

# BUSINESS DRIVEN EMPLOYMENT

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## The Model - Business Driven

1. Single Point of Entry
2. Share Funding
3. Onsite Support
4. Business Lead



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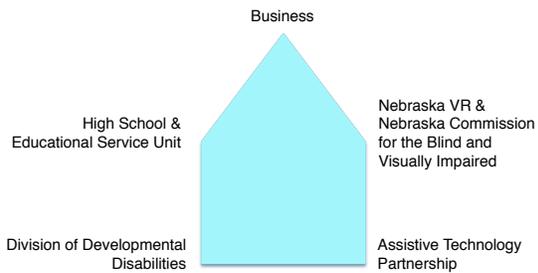
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## SEARCH



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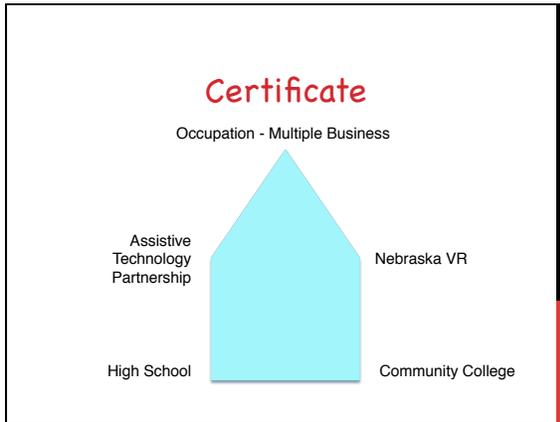
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- Benefits - Business**
1. Reduced turnover
  2. Accommodations for all
  3. Onsite support
  4. Get trained workers to their specifications
  5. Financial Savings
  6. Diversity

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- Benefits - Student**
1. Learn real work skills
  2. Immerse in work culture
  3. Learn from mistakes
  4. Hands on learning

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What is most valued?

**MENTOR**

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**EMPLOYER DRIVEN  
CERTIFICATE PROGRAMS**

**WHY AND WHAT HAVE WE FOUND?**



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**WHY?**

**Employers wants/ needs.**

1. Come to work with basic skills
2. Understand the soft skills and why their important at work
3. Brokerage

**Options for Client and VR.**

1. Client-
  - a. Helps answer "What are you doing next year?"
  - b. Helps develop a skill
  - c. Transitions them to work

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## WHY CONTINUED

### Options for VR

1. Better connections/ services-
  - a. Businesses
  - b. Client/ Family
  - c. Training site
  - d. Quality Service
  - e. Closure




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## PROGRAM OUTLINE

### Prescreen/ Front end/ Employability Class/ Class Schedule-

1. Prescreen-
  - a. Information night/ Meet/ Greet
  - b. Identify all parties involved
  - c. Sets up expectations
  - d. Generates excitement/ motivation
2. Front end-
  - a. Schedule eval
  - b. Complete applications
  - c. Panel Interview
  - d. Selection

Cara




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## EMPLOYABILITY CLASS

### Characteristics of quality employees

Job readiness (i.e. IDs)

Time Management

Problem solving/flexibility

Safety at work site

Social skills/ Behavior at work

Customer service

Positive Attitude

Work Ethic & Productivity




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## EMPLOYABILITY SKILLS CLASS CONT.

### Tour Employers

- Observe employees/environment
- Ask questions



### Tour Metro

- Learn about Academic programs
- Identify Offices i.e. Disability Support

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## CLASS SCHEDULE

### 1<sup>st</sup> 5 weeks:

- Class: Mon-Thurs 8am to 12pm

### 2<sup>nd</sup> 5 weeks:

- Class: Tues & Thurs
- Work: Mon, Wed & Fri
- VR paid OJT

Hired!




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## WHAT HAVE WE FOUND?

### We didn't know what we didn't know.

1. Interests in the job is key
  - a. Interest in the job vs. interest in industry
  - b. Parent vs. Student interests
2. Employers are invested
  - a. Attendance
  - b. Willingness to drive the direction
3. Word is spreading
  - a. Calls and emails asking to register
  - b. Student referrals

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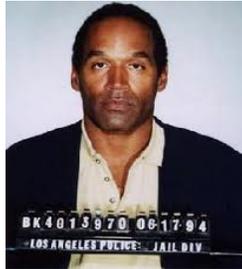
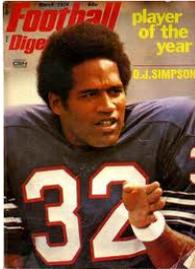
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### PROS/ CONS



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### PROS/ CONS CONT.

