

MISSOURI WORKS CUSTOMIZED TRAINING PROGRAM

Missouri Economic Development Council
June 10, 2014



MISSOURI WORKS TRAINING (HB196)

Missouri Works Training was designed to more effectively market the State's training programs and streamline definitions

- Established common definitions
- MO Works Training brands the existing 3 state training programs (MCT, NJTP, JRTP)
- DED proposals will reference training as Missouri Works Training
- Program enhancements through P&P review by DWD

MO WORKS CUSTOMIZED TRAINING PROGRAM STATISTICS

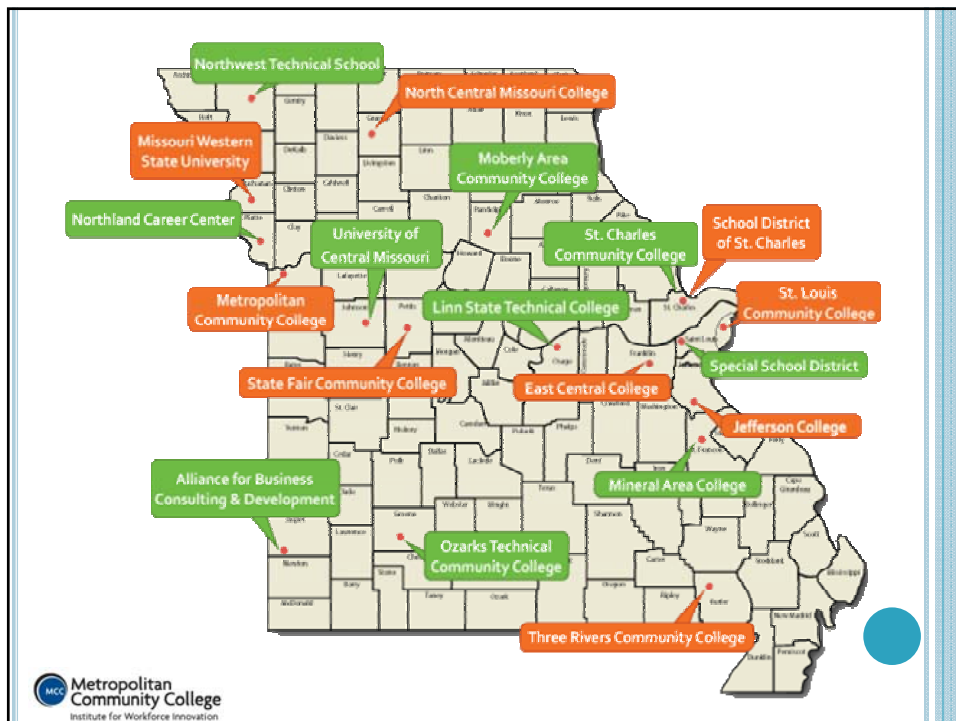
- FY13 - \$14.5M available statewide
 - 338 of 389 applications funded + 6 consortiums
 - \$50M in training requested
 - Average award \$40,698
 - 35,756 trainees with avg. hourly wage of \$21.27
 - Nearly \$1.6B capital investment
- FY14 - \$14.5M available statewide
 - 389 of 419 applications funded + 6 consortiums
 - 38,504 trainees
 - Over \$1.4B capital investment
- FY15 – \$14.5M available statewide?
 - 382 apps submitted thus far

MWCTP PROGRAM OVERVIEW

- Funded annually by the Missouri Division of Workforce Development through the legislative budgeting process
- Designed to assist for profit companies with training Missouri workers to meet the increased demands of technology, quality, and productivity while focusing on job creation and retention, capital investment and wage rates.
- Training of new and existing employees
- Training customized to meet the specific needs of eligible businesses to:
 - Increase productivity
 - Increase quality
 - Introduce new technology
 - Add new products

OPERATED LOCALLY BY LEAS

- MO DWD contracts with LEAs
- LEAs are the conduit for companies to apply annually and receive all subsequent funding
- Since the MCT funding is competitive, LEA adds value to a company's application
- Start to finish – LEA is a partner from the application development through reimbursement process



ELIGIBLE INDUSTRIES

- Targeted industries include but are not limited to:
 - advanced manufacturing
 - energy
 - bioscience
 - headquarters*
 - information technology
 - financial & professional services*
 - transportation/logistics

*company must provide majority of products and/or services outside the state and outside of the region

OTHER ELIGIBILITY CRITERIA

- Company must offer health insurance to all FT employees of all MO facilities and pay at least 50% of insurance premiums
- Be enrolled in E-Verify through Dept. of Homeland Security
- Current on local and state taxes
- Conducting eligible training for eligible trainees
- Companies must show 1-1 matching expenses at the end of the FY

TRAINEE ELIGIBILITY

- Full-time, non-seasonal employees on the company's payroll
- Types of eligible occupations generally include:
 - Middle-skills
 - Production related
 - Supervisors/Team Leaders
 - Technicians
 - Other occupations directly related to providing products or services*
- Not an immediate family member of the company's owner or administrative/management staff

ELIGIBLE TRAINING COSTS

- Instructional Salaries
 - Actual hourly rates, excluding fringe
- Curriculum Development (same as instruction)
- Assessments
- Job Aids
- Supplies (must be consumable during training)
- Vendor Training (same as instruction)
- Tuition Costs
- Pre-Employment Training (provisions may apply)
- Computer Training (for direct production functions, training for office/support staff is not eligible)
- OSHA & Safety Related Training (new for FY 2015)
- Online Training

IN-ELIGIBLE TRAINING COURSES / EXPENSES

- Purchase of Instructional Software
- Company Orientation / Sexual Harassment / Diversity
- English / Grammar Skills / Language / ESL
- Equipment / Non-Consumable Items (rental or purchase)
- Proprietary Materials
- Trainee Wages (of any kind)
- Travel Expenses
- Production Meetings, Report Out, Professional Conferences
- Training during which a saleable product is produced

SUMMARY OF FY 2015 PROGRAM IMPROVEMENTS

- Missouri Residency Requirement Lifted
- Expansion of Eligible Training Costs
 - Safety / OSHA, Sales, Customer Service, Online, etc.
- Expansion of Eligible Industries
- Expansion of Eligible Occupations

APPLICATION & REIMBURSEMENT PROCESS

- Prior to start of training or hiring, company and LEA would begin compiling an application
- Amount of funding requested or approved is based upon training courses requested & associated cost
- LEA submits app to DWD for consideration
- DWD and LEA communicate approval to company
- Once training is completed, company sends appropriate documentation to LEA for reimbursement of training costs
- If LEA delivers the training, costs will not be incurred by company, program will pay LEA directly after authorization by the company

FUNDING CYCLE

- Program operates on state's fiscal year, July 1 – June 30.
- Companies may apply for funding at any time
- New funding becomes available July 1, 95% of funding decisions are awarded to those apps
 - Apps due now!!
 - All training would need to be conducted and submitted for reimbursement to LEA by May 31, 2015

LAST THOUGHTS...

- Get to know your LEA or community college rep
- Statewide goal to identify new companies to apply for MWCTP
- If increased funding holds, DWD projects ability to fund 22 additional projects statewide
- Legislative & policy improvements starting FY15 provide applicants with more flexibility in spending & open the program up to new companies
- DWD is always willing to discuss a specific company's situation & eligibility with LEA

QUESTIONS?

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TO LOCATE YOUR LEA, CONTACT DWD
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