

GROWING A HEALTHY WORKFORCE



COUNCIL OF COUNCILS

CONFERENCE GUIDE

October 12, 2006
University Marriott Hotel
Salt Lake City, Utah



KEYNOTE SPEAKER

“BUILDING A KNOWLEDGE WORKFORCE IN THE CHANGING ECONOMY”

**Julian L. Alssid, executive director
Workforce Strategy Center**



Today's economic realities have created a need for economic development, workforce and education policies that better meet employer demands for skilled workers and the needs of workers for economic self-sufficiency. To address these demands, there is growing evidence that economic development, workforce development, and education systems should be reorganized around “career pathways” that integrate education, training and work and are targeted to high wage, high demand employment. Central to the career pathways model is the development of clear connections, or bridges, between social service providers, the workforce system, and the community college.

Workforce Strategy Center (WSC) has helped cities, counties and states across the U.S. to address these challenges through the development of career pathway efforts in fields from health care to information technology and life sciences. This keynote address will cover the latest report from WSC “Career Pathways: Aligning Public Resources

to Support Individual and Regional Economic Advancement in the Knowledge Economy.” The presentation sets out the basic premises of the approach and describes the process of designing and implementing a career pathways system, as well as in-depth case studies of career pathways initiatives.

Julian L. Alssid, executive director of Workforce Strategy Center, is a nationally recognized expert in workforce development strategy and policy. He has over fifteen years experience bringing together employers, workforce agencies, community colleges and clients to help move low-income people into high-wage jobs in key industries such as biotechnology, new manufacturing and information technology. Since founding Workforce Strategy Center in 1998, Mr. Alssid has advised 20 states on workforce policy and has been a national leader in promoting effective, practical solutions for implementing Career Pathways initiatives and sectoral employment strategies.



State and Regional Councils on Workforce Services Council of Councils 2006

“GROWING A HEALTHY WORKFORCE”

The English language is sprinkled with expressions from the garden: grow where you are planted; make hay while the sun shines. As you participate in today’s conference, contemplate your role in workforce development and the responsibility of growing a continuous supply of workers to meet industry needs. The economic health of our communities depends on us, as partners, to roll up our sleeves and dig in.

Prepare the Soil- Economic Development

What economic development strategies are in place to ensure Utah has the fertile ground that attracts business and keeps workers in our state? What challenges and opportunities lie before our communities, and how can we respond to make the most of each diverse area of the state?

Plant the Seeds- Career Counseling

Career counseling for the youth of today is essential to our workforce development goals. Planting the seeds through career counseling will feed targeted industries and help grow the educated young workforce Utah needs to meet industry demands in the coming years.

Culling and Pruning- Targeted Sectors

The idea of culling or pruning is to select only the most vital part of a plant and remove all other sections, thereby providing the healthier sections with the most resources. This principle lends itself to our focus on the targeted sectors and occupations in demand that have been identified at a statewide and local level. Focusing attention and resources on these vital industries will reap the benefits of workforce development.

Inclement Weather- Staying in School

The high school drop out rate directly impacts our Utah workforce. If we cannot provide the talent that our growing industries need our economy will certainly be impacted. We need to honor and recognize those best practices that build our economy and our future workforce.



AGENDA

<i>Time</i>	<i>Event</i>	<i>Location</i>
8:00 a.m. - 9:00 a.m.	Registration and Continental Breakfast	Atrium
8:30 a.m. - 9:00 a.m.	Subcommittee Meetings <ul style="list-style-type: none"> • Operations & Performance • State Youth Council 	Willow Room Connor Room
9:00 a.m. - 9:15 a.m.	Break	Atrium
9:15 a.m. - 11:15 a.m.	Open Plenary <ul style="list-style-type: none"> • Welcome and Introductions- Kevin Crandall • Remarks- Tani Pack Downing • 2006 Outstanding Customer Awards • DWS Lifetime Achievement Award • Keynote Speaker Julian L. Alssid <i>Building a Knowledge Workforce in the Changing Economy</i> 	Bonneville Ballroom
11:20 a.m. - 12:20 p.m.	Concurrent Breakout Sessions I	
<i>Prepare the Soil-</i> Economic Development	The Economic Development Connection	Pine Room
<i>Plant the Seeds-</i> Career Counseling	Decisions with Direction: The Importance of Career Counseling	Willow Room
<i>Culling & Pruning-</i> Targeted Sectors	Biotechnology in Utah	Aspen Room
<i>Inclement Weather-</i> Staying in School	Youth Panel - Our Success & What Made the Difference	Connor Room



