



# SSC WORKFORCE LUNCHEON

## Welcome SSC Companies and Agencies



*The District*



MISSISSIPPI DEPARTMENT of EMPLOYMENT SECURITY



# SSC WORKFORCE LUNCHEON

## Your Local Workforce Partners

**Pearl River Community College** – Flexible training and training funds for developing the workforce – Located at SSC

**WIN Job Center** – OJT Grants for payroll reimbursement, recruitment and screening services; testing services – Located in Picayune, MS

**Hancock County Port and Harbor Commission** – Local Economic Development Authority: New Industry Recruitment & ***Business Retention and Expansion*** – Located in Waveland, MS

**The Twin Districts Workforce District** – Administrative and financing conduit for WIN Job Center

**The University of Southern Mississippi** – Certificates and degrees in Human Capital Development.

## Workforce Partner Contact Sheet

Agency	Services	Contact Information
<b>Pearl River Community College</b>	<p>Training and funding assistance for workforce training; train-the-trainer; training travel</p> <p>WET (Workforce Enhancement Training) Funds – State of Mississippi</p>	<p>Mr. Troy Teadt Hancock County Training Coordinator <a href="mailto:tteadt@prcc.edu">tteadt@prcc.edu</a> 228-688-3113 1103 Balch Blvd, SSC , MS 39529</p>
<b>WIN Job Center (MS Department of Employment Security)</b>	<p>On-the-job training grants for payroll reimbursement; recruitment and screening services; testing services</p> <p>WIA (Workforce Investment Act) Funds – Federal Government</p>	<p>Mr. Chris Young Representative for Hancock County <a href="mailto:cyoung@mdes.ms.gov">cyoung@mdes.ms.gov</a> (601) 798-3472 2005 Wildwood Rd Picayune, MS 369466</p>
<b>Mississippi Careers of Tomorrow (MCOT)</b>	<p>High Tech on-the-job training grants for payroll reimbursement</p> <p>WIA (Workforce Investment Act) Funds – Federal Government</p>	<p>Mr. Terry Hodges or Mr. Mark Posey MCOT Project Managers 601-321-5443 <a href="mailto:thodges@mdes.ms.gov">thodges@mdes.ms.gov</a> <a href="mailto:mposey@mdes.ms.gov">mposey@mdes.ms.gov</a> 1170 Lakeland Drive Jackson, MS 39296-4935</p>
<b>Hancock County Port and Harbor Commission</b>	<p>Industry workforce liaison; business retention and expansion services; industrial recruitment</p> <p>Contact for business training and expansion and overview of workforce services available.</p>	<p>Ms. Susie Veglia Human Capital Director <a href="mailto:sveglia@hcphc.ms">sveglia@hcphc.ms</a> 228-467-9231 706 Hwy 90, Waveland, MS 39576</p>
<b>Twin Districts Workforce District</b>	Administrative branch of the local workforce district.	<p>Dr. Rebecca Brown SMPDD – Twin Districts <a href="mailto:rbrown@smpdd.com">rbrown@smpdd.com</a> (601) 545-2137</p>
<b>University of Southern MS</b>	Department of Human Capital Development – Certificates and Degree Programs	<p>Dr. Cyndi Gaudet Director <a href="mailto:cyndi.gaudet@usm.edu">cyndi.gaudet@usm.edu</a> (228) 214-3491 Workplace Learning &amp; Perf. Institute 730 East Beach Blvd. Long Beach MS 39560</p>

***Please remember to call to see what funds and services are available for your company before you hire, begin training, or do a business expansion.***

