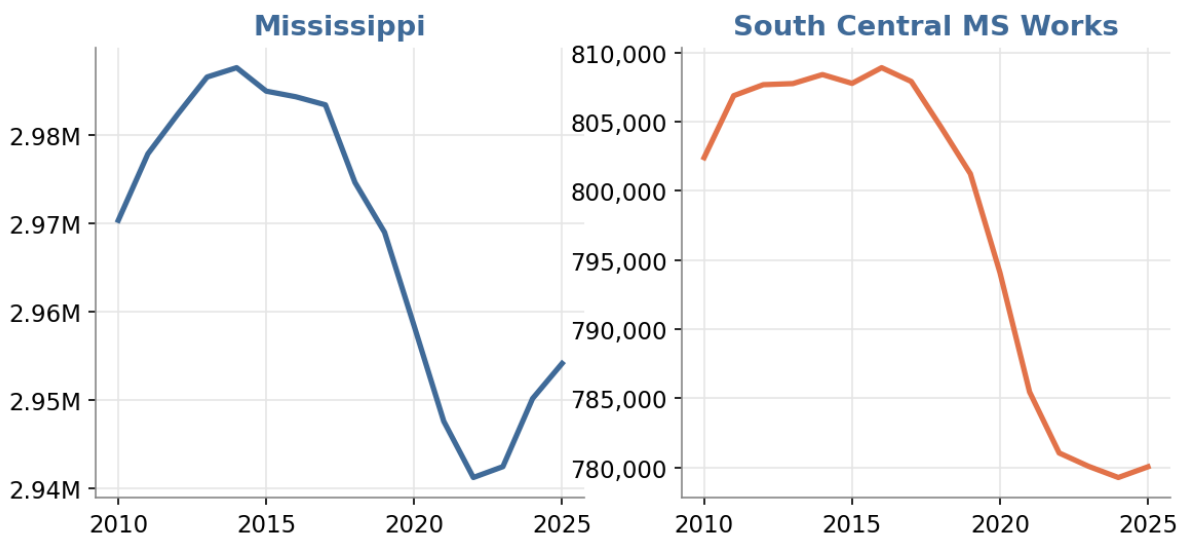
NAICS	Industry	2025 Jobs	2035 Jobs	Change	% Change	Avg. Earnings
6213	Offices of Other Health Practitioners	5,086	7,050	1,964	38.6%	\$69,278
4931	Warehousing and Storage	5,429	6,530	1,101	20.3%	\$48,747
7225	Restaurants and Other Eating Places	26,171	27,213	1,042	4.0%	\$22,833

NAICS	Industry	2025 Jobs	2035 Jobs	Change	% Change	Avg. Earnings
6241	Individual and Family Services	6,855	7,828	973	14.2%	\$34,409
4842	Specialized Freight Trucking	3,278	3,948	670	20.4%	\$72,335
6211	Offices of Physicians	7,060	7,698	638	9.0%	\$117,236
4552	Warehouse Clubs, Supercenters, and Other General Merchandise Retailers	8,061	8,640	579	7.2%	\$35,094
2382	Building Equipment Contractors	5,600	5,941	341	6.1%	\$75,041
5242	Agencies, Brokerages, and Other Insurance Related Activities	4,532	4,836	304	6.7%	\$98,773
5416	Management, Scientific, and Technical Consulting Services	1,429	1,710	281	19.7%	\$87,136
5614	Business Support Services	1,702	1,792	90	5.3%	\$49,875
3353	Electrical Equipment Manufacturing	794	846	52	6.6%	\$120,571
5613	Employment Services	4,247	4,274	27	0.6%	\$42,930
5415	Computer Systems Design and Related Services	1,154	1,024	-131	-11.3%	\$122,130
8131	Religious Organizations	5,504	5,289	-215	-3.9%	\$23,691

Source: Lightcast Datarun, January 2026.

B.4. Population and Labor Force. Like the state as a whole, the SCMW region’s population grew through the early 2010s, then declined; regional population stood at approximately 780,043 in 2025. This makes labor force participation and the engagement of populations on the margins of the workforce central to the region’s economic future.

Figure 4: Population Trends, 2010-2025



The region’s labor market has tightened substantially. SCMW’s unemployment rate was 3.1% in 2024—among the lowest of the four LWDAs and below the statewide and national rates—while the region’s labor force participation rate (LFPR) was 56.4%, the second highest in the state and above the statewide rate of 55.3%.

Figure 5: Unemployment Rate by Area, 2024

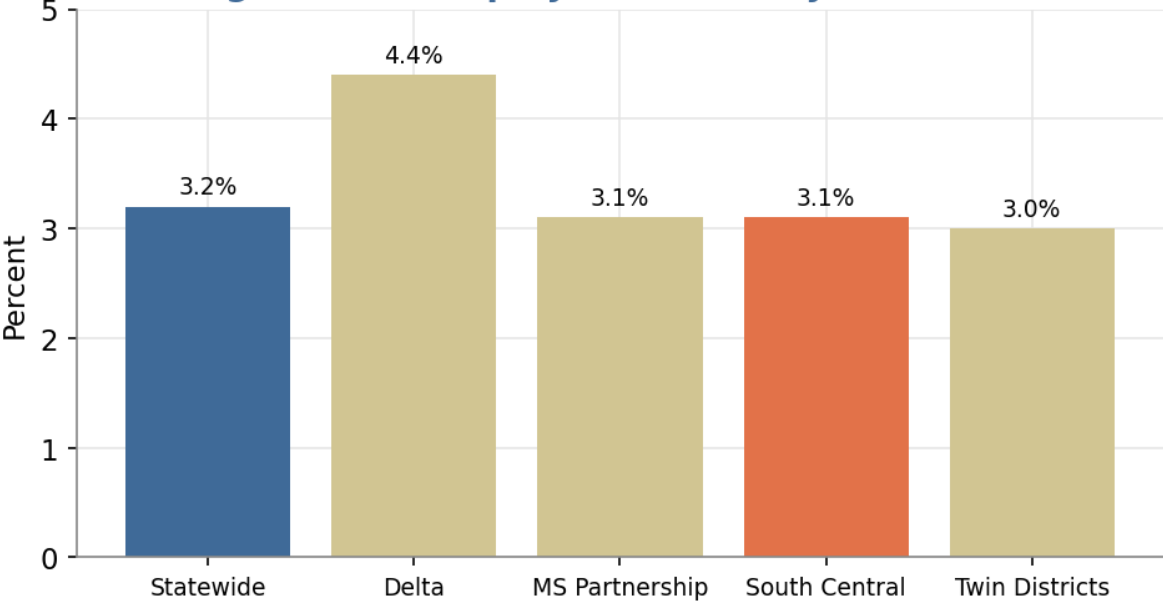
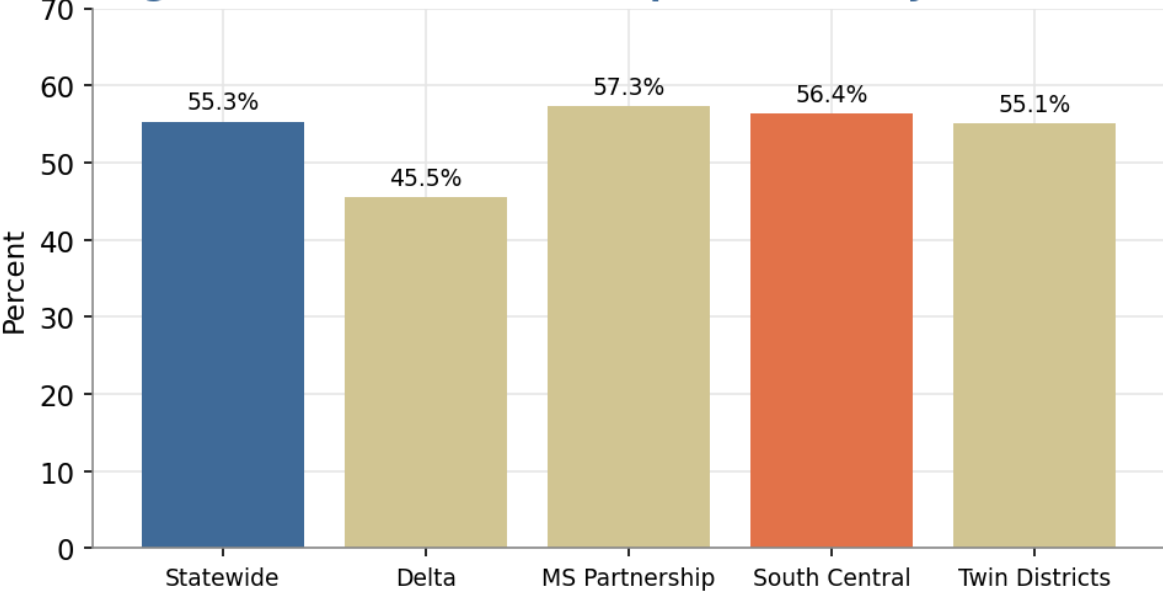


Figure 9: Labor Force Participation Rate by Area, 2024



Long-run trends show the regional labor force and employment recovering to near pre-pandemic levels, with the unemployment rate falling to historic lows since 2010 apart from the COVID-19 spike.

