

MICHIGAN WORKS! MEETING THE HR NEEDS OF AFLAC

Derek Blaize has been a strong supporter of Michigan Works! through his recruitment efforts at AFLAC for quite some time now. Derek uses the Michigan Works! as an employer to seek out qualified candidates and also uses the Michigan Works! Service Center's Business Resource Room to interview candidates.

On August 23rd, AFLAC had their very first Job Fair at the Michigan Works! Marquette location. The event was held from 6 – 8:00 p.m. on Wednesday evening, August 23rd.

Fourteen people attended and listened to a great presentation on the benefits of becoming an AFLAC representative. There were refreshments and prize drawings – the prizes, of course, being the ducks!

Five of the people attending have gone on to pursue a career with AFLAC and consequently, it was a very successful event. Derek stated, "I'm very grateful for the opportunity to have been able to have the AFLAC job fair at Michigan Works! and the availability of the interview rooms for my candidates."



MEDA MEDALIST AWARD PRESENTED TO LINDA HIRVONEN

Linda Hirvonen, former Executive Director of the Delta County Economic Development Alliance and member of Michigan Works! The Job Board, was the recipient of the MEDA Medalist Award this fall at the Michigan Economic Development Association's (MEDA) annual meeting in Detroit.



Linda Hirvonen (Left) former Executive Director of the Delta County Economic Development Alliance and member of Michigan Works! The Job Board, was the recipient of the MEDA Medalist Award this fall at the Michigan Economic Development Association's (MEDA) annual meeting in Detroit with Susan Pigg, President of Ingham County MSU EXT/EDC.

common UP-wide business retention system.

In her capacity as a practitioner locally, she has worked to bring focus to Delta County on a state and national level through participation in a number of marketing activities. In addition, her attraction efforts have been multi-faceted across industries. Further, she has been an advocate and a practitioner of existing business programs, "before they were cool in Michigan."

In addition to her professional accomplishments, her volunteer accomplishments distinguish her as a leader. She has been an active member of the Workforce Investment Board, helping to carry the board through two extensive strategic planning initiatives. Her economic development background and connections to business and industry have helped to keep the board focused on delivering demand driven workforce services to the business community.

The Medalist Award is given for demonstrating commitment to the profession of economic development, dedication to the growth of his or her community of responsibility, and has shown a records of achievement.

On June 30th, Linda ended a 9-year tenure as Executive Director of the Delta County Economic Development Alliance (DCEDA).

In her capacity of Executive Director for the Delta County Economic Development Alliance she has worked for not only the benefit and growth of Delta County, but that of the entire Upper Peninsula as well. She is one of the founding members of the Upper Peninsula Economic Development Alliance, a 15-county alliance of private sector, utility, government, economic developers, and others interested in seeing the U.P. grow. Her leadership has helped to develop and implement a regional image and attraction marketing campaign, and implement a



COMMUNITY EVENTS

November 2, 2006

Essentials of Grant Writing

Location: Bay College West Campus, Iron Mountain

Time: 8:30 a.m.—1:30 p.m.

Cost: \$175; Includes Lunch and Materials

For More Information Call 800.221.2001 ext. 1212

November 2, 2006

Business After Hours 4 Seasons

Location: 4 Seasons, Pembine, WI.

Time: 5:00—7:00 p.m. CT

For More Information Call the

Dickinson Area Partnership at 906.774.2002

November 6, 2006

Business Showcase

Location: Butler Theatre Antique Mall

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

For More Information Call

Lake Superior Community Partnership at 906.226.6591

November 7, 2006

Business After Hours Michigan Works!

Location: Riverside Country Club

Time: 5:00-6:30 p.m. CT

For More Information Call

Marinette/Menominee Chamber at 715.735.6681

November 8, 2006

Hetrick & Associates – Open House

Location: Hetrick & Associates

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

For More Information Call

Lake Superior Community Partnership at 906.226.6591

December 4, 2006

Business Showcase Wattsson & Wattsson

Location: Wattsson & Wattsson – Marquette MI

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

For More Information Call

Lake Superior Community Partnership at 906.226.6591

December 6, 2006

Business After Hours Richardson Jewelers

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

For More Information Call Delta County Chamber of

Commerce at 906.786.2192

MANUFACTURING RSA CONDUCTS SKILLS GAP ASSESSMENT

Recently, 137 manufactures across the Central Upper Peninsula participated in workforce and skills gap assessment provided by the Manufacturing Regional Skills Alliance (RSA). This survey was intended to assess any skills gaps and shortages of qualified labor for entry level production and maintenance jobs in the Upper Peninsula.

