

Workforce excellence is **CENTRAL** to all we do.

Customized Training through Central Minnesota Jobs & Training Services, Inc. (CMJTS) is training designed to meet the special skill requirements of an employer or a group of employers. It allows employers, with a training provider, to design a work-based skills curriculum that meets their specific needs. Upon successful completion of the "customized" training, the employer commits to hiring the trained individual(s) and CMJTS commits to paying up to 50 percent of the training costs incurred. Training costs may include staff or instructor time, training materials, or tuition.

Training Improves Employee Performance

According to Ferdinand Fournies, internationally known business consultant, performance problems occur because employees

- don't know what they're supposed to do,
- don't know how to do it, and/or
- don't know why they should do it.

Targeted training is one solution to all three factors.

Training Saves Labor

By reducing duplication of effort, time spent on problem solving, and time spent on correcting mistakes.

Training Improves a Company's Competitive Edge

According to Nobel Laureate Gary Becker, professor of economics and sociology at the University of Chicago, "Any company has to recognize that not only is the human capital of their employees a major asset, it is also a depreciating asset that needs continuing investment." Keeping worker skills up to date, keeps a company in the running.

Training Improves Employee Satisfaction and Retention

Many people assume that once employees are trained, they are more likely to leave the company for greener pastures. Actually, the opposite is true—trained staff are happier and more likely to stay put. Their self-esteem improves, which in turn improves their morale in the workplace and their loyalty to their employer. Furthermore, a poll by Louis Harris and Associates, reports that among employees with poor training opportunities, 41 percent planned to leave within a year, whereas of those who considered their company's training opportunities to be excellent, only 12 percent planned to leave.

Contact our team of workforce development advisors who will lead you through the steps to recruit, train, and employ the skilled workers you need!

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CUSTOMIZED TRAINING SERVICES

CMJTS' customized training services provides financial assistance to eligible Minnesota businesses who want to reduce new employee training costs and improve productivity.

What is customized training?

Customized training is any combination of classroom or hands-on learning that provides potential employees the training needed to succeed on the job.

How does customized training benefit your company?

Customized training services offer area employers a cost-effective way to fill open positions with job-ready, pre-screened talent, while saving a substantial amount of money on training costs.

How can my business get involved?

To determine if your business is eligible for training assistance, contact a CMJTS workforce development advisor. The advisor will provide assistance in filling out the Employer Request for Training application.

*An Equal Opportunity/
Non-Discrimination Employer*

www.cmjts.org

