

Workforce Development & Education Division Reports



**Greg Justice
(Vice Chairman)**





Workforce Development & Education Division Update Report

Initiatives for Current & Future Workforce





Initiatives for Current Workforce

DRUGS DON'T WORK IN SOUTH GEORGIA (DDW)

Boot Camp for Supervisors

Manufacturers Council

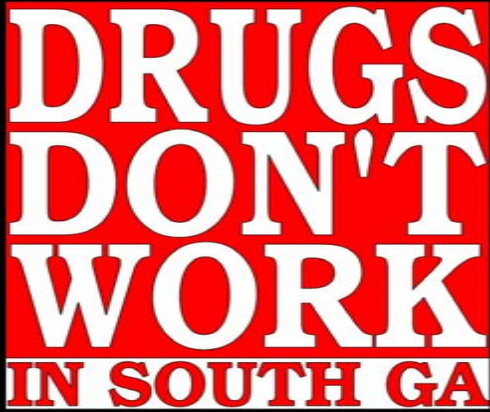
World Class Recognition

DRUGS DON'T WORK IN SOUTH GEORGIA (DDW)

- Established in 1997
- Regional Program
- Benefits for Business Owners
 - **7.5%** on Workers' Compensation Premiums
 - Estimated Saving **\$250,000+**

Doctors' Laboratory **\$8,000 / yr.**

General Contractor **up to \$25,000/yr.**



**DRUGS DON'T
WORK Summary**
September 2010

Total # of DDW Partners as of 12/31/09:	257
Total # of DDW Partners as of 09/30/10:	256
2010 New Members:	9
2010 Losses:	10
YTD Net Gain:	-1

Goal for 2010: 271

<u>YTD</u>	<u>Sept</u>	<u>Total</u>	<u>Goal</u>	<u>Fav/(Unfav)</u>
\$24,410	\$5,875	\$30,285	\$38,000	(\$7,715)

DRUGS DON'T WORK IN SOUTH GEORGIA (DDW)

- Improves Employee Attendance
- Production Increase
- Decreased Workers' Comp Claims
- IMPACTS Bottom Line

Boot Camp for Supervisors

- IMPACT 2012 Initiative
- **100** Supervisors Trained annually
- Supervisor participation



<u>Year</u>	<u>Attendance</u>
2008	104
2009	101
2010	73
TOTAL	278

Boot Camp for Supervisors

▪ TOPICS

“Human Resource Issues Specific to Supervisors”

“The Nuts and Bolts of Worker’s Compensation for Supervisors”

“Managing the Multi-Generational Workplace”

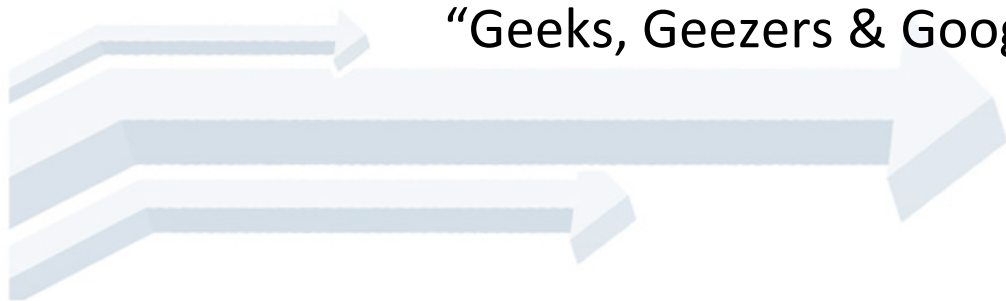
“Finance for Non-Financial Managers”

“New Realities for Today’s Supervisor”

“Contextual Management”

“Technology Safeguards in the Workplace”

“Geeks, Geezers & Googlization”



Boot Camp for Supervisors 2010 Report

	Goal Attendance	Actual Attendance
March 18, 2010	25	20
May 6, 2010	25	28
August 5, 2010	25	25
Nov. 4, 2010	25	
GOAL TOTAL	100	73



Boot Camp for Supervisors

THEME: Managing In a Slow Motion Economy

Who Should Attend?

Managers, Supervisors, Team Leaders
Prospective Leaders and those
functioning at times as Supervisors

Thursday, November 4

8 a.m. - noon*

Georgia Department of Labor Career Center
221 S. Ashley Street, Valdosta, GA

SEATING IS LIMITED!

Register Now
at

www.ValdostaChamber.com

Registration Fee:

\$20 Chamber Members; \$40 Non-Members
Includes: Continental Breakfast,
Workshop Materials and Lunch

RSVP by Tuesday, November 2

BOOT CAMP TOPICS

"Short Changed"

Learn how to maintain employee engagement and retention as the market slowly improves.

