

# JOPLIN REGION TRAINING PROGRAMS

## Kansas

The State of Kansas has two workforce training programs to offset a company's training costs:

- Kansas Industrial Training (KIT)
- Kansas Industrial Retraining (KIR)

Companies creating new jobs may qualify for Kansas Industrial Training (KIT) assistance. Eligibility for the program depends on the number of jobs created and the corresponding wages. The State of Kansas also has the Kansas Industrial Retraining (KIR) program to retain a Kansas company's existing workforce on new technology or production activities. Projects involving a Kansas Basic Industry—which includes manufacturing, distribution or regional/national service facilities—may qualify for these programs.

Both of these programs offer direct financial assistance to pay a negotiated portion of the costs to train a company's employees. Companies may apply the assistance toward items such as instructors' salaries; meals, travel, and lodging (including out-of-state or international travel); video development; textbooks and training manuals; supplies and materials; temporary training facilities; and curriculum planning and development.

## Missouri

### Missouri Works Training

As the state's premier company training program, Missouri Works Training helps Missouri businesses develop and finance leading-edge training to meet individual company needs.

Assistance through Missouri Works Training doesn't stop after your new hires are onboard. From the ribbon cutting to the introduction of new products or technology and upgrading skills, this program is designed to support your workforce training needs.

Missouri Works Training can be used as a result of:

- New products or processes
- New technologies
- Competition-driven quality or productivity improvement
- Relocation or expansion



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## **Recruitment & Pre-Employment Services**

Missouri Works Training provides one-on-one services to connect your company with the right candidates as well as assist with recruitment, screening, and pre-employment training for potential employees at no cost to the business. We help ensure that you have a properly trained workforce for your new facility or expansion through our statewide network of 12 community colleges and 31 Missouri Career Centers.

Missouri Works Training covers a wide range of training solutions—from technical to quality—to meet the needs of each individual company. Unlike other industry training programs, Missouri Works Training is flexible and lets you decide who will deliver your company's workforce training—whether through the state's workforce team, the company's own experts, a vendor, or a combination of sources.

Missouri Works Training provides funds directly to companies based on their application and training plan. Our professional staff determines the best funding option for your company. Some training may require a company investment of 50 percent.

Once you receive the go-ahead for your training project, it's time to start training! Training can take place in a classroom setting, on-the-job, at a company facility, or in a skill training center operated by one of our expert training providers. You also decide who provides the training: a skilled provider from our Training Team, a company expert, or a private vendor of your preference.

Missouri Works Training has offered funding options to thousands of large and small companies who are creating jobs or retraining to upgrade workforce skills. Thresholds such as capital investment and wages that support family-sustaining jobs are key to qualifying for assistance.

Other factors include:

- Is an eligible industry or national/international headquarters.
- Creating new jobs or new capital investment in Missouri.
- Is a manufacturer OR engaged in interstate commerce for more than 51% of the business.
- Employs permanent, full-time employees working an average of at least 35 hours per week.

Based on Missouri statutes the following industries cannot receive Missouri Works Training funding: gambling, retail, food/beverage, public utilities, government, education, nonprofits, religious organizations, hospitals, and ethanol or biodiesel production. Service organizations must be engaged in interstate commerce to be considered.

Visit [business.mo.gov/training](http://business.mo.gov/training) for more information.

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## Oklahoma

### Training for Industry Program (TIP)

The American dream is alive and well in Oklahoma as companies secure their future with a talented, skilled, and productive workforce. Whether it's a new or an expanding company in Oklahoma, the nationally acclaimed Training for Industry Program (TIP) can help a company create the trained workforce it needs to be productive from the start. And best of all it's low, or in some cases, at no cost to the company.

In existence since 1968, TIP has served thousands of companies. From manufacturing to warehouse and distribution centers to business services, aviation, biotech, and food processing, CareerTech has the experience and expertise to build a skilled workforce. Totally customized and extremely flexible, TIP is delivered through Oklahoma's CareerTech System with 29 state-of-the-art technology centers in 59 locations across the state. The application process is very simple, has no cost, and is quick to complete, especially with the free assistance of the state CareerTech staff and the local technology centers.

Beyond start-up, CareerTech's technology centers provide ongoing, customized training for existing employees at significant cost savings. Each year thousands of Oklahoma companies keep their employees on the leading edge by taking advantage of programs like Customized Business and Industry Training, Management and Organization Development, Career Development for Adults, and the award-winning Safety Training program. Whether using TIP or any of the programs for existing industries, there are expertise in a wide variety of disciplines, including:

- software skills training
- inventory management
- customer service
- safety training
- industrial maintenance
- ISO certification and maintenance
- SPC
- Lean
- Six Sigma
- team building
- front-line supervisor skills
- blueprint reading
- and more



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## **Customized Industry Training Program**

CareerTech's Customized Industry Training Program is an economic development tool that keeps Oklahoma companies on the cutting edge by helping to defray the cost of training needed for their existing workforce.

