

## Northwest Georgia WIB Recognized by the US Department of Labor

Addison Layson, Chairman of the Northwest Georgia Workforce Investment Board (WIB), announced that the local workforce system has been recognized by the U.S. Department of Labor (DOL) for its success in providing services to area businesses. As a result, the Northwest Georgia WIB is serving as mentor to a Workforce Investment region in Northwest Tennessee. The Northwest Georgia WIB is one of only 19 mentor sites selected from across the nation.

The mentor / protégé pilot project is an initiative of the U.S. DOL Employment and Training Administration Business Relations Group. Under this National Business Learning Partnership pilot project, Northwest Georgia staff will share their best practices in serving businesses with Northwest Tennessee.

Gwen Dellinger, Workforce Development Director, noted, "participating in the pilot project has provided an excellent opportunity for staff to not only share information but to learn from other regions as well."

The successful business services practices, and the impact the practices have on improved performance, will be compiled and shared with Workforce Investment Systems across the nation. As a result, U.S. DOL expects to see areas nationwide improve services to their business customers.



Anyone wanting further information about the project may contact Gwen Dellinger, Workforce Development Director, Coosa Valley RDC, P.O. Box 1793, Rome GA 30162 (706) 295-6485 or Karen Howell, Workforce Development Coordinator, (706) 277-7466. Information about all services available in the Northwest Georgia Workforce Investment System can be found on the web sites located at [www.CareerDepot.org](http://www.CareerDepot.org) and [www.YouthSuccessAcademy.org](http://www.YouthSuccessAcademy.org).

*Pictured above: Gwen Dellinger*

### Training Subsidy

The Northwest Georgia Workforce Investment Board (WIB) offers a training wage subsidy to assist employers with the training costs of new hires. The subsidy reimburses up to 50% of a new hire's wages for up to three months. Employers must agree to retain the trainee as a full-time employee when they successfully complete the training period. For more information about the training subsidy program, contact one of the following On-the-Job Training (OJT) Coordinators:



### Who We Are

The *Business Informer* is a quarterly publication of The Northwest Georgia Workforce Investment Board (WIB) and Coosa Valley / North Georgia Council of Chief Elected Officials (CCEO). The Board and Council guide a fifteen-county workforce development system that includes one stop centers located at seven Department of Labor career centers and eight local colleges. A wide range of services are available at no cost to individuals and to businesses at each of the centers. The WIB and CCEO also direct the region's Workforce Investment Program which trains individuals for occupations in demand in Northwest Georgia. Programs funded through the Northwest Georgia WIB are equal opportunity programs and auxiliary aids and services are available upon request to individuals with disabilities.

For more information about our business services, contact Gwen Dellinger, Workforce Development Director, PO Box 1793, Rome GA 30162-1793, 706.295.6485, 800.332.1965, [GwenD@cvrdc.org](mailto:GwenD@cvrdc.org) or Karen Howell, Workforce Development Coordinator, 706.277.7466, [Vandy88@aol.com](mailto:Vandy88@aol.com). If you have business articles of interest to the Northwest Georgia region, contact Karen Howell.

**Addison Layson**, Chairman Northwest Georgia WIB  
**Billy Croker**, Chairman Coosa Valley / North Georgia Council of Chief Elected Officials



Candy Day (above)  
Blue Ridge Career Center  
706.632.2033

Gayle Kimble  
NW Georgia Career Center  
706.861.1990

Lori McAllister  
Cartersville Career Center  
770.387.3760

Lisa Henson  
Rome Career Center  
706.295.6051

Alan Proctor  
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706.272.2301

Phyllis Fitzgerald  
Mercy Senior Care  
706.291.8496

## WIB Addresses Local Health Care Needs

*CODE BLUE: Workforce in Crisis* stated that “Georgia and the nation may be facing the worst shortage of non-physician health care professionals in history. Evidence from numerous sources indicates that the system’s ability to meet current needs for healthcare services is in jeopardy.”



The Northwest Georgia Workforce Investment Board (WIB) is training area healthcare workers to meet the needs of the local healthcare industry. The WIB has historically trained individuals in health careers. However, the Board believed that there were further steps they could take that would address the crisis. Board members and staff began meeting with area health professionals in late 2002. The purpose of the meetings was to obtain information about the extent of the problem in Northwest Georgia, to ascertain which health fields were experiencing the greatest shortages, and to determine if there were actions the WIB could take to help alleviate the problem in this region. After several discussions, the group focused on:

*How can available Federal resources best be used to create a match between the large numbers of workers who come to the WIB for retraining assistance and the healthcare organizations that have position vacancies?*

Steps taken to date include educating Career Advisors to the healthcare fields with shortages and the wages available. They, in turn, are better equipped to provide career advice to individuals interested in training for new careers. In addition, where a significant number of individuals from a layoff or plant closure are interested in a particular health career, the WIB has funded classroom-size training. For example, in December, eighteen former Levi Strauss employees from the closed Blue Ridge plant received their Licensed Practical Nurse pins and lamps during a special ceremony. The class was developed with WIB funding through Appalachian Technical College and was the college’s first diploma program in Fannin County. The Northwest Georgia WIB will continue to be proactive in meeting the health career needs of individuals and businesses in Northwest Georgia

### Georgia Job Tax Credit

The Georgia Job Tax Credit Program provides tax credits for certain businesses that create and retain sufficient new full-time jobs. Businesses that may benefit from the tax credit include those engaged in the manufacturing, warehousing and distribution, processing, telecommunications, research and development or tourism industry or the headquarters of any businesses engaged in those industries.

Tax credits depend in which county or census tract jobs are created, and the average of new full-time jobs created and retained for one year. The credit is \$2,500 for tier 1 counties and eligible census tract areas, \$1,500 for tier 2 counties, or \$500 for tier 3 counties annually for each new full-time job. The credit can be taken for five years beginning with year two and continuing through year six after the creation of the jobs.

Georgia’s counties are ranked annually. A listing of the current county rankings is available at <http://www.dca.state.ga.us/economic/2004rankingsmemo.html>. Application forms for the tax credits are available at [http://www2.state.ga.us/departments/dor/inctax/it\\_ca1998.pdf](http://www2.state.ga.us/departments/dor/inctax/it_ca1998.pdf).



### elaws Advisors

The U.S. Department of Labor (DOL) web site has a number of elaws Advisors. The Advisors are interactive tools that provide information about Federal employment laws. Each Advisor simulates an interaction between you and an employment law expert. It asks questions and provides answers based on your responses. The Advisors can be accessed through the U.S. DOL web site [www.dol.gov/elaws](http://www.dol.gov/elaws). Advisors include:

**FirstStep Employment Law Advisor:** This Advisor helps businesses identify which of 23 DOL employment laws may apply to your business.

#### **Workplace Safety & Health:**

- OSHA Confined Spaces
- OSHA Fire Safety
- OSHA Hazard Awareness
- OSHA Lead in Construction
- OSHA Software Expert



#### **Wage & Hour Issues:**

- Family & Medical Leave Act (FMLA)
- Fair Labor Standards Act (FLSA) Rights Act
- FLSA Coverage & Employment Status Advisor
- FLSA Hours Worked
- FLSA Child Labor Rules