

METRO ATLANTA INDUSTRY PARTNERSHIPS



| SKILLED EMPLOYEES | GOOD JOBS | STRONG COMMUNITIES |

MEETING SUMMARY

TDL Employer Forum

Wednesday, May 15, 2019

9:00 am -11:00 am

Loudermilk Conference Center, Pope Room

Meeting Facilitators: Helen Slaven, Industry Partnerships Director and Mike Connor, TDL Industry Expert

Atlanta
CareerRise

Metro Atlanta
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Welcome, Overview of Agenda and Update

8:45-9:00	Registration
9:00-9:10	Welcome, Overview of Agenda and Industry Partnerships Update
9:10-9:30	Confirming Our TDL Top Jobs
9:30-10:00	Confirming Our TDL Top Jobs “Work-Ready Skills”
10:00-10:50	Establishing a Regional TDL Career Pathway: An Exploratory Discussion
10:50-11:00	Closing Comments and Next Steps

Participants

- Greg Robinson- Future Forwarding
- Monica White- JC Penney
- Jacinda Moses- HD Supply
- Vernetha Hall- DeKalb County Fleet Management
- Shannon Flink- DeKalb County Fleet Management
- Sean Conrad-Platinum Cargo
- Rob LeBeau- WorkSource ARC
- Henry Charlot- WorkSource ARC
- Cinda Herndon-King- Atlanta CareerRise
- Jerry Sutton- Bobby Dodd Institute
- Quasandria Turner- Goodwill of North Georgia
- Donna Mullins- Mullins International
- Africa Roberson- WorkSource ATL
- Pete Frey- A4MC
- Mike Connor- Metro Atlanta Industry Partnerships
- Chuck Easley- Georgia Tech
- Helen Slaven- Atlanta CareerRise



thank you!

For your leadership & partnership.

Service Lines

A brief explanation of each of these was provided. These “service lines” reflect the 4 requests we hear consistently across employers and industries. Our initiative is focused on developing, testing and scaling regional strategies for each.

How We Help

Hiring, Candidate Sourcing & Planning

Organizing community hiring events, candidate sourcing and planning for employers and industries.

Training & Registered Apprenticeships

Leading pre-hire, incumbent upskilling and apprenticeship projects, programs and services to ensure competence.

Employment Readiness

Addressing job seeker barriers to ensure employment success. *(i.e. housing, transit, childcare, veterans & returning citizens).*

Career Awareness & Promotion

Engaging students and underrepresented communities to promote opportunity and diverse and inclusive workplaces.



Goals for the Meeting

Meeting goals were discussed and how each of these represented project “milestones” in taking action on the service lines. Goals included:

- ✓ Confirm Our Top Jobs
- ✓ Begin Identifying Top Jobs “Work-Ready” Skills
- ✓ Have a Beginning Discussion about Regional TDL Career Pathways

Confirming Our TDL Top Jobs

Over the last year, through convenings and employer visits, a short list of “high demand” TDL jobs emerged across employers. The group reviewed this list and confirmed that each were considered “high demand” meaning they were in demand now and were likely to continue to be. Four key questions were asked.

1. Which of these jobs most reflect your organization’s current and future needs?
2. What jobs least reflect your organization’s current and future needs?
3. What additional jobs should we consider adding?
4. For these jobs, does the ONET Job Level and SVP seem about right?

With the goal of confirming that the proposed jobs reflected employers “high demand jobs” the group discussed the proposed list and confirmed and added two additional jobs. Fork lift training was added for job #5 and two additional jobs - IT Business and Data Analysts were confirmed as “high demand” and placed on the IT Top Jobs List. Together, these 10 jobs will be the focus of our TDL work going forward. Using the “service lines” described earlier to create regional pipelines, across the workforce “eco-system” to provide employers with skilled employees and job seekers with good jobs and opportunities for career growth.

Our TDL Top Jobs



Metro Atlanta Industry Partnerships TDL Top Jobs 2019-2021

The jobs listed below have been identified as “high demand” by Metro Atlanta area by employers participating in WorkSource Metro Atlanta Industry Partnerships. Note: The list is intended to assist organizations in considering developing workforce programs and services but not intended to be a definitive or limiting tool.

