



# Industry-Driven Workforce Development in the Delta Region and Beyond

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**Moderator: Jay C. Moon**, CEcD, President and CEO, Mississippi Manufacturers Association





**GREATER NEW ORLEANS**  
INC  
REGIONAL ECONOMIC DEVELOPMENT

**GNOU**

ECONOMIC ALLIANCE FOR HIGHER EDUCATION

# GNO, Inc. Overview

GNO, Inc. is the economic development organization serving the ten parishes of Southeast Louisiana



## Business Development

- Business Attraction
- Business Growth
- Business Retention
- Research

## Business Environment

- Policy
- Workforce
- Brand Development
- Access to Capital

# GNO, Inc.'s Workforce Vision

*In order to change the wealth profile of Greater New Orleans, GNO, Inc. must not only bring jobs to the region, but also ensure effective pathways exist for all Greater New Orleans residents to access these jobs.*

# Economic Development & Higher Education – *A symbiotic Relationship*

- Deeper labor pools and pipelines for employers
- Stronger business development case for GNO
- Market-relevant curricula for universities
- Stronger university ties to major companies and industries

Mr. Sedo, the Amazon spokesman, said the company had already used information gleaned from the first round as it looks to future growth. For example, Amazon learned about a program in New Orleans that lets companies inform classes taught at community colleges, which made Amazon think it could be a good place to build a fulfillment center with robotics that require specialized skills to maintain and operate. He said real estate information, while valuable, can change

# About GNOu

- Demand-driven workforce development program, coordinated by GNO, Inc.
- Benefits the economy, higher education and the community



