

MeadWestvaco

MEADWESTVACO AND JOB FORCE BOARD CELEBRATE THE SUCCESS OF AREA STUDENTS

The MeadWestvaco Science Essay contest is a valuable area tradition that supports business and education partnerships. The contest, celebrating its 39th year, encourages students to submit science essays to MeadWestvaco for consideration by a panel of esteemed local judges from Bay College. The winners in each category are honored with a banquet, and presentation of awards.

"The Job Force Board is proud and

Bailey, Chief Executive Officer of Michigan Works! The Job Force Board, which co-sponsored the event for the third time.

Roxbury qualified for the award by winning first place in the chemistry category with her paper titled "Which Fuel Source has more Energy and Burns the Cleanest". A total of 68 essays from across Delta County were entered in this years contest. Categories were behavioral science, biology,

McCormick, RR, 12, Knoch, "The Better Sock".

Behavioral Science: Auburn Olson, Escanaba, 11, Jessica Menard/Evelyn Walker, "Effects of Music on Brain Function"; Jessica Sauve, RR, 12, Knoch, "The Effect of Color on Perceived Taste"; Michelle Giesel, RR, 11 Knoch, "Smoking and the Sense of Taste"; Dana Kell, Escanaba, 11, Menard, "Sleep Deprivation".

The Job Force Board cosponsored the event by helping to organize the awards banquet. "It is a great partnership," said Kel Smyth, the Government and Community Affairs Manager at MeadWestvaco, who is also a member of The Job Force Board and its Career Connections Group.

"The MeadWestvaco Science Essay contest is a time-tested example of how our youth benefit from such partnerships."



The 2005 MeadWestvaco Science Essay Contest Participants.

privileged to partner with MeadWestvaco. We commend their corporate citizenship" says Will Carne, President of the Job Force Board.

Guest speakers and judges were Marc LaBeau and Brian Black, who are instructors at Bay College and have been judging the contest for the last five years. LaBeau is on the Life Sciences faculty and Black is a member of the Math/Science department. They discussed their experiences judging the contest and the importance of education.

Gladstone high school senior Katie Roxbury was the grand prize winner in the 39th annual MeadWestvaco Science Essay contest. Roxbury was given a \$1,000 scholarship, during awards banquet held in Escanaba. Her instructor is Ron Klintworth, whose students also placed first and second in the physics category. Six Rapid River students, taught by Mary Knoch scored victories. The presentation was made by Orrin

chemistry and physics. The Judges chose five winners in biology, four in behavioral science, three in physics and two in chemistry. First place winners received checks for \$250, second place \$200, third \$150, fourth \$125 and the fifth \$100.

The names of the fourteen winners, schools, grades, instructors, and titles of the essays are presented in order of award below, beginning with the first place winner in each category.

Chemistry: Katie Roxbury, Gladstone Area High School (GAHS), 12, Klintworth, "Which Fuel Source has more Energy and Burns the Cleanest"; Kyle Blau, Rapid River (RR), 12, Knoch, "Relationship Between Conductivity of a Solution with Respect to Molarity and Temperature".

Physics: Nathan Bennett, GAHS, 12, Klintworth, "Tire Mark Analysis in Traffic Investigations"; Josh Knutson, GAHS, 12, Klintworth, "All Tennis Balls are Created Equal?"; Kayla

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UpFront & Co., Marquette

December 7, 5:30-7:30 PM
TBD, Delta

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UNION APPRENTICESHIP CAREER FAIR HELD AT CHIP IN'S ISLAND RESORT AND CASINO



Tony Retaskie, Executive Director of the U.P. Construction Council, Jobforce Board member, addresses Career Fair Participants.

The Chip-In Island Resort and Casino, Project Visions and the Upper Peninsula Construction Council sponsored a Union Apprenticeship Career Fair recently at the Chip-In Island Resort. Tony Retaskie, Executive Director of the U.P. Construction Council, Jobforce Board member, coordinated the Trade Organizations' participation.

Representative trades included the U.P. Plumbers & Pipefitters; Sheet Metal Workers' International Association; Carpenter's Local #1510; Bridge, Structural, Ornamental, Reinforcing Iron Workers and Machinery Movers Local No. 8; Construction Craft Laborer's Apprenticeship Program; International Union of Operating Engineers; I.B.E.W. Electrical Local 979; Bricklayers and Allied Craftworkers.

Gunlach Champion was also represented.

Jon 'Jack' LaSalle, Field Representative for the Michigan State Building and Construction Trades Council presented an overview of the origin of the 14 separate Craft Unions and the uniqueness of each craft's skills and position within the construction arena. Mr. LaSalle told his audience that the Trades are "looking for people who want to do this for the rest of their working lives".

As the Trades representative of the Job Force Board, Mr. Retaskie invited the Michigan Works! Service Center in Delta County to facilitate "Ready for Work" services. "Ready for Work" is designed to build the soft skills and employability skills of individual job seekers. Curriculum includes: Dressing for Success, Preparing for Interview, Applications and Resumes Job Retention while focusing on employer expectations. "It is critical to the success of the industry that its workforce has the essential knowledge, skills and abilities including work maturity", adds Tony Retaskie. "Ready for Work is an essential ingredient to that success."