Figure 6: Labor Force Trends, 2010-2024

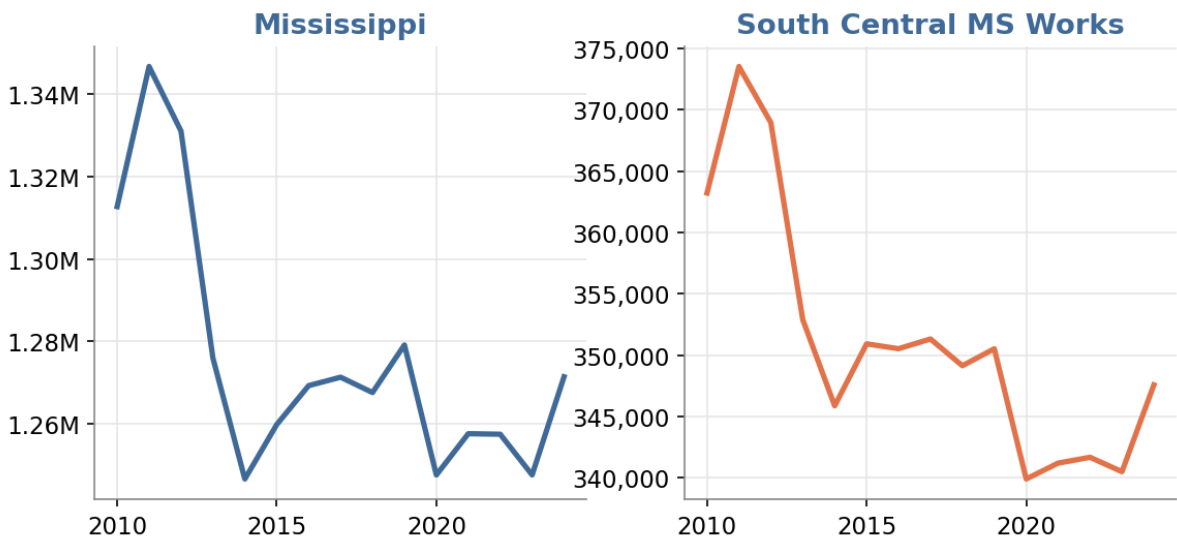


Figure 7: Number Employed Trends, 2010-2024

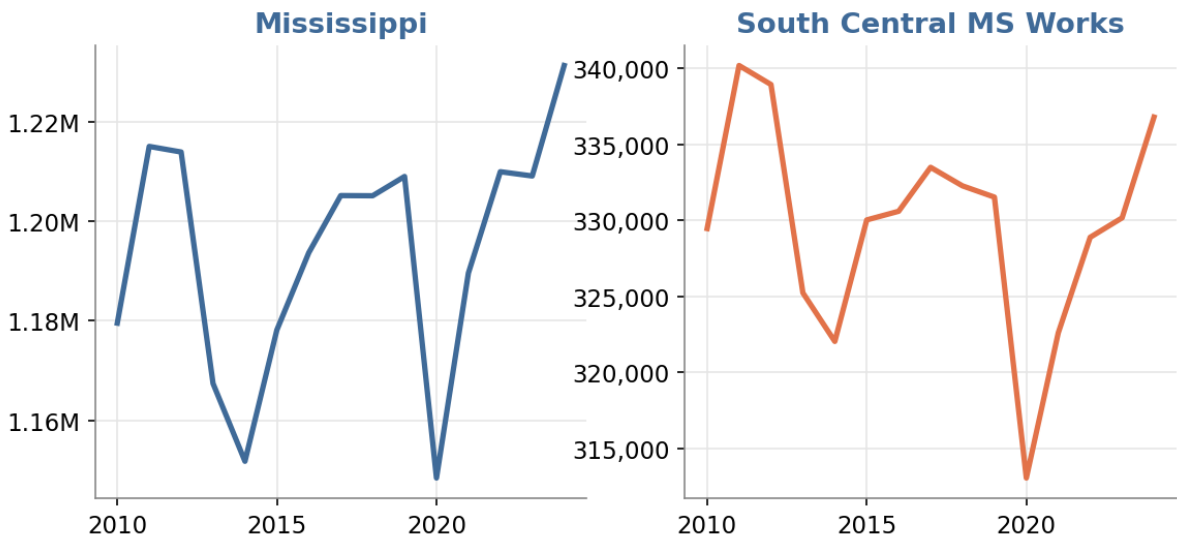
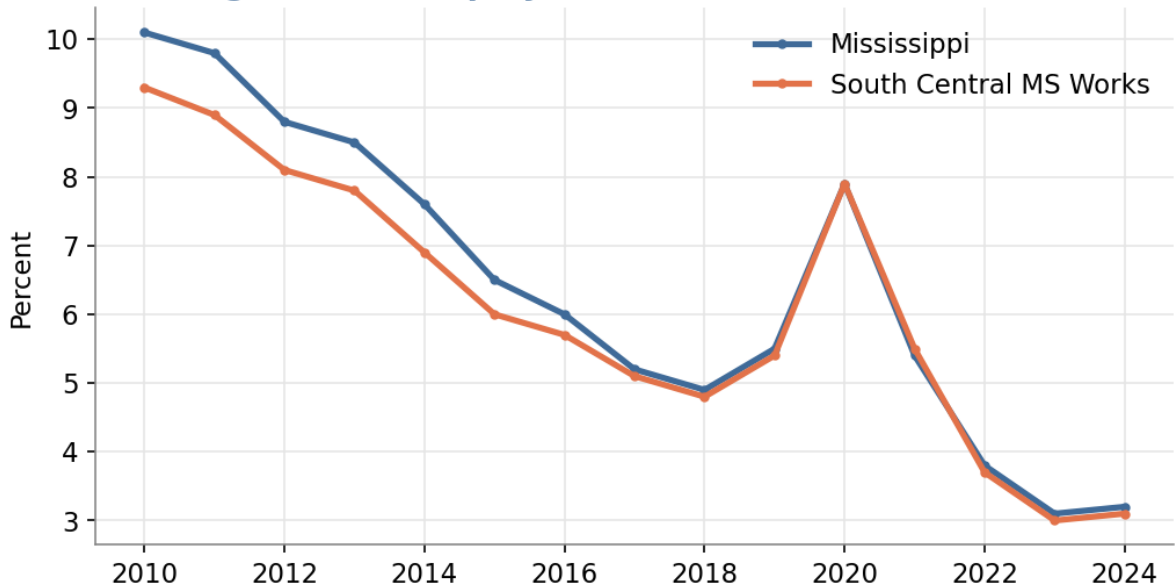


Figure 8: Unemployment Rate Trends, 2010-2024



Labor force participation varies sharply by education and age. Residents with less than a high-school education participate at far lower rates than those with postsecondary credentials, underscoring the value of the region’s credential-focused training investments. Participation is also lowest among the youngest and oldest residents.

Figure 11: Labor Force Participation Rate by Education (Age 25-64)

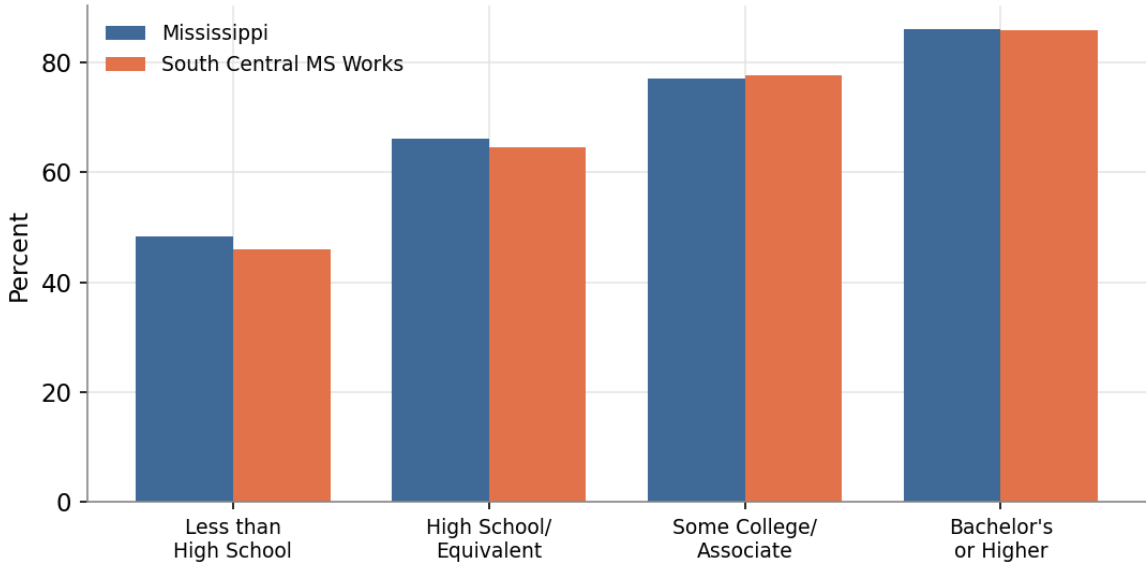
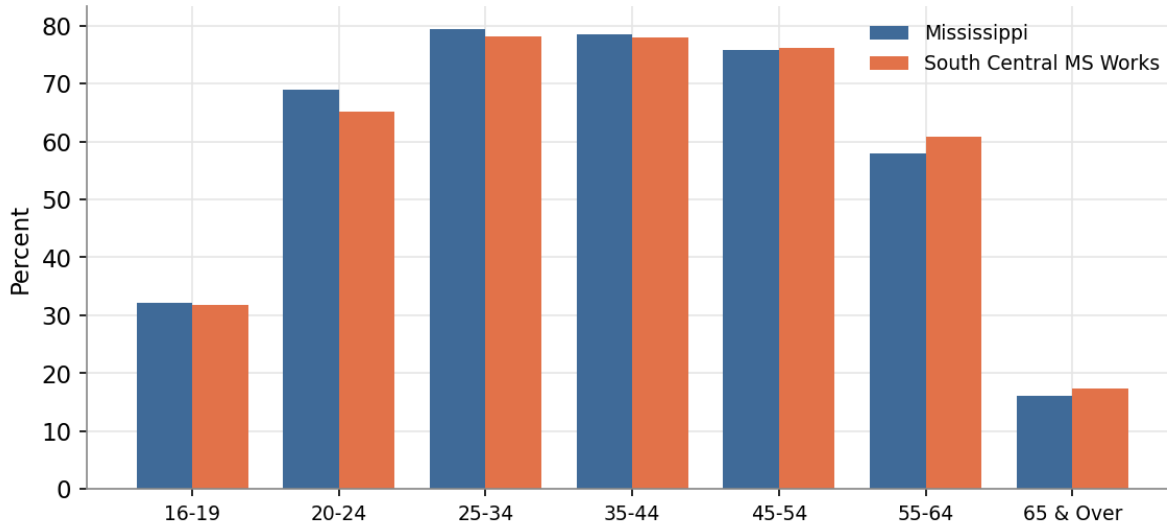
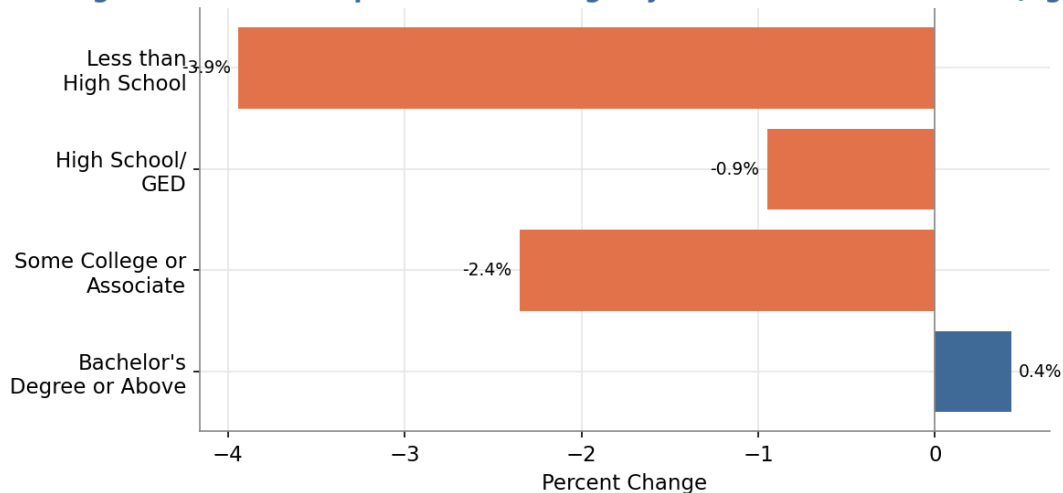


Figure 12: Labor Force Participation Rate by Age

Educational attainment in the region is shifting: the share of residents age 18–64 with a bachelor’s degree or above is rising, while the shares with less than high school, a high-school credential only, or some college are declining—reinforcing the need to move residents up the credential ladder.

Figure 13: SCMW Population % Change by Educational Attainment (Age 18-64)

B.5. Employer Engagement and Priority Occupations. SCMW engages local businesses—including small enterprises—through CMPDD’s memberships in the Mississippi Economic Council and the Mississippi Economic Development Council and through close partnerships with local economic developers and the four regional community colleges. Guided by the SWIB and AccelerateMS, SCMW aligns training resources to a Priority Occupation list built from a comprehensive analysis of local industries and labor-market data; the list is aligned to the region’s Sector Strategy Plan and reviewed annually with partners. Employer-demand analytics confirm where hiring is concentrated.

