



# Certified Work Ready Facilities

## *Current Worker Training Grants*

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## Certified Work Ready facilities

- Competitive ARRA grants
- Assist companies in developing their current workforce to improve productivity and reduce waste
- Build upon Georgia Work Ready tools:
  - Work Ready Certificates
  - Work Ready job profiles
  - [ACT WorkKeys®]
- Document results and champion success to corporate offices
- Keep industry doors open in Georgia

## Eligibility

- Competitive application process
- Company must be in one of the following industries:
  - Manufacturing
  - Warehousing
  - Logistics
  - Distribution
- Company must also have 50+ employees in Georgia to be eligible
- 'At risk' companies given a priority



## Certified Work Ready Facilities

- Profile key jobs
- Use Work Ready Assessments for hiring new employees *and* training/developing current workers
  - 100 employees or fewer: 70 percent of workforce holds WRC
  - 101-200 employees: 60 percent of workforce holds WRC
  - 201 employees and up: 50 percent of workforce holds WRC
- Share ROI data with GOWD



## Current Worker Training Grant

- Provides incentives for companies to become Certified Work Ready Facilities, through a reimbursement grant that covers:
  - Time at work for employees to take the Work Ready assessment
  - Time required for employees to participate in job profile process
  - Incentives for each employee up to a maximum of \$100 to take the assessment
- Provides funds for additional customized training for employees who hold Work Ready Certificates

