

Tri-State Regional Workforce Collaborative

The **Northwest Georgia Workforce Investment System** is participating with **Southeast Tennessee** and **Northeast Alabama** to plan for regional economic development that will transcend county and state lines. The cooperating partners that are establishing the Collaborative include power distributors, economic development agencies, colleges, and public workforce organizations. Commuting patterns for the three regions substantiates the need to move towards a more regional approach in meeting employer needs.

The group is currently developing a **Career Readiness Certification**, utilizing national recognized **ACT WorkKeys™**. A Career Readiness Certificate utilizing WorkKeys™ has already been adopted by several states and several more are in the process of adopting the system. For information about the project in Northwest Georgia, contact **Gwen Dellinger** at gwend@cvrdc.org, 706.295.6485 or **Karen Howell** at vandy88@aol.com, 706.277.7466. The Southeast Tennessee contact is **Wanza Lee**, Southeast Tennessee Development District Workforce Director, 423.894.53.54.

What is WorkKeys™?

WorkKeys™ is a job skills assessment system that measures the skills that employers believe are critical to job success. Skills are assessed in three key areas: **Communication** - business writing, listening, reading for information and writing; **Problem Solving** - applied mathematics, applied technology, locating information, and observation; and **Interpersonal Skills** - teamwork. Each of the nine assessments can be taken in less than an hour, and all of the assessments do not have to be taken. A person may also improve their skills to meet specific job requirements either through written or on-line materials.

WorkKeys™ also has a **job profiling component** that permits an organization to analyze the skills needed for a specific job. For each position, job profiling identifies the skills and WorkKeys™ skill levels a person must have to successfully perform the job. Job profiling meets the validity and fairness requirements of EEOC guidelines. Employers can utilize job profiling and assessment results to identify gaps in employee skills and make targeted training decisions.

To receive the Informer by email, notify Vandy88@aol.com.

The 2005 Georgia Manufacturing Survey

The **Georgia Institute of Technology** 2005 manufacturing survey is available on the Internet. "The purpose of the survey is to benchmark the use of modern manufacturing technology, practices and techniques, then to provide information to state agencies and business assistance sources throughout Georgia. The ultimate goal is to help Georgia manufacturers compete, improve their profitability and create jobs for Georgians."

The full report is available at www.edtv.gatech.edu or www.cherry.gatech.edu/survey. Jan Youtie can provide more information about GMS. Her telephone number is 404.894.6111, email jan.youtie@edi.gatech.edu.

Shaw Named to Training Top 100

For the second year in a row, Dalton-based Shaw Industries was named to *Training* magazine's top 100 list of companies in employee-sponsored workforce training and development. In the magazine, Shaw was noted for the Shaw Skills Center remedial skills program. Shaw will pay employees for up to 22 hours to study for the GED test and will reimburse the registration fee. The company also pays the cap and gown fee for the graduation ceremony, and presents each graduate with a class ring at its own recognition ceremony.

In addition to employee training, Shaw offers a number of training programs to its business partners. Shaw's Learning Library of over 1,700 books, movies, and tapes are free of rental, postage, and processing charges as well. To learn more about Shaw's training, telephone 1.800.811.2404 or visit www.shawlearningacademy.com.

Congratulations to Shaw and its Training Department for a job well done.

Background Checks

Verified Credentials offers more than thirty different background check options. The background checks can be individually designed to meet business and industry requirements. Many local colleges require students to go through a background check through the company before being accepted in certain licensed/credentialed programs. Students are required to pay the \$65 fee either on-line or by mailing a check with their application. Information about the company and its services are available at <http://www.verifiedcredentials.com/>.

Local Businesses Benefit from Exceptional Collaboration

At their February meeting, members of the North Georgia Employer Committee were treated to a special presentation entitled, "Business Services Through the Workforce Investment Board."



L to R: Glenn Rasco, Loraine Green, & Butch Jones, members of the North Georgia Employer Committee and the Northwest Georgia Workforce Investment Board.

Glenn Rasco, Vice President of Economic Development at Appalachian Technical College, gave an overview of the Workforce Investment Act and the Workforce Investment Board (WIB). Glenn serves on the WIB as well as being Vice President of the Employer Committee. Lisa Adkisson, Manager Blue Ridge Career Center, described the one-stop center concept and how it benefits both employers and job seekers. Vocational Rehabilitation counselors, Scott Jackson and Andy Smith, described the services that are available to people with special needs as they become work ready. Candy Day continued the presentation by describing the One-Stop Career Center in Blue Ridge, where partners were housed, and the services available to them.

WIB Chairman Butch Jones finished the presentation with a description of youth services provided in Northwest Georgia. He also announced that the Northwest Georgia WIB had received the "Spirit of Collaboration" award at the 2005 Georgia Workforce Conference.