The Upper Peninsula Construction Council has determined the success in keeping young people in the Upper Peninsula is greatly due to their coaching and nurturing of young apprentices through the Joint Apprenticeship and Training Committees. They believe their efforts have provided opportunities for young people to earn a family-sustaining income, with health insurance benefits for families, and retirement provisions for later in life, while



Tony Retaskie, Executive Director of the U.P. Construction Council with Career Fair Participant.

making their living and homes in the UP.

The apprenticeship programs are funded by the construction industry, not by government or grants. They use a joint per hour basis contribution paid by contractors and unions and their membership. The programs provide wages to apprentices during their training according to a predefined wage progression schedule. Apprentices receive on-the-job training by working directly under the supervision of professionals in the craft and attending predetermined hours of related classroom instruction. Completion of the respective apprenticeship program leads to formal, official credentials (certification of com-

pletion and official journeyman status). The U.P. apprenticeship programs involve a significant investment of time and money from contractor and union sponsors at nearly \$600,000 per year.

In anticipation for the Chip In's Island Resort's expansion, Project Visions of the Hannahville Indian Community teamed with the U.P. Construction Council to introduce this career path opportunity to interested individuals. Michigan Works! Service Centers, assists the U.P. Construction Council by directing potential job seekers to the apprenticeship programs after providing career determination workshops and consulting advice.



M-TEC'S MARK HILL PLACES 1ST AND 2ND IN GAME OF LOGGING TRAINING

Mark Hill, Safety Grant Coordinator/Trainer for the M-TEC at Bay College recently placed 1st and 2nd in the Game of Logging Training held March 28 & 29 in the Upper Peninsula. The program consisted of 4 sessions where the participants are introduced to the latest safety issues and cutting techniques used in the logging industry. After each session, the participants practice and master the new tools they have learned then scored on their performance.

The Game of Logging Training sessions took place this year at the

Nickels Logging site in Vulcan and at Angelo "Butch" St. Juliana's land in Hermansville.

Logging is, and historically has been, one of the most dangerous jobs in the country. Mastering the ability to identify and safely eliminate hazards in the wood products industry is a giant step in making this industry a safer place of employment. If you are in the wood products industry and would like to receive free safety training for your personnel please contact Mark Hill at 906.789.6902 x1515.



ISO 9001 TRAINING AT M-TEC AT BAY COLLEGE

MTEC at Bay College is offering ISO 9001:2000 Internal Auditor Training on June 27th and June 28th at the Bay College Campus. This two day training session will focus on the presenting materials to the audience that will increase the understanding of the ISO process to effectively audit quality management systems and processes. Participants will learn how to plan, perform, report on an audit to take corrective action to enable business to remain consistently compliant with the exacting requirements of ISO 9001. This course empowers staff to identify any gaps that threaten the effectiveness of quality management systems. As a result of this course, internal auditors will learn how to perform effective

internal audits within their organization; how ISO standards apply and how to identify nonconformance within corrective action.

The facilitator is a lead auditor and has over seven years experience conducting internal audits in many different industries. Nicole Brown is experienced in delivering motivating informational training session that are practical and applicable to the audience, leaving participants with skills they can use immediately.

Ms. Brown's Consulting Services include ISO 9001, TS16949 and AS 9100, internal audits, problem solving, continual improvement, process improvement and project management.

STATE LEGISLATORS HEAR HEALTHCARE ISSUES DURING LOCAL VISIT



DICKINSON
COUNTY
HEALTHCARE
SYSTEM

More than 20 legislators and their representatives from across the state of Michigan attended a healthcare roundtable on Thursday, May 5, at the Premier Center in Iron Mountain.

Co-sponsored by OSF St. Francis Hospital and Dickinson County Healthcare System, the event focused on issues affecting Upper Peninsula hospitals and marked the first time in recent history that a U.P.-wide legislative healthcare roundtable was held.

During the 1990s, the lights were turned off at 39 Michigan hospitals, and dozens of others reduced or eliminated

services, resulting in lost access to healthcare and thousands of high-paying jobs in local communities, according to data provided by the Michigan Health and Hospital Association (MHA).

The Upper Peninsula has 16 hospitals, nine of which are Critical Access Hospitals, requiring fewer than 15-25 inpatient beds.

"Non-profit hospitals like St. Francis have a tremendous economic impact on the communities they serve and provide critical health care services, regardless of people's ability to pay," said Jim Wayne, CFO at OSF St. Francis Hospital, who presented at Thursday's roundtable. "At St. Francis, we give away more than \$9 million each year in charity care and unreimbursed care. We also provide hundreds of thousands of dollars each year in free and reduced fee services such as free screenings and free sports physicals for area youth."

Among issues discussed at the roundtable were the cost of healthcare, the way in which health care is paid for, and shortfalls in government reimbursement.

