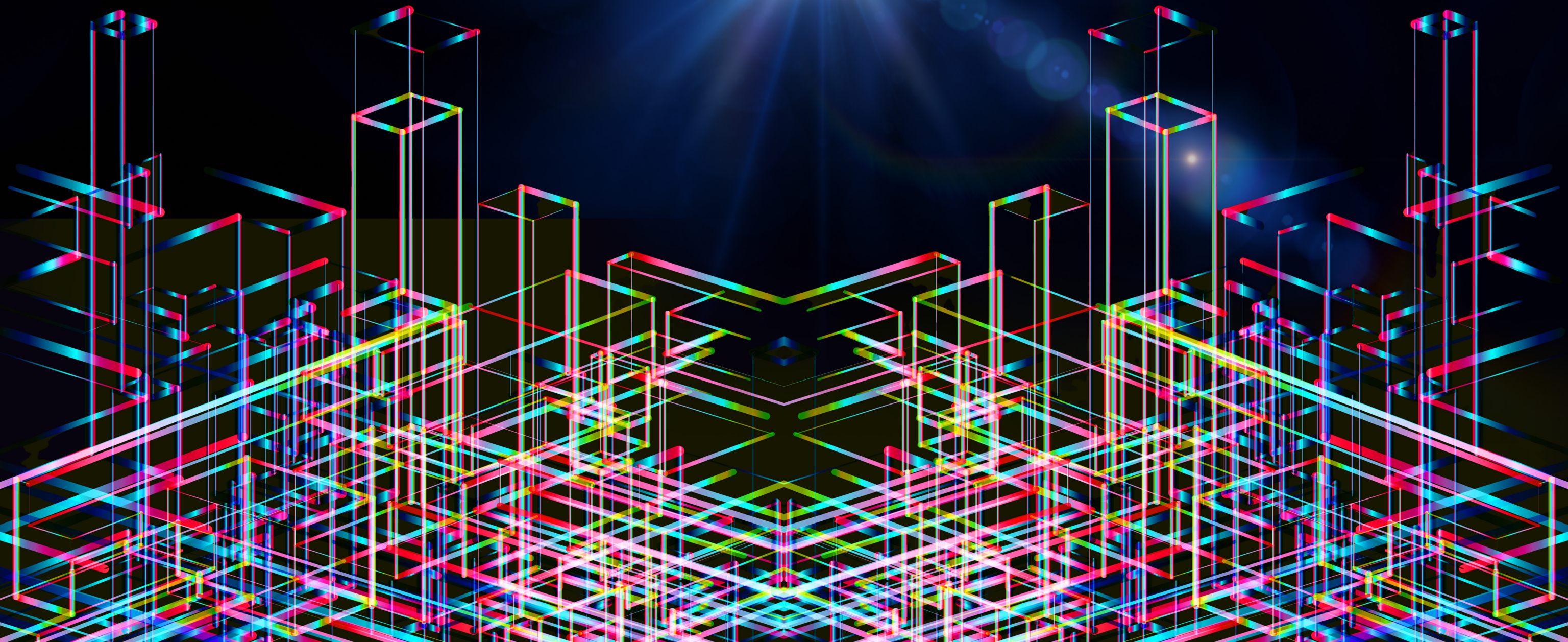


Now is the Time to Boost
YOUR Workforce!



Who Are We?

Workforce and Employment Services (WES)

Mission

The Office of Workforce and Employment Services (WES) meets the needs of students, alumni, and the community through two primary functions: providing workforce development and career and employment services. Workforce development supports career training and upskilling individuals to allow entrance or advancement in their career. While career and employment services assist individuals to determine their career pathway and develop the tools and skills to be successful in their job search.

Importance of a Skilled Workforce

- **Businesses need a skilled workforce to fuel economic growth.**
With a declining regional population and retirements, companies need a plan to keep and maintain the skills needed for their success.
- **89% of manufacturing have talent shortages**, with 60% indicating these shortages have high impact on productivity.
- These gaps can include hard (technical) skills or soft skills.
Any plan to address workforce needs must have a combination of teaching skills and upgrading skills in both areas.
- Job posting through **our online job board, Handshake** is good, but isn't enough to address the needs.



Solutions from WES include customized training, apprenticeship, and programs that support training like Missouri One Start.

Customized Training

What is Customized Training?

Customized training is developed with a partnership between the employer and the college. It focuses on meeting the business goals, training needs, timelines, and location. A training plan is executed by the college with ____? ____.