AGENDA

<i>Time</i>	<i>Event</i>	<i>Location</i>
12:30 p.m. - 2:00 p.m.	Lunch Transition to Adult Living Door Opener Presentation Governor Jon Huntsman (invited)	Bonneville Ballroom
2:15 p.m. - 3:15 p.m.	Concurrent Breakout Sessions II	
<i>Prepare the Soil-</i> Economic Development	Where Have All the Workers Gone? Economic Development in Rural Utah	Pine Room
<i>Plant the Seeds-</i> Career Counseling	Tools for Career Counseling	Willow Room
<i>Culling & Pruning-</i> Targeted Sectors	Western Energy Training Center: State of the Art Training Opportunities in Carbon County	Aspen Room
<i>Inclement Weather-</i> Staying in School	High School Dropout: The Trends and the Challenge	Connor Room
3:15 p.m. - 3:30 p.m.	Break	Atrium
3:30 p.m. - 4:00 p.m.	State Council on Workforce Services	Bonneville Ballroom
4:00 p.m.	Adjourn	



BREAKOUT SESSION DESCRIPTIONS

PREPARE THE SOIL - ECONOMIC DEVELOPMENT

The Economic Development Connection

Ready to roll up your sleeves and delve into the connection between an educated workforce and economic development? This is the session for you. Dr. Steven Daniels will guide you through an exploration of human capital issues, new research on the survival of small businesses, and the link between intensive services to low-income families and Individual Development Accounts. Don't miss this informative session.

Presenter:

Dr. Steven Daniels, Utah State University

Ph. D. Duke University. Professor, Community Resource and Economic Development Program Leader, University Extension.

Where Have All the Workers Gone? Economic Development in Rural Utah

Are there any conversations about economic development in rural Utah that don't eventually turn to the lack of skilled workers? Mike McCandless will lead a panel discussion with seasoned economic development specialists, each experiencing unique situations in their individual counties. Come and participate in a lively discussion of economic development issues in rural Utah.

Presenters:

Mike McCandless, Emery County

Rob Adams, Beaver County

Susan Thackeray, Box Elder County

Bill Johnston, Uintah County



Operations and Performance Committee

October 12, 2006
8:30 a.m. – 9:00 a.m.
University Park Marriott
480 Wakara Way
Salt Lake City, Utah
Willow Room

Agenda

Excused: Shawn Potter

I Subcommittee Business

- Welcome and opening business Steve Cuthbert
- Approval of the July 20, 2006 meeting minutes
 - Training provider(s) approval/denial
- 15% Set-Aside Waiver..... Connie Laws
- Annual Report and Performance Measures Jolyn Bevan

II Public Comment

III Schedule Next Meeting

Adjourn

Notice: Reasonable arrangements for persons with disabilities will be made if requested.
Please contact Mike Richardson at (801) 526-4377 or mikerichardson@utah.gov



State Youth Council

October 12, 2006
8:30 a.m. – 9:00 a.m.
University Park Marriott
480 Wakara Way
Salt Lake City, Utah
Connor Room

Agenda

I Subcommittee Business

Welcome and opening business..... Marie Christman

- Approval of July 20, 2006 minutes
- Introduction of new members
- Questions about outcome and budget reports sent earlier

When to do PY06 goal setting..... Group

Youth Visions Update Pamela Russell
Jane Broadhead

Other Business Group

- Job Corps MOU
- Definition of Out-of-School Youth
- Adding Native American, disabled and ESL youth to priority system

II Public Comment

III Schedule Next Meeting

Adjourn

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State Council on Workforce Services

October 12, 2006
3:30 p.m. – 4:00 p.m.
University Park Marriott
480 Wakara Way
Salt Lake City, Utah
Bonneville Ballroom

Agenda

I. State Council Business

Welcome and opening business..... Kevin Crandall, Chair

Consent agenda action items

- Approval of the July 20, 2006 meeting minutes
- Training provider(s) approval/denial

15% Set-Aside Waiver..... Connie Laws

Executive Director's Report Christopher Love

- DWS Annual Report
- Legislative Issues
- Public Meeting Legislation

Economic Information Update Stephen Maas

Committee Reports

State Youth Council..... Marie Christman

Operations & Performance..... Connie Laws

Other Business

II Public Comment

III Schedule Next Meeting

Adjourn

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2006 OUTSTANDING CUSTOMERS

RECOGNITION OF OUTSTANDING PERFORMANCE BY AREA BUSINESS/EMPLOYER

L3 Communications Salt Lake City, Utah

Established in 1997, L3 Communications produces and provides secure satellite communication systems, training and government services.

