

ST. JAMES
WORKS



ACT[®] Work Ready
Communities

**ST. JAMES PARISH
LOUISIANA**

CERTIFIED FEB 2019

MAINTAINED OCT 2019

RESTORING THE DIGNITY OF THE WORKFORCE

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

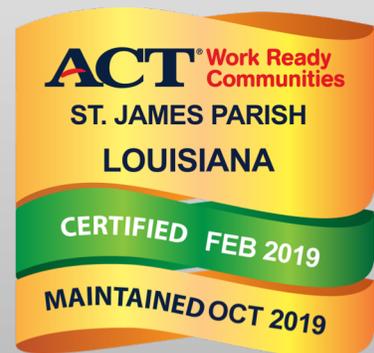
- ***St. James Works 2.0/Vision***

Dr. P. Edward Cancienne
SJPSD Superintendent



***WE ARE* ST. JAMES PARISH**

<https://www.youtube.com/watch?v=JWjTbrNSTvY&feature=youtu.be>



ST. JAMES WORKS

EMPLOYER PARTNERS “The Foundation for Success”



ACT Work Ready Communities
ST. JAMES PARISH
LOUISIANA

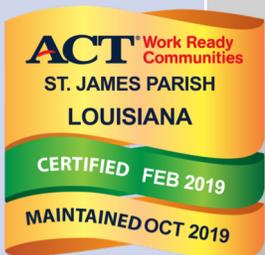
CERTIFIED FEB 2019

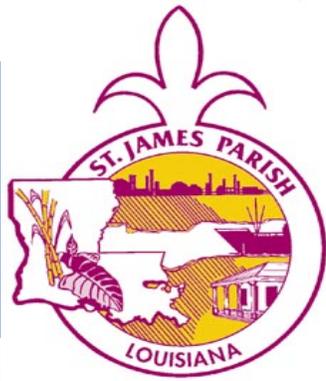
MAINTAINED OCT 2019



FOUNDATION

<i>MEMBERSHIP</i>	BUSINESS, INDUSTRY, EDUCATION, GOVERNMENT
<i>MISSION</i>	<ul style="list-style-type: none">• Remove Barriers to Employment• Leverage Time & Resources of Industry Partners
<i>CTC SUPPORT</i>	<ul style="list-style-type: none">• Business & Industry Tours• Community College Scholarships• Student Events
<i>COMMUNITY SUPPORT</i>	<ul style="list-style-type: none">• ACT WRC Support (Assessment Fees/Training)• Development/Support Apprenticeships• Removing Barriers to Employment. (TWIC, OSHA, Drug/Legal Issues)