# SSC WORKFORCE LUNCHEON



# WIN Job Center Services

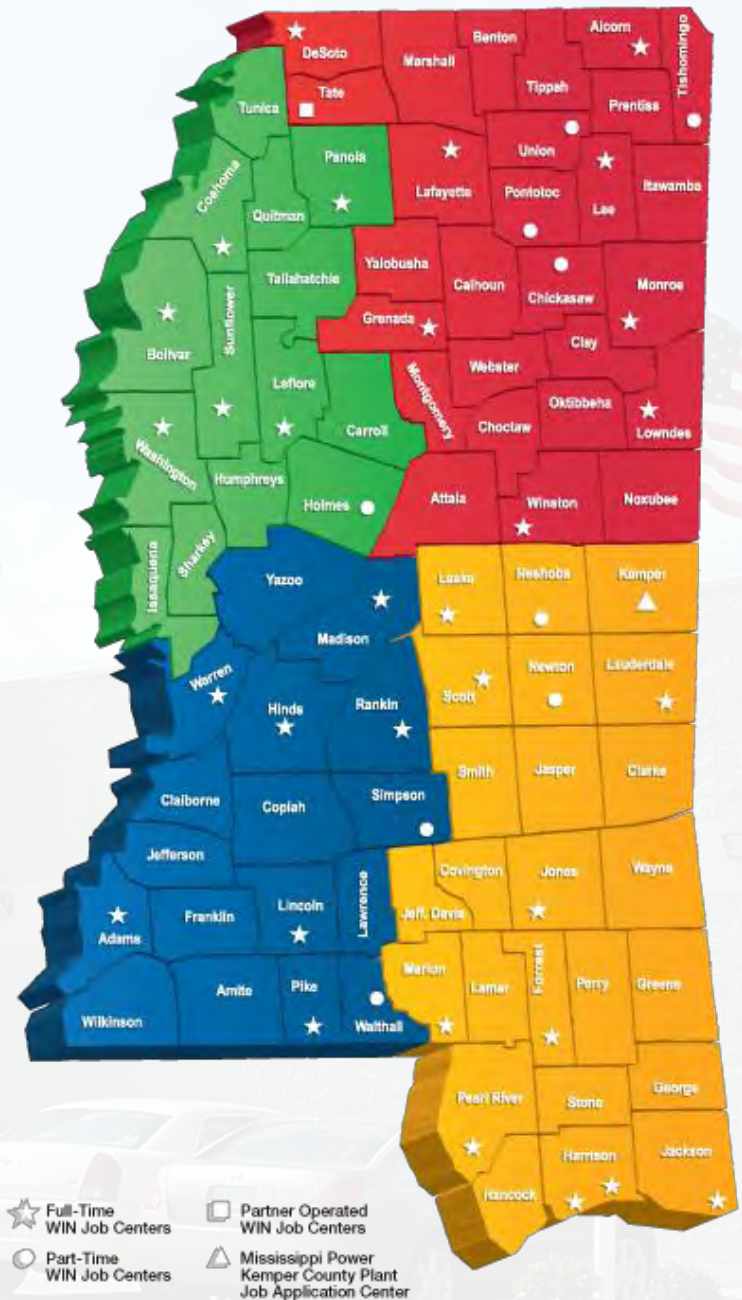


*Free Services for Businesses*



# WIN Job Centers

throughout  
the state



# WIN Job Centers

## SERVICES FOR BUSINESSES



- Provide E-Verify Service
- Recruit, Screen and Refer Qualified Job Candidates
- Post Job Openings
- Host Job Fairs



# WIN Job Centers

## SERVICES FOR BUSINESSES

- Offer Computer Labs
- Office Space to Recruit Workers
- Provide Information About On-the-Job Training







# WIN Job Centers

## SERVICES FOR BUSINESSES

- Work Opportunity Tax Credit Information
- Federal Bonding Program Information
- Foreign Labor Certification Information





[mdes.ms.gov](http://mdes.ms.gov)

888-844-3577



*Free Services for Businesses*

## **A Brief Tour**

For Employers



MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

# MDES ONLINE Employment Services

 I Need A Job -  Unemployment Claims -  Employers -  Information Center -

Frequently Asked Questions 

## Helping Mississippi's employers

MDES offers employers many helpful services--posting jobs, recruitment, help with unemployment taxes and more.

 [Post Job Openings](#)

 [Pay unemployment tax](#)



### Previous Users

Don't worry! You're in the right place. Everything you want to do is still right here. Click to view the previous version of the online services menu.

[Go Here](#)



### Job Opportunities

MDES Online Services is the first place to look for jobs. Plus, there are other search sites and information on job fairs.

[Start Here](#)



### A Pledge to Hire Heroes

Mississippi veterans possess the skills, training and character needed by businesses to be competitive in today's economy.

[Learn More](#)



### WIN Job Center Locations

WIN Job Centers are conveniently located throughout the state. Find the center nearest you, business hours and services offered.