Mr. John Hill, L3's Vice President of Human Resources has been a member of the Central Region Council for three years and is actively engaged as a member of the Executive Roundtable Committee. He has greatly contributed to the goals of the committee by chairing the manufacturing and construction roundtable sessions. He was also a presenter at the 2005 Council of Councils where he enthusiastically encouraged employers throughout the state to take advantage of the opportunities afforded by the department's On-The-Job Training program. Through his dedication to the council he was elected by acclamation to serve as the Vice Chair for next year.

L3 has a diversified workforce offering advancement opportunities to all employees in both traditional and non-traditional capacities. Through internal company training and formal educational opportunities employees may advance throughout the company. Manufacturing also happens to be one of the department's targeted industries.

L3 takes advantage of our online services. Prior to June 2006 job listings were DWS staff assisted. Since June 2006, 100 percent of L3 jobs are completed online. Last year L3 listed nearly five hundred jobs with DWS.

In addition to using DWS for its recruitment needs they have also participated in both of the Central Region sponsored job and career fairs offered by DWS. Also, the company has hired and trained four DWS customers through the On-The-Job Training program.

By listing their job openings with DWS, L3 has provided many of our customers with good jobs at livable wages. Their involvement with the council has been instrumental in supporting the goals and mission of the department and has been a benefit to the business community.

L3 has gone beyond the usual level of involvement as an employer partner with the department. The commitment they have demonstrated certainly warrants recognition.



2006 OUTSTANDING CUSTOMERS

RECOGNITION OF OUTSTANDING PERFORMANCE BY ADULT TANF CUSTOMER

Kathleen Joseph Provo, Utah

When Kathleen first applied for services, she was in dire straits. She was single and pregnant, she'd been kicked out of her parent's home, she was living with friends, and the relationship with the baby's father was abusive. Kathleen also had a court order to attend domestic violence classes.

Her initial assessment showed her math level at the eighth grade level, she had no transportation and no driver's license and she'd been fired from her previous jobs and did not know why.

She told her employment counselor that her employment goal was that she wanted to work in an office, preferably a medical office. Her first employment plan included domestic violence classes with Wasatch Mental Health, driver's education training and enrollment in Provo Colleges' Executive Office Assistant program. Kathleen was successful in completing these three aspects of her plan.

According to her employment counselor her strength is a strong mind and strong will. "Once she's made up her mind to do something, she gives 100 percent to making sure it happens."

"Kathleen is amazing," said her employment counselor. "From the beginning, we set goals and she stuck to them, completing her domestic violence classes, her

driver's training and driver's license. She did not miss one appointment with me during her time on the Family Employment Program."

Kathleen graduated from Provo College with her certificate in the Executive Office Administration course and was on the Dean's List throughout her schooling, only taking a few weeks off when she gave birth to her son. Kathleen moved into her own apartment and bought herself a car.

She is now working full-time and she has received two performance raises in the first few months of her employment. She now makes \$9.50 per hour and is completely off of financial assistance. Kathleen's greatest love is her little boy Ronan. She is an excellent mother and has managed single parenting, school and now successfully working full-time.

Kathleen Joseph's story and accomplishments are certainly worthy of this recognition. In her employment counselor's words "She was able to overcome her barriers with the help of financial assistance within 18 months. She is now completely self-sufficient and has obtained a degree, a vehicle, a driver's license, and an apartment of her own that she has completely furnished and full-time employment. She is very proud of her accomplishments and is inspiring to me as an employment counselor."



2006 OUTSTANDING CUSTOMERS

RECOGNITION OF OUTSTANDING PERFORMANCE BY WIA YOUTH CUSTOMER

Trevor Stenberg **Stansbury Park, Utah**

Twenty two year old Trevor Stenberg enrolled in the YES program in October 2003. He had several barriers he had to overcome. He was a twenty-two year old offender and considered at risk due to a lack of occupational skills. Trevor had dropped out of high school in the eleventh grade but he had obtained his GED prior to enrolling in the YES program. Although he was unemployed he had some employment experience as he had worked as a maintenance worker and dishwasher. Trevor also had a misdemeanor DUI charge that he received in Colorado in January 2003. However, Trevor was determined to succeed in his life, erase this mistake and turn his life around.