Benefits

- Engage employees
- Better employee retention
- JC offers regional leadership
- Capacity to provide training flexibility in a variety of areas
- Responsive staff focused on your needs

Services offered

- Leadership
- Communication
- Customer Service
- Computer Literacy
 - ❖ Basic skills
 - ❖ Keyboarding
 - ❖ Excel
 - ❖ Quickbooks
- CNC
- GD&T
- Quality
- Safety
- Industrial Maintenance
 - ❖ Precision Measurements
 - ❖ Safety
 - ❖ Lockout tagout
 - ❖ Electrical
 - ❖ Motor controls
- Does your company require employees to earn degrees or credits? We can help! Nearly all of our credit-bearing classes can be customized to fit your schedule, location, and specific learning goals.

Build a training program

- Analyze your talent and development needs
 - ❖ Decide who to train
 - ❖ Consider talent pipelines
 - High school
 - Adults
 - Incumbent workers
- Co-design and develop training programs with college
- Facilitate training with the college
- Evaluate - Create a feedback loop.

COMPANIES SERVED



Supporting a Skilled Workforce

Missouri One Start

Missouri One Start is funded through an annual appropriation that provides resources to eligible Missouri businesses to train or upskill their new and existing workers. Training awards are based on capital investment, training needs, and available funds.



Who can Apply?

Industries covered include:

- Advanced manufacturing
- Aerospace
- Ag tech & food solutions
- Automotive
- Biosciences
- Energy solutions
- Financial & professional services
- Geospatial
- Headquarters locations
- Health and science services
- Information technology
- Logistics & Distribution

Jefferson College submits the application on the behalf of the company and submits training for reimbursement.

Eligibility Factors

- Companies creating new jobs in Missouri or retaining existing employees.
- Companies must offer health insurance and pay at least 50% of the premium.
- Training for full time permanent employees that earn a competitive wage.

Training can Include

1. Process improvement
2. Quality initiatives such as ISO and Lean Manufacturing
3. Technical skills training such as PLCs Robotics and Welding
4. Industrial Safety & OSHA Standards
5. Team Building & Leadership

Who can Provide Training

- Specialized training in partnership with Jefferson College
- In-house training
- Preferred training vendors.

Impact on Workforce

Jefferson College supported 10 Jefferson County employers in fiscal year 2024 reimbursing over \$360,000 in training.

Success Stories

Custom Machine Works- Missouri One Start

has helped our company train new employees, giving them the skills they need to be successful; and giving us the opportunity to get reimbursed for our training efforts.

In today's work environment it is incredibly hard to retain employees. By offering advanced training programs it allows us to reduce the amount of employee turnover.

Better trained employees!



Jefferson Franklin Employment Consortium

The mission of the Jefferson/Franklin Consortium is to establish and maintain strong partnerships between business, economic development, education and the local workforce development system to connect employers to a skilled workforce.



Jefferson College is a proud partner of the consortium and encourages employers to determine whether they can benefit from the programs provided including On the Job Training, Incumbent Worker Training, and talent recruitment services.

On the Job Training

Jefferson College partners with the Missouri Job Center in Arnold to support employers to apply for on the job training funds. These funds can pay for up to 50% of employees that are hired through this program (up to 1,040 hours).

Incumbent Worker Training Funds

Training provided to build a quality workforce. Companies must apply for funds with employer size, job being trained, wages, and other available training being considered. A percentage of the training can be reimbursed based on the number of employees being trained. A wage increase for the trainees is required.

Talent and Recruitment Services

- Provide free job postings and job fairs.
- Information about the [Missouri Work Opportunity Tax Credit](#)

LEARN MORE!



Missouri Works Program

This program offers incentives to companies in Missouri to create and retain jobs with expansion of their facilities and equipment.

Program Benefits

- Retention of the state withholding tax of the new jobs and or state tax credits which are refundable, transferable, and saleable.

LEARN MORE!



APPRENTICESHIP

What is an Apprenticeship?

Types of Apprenticeships

- Jefferson College has been awarded the Apprenticeship Building America round 2 grant, which we are branding MoSEPWorks. We are focusing on three pathways including advanced manufacturing, healthcare, and teacher education.