**Companies** get the workers they need

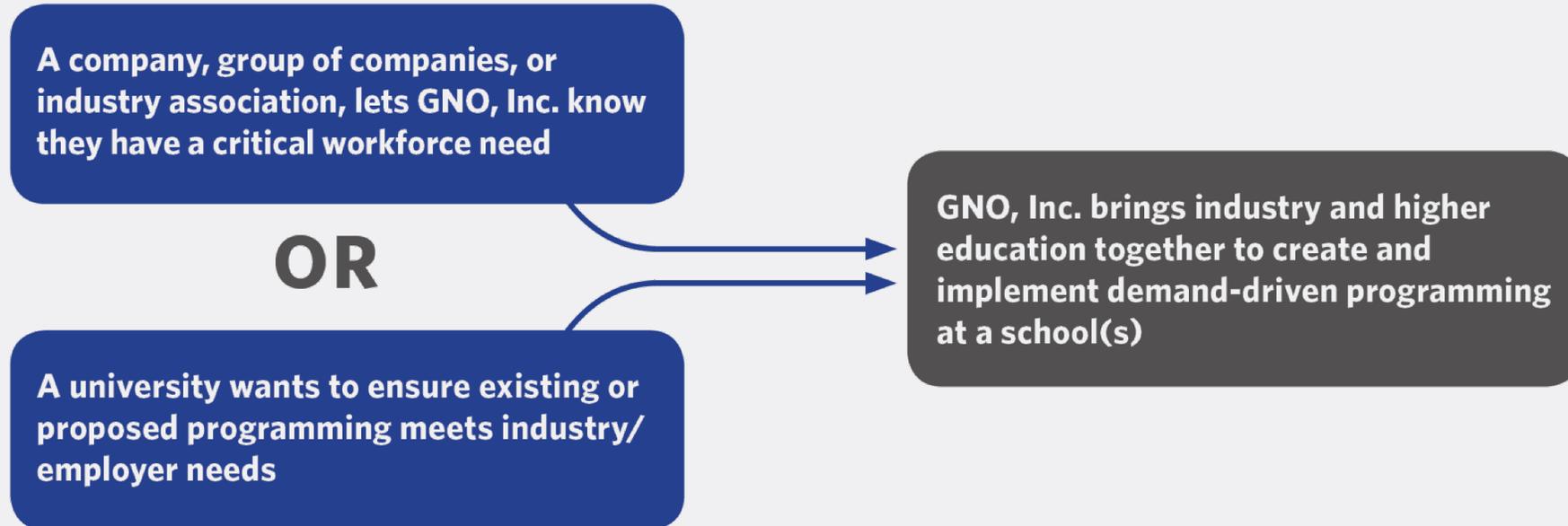


**Schools** get a market-relevant curriculum



**Residents** are better trained for high-demand jobs

# GNOu Process

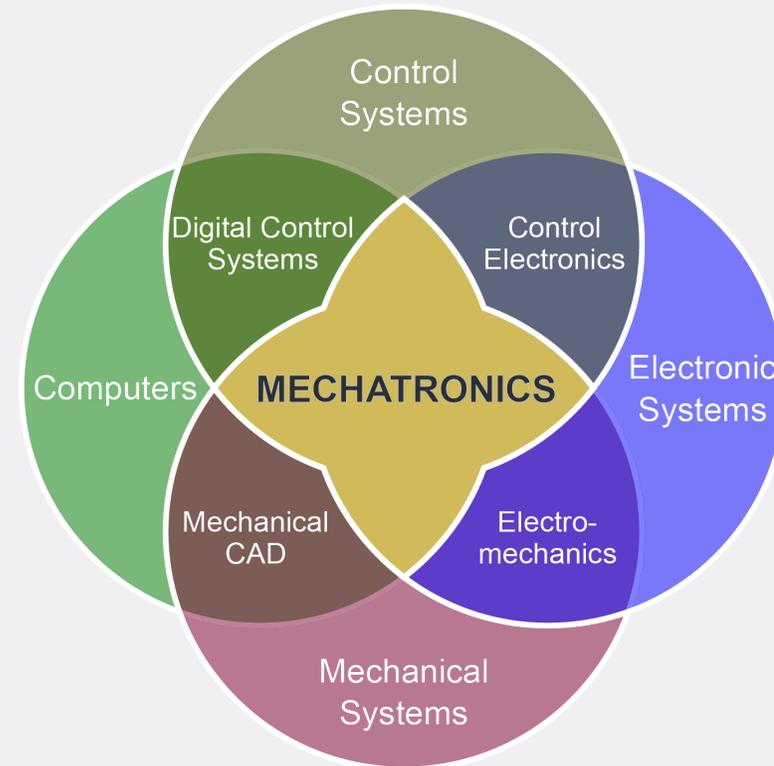


# WHO: Schools and Companies

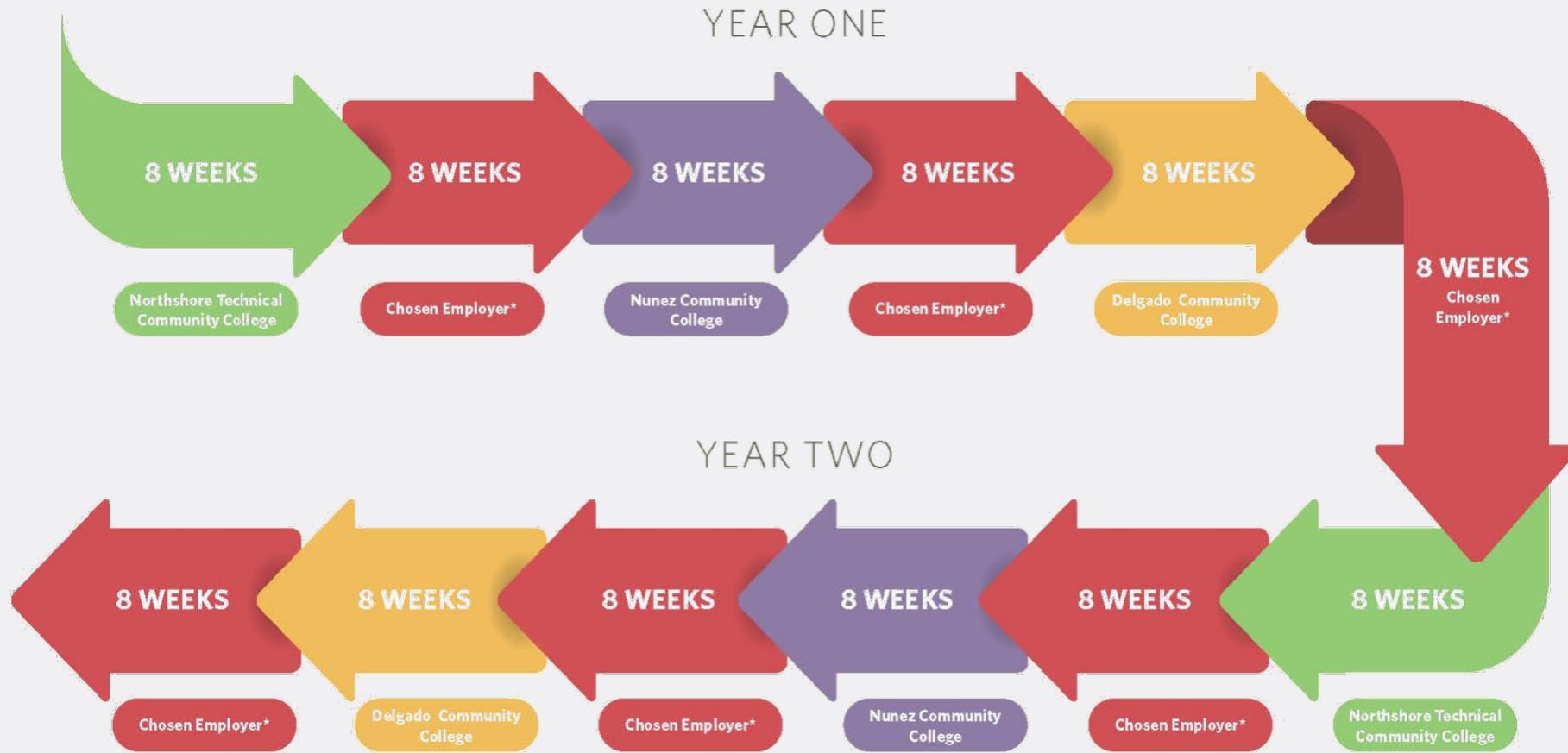


# WHAT: Program Overview

- Two-year program beginning August 2019
- “Earn-and-Learn” model with leading advanced manufacturers
- Classroom instruction combined with on-the-job training
- Tuition and feeds covered by employer, in addition to full-time salary and benefits
- Provides Mechatronics certification and stackable Industry Based Credentials

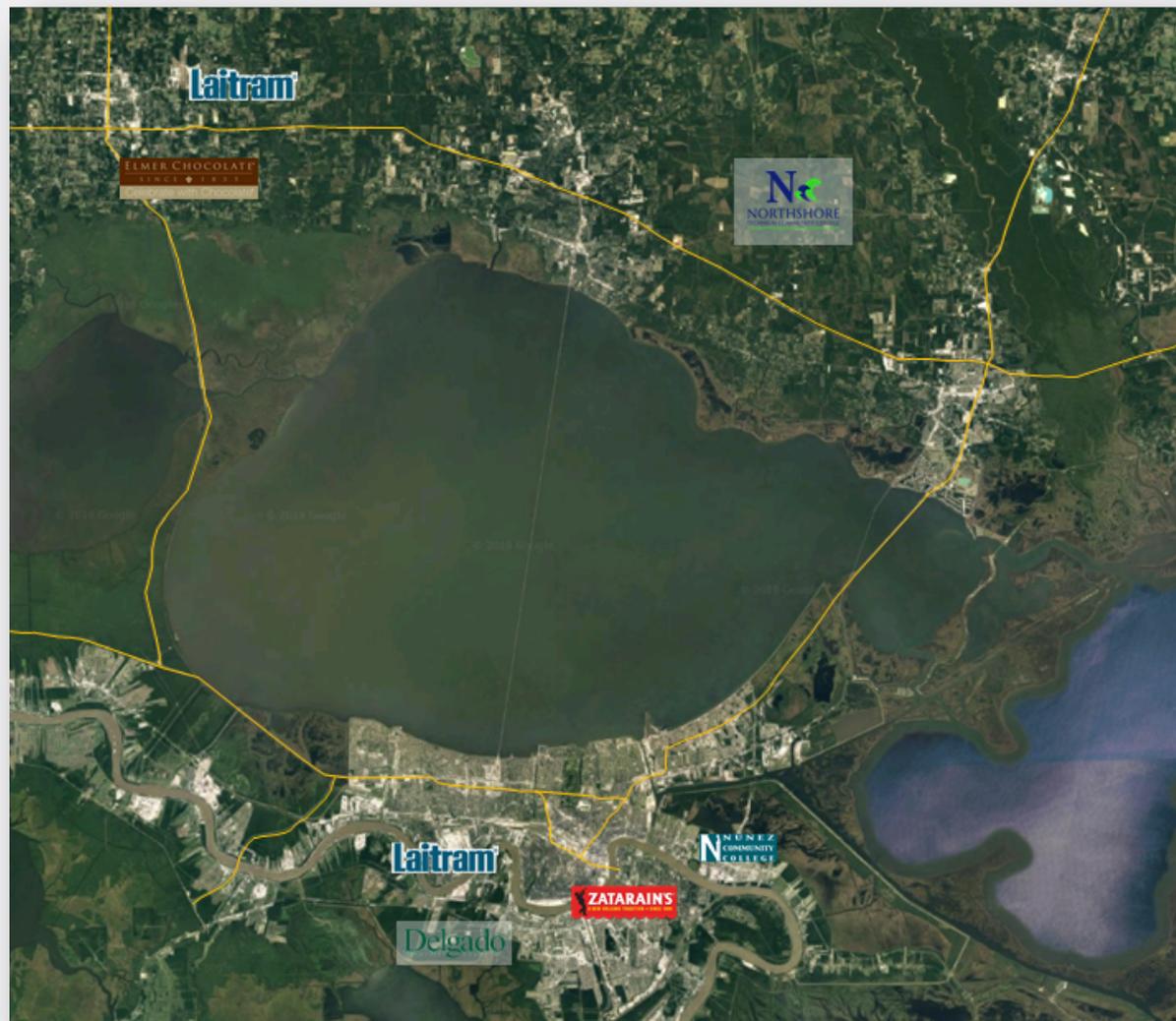


# WHEN: Two-Year Commitment



# WHERE: Multi-Campus Solution

- Apprentices attend 8-week sessions at each college
- Classes will rotate to all three campuses
- Apprentices employed at **ONE** company throughout the program



# HOW: Launching the Program

**Q3 2017-Q2 2018:** Elmer introduced concept, outreach to peer companies

**Q2-Q3, 2018:** Companies committed and drafted RFP for training provider

**Q3, 2018-Q1, 2019:** Collaborative proposal adopted, program developed

**March 2019:** MOU Signed, program launched

**Q2:** Recruitment events, applications received, hiring completed

# LESSONS LEARNED

- ***Employers MUST drive the process***
- Industry partners shouldn't be convinced, but come to the table willingly
- Training providers must be flexible and responsive: workforce arms of community colleges are excellent partners
- If multiple parties are involved, a dedicated facilitator/intermediary is crucial
- It's ok to start small
- Unprecedented programs take time to develop and shouldn't be rushed



**GREATER NEW ORLEANS**  
INC  
REGIONAL ECONOMIC DEVELOPMENT

**GNOU**

ECONOMIC ALLIANCE FOR HIGHER EDUCATION

***THANK YOU!***

# Delta Regional Authority

## Apprenticeship Programs in Today's Market

Mike Salvetti DML

June 6, 2019



# The Value Fraction

What

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> 1

What

*Q. What is another name for an electrical apprentice?*



# How does it Work

- **Identify Partners**
  - Education partners, business partners, occupation interests
- **Meetings**
  - Business, OJT, wage schedule, apprentice selection process
- **Qualified Candidates**
  - Partners advise students, parents, employees of opportunity and identify qualified candidates
- **Applications**
  - Program ready to collect applicants
- **Interview**
  - Interview and approve applicants
- **Training**
  - OJT, technical, college credits
- **Graduates**
  - Certifications, high school diploma, other applicable credentials
- **Career Skills**
  - Apprenticeship program continuance, full time employee, skills to be hired

Partnership = Success

# Apprentice Opportunities

- Expanded access to new talent.
- Improved collaboration resulting in **knowledge** transfer and retention.
- Structured, systematic approach to **learning**.
- Changed public perceptions.
- Increased return on training and educational programs better suited to the changing industry.
- Apprenticeships are jobs. ...
- Apprentices earn higher wages. ...
- Apprentices gain an **education** with little or no debt. ...
- Apprenticeships create a pathway to middle-class jobs for those without a four-year degree.