E-Products

The **Occupational Safety and Health Administration (OSHA)** has a number of electronic products available for compliance assistance. The items include e-Tools, Safety and Health Topics Pages, and PowerPoint Presentations. The e-Tools are web-based training products about occupational safety and health topics. Some e-Tools are also available to download for off-line use. The Safety and Health Topics Pages have a wide variety of information on more than 150 topics. They provide reference materials including standards, directives, training materials, etc. The PowerPoint presentations also cover a variety of

occupational safety and health topics. They can be used for training courses. To link to the various materials, visit <http://www.osha.gov/dts/osta/oshasoft/index.html>.

Reed Group, Ltd., is offering an accredited on-line education course for disability and workers compensation return-to-work specialists. The course is MDA 101: How to use *The Medical Disability Advisor* in Disability Case Management, by Presley Reed, MD. For more information, call Shauna Bryngelson at 800.347.7443 or visit <http://www.rgl.net>.

Success with On-the-Job Training

Do you know businesses that would like to have an 87% hire and retention rate? That is what Shaw Industries has achieved with Northwest Georgia Workforce Investment Board's (WIB) On-the-Job Training (OJT) program. Shaw first utilized the program in its Dalton facility. As a result of the successes, four Shaw divisions in Northwest Georgia now have placement goals for their recruiting staff. The four divisions include Dalton/Chatsworth, Rome/Calhoun, Ringgold/Chickamauga/LaFayette, and Cartersville.

The WIB's On-the-Job Training program can reimburse employers for up to 50% of the wages paid during a training period. Many of the trainees are workers with excellent job histories who have been laid off from their previous employment. They just need to upgrade their skills in order to become reemployed.



Shaw Industries Marketing/Recruitment Staff and On-the-Job Training (OJT) Coordinators met on February 22 to discuss OJT employment opportunities with Shaw.

For more information about the program, contact the OJT Coordinators at these Career Centers: **Alan Proctor**, Dalton, 706.272.2301; **Gayle Kimble**, Fort Oglethorpe, 706.861.1990; **Lila Guerra**, Rome, 706.295.6145, and **Karen Teems**, Cartersville, 770.387.3760. Mercy Senior Care in Rome also works with OJT trainees aged 50 and older. Their Coordinator is **Stacey Mullis**, 706.291.8496.

**Lighting the Way Home**
Welcome Home 48th Brigade**USERRA**

The **Soldiers' and Sailors' Civil Relief Act (SSCRA)** and the **Uniformed Services Employment and Reemployment Rights Act (USERRA)** are intended to protect service members while they are mobilized.

The USERRA, enacted in 1994, requires employers to rehire service members returning from active duty. The employee must meet certain criteria for the Act to be invoked. The service member must have provided timely notification to the employer; not have served on active duty for more than 5 years continuously; not have received a dishonorable discharge or discharge for other punitive conditions; and have reported back to the employer in a timely manner or have submitted a timely application for re-employment. For more information, visit the U.S. Department of Labor web site at www.dol.gov/vets.

Employer Support of the Guard and Reserve (ESGR)

ESGR promotes cooperation and understanding between Reserve component members and their civilian employers and assists in the resolution of conflicts arising from an employee's military commitment.

ESGR has a national network of over 900 volunteer ombudsmen who help resolve issues. In addition to serving as informal mediators, the volunteers can educate the employer and employee on what the law requires and assist in finding a mutually agreeable solution. Georgia's ESGR Program Support Specialist is **Penelope Harbour**, 935 East Confederate Avenue, Building 21, Atlanta GA 30315, 678.569.6037; her e-mail address is penelope.harbour@ga.ngb.army.mil.

Contacts for Veterans of Foreign Wars of the US

State Commander, **Mannis Long**, 2028 4th Street, SE, Moultrie GA 301768, 229.985.7325, ManisLong@msn.com; Senior Vice Commander, **Ralph E. Thomas**, 1307 Underwood Street, Dalton GA 30721, 706.226.8171 or memchm@alltel.net.

Priority of Service

The Northwest Georgia Workforce Investment System provides priority of service to members of the 48th Brigade and other veterans. Veterans in need of assistance in finding employment or in need of training or retraining to find appropriate employment will be served first when funds are limited. For information about the Northwest Georgia Workforce Investment System, call 800.332.1965 or 706.295.6485 or visit your local Department of Labor Career Center or college.

DVOP/LVER Staffing Directory

The **Disabled Veterans' Outreach Program (DVOP)** and **Local Veterans' Employment Representatives (LVER)** are available to assist former members of our armed services. The State contacts are **Charlie Crawford** and **Dean Smith** who can be reached at 404.232.3530. North Georgia contacts are located at the **LaFayette** Career Center, 200 West Villanow Street, 706.638.5525; **Rome** Career Center, **Tony Meadows** and **Willie Jackson**, 462 Riverside Parkway, NE, 706.295.6051; **Blue Ridge** Career Center, Appalachian Highway, 706.632.2033; **Blairsville** Career Center, 189 Rogers Street, 706.745.6959; **Cartersville** Career Center, **Debra Lovell** and **Ricky Lanham**, 19 Felton Place, 770.387.3760; **Cedartown** Career Center, **Vanessa Ryals-Cook**, 1108 North Main Street, 770.749.2213; **Dalton** Career Center, **Tom Rollins**, 1406 Chattanooga Avenue, 706.272.2301; Northwest Georgia (**Fort Oglethorpe**) Career Center, **James Bryan**, 96 Stuart Road, 706.861.1991

Contacts for the American Legion

Department Commander, **Robert Pollard**, 1021 Holloway Road, Lincolnton, GA 30817, 706.359.7187; Senior Vice Commander, **Charles French**, 2652 Peyton Woods Trail, SW, Atlanta GA 30311, 404.696.6620.



