



Agenda Item # 16.a.
Date APR 10 2019

RE: County Letter of Support: Work Ready Community Initiative

The purpose of this letter is to provide support for Dodge County to actively participate in the ACT Work Ready Communities (ACT WRC) initiative. We understand that this initiative will be led by Garry Clark, executive director of Greater Fremont Development Council and supported by a committee of cross-sector leaders.

By participating in the ACT WRC initiative, counties can both identify skill gaps and quantify the skill level of their workforce. This helps educators build career pathways aligned to the needs of business and industry-- and it also helps a community stand out and be recognized for its workforce development efforts. A strong workforce is a tremendous economic development advantage and for this reason, Dodge County officials support this initiative, without which ACT will not accept an application.

Our county has organized a cross agency team of government, educators, workforce, economic developers and business/chamber leaders. We commit to developing and launching a local ACT WRC program. We will have ACT WorkKeys and ACT National Career Readiness tools accessible to individuals in our county. As government leaders in Dodge County, we fully the county engaging in the ACT Work Ready Communities.

Sincerely,

Bob Missell, Chair

Dodge County Supervisors

State of Nebraska

Signed on _____ of _____, 2019

THE PROBLEM:

- Barriers to employment exist with no Fremont DOL office, i.e. irregular office hours for unemployed, lack of transportation to receive NDOL support, lack of cohesive system for receiving DOL services offered by WIOA (Workforce Investment Opportunity Act)
- Federal workforce development has focused on supply-side strategies (numbers) rather than demand-side approach (what skills industry needs)
- This created an imbalance: A pool of workers from students to adults have been trained via 2 or 4 year colleges, yet may not possess the skills our local employers are seeking.
- Lack of Alignment: Education institutions and workforce boards approach from the perspective of the “sustainable economic security” of the individual, while employers focus on the skills needed to remain competitive in the global marketplace.

WE HAVE A HEAD START

As part of the Talent Ready Initiative began in 2017 by Greater Fremont Development Council and Fremont Area Chamber – a pilot program was developed and supported by the Strategic Doing efforts of business, non-profit and MCC leaders in Fremont.

The National Career Readiness Assessment tool and the National Career Ready Certificate (NCRC) is earned by participants and recognized by the companies who interview them upon completion of the program.

Wages Starting at \$13+

****Wages are dependent on past work experience****



Valmont Industries in Valley

- Material Handlers Positions
- Varied Office Positions



Nye Health Services in Fremont

- Skilled & Unskilled Healthcare Workers
- Environmental Services
- Food Service



Structural Component Systems in Fremont

- Production Positions



Omaha Steel in Wahoo

- Production Positions

Interested in working at one of the businesses above? You:

- Must be able to pass drug screening
- Must be able to pass physical (if required by employer)
- Must complete all Career Readiness Training and Certifications
- Must be seeking full-time employment

CAREER PLACEMENT PROGRAM

WHO

We are looking for highly motivated individuals to work in a fast paced environment seeking long-term employment. Ideal participants should take pride in ones work, be dependable, and a great team contributor. Proven excellent customer service skills and attention to details are required of all attendees.

WHAT

National Career Readiness Certification
Certificate of Work Ethic Proficiency
Customer Service Skills Certification
Individualized Resume and Mock Interview Assistance

WHEN

Monday, March 11th—Friday, March 15th
9:00am—4:00 pm daily

WHERE

Keene Memorial Library
1030 N. Broad Street
Fremont, NE 68025

INTERESTED? CONTACT:

Shayla Linn: 402-721-4157
Angela Baker: 402-637-9226 (call or text)

PARTICIPATING BUSINESSEES

NYE HEALTH SERVICES
OMAHA STEEL
STRUCTURAL
COMPONENT SYSTEMS
VALMONT INDUSTRIES

ACTIVITIES

MONDAY

Employer Presentations
Work Ethic Training

TUESDAY

National Career Readiness Certification
Resume Workshop

WEDNESDAY

Customer Service Training
Resume Workshop

THURSDAY

Applications
Mock Interviews

FRIDAY

Interviews by appointment only

Sponsored by



Fremont Area United Way



Metropolitan Community College affirms a policy of equal education, employment opportunities and nondiscrimination in providing services to the public. To read our full policy statement, visit mccneb.edu/nondiscrimination.