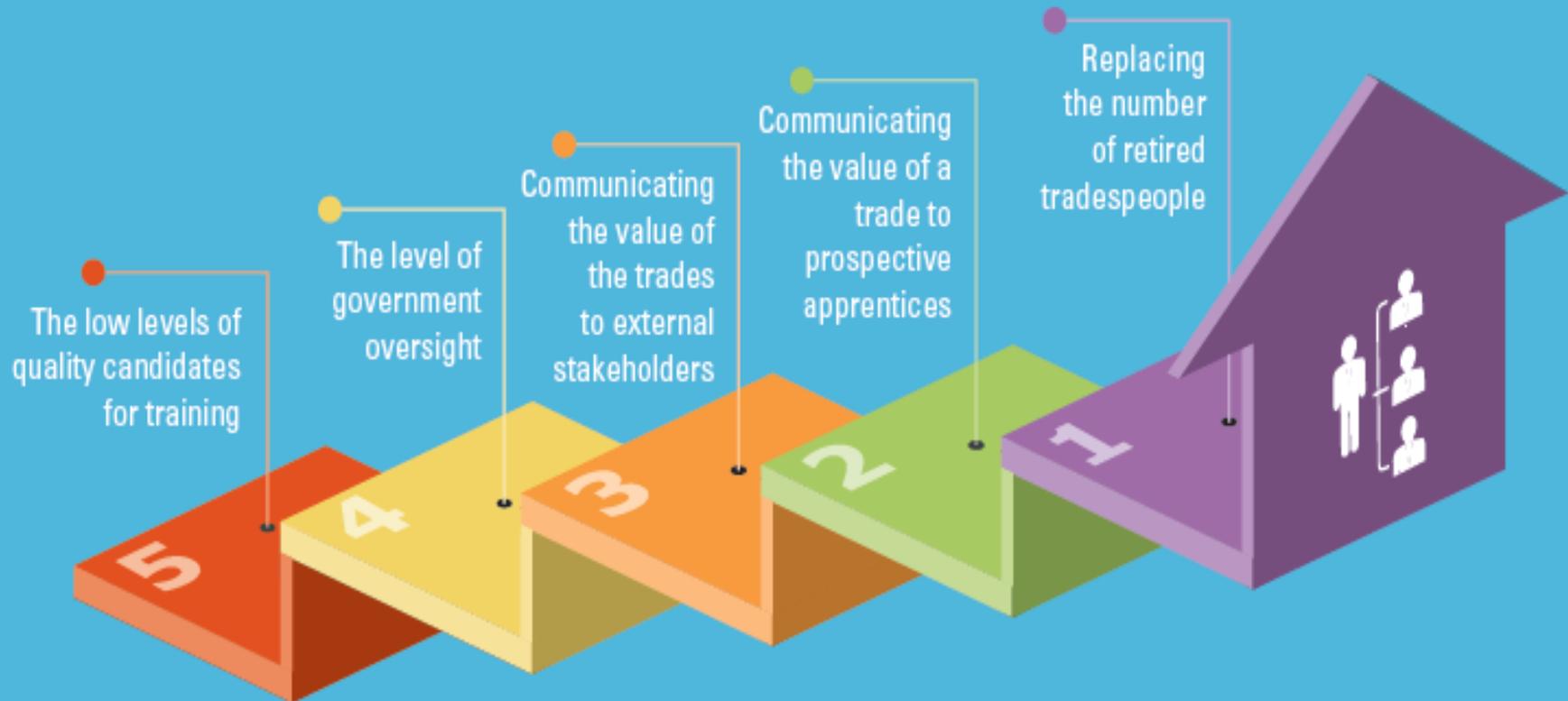


# Generation by Years

- Pre - 1946      Silent, Generation/Traditionalists  
the greatest generation
- 1946-1964      Baby Boomers (empty nesters or  
sandwich generation)
- 1965-1980      Generation X
- 1981-1994      Generation Y/Millennials
- After 1994      Generation Z/Digital Natives

# Today's Challenges

## The Top Five Apprenticeship Program Challenges Over the Next Two Years



# Additional Challenges

- The initial excitement has the potential to wear off quite quickly if you don't keep an apprentice engaged.
- Apprentice's are earning a low salary, and the reality of that might hit them quite quickly.
- Competition/ Talent Acquisition coming in and taking your apprentice at mid-stream to capture your efforts (from both a cost and program perspective)
- It will be your responsibility to ensure that the level of training you provide and the end goal is enticing enough to keep their interest and ensure their loyalty to your company.



# Valuable Lessons Learned

- Have both a proactive and reactive Apprentice program
- Mentor the Mentors
- Include a “Finance Dependence course into the Apprentice program
- Institute Apprentice foreman/supervisors
- Add a “Dale Carnegie” type course to your apprenticeship program
- “Power Point” does not work with Millennials!
- Use video’s, tours, pictures, and hands on experience with your curriculum lessons!
- Correlate it with a Certification or Degree
- Make sure your apprentice program duration matches your certification or degree!



# The Value Fraction Solved



Value Received



Cost to Receive it

> 1



**ALABAMA COMMUNITY  
COLLEGE SYSTEM**

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# **Workforce & Economic Development Update**

**PREPARING ALABAMA'S WORKFORCE FOR  
OPPORTUNITY & GROWTH**

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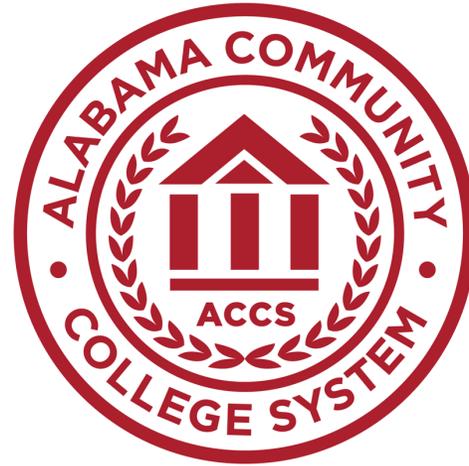
**Jeff Lynn**

Vice Chancellor

Workforce & Economic Development

**06.06.2019**

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# SUCCESS+

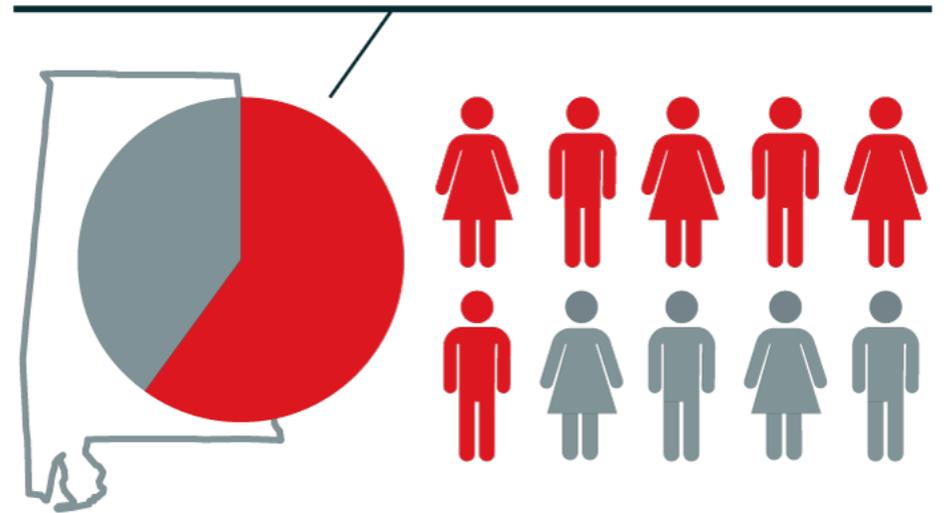
- There is growing demand for education, skills, and training in addition to a high school diploma.
- By 2020, **65 percent** of all jobs in the United States **will require post-secondary education and training** in addition to a high school diploma.