This program is designed specifically to train the employees of one or more businesses or industries.

Training must be job related and the local technology center must have material participation in the delivery of training.

Companies work with their local CareerTech to determine if they are qualified for Customized Industry Training funds that can be leveraged to support their training goals. Training is traditionally company-focused and operates on a fast-track schedule.

## **Industrial Safety Training Program**

Safety training is intended to help organizations plan and implement safety processes and procedures and maintain ongoing training to assure safe work environments for Oklahomans. This is done by providing quality preventative safety training.

To be eligible for consideration for reimbursement, the safety training must be conducted by a technology center instructor (full-time, adjunct, contract). Company employees as instructors do not qualify for reimbursement. Online safety courses or safety courses conducted solely by video are not eligible for reimbursement.

For more information and to begin the process of leveraging our assets to grow your company, contact Scott Smith with the Oklahoma Department of Career and Technical Education (CareerTech) at (405) 714-3957 or [scott.smith@careertech.ok.gov](mailto:scott.smith@careertech.ok.gov).

## **Advanced Degree Programs**

Oklahoma's higher education system includes 25 colleges and universities. Associate, bachelor, and advanced degree programs are tailored on an ongoing basis to respond to business and industry needs.

Additionally, Oklahoma colleges and universities have established numerous alliances and partnerships with businesses and industries to ensure that Oklahoma graduates are prepared to compete in today's job market. New funds provide universities within Oklahoma's higher education system with opportunities to develop programs for workforce training for fast-changing, high-paying job fields; to build expertise in targeted knowledge-based industries; and to transfer research to the marketplace.



# JOPLIN REGION TRAINING PROGRAMS

## **Job Matching and Job Search Assistance**

The Oklahoma Employment Security Commission (OESC) has a vast amount of experience working with and supporting the business community. Whether assisting with the recruitment and attraction of new employers or sustaining existing employers, the OESC is a vital partner of business. The OESC workforce staff assists employers in matching their job posting requirements with the skills and qualifications of the job seeker. An example of our commitment to the business community is our nationally recognized recruitment model that assists new or expanding businesses meet their workforce needs. The Talent Acquisition Team (TAT) is a unit of recruiters assigned to assist employers with a customized strategy for recruitment services. Our highly trained staff works diligently to connect individuals with employment opportunities through customized services that allow every job seeker to know their skills, improve their skills, and obtain the best job possible with those skills.

Through strategically placed workforce centers across the state, or virtually through [oklahomajobmatch.com](http://oklahomajobmatch.com), customers are able to access a wide array of workforce services designed to specifically help them. The OESC offers many employer services including job fairs and on-site recruitment events, interview training and assessments, employer councils, tax credits, federal bonding, labor law posters, EZ Tax Portal access, labor market information, etc.

The OESC has always stood at the forefront of cultivating emerging industries, supporting existing businesses, and developing and enhancing the skills of the Oklahoma workforce. The challenge of facing the demands of the labor market and economic uncertainties requires foresight and planning to provide a skilled workforce for today and the future. As we look toward the future, OESC is dedicated to leading a market-driven workforce system to meet those demands and help all Oklahomans achieve economic prosperity.

## **Workforce Innovation and Opportunity Act (WIOA)**

Oklahoma is devoted to ensuring that businesses remain competitive and jobs grow, our workforce has the training needed to obtain required skills, and our communities have an equal and responsive workforce development system. WIOA funds, provided through the U.S. Department of Labor, aid in our ability to continuously improve the alignment of state and local workforce needs with education and economic development to create solutions to economic and labor market challenges.

Oklahoma continues to find success in its job-driven approach to talent development and wealth creation through the promotion of Career Pathways, which was created to meet specific industry demands for skills; the ability to upscale current employees for future growth; to re-train job seekers who have been previously laid off; and through On the Job Training (OJT) activities. Our office can also assist in navigating the process for development of registered apprenticeship programs.



# JOPLIN REGION TRAINING PROGRAMS

## **Governor's Council for Workforce and Economic Development**

The Governor's Council for Workforce and Economic Development is a private/public partnership that brings together leaders from business, government, education, and nonprofit sectors to jointly develop ways to coordinate workforce development with economic development.

The Governor's Council also plays a key role in the coordination of strategic priorities and plans across education, training, and economic development agencies. It works to develop creative solutions that expand and improve Oklahoma's workforce, promote a stronger economy, and make the state more competitive globally. The Governor's statewide infrastructure, known as Oklahoma Works, helps to ensure Oklahoma's education and workforce systems are responsive to the needs of business and industry.

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