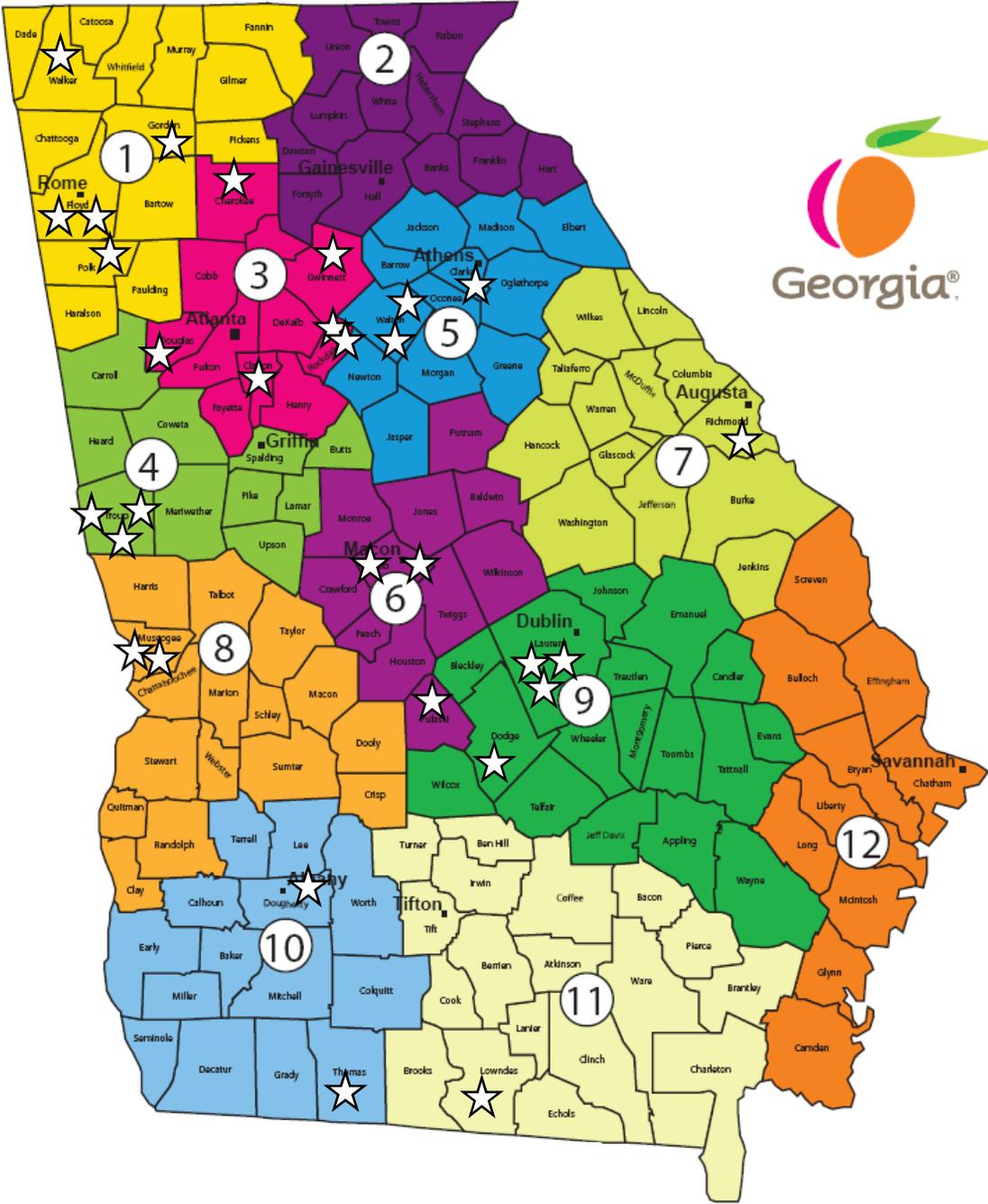
## Application components

- Certified Work Ready facility plan
  - Job profiling (20 points)
  - WR Assessments (20 points)
  - Timeline (5 points)
  - Impact to company (15 points)
- Plan to collect and report ROI data (20 points)
- Additional current worker training (20 points)

## Budget and timeline

- \$1,300,000 in ARRA funds earmarked by GOWD for this project
- Up to \$50,000 per facility or \$500 per employee
- RFP responses were due Oct. 30, 2009
- GDEcD partnered with GOWD to promote this opportunity among business and industry statewide
- 28 companies were selected to receive grants
- Grant expires Oct. 31, 2010

Locations of  
CWR Facility  
Current  
Worker  
Training Grant  
recipients



## Preliminary results

- More than 2,200 individuals have earned Georgia Work Ready Certificates, participated in a Work Ready job profile or received specialized training as part of this program to date
- 12 companies have already met their goals to become Certified Work Ready Facilities
- Participating companies are reporting return-on-investment (including cost to hire, time to hire, turnover, productivity and waste measurements) to document this grant's impact to their operations

## Summary data

Number of businesses participating	28
Number of businesses completed	11
Number at 90% or above	11
Number at 75% or above	18
Number at 50% or above	19

## CWR Facility Preliminary ROI\*

Number of new hires	205
Average productivity improvement	1.64%
Average waste change	-5.78%
Change in average cost to hire	-22.1%
Turnover	-5.62%

\* Data as of Aug. 31, 2010 from participating companies; full program data available after 12/31/2010

## Strengthening the workforce...

- In addition to Work Ready Skills Gap Training, participating companies have also used grant funds for:
  - Basic computer training
  - Principles of lean manufacturing
  - Maintenance training
  - Blueprint reading courses
  - Industry preparedness and safety training
  - Internal quality auditing
  - Leadership and teamwork training
  - Simulations in a lean learning lab
  - Lean manufacturing “train the trainer”
  - Advanced operator mechanical training

## Interesting Facts -

- Brugg –
  - Internal quality audit training
- First Quality –
  - Operator mechanical training
- Golden State Foods –
  - Sanitation procedures
- Piolax
  - Leadership training
- Pretty Products
  - Statistical process control

## Next steps

- Current grant expires on Oct. 31, 2010
- Final reports from participants due Nov. 30
- Summary ROI information at Feb. 2011 SWIB meeting
- Second round slated for early 2011

# Transformational strategy and the Georgia Work Ready brand



[www.gaworkready.org](http://www.gaworkready.org)