## Attainment goal

**+500,000**

**high-skilled employees to  
Alabama's workforce by 2025**

**= 60%** of the state's working age population holding some type of certificate, credential, or degree of value



# WORKFORCE SOURCES

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 Dual Enrollment

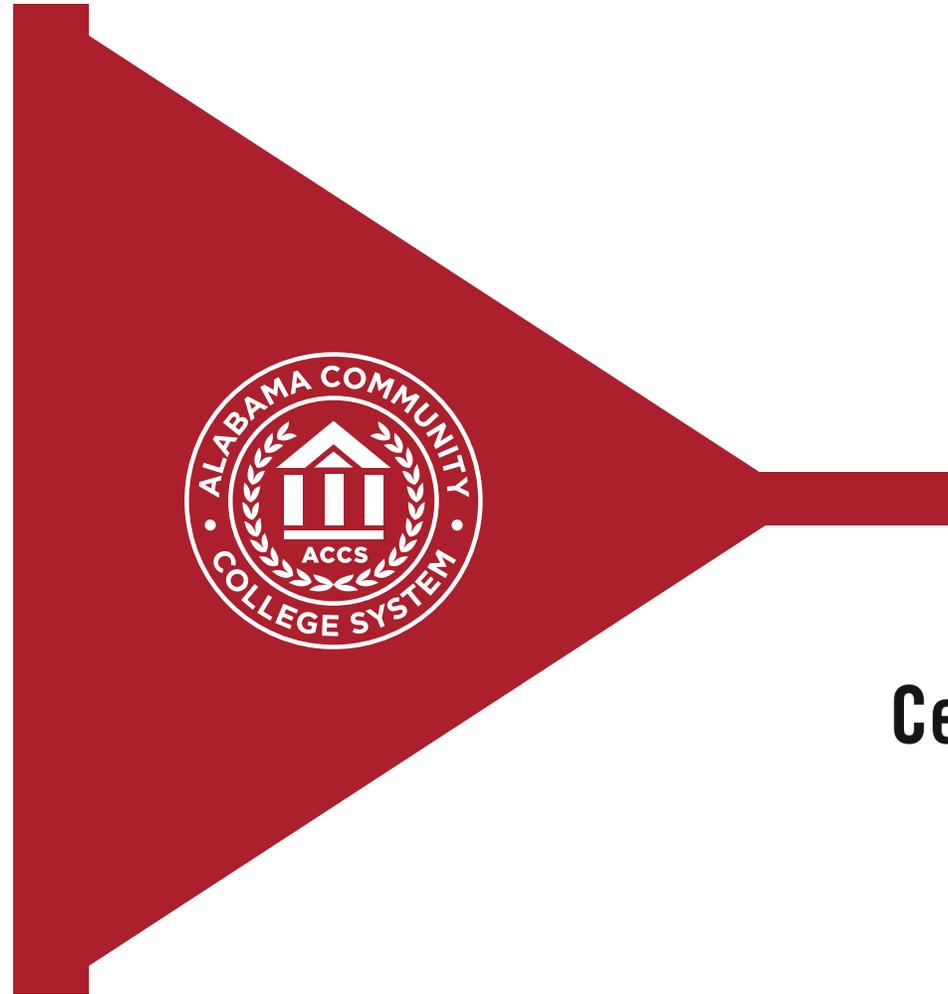
 Adult Education

 Military

 Traditional Student

 Existing Workforce

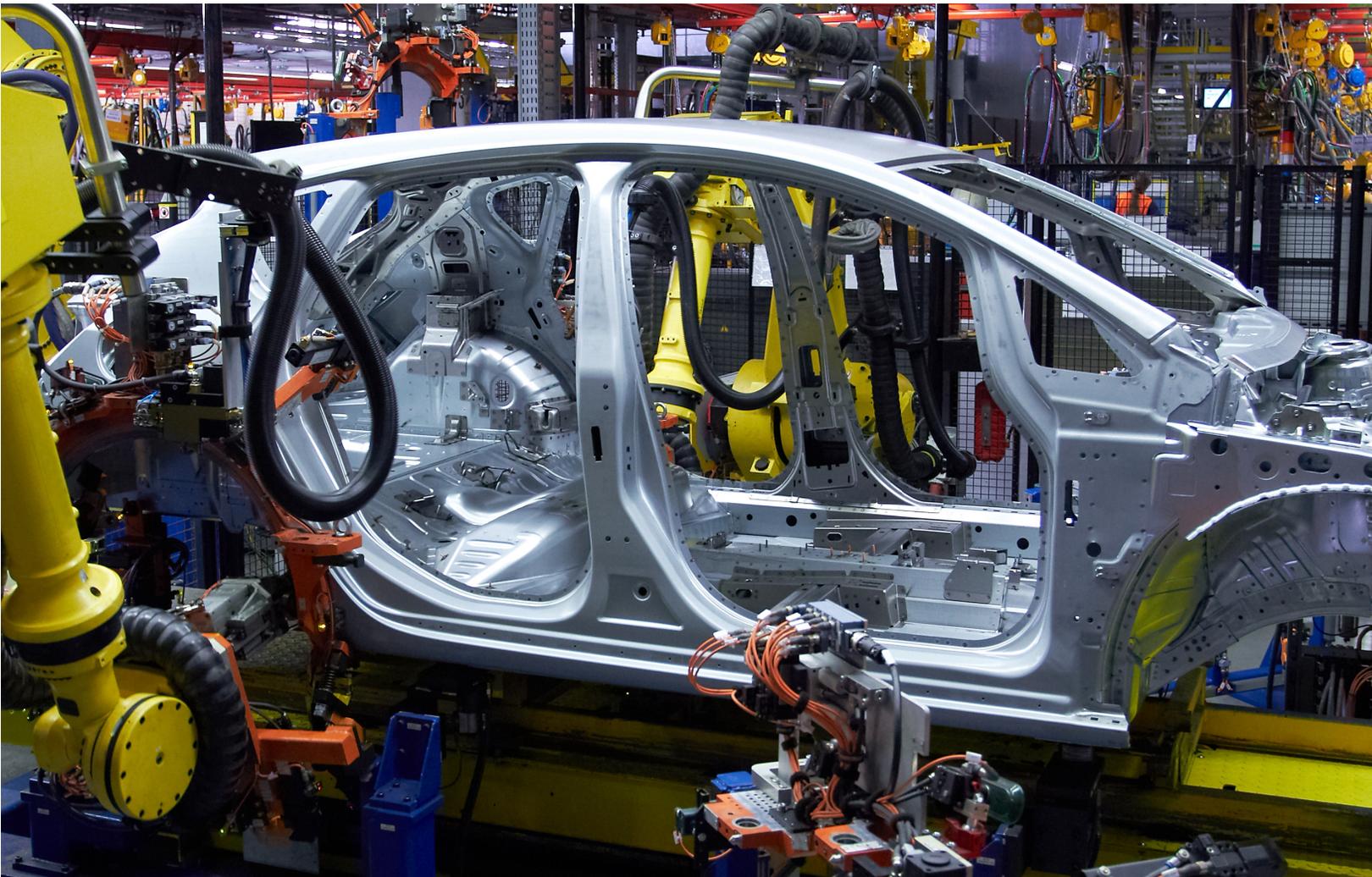
 Corrections Training



**Certified Workforce**

# ACCS CAPABILITIES – World-Class TEAM

## World-Class Experience in Manufacturing Start-Ups



- O&M Start-Ups
- Instructional Designers
- Subject Matter Experts
- Curriculum Designers
- Technical/Leadership Instructors
- Sector Experts
- Innovative Recruitment
- **Social Media Campaigns**
- Web Designers
- 2D/3D Graphic Artist
- Videography/Photography
- Digital Talent Management
- Media Support

# OUR FOCUS

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## Nationally Recognized Industry Certification Programs Driven by Industry

- Ready to Work (RTW)
- Manufacturing Skills Standards Council (MSSC)
  - Certified Production Technician (CPT)
  - Certified Logistics Associate (CLA)
  - Certified Logistics Technician (CLT)
- The National Center for Construction Education & Research
- National Institute for Metalworking Skills, Inc. (NIMS)
- American Welding Society (AWS)



# ACCS NON-TRADITIONAL DEGREES

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## Certifications



### **Advanced:**

Mechatronics, F.A.M.E., Siemens, Allen Bradley, Maintenance, NIMS, AWS, Etc.

### **Core:**

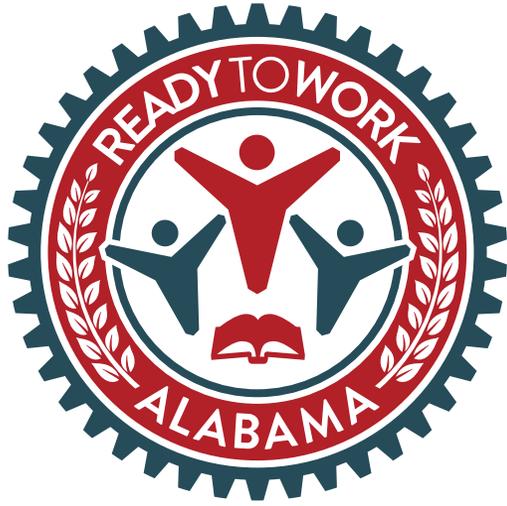
MSSC (CPT)(CLA)(CLT), OSHA 10  
NCCER, NCRC, Etc.