The 2006 Manufacturing Survey

indicates that respondents will experience over 600 retirements over the next 5 years; estimate over 2,100 openings for production and maintenance workers; and 22 firms plan expansions with over 362,000 sq/ft of production space and 20,000 sq/ft of office equipment.

Firms with growth plans identified 53 areas of hiring needs over 11 different occupation areas where

they anticipate hiring demand. Similarly, firms not projecting facility growth projected 36 areas of hiring needs over 10 different occupation areas.

The Manufacturing RSA will work as a business cluster to address common human resource recruitment issues, which may include: partnering with Michigan Works! to recruit a qualified labor force; col-

laborate with universities, community colleges, and secondary schools to recruit workers; and to identify annual hiring needs to provide real-time occupational projections to ensure that an equilibrium of supply and demand exist in the labor force.

For more information on the U.P. Manufacturing RSA, please call 906.789.0558 ext. 215.

CAREER EXPLORATION THROUGH HANDS-ON LEARNING A SUCCESS



Photo Courtesy of Northern Waters Photography

Students learning Trade Skills.

mar and local trades. "We have been pleased to work with the schools, other contractors and trade representatives to develop this event," commented CR Meyer vice president Brad Riutta.

Throughout the day, students explored their interest in the Industrial / Manufacturing Career Path by participating in: demonstrations of bricklaying, concrete finishing, welding, carpentry, iron working, and other trades; a tour of NewPage; and interactive informational sessions with professionals and apprentices working in the trades. "This was a great opportunity for our students," DSISD career center director Jon Peterson commented. "They were able to walk away confident instead of fearing the unknown."

"It's cool," said Manistique High School Student Tim Pierce. "We're actually getting information from professionals instead of teachers."

According to the Construction Labor Research Council's latest report, the construction industry is in need of nearly 200,000 skilled new workers annually over the next 10 years. The Industrial Construction Career Day is a cooperative effort between partnering organizations to address these needs.



Photo Courtesy of Northern Waters Photography

Tony Retaskie, addresses participants.

Over 200 students from Delta and Schoolcraft counties participated in the 2006 Inaugural Industrial Construction Career Day, held on October 5th. High school juniors and seniors participated in this exciting event designed to provide them with an opportunity to explore career opportunities within the trades.

"Students had an opportunity to participate in hands on demonstrations of trades work in real life," noted event organizer Tony Retaskie, Executive Director, Upper Peninsula Construction Council.

The event was hosted by NewPage in Escanaba, and sponsored primarily by the U.P. Construction Council, NewPage, CR Meyer, the Delta-Schoolcraft ISD, Michigan Works! The Job Force Board, U.P. Construction Trades Regional Skill Alliance, MJ Electric, Ja-

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!TM

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

Join us for these upcoming Business After Hours Celebrations!

November 7, 5:00-7:00 PM CT
Riverside, Menominee

We hope to see you there!

www.jobforce.org
(800) 285-WORKS

"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

"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

MICHIGAN WORKS!TM **business is UP**

The Job Force Board

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

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-or-

Catch us on the web! www.jobforce.org

COMPLETION OF ICDL HELPS LAND JOB!



The International Computer Driving License (ICDL) was created to help individuals become more competent with computer use, increasing their productivity at work or school. ICDL validates baseline computer skill proficiency.

Tammy Shively was dislocated from the Spicer Group, Inc in September of 2005. Knowing the need to build

her computer technology skills she started ICDL at the Michigan Works! Service Center on February 6, 2006. She successfully completed the certification in 2 days.

She is currently working in the Accounting Department as an administrative assistant, at Cleveland Cliffs in Palmer, MI.

ICDL helped her to get a job, and the skills that she

learned are utilized on a daily basis.

"I would recommend ICDL to anyone who would like to become more competent on computer operations. It has helped me a great deal," stated Tammy.

