

MGM  SPRINGFIELD





Workforce Development Plan

Mike Mathis
President & COO
MGM Springfield

AGENDA

Community Partners

Western MA Workforce Update

MGM Springfield Workforce Development Plan

Q & A

PRESENTERS

David M. Cruise

President & CEO

Regional Employment Board of Hampden County, Inc.

Laura Lee

Senior Vice President of Regional Operations

MGM Resorts International

Mike Knapp

CEO

SkillSmart

Jason Green

Vp of Business Development

SkillSmart



Workforce Development Plan

David Cruise
President & CEO

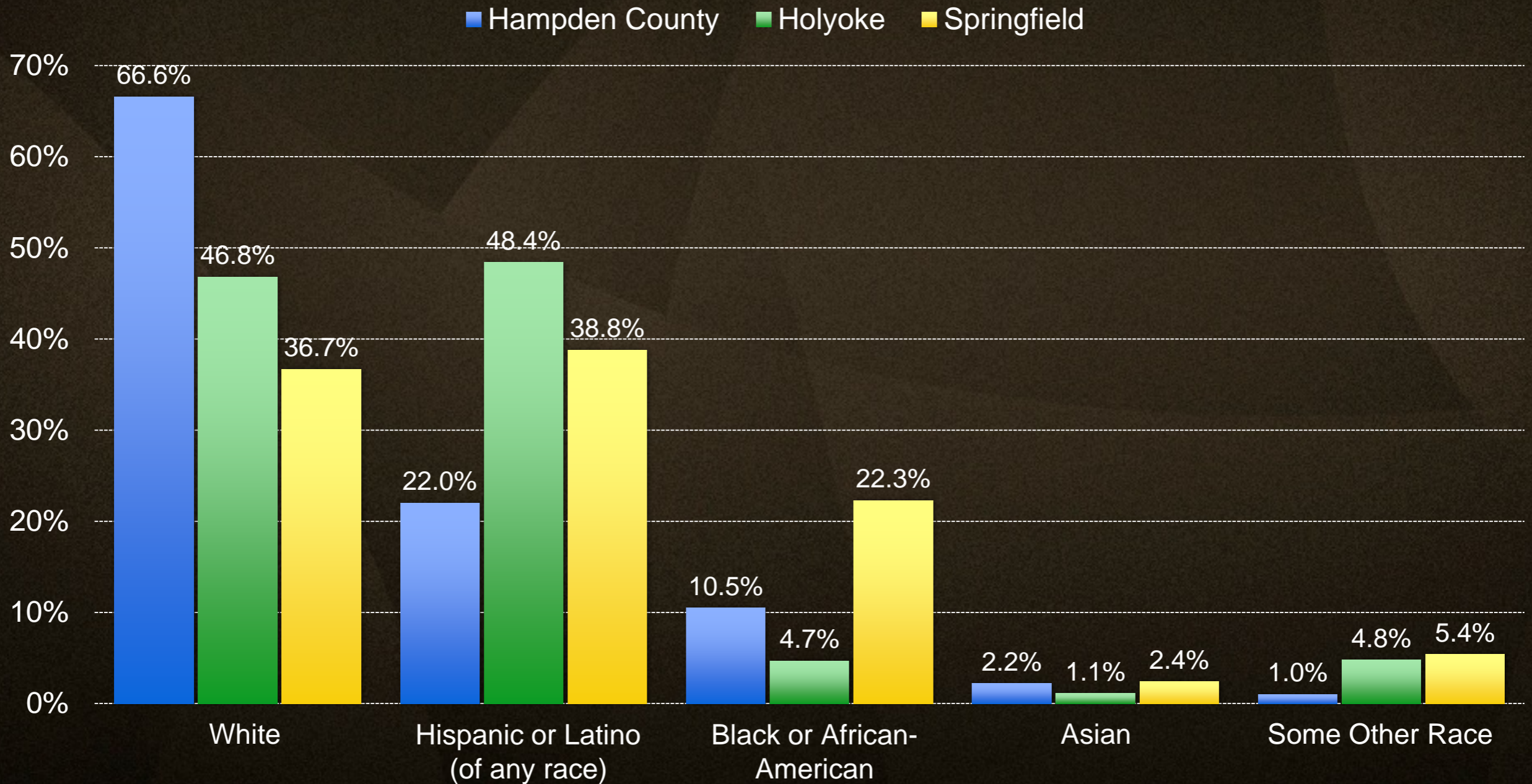
Regional Employment Board of Hampden County

REGIONAL EMPLOYMENT BOARD OF HAMPDEN COUNTY, INC. LABOR FORCE PARTICIPATION

	Total	In Labor Force	Employed	Unemployment Rate
Population +16yrs	371,352	230,981	127,732	11%
16 – 19yrs	28,421	12,051	3,507	35.1%
20 - 24yrs	34,848	25,648	14,773	21.8%
25 - 44yrs	111,231	47,162	13,724	10.2%
45 - 54yrs	67,963	50,021	28,812	6.3%
55 - 64yrs	59,053	25,038	7,286	7.6%
65 - 74yrs	35,875	26,404	15,209	6.5%
+75yrs	33,961	14,399	4,109	0%

