MISSOURI ONE START

INTRODUCTION
Support economic growth and business competitiveness by providing workforce solutions to help employers hire, train, and retain employees in Missouri.
OUR TEAM

- Network of training professionals within the local education agencies (LEA’s) across the state

- 9 State FTE oversee the program
NETWORK OF TRAINING PARTNERS

Crowder College - Joplin
East Central College - Union
Jefferson College - Hillsboro
Metropolitan Community College - Kansas City
Mineral Area College - Park Hills
Moberly Area Community College - Moberly
Northwest Technical School - Maryville
North Central Missouri College - Trenton
Ozarks Technical Community College - Springfield
School District of the City of St. Charles - St. Charles
St. Charles Community College - Cottleville
St. Louis Community College - St. Louis
St. Louis Special School District - Sunset Hills
State Fair Community College - Sedalia
State Technical College of Missouri - Linn
Three Rivers College - Poplar Bluff
MISSOURI ONE START - TRAINING

General eligibility criteria

- Companies creating new jobs in Missouri or retraining existing employees as a result of direct facility capital investments
- Companies must offer health insurance and pay at least 50% of the premium
- Training assistance for full-time, permanent employees (working an average of at least 35 hours per week), and earning competitive base wages
- Other eligibility criteria may apply
Provides flexibility in how training services are delivered

- MOS network of trainers at the LEA
- In-house training expert at the company
- Companies preferred training vendor
MISSOURI ONE START - TRAINING

- Specialized training ranging from technical needs, quality, soft skills, and options for training equipment or facilities
  - Process Improvement
  - Quality Initiatives such as ISO and Lean Manufacturing
  - Technical Skills such as PLC, Robotics and Welding
  - Industrial Safety & OSHA Standards
  - Team Building & Leadership

- Training funds are discretionary

- MOS program services are included (when appropriate) as an incentive for state’s competitive and attraction projects
**ELIGIBLE INDUSTRIES:**

- Financial & Professional Services
- Health & Science Services
- Information Technology
- Headquarters Locations
- Advanced Manufacturing
- Ag Tech & Food Solutions
- Aerospace
- Biosciences
- Logistics & Distribution
- Energy Solutions
- Automotive

**INELIGIBLE INDUSTRIES:**

- Gambling establishments
- Food services and drinking places
- Public utilities
- Educational services
- Religious organizations
- Public administration
- Ethanol distillation or production
- Biodiesel production
- Retail trade establishments, except headquarters with a majority of its full-time employees not with a retail NAICS code
- Any company that is delinquent in the payment of taxes due the state or federal government
- Any company that has filed for or has publicly announced its intention to file for bankruptcy protection
Companies are surveyed each year regarding quality of service provided by the programs and overall satisfaction. Below are some of the FY21 survey results.

**TOP 5 REASONS COMPANIES REQUESTED TRAINING**

1. **Closing skill gaps of existing employees**
2. **Improvement in employee productivity**
3. **Training required due to new equipment or technology upgrades**
4. **Onboarding assistance of new hires**
5. **Introducing new products or services**
MOS TRAINING - 3 YEAR RECAP

NUMBER OF TRAINEES

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Trainees</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 19</td>
<td>22,586</td>
</tr>
<tr>
<td>FY 20</td>
<td>32,035</td>
</tr>
<tr>
<td>FY 21</td>
<td>22,187</td>
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MISSOURI ONE START
RECRUITMENT

MissouriOneStart.com
RECRUITMENT | TRAINING | UPSKILLING
Workforce shortages have put an even greater focus on recruitment

44% of small business leaders say difficulty hiring new employees has limited their operating capacity

There are more job openings in Missouri than people looking for work
MISSOURI ONE START - 2021 COMPANY SURVEY

Greatest Recruitment Challenge

- Finding Candidates with Basic Technical Skills: 34%
- Finding Candidates with Basic Employability Skills: 57%
- None of the Above: 9%
Over the past year, which of the following was your greatest workforce challenge?
RECRUITMENT

Missouri One Start’s personalized recruitment services are free for eligible companies. Our team is prepared to provide a wide range of recruitment strategies, customized screening tools, and pre-employment training to ensure workers have the skills needed to be productive on their first day.
JOB POSTINGS

- Free for companies to promote openings
- Provides a clear path to apply
- Easy to navigate from a phone
MICROSITE

Home base for all promotional traffic

• Company provides marketing assets

• Created to reflect company brand, imagery, and messaging
SOCIAL MEDIA

• Company provides assets and approves messaging
• Organic Social Media- Shared with local partner agencies to maximize reach
• Paid Social Media- For large hiring events
RECRUITMENT EFFORTS

TALENT STRATEGY TEAM

CUSTOMIZED STRATEGY

CUSTOMIZED MICROSITE

SOCIAL MEDIA CAMPAIGN

PERSONALIZED HIRING EVENTS

ASSESSMENT SCREENING

TARGETED EMAILS

ANALYTICS
MISSOURI ONE START TEAM

Kristie Davis – Division Director
Shelle Jacobs – Division Deputy Director
Susan Thomas – Program Support Specialist
Tammy Floyd – Customized Training Program Coordinator
Jackie Gerken – Customized Training Program Coordinator
Lamont Brown – Customized Training Program Coordinator
David Prey – New Jobs and Job Retention Training Program Coordinator
Peggy Smith – Marketing and Branding Manager
Lucas King – Design and Marketing Specialist
Lisa Marshall – ARPA Grant Specialist