Disabled American Veterans Contacts

State Commander, **Timothy E. Hammons**, 199 Sycamore Lane, Dallas GA 30132, 478.955.3881; National Service Officer, **Steve Garrett**, VARO - Atlanta, 1700 Clairmont Road, Decatur GA 300e30, 404.929.5345.

Other Contacts

- ★ A list of contacts at military installations for military personnel leaving the service is available at <http://www.careerdepot.org/pdf/InstallationTransitionContacts.xls>
- ★ Department of Veteran Affairs Vocational Rehabilitation & Employment Service web site is located at <http://dva.jobsearch.org>.
- ★ Information about the Department of Veteran Services On-the-Job Training Program can be obtained at <http://www.careerdepot.org/ojtvvet.htm>.
- ★ The eVets Resource Advisor's web site address is <http://www.dol.gov/elaws/evets.htm>.
- ★ Georgia Department of Labor information and resources for Veterans is located at http://www.dol.state.ga.us/js/find_vet_info.htm.
- ★ Addresses and/or telephone numbers for the local American Legion, Disabled American Vets, and Veterans of Foreign Wars of the US are available at <http://www.careerdepot.org/vets.htm>.

State Veterans Service Board

- ★ **Serves Bartow County** - Veterans Service Office, 320 West Cherokee Avenue, Room 105, Cartersville GA 30120, 770.387.3746, 770.387.4077 fax.
- ★ **Serves Catoosa, Whitfield & Murray Counties** - Veterans Service Office, 305 Point Nth Place, Suite 6, Dalton GA 30722-1104, 706.272.2355, 706.272.2355 fax, rturner@lecstar.net, jjohnson@lecstar.net.
- ★ **Serves Douglas, Floyd, Gordon & Haralson Counties** - Veterans Service Office, 201 Calhoun Avenue, Rome GA 30162, 706.295.6026 or 706.295.6280, 706.749.8520 fax, rollins@vs.state.ga.us.
- ★ **Serves Cobb, Gilmer & Pickens Counties**, Veterans Service Office, 400 East Main Street, Suite B, Canton GA, 770.720.3538, 770.704.2317 fax, rbarnhart@cherokeega.com, jay@cherokeega.com.
- ★ **Serves Polk County** - Veterans Service Office, 142 West Avenue, Cedartown GA 30125, 770.749.2209, 770.749.2266 fax, rturner@lecstar.net.

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West Georgia Job Fair

A Job Fair will be hosted by **West Central Technical College** on Wednesday, May 10, from 2:00 PM TO 6:00 PM. The college is located at 176 Murphy Campus Boulevard, Waco, Georgia. The fair is open to the public.

The Georgia Department of Labor, Haralson/Polk Employer Committee, Carroll County Employer Committee, West Central One Stop Career Center, New Connection to Work, and the Carroll and Haralson County Collaboratives are sponsoring the Job Fair. For more information, contact the Carrollton Career Center at 770.836.6668 or the Cedartown Career Center at 770.749.2213.

The Job Fair held for **Honda Precision Parts of Georgia** to fill more than 200 job openings in its manufacturing plant in Tallapoosa had more than 900 people apply for the jobs. The job fair, sponsored by the Cedartown Career Center, West Central One-Stop Career Center, and West Central Technical College was held at West Central Tech in Waco from March 30 through April 1.

Seeking Outstanding Partnerships

Know of outstanding partnerships between community colleges and manufacturing employers that expand access to college for Hispanic immigrant employees? The Corporation for a Skilled Workforce, The Center for Workforce Success of the NAM, and Excelencia in Education, and the National Council for Workforce Education are seeking nominations.

A nominated program need not be targeted solely at Hispanic immigrant workers; however, it must be supported by a manufacturing employer and have achieved results in expanding Hispanic worker access and success in higher education. For more information, contact Tammy Coxen at 734.769.2900 or tcoxen@skilledwork.org or visit <http://www.skilledwork.org/hispanicaccess>.

The Business Informer is a publication of the Northwest Georgia WIB and the Coosa Valley / North Georgia Council of Chief Elected Officials. For more information about our business services contact Gwen Dellinger, Workforce Development Director, Coosa Valley RDC, PO Box 1793, Rome GA 30162-1793, 706.295.6485 or 800.332.1965 or Karen Howell, Workforce Development Coordinator, 706.277.7466, Vandy88@aol.com. Suggestions or articles to contribute - contact Karen.

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