[See WIN Locations](#)



# MDES ONLINE **Employment Services**

## With our system you can...

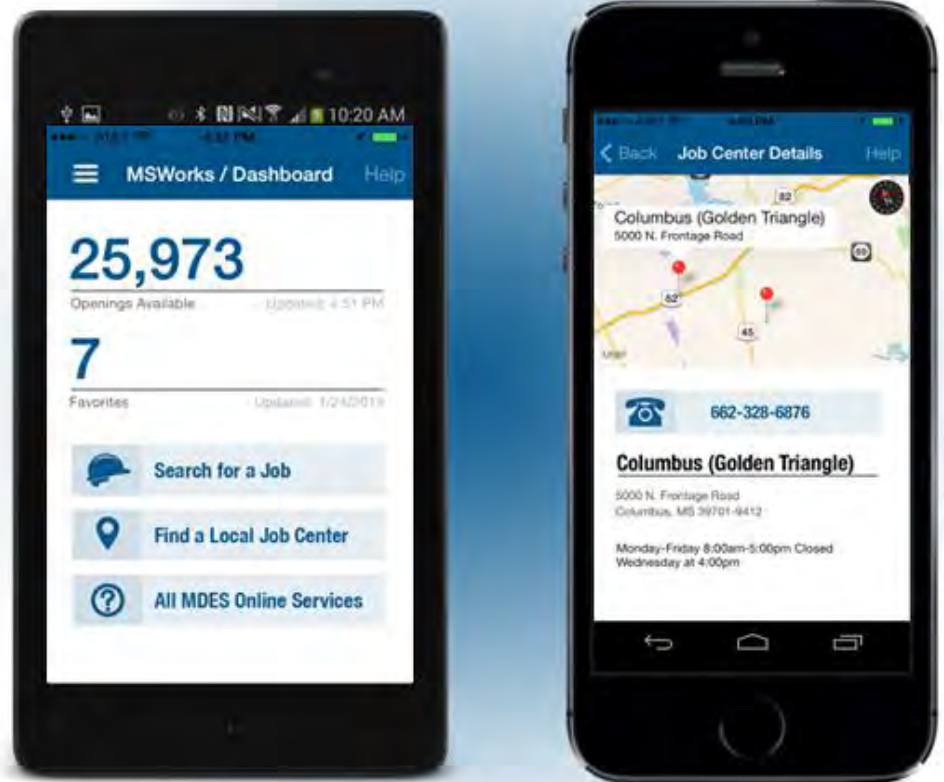
- ✓ Create and access your account from anywhere in the world
- ✓ Create and manage job orders easily
- ✓ Review applicant resumes



# MDES ONLINE **Employment Services**

## MSWorks App

- ✓ Get on Google Play
- ✓ Available at the App Store



# MDES ONLINE **Employment Services**

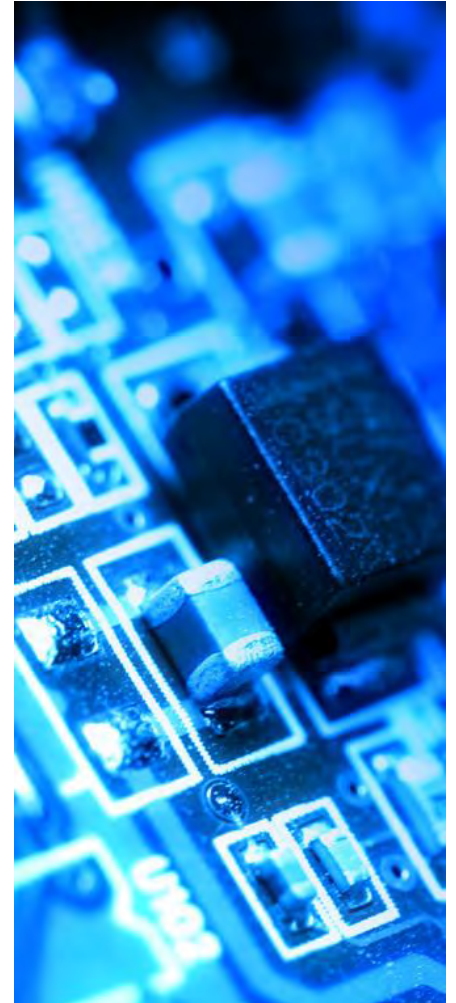
## Search for Candidates with the Skills YOU Need

- ✓ Post your jobs online for **FREE**
- ✓ Sent qualified candidates an e-vite to apply for your jobs



## The Future of Online Employment Services

- ✓ Searching the entire applicant pool
- ✓ Refining job and skill matching
- ✓ Identifying potential candidates for Work Opportunity Tax Credits





# MDES ONLINE **Unemployment Services**

## **Manage and Pay UI Tax Account Online**

- ✓ Saves time
- ✓ Saves postage
- ✓ Mississippi Level Payment Plan
  - Sign up online
  - Pay the same amount of UI Tax 3 of 4 quarters

# MDES ONLINE Unemployment Services

## SIDES E-Response

- ✓ Reduces Appeals
- ✓ Reduces paperwork, saving you time and money
- ✓ Helps keep your UI tax rate as low as possible



