

**2005-2006 HIGHLIGHTS AND ACCOMPLISHMENTS**  
**WORKFORCE READINESS COMMITTEE**  
**CAPITAL REGION HUMAN RESOURCE ASSOCIATION**

In the 2005/2006 program year, our inaugural year, the Workforce Readiness Committee:

- Recruited 9 chapter members to form our Steering Committee, and a number of other chapter members to work on our project teams.
- Met with over 20 community agencies and representatives involved in workforce readiness in the Capital Region to assess the emerging needs and trends in the field, and to establish working relationships and collaborations.
- Defined our “mission” as a committee. The mission of the Capital Region Human Resource Association (CRHRA) Workforce Readiness Committee is to provide a collaborative “human resource” link in:
  - assisting individuals who are entering and/or re-entering the workforce, as well as those individuals who are currently in the workforce but are “underemployed,” in becoming a knowledgeable and qualified workforce for today and tomorrow; and
  - assisting Capital Region employers in issues of workforce readiness in a way that will allow them to become “employers of choice.”
- Began to create an awareness, and knowledge base, among the Capital Region Human Resource Association’s membership of what workforce readiness is, and the resources that are available for employers to help prepare the workforce of today and tomorrow, through frequent articles in the chapter e-newsletter.
- Researched and developed a list of over 334 online resources for employers and job seekers in the area of workforce readiness. Posted 10 of those resources, as a start, on the Workforce Readiness Committee page of the CRHRA website ([http://www.crhra.org/committee\\_workforcelinks.php](http://www.crhra.org/committee_workforcelinks.php)). Additional resources will be posted over time.
- Plans to offer a workshop entitled “Making The Job Search Process Work For You” prior to the May 2006 CRHRA membership meeting. The workshop is designed to assist CRHRA members who are in a career transition, specifically those actively seeking employment or exploring career advancement and/or other options.

- Actively worked with the Center for Economic Growth, an economic development agency in the Capital Region, in revitalizing their site for internships in the Capital Region. A new site has been recently launched, and can be viewed at: <http://www.mybeanstalk.com/>. A new and more user-friendly look and feel has been developed. New features have been added, including: a list of local career fairs, a complete list of Tech Valley colleges and universities, and resources in the Tech Valley. In addition, the CRHRA link has been added to the site.

The Workforce Readiness Committee also spearheaded the development of student and employer guides to internships which are posted on the site. These guides will serve as resources for both students and employers as they enter the internship process.

- Collaborated with the Student Chapters Committee to involve student chapter members in the Martin Luther King Job Fair, which was held on April 13, 2006 at the Empire State Plaza Convention Center in Albany. Students members volunteered their time, and were given direct opportunity to interact with over 100 employers regarding internship and employment opportunities
- Established a working relationship with representatives from the Capital Region Workforce Investment Board (WIB) regarding the nationally recognized workforce credential. The Workforce Readiness Committee continues to work with the WIB on the validation, marketing, promotion and delivering of this credential to job seekers and existing workers in the Capital Region. For more information about the credential, go to: <http://workforcenewyork.com/wrc.htm>.

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