

SIEDO WORKFORCE DEVELOPMENT SUMMIT
EMPLOYER RECRUITMENT STRATEGIES IN THE SHORT TERM

*Take full advantage of the links provided here
by accessing this document on the SIEDO website at
<http://www.southernidaho.org/aboutsiedo>*

POSTING AND ADVERTISING OPENINGS

List openings with Department of Labor at <http://labor.idaho.gov/IDWorks/Ejentry/>
or 735-2500 (Twin Falls) or 678-5518 (Mini-Cassia) or 788-3526 (Blaine)
Statewide exposure is automatic; nationwide postings by request at no cost.

Additionally, Utah's Department of Workforce Services (Utah's counterpart to Idaho Department of Labor) maintains the website jobs.utah.gov, where Idaho employers may post positions. The link to the employer registration page is:
<http://jobs.utah.gov/jsp/utahjobs/employer/registerUserLegal.jsp;jsessionid=EFC0E3752C7BFBE9B1AFC3AF5AFEDDA4>

PUBLICIZE

Times News: classified print and online <https://secure.townnews.com/shared-content/adowl/front-end.php?domain=magicvalley.com&instance=adowl&ui=eeyore&PHPSESSID=f5b75549223ae8631d078847f7059c14> Times-News classified listings can be extended to Yahoo Hot Jobs by request at additional charge.

Better Twin Falls Jobs: online job posting <http://www.bettertwinfallsjobs.com>
Online sites such as Monster.com, CareerBuilder.com, and HotJobs.com give employers the opportunity to post jobs as well as to search resumes.

TRAINING OR RE-TRAINING FOR YOUR BUSINESS OR INDUSTRY

CSI can customize training for your needs. Contact Community Education Director Sylvia Jensen at 732-6290 or sjensen@csi.edu
Community Education also offers online classes with an instructor, anytime, anywhere.
www.ed2go.com/csicec-pro

RECRUITMENT IN LOCAL MARKET

Listed below you will find contact information and resources to connect you to potential employment candidates. You may find it useful to copy the most pertinent contacts into an email distribution list that you can use to alert the community to your vacancies. Be sure to include the following information in job announcements:

- Location
- Salary
- Job description
- Qualifications
- Closing date
- How to apply
- Contact information
- Company website, if available

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OLDER WORKERS

Department of Labor Older Workers Specialist

Peggy Jackson, 735-2500 ext 3648 or Peggy.Jackson@labor.idaho.gov

Experience Works: margie_alexander@experienceworks.org or fax 732-6084

Senior Citizens Centers

Buhl: Cathe Wood catnlyl@tripled.myrf.net 543-4577

Hagerman: hagermancenter@yahoo.com or 837-6120

Minidoka County: Barbara Garcia mcsrctr@pmt.org or 436-9107

Blaine County: info@wrvseniors.com or 788-3468

Twin Falls: Jackie Whiting tfsc@jada.myrf.net or 734-5084

Dietrich: Cindy goldenyr@magiclink.com or 886-2369

Camas Senior Jerry Dake camasseniors@gmail.com or 764-2226

Kimberly: Patty Bloxham Ageless Senior Center

P.O. Box 403, Kimberly, ID 83341 or 423-4338

WORKERS WITH DISABILITIES

Work Opportunity Tax Credit can reduce employer tax liability by as much as \$2400
<http://labor.idaho.gov/dnn/idcl/Businesses/EmployerTaxCredits/tabid/705/Default.aspx>

Vocational Rehabilitation (an agency of the State Board of Education)

Mark Gritton, 736-2156, Mgritton@vridaho.gov

Magic Valley Rehabilitation Services (private nonprofit, serves Voc Rehab clients)

Merv Sullivan, 734-4412 or mvrs@cableone.net

Commission for the Blind & Visually Impaired:

Ralph Ruebel, 736-2140 or rruebel@icbvi.idaho.gov

Idaho School for the Deaf and the Blind

Paula Mason, 732-6257 of pmason@csi.edu

Shelly Sliman, 934-4457 or shelly.sliman@isdb.idaho.gov

Idaho State Industrial Commission

Pam Burkett 736-4700 or PBurkett@iic.idaho.gov

ADA Guide for Small Businesses <http://www.usdoj.gov/crt/ada/smbustxt.htm>

ADA Tax Incentive Packet <http://www.usdoj.gov/crt/ada/taxpack.htm>

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EX-OFFENDERS

Work Opportunity Tax Credit can reduce employer tax liability by as much as \$2400
<http://labor.idaho.gov/dnn/idcl/Businesses/EmployerTaxCredits/tabid/705/Default.aspx>