### **Feeder System:**

Ready-To-Work, Adult Education,  
Dual Enrollment, Military,  
Traditional Students and Existing  
Workforce

# READY TO WORK

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Alabama's Ready to Work program provides a career pathway for individuals with limited education and employment experience. Ready to Work's workplace environment provides trainees the entry-level skills required for employment with most businesses and industries in Alabama.

The curriculum is set to standards cited by business and industry employers throughout the state, and the skills cited in the U.S. Department of Labor's Secretary's Commission on Achieving Necessary Skills (SCANS) Reports.

Upon successful completion of the RTW program, graduates will receive two industry recognized credentials:

- National Career Readiness Certificate
- Alabama Certified Work Certificate

# DUAL ENROLLMENT

## MSSC DUAL ENROLLMENT EVENT

- 14,409 career tech and academic students last year
- 44% Increase – last 5 years
- 87% success in completion
- Demand exceeds funding
- Industry Focused



# MSSC

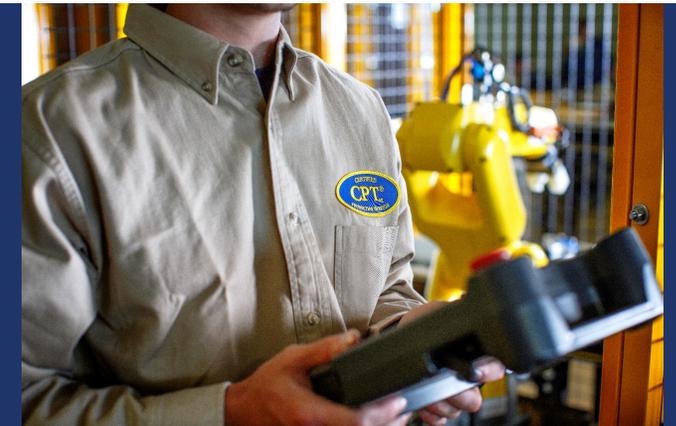


## CPT (Certified Production Technician)

The CPT Certification addresses the core technical competencies of higher skilled production workers in all sectors of manufacturing. MSSC awards certificates to individuals who pass any of its Production Modules: Safety, Maintenance Awareness, Manufacturing Processes & Production, and Quality Practices & Measurement; and a full Certified Production Technician (CPT) Certificate to those who pass all four original modules.

### CPT Modules:

- Safety
- Quality Practices & Measurement
- Manufacturing Processes & Production
- Maintenance Awareness

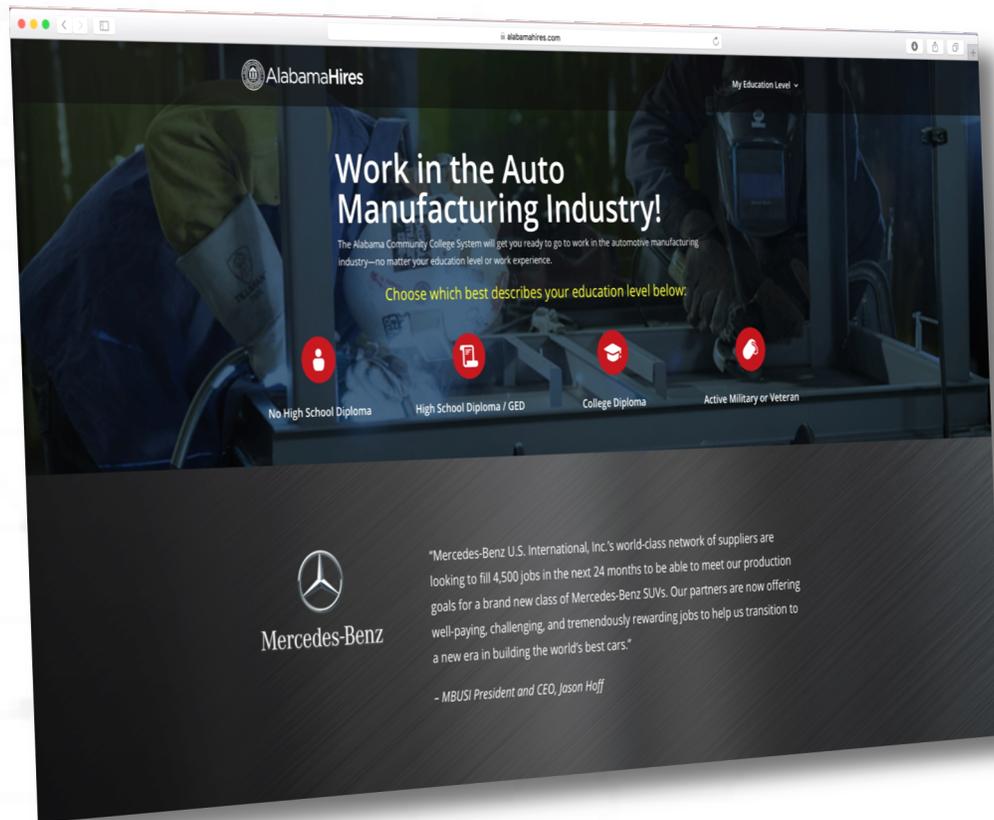


# COMPANY BENEFITS



- Pipeline of skilled workers by embedding MSSC certification training into schools
- Decreased recruitment costs by preferring job candidates with industry-recognized credentials
- **Elimination of company remedial training costs & time**
- Attract, motivate, and retain qualified employees
- Increase Profit with improved safety performance and increased quality & productivity

# INCREASED MARKETING FOR TECHNICAL CAREERS & PROGRAMS



## NOW HIRING COMPANIES... THAT NEED QUALITY EMPLOYEES!

- ✓ Precision Measurement Training
- ✓ OSHA 10 Training
- ✓ Follows Written Instructions
- ✓ Good Communicator
- ✓ Team Player
- ✓ Problem Solver

**MSSC**

MSSC graduates have all of these skills and much more. With nationally recognized certifications and training in production or logistics, individuals that complete the MSSC program are ready to work on day one. Learn more about MSSC and what the Alabama Community College System has to offer at:

[www.accs.edu/mssc](http://www.accs.edu/mssc)



## ALFAME

ALABAMA FEDERATION for ADVANCED MANUFACTURING EDUCATION



### ADVANCED MANUFACTURING TECHNICIAN PROGRAM

- ASSOCIATE DEGREE
- PAID WORK EXPERIENCE
- CUTTING-EDGE CURRICULUM



**ALABAMA COMMUNITY COLLEGE SYSTEM**

# FREE GED

**HirEd** | Alabama  
HIRED EDUCATION | Adult Education

[HOME](#) | [ABOUT](#) | [GED](#) | [MSSC](#) | [CONTACT](#)

GET YOUR  
**GED**  
FOR  
**FREE!**



**HirEd** | Alabama  
HIRED EDUCATION | Adult Education

[HOME](#) | [ABOUT](#) | [GED](#) | [MSSC](#) | [CONTACT](#)

**DON'T STOP AT A GED.  
GET JOB READY, GET HirED!**

## READYTOWORK

Alabama's Ready to Work program provides a career pathway for individuals with limited education and employment experience. Ready to Work's workplace environment provides trainees the entry-level skills required for employment with most businesses and industries in Alabama.

The curriculum is delivered through both online and classroom instruction.

Upon successful completion of the program and earning 70 percent or higher on comprehensive assessments, graduates will receive the Alabama Certified Worker (ACW) Certificate.

## MSSC CERTIFICATIONS

HirED has partnered with The Manufacturing Skill Standards Council (MSSC) to provide the only nationally recognized manufacturing certifications in manufacturing production and logistics. These industry-defined and federally-endorsed standards, offers both entry-level and incumbent workers the opportunity to demonstrate that they have acquired the skills increasingly needed in the technology-intensive jobs of the 21st century.

# ALABAMA HIRES

[www.alabamahires.com](http://www.alabamahires.com)

“Mercedes-Benz U.S. International, Inc.’s world-class network of suppliers are looking to fill 4,500 jobs in the next 24 months to be able to meet our production goals for a brand new class of Mercedes-Benz SUVs.”