Table 8: Employer Demand by Industry & Occupation (Unique Job Postings)

Top Industries by Postings	Postings	Top Occupations by Postings	Postings
General Medical and Surgical Hospitals	10,312	Registered Nurses	9,988
Employment Placement Agencies	7,603	Retail Salespersons	2,488
Temporary Help Services	2,738	Heavy and Tractor-Trailer Truck Drivers	2,476
Limited-Service Restaurants	2,626	First-Line Supervisors of Retail Sales Workers	2,401
Other General Government Support	1,960	Customer Service Representatives	1,958
Elementary and Secondary Schools	1,878	Software Developers	1,942
Home Health Care Services	1,675	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,605
Pharmacies and Drug Retailers	1,480	Computer Occupations, All Other	1,476
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	1,395	General and Operations Managers	1,394
Full-Service Restaurants	1,290	Medical and Health Services Managers	1,377
Software Publishers	1,216	Project Management Specialists	1,339
Hotels (except Casino Hotels) and Motels	1,216	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,303
Colleges, Universities, and Professional Schools	1,205	Health Technologists and Technicians, All Other	1,223
Other Scientific and Technical Consulting Services	1,169	Maintenance and Repair Workers, General	1,217
All Other General Merchandise Retailers	1,154	Food Service Managers	1,186
All Other Telecommunications	1,144	Sales Managers	1,110
Nursing Care Facilities (Skilled Nursing Facilities)	1,110	Managers, All Other	1,098
Commercial Banking	1,098	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,069
Custom Computer Programming Services	1,060	Licensed Practical and Licensed Vocational Nurses	1,054
Warehouse Clubs and Supercenters	1,041	Data Scientists	1,021

Source: Lightcast Datarun, January 2026.

Employers signal demand not only by occupation but by skill and credential. The most-requested skills span communication, customer service, management, and operations, alongside specialized skills such as nursing and project management and software skills led by the Microsoft Office suite. The most-requested qualifications are concentrated in healthcare licensure and commercial driving credentials.

Table 9: Employer Need by Skill

Common Skill	% Postings	Specialized Skill	% Postings	Software Skill	% Postings
Communication	36.7%	Nursing	8.1%	Microsoft Office	8.1%
Customer Service	26.9%	Project Management	7.4%	Microsoft Excel	7.4%
Management	24.2%	Lifting Ability	6.7%	Microsoft PowerPoint	4.1%
Operations	19.6%	Auditing	6.2%	Microsoft Outlook	3.7%
Leadership	19.1%	Marketing	5.9%	SQL (Programming Language)	2.2%
Sales	17.3%	Merchandising	5.6%	Microsoft Word	2.0%
Problem Solving	13.5%	Workflow Management	4.9%	Python (Programming Language)	1.9%
Detail Oriented	13.4%	Finance	4.4%	Salesforce	1.8%
Writing	11.1%	Continuous Improvement Process	4.2%	Amazon Web Services	1.5%
Planning	10.4%	Accounting	4.0%	Microsoft Azure	1.4%

Source: Lightcast Datarun, January 2026.

Table 10: Employer Need by Qualification

Qualification	Postings
Valid Driver's License	10,854
Registered Nurse (RN)	9,057

Qualification	Postings
Basic Life Support (BLS) Certification	5,517
Advanced Cardiovascular Life Support (ACLS) Certification	2,331
Cardiopulmonary Resuscitation (CPR) Certification	2,002
Licensed Practical Nurse (LPN)	1,928
Basic Cardiac Life Support	1,688
Pediatric Advanced Life Support (PALS)	1,490
Commercial Driver's License (CDL)	1,227
Master of Business Administration (MBA)	1,155

Source: Lightcast Datarun, January 2026.

Employer demand by education level shows that most regional job growth is concentrated in occupations requiring a high-school credential or a postsecondary nondegree award, while the region's most acute gap is for middle-skill talent.

Table 7: Employer Need by Education Level

Education Level	2025 Jobs	2035 Jobs	Change	% Change	US % Chg	Avg. Hourly	Median Adv. Salary
No formal educational credential	85,049	86,863	1,814	2.0%	4.0%	\$15	—
High school diploma or equivalent	142,050	143,541	1,491	1.0%	5.0%	\$23	\$40,600
Some college, no degree	7,587	7,133	-454	-6.0%	1.0%	\$19	—
Postsecondary nondegree award	31,596	33,501	1,905	6.0%	7.0%	\$25	—
Associate's degree	8,235	8,150	-85	-1.0%	7.0%	\$28	\$59,300
Bachelor's degree	76,136	77,802	1,666	2.0%	9.0%	\$39	\$85,900
Master's degree	7,920	8,579	659	8.0%	12.0%	\$41	\$97,700
Doctoral or professional degree	10,790	10,854	64	1.0%	8.0%	\$67	\$114,000
Total Across All Occs	371,450	378,555	7,105	2.0%	7.0%	\$26	—

Source: Lightcast Datarun, January 2026. Median advertised salary from job postings; some postings do not list education level.

The mismatch between the skill composition of the available workforce and the skill composition of available jobs is the region's defining workforce challenge. Although the workforce is roughly evenly split among low-, medium-, and high-skill workers, the majority of jobs—and the overwhelming majority of projected job demand—are at the middle-skill level.

Figure 14: Jobs and Workers by Skill Level

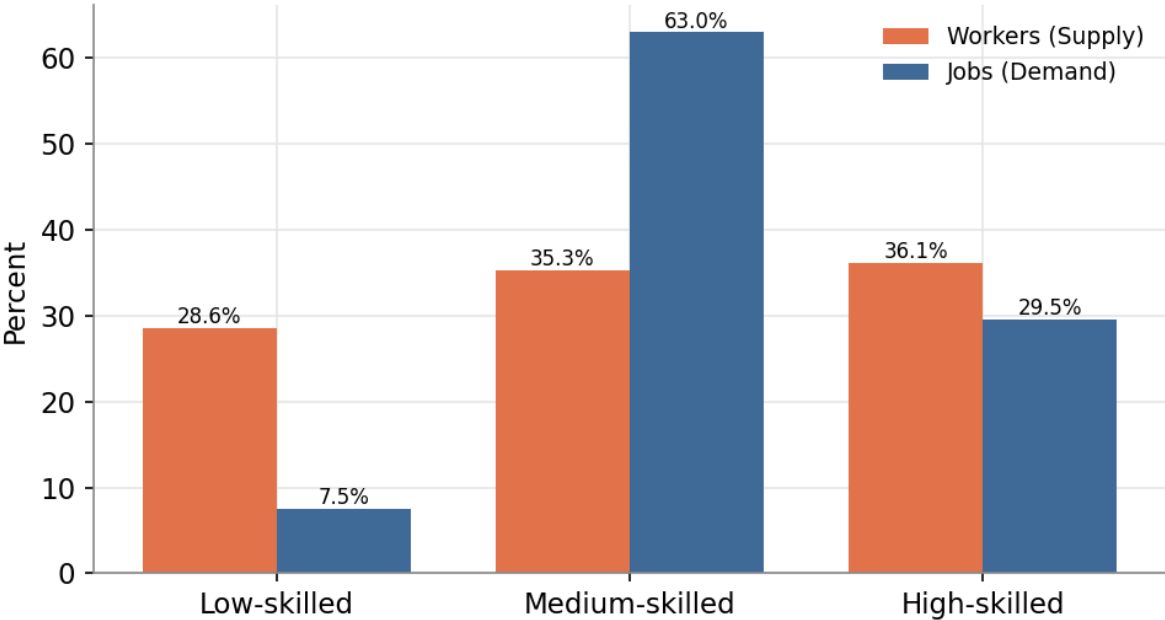


Figure 10: Job Demand vs. Population by Education Level

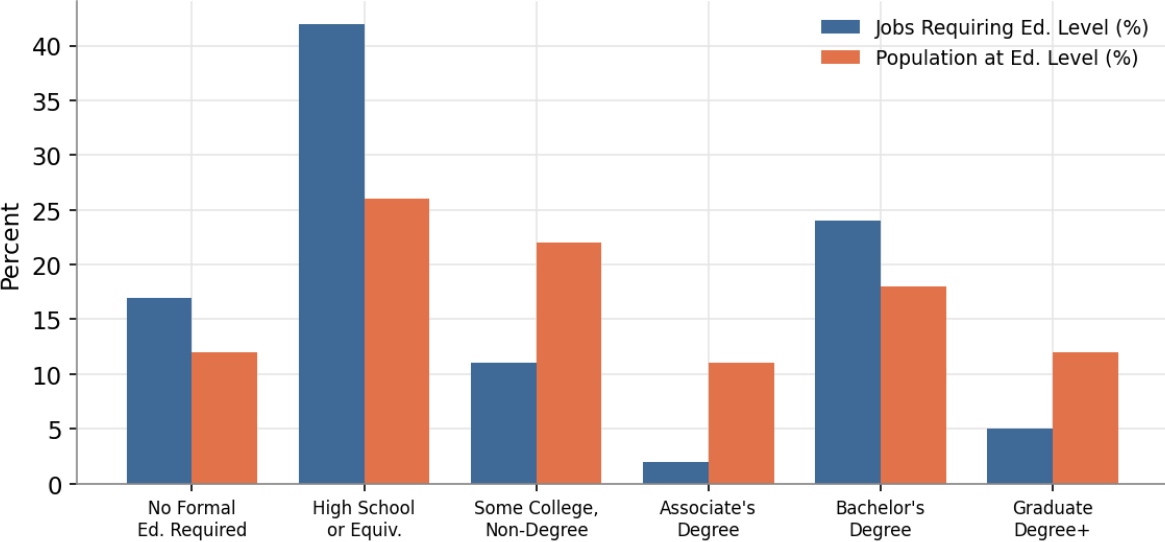
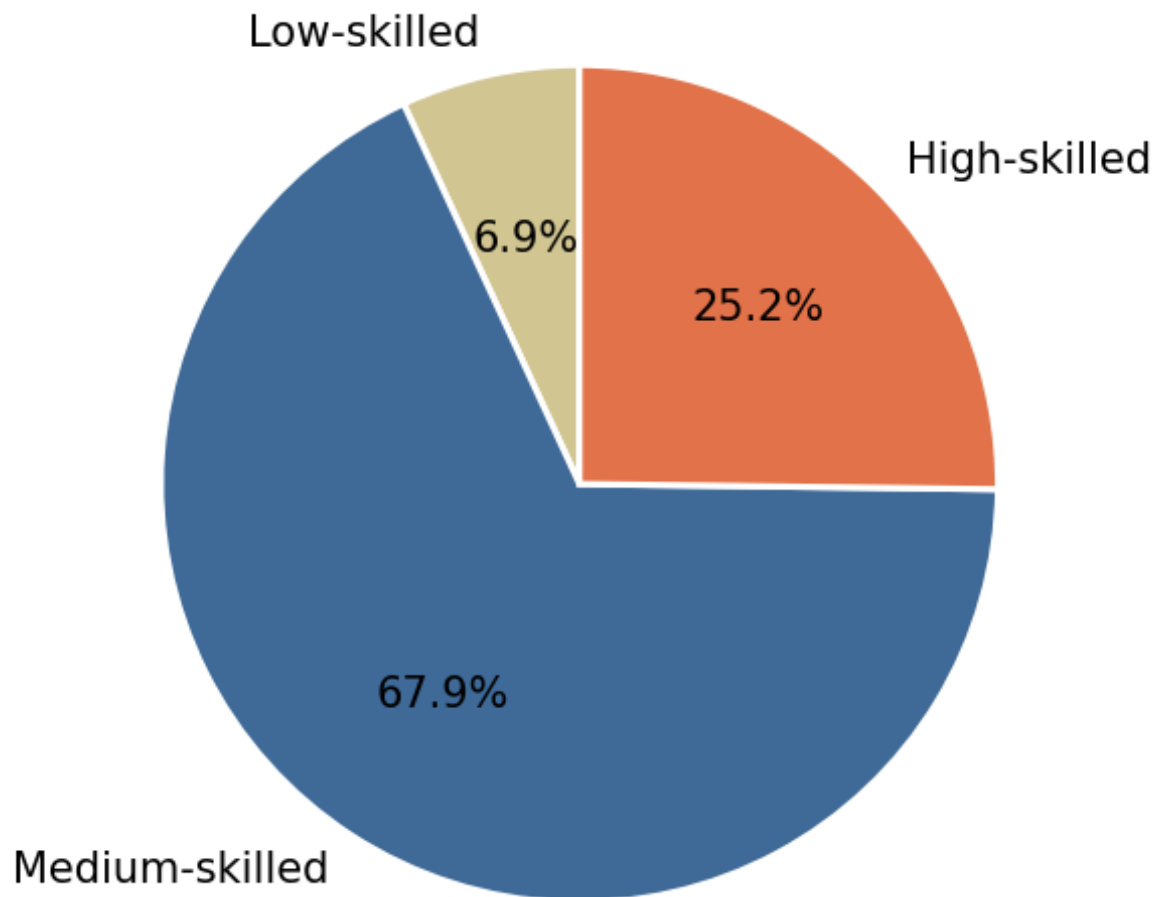


Figure 15: Projected Skill Demand

Occupational projections confirm where the region's job growth will be: home health and personal care aides, registered nurses, assemblers and fabricators, stockers and order fillers, truck drivers, and operations managers lead the region in projected new jobs through 2032.

