

**2006-2007 HIGHLIGHTS AND ACCOMPLISHMENTS**  
**WORKFORCE READINESS COMMITTEE**  
**CAPITAL REGION HUMAN RESOURCE ASSOCIATION**

**Committee Members:**

Marj Adams  
Fran Altshuler  
Kerry Douglas-Duffy  
Dan Gentile  
Ed Hallenbeck  
Tracey Meek  
Beth Miller  
Tina Mone  
Gary Nicklaus  
Casie O'Connor  
Nancy Rider

**Highlights and Accomplishments:**

The committee (HR Careers Team) developed a confidential voucher system that would allow CRHRA “members in transition” to attend monthly membership meetings. It was designed to help keep these members connected to the general membership, provide continuing professional development opportunities through monthly meetings, and create networking opportunities that could assist with their search for employment. By helping to reduce financial hardship the voucher system provides a valuable service to “members in transition.” It is currently being promoted through the chapter’s monthly newsletter and website.

The committee continues to actively support the Work Readiness Credential. Through announcements at meetings, articles in the chapter’s monthly newsletter, and meetings with representatives of the New York State Department of Labor and the Educational Opportunity Center (the designated testing site) the credential has been supported and promoted. The Work Readiness Credential is an attempt to address the “soft skills” issue with new and existing employees.

Four members of the committee – Marj Adams, Ed Hallenbeck, Beth Miller, and Gary Nicklaus – attended an employer recognition event at the Educational Opportunity Center in Troy on March 29, 2007. The committee – and CRHRA in general – were formally recognized for their efforts in actively working with the Center on the Work Readiness Credential.

The committee (Community Support Team) established a formal collaboration with the CRHRA Diversity Committee to develop a list of resource agencies that work to place individuals who have barriers to employment. A survey to CRHRA members is being developed (and will be sent in the fall) to assess their

knowledge of these agencies, as well as their level of participation with them regarding recruitment activities. The list of agencies will eventually be posted on the CRHRA website. The goal is to connect CRHRA members with these agencies for the benefit of both.

The committee continues to initiate discussions in the community regarding the concept of a regional internship center. Congresswoman Kristen Gillibrand recently asked the three local Workforce Investment Board Directors for a short list of workforce priorities. On the list presented to her was a regional internship center. This has resulted, in part, because of the committee's vision and community discussions regarding such a center.

In recognition of the valuable contributions that Veterans have provided to our country, the committee researched services and resources that are available to veterans in the Capital Region. This was done with an eye towards all veterans, but a specific sensitivity to returning veterans from the Iraq War. An article was written and placed in the December 2006 chapter newsletter outlining these services and resources, and highlighting monetary hiring incentives that are available to CRHRA member employers who hire veterans.

The committee assisted Big Brother Big Sisters of the Capital District in promoting the launch of their innovative Workplace Mentoring Program that matched local middle school students with local employers (see December 2006 chapter newsletter). The purpose of the program is to help students acquire knowledge and skills, while providing them with a supportive one-to-one mentoring relationship.

The committee collaborated with the Career Development Group of the Hudson Mohawk Association of Colleges and Universities to help critique resumes of job candidates at the Saratoga Job Fair on April 18, 2007. Six individuals from the both groups volunteered their time to provide this valuable service.

Ed Hallenbeck, on behalf of the committee and CRHRA in general, wrote an article entitled "Making a Good Impression at Job Fairs" that was published in the Employment Quarterly of the Saratoga Today newspaper.

Ed Hallenbeck, representing the committee, was a member of an educational panel at the Hugh O'Brian Youth Leadership (HOBY) conference held on June 2, 2007 at RPI in Troy. The panel addressed the topic "Preparing Today for Jobs of Tomorrow."

Founded in 1958 by legendary actor Hugh O'Brian, HOBY seeks to motivate and empower individuals to make a positive difference within our global community, through understanding and action, based on effective and compassionate leadership. More than 180 sophomores from throughout eastern New York participated in the conference.