



Gregg MacGregor, of Kendricks, Bordeau, Adamini, Chilman & Greenlee, P.C.

Gregg MacGregor from Kendricks Bordeau Adamini Chilman & Greenlee P.C. came to the Michigan Works! Service Center in Marquette for help in their most recent worker recruitment initiative. Mr. MacGregor was seeking to fill a position for a Legal Assistant and wanted to hire a candidate that would fit the knowledge, skills and abilities they were

looking for.

"We are pleased to have the opportunity to provide Mr. MacGregor with the perfect candidate. At Michigan Works! we listen to what the business needs and we fill it," stated Michelle Delisle, Human Resource Specialist.

"This was the easiest hiring process I have been through. The hardest part was deciding between three excellent candidates referred to our firm by Michigan Works!" stated Gregg MacGregor, of Kendricks, Bordeau, Adamini, Chilman & Greenlee, P.C.

Michigan Works! provided an on-line job posting, collection of on-line applications and resumes, screening of candidates and testing of the most qualified applicants. "We also met with Mr. MacGregor to go over some legal hiring practices and gave him some examples of probing interview questions to assist in choosing the perfect candidate added Delisle." If your firm is interested in any of the human resource services provided by Michigan Works! call 1-800-285-WORKS! (9675).

Pepsi Americas came to Michigan Works! for help in their most recent worker recruitment initiative. Pepsi Americas is committed to finding quality workers but did not have the space required to test and screen a large group of potential employees. These two facts combined made for an interesting challenge in identifying and filling job vacancies that Pepsi Americas recently experienced. "Our Michigan Works! Service Center has a variety of business human resource services, including the opportunity for business to use our state of the art facilities, commented Lance Wolfe, Human Resource Specialist. No matter what a business need is our Marquette Michigan Works! Service



Center staff is always ready to assist!"

"We were blown out of the water by the response we received," reported Lori Aldrich a representative of Pepsi Americas. "We were hoping to get a pool of at least fifty candidates and couldn't believe it when over eighty showed up at the Michigan Works! Service Center," she said. As a result of this overwhelming response and the professional business space at Michigan Works!, Pepsi Americas went on to have two additional sessions and were able to narrow the field down to a reasonable number of qualified applicants. "We are making offers this week", Lori said, "and our new employees will be up and running by the first of the New Year."

"Michigan Works! Service Center Staff really were a tremendous help to us. They set up the space to meet our needs, the logistics were excellent and they showed great flexibility. It's really a win-win for both of our organizations."

Pepsi Americas, a local Pepsi product distributor is located in Marquette.

For more information on how Michigan Works can help you with your business needs, please call 1-800-285-WORKS! (9675).



COMMUNITY EVENTS

February 13 . 2006

Business After Hours

Michigan Works! The Job Force Board at UpFront & Co.

Time: 5:00-7:00 p.m.

For More Information Call Cheryl Shuty at 906.486.4841

February 18 . 2006

Business After Hours

Meet the Skiers

at Pine Mountain

Time: 5:00-7:00 C.T.

For More Information Call

Dickinson Area Partnership at 906.774.2002

March 9 . 2006

2006 Annual Conference

UP Labor Mgmt. Council

For More Information Call

Doreen at 906.466.0155

March 13 . 2006

Business After Hours

United Way of Marquette

Time: 5:00-7:00 p.m.

For More Information Call

Cheryl Shuty at 906.486.4841

March 20 . 2006

Marquette Economic Club

Ramada Inn

Time: 6:00-9:00 p.m.

For More Information Call

Mary Welsh at 906.228.6000

March 29 . 2006

Business After Hours

Michigan Works! The Job Force Board

at Terrace Bay Inn

Time: 5:30-7:30 p.m.

For More Information Call

Delta County Chamber at 906.786.2192

April 10 . 2006

Business After Hours

Ramada Inn

Time: 5:00-7:00 p.m.

For More Information Call

Cheryl Shuty at 906.486.4841

April 19 . 2006

Business Showcase

Jandron's Custom Homes

Time: 5:00-7:00 p.m.

For More Information Call

Cheryl Shuty at 906.486.4841

April 26 . 2006

Business After Hours

Northgate Equipment & Advanced Auto Parts

Time: 5:30-7:30 p.m.