Table 14: Occupations with the Largest Projected Growth, 2022–2032

SOC	Occupation	Entry Education	2022 Jobs	Job Change	% Change	Median Wage
31-1120	Home Health and Personal Care Aides	High school diploma or equivalent	6,725	1,937	28.8%	\$11.55
29-1141	Registered Nurses	Bachelor's degree	10,573	901	8.5%	\$37.24
51-2090	Miscellaneous Assemblers and Fabricators	High school diploma or equivalent	5,497	880	16.0%	\$23.76
53-7065	Stockers and Order Fillers	High school diploma or equivalent	6,661	804	12.1%	\$16.73
53-3032	Heavy and Tractor-Trailer Truck Drivers	Postsecondary non-degree award	9,368	800	8.5%	\$28.18
11-1021	General and Operations Managers	Bachelor's degree	9,629	711	7.4%	\$44.42

SOC	Occupation	Entry Education	2022 Jobs	Job Change	% Change	Median Wage
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	No formal educational credential	7,168	660	9.2%	\$17.53
35-2014	Cooks, Restaurant	No formal educational credential	2,512	622	24.8%	\$14.22
15-1252	Software Developers	Bachelor's degree	926	549	59.3%	\$41.45
29-1171	Nurse Practitioners	Master's degree	1,426	544	38.1%	\$60.09
11-9111	Medical and Health Services Managers	Bachelor's degree	1,793	522	29.1%	\$45.42
47-2061	Construction Laborers	No formal educational credential	3,087	506	16.4%	\$17.98
31-1131	Nursing Assistants	Postsecondary non-degree award	3,603	484	13.4%	\$14.81
35-3023	Fast Food and Counter Workers	No formal educational credential	9,259	477	5.2%	\$10.73
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	2,889	356	12.3%	\$28.38

Source: MS Department of Employment Security, Occupational Projections, 2022–2032, and Occupational Employment & Wage Statistics, 2024.

B.6. SCMW collaborates with public and community-based economic development organizations to leverage shared resources and strengths. The LWDA works continuously with public- and private-sector leaders to foster economic and community development, and economic-development representatives who serve on the LWDB keep staff informed of local needs.

B.7. Transportation. The rural character of the southern counties presents significant transportation barriers. Public transit is limited, and low-income, unemployed, and underemployed residents often lack reliable personal transportation. SCMW and the community colleges coordinate with support organizations to facilitate transportation for individuals in training, and SCMW's expanding digital and virtual service-delivery strategy extends workforce services to residents without reliable transportation—directly advancing the worker-mobility pillar.

B.8. Education Alignment. SCMW works closely with secondary and postsecondary partners to articulate career pathways built around in-demand occupations. Through the legislatively funded Career Coach program, SCMW funds 48 Career Coaches in 47 high schools, helping students explore, prepare for, and connect to living-wage opportunities. SCMW coordinates with the four regional community colleges to design programs that create career pathways and a talent pipeline; four WIN Job Centers are co-located on community college campuses, and the intent is to grow that partnership. With the formal inclusion of Perkins V in the Combined State Plan, SCMW further aligns secondary and postsecondary CTE with workforce training so participants can progress through clearly defined pathways.

B.9. Geography. SCMW serves residents regardless of location across urban, suburban, metropolitan, and—predominantly—rural areas. Labor-market, geographic, and demographic information is used in program planning to ensure access across the entire LWDA. The area is governed by the SCMW LWDB working in coordination with the Chief Local Elected Officials / Board of Commissioners, whose members provide perspective on local needs.

B.10. Veterans. SCMW prioritizes services for veterans and their families. It uses the Mississippi Works profile process to match military experience to civilian occupational demand and leverages

the Jobs for Veterans State Grants. Disabled Veteran Outreach Program (DVOP) Specialists are embedded in the WIN Job Center system and are trained in advanced, digital-enabled career counseling and cross-trained across Combined Plan partner programs; where DVOPs are unavailable, other WIN Job Center staff provide priority-of-service to veterans and eligible spouses.

C. Local Area Planning

C.1. SCMW supports the State’s strategic vision of an educated, skilled workforce aligned to employer need. Mirroring the seven Combined State Plan goals—which themselves advance the five pillars of America’s Talent Strategy—SCMW has adopted the following local objectives: (1) jointly develop and implement policies to coordinate service delivery among all WIOA Combined Plan partners to achieve a no-wrong-door approach for participants and employers; (2) strengthen interagency and local workforce stakeholder partnerships; (3) develop defined, articulated K-16+ pathways that create a pipeline for the workforce; (4) develop cross-program performance metrics and stay abreast of changing industry needs; (5) develop a service-delivery approach that expands access while optimizing resources; (6) invest in integrated technology and AI literacy to meet WIOA’s unified technology requirements; and (7) develop and communicate a unified vision and message.

Goals 1, 2, and 5 (the integrated-systems pillar) reduce programmatic fragmentation through a “no-wrong-door” approach that routes every individual to the correct partner regardless of entry point—out-of-school youth, including current or former foster youth, to youth providers, and individuals with barriers to partners offering targeted support. SCMW is extending this approach to employer engagement and to childcare and mental-health services, using integrated technology to manage employer interactions, streamline needs assessments, and anticipate future workforce demand.

Goals 3 and 6 (the industry-driven and innovation pillars) produce a workforce that meets employer needs in partnership with educational institutions. SCMW builds clear pathways into priority occupations through the Career Coach initiative, K-12 career clusters, dual-enrollment for credit and non-credit workforce training, and Perkins V alignment, while investing in technology and AI literacy.

Goals 4 and 6 (the accountability pillar) ensure SCMW’s work is measurable. SCMW evaluates outcomes using both federally prescribed performance measures and state-defined metrics, supported by Mississippi’s State Longitudinal Data System (SLDS), which integrates administrative data from WIOA partners and educational institutions for performance measurement, cohort analysis, and strategic planning. Goal 7 establishes a unified SCMW brand and messaging that align partners, stakeholders, and participants.

C.2. SCMW ensures local providers implement the core programs and align resources to the State Plan through three strategies.

Strategy 1: Define Articulated K-16+ Pathways Aligned to Priority Occupations

In collaboration with core and strategic partners, SCMW aligns occupational pathways, industry credentials, work-based learning, and training delivery, and is developing a participant stipend structure to improve recruitment, persistence, completion, and career navigation. Tactics include:

- **Aligning sector strategies with secondary CTE.** Coordinating with MDE's CTE framework and Perkins V to prepare graduates for postsecondary credentials and high-demand jobs.
- **Career Coaches.** Administering funding for 48 Career Coaches in 47 high schools who facilitate job shadowing, internships, and pathway planning.
- **Registered and non-registered apprenticeship.** Expanding earn-and-learn models through the Mississippi Apprenticeship Program (MAP) and the DOL Office of Apprenticeship, with pre-apprenticeship supported by WIOA ITAs.
- **Increasing participation of underrepresented populations.** Using community-college sponsors and MI-BEST College & Career Navigators for outreach, recruitment, and support across all four regional community colleges, where students concurrently pursue HSE preparation, the Smart Start Pathway course, and occupational training.
- **Leveraging funding.** Pursuing federal, state, and regional funds (including the Mississippi Works Fund and an EDA Recompete award) to expand capacity and serve underserved communities, including via telehealth-enabled training delivery.
- **Workforce Pell and short-term credentials.** Supporting short-term, high-quality programs aligned to priority occupations, including Workforce Pell-eligible programs as certified by the State's designee, AccelerateMS.
- **Internships.** Connecting students and job seekers to employer-posted internships through the Mississippi Works Labor Exchange.

Strategy 2: Stay Abreast of Changing Industry Needs and Measure Outcomes

SCMW aligns training programs and funding to the skills and occupations in highest demand and engages partners through streamlined employer outreach and relationship management. The SLDS is a critical tool for developing research questions and informing policy, and SCMW collaborates with AccelerateMS, agency partners, educators, and employers to identify research priorities vital to regional economic development.

Strategy 3: Coordinate Service Delivery Across Combined Plan Partners

SCMW certifies, operates, and oversees the region's WIN Job Centers, with Memorandums of Understanding (MOUs) defining each partner's roles, resources, and expectations. Mississippi's WIOA implementation uses multiple service-delivery models—Comprehensive One-Stop Centers, Affiliate Centers, Virtual Access Centers, Digital Centers, Call Center Support, and Sector Training Plus Comprehensive Centers. To improve coordination, expand accessibility, and reduce cost, SCMW continues to expand virtual and digital access, where digital workforce specialists assist participants through secure messaging, video conferencing, resource kiosks, and AI-enabled job-search and skill-matching tools.

C.3. SCMW supports the State Plan's two major components—Combined Plan Programs and Strategic Programs—and convenes partners to develop processes for delivering unduplicated services to individuals and employers.

Table: Combined Plan Programs

Program	Administering Partner / Role
WIOA Title I – Adult, Dislocated Worker & Youth	SCMW LWDB / WIN Job Center system
WIOA Title II – Adult Education & Family Literacy	Mississippi Community College Board / regional community colleges
WIOA Title III – Wagner-Peyser Employment Service	Mississippi Department of Employment Security (MDES)
WIOA Title IV – Vocational Rehabilitation	Mississippi Department of Rehabilitation Services (MDRS)
Carl D. Perkins CTE (Perkins V)	MDE (secondary) and MCCB (postsecondary)
Temporary Assistance for Needy Families (TANF)	Mississippi Department of Human Services (MDHS)
Supplemental Nutrition Assistance Program (SNAP) E&T	Mississippi Department of Human Services (MDHS)
Trade Adjustment Assistance (TAA)	MDES
Jobs for Veterans State Grants (JVSG)	MDES / DVOP Specialists
Unemployment Insurance (UI)	MDES
Senior Community Service Employment Program (SCSEP)	State and national SCSEP grantees

Table: Strategic Programs and Partners

Strategic Program / Partner	Role in the SCMW Ecosystem
AccelerateMS / Mississippi Works	Statewide workforce strategy, labor exchange, MS Works Fund
High School Career Coach Program	Career exploration and pathway planning in area high schools
MI-BEST (community colleges)	Concurrent HSE, workforce prep, and occupational training
Regional Community Colleges	Training delivery, WET funds, dual enrollment, apprenticeship
Small Business Development Centers (SBDC)	Entrepreneurship and microenterprise development
Mississippi Development Authority & local EDAs	Industry recruitment and sector alignment
Yazoo County Youth Court	Youth services for adjudicated youth
Community- and faith-based organizations	Supportive services and barrier removal

C.4. SCMW establishes MOUs with core-program partners that define responsibilities and goals and enhance access to training, education, supportive, and career services, with emphasis on individuals who face barriers to employment. The data below illustrate the scale of need: large numbers of low-income residents, individuals with disabilities, single-parent households, and older individuals underscore the need for targeted support, co-enrollment, and tailored success plans focused on industry-recognized, portable, and stackable credentials.

