

Partners for a Prosperous Athens – March 27, 2006, Cedar Shoals High School
Workforce Citizen Committee
Initial Scope Facilitation

Fanning Institute faculty members Louise Hill and Langford Holbrook assisted Clay Gilbert, the Chairman of the citizen workforce committee, by facilitating a discussion of the members to establish a scope for the committee. The discussion began with a review of the initial scope determined previously by the Steering Committee. The issues listed below (in no particular order) were identified by the committee as needing to be within the scope of the workforce committee.

Scope

- Identify existing resources and organizations that provide workforce assistance and support and determine how to better utilize them. Identify the existing holes in the net and plug them.
- Examine the minimum wage and its adequacy.
- Assess the work environment in ACC including the adequacy of compensation and benefits and the quality of the working conditions.
- Ask workers what they need to be competitive in the workforce and qualify for quality jobs.
- Work ethic is lacking—Identify the general requirements and expectations of employment and train potential employees in them.
 - People must be made to understand that you have to go every day, show up on time, show up sober...etc.
- Examine the impact of immigration (illegal and legal) on the work force in ACC.
 - Are day laborers taking jobs from others?
- What are the needs of the immigrant/day labor work force and are they being adequately met?
- Where are the good jobs and why are they not locating in ACC? What needs to be done to get the good jobs?
- Make work Cool! Work with youth to teach them the things they need to be successful employees and instill a belief that work is desirable. The younger the better in order to create a culture where work is seen as something they want to do. “What do you want to be when you grow up?”
- Determine if there are roles for the citizen workforce committee in working with the legislature and in researching and writing grants to help advance and fund the workforce work program.
- Assess the impact of discrimination on the workforce.
 - Are good (qualified?) people not getting hired because of their race, sex...etc?
- Evaluate the workforce needs of people of all ages.
- Assess the impact of UGA students on the workforce.
 - Does the availability of UGA students for employment hurt the chances of local young people getting area jobs?
- Engage and develop a dialogue with the ACC Employers Committee (existing group).
 - Ask employers what qualifications/skills they need in their employees and what are the skills that are currently lacking in the ACC workforce.
- Determine what resources exist in the criminal justice system to prepare and support those being released into the community to join the workforce.
 - Are the existing resources adequate and if not what can be done to improve them?
- Identify and eliminate barriers to the employment of senior citizens in ACC.
- When developing the committee’s work program take into account the varying knowledge, skills and abilities of all those in the work force. One size won’t fit all.
- Assess the impact of illiteracy on ACC’s workforce.
- Go talk to the poor.
 - What do they need to join the workforce and be productive/successful employees?

- How can we help?
- Assess the impact a criminal history has on the ability to get employed.
 - How far in the past do employers look?
 - What can be done to incorporate those with criminal histories back into the work force?
- Identify and eliminate barriers to the employment of the disabled in ACC.
- Identify those whose needs are not being met by the current workforce support/training system and find a way to reach them.
- Assess the impact of the drug culture on the workforce.