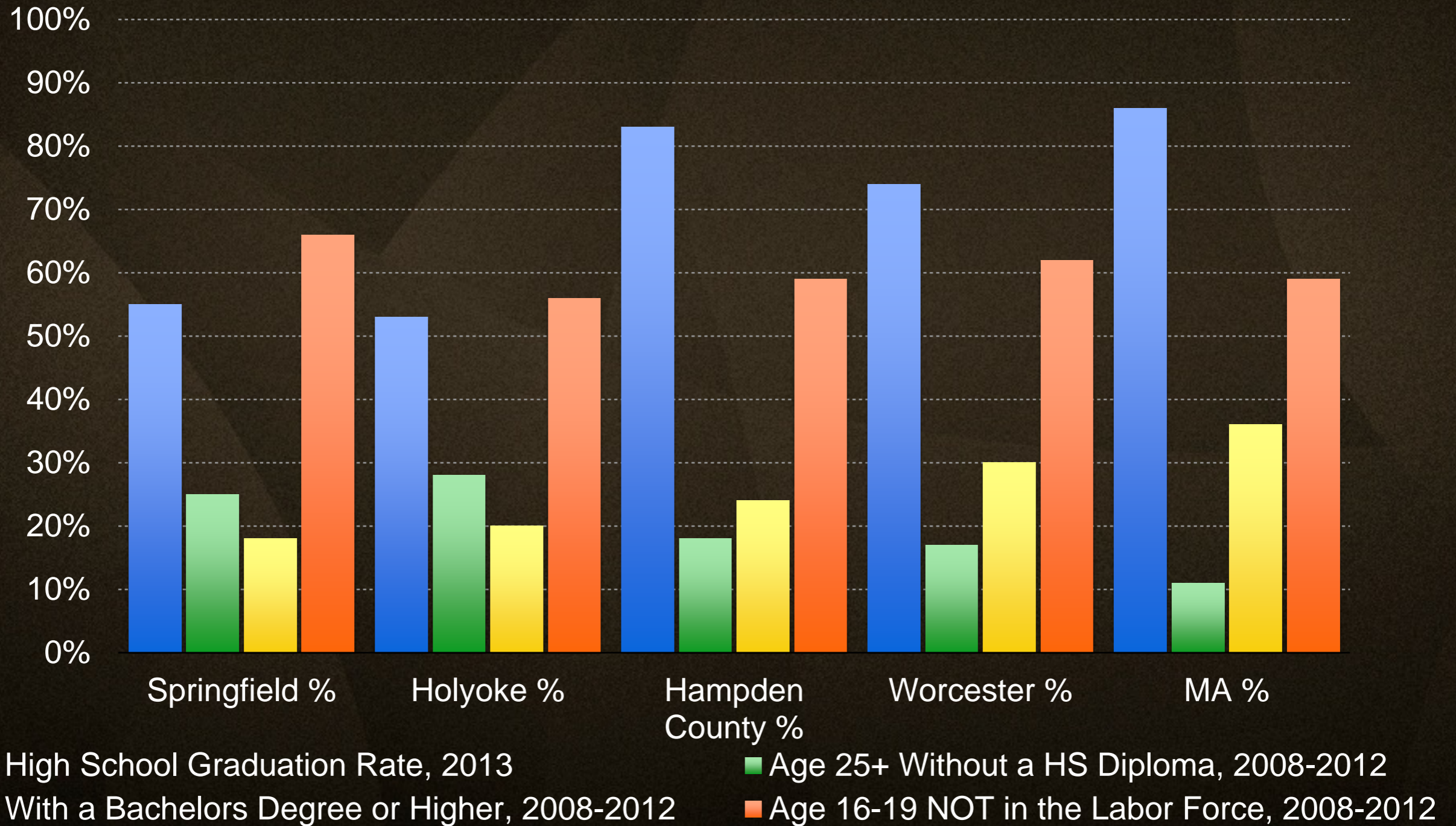
REGIONAL EMPLOYMENT BOARD OF HAMPDEN COUNTY, INC.

Hampden County Population Demographics
Hampden County Population 2012 Estimate (Total = 465,923)



REGIONAL EMPLOYMENT BOARD OF HAMPDEN COUNTY, INC.

Hampden County Population Demographics
Hampden County Population 2012 Estimate (Total = 465,923)





Workforce Development Plan

Laura Lee

*Senior Vice President of Regional Human Resources
MGM Resorts International*

Then

&

Now



GOALS AND OBJECTIVES

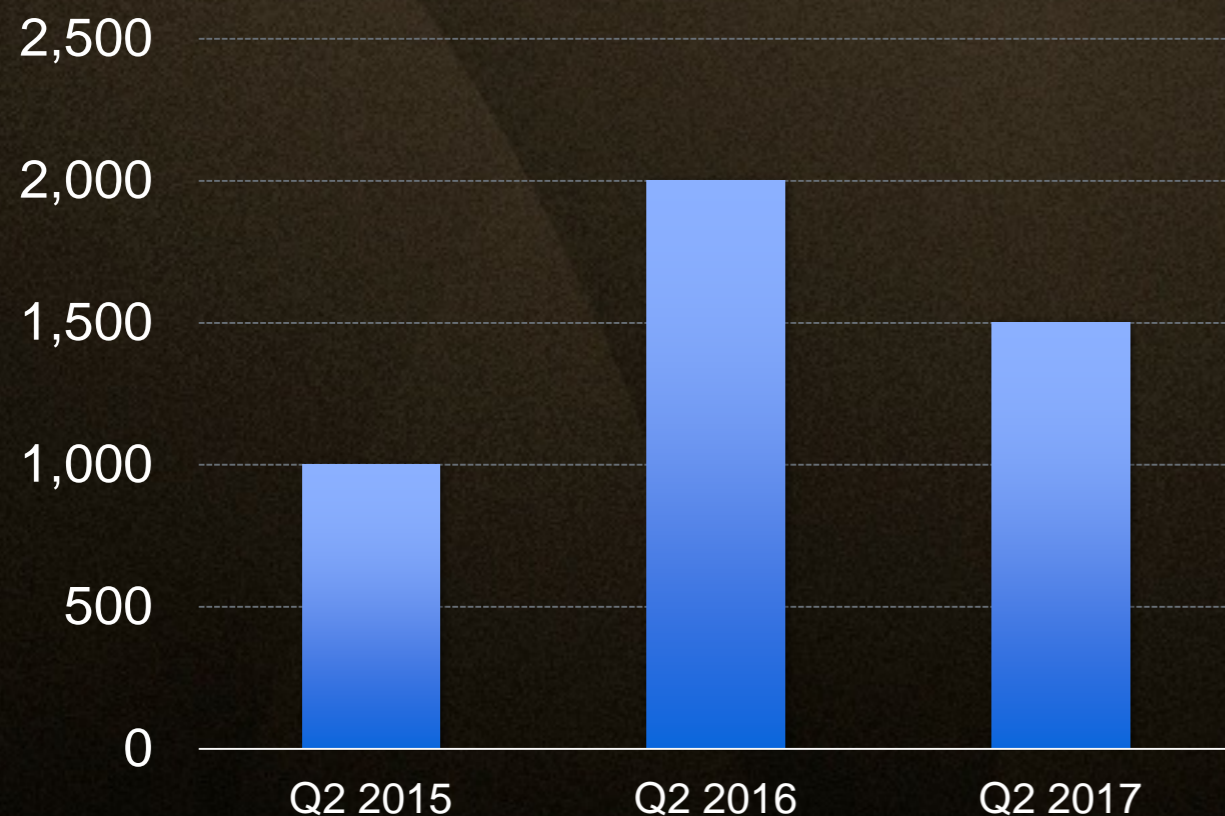
MGM Resorts International is committed to the recruitment & training of a diverse workforce for MGM Springfield.

Additionally, we are committed to building & maintaining a diverse & dynamic workforce through ongoing training opportunities & education, career planning & development, community partnerships, & more.