Table 11: Populations with Barriers to Employment

Group	Number
Below Poverty Individuals(18-64) ¹	73,644
American Indians/Alaska Natives/Native Hawaiians ¹	2,186
Individuals with Disabilities(18-64) ¹	62,829
Older Individuals(>=65) ¹	132,205
Older Individuals, Below Poverty ¹	20,610

Group	Number
Ex-Offenders (18-64) ²	1,471
Homeless children and youth ³	2,621
English Language Learners with Low Level of Literacy ⁴	1,176
Migrants or Seasonal Farmworkers ⁵	>174
Individuals within 2 Years of Exhausting TANF Eligibility ⁶	119
Single Parent Households ¹	68,437
Single Mother Households ¹	55,231
Single Fathers Households ¹	13,206
Disconnected Youth ⁷	3,568

Sources: U.S. Census Bureau, ACS 2024 5-Year Estimates; MS Dept. of Corrections, 2025; MS Dept. of Education, 2025; Adult Basic Education, 2025; U.S. Dept. of Agriculture, 2022; MS Dept. of Human Services, 2025. An individual may belong to several groups.

C.5. SCMW offers a range of services to help businesses meet workforce needs, including no-cost candidate connection through Mississippi Works; WIOA-funded On-the-Job Training (OJT) and Work Experience/Internships; short-term and customized training via Workforce Enhancement Training (WET) and MS Works funds in coordination with the community colleges; and information on job-creation incentives. Priority is given to programs that align training to employment in high-demand sectors.

C.6. SCMW collaborates with community-college Small Business Development Centers and other providers to support entrepreneurship and microenterprise development.

C.7. SCMW leverages apprenticeship to strengthen the regional economy, partnering with the DOL Office of Apprenticeship, the Mississippi Apprenticeship Program (MAP), and registered programs, and offering pre-apprenticeship through WIOA ITAs. To address healthcare workforce shortages, SCMW operates a Nurse Externship Program that has improved recruitment and retention among regional hospitals and providers.

C.8. SCMW supports rapid-response activities in coordination with the State, providing reemployment services upon notice of layoffs or closures. The Rapid Response Team includes WIN Job Centers, community colleges, MDHS, MDES, MDRS, and SCMW staff, and affected workers receive a “Surviving a Layoff” toolkit, résumé and interview assistance, MS Works profile help, NCRC guidance, UI application support, training options, job leads, and referrals for housing, utility, insurance, and childcare assistance.

C.9. SCMW ensures seamless coordination between Wagner-Peyser services delivered by MDES and WIOA services delivered through the WIN Job Center system, with cross-trained staff to avoid duplication. WIN Job Center locations are listed in Appendix G.

C.10. SCMW collaborates with the Adult Education program administered by the regional community colleges through the MCCB, integrating adult education with the Career Pathway Model. Individuals lacking a high-school credential are referred to Adult Education at or near WIN Job Centers and are placed on integrated pathways that lead to high-demand occupations.

C.11. SCMW partners with MDRS to provide flexible, customized support for individuals with disabilities, including cross-training, technical assistance, and cooperative employer engagement.

The total disabled population in the region is 124,135, of whom 62,829 are of working age (18–64). The data below inform service design and ensure support is comprehensive and tailored.

Table 16: Demographic Characteristics of People with Disabilities

Group	Number	Percent
Total Disabled Population	124,135	—
Total Ages 18-64	62,829	—
RACE (All Ages)		
Black	58,299	47.0%
White	60,886	49.0%
Other	4,950	4.0%
GENDER (All Ages)		
Female	65,520	52.8%
Male	58,615	47.2%
AGE (Ages 18-64)		
18 - 34	14,537	23.1%
35 - 64	48,292	76.9%
TYPE OF DISABILITY** (Ages 18-64)		
Hearing Difficulty	10,746	17.1%
Vision Difficulty	13,444	21.4%
Cognitive Difficulty	27,948	44.5%
Ambulatory Difficulty	29,220	46.5%
Self-care Difficulty	10,815	17.2%
Independent Living Difficulty	22,603	36.0%

Source: U.S. Census Bureau, ACS 2024 5-Year Estimates. Individuals may have more than one type of disability; totals may exceed 100%. May not total 100% due to rounding.

C.12. SCMW awards sub-awards and contracts for WIOA Title I activities through a competitive procurement process compliant with the Uniform Administrative Requirements at 2 CFR 200, ensuring transparency, fairness, and effective use of federal funds.

C.13. SCMW uses a diagnostic checklist within the WIN Job Center system to streamline intake, conduct work-readiness assessment, build individualized success plans, determine WIOA eligibility, and generate automated partner referrals. Mississippi Works tracks services and supports OGM in producing quarterly performance reports against negotiated measures.

C.14. The SCMW LWDB is an engaged, high-performing board whose members actively evaluate programs, activities, and performance. The board keeps its policies and operating procedures current and compliant with the State Plan; these are listed in the appendices.

C.15. SCMW partners with AccelerateMS, the MDA, and local economic developers on the ecosystem approach, aligning workforce development with local and state economic goals—exemplified by the coordinated workforce preparation for the Amazon Web Services data-center investment in Madison County, undertaken with the Madison County Economic Development Authority and local training providers.

C.16. SCMW conducts an annual review of the Local Plan with partners to keep it aligned with evolving priorities, target industries, and emerging initiatives, making timely modifications as labor-market and economic conditions change.

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

D.1. SCMW operates seven WIN Job Centers, including at least one Sector Training Plus Comprehensive One-Stop Center. SCMW rigorously monitors, evaluates, and audits center operators against performance metrics and sub-award criteria, and holds regular partner and manager meetings to share practices and provide technical assistance.

D.2. The SCMW LWDB maintains an MOU with its workforce-system partners that establishes the design framework and partnerships of the one-stop system. Current Consortium Agreements and Infrastructure Funding Agreements are available at the CMPDD office; see Appendix H.

D.3. WIN Job Center staff use Mississippi Works, the State's integrated intake, case-management, and program-administration system, with ongoing training tailored to staff needs.

D.4. WIN Job Center and partner staff receive training in integrated case management and service delivery, provided by SCMW staff or by the MDES Office of Grant Management, for new and current staff.

D.5. SCMW monitors and oversees the WIN Job Center system; each sub-awardee undergoes at least one comprehensive monitoring review per program year (in person or by desk review) covering general compliance, cash receipts, non-payroll and payroll disbursements, property and equipment, general administration, programmatic performance and compliance, and equal-opportunity compliance. SCMW administers a customer-satisfaction survey across all centers, and OGM conducts customer-service reviews via the nSPARC WIOA Customer Satisfaction Survey. Results indicate that both job seekers and employers are generally satisfied with local services; corrective actions and technical assistance are applied as needed.

D.6. All WIN Job Centers serve Adults, Dislocated Workers, and Youth; the Yazoo County Youth Court additionally administers youth programs. To streamline administrative cost and strengthen program investment, the administration of OJT, ITAs, and internships is centralized by ecosystem, with a WIOA Career Coach at each center facilitating access. Table 9 of the appendices details current center responsibilities and services, which may change through scheduled procurement cycles.

D.7. SCMW maintains at least one Sector Training Plus Comprehensive One-Stop Center offering all Combined Plan partner services plus in-house career education, and is committed to expanding such centers across the region.

D.8. The MOU describes the WIOA Career Coaching strategy. Based at a Sector Training Plus center, digital-access center, or partnering community-college campus, the Career Coach provides one-on-one guidance, helps clients assess skills and interests, develops Individual Employment Plans (IEPs), and connects clients to training, employment, and support resources, including résumé and interview assistance and career-exploration activities.

D.9. The MOU outlines comprehensive face-to-face assessment leading to personalized success plans, with participants introduced to and registered in Mississippi Works.

D.10. All job seekers, including those in remote areas, can connect with employers through Mississippi Works at mississippiworks.org, building a profile and résumé, searching and applying for jobs, and receiving real-time job-fit feedback and labor-market information. SCMW also offers a virtual WIOA Career Coach program, available 8:00 a.m.–10:00 p.m. Central, so underemployed residents can schedule synchronous digital appointments without missing work.

D.11. The SCMW LWDB authorizes WIOA funds to cover the WIOA fair share of operation and infrastructure costs of the WIN Job Center system in the sub-award with the one-stop operator; these costs are an evaluation factor in selecting the operator and center locations.

D.12. The MOU identifies each partner agency's roles and activities, an inventory of services directly delivered or accessible through each, referral mechanisms, and non-WIOA cash or in-kind resources.

D.13. Adult and Dislocated Worker employment and training activities include Individual Training Accounts (ITAs) for training at approved providers on the Eligible Training Provider List; Work Experience/Internships; and On-the-Job Training (OJT), with employers reimbursed a portion of wages during training. The LWDB regularly evaluates services to ensure alignment with in-demand sectors and the needs of job seekers and employers.

Youth Services

D.14. The SCMW LWDB is accountable for all aspects of youth formula programs (Appendix J), including dedicating at least 75% of youth funds to out-of-school youth and at least 20% to work experience. Available WIOA youth activities, including services for youth with disabilities, include paid internships; ITAs for occupational skills training leading to recognized postsecondary credentials in in-demand industries; concurrent education; supportive-service referrals; follow-up services for at least 12 months after exit; comprehensive guidance and counseling; labor-market information; and postsecondary preparation.

D.15. SCMW uses the State's intake and assessment system to connect the WIN Job Center system with unemployment-insurance requirements. A diagnostic questionnaire guides partner referrals; UI recipients must register and actively seek work, supported by the MDES Online Job Search Training tool, and the RESEA program assists those at risk of exhausting benefits in returning to work quickly.

D.16. In support of the Combined Plan, TANF activities are coordinated through the WIN Job Centers, where participants register with MS Works and conduct job search as a condition of service.

D.17. SCMW supports the State Plan's dropout-prevention and recovery initiatives, collaborating with K-12 districts and community colleges through the High School Career Coach program, dual enrollment, and work-based learning, and meeting regularly with district administrators to strengthen the school-to-workforce connection.

D.18. SCMW is committed to the integration and provision of services to target groups, developed through the diagnostic questionnaire and referral process and detailed in partner MOUs: (a) persons with disabilities; (b) veterans; (c) TANF recipients; (d) SCSEP participants; (e) individuals with other barriers to employment; and (f) additional populations including SNAP recipients and ex-offenders. The data below characterize these populations and inform service design.