## Questions?



MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY



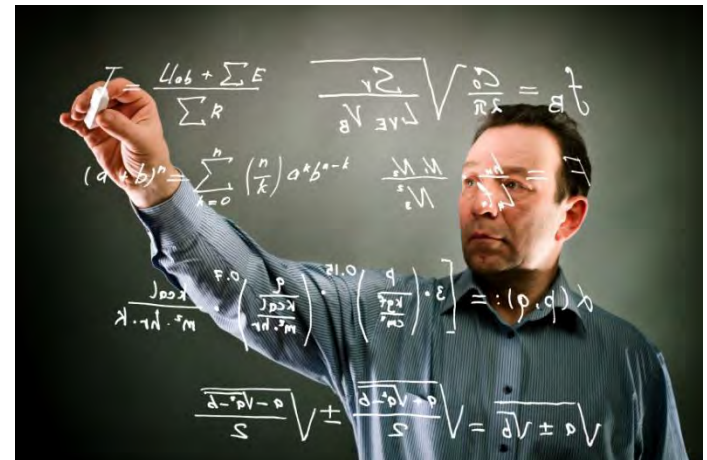
# *Mississippi Careers of Tomorrow (MCOT)*





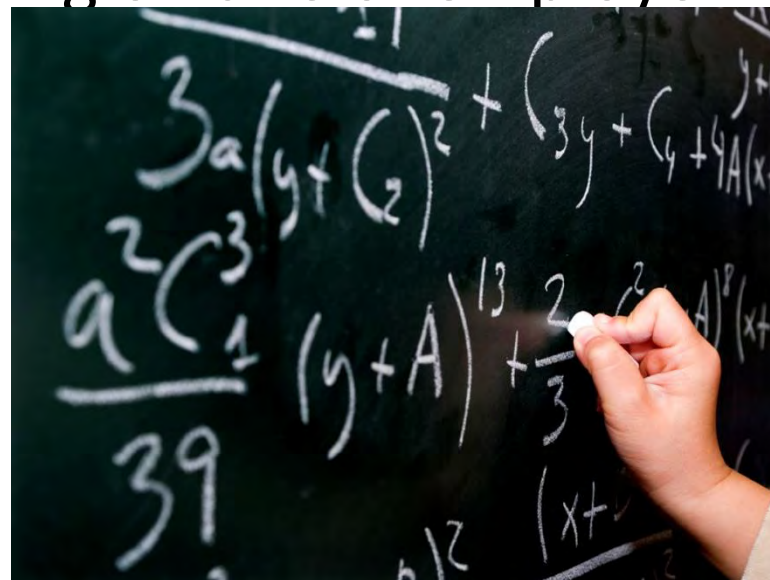
# What is the MCOT Grant...?

- ❑ A four year Federal Grant led by Central MS Planning and Development District and in partnership with Greater Jackson Chamber Partnership and WIN Job Centers.
- ❑ Provides Professional Skills Training in Information Technology and Advanced Manufacturing/Engineering industries or occupations.
- ❑ Funding is provided statewide to private non-profit, private for-profit employers.



# Benefits to Participating Companies

- 50% Wage reimbursement for each eligible new hire up to \$12,500 depending on size of employer
- Pre-screened applicants
- Training
  - On-the-Job
  - Provided by employer
- Minimal Paperwork
- Companies can refer potential candidates



# Who Am I Hiring?



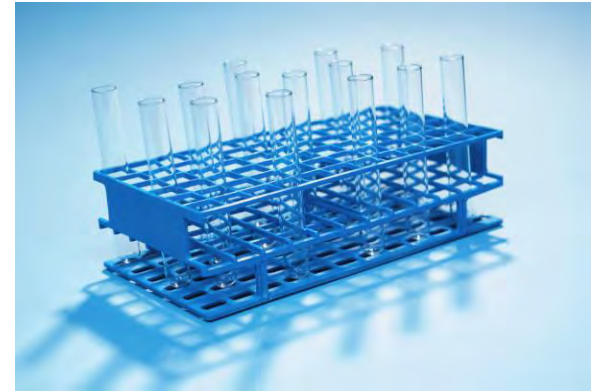
## Eligible Participants:

- ☐ US citizen
- ☐ Unemployed or underemployed individuals
- ☐ Long term unemployed
- ☐ Recent college graduate