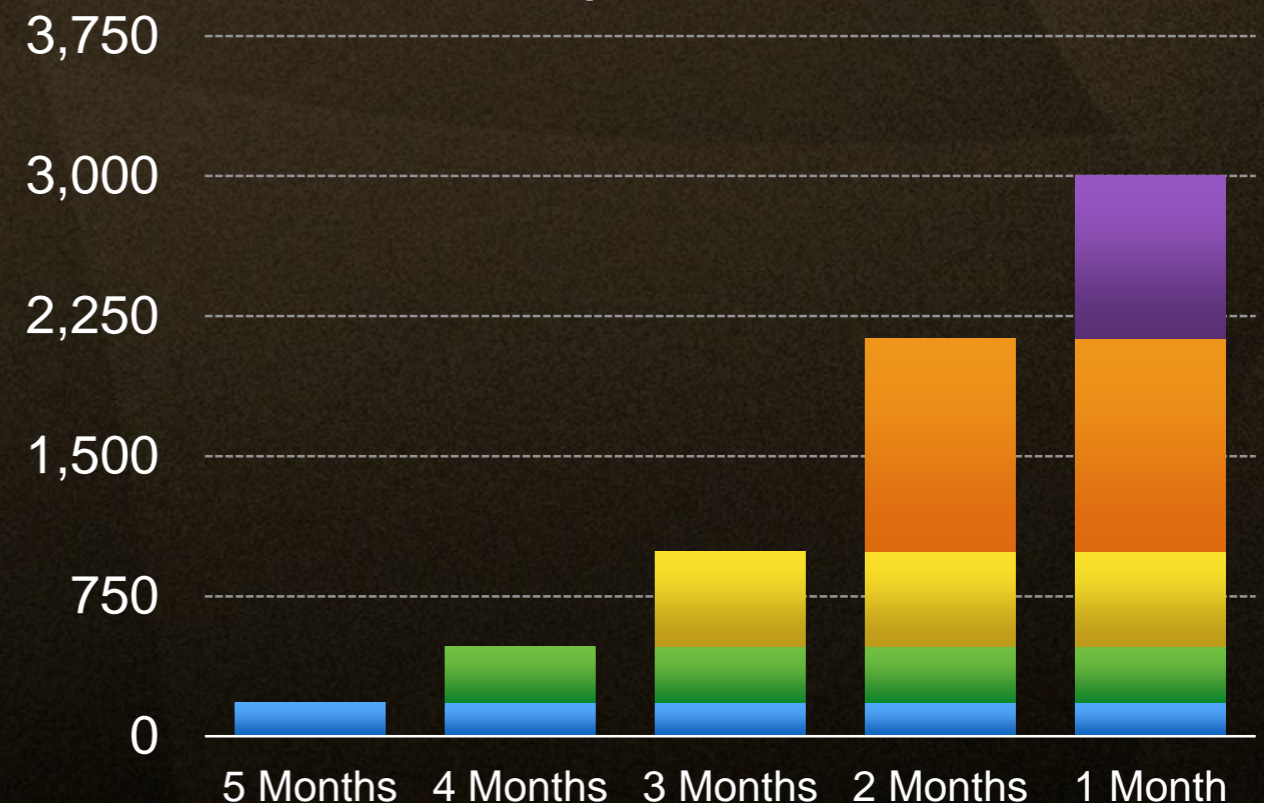
CAREER OPPORTUNITIES TIMELINE

MGM Springfield's hiring model will consist of a gradual ramp up beginning prior to an anticipated 2017 opening date. Our staffing plan will continue to evolve as the Executive team for MGM Springfield comes on board. Below is the number of employees we anticipate hiring:

Construction



Operations



CAREER OPPORTUNITIES OVERVIEW

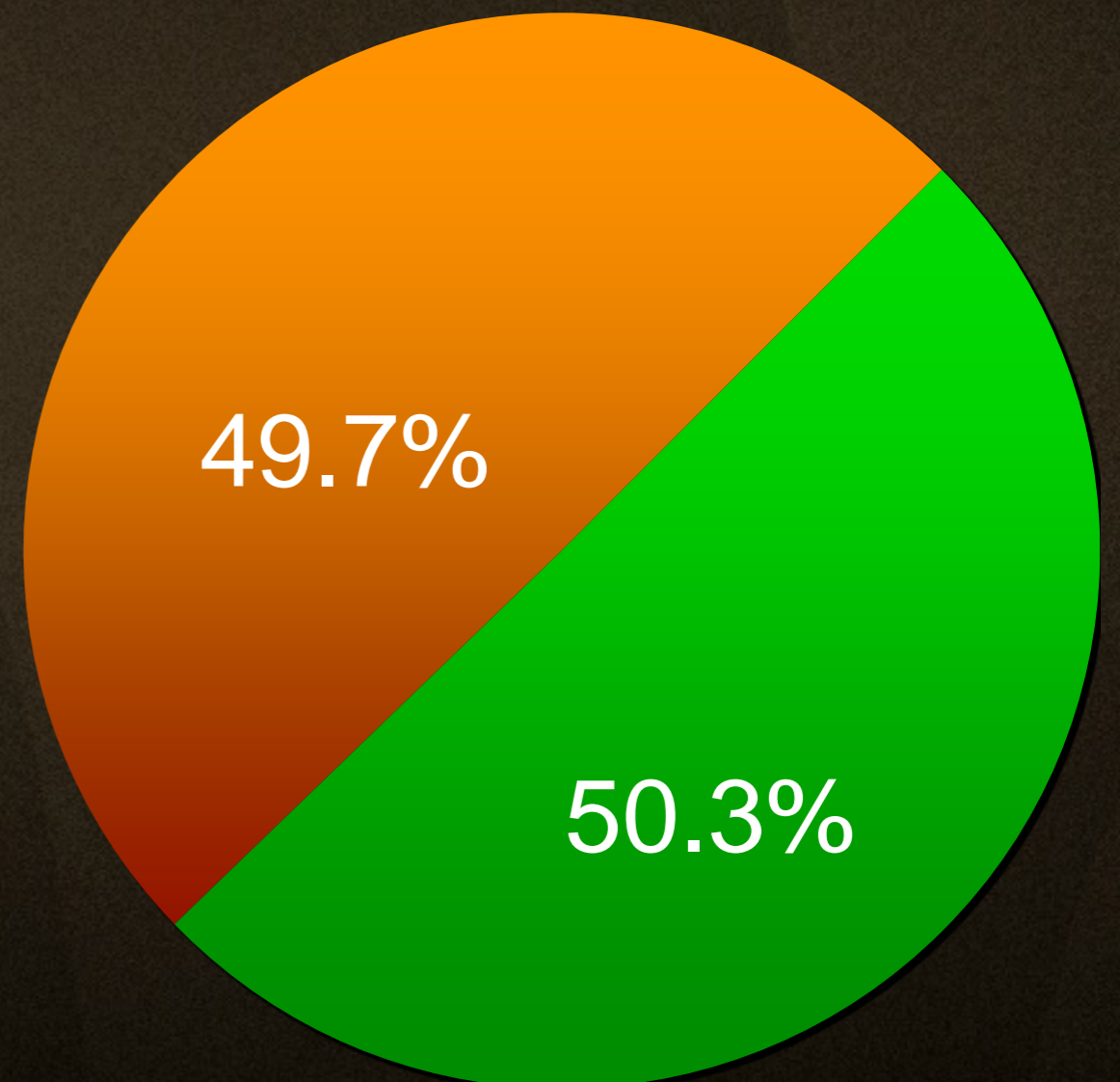
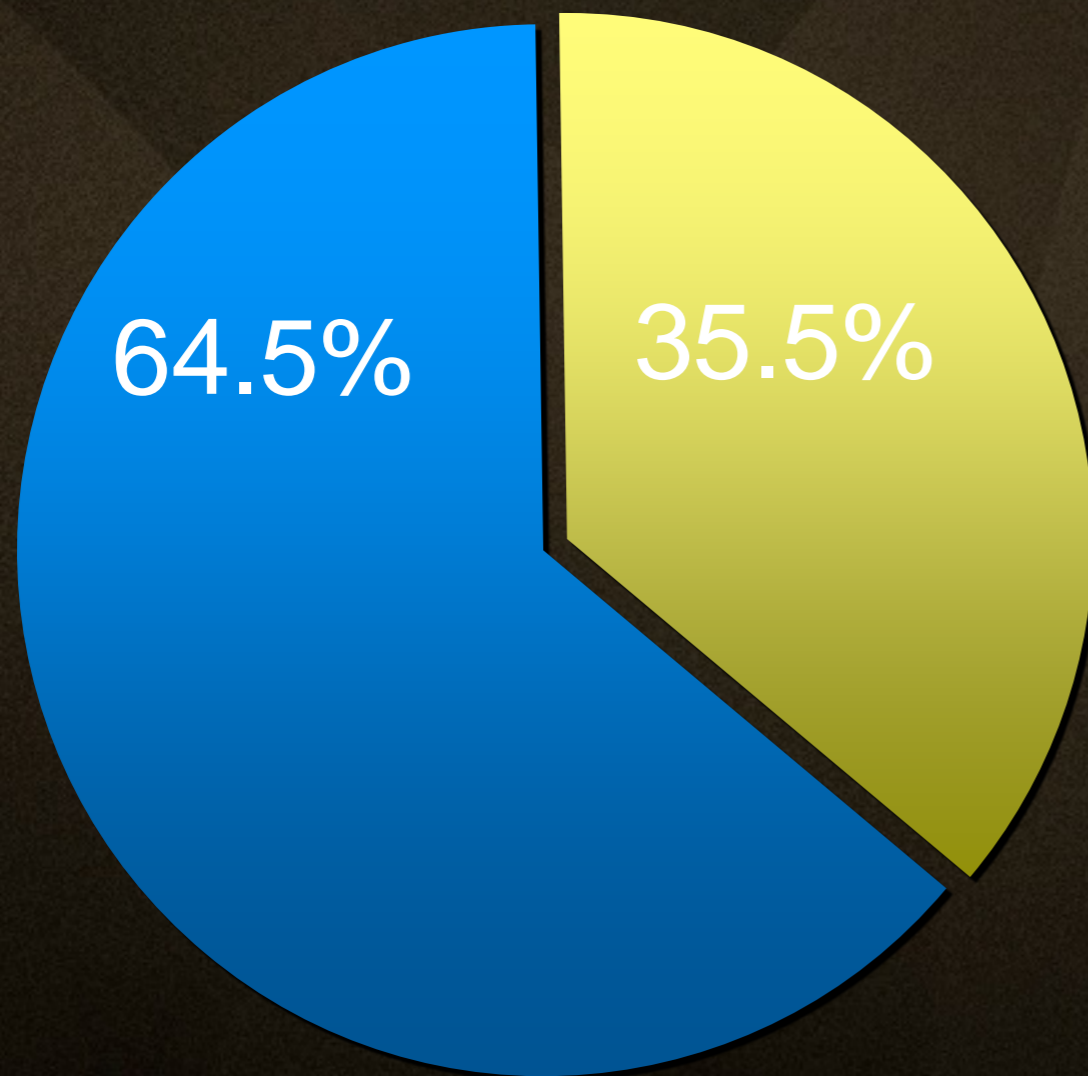
The positions will be posted on our website, as well as the state workforce system. MGM Springfield's hiring will focus on the following departments:

