

Workforce Committee Recommendations

The following is a combination of recommendations from the September meeting with additions from previous meetings, grouped under learnings where possible. The learnings are from the “What have we Learned” document (not the “unedited learnings”). The text is from the transcribed large sheets written on during the meeting, from Angie Moon de Avila’s typed notes, and from notes of previous meetings available on the website; thus the same idea may be repeated using different language.

The sorting was just a way to organize these; feel free to change it.

“Learnings”

A. There is a deficit of “soft” skills (i.e. interviewing, timeliness, communication and commitment). Soft skills are considered by some employers as the most valuable skills.

Recommendation A # 1

Volunteers: Monja Randolph, David Sweat, Mike Ingram, Drew Davis, Liese Der Vartanian, Judy Goltzer

Develop/expand Job readiness programs for those NOT in school

Recommendation A# 2

Volunteers: Gene Smith, Yvonne Sims, Liese Der Vartanian

Expand mentoring programs and tutoring programs: youth and especially adult.

Build on vocational model and include soft skills

Pre- and post-employment

Expand mentoring programs

- for youth but also to include adults and build it around a vocational model that will reinforce the soft skills we talked about
- including soc skills, good work habits
- work with spec pops (disabs) – there are mentoring programs
- provide mentoring throughout employment

A comprehensive mentoring meeting is scheduled for Tuesday, October 17 at 10:00 at the Chamber of Commerce (246 W. Hancock Ave.).

Recommendation A# 3

Volunteers: (none)

Job readiness program for those in school

Incorporate Job Readiness instruction / Soft Skills Instruction (comm., conflict resolution) as part of the school curriculum

- EX: PLC: sts have to be placed in a job setting and this is a graduation requirement

Recommendation A# 4

Volunteers: (none)

Training for one of the “soft skills,” attendance, could start in school by having the number of excused absences each year reduced. By the time a high school student is a senior, the number of excused absences would be 0, except for (major) illness.

Recommendation A# 5

Volunteers: (none)

Increase participation in existing programs for job readiness

Increase participation in existing training programs

B. There is a deficit of “hard” skills (i.e. reading, writing, math, technical skills).

Recommendation B #1

Committee: Wally Eberhard, Cecil Bentley

Expand adult literacy programs in and out of the workplace, e.g. deliver in areas of poverty

Expand adult lit opportunities in and out of the workplace

Make sure targeting programs in areas of most need

- are there opportunities being offered there (pockets of poverty)
- easy to say mk it available

Recommendation B#2

Volunteers: (none)

Identify those agencies who have funding to address education needs of adults (needing GED) and develop joint funding collaboration strategies to offer training/workshops/instruction at a satellite location (multifund the services)

C. Language barriers including literacy and English as a Second Language limit job advancement.

Recommendation C#1

Volunteers: (none)

Continue/preserve/expand ESOL, and add Spanish language classes for English speakers (SSOL)

Preserve / Expand ESOL programs

Assign high priority for Spanish as a Second Language

D. There is a need for increased vocational and technical training resources for adults and teenagers.

Recommendation D#1

Volunteers: Ed Graham, Drew Davis, Angie Moon de Avila

Basic vocational skills be re-emphasized in k-12: kids to work and kids to college are needed [dual diploma track], e.g. UGA's Empowered Youth Program

Support those programs that embrace kids to work in addition to kids to college

- There seems to be a wish to return to provide parallel paths to ATC – need to
- Jerry Barrow (ATC), kids who go through a dual track (voc and college prep) work out much better
- Continue / Expand Empowered Youth Program (Gentlemen on the Move / Young Women Scholars); EYP serves elementary, middle and high school children; bring UGA and CCSD together to see how to continue and expand this program; it is offered on Saturdays (non-traditional hours)

Recommendation D#2

Volunteers: Eddie Kelly

Provide internships with businesses for on-the-job training: HS age and older.

Develop formal internships where businesses bring on trainees and train them on the job (high school and on up)

Recommendation D#3

Volunteers: Kurt Genteman, Drew Davis

Develop a program [or mechanism/process] to bridge gaps between current employer needs and existing programs. [training]

Identify the gap between training that is available and training that is needed

- get input from employers
- where are we falling down, what's not being met
- match needs
- we dn know what training we need that is already out there
- provide training where there is no training
- devel training programs to bridge the gap between current employee needs and existing programs (employer needs)
- need ATC (Jerry Barrow)

Recommendation D#4

Volunteers: (none)

Define needs of potential new biotech employers and deploy that information immediately to all training resources. Consider improvements to transferable skills such as literacy and job-related skills specific to this type of employer. Consider potential for expanding training resources beyond Athens Tech to public schools and UGA.

Recommendation D#5

Volunteers: (none)

There is a need to develop a database of all available resources and actively publicize those resources to those who need them.

E. Lack of transportation, lack of child care, lack of job skills, lack of employment information, lack of immigration documentation, substance abuse and life-work balance issues can be barriers to seeking and gaining full employment.

Recommendation E#1

Volunteers: John Becker

Food bank partnership with other providers (Boys and Girls Club, etc.) to provide meals during after school programs so that parents can continue to work and children get quality care and good food. Also gives parents a monetary break by being able to spend less on food.