# What Industries are Targeted...?

**Eligible Employers Hire Workers in the Fields of...**

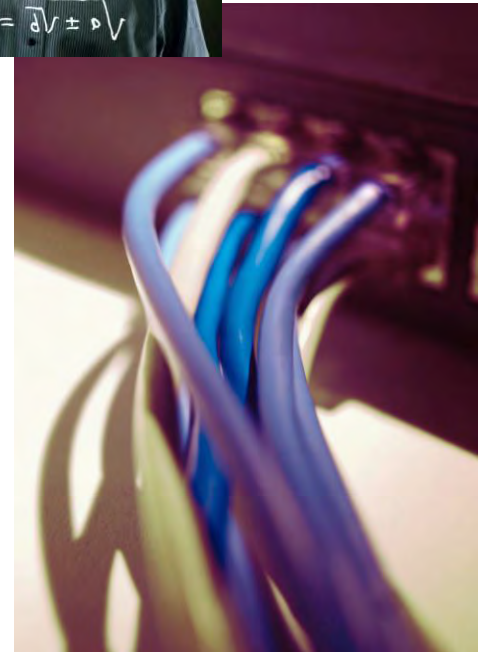
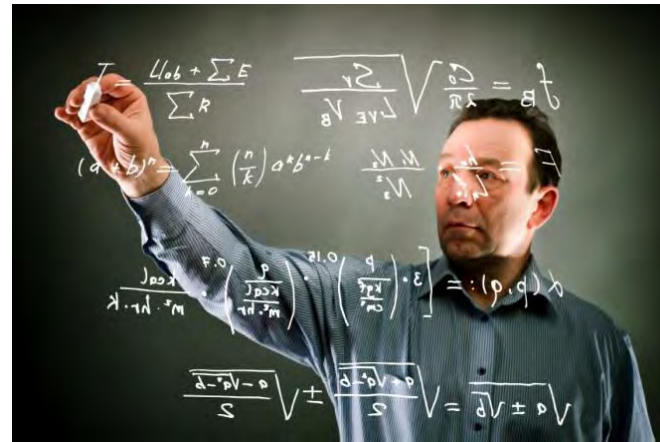
- ▣ Advanced Manufacturing
- ▣ Information Technology





# What Occupations are Targeted?

- ☐ Engineering
- ☐ IT/Computer Sciences
- ☐ Total of 24 occupations



# What Training is Available?

## Types:

- ❑ On-the-Job Training (OJT)
- ❑ Supplemental classroom training

### On-the-Job Training (OJT)

Individuals are hired and then trained **by the employer**.

*Benefit: Helps defray costs of providing the training and the additional supervision related to the training.*

### Classroom Training

Credit or non-credit courses will be conducted by State Community Colleges

*Benefit: Training may be conducted in conjunction with the OJT to address any skills gap for the new hire.*

# ***THANK YOU!***



Contact

Terry Hodges or Mark Posey

MCOT Project Managers

601-321-5443

[thodges@mdes.ms.gov](mailto:thodges@mdes.ms.gov)

[mposey@mdes.ms.gov](mailto:mposey@mdes.ms.gov)

*CMPDD is an affirmative action employer that provides services on an equal opportunity basis.*

# Workforce Education

What is it and how can it help?

**Troy Teadt**  
**PRCC Workforce Liaison**  
**Office 228.688.3113**  
**Cell 985.788.3257**  
**FAX 228.688.7454**  
**[tteadt@prcc.edu](mailto:tteadt@prcc.edu)**



## What is It?

The 15 community and junior colleges of Mississippi provide/facilitate noncredit training for employees and *perspective employees* of current and future employers within their community.

# Why do we do this?

1. to provide the citizens of Mississippi the skills needed to be more productive and have an improved quality of life,
2. to provide the employers of our state a better trained and educated workforce,
3. to train for higher skilled and higher wage jobs for businesses, industries, and employees in our state.

# Mississippi Workforce Enhancement Training Fund (WET Fund)

- The Mississippi Community College Board receives funds from the Unemployment Trust Fund via the State Workforce Investment Board.
- Any employer who pays into the Trust Fund can contact their local college for assistance in meeting their training needs.

# What WET Funds Can Provide

1. Instructor salary of up to \$35 per hour for industry based and general skills training.
2. Instructor salary of up to \$50 per hour for advanced skills training. (case for classifying training as “advanced” must be made)
3. Train-the-trainer, up to 50% and not to exceed \$500 per training registration and basic travel costs.
4. Vendor training, same as train-the-trainer



## Bottom Line

1. Do you train your employees? But, can't do all you want to do?
2. Do you want to train your employees but can't afford to?
3. Both cases cost your company money (either in training costs, lost efficiency, lost capacity or all of the above).

