

## **Mississippi Workforce Training Solutions**

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### **Mississippi's Workforce Solutions**

- The Workforce and Education Act of 1994 created a new customer-driven system to provide workforce education and training services for Mississippi businesses. System was enhanced in 2004.
- Workforce partners provide a seamless system to ensure well trained and highly skilled workforce.
- Regionally recognized experts in providing customized training to meet needs of business.



## Primary Training Sources

- WIN Job Centers
  - Workforce Investment Act
    - [www.mdes.ms.gov](http://www.mdes.ms.gov)
  
- Community and Junior Colleges
  - Workforce Enhancement Training Fund
    - [www.scjc.edu](http://www.scjc.edu)



## Community and Junior Colleges

1. Northwest Mississippi
2. Northeast Mississippi
3. Itawamba
4. Coahoma
5. Mississippi Delta
6. Holmes
7. East Central
8. East Mississippi
9. Meridian
10. Hinds
11. Copiah -Lincoln
12. Jones County
13. Southwest Mississippi
14. Pearl River
15. Mississippi Gulf Coast



## Workforce Investment Areas – WIN Job Centers

### •Delta Workforce Area

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### •Mississippi Partnership

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### •Southcentral Mississippi Works

- James McGuffee, Director
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### •Twin Districts Workforce Area

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## Workforce Solution Plan

- Workforce Planning
- Recruitment, Screening & Selection
- Assessment
- Pre-Employment Training
- Media/Curriculum Development
- Post-Employment Training and Support
- Financial Incentives

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## WIN Job Center Recruitment & Screening

- Mississippi WINGS
  - Online Employers Services at
    - [www.mdes.ms.gov](http://www.mdes.ms.gov)
  - Online recruitment and application tool

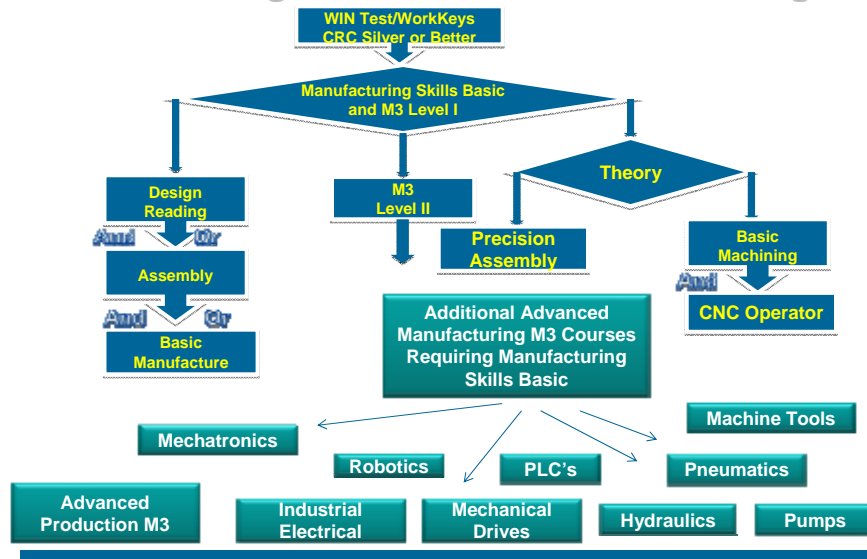


## Community College Assessment

- **Career Readiness Certificates**
- **Manufacturing Skills Basic Certification\***
- **Remediation**

\* Not available at all Community/Junior Colleges

## Manufacturing Certification Course Offerings



## Community College Media Development

- Technical Support Services for the development of training media such as technical manuals, videos, and e-learning modules.



## Community College Post-Employment Training and Support

- Customized Training
- Online Training
- Train-the-Trainer
- Vendor Training



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## Examples of Customizable Training

- Changeovers (SMED)
- Equipment and Processes
- Equipment Specific Safety
- Facility Goals & Expectations
- Human Interface Software
- Material & Process Flow
- Preventive Maintenance
- Process Documentation
- Quality Assurance & Control
- Standard Operating Procedures
- Lean Manufacturing
- 5 S
- Behavioral Interviewing
- Blueprint Reading
- Decision Making
- Hydraulics
- Industrial Math
- Lift Vehicle Operation
- Metrics
- Problem Solving
- Plant Safety
- Precision Measurement
- Teamwork

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## **WIN Job Center Financial Incentives**

### On-the-Job Training Wage Reimbursement

- The company may be reimbursed up to 50% of a new employee's wages for a negotiated training period up to 6 months.

### Internships



## **Thank You**

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