Casino	33%
Hotel	3%
Food & Beverage	36%
Retail	1%
Property Operations	2%
General / Admin	19%
Marketing / Advertising	>1%

MGM WORKFORCE PROFILE

■ Minority ■ Caucasian

■ Male ■ Female

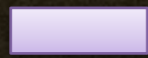


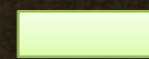
OUR PEOPLE PHILOSOPHY

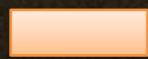
Engage, Invest in, and Inspire.

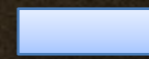


MASS HIRING PLAN: 24-MONTH MASTER TIMELINE

 = Recruitment and Selection


 = New Hire Processing

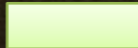
 = Job Offers


 = Day One Activities

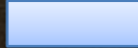
24 months prior	18 months prior	9 months prior	6 months prior
<p data-bbox="148 1044 633 1173">MGM Springfield Workforce Development Preparation with Community Partners</p> <p data-bbox="729 1044 1396 1173">Community Outreach by Partners/ Job Readiness/Information Sessions Hosted by MGM Springfield/Community Partners</p> <p data-bbox="1470 1024 1915 1193">Career Center Opens Mass Recruitment and Selection Begins (Career Fairs/Advertisement)</p>			
<p data-bbox="1676 1289 2562 1418">Begin Job Offers for Mass Hiring</p> <p data-bbox="2101 1473 2609 1602">Launch Onboarding Website</p> <p data-bbox="1676 1657 2645 1786">Begin pre-hire communication (aka Mother Hen)</p>			

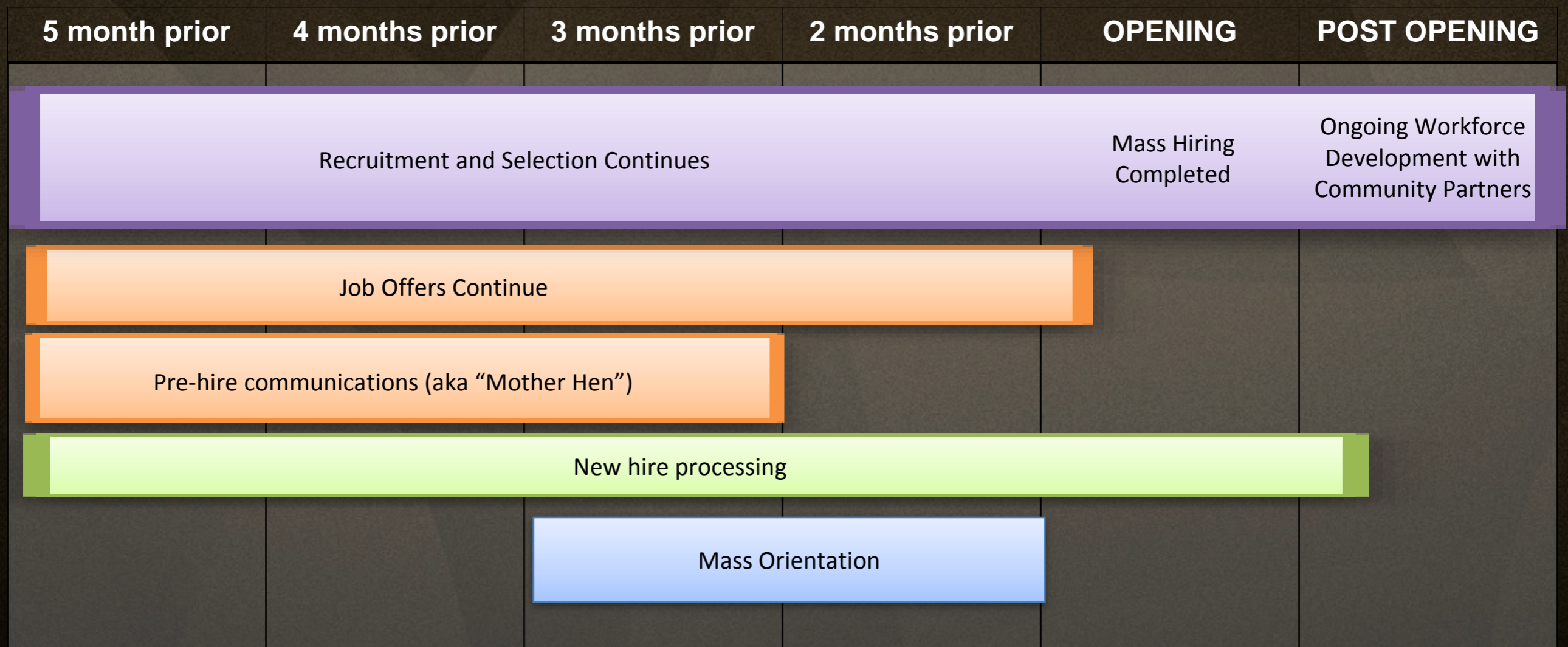
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APPLICANT LIFECYCLE