Presenter: Rusty Griffin (Griffin Corporation, Inc)

"Blindfolds of Workplace Conflict"

Learn strategies and laws to minimize conflict amongst your employees.

Presenter:

"Ready, Set, Action: Performance Review Debut"

Learn how to conduct performance reviews that are beneficial for all parties involved.

Presenter: Denise Bogart (Valdosta State University)

"Strategic Planning: Are You Prepared for 2011?"

Learn essential tools to effectively implement and accomplish your targeted goals for 2011.

Presenter: Walter Hobgood (Express Employment Professionals)

Proudly Sponsored by:



Manufacturers Council

- Platform to provide dialogue, information exchange and networking for active manufacturing businesses in the Valdosta-Lowndes County Region.
- Business Retention Expansion Program (BREP)
 - PURPOSE
 - How's business?
 - Are there any impediments to conducting your business?
 - Do you have any plans for growth or expansion?



2010 BREP Survey Results

■ Labor and Workforce Development

- 11 businesses participating
- Current Employment of 1415
 - Net gain of **925** jobs since 2005

■ Workforce Needs

- Difficulty obtaining qualified employees and the cause
 - **54.55%** indicated problems obtaining qualified employees
 - Lack of basic education **66.67%**
 - Work ethic **88.89%**
 - Employees for specific job classification **77.78%**
 - Lack of job skills **66.67%**



Manufacturers Council Meeting

"Expanding and Retaining the Existing Industries in Valdosta-Lowndes County, Georgia"

On behalf of Brandon Raddatz, Chair of the Valdosta-Lowndes County Chamber of Commerce Manufacturers Council, you are cordially invited to attend the

2010 Business Retention & Expansion Program Luncheon

This will be a complimentary luncheon in an open forum setting exclusively for Chamber member manufacturers

Friday, October 22
11:30 a.m. - 1:00 p.m.

Holiday Inn Hotel & Conference Center
1805 West Hill Avenue, Valdosta, Ga

RSVP by Wednesday, October 20
229-247-8100

* Buffet style lunch will be provided, please plan to arrive by 11 a.m.

Sponsored by

VALDOSTA - LOWNDES COUNTY
CHAMBER OF COMMERCE



2010

World Class Recognition

- IMPACT 2012 program sponsored by First State Bank & Trust Company
- Started in 2004
- Acknowledge and reward outstanding work ethics in the Valdosta-Lowndes County labor force
- Recognized **155** World Class Employee Nominees
- Awarded more than **\$24,000** to World Class Winners
- Expand World Class Employer program to 5-Star Employer
- **Goal:** 30 Nominees
- **Actual:** 21 Nominees

2010

World Class Recognition

5-Star Employer Program

- Enhances World Class Employer program
- Collaborative effort between education systems and employers
- Improve quality of the Valdosta-Lowndes County workforce



2010

World Class Recognition

5-Star Employer Program Criteria

- **NO DIPLOMA, NO JOB**
 - Educational attainment is necessary to perform job
- **SPECIALIST CERTIFICATE**
- **MAKE EDUCATION WORK**
- **GEORGIA WORK READY CERTIFICATION**
- **DRUGS DON'T WORK**





Workforce Development Division

Future Workforce Programs





Initiatives for Future Workforce

Helping Your Child Succeed

CHOICES

Helping Your Child Succeed

- IMPACT 2012 Initiative
- Sponsored by Regal Marine
- Designed to reach parents in the 'workplace'
- **FREE**
- Entails a video entitled 'Shift Happens' and important data about our education system
- 30 minutes





Helping Your Child Succeed 2010 Presentations

	Company	Business Presenter	School Presenter	Parents
1	Dept. of Family & Children's Services	Carrie Hickman	LaVerne Rome	63
2	Choices for Life LLC (June 15, 2010)	Greg Justice	LaVerne Rome	16
3	Langdale Place (June 17, 2010)	Greg Justice	LaVerne Rome	20
4	Langdale Place (September 7, 2010)	Greg Justice	LaVerne Rome	13
5	Parent Summit (September 14, 2010)	Greg Justice	LaVerne Rome	10
6	St. John H&S Assoc (September 23, 2010)	Greg Justice	LaVerne Rome	100
7	Georgia Power (October 5, 2010)	Greg Justice	LaVerne Rome	36