For More Information Call

Delta County Chamber at 906.786.2192

UPPER PENINSULA HEALTHCARE INDUSTRY CONTINUES TO DOCUMENT NEED FOR WORKERS



The U.P. Healthcare Roundtable launched another survey to assess current and future occupational demands of U.P. healthcare provid-

ers as part of its ongoing efforts to ensure the healthcare community has a competitive and skilled workforce. The purpose of the survey was to determine:

1. the current demand for health-care occupations,
2. any staffing shortages within specific occupations,
3. any changes within the occupations in demand since 2002, and,
4. anticipated demands by occupation in 2010.

A total of seventy five employers representing 5764 employees responded to the survey. Respondents indicated that Registered Nurses, Licensed Practical Nurses, and Nurses Aides and orderlies comprised the largest percentage of health care occupations, representing 49% of the healthcare labor force represented by the survey.

The '05 survey revealed that the overall current U.P. vacancy rate stands at 4.8% in all healthcare occupations. While some progress can be sensed by the reduction in the

healthcare occupation vacancy rate of 6.2% in '02 a significant challenge remains. In total, there was a current reported shortage of 292 health care workers in the Upper Peninsula.

U.P. healthcare employers forecast a need for 520 additional health care positions (transposed to 1040 U.P. jobs). Areas of projected growth include Licensed Practical Nurses, Nurse Aides, Registered Nurses, Physical Therapists, Speech Therapists, Occupational Therapists and Radiology Technicians.

GOGEBIC COMMUNITY COLLEGE'S MEDICAL CODING PROGRAM WORKING TO FILL UPPER PENINSULA NEED



Gogebic Community College's first completely on-line program is going strong. In its third year of existence, the certificate program in Medical Coding and Billing is available for students to take the entire program over the Internet. GCC has developed the program in conjunction with the Job Force Board and the Upper Peninsula Health Care Network (UPHCN) to meet the needs of medical coders across the Upper Peninsula.

A survey done by the Job Force Board and the UPHCN across the Upper Peninsula several years ago found a significant need for health care professionals who can accurately assign the diagnostic and procedural codes to a service. These codes are used for health care reimbursement purposes. Gogebic Community College was approached to develop a program to supply quality, trained coders to meet that need.

The program is entirely Internet-based, with students participating in the program from their computers at home. "At this

time, we have students in the program from across the Upper Peninsula of Michigan, as well as several from other states," said program instructor Carla Pogliano. "Students take all their coursework online, but also have a mentor who will also work with them at their home location."

The program was designed to be part time, taking approximately two years for completion. This outline allows students who are in the workforce to be able to continue working while they are attending classes.

"Another integral part of the program is an internship at an approved health care facility completes the certificate program," said Pogliano.

The Gogebic Community College Certificate program is approved by the Higher Learning Commission, the college's accrediting body. Program graduate will be prepared to sit for the national certification examination through the American Health Information Management Association or the American Association of Professional Coders.

For information, visit the GCC website at www.gogebic.edu and click on the link on the home page, or email pogliano@cogebic.edu or call 906-932-4331 Ext. 249.

CELEBRATING OVER 30 YEARS

of improving the economy and quality of life in the central Upper Peninsula by bringing employers and job seekers together!

Upper Peninsula Business Works because...




MICHIGAN WORKS!™

Visit our user-friendly Michigan Works! Service Centers in Escanaba, Iron Mountain, Manistig, Marquette, Menominee and Munising.

Join us for these upcoming Business After Hours Celebrations!

February 13, 5:00-7:00 PM
UpFront & Co., Marquette

March 29, 5:30-7:30 PM
Terrace Bay Inn, Escanaba

We hope to see you there!

www.jobforce.org
(800) 285-WORKS

"My business works because Michigan Works!"

Services Offered for employers

- Profiling jobs to determine necessary skills and abilities
- Writing job descriptions and advertisements
- Posting job openings on the Talent Bank and campus websites
- Screening resumes and applicants
- Providing interview rooms and meeting facilities
- Training employees
- Helping with Human Resource administration issues
- Planning for business retention and expansion
- Offering Business Building Sessions on key issues

"I work because Michigan Works!"

Services Offered for job seekers

- Linking job seekers with local and regional employment opportunities and job search web sites
- Testing ability and knowledge
- Offering employment and career skills workshops
- Helping with education, financial aid forms
- Providing a resource library of links, videos and software for job seekers
- Offering internet access, word processing equipment, phone and fax services
- Supplying information on employment policies and legal issues

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The Job Force Board

and the Six County Employment Alliance
Serving Alger, Delta, Dickinson, Marquette, Menominee and Schoolcraft Counties.