- MBUSI President and CEO, Jason Hoff

- **ACCS** Marketing and awareness campaign highlighting training available to help gain employment at Mercedes tier-one suppliers
- **11,990+** Leads from campaign utilizing billboards, radio, and online/social media
- Partnership with Beville State, Jefferson State, Lawson State and Shelton State

# MSSC FASTRACK

## MILITARY

### 5 WEEK FASTRACK:

- 4 Weeks Online
- 1 Week Hands-on

### UPON COMPLETION:

- CPT CERTIFICATION
  - SAFETY
  - MAINTENANCE
  - PRODUCTION
  - QUALITY
- CPT+ CERTIFICATION
- OSHA 10 CARD



## LOOKING FOR A NEW CAREER?

THE OPPORTUNITY IN ALABAMA IS  
**MANUFACTURING.**

And the shortest path to that manufacturing job is the Alabama Community College System's **Certified Production Technician Fast-Track** training.

CPT Fast-Track training is specifically set-up for the military. Work online at your own pace, get online support from instructors at ACCS, and certification testing at local Community Colleges across the state.

Get certified and be ready for the first interview in a matter of weeks. Take the first step at:

[AlabamaHires.com](http://AlabamaHires.com)

# WORK-BASED LEARNING

- Focused on Industry
- Grow our Apprenticeship Programs
- Best way to create solid career pathways to industry



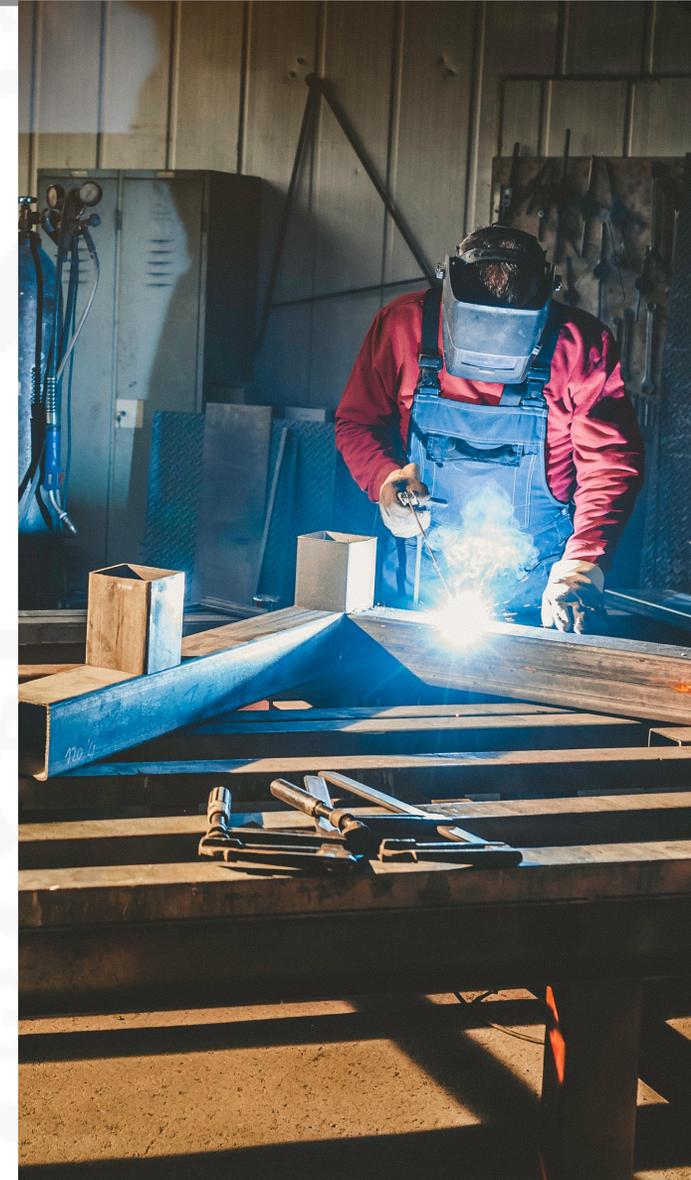
# APPRENTICESHIP BENEFITS

## Students

- A paycheck from day one.
- Hands-on career training in a wide selection of programs, such as health care, construction, advanced manufacturing, information technology, distribution, transportation, logistics and industrial maintenance.
- An education and the potential to earn college credit, even an associate or bachelor's degree.
- A career once you complete your apprenticeship with little or no educational debt.
- National industry certification upon graduation from a career training program that can be taken anywhere in the United States.

## Employers

- Helps recruit and develop a highly skilled workforce.
- Improves productivity and the bottom-line.
- Provides opportunities for tax credits and employee tuition benefits.
- Reduces turnover costs and increases employee retention.
- Creates industry driven and flexible training solutions to meet national and local needs.



# MECHATRONICS

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## Shelton State Training Partnership - Mercedes-Benz Mechatronics

Mechatronics is the integration of mechanics, electronics and computer science in the manufacturing of products.

### Covers Multiple Areas of Study

- Mechanical
- **Electrical**
- Computer
- Control Engineering

During 18-Month Training at MBUSI, students are compensated for 40 hours per week.

**Students are trained on the job and also take courses at the Mercedes-Benz Training Center located at MBUSI.**



**SHELTON STATE**  
COMMUNITY COLLEGE



Mercedes-Benz

# BROSE-LAWSON STATE MECHATRONIC PROGRAM

## Program Outline

- Began Fall 2017
- 3 year program
- Rotation of theoretical and work experience
- Program to be officially mapped and IHK accredited

## Student/Company Relationship

### Student Receives:

- Brose uniform
- Stipend during school rotation
- Hourly wage during work rotation
- Associate's Degree
- GACC Certification
- Practical training in B.E.S.T. Center
- Brose mentor and projects during work rotations



# ALABAMA F.A.M.E.

ALABAMA FEDERATION FOR ADVANCED MANUFACTURING EDUCATION

## Calhoun's Advanced Manufacturing Technician Program (AMT)

Mechatronics is the integration of mechanics, electronics and computer science in the manufacturing of products.

### Benefits for the Student

- Earn an A.A.S. degree in Advanced Manufacturing
- Students earn as much as \$33,000+ while in school to help reduce the need for student loans
- Two years of related work experience to accompany their education

### Benefits for the Employer

- Opportunity to create an employment pipeline for industrial maintenance technicians
- Minimal monetary investment
- Mentor students and educate them on company culture

AsahiKASEI

TOYOTA  
MOTOR MANUFACTURING ALABAMA

POLARIS

GP  
Georgia-Pacific

EFI  
AUTOMOTIVE

BRUDERER+

BP  
BROWN PRECISION, INC.

