

2007-2008 HIGHLIGHTS AND ACCOMPLISHMENTS
WORKFORCE READINESS COMMITTEE
CAPITAL REGION HUMAN RESOURCE ASSOCIATION

Committee Members:

- Marj Adams
- Fran Altshuler
- Kerry Douglas-Duffy
- Dan Gentile
- Ed Hallenbeck (Chairperson)
- Christine Kister
- Tracey Meek
- Beth Miller
- Tina Mone
- Gary Nicklaus
- Nancy Rider
- Cathleen Smith

Highlights and Accomplishments:

- Our committee has made an effort this year to develop a working relationship with the four regional Workforce Investment Board (WIB) Directors, meeting with them on several occasions to explore potential projects and collaborations.
- Ed Hallenbeck represented the committee, and the Capital Region Human Resource Association in general, on the "Workforce Consortium for Emerging Technologies" Committee. This consortium was developed by the regional WIB Directors, and comprises numerous other local workforce/business organizations. The goal of the Consortium is to take a cluster or sector-based approach to addressing workforce needs in the Capital Region.

The Consortium applied for a \$500,000 grant from the New York State Department of Labor to help fund local workforce initiatives. Approximately \$50,000 of the grant was designated as "seed money" for a regional internship center, an initiative that originated with (and is being promoted by) our committee. The overall grant, including our portion, was initially approved by the Department of Labor. But unfortunately they then pulled back and changed their focus from a cluster or sector-based approach to a strictly sector-based approach. As a result, the initiatives approved in the initial grant were scraped and the Consortium is starting over in a new direction. We continue to play an active role in the work of the Consortium as they refocus their efforts.

- Our committee collaborated with the Career Development Consortium, a group of local college career counselors, to help critique resumes of job applicants at the following community-wide job fairs in the area:
 - Saratoga Job Fair – October 3, 2007
 - Job Discovery Job Fair – March 13, 2008
 - Martin Luther King Job Fair – April 17, 2008
 - Saratoga Job Fair – May 1, 2008

Our committee coordinated this resume critique service at each job fair, and members of both the Capital Region Human Resource Association and the Career Development Consortium volunteered to critique resumes. We had a total of 31 volunteers critique resumes at the four job fairs.

- We established a working relationship with Saratoga Today, one of our local newspapers. The membership of the Capital Region Human Resource Association now provides HR and career-related articles for one of their publications - the Employment Quarterly. These articles provide valuable information to job seekers, the HR community, and the business community overall. They also help to promote our chapter, and in general to advance the profession.
- On behalf of the committee Ed Hallenbeck provided presentations about the skills needed (and lacking) in high school students to the following organizations:
 - Albany Area Business and Marketing Educators' Association
 - Work-Based Learning Coordinators of the Capital Region
 - Work Experience Coordinators of New York State (at their annual conference).

The presentation was based on the survey report "Are They Really Ready To Work," sponsored in part by SHRM. As a result of the presentation at the Work Experience Coordinators of New York State annual conference, this group wants to bring in a panel of HR managers to their next state conference to open up a dialogue between the education and business community.

- Our committee was the lead facilitator in a grant application process to establish an internship program in the Capital Region. In a collaborative effort, we teamed with a number of other local workforce investment organizations (including the regional WIBs) to jointly apply for a \$200,000 grant from the New York State Department of Labor to establish this internship program. Our grant application was successful, and we were awarded \$200,000 to plan and implement an internship program in the Capital Region.