	Job	ONET Code	Job Zone	SVP
1	Clerks (Billing/Posting/Cost/Rate/Statement/File)	43-4071.00, 43-3021.00-02	2	4.0 to < 6.0
2	Customer Service Representatives	43-4051.00	2	4.0 to < 6.0
3	Freight Agents/Forwarders	43-5011.00-01	2	4.0 to < 6.0
4	Light and Heavy Truck Drivers (CDL)	53-3033.00, 53-3032.00	2	4.0 to < 6.0
5	Package Handlers/E-Commerce Specialists/Laborers & Freight, Stock and Materials Movers, Hand	53-7064.00, 53-7062.00	2	4.0 to < 6.0
6	Mechanics (Light, Diesel, Equipment)	49-3023.00, 49-3031.00, 49-9041.00, 49-3042.00	3	6.0 to < 7.0
7	Logistics Analysts, Logistics Engineers, Logisticians	13-1081.00, 13-1081.00-01, 13-1081.00-02	4	7.0 to < 8.0
8	Logistics Managers/Storage and Distribution Managers/Transportation Managers	11-3071.03, 11-3071.02, 11-3071.01, 11-3071.00	4	7.0 to < 8.0

The group then discussed skills and abilities and work activities that were represented in these jobs. These two dimensions “skills and abilities” and “work activities” constitute the essential “work-ready” components that in addition to technical expertise helps ensure employment success.



Confirming Our TDL Top Jobs “Work-Ready Skills”

Skills and Abilities

(1=Advanced Skills, 2=Moderate Skills, Blank=Minimal or No Skill)

- Judgement & Decision Making
- Service Oriented Listening
- Reading
- Oral Expression & Comprehension
- Dexterity/Arm-Hand Steadiness
- Reasoning Ability
- Written Expression/Comprehension

Work Activities

(1=Frequently Found, 2=Occasionally Found, Blank=Rarely or Never Found)

- Assisting & Caring for Others
- Coaching/Training & Teaching Others
- Communicating Outside Organization
- Control Machines/Inspect Equipment
- Interacting with Computers
- Monitor Processes, Materials, Surroundings
- Physical Acts/Handle-Move Objects
- Process/Analysis Data or Information
- Schedule/Organize, Plan, & Prioritize Work
- Think Creatively

The items listed above were confirmed. Additionally, items below were discussed as needing to be confirmed as part of the items above or added as additional items to complete the list.

- Relationship Management
- Adaptability
- Following Instructions
- Customer Service B2B
- Etiquette
- Social Media Awareness
- Employee Engagement

The last discussion asked the group to consider the idea of a Regional TDL Career Pathways and imagine what that could look like in Metro Atlanta. Small groups discussed using the items listed below.

Establishing a Regional TDL Career Pathway

An Exploratory Discussion

imagine

A regional system of training programs that reflect “high-demand” jobs and provide “work-ready pipelines” for employers, job seekers and those seeking career growth.

- **What we like about this opportunity.**
- **What it could look like.**
- **What agreements and understandings would be important to establish before beginning.**
- **What might be a good place to start.**

The group agreed that this idea had merit and was something worth pursuing. One important component would be a tool “portal” that would be accessible to all users (employers, job seekers, workforce partners, etc.) and would allow for transparency.

- For employers it would be critical that those being referred were pre-screened eliminating unnecessary time on the part of recruits to screen out those not qualified. In addition, timing training programs and graduations to “sync-up” with industry peak hiring times would be important.
- For job seekers, it would be critical to create multiple “on-ramps” that provide training options that are varied and flexible. This would include those in K-12, Technical Colleges and Universities but also incumbent workers and populations currently facing barriers.
- For workforce partners, it would be critical that job training programs are standardized, including work-ready skills and that they are spread across the region to provide equal opportunity for individuals to pursue careers regardless of their place of residence.

Though this was a brief discussion, the group was in agreement about the important role that a regional strategy could play in aligning employers, careers and job seekers.

The meeting concluded with a brief discussion of next steps in the initiative.

Industry Partner Updates

- May Employer Forums
- June All Partner Webinars
- Aligned Projects – REI and WorkSource Alignment
- Fall All Partner Meeting

We Want Feedback!

Please complete and leave folded at your table.

TDL Employer Forum Meeting Feedback Summary

Directions – Please provide feedback about today’s session. We’ll use the feedback to course correct and plan future steps. We’ll share a summary of the responses via email post meeting. No names, just honest feedback. *Thanks!*

Which best describes your organization: (Check one.)

4	Employer	1	College/University	3	Community Provider
	Chamber of Commerce		Government Entity		K-12 Schools
1	Technical College	1	WorkSource Board	2	Other

Using the scale, respond to the following statements in the way that best expresses your views.

Item	Scale				
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. Today’s session met the stated goals.				4	8
2. I learned something today I can take back and use.			1	3	8
3. The Top Jobs List and “Work-Ready” Skills will help us focus our efforts.				4	8
4. I think my organization will benefit from participating in this effort.				4	8
5. I think this initiative is helping us work together to address employer workforce needs and the needs of those seeking good jobs and career growth opportunities.				5	7

6. Concerns or questions I have as we move forward are...

7. Advice I have as we move forward is...

- Create a universal portal for employer access.
- Linking interest and commitment from employers.

8. One thing I’d like to know more about is...

- Careers in logistics
- More information on the partners that are not employers, what they do and how they can help.
- How to create collaborating ops.

Other Comments

- After meetings conclude, could attendees receive contacts to follow-up and collaborate.