ECONOMIC OUTLOOK

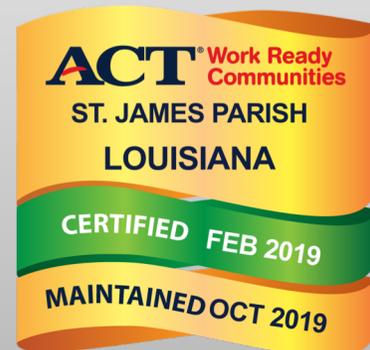
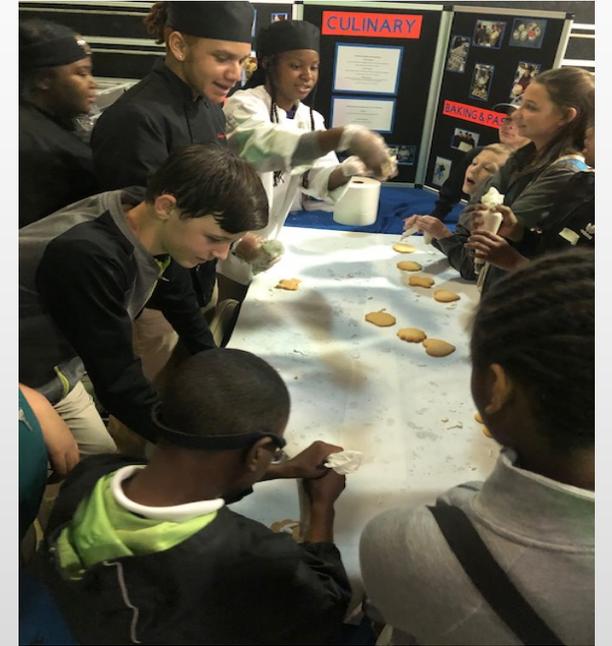
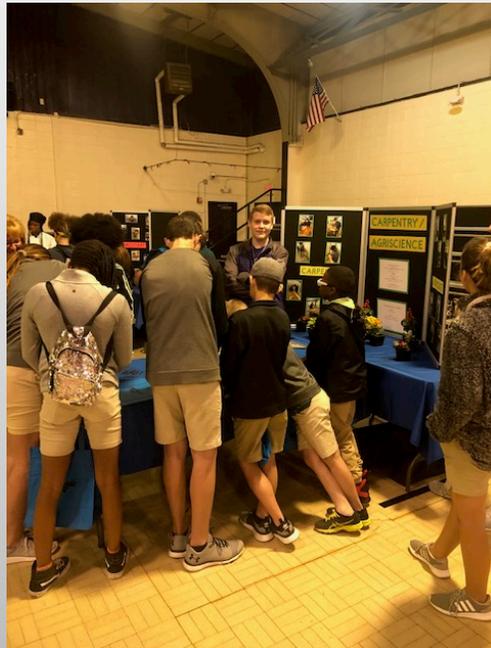
COMPANY	STATUS	CAP EX	JOBS
YUAHANG CHEMICAL	Construction	\$1.8B+	400
FORMOSA CHEMICAL	Permitting	9.4B+	1,200
SOUTH LOUISIANA METHANOL	PreConstrection	1.3B+	250





RECRUITING

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





JUMP START

- **Cosmetology I & II**



- **Allied Health/Patient Care Tech**

- **Entrepreneurship**





JUMP START

- **Agriculture I, II, III, IV**



- **Baking I & II**





JUMP START

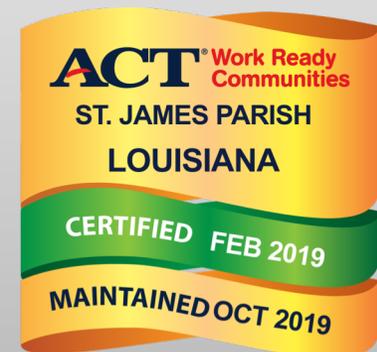
- Pipefitting/Welding/Millwright



- 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



ACT Work Ready Communities

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LOUISIANA

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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



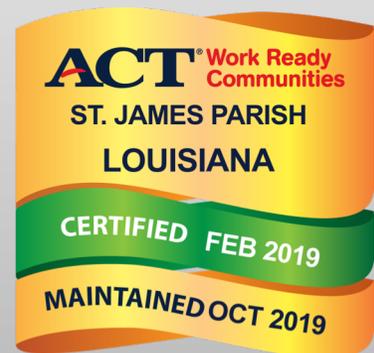
JOB PROFILES

- 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

CANDIDATE MAY SELF-SELECT OUT.

CANDIDATES MAY NOT BE "WORK READY."

OTHER ASSESSMENTS MAY BE NECESSARY.