# Yes, I'm from the Government.

## But I really am here to help.

- Please take my card and call me.
- We can develop a plan to help you meet your training needs!!!!
- My office is in Building 1103.

**Troy Teadt**  
**PRCC Workforce Liaison**  
**Office 228.688.3113**  
**Cell 985.788.3257**  
**FAX 228.688.7454**  
**[tteadt@prcc.edu](mailto:tteadt@prcc.edu)**



## A Unique Leadership Coaching Course for Managers and Supervisors Right Here at SSC

- THE TOUGHEST JOB IN TOWN ... *'Getting people to do what you want them to do because they want to do it.'*
- 17 two-hour sessions - \$125/participant, includes DISC
- March – November, 2016
- Reserve spot by September 2015
- See handout for details.

**Lee Reid**  
**Adjunct Professor**  
**The Woodall Center**  
**Office 601-554-4644**  
**lreid@prcc.edu**



## Companies with employees completing the Leadership Coaching Program

NASA- IMRS	Pioneer Aviation
Lockheed Martin	City of Petal
Walmart	Johnson Controls
Quality Manufacturing Group	Hancock Co. Port and Harbor
PSLNA	SNF Polychemie
Lazy Magnolia	DAK Americas
Warehouse Services	Avon Engineered Fabrication



# Education/Industry Partnerships

Includes Support for Academic/Career Tech  
through Job Shadowing and Mentoring Programs

*Provide real world experience for young adults.*

*Cultivate your future workforce.*

*Support local schools:*

- *Hancock County Career Tech, serving Hancock, Bay-Waveland, and Pass Christian School Districts*
- *Pearl River Community College*
- *And others*



# Support for Academic/Career Tech

## Job Shadowing and Mentoring Programs

### *Mentoring*

- Advice/feedback on student projects
- Lectures and presentations in the school

### *Job Shadowing*

- 11<sup>th</sup> and 12<sup>th</sup> grade students
- Job shadowing – 6 hours - groups or individuals
- Disciplines:
  - Engineering – Aerospace
  - Engineering – Civil
  - Process Control Tech – Manufacturing - polymers, activated carbon, etc.
  - Welding
  - Metal Fabrication/Machining
  - Culinary Arts



# Hancock County Relocation Information for Prospective Employees

- See [www.HancockMSMyHome.com](http://www.HancockMSMyHome.com)
- Relatively low cost of living
- High-performing schools
- Printed materials available at Hancock Chamber  
[www.HancockChamber.Org](http://www.HancockChamber.Org)



# LEADERSHIP

## HANCOCK COUNTY



### **A Program of the Hancock County Chamber of Commerce**

- See [www.HancockChamber.org](http://www.HancockChamber.org) Programs/Leadership
- Leadership Skill Building – Mississippi Power Co.
- Based on the building blocks of community development:  
  
Business Development, Workforce Development, Physical Infrastructure, Civic Infrastructure, Social Infrastructure, and Cultural & Heritage Preservation.
- Application Period June 1 – July 31<sup>st</sup> each year.





## LEADERSHIP CLASS

When it comes to smart business and community growth, it's no puzzle where to begin. Strong businesses focus on connecting – with the community, with other businesses and with clients. All these pieces come together when you join Leadership Hancock County.

Leadership Hancock County is an annual program of the Hancock Chamber, introduced in 1996 to identify and prepare the community's existing and future leadership resources.

## COURSE OUTLINE

The year begins in September with your "tool kit" and a kick-off meeting between this year's class and the alumni, followed by a two-day retreat in October, and seven day-long sessions running from November through May. The final graduation banquet is in June. Sessions focus on the building blocks of community development and current events. They include field trips, guest speakers, skill-building workshops and class projects.

## BUILDING BLOCKS OF COMMUNITY DEVELOPMENT

- Business Development
- Workforce Development
- Physical Infrastructure
- Social Infrastructure
- Heritage Preservation
- Civic Infrastructure



*Photo courtesy of Dawn Stoffa*



Leadership Hancock County  
Hancock Chamber  
100 S. Beach Blvd., Suite A  
Bay St. Louis, MS 39520  
228.467.9048 - Phone  
228.467.6033 - Fax  
[www.hancockchamber.org](http://www.hancockchamber.org)

*"A leader is a visionary who inspires others to create a vision for the future and inspires people to make the vision a reality."*



# Leadership Hancock County

AWARENESS • SKILLS • RELATIONSHIPS

Leadership Hancock County develops and promotes leadership skills and community awareness for participants seeking leadership opportunities for the betterment of Hancock County.