Trevor immediately got involved by attending Micro Corps Training and completed a self-directed occupational search that led him to pursue a career as a welder. Trevor's online occupation labor market search sharpened his focus on welding training programs offered in Utah. He chose this high growth industry career and enrolled in Salt Lake Community College Skills Center and started welding training in November 2003. However, Trevor was unemployed. He needed to support himself during his welding training. An intensive job search led to employment as a baggage handler at the Salt Lake International Airport. Trevor was now working full-time and attending welding training full-time. However, there was some added pressure and stress on Trevor due to that pending court date in Colorado.

The case was finally resolved. But due to paying a fine and serving community service hours Trevor had to cut back his welding training to part-time.

Trevor persevered. He was always commended for his outstanding welding skills during the course of his training but due to having to attend court in Colorado he had missed quite a bit of school. However, Trevor did not want anything to get in the way of him completing his welding training and would always discuss problems and concerns with his employment counselor and his college advisor so he could stay on track to complete his welding training.

Since Trevor had completed half of his welding training and learned the entry level skills of a welder he was able to obtain employment at Western Mining and his pay rose from \$6.50 an hour to \$11.00 an hour. To his credit, even though he was making fairly good money, Trevor did not quit his welding training but continued and completed his training in December 2005.

Trevor was hired by Plumbing Heating and Electrical in February and is working as a welder for \$16.00 an hour. Trevor is currently engaged in follow-up activities with the YES program where he is in the process of receiving support funds so he can purchase welding tools for his new job. Trevor wants to continue with education and hopes to own his own metal fabrication business.

Trevor is an inspiration to other YES participants. He has shown others that if you work hard and are determined to succeed that you can truly overcome any obstacles in your way. Trevor always has a positive attitude and is quite dependable. He is motivated and is very successful in life.



2006 OUTSTANDING CUSTOMERS

RECOGNITION OF OUTSTANDING PERFORMANCE BY DISLOCATED WORKER/TRADE CUSTOMER

Brandon Harris **Ogden, Utah**

Brandon had been laid off from his job with Autoliv, where he had worked from March of 1997 to June of 2005. He was responsible for assembling and testing small components in air bag structures, among other duties. Brandon was laid off due to restructuring of the company and through no fault of his own. In fact, he had a very good attitude regarding his past employer, and credited the eight years as a positive experience. He had learned a lot while working for Autoliv and was grateful for the years of employment there. He knew what it took to succeed in the workplace no matter what the occupation.

Instead of choosing an option to work in a similar occupation, Brandon turned the sting of a layoff into a positive, and an opportunity to enter a completely different employment path—a career as a dental lab technician.

Brandon was excited about the possibility of starting a new career with the assistance from DWS training funds. His goal was to attend a dental lab technician program in Provo. After he completed the program, Brandon wanted to work in a dental lab making bridges and crowns. And, he was willing to commute to Provo to receive this training and did so four days per week.