ACT[®] **Work Ready Communities**

Boot Camp Training April 17-18 and July 17-18 Omaha, Nebraska

Training to plan, implement, and promote Work Ready Communities to enhance career education, workforce, and economic development

Geared to K-12/CTE and college educators, workforce and economic developers, employers, and community leaders

Highly-interactive learning in groups with a focus on quality and sustainable momentum

Learn more and apply at workreadycommunities.org

**Save the Date:
ACT 2019 Workforce Summit
October 28-30 Charlotte, NC**

Building a Solution for Your Community Process to engage

- ✓ Recruit Champions-Build a Teams
- ✓ Apply to WRC Boot Camp
- ✓ Boot Camp Training & Planning
- ✓ Implement Custom Plan to become
ACT Work Ready Certified



<https://Workreadycommunities.org>

Dodge County employers supporting



- Enterprise Rent-A-Car
- Nye Pointe
- Nye Legacy
- Heartland Family Services - Jefferson House
- Care Corps Family Services
- Goodwill
- Arps Red-E-Mix Inc.
- Greater Fremont Development Council
- Merritt Trailers Inc.
- Nye Square
- Structural Components Systems
- Jensen Tire & Auto
- Manpower
- Low Income Ministry Center/Pantry
- City Of Fremont
- Hormel Foods Corporations

The View from Site Selection Consultants

Work Ready Communities are setting themselves apart; positioning themselves to attract new companies

—Robby Burgan
Manager, Location Strategies
Evergreen Advisors

When I see that a county is ACT Work Ready I know that they are following the steps in planning for the current and future workforce. Therefore, our tendency at FCG is to look strongly at ACT Work Ready Communities for new site locations. I would encourage all communities to seek that status.

—Mr. Deane C. Foote, CEcD
President & CEO
Foote Consulting Group

As a corollary would recommend that all counties become work ready certified

—Mr. Dennis Donovan
Location Strategy and
Site Selection Advisor

ACT Work Ready is truly the best workforce development marketing tool I have seen.

—Chad Chancellor
Co-Founder/CEO
The Next Move Group

To become certified, counties leverage the NCRC to meet goals assigned in specific workforce groups

- ▶ **Emerging Workforce:** High school junior, senior, or recent grad; college student or recent grad
- ▶ **Current Workforce:** Currently employed by public, private, or non-profit organization; currently employed in government
- ▶ **Transitioning Workforce:** Currently unemployed; GED or Adult Ed participant; current or recent active-duty military
- ▶ **Supporting Employers:** Endorsements of employers that recognize or recommend NCRC for hiring or promotion



Work Ready Communities



Employers pinpoint skill needs and hire right the first time



Educators and policy makers measure skill gaps and build pathways



Individuals prepare for success by understanding employer demands



Economic Developers compete on proven workforce value

Employer Results

Gilchrist Construction Company improves retention and employee safety



Facing employee turnover as high as 100%, Gilchrist Construction Company used ACT WorkKeys® solutions to improve hiring, retention, training, safety, and productivity at their Louisiana-based facility.

RESULTS:



75%

improvement

in employee retention



59%

decrease

in safety incidents



68%

increase

in employee tenure from 2011–17
leading to savings in cost of new hires

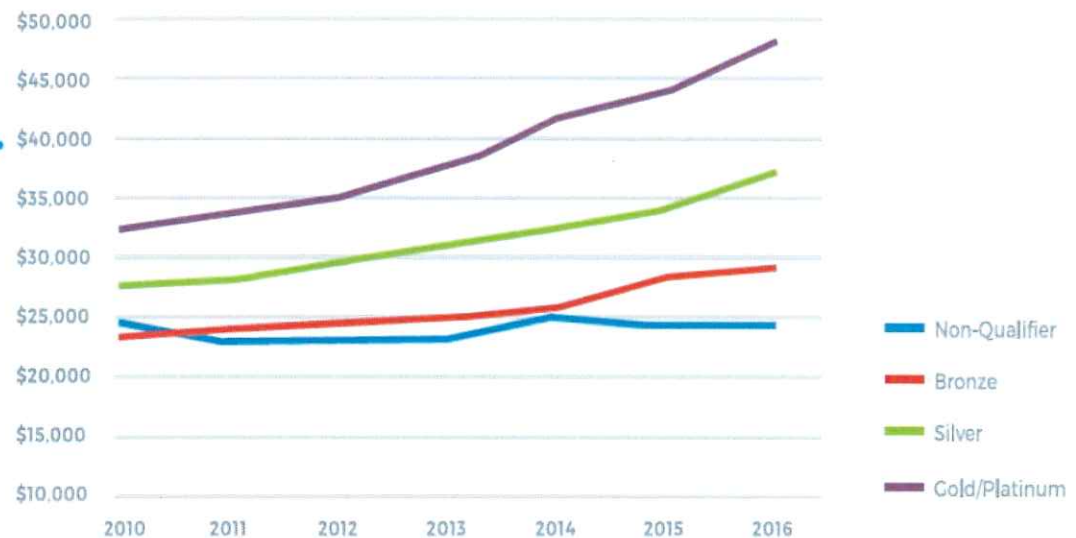
Employment Outcomes

Make more money

There is a positive relationship between higher NCRC and ACT WorkKeys skill levels, and short- and long-term wages. Adults who earned a Silver or Gold/Platinum NCRC **increased their income within two years.**



Adult NCRC Examinee Wages by NCRC Level³



<http://www.act.org/content/dam/act/unsecured/documents/2019/Income-Trends-NCRC-Customer-Success-Story.pdf>



ACT WorkKeys

GET YOUR

STUDENTS

NOTICED by **EMPLOYERS**



**GIVE YOUR STUDENTS A CREDENTIAL THAT WILL
GET THEM NOTICED AS THEY APPLY FOR JOBS.**

The ACT® WorkKeys® National Career Readiness Certificate® (NCRC®) certifies that recipients have the “hard skills” needed for virtually any job, from blue collar to white collar positions.

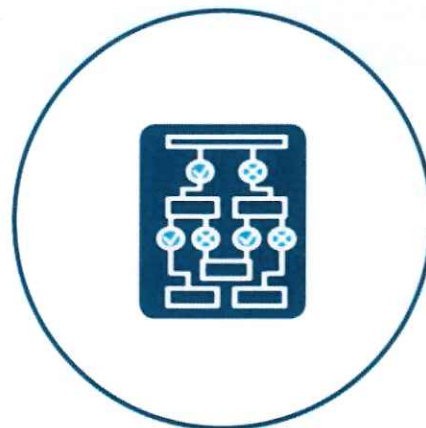
Many educational institutions award NCRCs with diplomas, **giving graduates proof of their work-ready skills as they enter the workforce.** NCRCs are recognized by nearly 20,000 companies nationwide in hiring and promoting skilled workers.

ACT Work Ready
Communities



APPLIED MATH

Critical thinking,
mathematical reasoning,
problem solving



GRAPHIC LITERACY

Identifying and
understanding important
data in charts, graphs,
diagrams, floor plans, etc.



WORKPLACE DOCUMENTS

Reading and using
business documents such
as regulations, directions,
policies, notices, etc.

ACT[®] WorkKeys[®] Career Readiness Certificate



ACT National Career Readiness Certificate

ACT[®] **WorkKeys**[®]
NCRC[®]



ACT certifies that

Jane P. Sample

has earned the ACT[®] WorkKeys[®] National Career Readiness Certificate[™] at the **Platinum** level.

NAME
TITLE

Registered Certificate # JSAMPLE001
Issue Date: 2/17/18

ACT[®] Work Ready
Communities

ACT WorkKeys Curriculum



The ACT WorkKeys Curriculum provides the **only content specifically aligned** with the WorkKeys Assessments

Help your students skill up prior to taking the assessments, or remediate for a better score

BENEFITS OF A COUNTY GOING THROUGH THE PROCESS OF BECOMING A WORK READY CERTIFIED COUNTY HAS MULTI-PRONGED BENEFITS.

Benefits

ACT Work Readiness System



Employers

Educators

Communities

Saves Time	Improves Instruction	Builds Essential Partnerships
Saves Money	Improves Placement	Improves Quality of Life
Reduces Risk	Improves Compliance	Boosts Community Image to retain & grow jobs