

LOCAL BUSINESS SPOTLIGHT: D&H CONTRACTING CREDITS U.P. WORKFORCE FOR ITS SUCCESS



Henry (Hank) Lindstedt, Owner of D & H Innovative Technologies.
(Picture Courtesy of Northern Waters Photography/Sean Depuydt)

services to companies like New Page (formerly MeadWestvaco), Cleveland Cliffs, MTEC, and Michigan Works! The Job Force Board.

D&H multi-tasks to manage employees for several area businesses. "As far as the future is concerned we continue to have our people in places around the area and both my wife Dixie and I contract our own services on occasion." They are continuing to work with New Page during its' transition. "We've got some things

D&H Contracting has been a presence in the Escanaba area since 1983. Owner Henry (Hank) Lindstedt and his wife Dixie have been working together to provide contract labor

that we're working on. We're still working with the New Page group. They've been announcing some major new expansions in the next year and we probably will help them in some of those

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— Hank Lindstedt**

efforts"

Lindstedt, originally from New Jersey moved around the country for a number of years before taking a job in the U.P. He says the key to his success is that D&H has "made a lot of friends over time establishing a good working relationship with a lot of the businesses in town." His wife, Dixie specializes in scheduling and cost control for

projects and Hank's capacity has ranged from project manager or engineer to shut-down supervisor for a 7.2 million dollar project.

There is much more competition in this area than when D&H first started, but D&H prides itself on providing "good quality people". D&H credits a U.P. work ethic for much of its success. Lindstedt claims "I've gone as far as Houston, Texas to bring back a former Yooper to come back up here to work." How has he found local job-seekers to be different? "I think that the Workforce in the U.P. is a workforce that wants to work and is being developed through efforts that Michigan Works! provides." Michigan Works! The Job Force Board wishes D&H much luck in their future endeavors.

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MICHIGAN WORKS! TO HELP SOLVE HEALTH CARE SHORTAGE CERTIFIED NURSES AIDE PROGRAM GOING STRONG IN SCHOOLCRAFT COUNTY



The Delta Schoolcraft Intermediate School District (DSISD) has just released 16 freshly Certified Nursing Aides (CNA) into the health care field. They've collaborated with Michigan Works! to respond to the looming health care employee shortage in the region.

The Schoolcraft Medical Care Facility (SCMCF) is already starting to hire some recent graduates, last year they hired 12. Others

are working in home care services or nursing homes after they received their State certification. Starting wage is \$9.00 to \$12.00 an hour.

Michigan Works! The Job Force Board handles the human resource duties, like scheduling training dates, advertising the program and assisting with applications and resume assistance. They also handle enrollment and even pick up the tab for certain

eligible students!

Although there is training available in the larger counties to receive certification as nursing aides, there are factors that discourage participants from attending. The goal of this initiative was to remove barriers to training such as cost, transportation and location of training site. Other facilities charge an average \$700.00. This training is just \$400.00 and includes the text and uniform for clinics.

The training consists of 2-3-instructors which limit the participant enrollment to sixteen per class. The class consists of 75 hours classroom seat time (lecture, video and text), 16 hours of lab work, 16 hours of

clinical experience and final exam.

The SMCF has been generous enough to offer their facility to the CNA students for hands-on training. They benefit by having an expanded pool of qualified applicants to choose from. The DSISD and Michigan Works! have taken a strategic, proactive approach by collaborating together to solve the regions health care issues. For more information on the training, call Lisa Pokela at (906) 341-1111.



NURSING REFRESHER COURSE NOW OFFERED AT BAY GETTING FORMER NURSES BACK TO THE FIELD IS MUCH FASTER THAN STARTING FROM SCRATCH



The nation is dealing with a myriad of problems in the health care industry. One of them is a shortage of working nurses. Studies show that droves of once-practicing nurses have let their licenses expire and the health care industry wants to lure them back to the field. Bay College's School of Nursing has developed the Nursing Refresher



Course to transition them back as quickly as possible. "The development of this curriculum supports the Upper Peninsula Healthcare Roundtable (UPHCRT) in its efforts to ensure that our workforce investment system creates a workforce to meet the Upper Peninsula Healthcare industry needs", says Al Hendra of Marquette General Health Systems and chair of the UPHCRT.