For more information on how ICDL can help your employees, please contact your local Michigan Works! at 1-800-285-WORKS! (9675).

IT IN THE U.P. CONFERENCE



Joe Seanor, Computer Security Expert, from Washington D.C., was the keynote speaker.

The 2nd Annual I.T. in the U.P. Information Technology Conference was held September 21, 2006 at the M-TEC at Bay College. The event was sponsored by:

M-TEC @ Bay College, CISCO Systems, MediaPro, Michigan Works!, OSF St. Francis, EMP, Charter Business, LASCO, POLYCOM, Extreme Networks, GEE Communications, Hendrick Associates, and U.P. Computer Systems.

One hundred thirty participants attended such sessions as: wireless networking, security exploits, disaster recover and planning and video conferencing.

Joe Seanor, Computer Security Expert, from Washington D.C., was the keynote speaker. Mr. Seanor, who has authored 7 books, is a well known computer security commentator for CBS Radio, and a private investigator specializing in computer related crimes.

In addition to 19 separate sessions offered at the conference, participants were able to visit sponsor and exhibit booths to learn about exciting and new technology available.

The I.T. in the U.P. Keynote address was streamed live over the internet, and is available (along with TECH TALK and an interview with Joe Seanor) for viewing at <http://mtec.baycollege.edu/it/>.

MICHIGAN WORKS! PARTNERS WITH IDENTIX

Since August, Michigan Works! has been administering fingerprinting operations for Identix. "Identix Identification Services (IIS) offers a complete suite of electronic fingerprinting services designed to provide authorized businesses and governmental agencies with the capability to obtain fingerprint-based criminal history checks for job applicants and licensees. IIS' services are designed to provide customers with a fast, simple, convenient, and professional fingerprinting experience."

Participants arrive at Michigan Works!

at their appointed time, and bring their driver's license

and their Michigan Livescan Fingerprint Request Form (from their employer/licensing agency), and the form of payment they selected when they made their fingerprinting appointment. The Michigan Works! technician will scan their fingerprints and submit the data in a short period of time. Clients receive a signed receipt at the end of the fingerprinting session which can be submitted to the agency for proof of fingerprinting. Results will be sent directly to Identix.

- ◆ Fingerprints are captured in minutes.
- ◆ No frustrations and delays due to poor quality fingerprint rejections.
- ◆ Faster responses eliminate the need to employ applicants before results are received.

- ◆ No mess. Fingerprints are captured without ink.
- ◆ Easy for applicants to schedule fingerprinting sessions.
- ◆ Facilities are clean, professional, and easily accessible.

Nationwide, IIS has processed nearly 3 million teachers, daycare workers, nursing home workers, foster parents, airline personnel, bankers, and many other individuals who require fingerprint-based background checks as a basis for employment and licensing. IIS serves applicants



in a wide variety of industries that are required to obtain fingerprint-based

criminal records checks as a condition of employment or licensing under state and/or federal law.

For more information on how Identix can serve your business, please contact your local Michigan Works! at 1-800-285-WORKS! (9675).





Do your employees have the computer skills they need?

MICHIGAN
WORKS!
business
is **UP**



*The World's
Most Widely
Acknowledged and
Accepted Computer Skills
Certified Program!*

What is ICDL?

- International Computer Driving License (ICDL) was created to help individuals become more competent with computer use, increasing their productivity at work, school and home.
- ICDL is a fully integrated solution that successfully encourages candidates through a development path that produces skilled job candidates. The ICDL program consists of diagnostic tests to determine the candidate's knowledge, e-learning options, and tests and certification for those who pass.



Benefits of ICDL?

- Reduces the time needed for training by 35-40%
- ICDL Certified employees give them a new confidence in using a computer as a tool when entering an existing or new work environment
- Employers will have a better return on investment, higher productivity, and higher confidence in hiring ICDL Certified candidates
- Statistics show that ICDL certified candidates are more productive, less apt to rely on costly support services and ready to address the business of the enterprise
- Over 140 hours per year/per employee are lost in solving an employee's basic computer questions
- An ICDL Certified candidate will save an employer those lost hours because they will already be skilled and knowledgeable

Contact your local Michigan Works! to learn more!

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on the web: www.jobforce.org

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