Pros for Employer, VR, Client, College-

- Connections
- Successful hire
- Options for student
- Public Relations

Cons-

- Time commitment
- We all want to hire 1<sup>st</sup> in class

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### POSSIBLE CHANGES

Mentor – Mentee relationship

Expanding into other industries/ locations

Replication, Replication, Replication



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## EMPLOYER DEVELOPMENT

DOL Assistance  
Even Temp  
Cyclonaire  
Metal Tech  
Klutes  
AgriProducts

Liz Kohout



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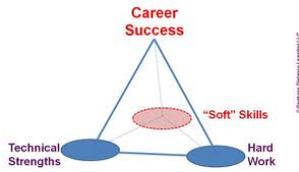
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## SOFT SKILLS

Many topics included in welding curriculum  
Communication  
Dealing with conflict



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## PLACEMENT/ FOLLOW UP

Contact Businesses  
Contact Employees



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### NEBRASKA VR - SCHOOL - BUSINESS PARTNERSHIPS



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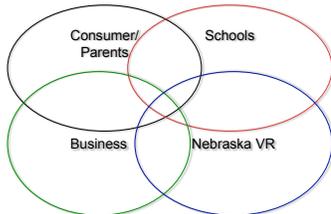
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### JD'S WORDS OF WISDOM

JD- Says: Intertwine the pieces...



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### DEVELOPING A COOPERATIVE TEAM PROGRAM

What does it take JD?

1. Develop relationship and meet business needs
2. Work with business, school, consumers, and even their parents.
3. VR must know service area and business needs
4. Empowerment = Strengths and Abilities (E=S+A)



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## ELECTRICAL CAREERS

Several Grand Island electrical companies, Central Community College/GI, and Nebraska VR co-sponsored training for high school seniors interested in an electrical career.

Completion of the program does not guarantee employment; however, anticipated employment outlook is favorable.

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## GUIDELINES

Must be 18 to be hired

COMPASS Placement assessment required by CCC

7th grade reading level recommended

Math skills including add, subtract, multiply, divide, fractions & decimals

Read & interpret basic blueprints (electrical preferred)



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## GUIDELINES CONT.

Read tape measure

Attendance & interpersonal skills needed

Complete a job shadow

Pass drug screening & background check

Valid driver's license necessary

Need to obtain Electrical Apprenticeship Card before hiring.



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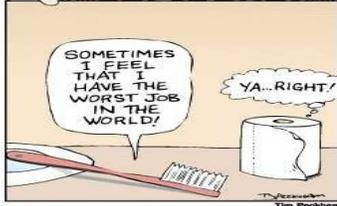
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## GUIDELINES CONT.

Need to be a citizen or documented individual  
Previous work experience important



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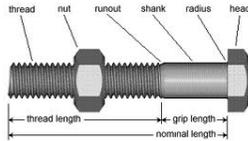
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## ASSESSMENTS COMPLETED BY VR

Bennett Mechanical Comprehension Test  
Valpar 2 Nuts & Bolts  
Valpar 6 Independent Problem Solving  
CareerScope  
Ruler reading activity



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## ELECTRICAL CERTIFICATE APPLICATION

Including phone numbers, best time to reach the student, and what phone number is best  
School & contact person at school  
Describe previous work history  
Summarize experience with electricity and interest in an electrical career



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**CHECKLIST COMPLETED  
BY SCHOOL STAFF  
PERSON**

- 7th grade reading level
- Math skills
- Pass color vision test
- Pass drug test & background check
- Can read a tape measure
- Has strong communication & team player skills

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**CHECKLIST CONT.**

- Has dexterity & physical skills to do electrical work including use of tools, ladders, scaffolds & poles
- Can read & interpret basic blueprints
- Can identify electrical wires, hand tools, & conduit
- Complete required job shadow



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**RATE STUDENT'S  
SKILLS**

- Stand & walk for long periods of time
- Willing to work in a variety of climate conditions
- Follow rules & procedures
- Get along with supervisors & coworkers

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**RATE SKILLS CONT.**

Is a self starter

Can multi task

Maintain attention & concentration on work to be done

Briefly state why student is being recommended for the program (including info about the student's experience with electrical coursework or related courses/tasks.

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**INFORMATION NIGHT  
(REFRESHMENTS  
PROVIDED BY VR)**

Welcome/VR

Curriculum/CCC & Instructor

Process/VR

Employer Panel focusing on: 1) describing work day, 2) work place expectations, 3) benefits of the electrical industry, 4) employment growth opportunities

Questions from students/parents

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**THOUGHTS?**



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