



News and Highlights

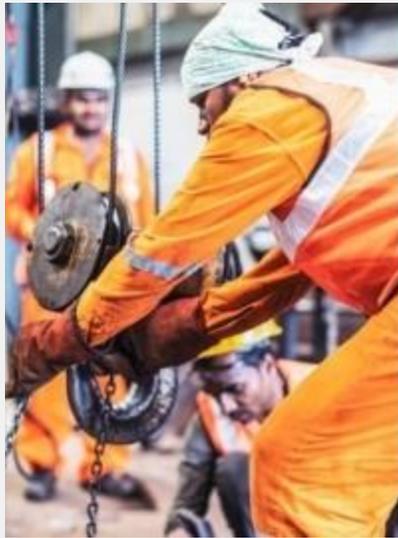
June 2018

New Report: Southern States Face Growing Skills Gap

If the South wants to contribute and benefit from a successful economy, it needs to address a middle-skill gap according to a new report, "[Building a Skilled Workforce for a Stronger Southern Economy](#)," by the **National Skills Coalition (NSC)** and the **Federal Reserve Banks of Atlanta and St. Louis**. The Southern economy – once built on low-skill industries – must now compete in an economy where the majority of job openings require education and training beyond high school, but those training opportunities are limited for many Southerners, who face obstacles to advancing their skill level.

Highlighted in a case study in the report is Georgia's [High Demand Career Initiative \(HDCI\)](#) and [HDCI - Metro Atlanta](#), a regional partnership of the five workforce boards managed by Atlanta CareerRise.

"To create a skilled and thriving Southern economy, state leaders must create an inclusive workforce," write the report's authors. This report offers a concrete roadmap for state policymakers to strengthen the economy. CareerRise's Director, Cinda Herndon-King, served on the advisory committee for this report.



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With low
unemployment,
employers in the
South are struggling
to find qualified
employees.
”

Georgia Selected by NSC for Technical Assistance

In conjunction with its new report, the National Skills Coalition announced its [Southern Skills Policy Initiative](#) to work over the next year with five southern states to advance policies that help workers and businesses in those states to get the skills they need to compete.

Georgia partners, including Center for Working Families, Georgia Budget and Policy Institute, Annie E. Casey Foundation Atlanta Civic Site, Atlanta Career Rise, and Metro Atlanta Chamber, will focus on policies that prepare more residents for skilled jobs by making it easier for people with low incomes to afford postsecondary training.

Healthcare Partnership Launches Hospital Environmental Services Program

Atlanta CareerRise's Healthcare Partnership, now the centerpiece of **HDCI Metro Atlanta's Healthcare** sector, launched a new frontline environmental services training program with four healthcare system partners and managing partner **Goodwill of North Georgia. Piedmont Hospital Midtown** is serving as the training site for the first cohort using the nationally recognized Certified Healthcare Environmental Services Technician Model. The training includes *Healthcare WorkReady*, an Atlanta CareerRise produced healthcare contextualized job readiness curriculum, environmental services technical training and on-site, hands on training at Piedmont.

Graduates will have a priority interview with



participating employers, and receive coaching and other services once hired. After 6-months of successful employment, graduates may enroll through their employer in middle skills training to continue to grow their careers. This program is supported through a special pilot under Georgia's **SNAP Works** extended to residents of Fulton County.

New Analysis Estimates up to \$2800 Return on Investment For Each Aerotropolis Hospitality Training Hire

A new analysis developed with actual area employer data shows that the **Aerotropolis Hospitality Training Program** offers significant added value, especially reducing costs associated with productivity loss and high turnover. **Hiring costs for front desk positions at local hotel employers ranged from \$3400 to \$6000 per hire, and Generation estimates that an employer's tuition investment of \$3000 would return that amount plus an additional \$2800 per hire in added value.** Based on costs for training and hiring 26 employees annually, one local hotel employer would see a \$72,000 added value annually just by partnering with the Generation program.

Generation has created a [diagnostic tool](#) to measure the current cost-per-hire of a given role. The diagnostic tool allows any employer to estimate the cost-per-hire online by calculating costs related to Recruiting, Training, Turnover, Quality of Work, Professionalism, and Access to High-Level Human Capital.

Generation, the youth employment nonprofit founded by McKinsey & Company, leads the Aerotropolis Hospitality Training Program launched in 2017 with support from **Atlanta CareerRise, IHG® Foundation, United Way of Greater Atlanta, and United Way Worldwide.**



A new cohort graduates in late July!
Contact [Roshni Chengappa](#) at Generation for more information.

Our Supporters



Atlanta CareerRise increases regional prosperity by creating and strengthening partnerships and systems that meet employer needs for skilled talent and connect Metro Atlanta residents to sustainable-wage careers.

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