Leadership Hancock County is an annual program of the Hancock Chamber, introduced in 1996 to identify and prepare the community's existing and future leadership resources.

## MISSION

Leadership Hancock County supports current and emerging leaders by facilitating them in 1) developing their skills, 2) creating community awareness, and 3) building understanding of the impact of global events.

## APPLICATION AND SELECTION

Each participant becomes part of a growing network of leaders that have the motivation, sense of commitment, and opportunity to become change agents for the good of Hancock County.

Participants must be residents of Hancock County or employed in Hancock County. Applications for Leadership Hancock County are accepted annually between June 1st and July 31st. To be considered for selection in the program, you must submit an application to the Hancock Chamber by the July 31st deadline. Application forms can be obtained through the Chamber office, located at 100 S. Beach Blvd., Suite A, in Bay St. Louis, or online at [www.hancockchamber.org](http://www.hancockchamber.org).

The goal of the selection committee is to choose applicants with leadership potential who represent a broad cross section of Hancock County, and who have time to commit to the program and future community service. The annual fee to participate is \$395 per person. Scholarships may be available.

## CLASS PROJECTS

The class will take on one or more projects to benefit the community, utilizing the information and skills they have gained through the Leadership program. Additionally, each participant will be required to complete 20 hours of community service in Hancock County.

## LEADERSHIP HANCOCK COUNTY-APPLICATION FORM

Please print or type application. A sheet may be attached to completely answer the questions.  
Payment is required upon acceptance into the program.

Name \_\_\_\_\_ Nickname \_\_\_\_\_ Position / Title \_\_\_\_\_

Employer \_\_\_\_\_ Business Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Home Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Business Phone \_\_\_\_\_ Home Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email Address \_\_\_\_\_

Financial Sponsor? ☐ Yes ☐ No If yes, please list: \_\_\_\_\_

If no to above, are you requesting a partial scholarship? ☐ Yes ☐ No If yes, attach a letter explaining need.

Number of years you have lived and/or worked in Hancock County? \_\_\_\_\_

EDUCATION – Include trade schools and other specialized training and/or education.

PROFESSIONAL/PERSONAL ACHIEVEMENT – List your highest responsibility/skill/career achievement:

COMMUNITY EXPERIENCE – List any current community service activities in which you are involved and the amount of time you spend on these projects each month.

EXPECTATIONS – If given the opportunity, what community service activities would you like to support?

What do you hope to gain from your participation in the Leadership Hancock County Program?

PARTICIPANT / EMPLOYER AGREEMENT – We agree to meet all of the requirements of this program. Visit [www.hancockchamber.org](http://www.hancockchamber.org) for attendance and participation requirements

Participant's Signature \_\_\_\_\_ Date \_\_\_\_\_

Immediate Supervisor's Signature \_\_\_\_\_ Date \_\_\_\_\_

Please return this application form by July 31<sup>st</sup> to  
Hancock Chamber, 100 S. Beach Blvd., Suite A, Bay St. Louis, MS 39520  
or email to [sally@hancockchamber.org](mailto:sally@hancockchamber.org)  
Online application available at [www.hancockchamber.org](http://www.hancockchamber.org)