Parents Reached 258





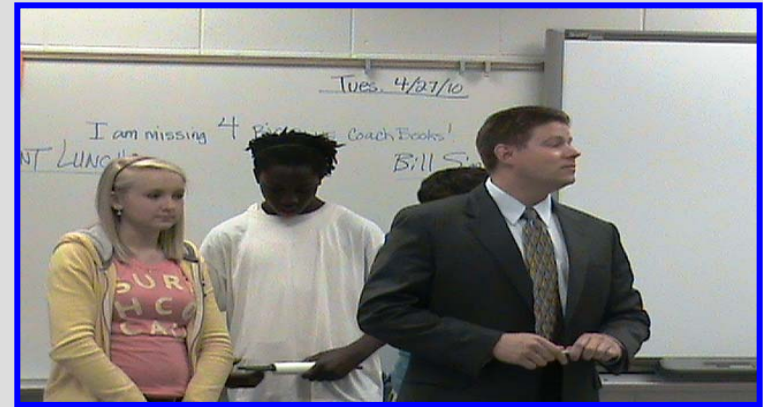
CHOICES

- Since 2000-2001 school year
- 12 classes to over 50 per year
- Eighth-graders have the power to make important decisions right now
- Interactive workshop with real-world activities
- Presented in two one-hour sessions (consecutive days) by volunteers from business community



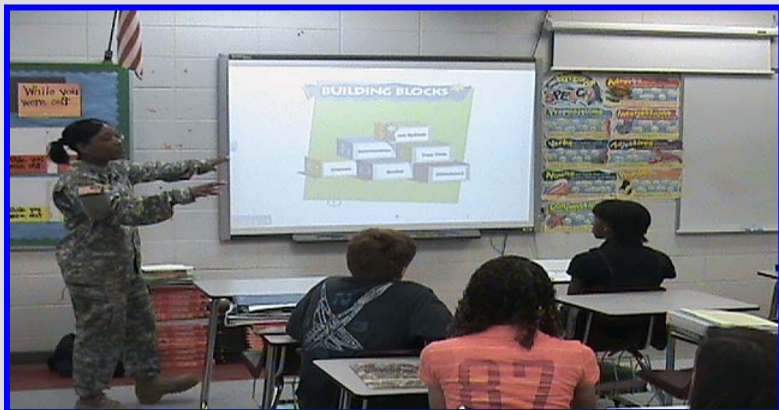


Impacting our future workforce, one student at a time.



School	Dates	Students
Lowndes Middle	April 26, 27	286
VLPR	June 22, 23	15
Pinevale Learning Center	August 26, 27	130

43 | Students Reached





Workforce Development Division
QUESTIONS or COMMENTS?



Valdosta-Lowndes County Chamber of Commerce 2012

Progress Report 2000 - 2010

Membership growth

□ January 1, 2000	1,146
□ January 1, 2010	1,536

(34% increase)

Financial growth

- Total current assets

January 1, 2000:	\$165,603
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January 1, 2010:	\$222,544
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(34% increase)

- Annual Budget revenue:

2000	\$437,805
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2010	\$961,898
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(120% increase)

Staff growth

□ FTE

2000	9
2010	10.5

(17% increase)

Major Chamber Priorities

2000

2010

- Membership Development and Retention
- Existing Industry Committee
- DRUGS DON'T WORK Program
- Small Business Development Committee
- Retiree Attraction Committee
- Technology Resources Committee
- B.E.S.T. Program
- Military Affairs Committee
- Governmental Affairs Committee
- Transportation Committee

- Membership Development and Retention
- Member Services and Member Communications
- Military Affairs Committee
- Government Affairs Council
- **Workforce Development & Education***
- **Targeted Business Expansion***
- **Small Business & Entrepreneur Development***
- **Enhancement of Pro-Business Environment***
- **Attraction of Amenity-Seeking Retirees***

*IMPACT 2012 initiatives

Valdosta-Lowndes County Chamber of Commerce Strategic Plan 2011-2012

“Unified we stand. Divided we fail.”