Provide food for children in After School Programs/Extended child care settings;

- ASP costs around \$30/wk...very expensive for low income families
- Look at examples of this in other communities: EX: Kids Café's: help feed kids in cc setting; Ex: Garnett Ridge
- Need find a way to fund it

Recommendation E#2

Volunteers: Gene Smith, Yvonne Sims, Liese Der Vartanian

Change delivery model using volunteers as well as funded programs for training programs: time place (don't miss the areas of greatest poverty) mobile vs. static.
and **Market it**

Increase marketing for all existing/new programs [to make sure all eligible clients know about them]

Change the delivery model for all of these programs...see devel of non-trad hours, non-trad locs, mobile lab that operates outside of the 9-6pm slot

- reach people not reaching
- devel marketing strategy for that, it appears that people dn know what's available
- using volunteers and mentors: lots of people here who have training on how to deliver soft skills

The following recommendation from a previous meeting seemed to fit with this:

Improve workforce access to existing services so as to fully load and utilize those resources. Analyze what workforce development resources are available and what barriers to utilization exist. Implement corrective action to remove barriers. Effectively advertise services to needy workforce populations.

Recommendation E#3

Volunteers: John Becker

Solutions must consider service recipient characteristics: single, female with children, nontraditional hours, nontraditional location, e.g. diversion to program/ed

Develop solutions that specifically address the single unwed mother dilemma

- Need to keep picture in our minds of who the bulk of people in poverty are - single female mothers
- any solutions we get needs to deal with single unwed mother with children
- There are lots of jobs at night, who am I going to give my child to at night?
- Not getting support from the man
- Need prevention programs
- Need to deal with issue straight up – how get fathers to pay (Child Support Recovery – loose driver’s lic, end up in jail)
- Need to ed fathers on how to be a father (need policy change – how to get a job, keep a job...they take months before – if dn want)
- is there a carrot for the men to support children
- diversion to education
- do this or this happens...ex: housing subsidy (system to ensure that people mk it there); need to be careful about how phrase this

Carrot and stick approach [to a number of programs—housing, paternal support of children. Make sure to focus on rewards first; penalties need to be thought through to make sure they aren’t violating rights or doing unintentional harm in other areas]

Recommendation E#4

Volunteers: Danielle Brown

Benefits for part-time work to allow single parents to deal with a child’s illness (for example) rather than losing pay.

Develop ways to offer sick leave for part-time workers: Part time jobs: no benefits, single mother, kids get sick, has to stay at home

Recommendation E#5

Volunteers: John Becker, Kurt Genteman, Al Davison, Angie Moon de Avila

Joint meeting among PPA conveners, faith community, professional people, field workers, subject matter experts to define a change in delivery mechanisms for various workforce development services and how they can be supported; also consider rewards and sanctions for programs.

Develop a process for dealing with recommendations that don’t fit within the areas covered by the co-conveners: for example, child care subsidies and DFACS—information on eligibility and services

Establish joint meeting(s) between co-conveners and other community agencies to address recommendations that do not fit with the co-conveners

- need a process to get recs to those other agencies
- EX: Child Care subsidies are frozen, people do not know what they are eligible for because the eligibility criteria recently changed. Who should ACC address at the state or federal level to advocate for and address the need for child care subsidies for low income families.
- Who should be included? Must include independent subject matter experts who are not affiliated with conveners, (professionals that work in the field), faith based community, OTHERS?

Recommendation E#6

Volunteers: (none)

Find a means for the Department of Labor to market its underutilized services. Currently there are no ‘publicity’ funds available. This marketing tool may also be used to advertise or market other non-profits that offer services. We need to brainstorm marketing ideas. There was a suggestion to partner with the MarketingDepartment in UGA’s Terry Business College. (A UGA class prepared and presented two competing plans to market the Classic City High School.)

Recommendation E#7

Volunteers: (none)

Develop a workforce intermediary. A collaborative between employers, job seekers and those that help job seekers. This effort would connect employers with potential employees.

Recommendation E#8

Volunteers: (none)

Create a door to bring underemployed and unemployed people to employers and have ministers in community who will work with them through their first year of employment

- Have met three times

EX: Guy took a bus to a bad neighborhood, Was looking for an image, got into the Top Step Program after he got out of prison, has own company and is doing well

Other Recommendations

F. Employer-focused

Recommendation F#1

Volunteers: Eddie Kelly

Tax incentives/deferrals for businesses that participate in programs

Offer tax incentives/deferrals for businesses that participate in recommendations

Recommendation F#2

Volunteers: Eddie Kelly

Land grants/tax abatements to firms delivering services needed for people in need in ways which support this

Get Land grants on a limited time to entice people to set up training

- city hasn't done much to devel Indus parks (3 parks in Clarke)
- other cities tk proactive approach (buy land in anticipation)

Recommendation F#3

Volunteers: (none)

- Need a workforce enforcement group to investigate when discrimination is happening.
- Provide professional learning opportunities for managers relative to discrimination so they can lead and support their staff in stopping job related discrimination.

G. Recommendations to pass along to other committees

Recommendation (Economy Committee)

Pay a living wage:

- In order to have time to vol and tk care of the family, single parents are by themselves, jobs not paying a living wage – if were paying a living wage then wouldn't have to work two and three jobs and would have time to volunteer

Encourage businesses to pay a living wage and develop an accreditation process for businesses that pay a living wage.

Recommendation (Service Providers Group)

Coordinate a resource fair for service providers, similar to the volunteer fair deleted 'held this evening', but for generating collaboration in acquiring and/or sharing funding and other resources.