

937-496-7007 or email MCOFuture@gmail.com

MCOFuture – Workforce Forum #1

Employers' Workforce Needs: The Student Talent Pipeline

On Tuesday, November 12, 2013, the Montgomery County Commissioners hosted an MCOFuture Forum focusing on the student talent pipeline for employers' workforce needs.

Now and in the years to come, our employers need to fill positions and we must, as a community, prepare a talent pipeline. Much of that talent pipeline will be filled by our young people. To be successful, our young people must have work experience **now** in the form of internships, co-ops and/or part-time jobs to expose them to industries and businesses and prepare them for jobs.

THE CHALLENGE FOR EMPLOYERS

In 2013, Montgomery County's Summer Youth Works Program placed 1,250 teens at 275 different work sites in a variety of industries. The teens' wages are paid through the Youth Works Program. Hundreds of other teens could be placed if more businesses became involved.

In 2014, Montgomery County will provide additional funding to place 1,000 more young people, but we need businesses to provide positions.

Summer Youth Works

CONTACT US TODAY!

If your company would like to provide opportunities for young people through the Montgomery County Summer Youth Works Program, please contact our Workforce Development team!



937-225-4077

www.thejobcenter.org
rockhr@odjfs.state.oh.us

Montgomery County's Summer Youth Works Program has placed over 18,000 students since its inception. The goal of the Summer Youth Works Program is to assist youth to improve life management and job readiness skills.

Goals – The Student Talent Pipeline

Goal 1



Expose our young people to industries that will prepare them for jobs that our businesses need and want to fill.

Goal 2



Provide meaningful work experience for our young people through internships, co-ops and part-time jobs.

Goal 3



Increase the number of young people in the Summer Youth Works Program from 1,250 to 2,250.

Goal 4



Recruit more businesses that will provide work sites. At least 300 additional sites needed.

The November 12th MCOFuture Forum was the first of several that will be held regarding Workforce Development.



We want your input! Contact us at mcofuture@gmail.com or 937-496-7007

www.facebook.com/mcofuture

We gathered a great deal of information from the dialogue at the MCOFuture Forum. The responses will help us improve how we prepare the students as a community.

Question

How do we connect high school and college students with part-time jobs, summer jobs and other job experience?

- More employer engagement
- “Playbook” with a consistent message
- Develop better ways to screen
- Mentoring programs to train employers
- Encourage direct reports to hire interns
- Develop a "how to guide" on implementing an internship program (Visit www.daytoninterns.com for a "how to guide")
- Contact SOCHE for assistance in establishing/managing internship programs
- “Turnkey program" to assist employers in taking the guesswork out of the process
- Universities establish a one-credit hour program for internships

Insight from business leaders

Several business leaders shared their experiences with hiring young people.



- Hiring an intern resulted in a full-time hire who is now a credentialed insurance agent.
- It takes time to develop leadership skills.
- Provide the students with skill development books.
- Go to college fairs to recruit.
- Bring high school students on board as interns, but this can be challenging.
- Some high school students won't know how to get to your office.
- Assign employee to serve as the "point person" to get into the high schools.
- Need to mentor students at the business.
- Vocational schools need partnerships.
- Some students lack basic life skills.
- Understand youth today versus the past.
- Many adults are working the part-time jobs, "crowding out" of the youth.
- Students must exhibit professional appearance.



Insight from Specific Industries

Healthcare

- Need quality interns and youth who have excellent soft skills. We need the best.
- We need to partner with institutions in student placement. We want more students.

Information Technology

- Work with high schools and target 10th graders.
- Invite parents and students to tour IT companies.
- Four year degrees are important, but are not necessarily the best approach to build the workforce.
- The goal is to meet the needs of the companies and train around those needs.



Manufacturing

- Recent DRMA Survey shows 600,000 jobs go unfilled.
- Need skilled trade workers:
 - Welders, Drivers, I.T., Management, Mechanics
- Educate parents on opportunities in the industry.

Food Service

- Young people are not prepared-no smile or hello, do not have basics when applying for a job (e.g. No pen)
- All of us need to teach the basics to youth.
- Target 6th, 7th and 8th graders to visit businesses.
- Instill "basic manners" (yes, no, please and thank you)
- Must be some partnering with schools and companies.

What's Next? - Suggestions

How can the county and regional economic development organizations help build a pipeline to better serve your company and the community's future?

- Collaboration, understanding and patience
- Money for training
- We need to know what the employers need and customize
- Advertise the program opportunities to the youth
- Partnership programs that work directly with the youth
- 21st century skills training so companies do not have to replicate
- Single point of entry
- Adoption of a school by the company
- A “boot camp” on soft skills for one week
- Work with DECA and Space Camp - it's all about collaboration
- 14-17 year old target
- Alignment between educational institutions, the County, etc.