

TriadWorks

UPDATE

Volume 1, Issue 2

Summer 2011

What is TriadWorks?

TriadWorks is a consortium of five [Workforce Development Boards](#) committed to identifying & implementing regional solutions to support a globally-competitive, highly skilled, forward-looking workforce.

TriadWorks serves 14 counties in the west-central part of North Carolina: Alamance, Caswell, Davie, Davidson, Forsyth, Guilford, Montgomery, Moore, Orange, Randolph, Rockingham, Stokes, Surry and Yadkin.

Inside this issue:

Contact Info for Business Services Representatives 2

Regional On-the-Job Training Update 2

Meet the Chair of DavidsonWorks Workforce Development Board 3

TriadWorks Website Updates 4

Summer Green Tip 4

Former Offenders Get Second Chance

Each year approximately 650,000 inmates are released from State and Federal prisons and return to their communities and families. Without assistance to make a successful transition, the majority of former offenders return to criminal activity. In fact, according to the U.S. Department of Justice, almost three out of five former offenders will be charged with new crimes within three years of their release from prison and two out of five will be re-incarcerated.

But there is good news. Studies suggest that a former offender's participation in workforce development programs increases the likelihood of successful re-entry into society and can lead to a reduction in recidivism.

Project Second Chance, developed by TriadWorks and funded by the North Carolina Division of Workforce Development, is a beacon of hope for former offenders in our region.

Project Second Chance combines the successful strategies of our local workforce development boards into a comprehensive regional program of outreach, assessment, workshops, counseling, and work experience. Collaboration with the Criminal Justice System's Project Re-Entry will ensure cohesion and promote the effective application of training components.

Under the grant, four coordinators will be hired and specially trained to address the unique needs of former offenders, educate employers on the benefits of hiring former

offenders, and expand the network of support services to which former offenders are connected. As participants progress through the program, the level and intensity of workshops and assessments increases, ensuring that by the time the participants reaches work experience, he or she is fully engaged and poised for success. Work Experience dollars will be used to incentivize employers to provide successful completers gainful employment in jobs with potential for advancement.

The two-year pilot program provides 100 former offenders each year the opportunity to participate in Employability Skills Training. The program is expected to launch in August with recruitment and training of staff, followed by recruitment of former offenders in September.

Get Into Energy - Carolinas

Career Coaching on the Ground: What's Happening in North Carolina

In the nine pilot programs supported by the Bill and Melinda Gates Foundation grant awarded to CEWD, career coaches have been or are being trained to help low-income young adults move through the GIE Career Pathways model and into jobs in the energy industry.

In local workforce areas (Northwest Piedmont; Greensboro/High Point/Guilford; Gaston County), workforce investment boards have a cumulative total of roughly 20 career coaches who have been through the Kuder training program. In the Piedmont and Greensboro/High Point/Guilford region, they are guiding applicants into linemen training programs. [Read more about this national initiative going strong in our region.](#)

DavidsonWorks

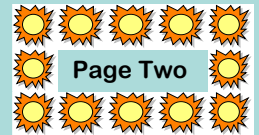


Cutting Edge, Globally Competitive Workforce Development Solutions For Individuals and Businesses



GREENSBORO • HIGH POINT • GUILFORD COUNTY
WORKFORCE DEVELOPMENT BOARD





OJT is a Win-Win for Employers and Employees

On-the-Job Training (OJT) is alive and well in the Piedmont region! In fact, many employers depend on the support of their local Workforce Development Board to help sustain their company's operations, especially during economic recessions. OJT provides reimbursement to the employer of up to 50% of the wage rate of the participant for the extraordinary costs of providing training and additional supervision related to the training. This helps employers offset initial training costs to fill skilled positions while building organizational productivity as the employee learns job requirements. For more information on how to participate in OJT, contact your local Business Services Representative (BSR).

Contact Your Local Business Services Rep

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REGION-WIDE ON-THE-JOB TRAINING (OJT) SLOTS SINCE JANUARY 2011

COUNTY	POSITION	# OF OJT SLOTS
Davidson	Warehouse/Forklift Operator	1
	Bi-lingual Customer Service Representative	1
	Machine Operator	4
	QC Technician	1
	Set-up Technician	1
	Packaging Associate	6
	Warehouse Associate/Forklift Operator	5
	Inside Sales/Customer Service	3
	Knitter/Fixer	1
	AutoCAD Technician	1
Forsyth	Customer Service Equipment Operations Rep	1
	Paralegal	1
Guilford	Medical Records	1
	Inside Sales	1
	Sourcing/Customer Service	1
	Administrative Assistant	1
	Tool Auditor	1
	Customer Service	1
Moore	Retail Store Manager	1
	Data Entry	1
Orange	Cabinet Maker	1
Randolph	Manufacturing Associate	3
	Sewing machine/ Industrial Machine Mechanic	1
	Warehouse Associate/Driver	1
Surry	Spray Booth Painter	1
	Brake Operator	1
Yadkin	Team Leader	1
	Line Operator	20
TOTAL NUMBER OF OJT SLOTS ~ JANUARY 1 - AUGUST 12, 2011		64



CHAIR CHAT

News and Views from TriadWorks Board Chairs



Steven Moore

In this issue, we shine the spotlight on the important role of the volunteer Workforce Development Board.