Table 12: Unemployment and Labor Force Participation of Vulnerable Populations

Group / Measure	Percent
Veterans (Ages 18-64)	
Unemployment Rate	4.5%
Labor Force Participation Rate	71.3%
Disability (Ages 18-64)	
Unemployment Rate	9.8%
Labor Force Participation Rate	40.3%
Below Poverty (18 and over)	
Unemployment Rate	23.1%
Labor Force Participation Rate	32.2%
Age 16-19 (Overall)	
Unemployment Rate	19.0%
Labor Force Participation Rate	31.8%
Age 16-19 Not Enrolled in School	
Unemployment Rate	31.7%
Labor Force Participation Rate	48.0%

Source: U.S. Census Bureau, ACS 2024 5-Year Estimates.

Table 17: Characteristics of TANF Work-Eligible Recipients

Group	Number	Percent
Total TANF Recipients	1,591	—
Total Ages 18-64	191	—
RACE (Ages 18-64)		
Black	180	94.2%
Non-Black	11	5.8%
GENDER (Ages 18-64)		
Female	188	98.4%
Male	<10	—
AGE (Ages 18-64)		
18 - 25	49	25.7%
26 - 35	107	56.0%
36 - 64	35	18.3%
EDUCATION (Ages 18-64)		
Less than High School Graduate	41	21.5%
High School Diploma/GED	13	6.8%
Some College	113	59.2%
Not Available	24	12.6%
ECONOMIC CHARACTERISTICS (Ages 18-64)		

Group	Number	Percent
Employment Rate for the cohort 2025*	—	79.1%
Median Earnings for the cohort 2025*	\$11,374	—
Employment Rate One Year After Exit for the cohort 2024*	—	82.4%
Average Earnings One Year After Exit for the cohort 2024*	\$15,476	—

Source: MS Department of Human Services, TANF, 2025; MS Department of Employment Security, 2025. Data preliminary and may be revised; may not total 100% due to rounding.

Table 18: Characteristics of SNAP Recipients

Group	Number	Percent
Total SNAP Recipients	131,099	—
Total Ages 18-64	43,797	—
RACE (Ages 18-64)		
Black	32,690	74.6%
White	10,484	23.9%
Other	623	1.4%
GENDER (Ages 18-64)		
Female	28,320	64.7%
Male	15,477	35.3%
AGE (Ages 18-64)		
18 - 25	7,080	16.2%
26 - 35	8,867	20.2%
36 - 45	9,679	22.1%
46 - 64	18,171	41.5%
EDUCATION (Ages 18-64)		
Less than High School Graduate	8,155	18.6%
High School Diploma/GED	3,087	7.0%
Some College	13,034	29.8%
Not Available	19,521	44.6%
ECONOMIC CHARACTERISTICS (Ages 18-64)		
Employment Rate for the cohort 2025*	—	45.4%
Median Earnings for the cohort 2025*	\$18,752	—
Employment Rate One Year After Exit for the cohort 2024*	—	57.6%
Average Earnings One Year After Exit for the cohort 2024*	\$22,893	—

Source: MS Department of Human Services, 2025; MS Department of Employment Security, 2025. Data preliminary and may be revised; may not total 100% due to rounding.

Table 19: Characteristics of Ex-Offenders

Group	Number	Percent
Total Ex-Offenders	1,508	—
Total Ages 18-64	1,471	—
RACE (Ages 18-64)		
Black	974	66.2%
Non-Black	497	33.8%
GENDER (Ages 18-64)		
Female	168	11.4%
Male	1,303	88.6%

Group	Number	Percent
AGE (Ages 18-64)		
18 - 25	157	10.7%
26 - 35	477	32.4%
36 - 45	483	32.8%
46 - 64	354	24.1%
EDUCATION (Ages 18-64)		
Less than High School Graduate	578	39.3%
High School Diploma/GED	133	9.0%
Some College	246	16.7%
Not Available	514	34.9%
ECONOMIC CHARACTERISTICS (Ages 18-64)		
Employment Rate for the cohort 2025*	—	35.1%
Median Earnings for the cohort 2025*	\$10,971	—

Source: MS Department of Corrections, 2025; MS Department of Employment Security, 2025. Data preliminary and may be revised; may not total 100% due to rounding.

D.19. SCMW ensures services for individuals who qualify under the Americans with Disabilities Act of 1990, maintaining physical and programmatic accessibility of facilities, programs, services, technology, and materials; ADA compliance is assessed during WIN Job Center certification.

E. Sector Strategy Plan

E.1. The SCMW Sector Strategy Plan (Appendix K) identifies the needs, objectives, and goals of the region's major employment sectors. The original plan addressed Healthcare, Manufacturing, and Transportation/Distribution/Logistics; the region has since expanded its analysis to six target sectors and added the emerging Information Infrastructure sector driven by data-center investment. SCMW's target sectors are:

- Advanced Manufacturing
- Agriculture, Food & Beverage
- Automotive & Related Manufacturing
- Energy & Related
- Forestry, Chemicals & Related
- Healthcare & Support
- Information Infrastructure (including fiber, construction and maintenance, and data-center operations)

The region's defining workforce challenge is the middle-skill gap. Across the six target sectors, current demand for middle-skill workers far outstrips supply, with Healthcare & Support and Advanced Manufacturing showing the largest gaps. SCMW concentrates WIOA training investments where these gaps are greatest, directly advancing the industry-driven-strategies pillar.

Table 15: Supply and Demand for Middle-Skill Occupations in Targeted Industries

Industry	Supply	Demand	Gap
Advanced Manufacturing	38	1,001	963
Agriculture, Food & Beverage	111	514	403

Industry	Supply	Demand	Gap
Automotive & Related	235	587	352
Energy & Related	229	454	225
Forestry, Chemicals & Related	49	259	210
Healthcare & Support	439	922	483
Total	1,101	3,737	2,636

Source: MS Department of Employment Security, 2025; MS State Longitudinal Data System, 2025; MS Works, 2025; MS Community College Board, 2025.

The industry structure and leading occupations of each target sector are summarized below. For each sector, SCMW presents the current industry composition, the ten largest occupations with wage ranges, and the ten occupations with the highest projected growth and current job openings, to guide training and credential investments.

E.1.1 Advanced Manufacturing

Advanced Manufacturing is among the region's highest-wage sectors, led by transportation-equipment manufacturing. Training should emphasize both general manufacturing competencies and specialized skills, developed with industry to keep the workforce competitive.

Table 20: Current Advanced Manufacturing Industry Structure

Industry	Avg. Emp.	% of Sector	Avg. Annual Wage	Estab.
Transportation Equipment Mfg	6,189	52.3%	\$74,992	22
Electrical Equipment, Appliance, & Component Mfg	968	8.2%	\$78,322	14
Other General Purpose Machinery Mfg	947	8.0%	\$75,435	8
Commercial & Service Industry Machinery Mfg	777	6.6%	\$61,233	4
Miscellaneous Mfg	562	4.7%	\$57,064	43
Basic Chemical Mfg	508	4.3%	\$77,722	20
Petroleum & Coal Products Mfg	456	3.9%	\$112,288	7
Other Chemical Product & Preparation Mfg	294	2.5%	\$76,744	6
Industrial Machinery Mfg	176	1.5%	\$66,009	7
Pharmaceutical & Medicine Mfg	150	1.3%	\$75,960	5
Agriculture, Construction, & Mining Machinery Mfg	98	0.8%	\$61,533	4
Computer & Electronic Product Mfg	41	0.3%	\$82,039	7
Pesticide, Fertilizer, & Other Agricultural Chemical Mfg	—	—	—	2
Clay Product & Refractory Mfg	—	—	—	2
Other Nonmetallic Mineral Product Mfg	—	—	—	3
Iron & Steel Mills & Ferroalloy Mfg	—	—	—	2
Total Advanced Manufacturing	11,840	100.0%	\$77,918	156

Source: MS Department of Employment Security, Census of Employment & Wages, 2024 Annual Averages. Totals may not add due to rounding and confidentiality suppressions.

Table 26: Top 10 Occupations in the Advanced Manufacturing Industry

Occupation	Emp.	% of Sector	10th Pctl/hr	Median/hr	90th Pctl/hr
Miscellaneous Assemblers & Fabricators	1,956	16.5%	\$14.26	\$23.76	\$30.99
Welders, Cutters, Solderers, & Brazers	764	6.5%	\$17.39	\$23.45	\$34.14
First-Line Supervisors of Production & Operating Workers	696	5.9%	\$17.64	\$32.06	\$59.1

Occupation	Emp.	% of Sector	10th Pctl/hr	Median/hr	90th Pctl/hr
Electrical, electronic, & electromechanical assemblers, except coil winders, tapers, & finishers	456	3.9%	\$13.41	\$18.01	\$27.42
Laborers & Freight, Stock, & Material Movers, Hand	444	3.8%	\$12.04	\$17.53	\$22.39
Inspectors, Testers, Sorters, Samplers, & Weighers	356	3.0%	\$10.85	\$18.92	\$30.96
Electricians	342	2.9%	\$16.63	\$23.05	\$33.48
Industrial Engineers	272	2.3%	\$37.61	\$48	\$69.23
Industrial Machinery Mechanics	250	2.1%	\$19.05	\$31.7	\$41.33
Shipping, Receiving, & Inventory Clerks	230	1.9%	\$13.69	\$17.56	\$27.16

Source: MS Department of Employment Security, Occupational Employment & Wage Statistics, 2024. Hourly wages are for all industries; “—” denotes data suppressed for confidentiality.

Table 32: Top 10 Advanced Manufacturing Occupations with the Highest Projected Job Growth

Occupation	10-Yr Projected Growth	Job Openings FY2025
Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	309	10
Welders, Cutters, Solderers, & Brazers	93	146
Electricians	78	23
Industrial Engineers	66	63
Industrial Machinery Mechanics	61	<10
First-Line Supervisors of Production & Operating Workers	57	84
Laborers & Freight, Stock, & Material Movers, Hand	51	12
Miscellaneous Assemblers & Fabricators	50	<10
Plumbers, Pipefitters, & Steamfitters	43	46
Coating, Painting, & Spraying Machine Setters, Operators, & Tenders	34	15

Source: MS Department of Employment Security, Occupational Projections, 2022–2032, and MS Works Job Openings, FY2025.

E.1.2 Agriculture, Food & Beverage

The Agriculture, Food & Beverage sector spans food manufacturing, food and beverage retail, wholesale, forestry and logging, and crop and animal production. Training should emphasize food safety, advanced processing, and modern agricultural practices.

Table 21: Current Agriculture, Food & Beverage Industry Structure

Industry	Avg. Emp.	% of Sector	Avg. Annual Wage	Estab.
Food Mfg	6,007	36.9%	\$45,087	51
Food & Beverage Retailers	4,731	29.1%	\$27,036	292
Grocery & Related Product Merchant Whsle	2,766	17.0%	\$59,851	89
Forestry & Logging	696	4.3%	\$52,470	127
Animal Production & Aquaculture	646	4.0%	\$50,122	39
Crop Production	432	2.7%	\$37,529	72
Beverage & Tobacco Product Mfg	262	1.6%	\$55,259	10
Textile Mills	131	0.8%	\$63,053	5
Farm Product Raw Material Merchant Whsle	96	0.6%	\$30,866	9
Textile Product Mills	25	0.2%	\$32,173	7
Fishing, Hunting & Trapping	—	—	—	2
Support Activities for Agriculture & Forestry	—	—	—	67
Total Agriculture, Food & Beverage	16,267	100.0%	\$43,035	770

Source: MS Department of Employment Security, Census of Employment & Wages, 2024 Annual Averages. Totals may not add due to rounding and confidentiality suppressions.