CASE

#1

30 JOBS

>1500

385

245

213

91

INTERVIEWS

36%

385 CANDIDATES SELECTED
140 DIDN'T SHOW UP

ONLY

13%

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

63%

154 SCREENED BASED ON
CUT SCORE ON AT

CASE #2



INTERVIEWS

16 JOBS

16%

240 CANDIDATES SELECTED
39 DIDN'T SHOW UP

ONLY

18%

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

58%

102 SCREENED BASED ON
CUT SCORE ON AT/WO

400

CASE

80

#3

65

62

31

INTERVIEWS

ONLY
9
JOBS

19%

**80 CANDIDATES SELECTED
15 DIDN'T SHOW UP**

ONLY
5%

**3 SCREENED BASED ON
CUT SCORES FOR AM/GL/WD**

50%

**31 SCREENED BASED ON
CUT SCORE ON AT**

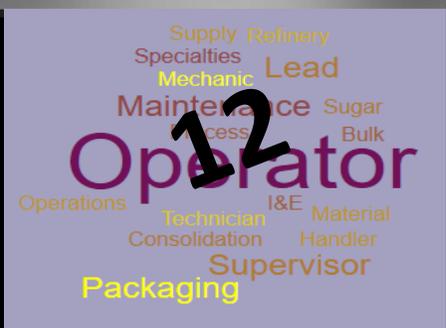
Case #4 **RISE UP!**

February 7, 2008

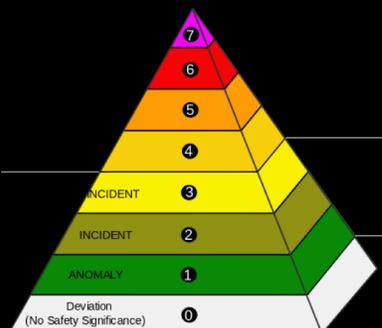
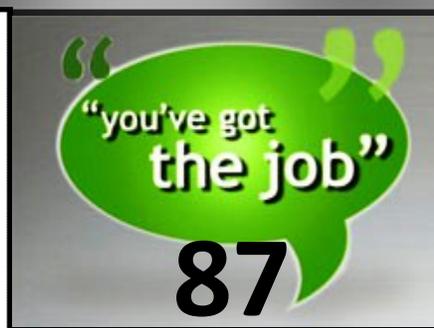
14 LOST THEIR LIVES