Community Resources

Career Pathways Portal

MGM Resources



ENGAGE



COMMUNITY OUTREACH



Educational Institutions



Non-profit Organizations



Faith-based Organizations



**Community Centers
& Organizations**



Veteran Associations

RESOURCES

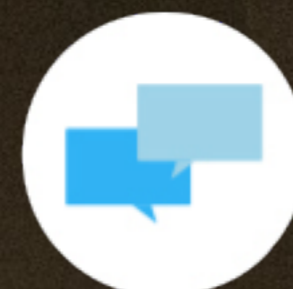
COMMUNITY OUTREACH & COMMUNICATIONS



Career Fairs



Website



Forums



Advertising



Career Center



Town Hall

INVEST IN





Mike Knapp
CEO

Jason Green
Vice President of Business
Development

Our vision is to build a global community where individuals are empowered to achieve their employment potential. **Our mission is to transform lives by aligning educators and employers on skills.**

WE DO THIS BY:

Providing a platform where the skills needed for success in the workplace are readily identifiable;

Increasing transparency in the career advancement and job search process; and

Enabling a market-oriented and demand-driven approach to education and training.



MGM Springfield Career Showcase



MGM Springfield Career Showcase Data

Total Respondents: 484/507

<u>Job</u>	<u>High Level of Interest</u>	<u>Experience</u>
Front Desk Clerk	112	44
Special Events Rep.	97	46
Attendant Front Services	93	27
Security Officer	90	44
Surveillance Operator	80	23

Search Results

Refine Results

Save Search

Utility Porter

MGM Resorts International, Springfield, MA Area

Posted: Feb 5, 2014 | Views: 432

SKILL SCORE
90

Details



Poker Dealer

MGM Resorts International, Springfield, MA Area

Posted: Feb 5, 2014 | Views: 432

SKILL SCORE
38

Details



Engineer

MGM Resorts International, Springfield, MA Area

Posted: Feb 5, 2014 | Views: 432

SKILL SCORE
72

Details



Custodian

MGM Resorts International, Springfield, MA Area

Posted: Feb 5, 2014 | Views: 432

SKILL SCORE
88

Details



Poker Dealer

MGM Resorts International, Springfield, MA Area

Posted: Nov 5, 2014 | Views: 432 | Applicants: 12 | Average Applicant Skill Score: 65

SKILL SCORE
38

Details

IS THIS OPPORTUNITY A MATCH FOR ME?



OPPORTUNITY MATCH: 18%

SALARY

\$20-\$40k

DESCRIPTION

The primary responsibility of the Poker Dealer is to protect the integrity of the game being dealt. All duties are to be performed in accordance with departmental and property policies, practices, and procedures and Nevada gaming regulations and statutes.

PREREQUISITES

- * Legal worker status
- * High School / GED
- * Gaming / Registration License
- * Minimum Age Required: 21
- * Previous experience as a table games dealer
- * Must be able to work outside of normal business hours

REQUIRED SKILLS

<p>Ability to identify suspicious ...</p> <p>SKILL SCORE 45</p> <p>📖 Improve this Skill</p> <p>🔍 See opportunities that require this skill</p>	<p>Verify fills and credits to the ...</p> <p>SKILL SCORE 0</p> <p>📖 Improve this Skill</p> <p>🔍 See opportunities that require this skill</p>	<p>Ensure poker rake is correct</p> <p>SKILL SCORE 20</p> <p>📖 Improve this Skill</p> <p>🔍 See opportunities that require this skill</p>
<p>Effectively resolve complain...</p> <p>SKILL SCORE 85</p> <p>📖 Improve this Skill</p> <p>🔍 See opportunities that require this skill</p>	<p>Ability to accept and pay out ...</p> <p>SKILL SCORE 20</p> <p>📖 Improve this Skill</p> <p>🔍 See opportunities that require this skill</p>	<p>Handle transactions for buy-...</p> <p>SKILL SCORE 60</p> <p>📖 Improve this Skill</p> <p>🔍 See opportunities that require this skill</p>

[Apply](#) [Save Job](#) [Email Job](#)



Poker Dealer

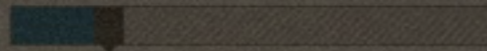
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SKILL SCORE
45

📖 Improve this Skill

🔍 See opportunities that require this skill

Verify fills and credits to the ...

SKILL SCORE
0

📖 Improve this Skill

🔍 See opportunities that require this skill

Ensure poker rake is correct

SKILL SCORE
20

📖 Improve this Skill

🔍 See opportunities that require this skill

Effectively resolve complain...

SKILL SCORE
85

📖 Improve this Skill

🔍 See opportunities that require this skill

Ability to accept and pay out ...

SKILL SCORE
20

📖 Improve this Skill

🔍 See opportunities that require this skill

Handle transactions for buy-...

SKILL SCORE
60

📖 Improve this Skill

🔍 See opportunities that require this skill

ADD

Save Job

Email Job





Course Schedules

[College-Wide](#)

[Online Education](#)

[Continuing Education](#)

[Course Brochures](#)

[Course Descriptions](#)

Schedule Last Updated:
10/9/2014 9:12:00 AM

Schedule information, including faculty assignment, building, room and class meeting time is subject to change.

STCC Course Descriptions

Enter a course number to retrieve its description:
(Enter Datatel Course Numbers with the dash. i.e. ART-101, ENGL-100; use commas to separate multiple Course Numbers)

ARTH-070 - PRE-ALGEBRA FOR MATH SUCCESS 4 credits

This is a lecture and project based course that will meet for a total of six hours per week. The teaching methodology employed in this course utilizes a series of projects and interactive computer assignments to promote learning. Topics include whole numbers and the place value system, operations of whole numbers and order of operations, fractions and mixed numerals, operations with these numbers, and applications. Additional topics include decimal notation, percent notation, and conversions between decimal, fractional, and percent notation, ratio and proportion, applications, and problem solving, basic statistical measures, units of linear measurement, American and metric systems, and geometric formulas and applications. Also included is an introduction to algebra, including the real number system and operations of integers. This is a developmental course. Credit for this course will not be counted toward fulfilling graduation requirements at STCC. Students must achieve a C- or better to pass the course.