Equal Opportunity Employer Michigan Relay Center (1-800-649-3777) Auxiliary Aids & Services Available to Individuals with Disabilities.



NMU'S JACOBETTI CENTER HOST TO AREA STUDENTS

Northern Michigan University's Jacobetti Center was a recent host to Junior and Senior students of Escanaba, Gladstone, Bark River, and Rapid River schools. Representatives from Michigan Works! and Michigan Rehabilitation Services also participated in the tour.

The NMU tour was coordinated by Mary Jo Robinette, Special Ed Teacher, Escanaba High School. Mary Jo Robinette added, "I've always enjoyed bringing my students to the Jacobetti Center for a tour. The tour is always very informative and allows our stu-

dents to see first hand what is available educationally after high school. Many of our students would never have this hands-on opportunity otherwise. During the tour, I overheard one of the students say, "I can't wait to go to college." Students had the oppor-

tunity to view Electrical Lineman, Culinary Arts, Automotive, Industrial Maintenance, building technology, CAD, HVAC and Aviation Maintenance programs. Information about curriculum and lists of classes may be found at <http://www.nmu.edu>



MEETING THE DOD RFID MANDATE...

IS YOUR COMPANY READY?

CLICKNER NAMED LSCP EXECUTIVE DIRECTOR

The Lake Superior Community Partnership announced the appointment of Amy Clickner as the organization's Executive Director. Clickner will serve as the Partnership's chief executive and administrative officer with responsibility for directing activities in support of its community and economic development goals.

LSCP officials said the appointment marks a change in the way the organization will be managed. Since it was formed in a merger of the Lake Superior Jobs Coalition and the Marquette and Ishpeming Chambers of Commerce in 1999, it has been managed by a team made up of key staff and volunteer members, which included Clickner.

Monsignor Louis Cappo, Partnership Chairman, said the change was made after careful analysis because the leadership felt it would allow LSCP to more effectively pursue its mission of community and economic development. Cappo said, "While we want to maintain a high level of involvement on the part of many volunteer board members, we also believe the organization can more successfully meet its objectives by placing responsibility for it on-going operations in the hands of an Executive Director."

Clickner, a Negaunee native and graduate of Negaunee High School received a Bachelor of Science Degree in Office Administration/Management from Northern Michigan University and served as LSCP's Director of Operations since 1998.

Effective November 14, 2005, the Department Of Defense (DOD) mandates that contractors affix passive RFID (**Radio Frequency Identification**) tags when shipping packaged operational rations, clothing, individual equipment, tools, personal demand items or weapon system repair parts. This is just the beginning of DOD mandated RFID. Understanding DFAR **Defense Federal Acquisition Regulations** requirements and becoming knowledgeable with RFID technology is critical for DOD suppliers.

The **Procurement Technical Assistance Centers (PTACs)** of Michigan have partnered with the RFID Technology Center to offer a just-in-time RFID workshop on March 23, 2006 at:

**Northern Michigan University
University Center
Marquette, MI 49855**

PTAC/RFID Workshop

\$59/person

8:00 am – Noon

To register online, go to:
<http://www.mteckvcc.com>

This workshop will provide current and prospective suppliers of the DOD a chance to learn how to meet and leverage the DOD RFID mandate. Topics include:

- ◆ Basics of RFID Technology
- ◆ Overview of the DOD RFID mandate
- ◆ Live demonstration of RFID technology
- ◆ Options for meeting the DOD RFID mandate
- ◆ Leveraging the DOD RFID mandate for organizational benefit

The PTAC RFID Workshop will benefit:

- ◆ Any current or prospective supplier of the DOD
- ◆ Any company who would like to see a live demonstration of RFID
- ◆ Any company who would like concrete options for meeting the DOD mandate
- ◆ Any company which would like to understand how to leverage RFID

EMPLOYERS

Bring the Soaring Costs of Employee Recruitment

In For A Landing

Michigan Works! Can...

- Develop a marketing campaign to recruit the employee with the "hard to find" skills and experiences
- Have your applicants apply at our service center to free up your own valuable time and office space
- Review the job applications and prescreen the applicants for you
- Give you the job applicants pre-hire assessments for skills, abilities and interests to ensure that the person hired is the best possible fit for the job
- Help you decide what skills are required for the job opening
- Give you access to professional meeting rooms so you won't have to disrupt your business for jobseeker interviews
- Post your job openings on the Michigan Talent Bank, an Internet based job bank



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