Members of the Strategic Planning Task Force

Walter Hobgood, Chairman

Jack Edwards

Jennifer Powell

Mark Wilson

Andy Deal

Myrna Ballard

Chamber Vision Statement:

- *The Chamber will lead economic growth in our regional area, creating a community that is entrepreneurial, open to change and fully integrated with other institutions to improve education and quality of life for all.*
-

Proposed NEW Vision Statement

*An economy that is regional,
entrepreneurial and open to change,
where business, government and
community leaders work together for
excellence in education, improvement
in quality of life and economic
stability and growth.*

Chamber Mission **Statement:**

- *To serve as the unifying force and focal point for enhancing the economic, social and cultural well-being of the regional community it serves. The Chamber shall seek to accomplish its mission by being the voice for business within the community; by addressing economic, political and quality of life issues, and through a selective business plan to achieve attainable community goals.*
-

Our Task Force Values:

- *A community unified for quality of life and economic development;*
 - *A Chamber committed to organizational excellence and member service*
-

Our Goals

- ❑ Unify our community with a common vision and focus
 - ❑ Create a built environment that is well planned and discourages sprawl
 - ❑ Encourage knowledge-based businesses
 - ❑ Build true regionalism
 - ❑ Create a pro-business environment
-

-
- ❑ Build a world class workforce
 - ❑ Enhance services for entrepreneur and small business development
 - ❑ Recruit amenity-seeking retirees
 - ❑ Develop community and business leadership
 - ❑ Commit to organizational excellence and visionary leadership
-

Unify our community with a common vision and focus

- Unify our public school systems
 - Unify our local governments
-

Implementation Strategies:

- Activities related to school system unification (which must occur before local government unification can be considered) are included in the IMPACT 2012 Business Action Plan/Workforce Development and Education Initiative.
-

Create a built environment that is well planned and discourages sprawl

- Coordinate Gateways improvements
 - Support dog parks, more green space, bike lanes, walk-able shopping areas
 - Revitalize Ashley Street
 - Support Downtown Valdosta revitalization
 - Support Mid-Town development, including the 5-Points development
 - Preserve Perimeter Road as a by-pass, while supporting appropriate development
-

Implementation Strategies:

- ❑ The Gateways Committee was formed in early 2010 and has been meeting regularly.
 - ❑ Government Affairs Council's Local Legislative Committee.
 - ❑ Supporting Downtown Valdosta revitalization is addressed in IMPACT 2012 Business Action Plan/Targeted Business Expansion Initiative.
-

Encourage knowledge-based businesses

- Develop incentives for knowledge-based business development
 - Business Accelerator (incubator) for knowledge-based businesses
 - Targeted Business Expansion Committee
 - MetroOne young professionals group
-

Implementation Strategies:

- IMPACT 2012 Business Action Plan/Targeted Business Expansion Initiative

Build true regionalism

- SEEDS Business Resource Center
 - Triple Crown Hometowns
 - DRUGS DON'T WORK of South Georgia
 - South Georgia Partnership for Regional Development
-

Implementation Strategies:

- S.E.E.D.S. Center of South Georgia (IMPACT 2012/Entrepreneur & Small Business Development Initiative)
 - Triple Crown Hometowns (IMPACT 2012/Attracting Amenity-Seeking Retirees Initiative)
 - South Georgia Partnership for Regional Development (IMPACT 2012/Enhancing Pro-Business Environment Initiative)
 - Coordinate an inter-city tour in 2012 including leaders from the entire region
-

Create a pro-business environment

- Unify our local governments
 - Simplify the process of business development
 - Support VALET and pro-business local government issues
 - State legislative issues
 - Federal legislative issues
-

Implementation Strategies:

- IMPACT 2012 Business Action Plan/Enhancement of Pro-Business Environment
 - SORT
-

Build a world class workforce

- Unify our public school systems
 - Boot Camps for Supervisors
 - World Class Employee Recognition Program
 - Helping Your Child Succeed program
-

Implementation Strategies:

- IMPACT 2012 Business Action Plan/Workforce Development & Education

Enhance services for entrepreneur and small business development

- SEEDS Business Resource Center
 - Business Accelerator (incubator) for knowledge-based businesses
-

Implementation Strategies:

- IMPACT 2012 Business Action Plan/Entrepreneur & Small Business Development

Recruit amenity-seeking retirees

- National advertising
 - Promote amenities
-

Implementation Strategies:

- Triple Crown Hometowns program
 - IMPACT 2012 Business Action Plan/Attraction of Amenity-Seeking Retirees
-

Develop community and business leadership

- MetroOne Mentorship Program
 - South Georgia Partnership for Regional Development
 - Harness the horsepower of the Chamber Board of Directors
-

Implementation Strategies:

- IMPACT 2012 Business Action Plan/Targeted Business Expansion and Plan/Enhancement of Pro-Business Environment

Commit to organizational excellence and visionary leadership

- Membership recruitment and retention
 - Member services
 - Communications
 - Advocacy
 - Chamber leadership development
 - Financial planning and stability
 - Long-range planning
 - Evaluation of policies, programs, operations, staff and Board
 - Evaluate Board structure and meeting format
-

Implementation Strategies:

- ❑ Membership Committee to develop plan for membership development & retention
 - ❑ Membership Committee to develop plan to assess member services
 - ❑ New Strategic Communications Committee will develop plan for improved communication
 - ❑ Government Affairs Council will develop plan for advocacy
-

Implementation Strategies, continued:

- ❑ Add leadership training component to Annual Planning Retreat and encourage chairman-elect participation in GACCE Leadership Conference
 - ❑ Finance Committee will develop plan for financial security
 - ❑ A renewed strategic planning effort should be in place in 2012 for the next five years...2013-2017
-

Implementation Strategies, continued:

- The 2008 Reaccreditation Task Force will be asked to evaluate policies, programs, operations, staff and Board by reviewing the recommendations from the U.S. Chamber regarding each of these areas of internal operation and assess progress in each.
-

Implementation Strategies, continued:

- Strategic Planning Task Force will conduct best practices research to identify effective formats and make recommendations for possible 2011 changes in Board structure and meeting format for a more effective implementation of Chamber vision, mission and strategic plan
-

Valdosta-Lowndes County Chamber of Commerce Annual Average Attendance at Board of Directors Meetings (25 Directors)

<u>Average Board Attendance (Range)</u>			<u>Average Guest Attendance (Range)</u>		<u>Total</u>
2000	20	(14-24)	22	(16-32)	42
2001	19	(16-22)	18	(12-28)	37
2002	19	(16-23)	20	(9-28)	39
2003	18	(13-20)	17	(11-26)	35
2004	20	(16-23)	15	(9-22)	35
2005	19	(16-21)	14	(9-21)	33
2006	21	(18-25)	14	(8-25)	35
2007	19	(15-22)	17	(11-32)	36
2008	18	(13-23)	12	(2-24)	30
2009	18	(14-20)	8	(1-19)	26
2010*	17	(12-20)	8	(4-11)	25

* January – September 2010

Some facts about non-profit Boards*:

- ❑ The average size board is 19 persons
- ❑ The majority of boards meet quarterly
- ❑ Only 8% meet monthly
- ❑ 15% meet once per year
- ❑ Nearly half allow for a 3-year term
- ❑ 85% carry D&O liability coverage

* Board Excellence by Bob Harris, CAE

Chamber boards in Georgia

All over the board....
no pun intended

Chamber Executive Committees in Georgia

- Range in size from 0 to 30
 - Most meet monthly; DeKalb and Metro Atlanta meet bi-monthly
 - Most meet on a different day than the full board meeting
-

Chamber Boards of Directors in Georgia

- ❑ Range is 10- 100+ (Metro Atlanta)
 - ❑ Most are 12 – 24 members
 - ❑ Most meet monthly, but many meet either bi-monthly or quarterly
 - ❑ Meet for breakfast, lunch, 8 a.m., 9 a.m., 1:30 p.m., 3 p.m., 4 p.m., 5 p.m., 5:30 p.m., 6 p.m.
 - ❑ Most are 90-minute meetings
 - ❑ Meet M, T, W, Th, or F!
-

Next steps

□ Today's Board meeting:

- Review and discuss Top Ten goals
- Prioritize Top Ten goals

□ November 18 Board meeting:

- Vote to adopt/not adopt Strategic Plan
- Consider possible changes to Board structure and meeting format

□ December 16 Board meeting:

- Consider possible amendments to by-laws
-

***How do YOU
rank the “Top Ten”
Goals??***

***How the former
Chairmen of the Chamber
Board of Directors
Ranked the Goals***

Prioritization by former Chairmen of the Board

1. Create a pro-business environment
 - 2.5. Unify our community with a common vision and focus
 - 2.5. Build a world class workforce
 4. Encourage and support knowledge-based businesses
 5. Develop business and community leadership
 6. Enhance services for entrepreneurial and small business development
 7. Commit to organizational excellence and visionary leadership
 8. Create a built environment that is well planned and discourages sprawl
 9. Recruit amenity-seeking retirees
 10. Build true regionalism
-

Number who ranked item as #1

- Unify our community with a common vision and focus: 7
 - Create a pro-business environment: 4
 - Encourage and support knowledge based businesses: 2
 - Build a world class workforce 2
 - Develop business and community leadership 2
 - Enhance services for entrepreneurs 1
-

Number who ranked item as #10

- Build true regionalism:
6
 - Unify our community with a common vision and
focus: 3
 - Recruit amenity-seeking retirees:
2
 - Create a built environment that is well planned...:
1
 - Develop business and community leadership:
1
 - Commit to organizational excellence and
visionary...: 1
-