Prerequisites: NONE

Corequisites: NONE

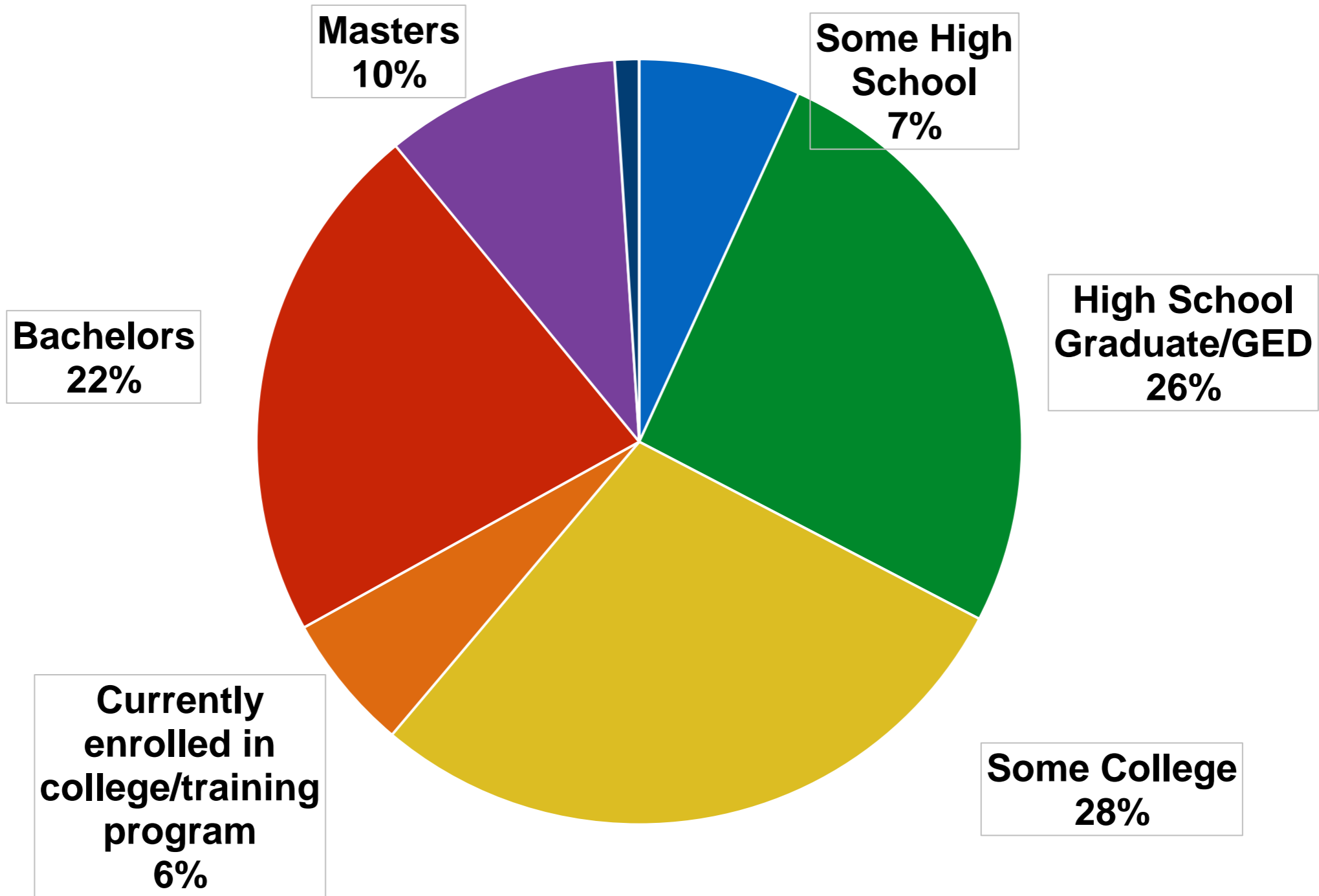
MGM Springfield Career Showcase

Jobs with Most Experienced Respondents

<u>Job</u>	<u>Level of Interest</u>	<u>Experience</u>
Communication Specialist	M/H	89
Retail Cashier	M/H	88
Attendant/Warehouse	M/H	75
Representative Special Events	M/H	68
Sales Coordinator	M/H	57

