TEAMWORK MAKES THE DREAMWORK

• Introduction

  Dr. Patricia Caillouet
  St. James Works Facilitator

• Economic Impact/NEXT25 Foundation

  Mayor Steve Nosacka
  NEXT25 Foundation

• Partnerships

  Dr. Patricia Caillouet

• Innovation

  Terry Gros/Troy Borne
  CTC/Jump Start/HCC

• Assessments/Job Profiles

  Kelly Richardson
  WK Administrator/ACT Job Profiler
  Dr. Bruce Waguespack, RPCC

• St. James Works 2.0/Vision

  Dr. P. Edward Cancienne
  SJPSD Superintendent
https://www.youtube.com/watch?v=JWjTbrNSTvY&feature=youtu.be
<table>
<thead>
<tr>
<th>MEMBERSHIP</th>
<th>BUSINESS, INDUSTRY, EDUCATION, GOVERNMENT</th>
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<tr>
<td><strong>MISSION</strong></td>
<td>• Remove Barriers to Employment</td>
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<td>• Leverage Time &amp; Resources of Industry Partners</td>
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<td><strong>CTC SUPPORT</strong></td>
<td>• Business &amp; Industry Tours</td>
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<td>• Community College Scholarships</td>
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<td>• Student Events</td>
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<td><strong>COMMUNITY SUPPORT</strong></td>
<td>• ACT WRC Support (Assessment Fees/Training)</td>
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<td>• Development/Support Apprenticeships</td>
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<td></td>
<td>• Removing Barriers to Employment.</td>
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<td>(TWIC, OSHA, Drug/Legal Issues)</td>
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<tr>
<td>COMPANY</td>
<td>STATUS</td>
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<tr>
<td>YUAHANG CHEMICAL</td>
<td>Construction</td>
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<tr>
<td>FORMOSA CHEMICAL</td>
<td>Permitting</td>
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<tr>
<td>SOUTH LOUISIANA METHANOL</td>
<td>PreConstruction</td>
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RECRUITING

- Career Days
- K-12 Career Plan
- Recruiting Boards
JUMP START

- Cosmetology I & II
- Allied Health/Patient Care Tech
- Entrepreneurship
• Agriculture I, II, III, IV

• Baking I & II
**JUMP START**

- Pipefitting/Welding/Millwright

- JAG

- WorkKeys Curriculum Integration
  Business Math and Business English
  Financial Literacy and Technical Writing
INNOVATION
Human Capital Center

• Achieve a High School Diploma
• Complete Soft Skills Training
• Select a Craft or Skill
• Acquire Certification/s
• Improve Resumé-Writing & Interview Skills
PARTNERSHIPS
Human Capital Center

B&I PARTNER INTERVIEWERS

APACHÉ’S ACCESS TO INDUSTRY
CELEBRATING SUCCESSES

NORANDA/RPCC MILLWRIGHT

APACHÉ SIGNING DAY

NORANDA SIGNING DAY
CELEBRATING SUCCESSES

NUCOR SCHOLARSHIP

CTC ALL-STAR BANQUET
OUTSTANDING STUDENTS
ASSESSMENTS

Emerging/Transitioning/Current Workforce
- AmSty/Apaché/YCI/Fluor/Formosa/SJPH/SJPS
- SJ Workforce Solutions Center
- Youth Build
- SJ Parish Jail
- Life Center Rehab Facility

Optional Assessments:
- Talent Assessment (Summary Profile—SJPH)
  Teamwork/Work Discipline/Managerial Potential
  Customer Service Orientation
• A detailed, customized task list

• A personalized content validity report—linking job tasks to ACT® WorkKeys® skill levels

• Useful information for hiring, promotion, and training

• Employee support
JOB PROFILES

• Regional Profiler—Kelly Richardson

• YCI Methanol One LCC
  • Senior Chemical Operator
  • Junior Chemical Operator
  • Electrical and Instrumentation
  • Mechanical

• Delta Region Authority Grant
  • Profile for participating Parishes
WHY JOB PROFILING MATTERS TO COMPANIES & HR

IT'S ALL ABOUT THE NUMBERS

CANDIDATES MAY SELF-EXCLUDE.
CANDIDATES MAY NOT BE "WORK READY."
OTHER ASSESSMENTS MAY BE NECESSARY.
CASE #1

>1500

3 8 5

245

213

91

INTERVIEWS

36%

385 CANDIDATES SELECTED
140 DIDN'T SHOW UP

13%

32 SCREENED BASED ON CUT SCORES FOR AM/GL/WD

63%

154 SCREENED BASED ON CUT SCORE ON AT
CASE #2

16 JOBS

INTERVIEWS

16%

240 CANDIDATES SELECTED
39 DIDN'T SHOW UP

ONLY 8%

14 SCREENED BASED ON CUT SCORES FOR AM/GL/WD

58%

102 SCREENED BASED ON CUT SCORE ON AT/WO
CASE #3

80 CANDIDATES SELECTED
15 Didn’t show up

31 INTERVIEWS

19%

Only 5%

3 Screened based on cut scores for AM/GL/WD

50%

31 Screened based on cut score on AT
Case #4  RISE UP!

February 7, 2008

14 LOST THEIR LIVES
40 SEVERE BURN SURVIVORS

Leadership

1. Reduction in EHS Incidents
2. Quality Issues
3. Turnover
4. 60% Reduction in Job Qualification Cycle-Time
5. 100% Participation in SOP Development
6. "you've got the job"

JOBS

Supervisors, Lead, Maintenance, Sugar, Bulk, I&C Material, Handled, Operator, Packaging

Participation in SOP Development

S O J T
WHY JOB PROFILING MATTERS TO COMPANIES & HR

- Pre-Screening
- Wasted Time (Effort & Resources)
- Turnover
- EHS & Q
- Learning
- Engagement
- Productivity

Eliminate
Reduce
Raise
Create

Costs
Value
Innovation

Learning

VALUE ADDED

exceeds expectation

expectation

TIME
CELEBRATING SUCCESSES

Thank you to St. James Parish Schools, ACT Work Ready Communities, St. James Parish, and Employer Partners.

CONGRATULATIONS ST. JAMES PARISH

THE FIRST IN SOUTH LOUISIANA

ST. JAMES WORKS

A Work Ready Community Initiative

THANK YOU

ST. JAMES PARISH SCHOOLS

NEXT25 FOUNDATION

ST. JAMES PARISH

EMPLOYER PARTNERS

St. James Parish Schools
St. James Parish Government Office
Town of Dudley
St. James Parish Mounted Office
River Parish Community College
River Parishes Community College - Reserve
St. James Parish Hospital

EXCEL

AVTAR

CAREER TRAINING

St. James Parish
Larson brothers
Worthington

Thank you to all the employers and partners who have supported our efforts in developing a skilled workforce.

ST. JAMES PARISH LOUISIANA

CERTIFIED FEB 2019

MAINTAINED OCT 2019
• Sustainability
  • “Recognize” to “Recommend”

• Delta Region Authority Grant (SCPDC)
  • Regional Boot Camp
  • 6-Parish Initiative
• **Site Selection Magazine**
  • Site Selection's editorial mission is to publish information for *expansion planning decision-makers*

• **Six Indices (State of the States)**
  • Number of NCRCs (LA ranks 3rd)