THE UNIVERSITY OF  
**SOUTHERN MISSISSIPPI**  
GULF COAST

*Department of Human Capital Development*

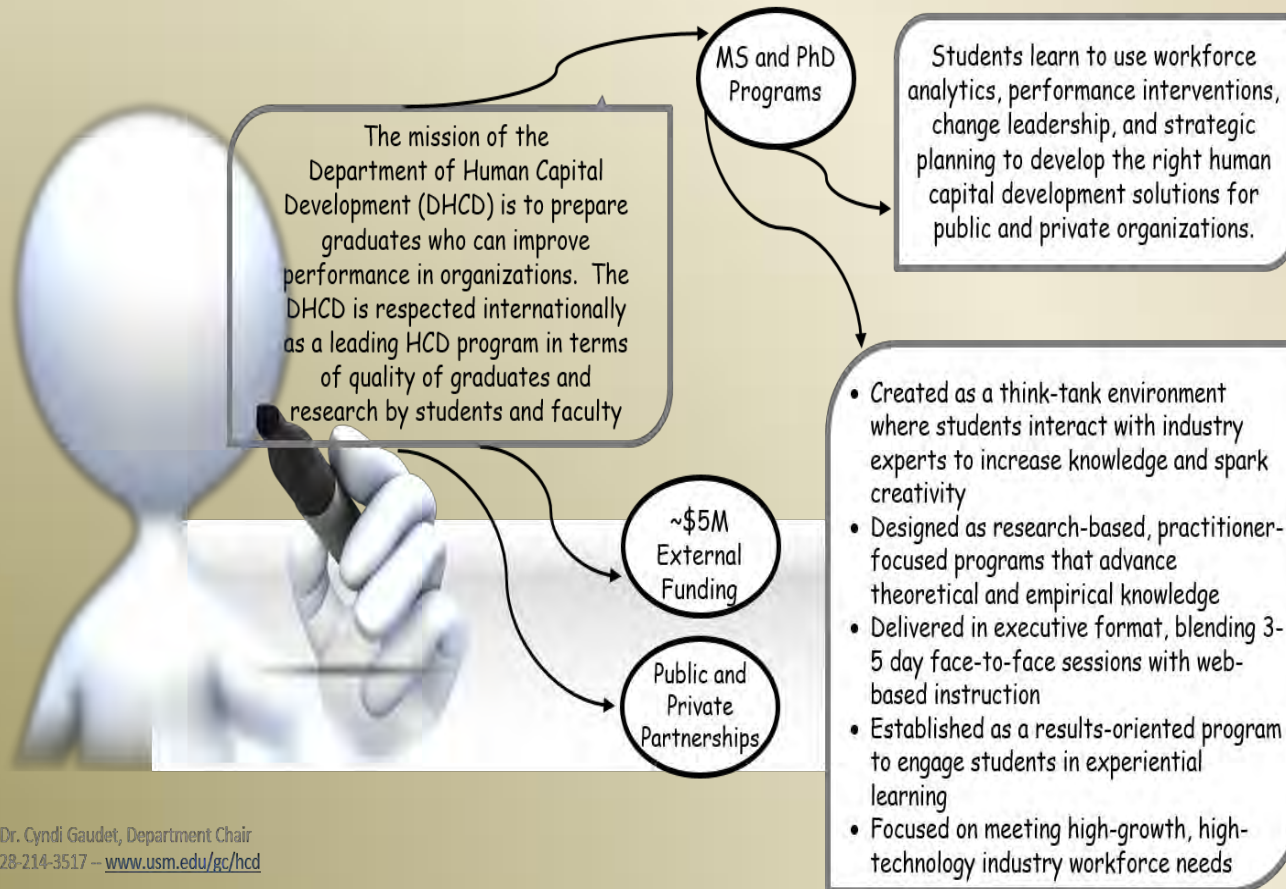
## Department of Human Capital Development

*-- Academically preparing students to  
improve performance in organizations through people*





## The University of Southern Mississippi Department of Human Capital Development





## **Executive Format Academic Programs**

- ✓ **Training and Development Certificate Program**
  - ✓ **12 days over four months (non-degree)**
  - ✓ **“Certified Training Professional” Certificate**
- ✓ **Master of Science in Human Capital Development**
  - ✓ **33 hours**
- ✓ **Ph.D. in Human Capital Development**
  - ✓ **54 hours**

**Taking  
Registrations  
NOW for  
AUG start**

*Designed in a technology enabled blended format for working professionals*





## ➤ **Programs focus on**

- ✓ **Designing learning**
- ✓ **Delivering training**
- ✓ **Coaching and Mentoring**
- ✓ **Employee Engagement**
- ✓ **Developing Human Capital**
- ✓ **Improving Human Performance**
- ✓ **Managing the Learning Function**
- ✓ **Facilitating Organizational Change**
- ✓ **Measuring and Evaluating Programs**
- ✓ **Managing Organizational Knowledge**
- ✓ **Career Planning and Talent Management**







THE UNIVERSITY OF  
**SOUTHERN MISSISSIPPI**  
GULF COAST

*Department of Human Capital Development*

## **DHCD Faculty and Staff**

***--- Developing people to develop people***



***“Work Hard –  
Have Fun –  
Make a  
Difference!”***

Cyndi Gaudet, PhD, CPLP  
228-214-3491  
[Cyndi.gaudet@usm.edu](mailto:Cyndi.gaudet@usm.edu)

Heather Annulis, PhD  
228-214-3494  
[Heather.annulis@usm.edu](mailto:Heather.annulis@usm.edu)



# SSC WORKFORCE LUNCHEON

**Let us know how we can help.**

**Thank you for participating!**



**PEARL RIVER**  
COMMUNITY COLLEGE



**HANCOCK**  
MISSISSIPPI  
PORT • AIR • SPACE

*The District*



MISSISSIPPI DEPARTMENT of EMPLOYMENT SECURITY



THE UNIVERSITY OF  
**SOUTHERN**  
**MISSISSIPPI**