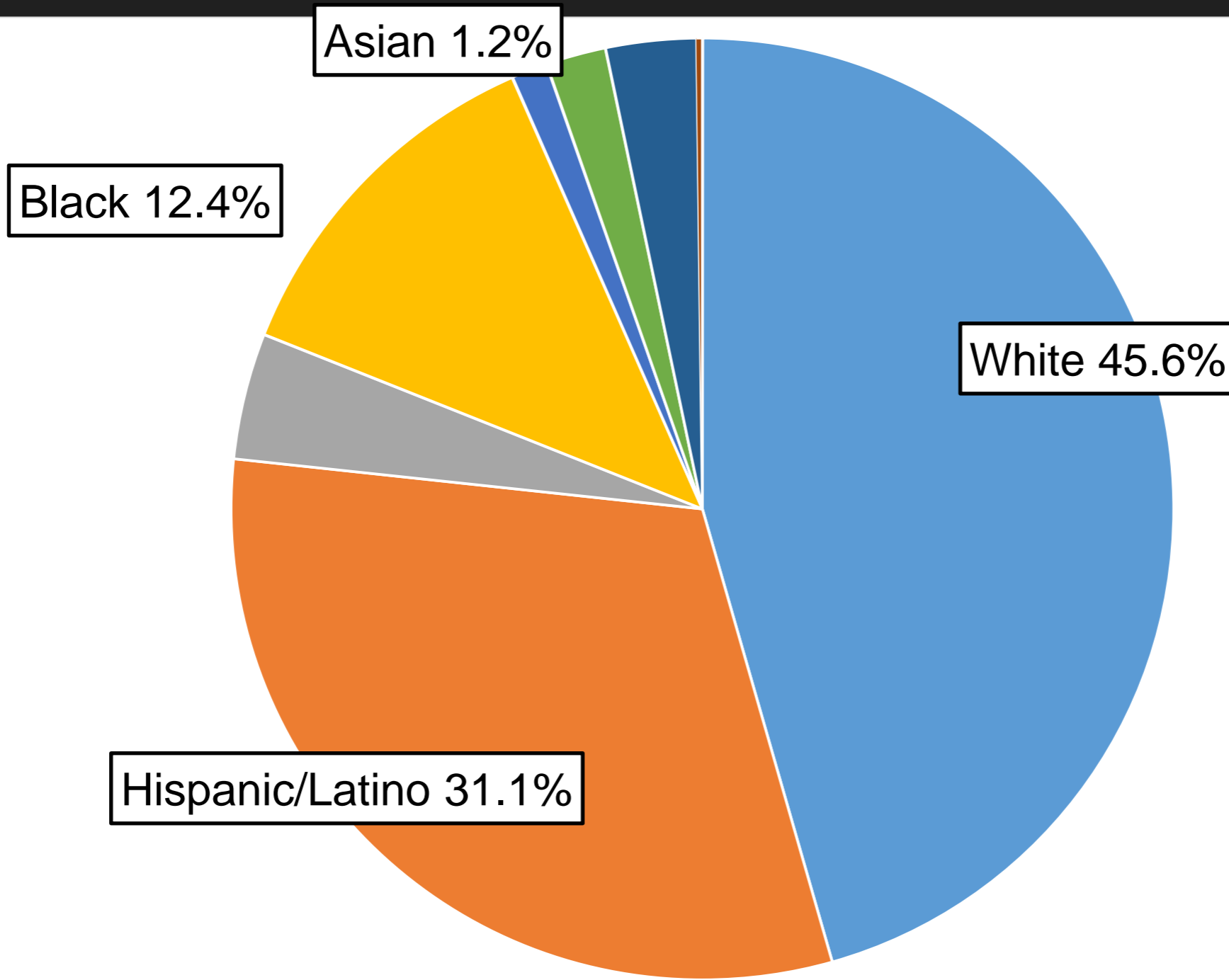
MGM Springfield Career Showcase

Educational Demographics



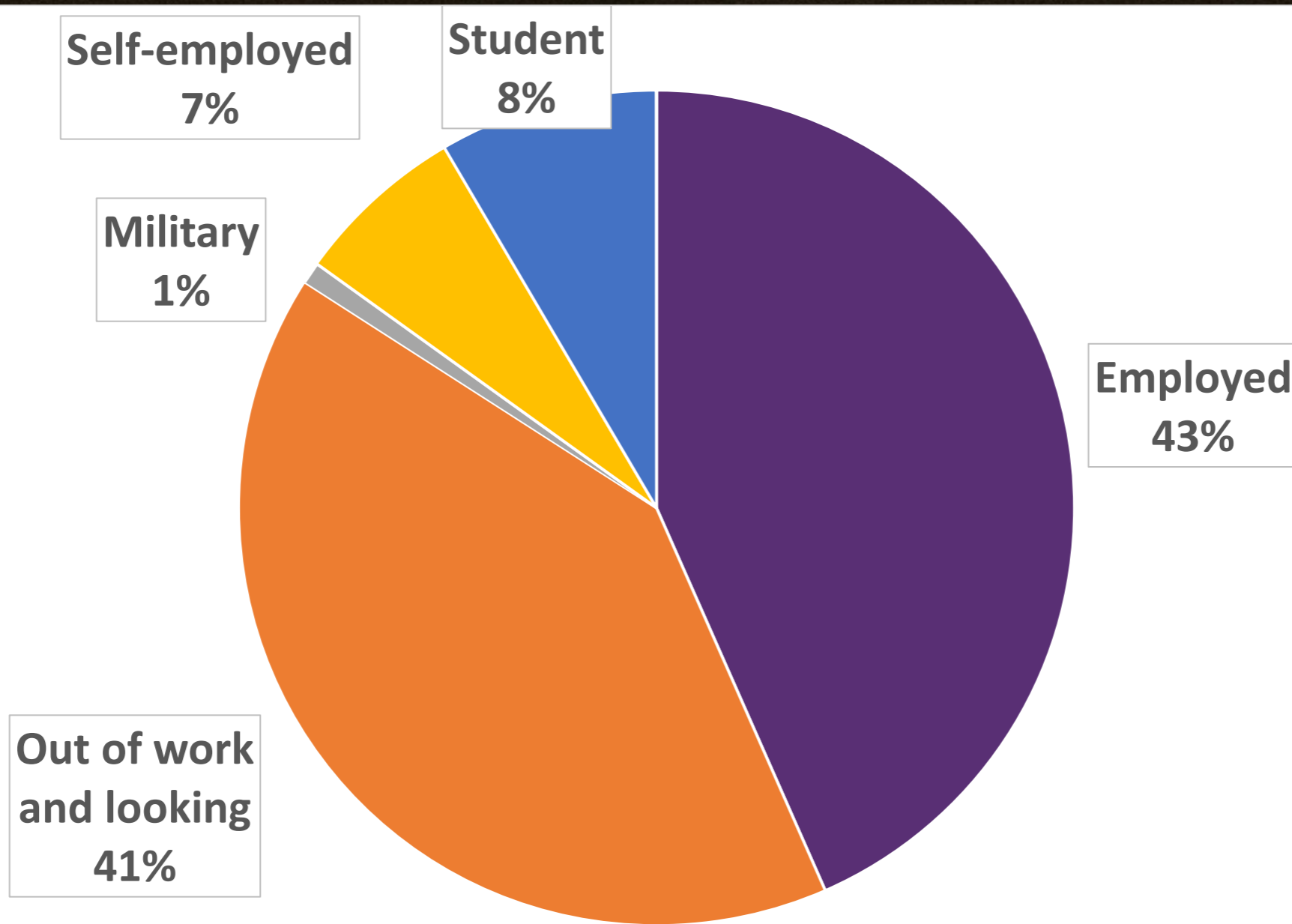
MGM Springfield Job Showcase

Ethnicity Demographics

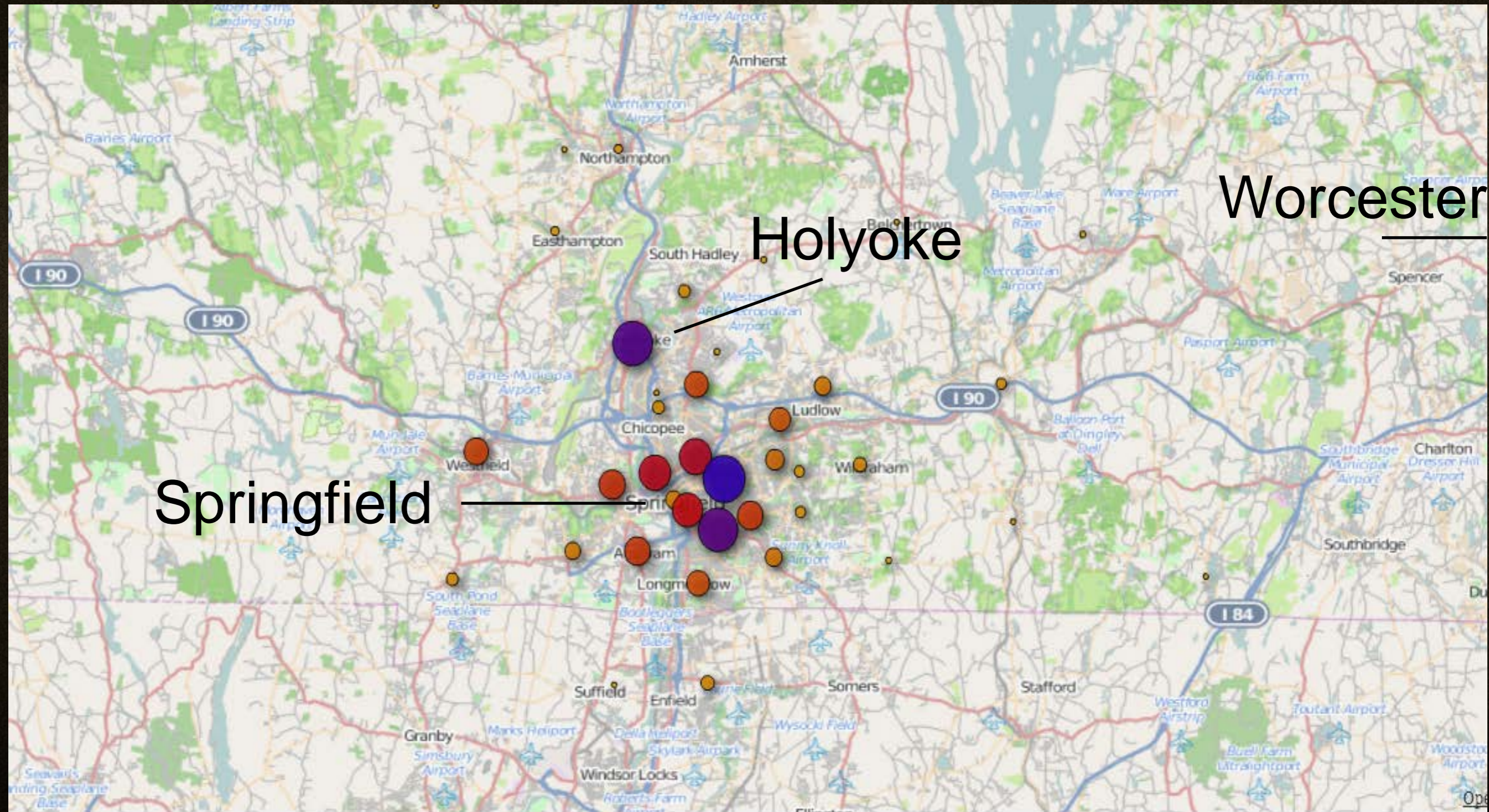


MGM Springfield Career Showcase

Employment Status



MGM Springfield Career Showcase Attendee Heat Map



We help find
the right fit.
The smart way.



For more information:

Mike Knapp | mknapp@skillsmart.us | 301.980.4095

Jason Green | jgreen@skillsmart.us | 240.498.4492

MGM SPRINGFIELD CAREER PATHWAYS PORTAL