Manufacturing

- Welding
- Precision Machining
- HVAC

Healthcare

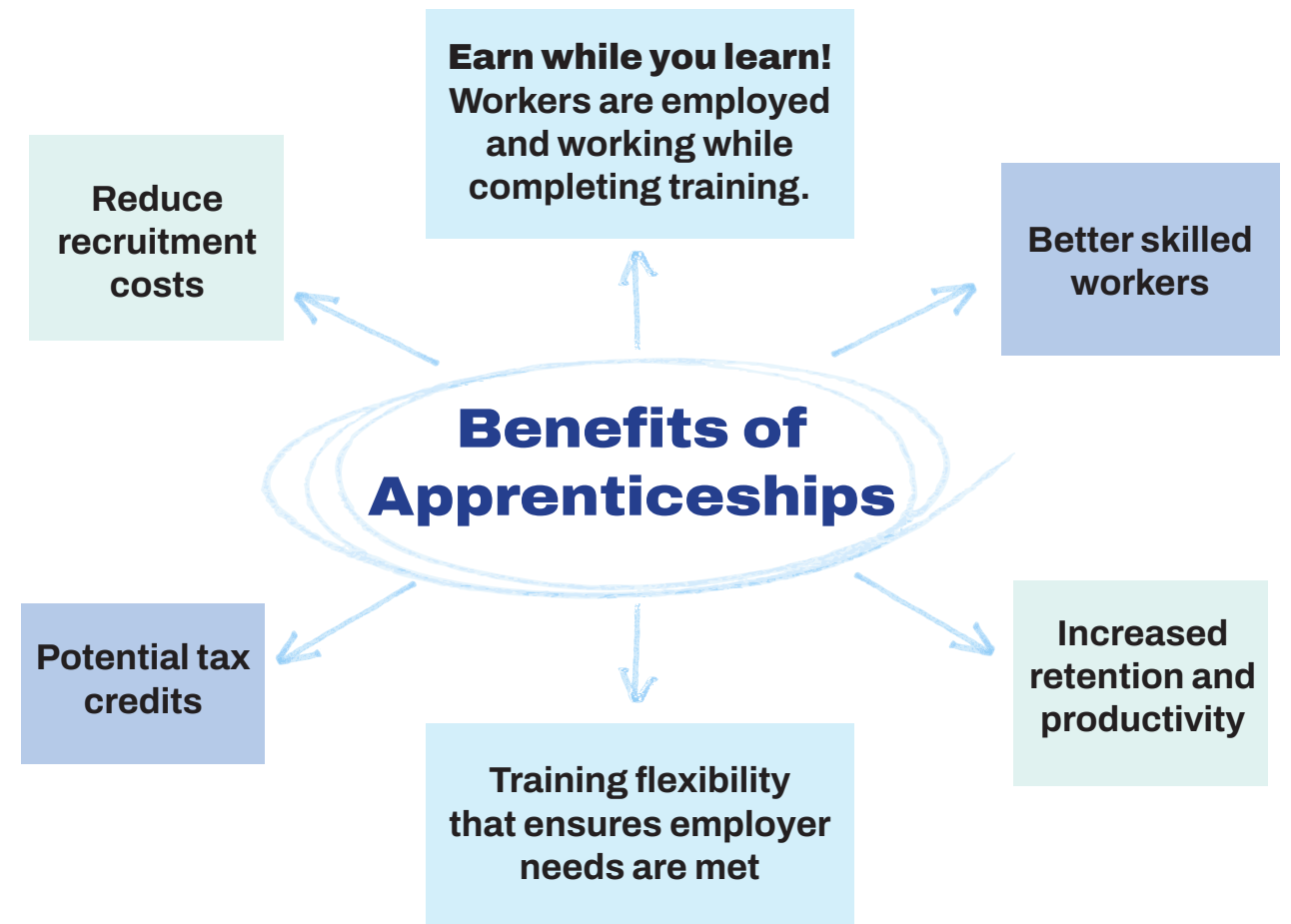
- Nursing
- Certified Nursing Assistant
- Medical Assistant
- Certified Medication Technician

Education

- Teacher Educator

- If you have employees that have already completed a Department of Labor Apprenticeship they could receive up to 45 hours of college credit for the cost of five!

Complete another 15-18 credit hours of general education courses to receive an Associate of Applied Science in Apprenticeship Technology.



How to Start? Contact us Today!



workforce@jeffco.edu



636-481-3144



www.jeffco.edu/WES



Jefferson College Workforce & Employment Services

Jefferson College • 1000 Viking Dr • Hillsboro, MO 63050 • www.jeffco.edu

It is the policy of Jefferson College that no person shall, on the basis of age, ancestry, color, creed, disability, genetic information, marital status, national origin, race, religion, sex, gender identity or expression, sexual orientation, or veteran status, be subject to discrimination in employment or in admission to any educational program or activity of the College. Note: If accessibility services are needed, contact the Accessibility Resource Office, AS11 303, (636) 481-3158 or aro@jeffco.edu (7 days advance notice required for sign language interpretation services).