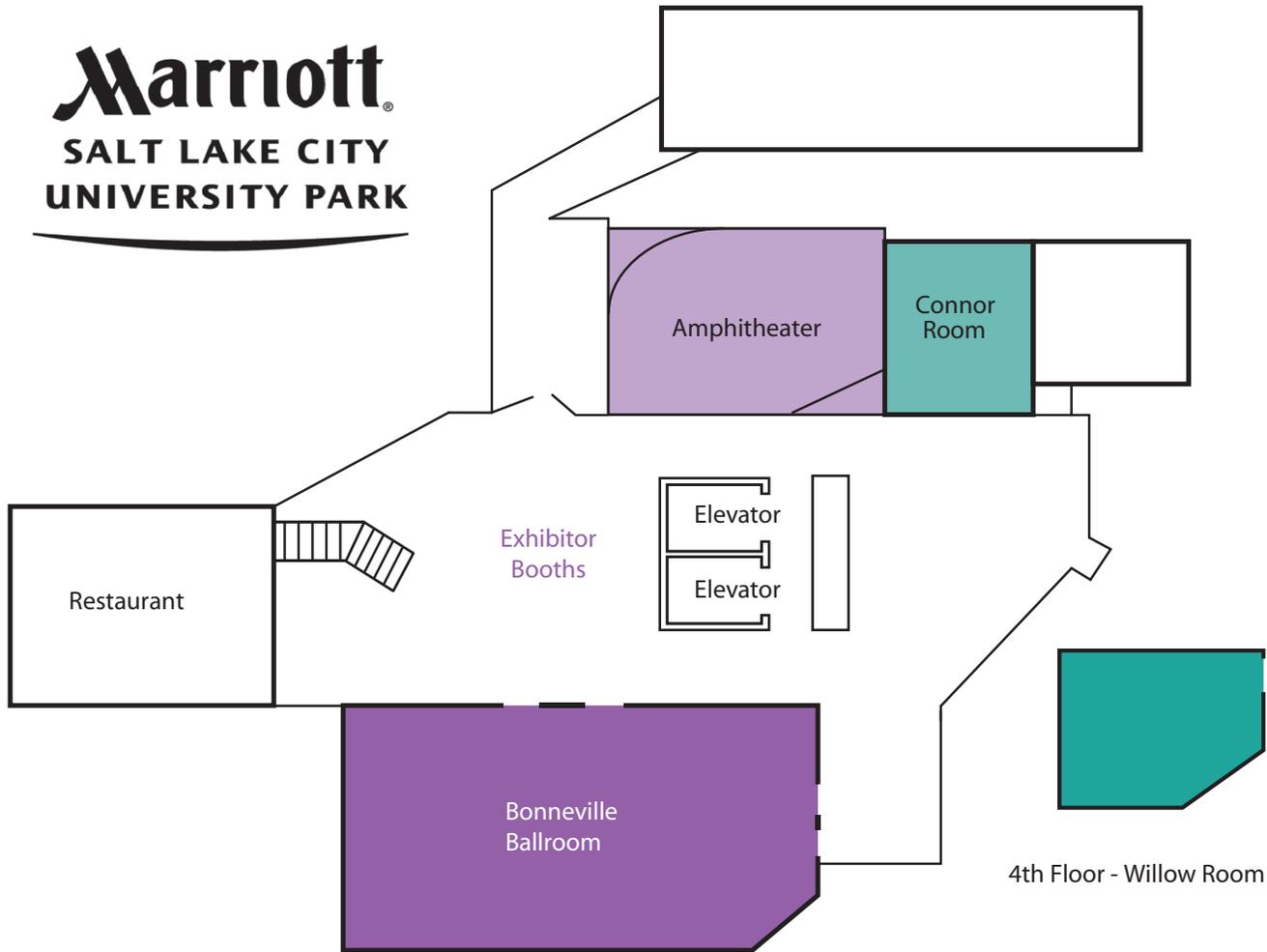
His training at Ameritech in Provo began July 2005 and he completed his training and was certified as a dental technician in May 2006. His employment counselor Lisa

Rajigah was amazed at his diligence and determination. “He maintained excellent attendance and progress while commuting from Ogden and Provo four days a week even during the inclement winter weather infamous for making that long commute particularly dangerous and subject to gridlock. I was in awe of his performance,” says Lisa. “I knew that with that kind of fierce determination that he would be very successful in his new career.”

Brandon began networking before he completed his training to ensure he would have a job before he finished his program. But all of the time and effort came with a price. During his training, Brandon had to sell his home and he and his family moved to a temporary residence. However, he continued to progress in his training in a timely manner.

Brandon has completed his training goal and is now certified to work as a dental lab technician. He has secured a job with Unique Dental Group, a lab in Salt Lake City. Brandon, as planned, actually had the job before his training was completed. He enjoys his work, constructing bridges and crowns and other dental appliances and feels good about his future in his new career path.

“Brandon is successful because he has a ‘Can Do’ attitude,” says Lisa Rajigah. “He decided to use his layoff as an opportunity for growth. He is very excited and happy with his new career, and so am I.”



Exhibitors

**Transition to Adult Living
Door Opener**

GE

Dept. of Human Services,
Division of Child and Family Services
The Christmas Box House

4th Floor - Willow Room

5th Floor - Aspen Room

6th Floor - Pine Room

GROWING A HEALTHY WORKFORCE



Department of Workforce Services
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Salt Lake City, Utah 84111

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