Snap-on

shape  
CORP

SONOCO

# ALABAMA F.A.M.E. PROGRAM

## CURRENT

- Calhoun

## EXPANSION

- Wallace State – Hanceville
- Northwest Shoals
- Gadsden State

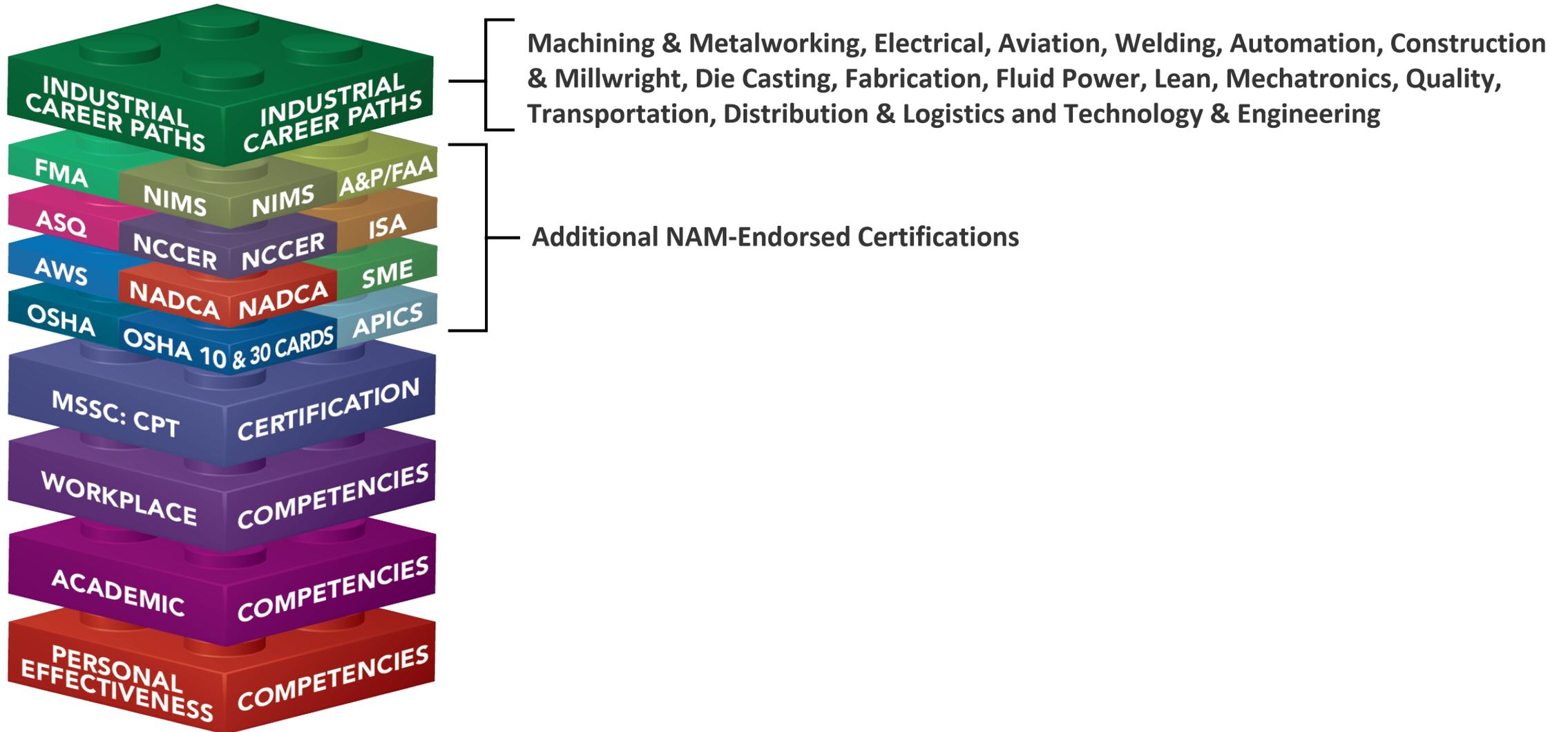


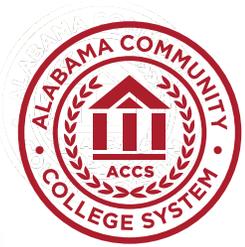
ALABAMA FEDERATION *for* ADVANCED  
MANUFACTURING EDUCATION



# ADULT EDUCATION CAREER PATHWAYS

## VALUED INDUSTRIAL WORKFORCE CERTIFICATIONS





# ALABAMA COMMUNITY COLLEGE SYSTEM

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**Jeff Lynn**

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Workforce & Economic Development

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**O:** 334.293.4709

# DELTA REGIONAL AUTHORITY WORKFORCE PROGRAM WORKSHOP

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Presented by: Bill Renick

THREE RIVERS PDD

June 4 & 6, 2019

# What is WIOA?

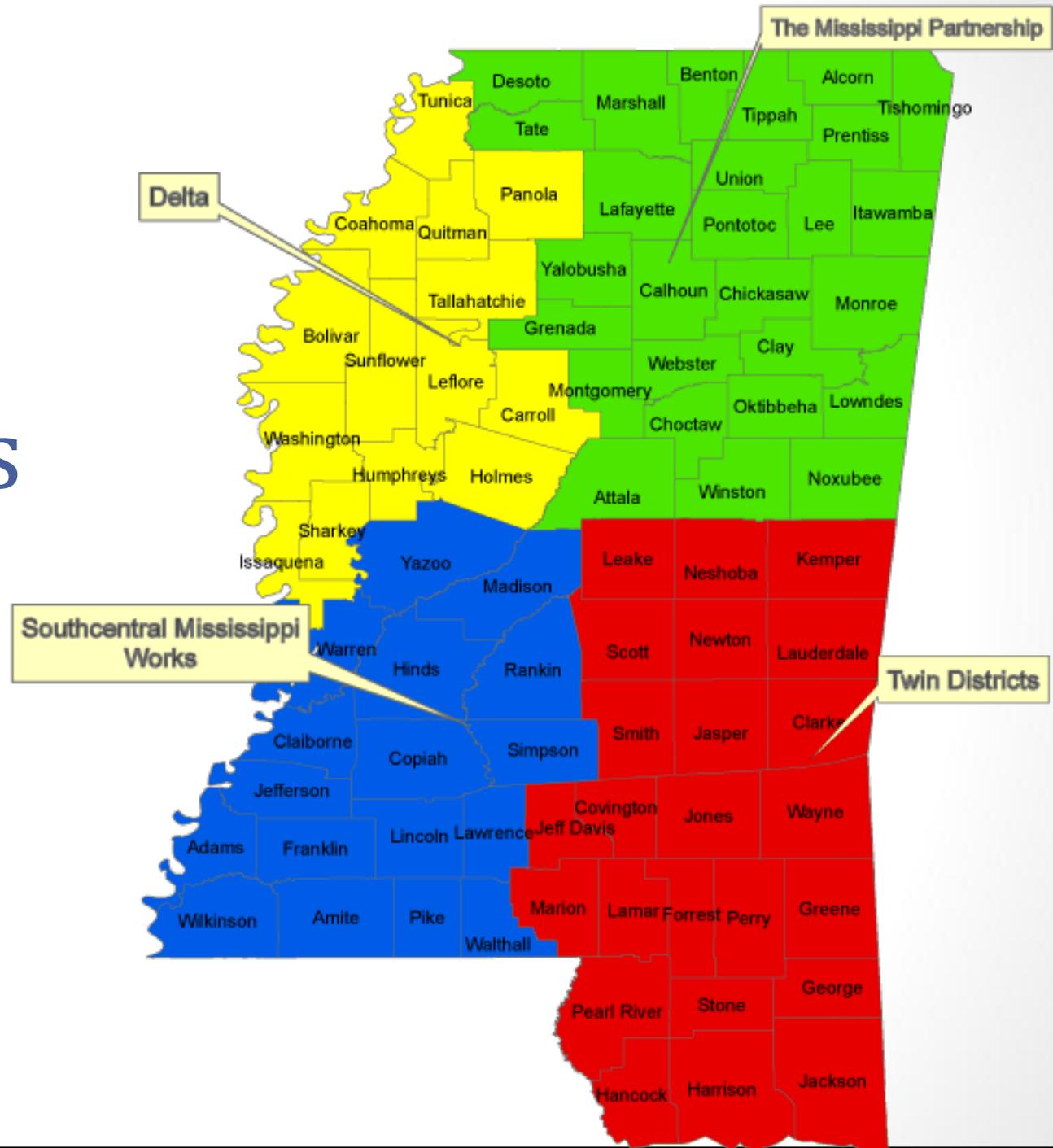


- ▶ Workforce Innovation and Opportunity Act
- ▶ Replaces the 1998 Workforce Investment Act (WIA)
- ▶ Represents a renewed commitment to workforce development.
- ▶ Focuses on prosperity of workers and businesses, and the economic growth of your community and your state.
- ▶ Requires MS to create a single strategic plan for training and skill development, employment services, adult education, and vocational rehabilitation.

# State Workforce Plan

- ▶ Mississippi was the 1<sup>st</sup> State in the Nation to submit WIOA Combined Plan.
- ▶ Mississippi is the 1<sup>st</sup> State in the Nation to have their plan approved.

# 4 Local Workforce Areas



# Why do we need a Sector Strategy Plan?

- The Mississippi State Workforce Investment Board, in order to maximize the effectiveness of its funding, required each of the workforce development areas to create a sector strategy plan for its workforce area.

# Bringing the Resource Together

- In order to develop the Sector Strategy Plan, Three Rivers assembled a Sector Strategy Committee that was composed of representatives from:
  - Local Business and Industry
  - Economic Development Organization
  - Community College & Universities
  - K-12 System Leaders
  - Mississippi Community College Board
  - The Workforce System including ARC, DRA, MDA, MDHS, Three Rivers, Mississippi Partnership, NSPARC
  - Elected Officials

# Sector Strategy Plan Goals

# Goals

- Create a workforce to mutually meet the needs of industry and business while providing a high quality of life for workers and their families
- Prepare Mississippi Partnership Development Area students to navigate the pathways to successful careers
- Provide the skilled workforce to meet the immediate and anticipated needs of existing industry and to provide the high-demand skills needed for the area to enjoy economic development

# Goals

- Create an environment where technical and industrial occupations enjoy parity with academic pursuits
- Develop rapport between industry and education to mutually recognize their interconnectedness, the responsibilities of each, and achieve the goals of both important segments of society

# Sector Strategy Plan Objectives

# Objectives

- Prepare all graduating high school seniors and early graduating juniors to enter the workforce if they choose not to pursue an academic degree while continuing to enhance the opportunity for those seniors for eventual academic opportunities
- Promote specialized programs which fulfill the needs of career technical students while providing them career-ready opportunities that match the needs of current and aspirational businesses

- The experts that attended the Institute For The Future workshop in March 2017 estimated that around 85% of the jobs that today's learners will be doing in 2030 haven't been invented yet.
- This makes the famous prediction that 65% of grade school kids from 1999 will end up in jobs that haven't yet been created seem conservative in comparison.