Table 27: Top 10 Occupations in the Agriculture, Food & Beverage Industry

Occupation	Emp.	% of Sector	10th Pctl/hr	Median/hr	90th Pctl/hr
Cashiers	1,603	9.9%	\$8.69	\$11.09	\$14.67
Meat, Poultry, & Fish Cutters & Trimmers	1,344	8.3%	\$14.46	\$16.17	\$17.29
Stockers & Order Fillers	1,069	6.6%	\$11.77	\$16.73	\$22.75
Laborers & Freight, Stock, & Material Movers, Hand	751	4.6%	\$12.04	\$17.53	\$22.39
Slaughterers & Meat Packers	585	3.6%	\$13.91	\$16.81	\$17.08
Heavy & Tractor-Trailer Truck Drivers	557	3.4%	\$17.91	\$28.18	\$43.97
Helpers--Production Workers	482	3.0%	\$11.32	\$15	\$22.58
Packers & Packagers, Hand	403	2.5%	\$8.56	\$16.56	\$20.98
Food Preparation Workers	364	2.2%	\$8.54	\$11	\$16.51
First-Line Supervisors of Retail Sales Workers	364	2.2%	\$13.56	\$21.9	\$35.59

Source: MS Department of Employment Security, Occupational Employment & Wage Statistics, 2024. Hourly wages are for all industries; “—” denotes data suppressed for confidentiality.

Table 33: Top 10 Agriculture, Food & Beverage Occupations with the Highest Projected Job Growth

Occupation	10-Yr Projected Growth	Job Openings FY2025
Stockers & Order Fillers	125	28
Laborers & Freight, Stock, & Material Movers, Hand	86	<10
Meat, Poultry, & Fish Cutters & Trimmers	68	775
Farmworkers, Farm, Ranch, & Aquacultural Animals	50	126
Heavy & Tractor-Trailer Truck Drivers	45	43
Agricultural Equipment Operators	35	350
First-Line Supervisors of Production & Operating Workers	29	13
Driver/Sales Workers	29	29
Packers & Packagers, Hand	27	83
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	25	13

Source: MS Department of Employment Security, Occupational Projections, 2022–2032, and MS Works Job Openings, FY2025.

E.1.3 Automotive & Related Manufacturing

The Automotive & Related Manufacturing sector is concentrated in motor-vehicle parts and body manufacturing and offers strong wages. Training should build logistics, manufacturing-technology, and specialized assembly and repair capabilities.

Table 22: Current Automotive & Related Manufacturing Industry Structure

Industry	Avg. Emp.	% of Sector	Avg. Annual Wage	Estab.
Motor Vehicle Parts Mfg	1,804	26.2%	\$48,587	14
Motor Vehicle Body & Trailer Mfg	425	6.2%	\$56,838	3
Motor Vehicle Mfg	—	—	—	1
Battery Mfg	—	—	—	1
Tire Mfg (exc Retreading)	—	—	—	1
Custom Roll Forming	—	—	—	1
Total Automotive & Related Manufacturing	6,886	100.0%	\$74,449	21

Source: MS Department of Employment Security, Census of Employment & Wages, 2024 Annual Averages. Totals may not add due to rounding and confidentiality suppressions.

Table 28: Top 10 Occupations in the Automotive & Related Manufacturing Industry

Occupation	Emp.	% of Sector	10th Pctl/hr	Median/hr	90th Pctl/hr
Miscellaneous Assemblers & Fabricators	2,216	32.2%	\$14.26	\$23.76	\$30.99

Occupation	Emp.	% of Sector	10th Pctl/hr	Median/hr	90th Pctl/hr
First-Line Supervisors of Production & Operating Workers	591	8.6%	\$17.64	\$32.06	\$59.1
Inspectors, Testers, Sorters, Samplers, & Weighers	308	4.5%	\$10.85	\$18.92	\$30.96
Tire Builders	272	4.0%	—	—	—
Welders, Cutters, Solderers, & Brazers	233	3.4%	\$17.39	\$23.45	\$34.14
Industrial Machinery Mechanics	221	3.2%	\$19.05	\$31.7	\$41.33
Stockers & Order Fillers	209	3.0%	\$11.77	\$16.73	\$22.75
Electrical, electronic, & electromechanical assemblers, except coil winders, tapers, & finishers	193	2.8%	\$13.41	\$18.01	\$27.42
Industrial Engineers	174	2.5%	\$37.61	\$48	\$69.23
Industrial Truck & Tractor Operators	138	2.0%	\$16.18	\$21.47	\$26.23

Source: MS Department of Employment Security, Occupational Employment & Wage Statistics, 2024. Hourly wages are for all industries; “—” denotes data suppressed for confidentiality.

Table 34: Top 10 Automotive & Related Manufacturing Occupations with the Highest Projected Job Growth

Occupation	10-Yr Projected Growth	Job Openings FY2025
Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	131	<10
Miscellaneous Assemblers & Fabricators	57	<10
Industrial Machinery Mechanics	54	<10
First-Line Supervisors of Production & Operating Workers	48	<10
Industrial Engineers	42	<10
Welders, Cutters, Solderers, & Brazers	28	<10
Stockers & Order Fillers	24	<10
Coating, Painting, & Spraying Machine Setters, Operators, & Tenders	18	<10
Industrial Truck & Tractor Operators	15	<10
Laborers & Freight, Stock, & Material Movers, Hand	14	<10

Source: MS Department of Employment Security, Occupational Projections, 2022–2032, and MS Works Job Openings, FY2025.

E.1.4 Energy & Related

The Energy & Related sector—anchored by engineering services and utilities—offers the region’s highest average wages among target sectors. Training should develop line-installation, construction-trade, and engineering-support capabilities.

Table 23: Current Energy & Related Industry Structure

Industry	Avg. Emp.	% of Sector	Avg. Annual Wage	Estab.
Engineering Svcs	4,039	36.5%	\$92,207	155
Utilities	2,625	23.7%	\$107,521	133
Power & Communication Line & Related Structures Construction	950	8.6%	\$87,551	33
Electrical Equipment Mfg	721	6.5%	\$84,872	6
Support Activities for Mining	614	5.5%	\$93,704	72
Household Appliances & Electrical & Electronic Goods Merchant Whsle	425	3.8%	\$79,514	47
Oil & Gas Pipeline & Related Structures Construction	407	3.7%	\$73,322	25
Warm Air Heating & Air-Conditioning Equipment & Supplies Merchant Whsle	206	1.9%	\$94,450	26
Oil & Gas Extraction	190	1.7%	\$113,539	36

Industry	Avg. Emp.	% of Sector	Avg. Annual Wage	Estab.
Plumbing & Heating Equipment & Supplies (Hydronics) Merchant Whsle	160	1.4%	\$103,762	23
Pipeline Transportation	155	1.4%	\$108,605	20
Electric Lighting Equipment Mfg	133	1.2%	\$59,223	3
Household Appliance Mfg	—	—	—	1
Petroleum Refineries	—	—	—	1
Battery Mfg	—	—	—	1
Wiring Device Mfg	—	—	—	2
Refrigeration Equipment & Supplies Merchant Whsle	—	—	—	5
Air-Conditioning & Warm Air Heating Equipment & Commercial & Industrial Refrigeration Equipment Mfg	—	—	—	1
Other Communication & Energy Wire Mfg	—	—	—	1
Total Energy & Related	11,069	100.0%	\$94,785	591

Source: MS Department of Employment Security, Census of Employment & Wages, 2024 Annual Averages. Totals may not add due to rounding and confidentiality suppressions.

Table 29: Top 10 Occupations in the Energy & Related Industry

Occupation	Emp.	% of Sector	10th Pctl/hr	Median/hr	90th Pctl/hr
Miscellaneous Assemblers & Fabricators	477	4.3%	\$14.26	\$23.76	\$30.99
Electrical Power-Line Installers & Repairers	438	4.0%	\$21.93	\$35.98	\$49.71
Laborers & Freight, Stock, & Material Movers, Hand	369	3.3%	\$12.04	\$17.53	\$22.39
Construction Laborers	342	3.1%	\$14.24	\$17.98	\$24
Civil Engineers	306	2.8%	\$30.04	\$49.49	\$76.37
First-Line Supervisors of Construction Trades & Extraction Workers	262	2.4%	\$21.3	\$31	\$48.53
Electrical, electronic, & electromechanical assemblers, except coil winders, tapers, & finishers	262	2.4%	\$13.41	\$18.01	\$27.42
First-Line Supervisors of Mechanics, Installers, & Repairers	226	2.0%	\$19.72	\$31.82	\$51.47
First-Line Supervisors of Production & Operating Workers	196	1.8%	\$17.64	\$32.06	\$59.1
Electrical Engineers	187	1.7%	\$27.42	\$50.54	\$74.65

Source: MS Department of Employment Security, Occupational Employment & Wage Statistics, 2024. Hourly wages are for all industries; “—” denotes data suppressed for confidentiality.

Table 35: Top 10 Energy & Related Occupations with the Highest Projected Job Growth

Occupation	10-Yr Projected Growth	Job Openings FY2025
Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	177	10
Construction Laborers	73	22
Electrical Power-Line Installers & Repairers	67	<10
Laborers & Freight, Stock, & Material Movers, Hand	42	<10
First-Line Supervisors of Construction Trades & Extraction Workers	37	<10
Electrical Engineers	28	55
General & Operations Managers	27	19
Industrial Machinery Mechanics	26	<10
Civil Engineers	23	39
Operating Engineers & Other Construction Equipment Operators	23	<10

Source: MS Department of Employment Security, Occupational Projections, 2022–2032, and MS Works Job Openings, FY2025.

E.1.5 Forestry, Chemicals & Related

The Forestry, Chemicals & Related sector includes wood-product, paper, chemical, and plastics manufacturing, plus forestry and logging. Training should build machine-operation, production-supervision, and skilled-trade capabilities.

Table 24: Current Forestry, Chemicals & Related Industry Structure

Industry	Avg. Emp.	% of Sector	Avg. Annual Wage	Estab.
Wood Product Mfg	2,253	30.1%	\$58,615	67
Paper Mfg	1,703	22.7%	\$92,222	16
Chemical Mfg	1,390	18.5%	\$82,827	42
Plastics Product Mfg	848	11.3%	\$56,520	19
Forestry & Logging	696	9.3%	\$52,470	127
Support Activities for Forestry	193	2.6%	\$58,817	32
Lumber, Plywood, Millwork, & Wood Panel Merchant Whsle	161	2.1%	\$81,672	23
Custom Architectural Woodwork & Millwork Mfg	80	1.1%	\$53,822	6
Rubber & Plastics Hoses & Belting Mfg	—	—	—	1
Other Rubber Product Mfg	—	—	—	1
Wood Kitchen Cabinet & Countertop Mfg	—	—	—	2
Petroleum Lubricating Oil & Grease Mfg	—	—	—	1
Nonupholstered Wood Household Furniture Mfg	—	—	—	2
Institutional Furniture Mfg	—	—	—	1
Total Forestry, Chemicals & Related	7,496	100.0%	\$70,064	340

Source: MS Department of Employment Security, Census of Employment & Wages, 2024 Annual Averages. Totals may not add due to rounding and confidentiality suppressions.