The course is part of a big-picture plan by the UPHCRT group of educators, workforce development, and health care providers to address local health care issues. Established in 2002 by members of the industry seeking Job Force Board's help to meet the nursing shortage crisis, the UPHCRT established strategies to create an applicant pool with the knowledge, skills and abilities to meet the demands of healthcare.

Linda Lewandowski, Dean of Allied Health and Wellness and member of the UPHCRT, commented "This course was developed for healthcare based on the industry needs and industry input. We are excited to offer this technologically enhanced course."

The course will include on-line modules, open labs, and personal



instruction. It will cover the gamut of health problems, including adult and pediatric health, psychiatric/mental health, critical care, peri and post-operative care, maternal/

newborn health, critical thinking scenarios, legal and ethical, safety, and the nursing process. Returning nurses will spend 80-120 hours mentoring at local health care facilities.

This open entry-open exit course will also be offered to incumbent nurses in need of remediation. This is a non-credit program, and students will earn Continuing Education Units based on hours determined by the coordinator, and a certification of completion for their participation. The Course will be offered through the M-TEC at Bay College beginning August 2005.



MTEC FOSTERING LEADERSHIP IN THE U.P.



Alan Yeck, Executive Director for Business and Workforce Development at the M-Tec Center.

“When we look at the job market today, more so than any piece of machinery that you could put on a factory floor, your greatest assets are individuals.” –Alan Yeck

Volumes have been written on the enigma that is leadership. Everyone seems to have their own personal theory, style, or method of determining one's style. But one thing is certain, poor leadership can wreak havoc within an organization and at worst be its' demise. Studies show that trust and confidence in top leadership is the single most reliable predictor of employee satisfaction in an organization. MTEC at Bay College in Escanaba is offering the Essentials of Leadership course to whip U.P. leaders into shape.

Trust and confidence in top leadership is the single most reliable predictor of employee satisfaction in an organization.

based on the premise that most professionals in business, non-profits, and government organizations have ample skills in their specialization, yet may lack the knowledge and skills to effectively manage the complexities of leading people. What sets MTEC's course apart from others is its' structure. Seven separate workshops are held one morning per month. They focus on one particular concept at a time, and then students return back to their jobs to practice what they've learned before they come back for

more. The workshops cover topics like how to increase motivation, manage conflict, and coach employees. They help evaluate and define student's personal leadership styles and teach methods on how to lead organizational change.

Coaching and fostering leadership in your employees needs to be taken seriously. “You have to plot this out no differently than a business plan to a banker for funding. It has to be clear,” says Alan Yeck of MTEC. “There have to be objectives and goals, there has to be a vehicle to get those people there, and it has to be able to be measured. If you do that then you're really growing your workforce.” Part of that is learning how to recognize employee's strengths and nurturing them in the right areas. Workshops will continue through No-

ESSENTIALS OF LEADERSHIP

CERTIFICATE PROGRAM



Essentials of Leadership is

member and a new series is tentatively planned to begin this fall. Call Lori Shea at 906-789-6902 for more information.



ELECTRICAL LINE TECHNICIAN SCHOOL TO ACCEPT MORE STUDENTS

Due to high demand, NMU will double class

The Lake Superior Community Partnership Foundation, partnering with Northern Michigan University, is currently accepting applications for the Electrical Line Technician Program at the Midwest Skills Development Center. The initial class of 30 students is currently filled with a waiting list. Foundation and University officials recently decided to add a second class of 25-30 to meet student and employer demand. The center offers vocational training and technical diplomas based on current and future workforce needs.

Program prepares students to install, maintain and operate electrical systems to supply electric energy to residential, commercial, industrial customers, and joint gas and electric underground generation facilities.

Successful applicants must be 18 years old by July 1, 2005; have a valid driver's license and be a high school or GED graduate. Students will be selected based on the completed application, skills assessment and personal interview process. Contact Amy Clickner at (906) 226-9658 for more information.

The Electrical Line Technician



Line tech students get used to climbing and working on the poles.

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