

ATLANTA CareerRise

[Atlanta CareerRise](#) builds employer-led workforce partnerships in high-growth industries to fill jobs, close the skills gap, and move underemployed individuals up the career ladder.

Logistics Workforce Partnership Full Steam Ahead

One year ago, the Logistics Workforce Partnership, comprised of several community partners sought to meet growing demands for a skilled workforce within transportation, distribution, and logistics in the southern crescent region. Here is an update on the two training pathways that were developed:

Customs Brokering:

The nine day, 72-hour course, titled "ABCs of Customs Brokerage," was developed and offered by Mullins International and Clayton State University's Continuing Education department. It provides entry-level workers with training equivalent to one year of experience as a customs specialist. It also prepares students to test for the Customs Specialist Certification (CCS) through the National Customs Brokers and Forwarders Association of America's National Educational Institute (NCBFAA NEI). The CCS credential typically requires significant on the job experience. Here are some program highlights from 2015:

- **14 active employer partners** have committed to upskilling their employees
- 2 cohorts totaling 9 incumbent workers and 13 unemployed students graduated in 2015; 3rd cohort of 14 students started in October 2015
- So far, **50% and up received a promotion, an increase in wage, hours, and/or benefits**
- **6** students have already passed the CCS credentialing exam

Materials Handling:

This three week program, offered through the Bobby Dodd Institute, is a nationally-accredited, industry-recognized Manufacturing Skills Standards Council (MSSC) Certified Logistics Technician program, with a Foundation-Level Logistics Associate certification, forklift training, and a Mid-Level Logistics Technician certification. The training program combines safety, occupational skills, employability and soft skills, and technology training. Certification results in employees being ready to succeed in a fast-paced distribution environment, and is documented to provide significant cost-savings to employers due to improved performance and retention. Here are some program highlights from 2015:

- **19** total graduates and **9** more students currently enrolled
- **38 total credentials** – 2 per person – earned from first two cohorts
- The program was recently featured in local media: <http://www.news-daily.com/news/2015/sep/24/bdi-atlanta-careerrise-graduate-area-technicians/>
- One more training is scheduled for November. **Employers or individuals interested in this program should contact Scott Karlen at Scott.Karlen@bobbydodd.org.**



The 2nd Certified Logistics Technicians in the metro area graduated on Sept. 22nd.
Graduates are pictured with instructors and program staff.

Time For A Check Up!

Learn how Atlanta CareerRise is supporting the career advancement of front-line healthcare workers:

The Atlanta Beltline Workforce Partnership in Healthcare with partners New Hope Enterprises and The Center for Working Families just graduated a third cohort of students who received training for certification in one of two tracks: CNA certification or Microsoft Office Operations. Eighteen students graduated from the most recent cohort in August. Here are the results:

- The most recent cohort of **19 graduates** received a total of **36 certifications** to include CNA, Microsoft Office, American Heart Association, and Red Cross CPR/First Aid
- Since inception in 2014, the program has served **107 students** who have earned a total of **120 industry-recognized credentials**.
- The program has yielded an **average wage of \$12.06** when comparing wages of students at 6 and 12 months after the program ends.

DeKalb Medical received Atlanta CareerRise funding in early 2015 to develop a new frontline workforce advancement strategy and also just launched a pilot School at Work™ program with 9 incumbent students. A second cohort of incumbents will begin in early 2016. School at Work (SAW)™ is a career development system developed by Catalyst Learning that prepares entry-level employees in the healthcare industry for advanced positions and for enrollment in local community colleges and technical schools through refreshing of soft skills, self-assessment, and career exploration. This nationally recognized model has shown to improve entry-level job performance, engagement, retention, and succession planning.



School At Work students in the class room at DeKalb Medical.

Wrapping up a Busy Year With The Electronics Workforce Alliance

The Electronics Workforce Alliance (EWA), a partnership supported by Atlanta CareerRise, was formed together in 2014 by Cardinal Training, Goodwill of North Georgia, Atlanta Regional Workforce Board, Gwinnett Technical College, Gwinnett Chamber of Commerce and fourteen employers. In only its second year, EWA will finish its 11th cohort in early December. Unemployed and underemployed students are taught basic soldering skills with IPC-610 and IPC-J standard certifications that lead to hard-to-fill jobs in the electronics manufacturing industry and in many cases, wage increases, promotions, and more. To date, the program has led to the placement of 94% of program graduates within the industry. Here are some other highlights from yet another successful year:

- 48 total job seekers and 18 incumbent workers have received training
- Students have earned a total of 167 industry-recognized credentials
- The program has yielded an average wage of \$14.09 when comparing wages of students at 6 and 12 months after the program ends

WIOA: One Year Later - A State and National Update on Strategies and Progress

A packed audience filled the room on September 16th for a recent forum on WIOA co-hosted by the Metro Atlanta eXchange (MAX) for Workforce Solutions and Atlanta CareerRise. The program brought both state and national experts to discuss the state of this new legislation one year after enactment. Brooke DeRenzis of the National Skills Coalition and Scott Ellsworth of Business Leaders United joined Ben Hames of the Georgia Department of Economic Development Workforce Division to discuss national perspectives on implementation of key practices as well as the state of Georgia's WIOA implementation and related emerging initiatives.

MAX exists to strengthen connections and promote information sharing among workforce development stakeholders of Metro Atlanta. For more information about MAX and to use the provider search portal, visit maxworkforce.org.

Just How Much Does the Skills Gap Cost Employers?

Check out this free tool developed by the National Aviation Consortium and the Manufacturing Institute to help employers quantify financial losses due to positions that remain unfilled. This unique tool allows employers to identify expenses that can be eliminated by partnering with workforce development initiatives to close the gap.

<http://www.costofahire.com/>

<http://www.themanufacturinginstitute.org/News-Articles/2015/08/17-ROI.aspx>

Cost-Hire	Business Impact	Possible Savings	Cost to Implement
Reduction/Elimination of Employee Training		33 %	Estimated ROI 1143%
Savings due to reduction in employee OJT time		\$9,900	
Savings due to reduction in supervisory OJT time		\$8,910	
Reduction in OJT costs		\$18,810	
Reduction in Overtime Cost			
As you saw in the previous section on Business Impact, overtime needed to cover unfilled positions represents a significant expense. Having a pipeline of qualified candidates is a source of savings that can positively benefit your bottom line.			
Savings due to reduction in overtime		\$31,200	
TOTAL POSSIBLE SAVINGS			
\$166.737			

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