Steve Moore, DavidsonWorks Board Chair (out-going), is the President of Nederman Manufacturing & Logistics in Thomasville.

When Steve Moore was recommended for membership to the DavidsonWorks Workforce Development Board six years ago, he knew little about the role of workforce boards. Or so he thought. Within a short time, he began to realize that the company he worked for had been benefitting from the services provided by DavidsonWorks for years. Some employees had received assessments and training through the Workforce Investment Act (WIA); others earned while they learned through OJT contracts provided by the Board.

Steve's experience is not unusual. Workforce development boards are often unsung heroes. But after three years as a member followed by three years as DavidsonWorks' Board Chair, Steve has seen first-hand what can be accomplished by a strong, active board.

"Workforce development boards are often the first line of defense to mass layoffs," observes Steve. First, workforce development boards oversee the function of JobLinks, which assist 10's of thousands of people annually in the TriadWorks region prepare for job searches and find employment. Second, boards allocate WIA dollars for quality training programs to ensure there are skilled people to fill employers' needs. And, boards oversee programs for at-risk youth. "Helping a teenager succeed in the classroom or on the job is vital to our economy," Steve adds.

Most boards meet quarterly to discuss and vote on motions, but the lion's share of the work is done at the committee level. Committee members spend an hour or two a week; the Chair spends double that. "The volunteers that make up the Board feel directly responsible for the success of the workforce," Steve offers, adding, "It's a true commitment of their time and energy, but a necessary one."

Business Services Outreach

Some of the best work made possible through workforce development boards is done by business services representatives who liaise between employers and training providers, matching the right resource to a business' need; they also design workforce solutions, such as the recent customized training program

for managers at a furniture plant in Davidson County that resulted in better communication with employees and a culture of empowerment.

"We have many small successes, too," Steve says, "like the single mother with two kids who lost her job, got re-trained, and found a new career path that gives her family hope for the future."

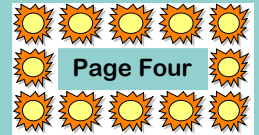
Building Regional Solutions

Steve finds the best part of membership in TriadWorks is collaborating to develop strategies that both promote a regional presence and benefit each local board. "Employers today know that a single city or county can't provide every talent, especially when higher skills are in demand. It helps to have regional unity when an employer needs to recruit from adjacent counties," Steve asserts.

Steve believes low-cost marketing is essential to spreading the word about the value of workforce development services and educating businesses about how those funds are allocated. "A dynamic Web presence, co-branding with community colleges, and sharing success stories that merit media attention are cost-effective strategies that go a long way," Steve claims.

Passing the Torch

The next time DavidsonWorks Board meets, Scott Biesecker will be the new Chair. But Steve Moore will remain an active, engaged board member.



TRIADWORKS.ORG



In the next issue of TriadWorks *UPDATE*, we'll bring you screenshots and details of a new page on our website, *TriadWorks.org*. The TriadWorks Business Services Representatives have been busy gathering tools, templates and information for this new page, which highlights the programs and services available across the region. The page will launch in October 2011. Here's a quick snapshot of what to expect:

- ✓ Contact information for Business Services Representatives
- ✓ Descriptions of Products and Services Available to Employers and JobSeekers, such as OJT and Incumbent Worker Grant
- ✓ Newsletters and Links to Partners and Labor Market Data
- ✓ Forms and Templates :
 - ★ Sample offer letter
 - ★ Sample application for employment
 - ★ Template of criminal background check
 - ★ Template and sample of employee handbook

Plus much more!

News from Washington

The National Association of Workforce Boards (NAWB) in Washington provides up-to-date news and views on workforce issues affecting the nation. Visit <http://www.nawb.org/> to learn more about these and other headlines:

- **Call for Presenters Now Open!**
Forum 2012: Dialogue for Workforce Excellence, March 10-13, 2012 Will feature workshops that address critical issues facing our nation and our workforce development system.
- **WIA Senate Draft Released**
Submit comments and recommendations to your State Association. Download Title I, II, III, IV

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Green Tip

Save Energy in the Kitchen

Make "sun tea."

Fill a clean, clear glass jar with fresh water and tea bags (at least three bags per half-gallon of water). Cover the jar and place it in full sunlight. Tend to your chores, read a book, take a nap. In a matter of hours, you'll have energy-free sun tea to pour over ice and quench your thirst.



Save Water in the Garden

- Adjust your lawn mower to a higher setting. Longer grass retains water better.
- Water in the early morning, when temperatures are cooler, to minimize evaporation.
- Check your sprinkler system regularly and adjust sprinklers so only your lawn is watered and not the house, sidewalk, or street.
- Collect and use rainwater for watering your garden.
- Direct downspouts or gutters toward shrubs or trees.
- Install a drip irrigation system around trees and shrubs to water efficiently.

Source: <http://www.earthshare.org>

Important Dates to Remember

North Carolina Workforce Development Partnership Conference

October 12 through October 14

[Follow this link for more information](#)

- September 1 – Regional Business Services Reps Mtg
- September 12 – TriadWorks Directors Meeting
- September 21 – Regional Case Managers Meeting
- October 10 – TriadWorks Directors Meeting
- October 11 – Regional Business Services Reps Mtg
- October 13 – Regional JobLink Managers Meeting