SkillSmart is a unique platform that quickly matches job seekers with open positions based on their skill ability. The site also identifies education opportunities to improve a job seeker's abilities, increasing success for the employer and job seeker.

APPLICANT EXPERIENCE

Job Offer!



Ongoing Support
Plan Of Action for Non-selected Applicants



Apply for jobs with local
Business owners

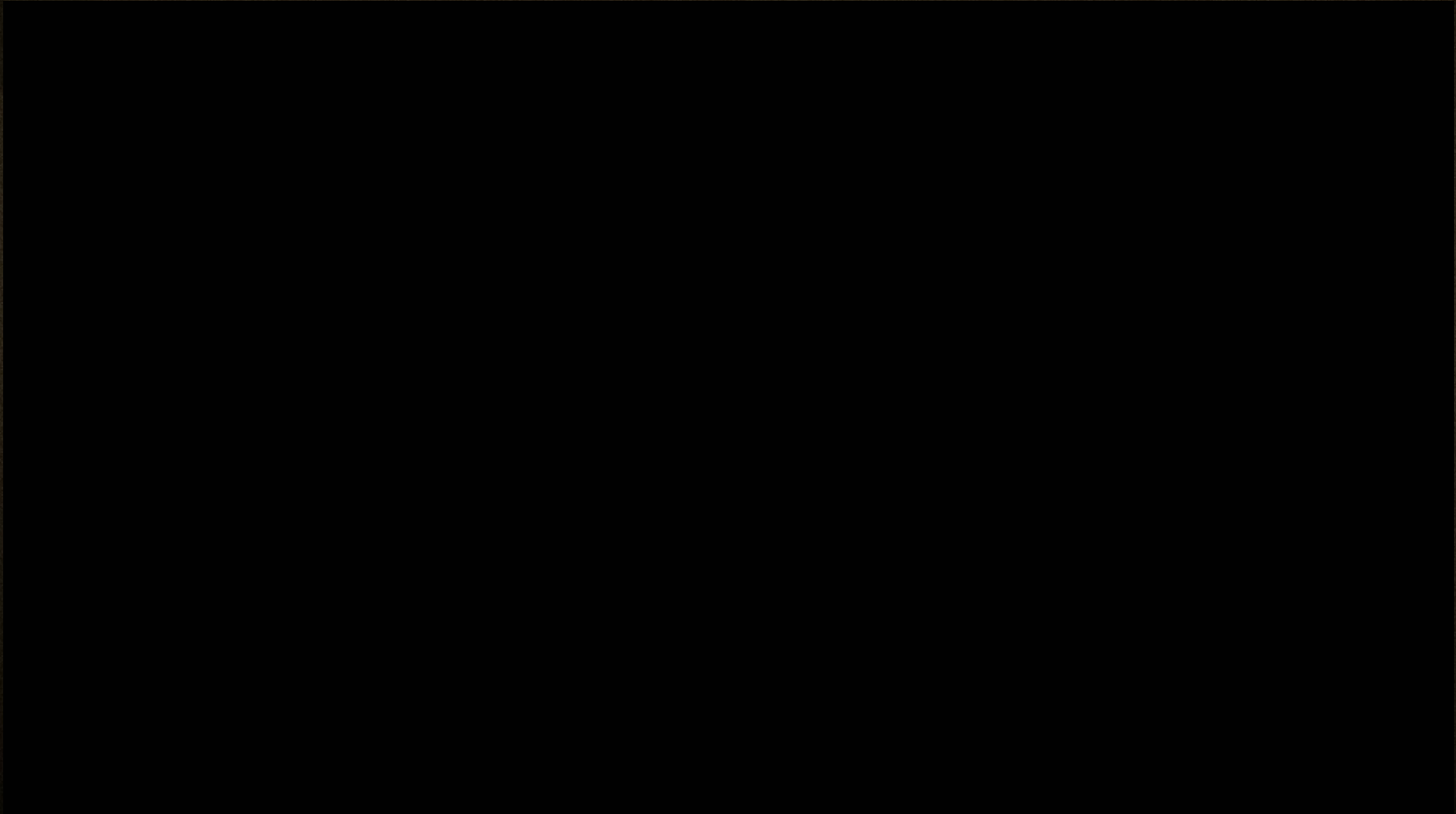
Refer to
SkillSmart

MGM Resorts is committed to making this process as transparent as possible by partnering with the community and offering ongoing support.

INSPIRE



DAY IN THE LIFE



MGM  SPRINGFIELD

