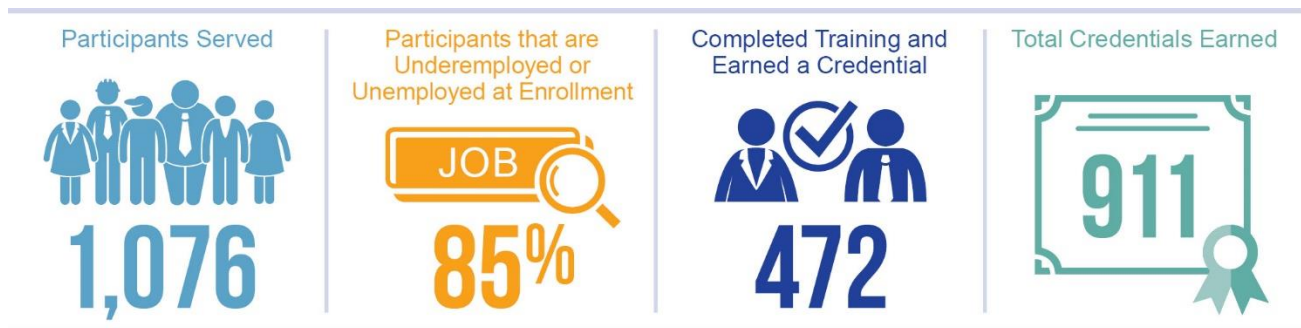


Medical Device Occupation Value Education and Help in the Regional Economy (MOVE-HIRE)

PARTNERSHIP LEAD ORGANIZATION –
GREATER MEMPHIS ALLIANCE FOR A COMPETITIVE WORKFORCE (GMACW)

SERVICE AREA

MULTI-STATE: Fayette, Shelby, and Tipton Counties and the City of Memphis and its 56 municipalities in Tennessee; Benton, DeSoto, Marshall, Tate, and Tunica Counties in Mississippi; and Crittenden County in Arkansas.



Program to Date (January 2017 – September 2020)

Overview

The Greater Memphis Alliance for a Competitive Workforce (GMACW) MOVE-HIRE program provides tuition free skills training yielding industry recognized credentials for unemployed, underemployed and incumbent workers in the Memphis metropolitan area. Training opportunities include; machinists, machine operators, medical device finishers, quality assurance, packaging, logistics and engineering internships. Select training programs are offered through our educational partners: Arkansas State University Mid-South Community College (ASU Mid-South), William R. Moore College of Technology, Southwest Tennessee Community College, Tennessee College of Applied Technology-Memphis and the University of Memphis Herff College of Engineering. Unique components of MOVE-HIRE include the development and implementation of a competency based online medical device packaging program that meets the specific needs of medical device manufacturing companies; hybrid and accelerated training programs in machining and logistics; and engineering internships with medical device manufacturers up to two semesters long.

Program Highlight

In response to the COVID-19 pandemic, MOVE-HIRE adapted traditional job placement strategies to a virtual setting including online resume review and development, participant coaching, one-on-one and group interview preparation and training of participants for telephone and video interviews. We also implemented MidSouthWorks.com as a dedicated MOVE-HIRE job board and the use of its text messaging system to promote career opportunities and follow up with participants, and virtual career fairs with employers. These adaptations are continuously refined through robust feedback loops with participants and employers about their experiences throughout the process and resultant employment decisions and outcomes.



Regional Workforce Partnerships and Sector Strategies

MOVE-HIRE formed new partnerships with Shelby County Government Community Services Agency and the Metropolitan Inter Faith Association (MIFA) to support our recruitment strategies. These organizations provide emergency utility and housing assistance. Their target populations overlap with our efforts to provide pathways for good paying jobs for unemployed and underemployed people from targeted underserved populations.



MOVE-HIRE also established a partnership with the Memphis Goodwill Excel Center (a 501(c)(3) nonprofit) to provide dual enrollment of adults (age 18 and up) pursuing their high school diploma with accelerated machining and the online medical device packaging programs.

MOVE-HIRE's sector strategies focused on medical device manufacturers by supporting new engineering internship opportunities for University of Memphis students to gain exposure and experience to the local industry. Many engineering interns were hired by the companies upon graduation.

Success Story and Impact

Medical device manufacturer Smith & Nephew has developed deep partnerships with MOVE-HIRE and our educational partners. In addition to traditional recruitment efforts from our partner schools, they developed an initiative with ASU Mid-South to provide on-the-job training concurrently to MOVE-HIRE participants enrolled in the CNC Operations and Programming Certificate of Proficiency at ASU Mid-South.

As one example of its success, MOVE-HIRE participant, JB Williams enrolled during the Fall 2019 semester and graduated December 2020, earning 4 National Incident Management System credentials in the process. JB entered the program as a finisher through a temp agency and is now a permanent employee and Machinist II. Smith & Nephew has also hired several of the engineering interns as full-time employees upon their graduation from the University of Memphis Herff College of Engineering. Smith & Nephew has participated in virtual career fairs and a high percentage of participants continue the interview process and gain employment.



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