Table 30: Top 10 Occupations in the Forestry, Chemicals & Related Industry

Occupation	Emp.	% of Sector	10th Pctl/hr	Median/hr	90th Pctl/hr
Laborers & Freight, Stock, & Material Movers, Hand	418	5.6%	\$12.04	\$17.53	\$22.39
Miscellaneous Assemblers & Fabricators	389	5.2%	\$14.26	\$23.76	\$30.99
Upholsterers	388	5.2%	—	—	—
First-Line Supervisors of Production & Operating Workers	373	5.0%	\$17.64	\$32.06	\$59.1
Packaging & Filling Machine Operators & Tenders	268	3.6%	\$11.88	\$16.9	\$21.6
Sewing Machine Operators	257	3.4%	\$10.9	\$14.46	\$21.04
Sawing Machine Setters, Operators, & Tenders, Wood	250	3.3%	\$11.56	\$17.44	\$25.22
Heavy & Tractor-Trailer Truck Drivers	250	3.3%	\$17.91	\$28.18	\$43.97
Inspectors, Testers, Sorters, Samplers, & Weighers	221	2.9%	\$10.85	\$18.92	\$30.96
Paper Goods Machine Setters, Operators, & Tenders	201	2.7%	\$17.22	\$22.36	\$38.64
Industrial Truck & Tractor Operators	201	2.7%	\$16.18	\$21.47	\$26.23

Source: MS Department of Employment Security, Occupational Employment & Wage Statistics, 2024. Hourly wages are for all industries; “—” denotes data suppressed for confidentiality.

Table 36: Top 10 Forestry, Chemicals & Related Occupations with the Highest Projected Job Growth

Occupation	10-Yr Projected Growth	Job Openings FY2025
Laborers & Freight, Stock, & Material Movers, Hand	48	19
Industrial Machinery Mechanics	47	12

Occupation	10-Yr Projected Growth	Job Openings FY2025
First-Line Supervisors of Production & Operating Workers	30	35
Industrial Truck & Tractor Operators	22	14
Paper Goods Machine Setters, Operators, & Tenders	21	<10
Heavy & Tractor-Trailer Truck Drivers	20	29
Stockers & Order Fillers	14	<10
Packaging & Filling Machine Operators & Tenders	12	<10
Electricians	12	13
Industrial Engineers	11	25

Source: MS Department of Employment Security, Occupational Projections, 2022–2032, and MS Works Job Openings, FY2025.

E.1.6 Healthcare & Support

Healthcare & Support is the region's largest target sector, anchored by hospitals and ambulatory care and home to the state's only academic medical center. Training should expand clinical pipelines—registered nurses, LPNs, nursing assistants, and allied health—and healthcare administration and technology.

Table 25: Current Healthcare & Support Industry Structure

Industry	Avg. Emp.	% of Sector	Avg. Annual Wage	Estab.
Hospitals	19,955	35.8%	\$66,854	41
Ambulatory Health Care Svcs	19,344	34.7%	\$69,489	1,686
Nursing & Residential Care Facilities	10,200	18.3%	\$36,434	138
General Warehousing & Storage	5,286	9.5%	\$42,546	37
Medical, Dental, & Hospital Equipment & Supplies Merchant Whsle	277	0.5%	\$96,676	42
Drugs & Druggists' Sundries Merchant Whsle	255	0.5%	\$59,981	22
Medical Equipment & Supplies Mfg	251	0.5%	\$70,215	19
Pharmaceutical & Medicine Mfg	150	0.3%	\$75,960	5
Total Healthcare & Support	55,718	100.0%	\$60,050	1,990

Source: MS Department of Employment Security, Census of Employment & Wages, 2024 Annual Averages. Totals may not add due to rounding and confidentiality suppressions.

Table 31: Top 10 Occupations in the Healthcare & Support Industry

Occupation	Emp.	% of Sector	10th Pctl/hr	Median/hr	90th Pctl/hr
Registered Nurses	7,684	13.8%	\$28.37	\$37.24	\$54.88
Nursing Assistants	3,301	5.9%	\$11.31	\$14.81	\$18.23
Licensed Practical & Licensed Vocational Nurses	2,588	4.6%	\$18.91	\$24.04	\$29.54
Stockers & Order Fillers	1,838	3.3%	\$11.77	\$16.73	\$22.75
Home Health & Personal Care Aides	1,801	3.2%	\$10.62	\$11.55	\$14.03
Laborers & Freight, Stock, & Material Movers, Hand	1,308	2.3%	\$12.04	\$17.53	\$22.39
Industrial Truck & Tractor Operators	1,237	2.2%	\$16.18	\$21.47	\$26.23
Medical & Health Services Managers	1,189	2.1%	\$27.73	\$45.42	\$78.01
Nurse Practitioners	1,158	2.1%	\$45.6	\$60.09	\$81.88
Receptionists & Information Clerks	1,152	2.1%	\$10.98	\$15.3	\$20.64

Source: MS Department of Employment Security, Occupational Employment & Wage Statistics, 2024. Hourly wages are for all industries; “—” denotes data suppressed for confidentiality.

Table 37: Top 10 Healthcare & Support Occupations with the Highest Projected Job Growth

Occupation	10-Yr Projected Growth	Job Openings FY2025
Registered Nurses	505	1201
Home Health & Personal Care Aides	489	<10
Nurse Practitioners	485	22
Medical & Health Services Managers	355	124
Nursing Assistants	260	160
Stockers & Order Fillers	215	15
Laborers & Freight, Stock, & Material Movers, Hand	150	21
Industrial Truck & Tractor Operators	137	18
Licensed Practical & Licensed Vocational Nurses	130	361
Medical Assistants	118	133

Source: MS Department of Employment Security, Occupational Projections, 2022–2032, and MS Works Job Openings, FY2025.

E.2. The SCMW LWDB maintains at least 51% private-sector membership. These business representatives encourage employer participation in the public workforce system and advise on how programs and processes can better meet employer needs. Local economic developers on the board helped develop the Sector Strategy Plan, and the board includes representatives of the region’s target sectors.

E.3. Through the MOU and partner engagement, SCMW has mapped local assets and resources and identified critical stakeholders and their roles, working closely with economic-development entities, foundations, school districts, community colleges, the MDA, and community-based organizations.

E.4. SCMW raises awareness of WIN Job Center services—particularly among employers in target sectors—through participation in workforce and economic-development events, job fairs, and business presentations. Marketing is a key responsibility of the one-stop operator and service providers.

E.5. SCMW partners with public and private educational institutions and other eligible training providers to deliver short-term, credential-based programs and two-year degrees, and has updated ITA, Work Experience/Internship, and OJT policies and funding criteria to prioritize training in target sectors.

E.6. The workforce system provides comprehensive information about occupations—required training, job requirements, wages, advancement, and working conditions. SCMW allocates WIOA funds only to training that leads to industry-recognized, stackable, and portable credentials and that demonstrates potential for permanent employment, and encourages attainment of the National Career Readiness Certificate (at least bronze) for individuals pursuing ITA or OJT training.

F. Business Plan

F.1. SCMW has adopted and continues to implement the goals of the State Plan, locally aligned and organized under the five pillars of America’s Talent Strategy: a no-wrong-door approach to coordinated service delivery; strengthened interagency and stakeholder partnerships; defined K-16+ pathways; cross-program performance metrics; an access-expanding, cost-efficient service-delivery approach; investment in integrated technology and AI literacy; and a unified vision and

message. SCMW's intended outcomes are to (1) increase training enrollment in priority occupations; (2) promote economic growth by engaging employers and meeting their talent needs; (3) reduce dependence on public assistance; and (4) increase residents' earnings and self-sufficiency.

F.2. These local goals support the State Plan and the AccelerateMS ecosystems by improving service delivery, strengthening partnerships, building a robust talent pipeline, ensuring measurable accountability, expanding access, leveraging technology, and unifying messaging—each mapped to a federal pillar as shown in the alignment table at the front of this plan.

F.3. For each goal, SCMW follows a structured cycle of planning, implementation, and evaluation: assessing existing policies and resources; engaging stakeholders; designing frameworks and initiatives (e.g., the Career Coach program and credit/non-credit dual enrollment); deploying integrated technology and performance-tracking tools; and monitoring access, outcomes, and feedback to refine strategies.

F.4. The following timetable guides review of outcomes and achievement of SCMW's workforce goals.

Table: Goal Implementation and Review Timetable

Activity / Milestone	Frequency / Target
Review progress on local goals and pillar strategies with partners	Quarterly
Update Priority Occupation list with SWIB and AccelerateMS	Annually
Review and modify the Local Plan	Annually
Comprehensive monitoring of each sub-awardee	At least annually
Customer-satisfaction survey across WIN Job Centers	Ongoing / Annual review
Negotiated WIOA performance review (quarterly reports vs. measures)	Quarterly
Sector Strategy Plan and target-industry review	Annually

F.5. SCMW conducts quarterly assessments of progress toward milestones and reports status to the LWDB at its regular meetings; lagging areas are prioritized and addressed promptly with partner agencies.

F.6. Although regional and state population are declining, the data in Section B show that job opportunities remain abundant and concentrated at the middle-skill level. WIOA-funded programs align to the Smart Start Pathway model to draw more residents into the labor force and equip them with skills for in-demand local occupations.

F.7. The resource matrix below identifies the types of resources and services offered by key stakeholders to ensure appropriate alignment of services.

Table: Stakeholder Resource and Service Alignment Matrix

Stakeholder	Primary Resources / Services Contributed
SCMW LWDB / WIN Job Centers	WIOA career and training services, ITA/OJT/Work Experience, case management
MDES	Wagner-Peyser, UI, RESEA, labor-market information, Mississippi Works
Regional Community Colleges / MCCB	Adult Education, CTE, MI-BEST, WET-funded and short-term training, dual enrollment
MDRS	Vocational rehabilitation and services for individuals with disabilities
MDHS	TANF and SNAP E&T services and referrals
AccelerateMS / MDA / local EDAs	Sector strategy, MS Works Fund, industry recruitment and alignment
Community- and faith-based organizations	Supportive services, transportation, childcare, and barrier removal

G. Policies

Oversight and Monitoring

G.1. SCMW performs fiscal audits of sub-awardees and contractors annually and conducts programmatic monitoring on an ongoing basis. The monitoring policy and documents are attached in Appendix L.

G.2. SCMW service providers are continuously monitored against the goals in their sub-awards or contracts. Providers falling short of employer and job-seeker needs receive written notice of required corrective actions and must submit a timetable for completion.

Equal Opportunity

G.3. All sub-awards and contracts prohibit discrimination based on age, disability, sex, race, color, or national origin. Audit and monitoring visits include Equal Opportunity (EO) reviews, and providers submit quarterly reports of any EO complaints. The EO Policy is in Appendix M.

G.4. SCMW's Equal Opportunity Complaint/Grievance Procedure is in Appendix N. The EO Grievance Form is provided to participants at enrollment, and a signed copy is maintained in the participant file.

G.5. The CMPDD Equal Opportunity procedures are reviewed regularly by the CMPDD EO Officer and updated as necessary.

Other Policies

G.6. The SCMW Supportive Services policy is attached as Appendix O.

G.7. SCMW does not provide Needs-Related Payments and therefore has no Needs-Related Payments policy.

G.8. The SCMW Incumbent Worker Training policy is attached as Appendix P.

G.9. The SCMW Internship (Transitional Jobs) policy is attached as Appendix Q.

G.10. SCMW uses OJT as a source of training assistance for employers; the OJT policy is attached as Appendix R.

G.11. The SCMW Priority of Service policy is attached as Appendix S.

G.12. SCMW uses ITAs as a source of training assistance for individuals; the ITA policy is attached as Appendix T.

G.13. The SCMW Conflict of Interest policy is attached as Appendix U.

G.14. The SCMW Sunshine Provision policy is attached as Appendix V.

G.15. The SCMW Youth Incentive policy is attached as Appendix W.

Appendices

The following appendices are incorporated by reference and submitted with this Local Plan modification.

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