

# Missouri One Start

As the state's principal workforce development program, Missouri One Start provides businesses with comprehensive pre-employment and customized training solutions. The Missouri One Start Network has the resources to meet each business's unique needs.

Missouri One Start offers an array of resources that do not stop after new hires are onboard. From before the ribbon-cutting to the introduction of new products or technology, Missouri One Start will support a company's specific workforce needs.

The program's flexibility ranges from directly delivering workforce solutions by an experienced team to offsetting in-house training costs associated with a new facility, an expansion, or retraining within the organization. Missouri One Start collaborates with companies to analyze their needs, and then design, develop, and implement a tailored training plan.

Missouri One Start can be used as a result of:

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

Missouri One Start specializes in providing custom-built training programs specifically for each business. That plan may include one-on-one recruitment services, and pre- and post-employment training. Training might take place in a classroom setting, on-the-job, at a company facility, or in a training center within the Missouri One Start Network. The program offers innovative customized training in diverse areas such as:

- Specific technical skills
- International quality standards
- Lean manufacturing
- Team building & leadership
- Communication, interpersonal skills and much more

The Missouri One Start network consists of 12 community colleges, Missouri State Technical College, various centers of excellence and institutes, 50+ technical centers, and 30+ Job Centers.

Missouri One Start understands the importance of recruitment and pre-employment to businesses at any stage in the game. One-on-one services will connect businesses with the right candidates as well as assist with recruitment, screening, assessments and designing specialized pre-employment training for potential employees. Missouri One Start will ensure businesses have a talented and properly trained workforce for their new facility or expansion.

Missouri One Start has provided workforce solutions to hundreds of large and small companies who are creating jobs or retraining to upgrade workforce skills. Training awards typically average \$1,000–\$3,000 per qualified employee, and the overall level of assistance is determined by the number of jobs, the wages, and availability of resources. Certain thresholds such as capital investment and high-wage jobs are key to qualifying for assistance. Other factors include:

- Eligible industry or national/international headquarters
- Health insurance provided to full-time employees
- Company is a manufacturer OR engaged in interstate commerce for more than 51% of the business
- Company employs permanent, full-time employees working an average of at least 35 hours per week

The State of Missouri is eager to partner with growing companies. Missouri One Start will help ensure businesses have the right workforce for their new facility or expansion.