John Schon, Administrator and CEO of Dickinson County Healthcare System,

also presented at the roundtable.

"Due to shrinking reimbursements from government and other third party payers, hospitals are being forced to operate on ever decreasing margins," said Schon. "Most of us experience annual losses in our operations. No other business can continue to operate successfully under the types of constraints imposed by the shrinking reimbursements we continue to experience. On the other hand, our suppliers and pharmaceutical companies do not have these same kinds of constraints and are seeing profit margins of 70% in some cases. We are in the people business, and we gladly do our part to care for everyone, regardless of their ability to pay. However, we cannot continue to pay full price to our suppliers and then write-off 100% of those costs to indigent care, which is what we are all doing now."

"Health care is an industry that is in crisis," said Schon. "We will not be able to continue to provide our communities with the services they need and deserve when we are not even being reimbursed for our costs for these services."

Attending the roundtable from the Upper Peninsula were Rep. Tom Casper, Stacy Welling from Gov. Granholm's office, Paul Tesanovich from Sen. Prusi's office, Diana Charles from Sen. Levin's office, and Tom Baldini from Congressman Stupak's office. Representatives from Schoolcraft Memorial Hospital, Marquette General Health System, Dickinson County Health System and OSF St. Francis Hospital were also on hand.

"Most hospitals in the U.P. are rural, sole-community providers and have many of the same issues," said Lanna Scannell, Community and Government Relations Manager at OSF St. Francis Hospital. "We are grateful to all of the legislators and their representatives who were able to attend and who share our concerns over this crisis."

Both OSF St. Francis and Dickinson County Health System are members of the Upper Peninsula Healthcare Roundtable, a regional skill alliance that targets solutions for workforce development and industry concerns.

MICHIGAN WORKS! SERVICE CENTER IN ALGER COUNTY

Working for Business.



Rose Wilbur, Michigan Works! Business Service Consultant.

It may be one of the smaller Michigan Works! Service Centers, but the Alger County Michigan Works! is "big" on the value it brings to the local business community.

Rose Wilbur, Business Service Consultant actively works with many local employers to provide services such as identifying human resource needs, posting job orders, distributing and collecting applications, administering skill assessments and

testing, providing interview rooms, recruiting qualified employees and other human resource needs to increase efficiency and save time and money for the businesses. "We are continually marketing the Michigan Works! Service Center System through outreach to the business community to expand our business customers," adds Rose. Business driven assessments and employee outreach services have been favorably received among our local employers.

Recently, the Alger County Michigan Works Service Center worked closely with the Neenah Papers Human Resources Team to assist them with their hiring process. Approximately 300 applications were collected. Out of these 300 applicants, over 100 people were chosen by Neenah Papers to advance to the second phase of the hiring process, the testing segment. To assist the applicants in preparing for the exams required for Neenah Paper, we provided access to Key Train as computer based application that assists applicants in improving their skills and to prepare for the exam. Neenah Papers selected Work Keys as their assessment tool. Michigan Works! proctored the

Work Keys exam to 86 candidates and assisted Neenah Papers with preparing mailings to all of the applicants. This successful partnership aided Neenah Papers in the successful selection of ten (10) new hires.

"Another business who regularly utilize our services is Hiawatha Telephone Company," said Rose. We provide a number of services to Hiawatha Telephone Company including posting job openings, collecting applications, and providing testing such as ERI, Wonderlic, TABE and Skill Check to qualified applicants.

One of the newest businesses in Alger County is the AmericInn. They have also been making use of the assistance provided at the Alger Michigan Works! Service Center. The AmericInn Motel recognized the value of our services and has worked with our staff in placing their job order on the Michigan Works Talent Bank, collecting applications, and providing an available room in which to conduct their interviews. AmericInn Motel is scheduled to open on June 2 and creates new jobs for the local community.

Numerous other businesses employ the services of the Michigan Works! Service Center in Alger County. Some of these local businesses include Tendercare, Tim-

ber Products, Adult Learning Systems, Altran, Munising Memorial Hospital, Sault Tribe of Chippewa Indians (Kewadin Casino), Hardees, Cottage Comfort & Shores, People's State Bank, Hardees, A & W, Superior Insurance, H & R Block, Main Street Pizza, Dano's Pizza, Best Western, Comfort Inn, Super 8, City of Munising, Holiday Station Store, Munising Travel Center, Citgo, Das Gift Haus, SCI Janitorial, Navigator, Sydney's, Pamida, Superior Health Haven, Pictured Rocks Cruises, NAPA Auto Parts, Auto Value Parts Store, and many more!

Michigan Works! in Alger County is an essential connection between the business customers and jobseekers. In a small community it is especially important to have the available services offered by Michigan Works! to assist our business customers, as often small businesses do not have the time, manpower or funding necessary to recruit qualified job candidates. Our support can often make a big difference. We are "the" one stop center for hiring and job search needs concludes Rose. Michigan Works! in Alger County is the small center, doing big things! If your business is interested in our human resource services please call Rose Wilbur at 906.387.4937.

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- 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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