40 SEVERE BURN SURVIVORS

1 > 2 > 3 > 4 > 5 > 6



JOBS



- Reduction in
- EHS Incidents
 - Quality Issues
 - Turnover

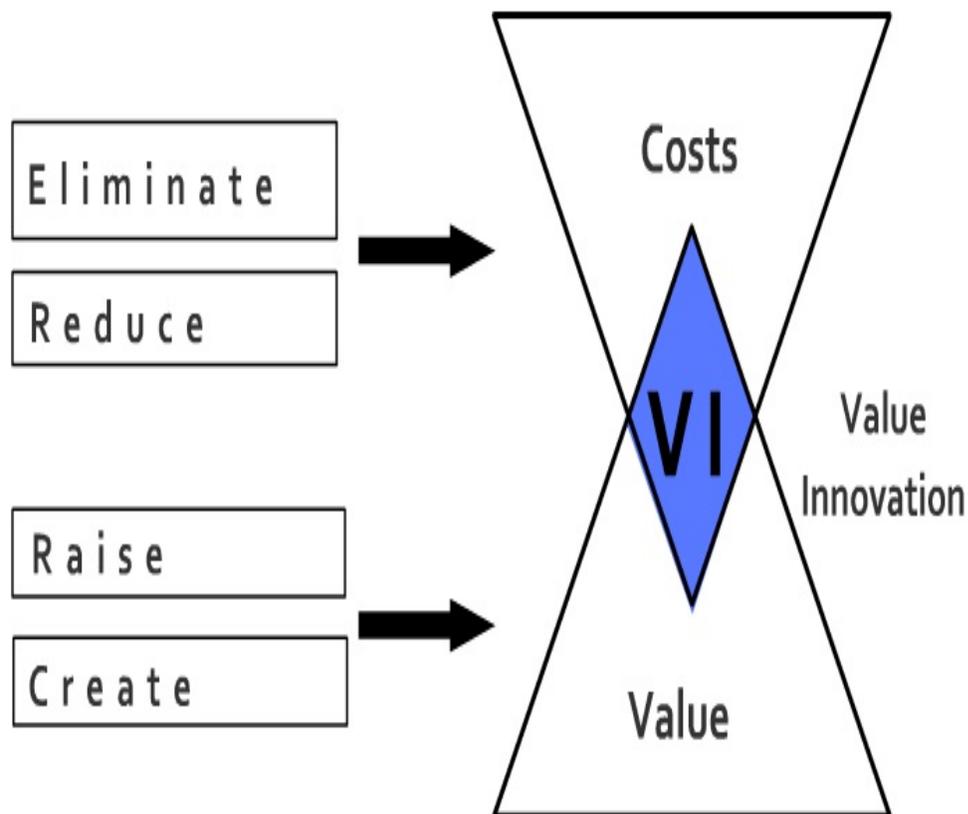


60% Reduction in Job Qualification Cycle-Time



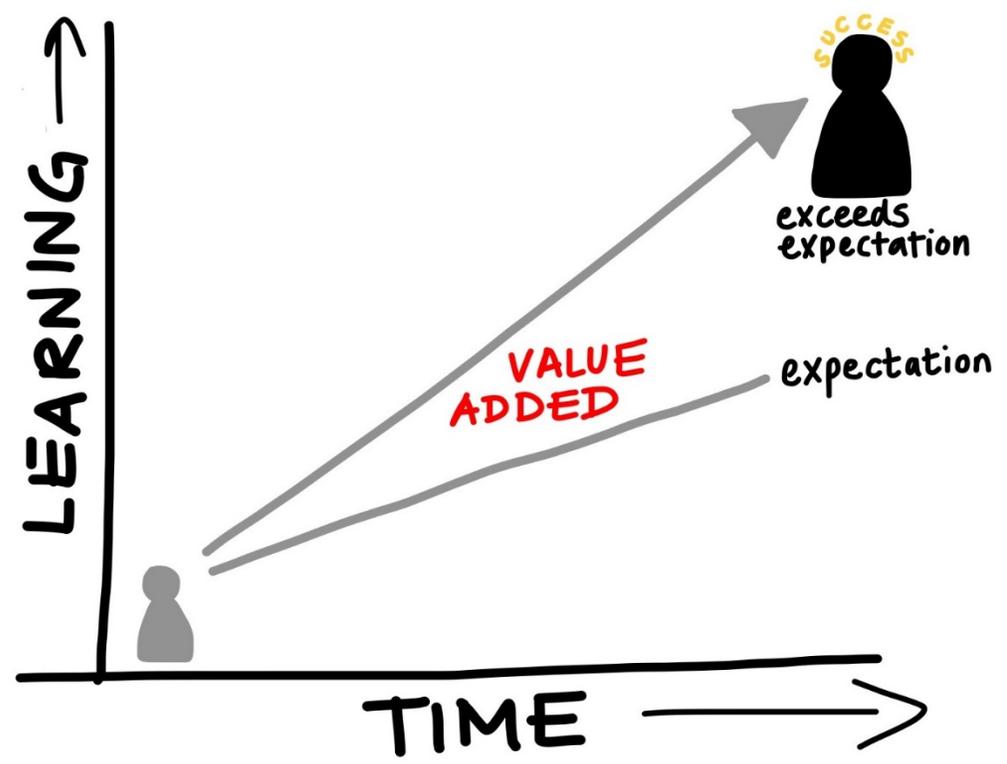
100% Participation in SOP Development

WHY JOB PROFILING MATTERS TO COMPANIES & HR



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

- Learning
- Engagement
- Productivity



CELEBRATING SUCCESSES



CONGRATULATIONS ST. JAMES PARISH

ACT Work Ready Communities
ST. JAMES PARISH LOUISIANA
CERTIFIED FEB 2019

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 Lutcher
- Town of Gramercy
- St. James Parish Sheriff's Office
- River Parish Community College
- River Parish Community College - Reserve
- St. James Parish Hospital
- EXCEL
- Apache
- Noranda
- Fast Food Farm
- Mosaic Company
- American Styrenics LLC
- Nucor Steel Louisiana
- Louisiana Sugar Refining
- Louisiana Workforce Commission
- Jacobs Field Services
- Quality Machine Works Inc
- Zen-Noh Grain Corporation
- Zapp's Potato Chips Inc
- Shell Enterprises - Convent

Valuable CAREER TRAINING

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ST. JAMES WORKS 2.0

- **Sustainability**
 - “Recognize” to “Recommend”
- **Delta Region Authority Grant (SCPDC)**
 - **Regional Boot Camp**
 - **6-Parish Initiative**



ST. JAMES WORKS 2.0

- ***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)**