**THE MISSISSIPPI  
PARTNERSHIP  
APPRENTICESHIP PROGRAMS**



ITAWAMBA  

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COMMUNITY COLLEGE

# TOYOTA

**Advanced Manufacturing Technician Program**

**GET ON THE  
GRID**[SECTORS ON THE GRID](#) • [GET LOCAL](#) • [GET RESOURCES](#) • [GET TO KNOW US](#) • [GET ON THE TEAM](#)[Get Trained](#)**ADVANCED MANUFACTURING**

Manufacturing Technology  
Automation and Control Technician  
Computer-aided drafting technicians  
Electronic Technician  
Electronic Technician/Electrician  
HVAC Technician  
Industrial Electronics Technician  
Industrial Maintenance Technician  
Machinists | Tool and Die Makers  
Maintenance Technician  
Mechatronics Technology\*-Mechatronic Technician  
Production Technician\*-  
Welder

**INFORMATION TECHNOLOGY**

Computer Networking Specialist | Network Analyst  
Computer Programming Technician  
Computer Support Specialist | Computer Systems Administrator  
Computer-Control Programmers & Operators | Computer Technician  
Cybersecurity Technology | Information Security Analyst  
Executive Secretary | Administrative Assistant  
Graphics Design Technologist  
Healthcare Data Entry Technician/Clerk  
Medical Billing & Coding Clerk  
Medical Office Manager | Medical Office Administrative Assistant  
Network Administrator | Network Technician | Network Programmer Analyst |  
Network Systems Manager  
Software Engineering Technician

**HEALTHCARE**

Cardio Technician  
Dental Hygienist  
Emergency Medical Technician  
Healthcare Data Entry Technician/Clerk  
Licensed Practical Nurse  
Medical Assistant  
Medical Assistant\*  
Medical Billing & Coding Clerk  
Medical Lab Technician  
Medical Office Manager | Medical Office Administrative Assistant  
Nurse Assistant/Healthcare Assistant\*  
Occupational Therapy Assistant  
Ophthalmic Technician  
Paramedic  
Pharmacy Tech\*  
Physical Therapy Assistant  
Radiology Technologist  
Registered Nurse  
Respiratory Therapist  
Surgical Technologist

**LOGISTICS**

Agricultural/John Deere Technology  
Automotive Technology  
Aviation Maintenance Technology  
Collision Repair Technology  
Commercial Truck Driving  
Concrete Mixer/Truck Driver Program  
Diesel Equipment Technology  
Distribution Skills Basic Certification  
Forklift Operator

- Apprenticeship programs provide students and workers with an opportunity to acquire the knowledge and skills that lead to well paying jobs while also helping business grow their own skilled workforce.



Earn while you **learn**

- Our program is a collaborative approach that weaves funding available through federal, state, and private resources to support apprenticeship-training modules.
- The MS Partnership Apprenticeship program is intended to develop industry recognized or non-registered apprenticeship programs.

- Alignment and buy-in from both the demand and supply side are critical to the success of the program.

## **Demand Side**

- Local Workforce Board work based learning goals identified in approved sector strategy plans and work with sector partners and the business community to determine common skill needs across industries.

## **Supply Side**

- Dedicated MPLWDA Sector Strategy Coordinator who works with local high schools and Community Colleges and WIN Job Centers to provide training and recruit the pipeline to provide students and workers.

- An industry recognized apprenticeship program combines on-the-job training with academic instruction for those entering the workforce.
- They are designed with the purpose of enhancing the educational process and addressing the skills gap in critical areas.

# The Mississippi Partnership Industry Recognized Apprenticeship Programs

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**Careers in Advanced Manufacturing  
& Technology (CAMT) Program**



**NORTHEAST**  
MISSISSIPPI COMMUNITY COLLEGE

**Tiger Apprenticeship Program**



**Advanced Manufacturing Partnership  
A.M.P.**

# Administration & Oversight

- The MPLWDA administers the program.
- WIOA funds are used in a public/private partnership with employer funds paying the wages of the apprentices participating in the CAMT, Tiger, or AMP Programs.
- MPLWDA coordinates the priority and appropriate use of funds for the programs.

- Community Colleges will be responsible for:
  - ✓ Executing agreements between employers and training providers
  - ✓ Reimbursement of program expenditures
  - ✓ Tracking and reporting expenditures
  - ✓ Oversight of participant enrollment, tracking, and reporting

# Funding

- Funding is provided by the MPLWDA with WIOA funds and private funds from the participating businesses.
- Businesses are provided a \$5 per hour subsidy per apprentice up to 1,000 hours of work per year.
- Business are requirement to have a minimum per hour match of \$7, which means the apprentice is required to make a minimum of \$12 per hour.

# Eligibility

# Student Eligibility

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- Students must be enrolled in a career technical program that leads to employment in our target sectors.
- Students must meet WIOA adult or dislocated worker eligibility requirements.
- Students will be referred to participating employers for acceptance into the apprenticeship program.

# Business Eligibility

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- Businesses must create job opportunities in our target sectors.
- Business must commit to hire apprentices and pay a minimum of \$12 an hour.
- Businesses are encouraged to offer incremental wage increases to apprentices as their skill levels increase.
- On the job learning conducted at the work site must directly relate to the apprentice's course of study.

# Recruitment

- The MPWDA and community colleges as well as WIN Job Centers are used to make students and companies aware of the program.
- Employer associations, such as the Mississippi Manufacturer's Association, Mississippi Economic Council, Mississippi Hospital Association, and the Mississippi Energy Institute, are also used to solicit employer participation.

# Training

- Training must lead to an industry-recognized credential and must align with our sector strategy plan.
- Companies in coordination with the community college system is responsible for developing a training outline for the on the job learning component that reinforces skills and competencies learned in the classroom.
- Companies provide supervision and mentorship to reinforce learning while students are in the program.

# Participant Enrollment, Tracking, & Reporting

- Tracking and reporting requirements may vary based on fund source. However, all participants are required to be enrolled into the WIOA Adult or Dislocated Worker and entered into MS Works system.

# Testimonials

Bethanie Humphries, Training and Development Specialist at Toyota Motor Manufacturing Mississippi states:

*We are now at the point with the AMT program where we can fill the majority of our skilled TM openings with our AMT graduates – which means we have the opportunity to train students on the Toyota Way prior to becoming Toyota Team Members so they are able to contribute to the company immediately upon full time hire rather than having a learning curve as most external hires would experience. Also, as a result, we would like for other local companies to begin sponsoring students so that the AMT program is sustainable through ICC.*

Itawamba Community College College's Careers in Advanced Manufacturing  
*Community Colleges of Appalachia Volume 5 Number 5:*

*With the CAMT program, the college outcomes far outweigh those for industry. While the industry outcome is a pipeline of skilled workers who are better trained with real-world work experience paired with classroom instruction, the college outcomes are threefold. "The program provides those skilled workers currently needed as well as increases the skilled workforce in the area to recruit more industry," said Dr. Joe Lowder, Dean of Economic and Community Services. In addition, the program provides income to adult learners who are reluctant to leave their jobs to skill up to a better job. "It gives them an opportunity to earn while they learn," Lowder said. Itawamba Community College also can also market the program to parents who have previously been hesitant to send their traditional-age students to career and technical programs because of the outdated perception of industry-related jobs.*

Itawamba Community College College's Careers in Advanced Manufacturing  
*Community Colleges of Appalachia Volume 5 Number 5:*

*"With all of the training equipment that ICC has, there are tons of subjects to go over and learn, but being able to work while I go to school and compare school and work situations greatly improves my learning," said Industrial Maintenance student Matthew Huffman. "I am also going to be able to continue my career with the same company (Cooper Tire) that allowed me to learn at work while working around my school schedule."*