Magic Valley Department of Labor Corrections Specialist
Chuck Baker 735-2500 ext 3631, Chuck.Baker@labor.idaho.gov
Twin Falls Work Center (Idaho Department of Corrections)
Les Harper, 736-3095 ext 103, lharp@idoc.idaho.gov
Probation and Parole
Sharon Callen, 736-3095 ext 111, scallen@idoc.idaho.gov

MULTICULTURAL WORKERS

CSI Refugee Center
Alexandra Popovic, 736-2166 or apopovic@spro.net
CSI Multicultural Student Services
Kim Prestwich, 732-6293 or kprestwich@csi.edu
CSI ESL Program
Marian Steel, 732-6534 or msteel@csi.edu

Translation services: approximately \$15/hour or \$25/page
Contact CSI Multicultural Student Services
Kim Prestwich, 732-6293 or kprestwich@csi.edu
Free online translation at <http://www.freetranslation.com/>

RECRUITMENT FOR RELOCATION

MILITARY

Magic Valley Dept. of Labor Veterans Specialist:
Johnny Moreno, 735-2500 ext 3643 or Johnny.Moreno@cl.idaho.gov
Mountain Home Dept. of Labor:
Albert Clement 364-7788 ext 3261 albert.clement@cl.idaho.gov
Mountain Home Air Force Base Transition Assistance Program contact:
Linda Bretz, 828-2458

Monthly Transition Assistance Programs (TAP) are held at selected military installations nationwide for military personnel expected to retire within 180 days.

One morning of each monthly TAP program is devoted to employer presentations held at the Mountain Home Commerce & Labor office. Attendance is voluntary, usually 25-35 people. College recruiting is not welcome. Mountain Home Dept. of Labor may also be willing to facilitate a career/job fair for SIEDO group in their office.

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Hill Air Force Base near Ogden, Utah also conducts TAP sessions twice each month. Employers may visit and make presentations to prospective job candidates. Job announcements and requests for visits can be sent to Beth Freitas, beth.freitas@hill.af.mil, or 801-777-4681. NOTE Job fair planned for September 19 (details below)

“Helmets to Hardhats” is a national program that connects National Guard, Reserve and transitioning active-duty military members with employment and apprenticeship opportunities within the construction industry.
<http://recruiter.helmetstohardhats.org/login.asp?redirect=http%3A%2F%2Frecruiter%2Ehelmetstohardhats%2Eorg%2Findex%2Easp> or contact Mel Lowney at Melvyn@helmetstohardhats.org or 925-784-7294

Paid advertising targeted to military personnel:

GI Jobs is a monthly publication distributed to 225 transition bases.

<http://www.gijobs.net/>

or contact Paul Grant at paul@gijobs.net or 412-269-1663 ext 138

Rates Range \$1300/mo-\$5000/mo depending on frequency and size.

Military Times Army Times, Navy Times, Air Force Times and Marine Corps Times) are weekly publications distributed to all military branches. See

<http://www.militarytimes.com/advertise>

Rates for advertising in all four publications range from \$4,288 to \$20,900.

More details at

http://www.militarytimes.com/advertise/files/2007_Rate_Card_MTMG.pdf

Military Connection.com offers a “virtual job fair” as well as online job posting and access to traditional job fairs. <http://www.militaryconnection.com/index.asp>

See rate information at <http://www.militaryconnection.com/ratecard.asp>

More information can be found on veterans at:

<http://hirevetsfirst.gov> Hire Vets First

<http://www.dol.gov/vets/programs/Real-life/main.htm> Dept. of Labor Veterans Services

http://www.idvs.state.id.us/vets_info/idvsserv.html Idaho State Office of Veterans Advocacy

In Idaho, The Beacon (monthly, distributed in Treasure Valley) and The Revelier (quarterly) are news publications which may be willing to run stories on employment opportunities in Magic Valley.

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COLLEGE GRADUATES

Most colleges offer job posting services as well as opportunities to do on-campus recruitment. See the links below as well as the schedule of job fairs and recruitment events at the end of this document.

Albertson College (Caldwell, ID)

<http://www.albertson.edu/academics/career/jobpostings.asp?ID=academics>

Boise State University (Boise, ID) <http://career.boisestate.edu/Employers.htm>

Brigham Young University (Provo, UT) <http://ccc.byu.edu/placement/empServices.php>

BYU Idaho (Rexburg, ID) <https://www.myinterfase.com/byui/employer>

Lewis-Clark State College (Lewiston, ID) <http://www.lcsc.edu/cas/EMPLOYERS.htm>

North Idaho College (Coeur d'Alene, ID) <http://www.nic.edu/careerc/jobs>

Idaho State University (Pocatello, ID) <http://www.capp.uidaho.edu/default.aspx?pid=70806>

Northwest Nazarene University (Nampa, ID) <http://www.nnu.edu/2945>

University of Idaho (Moscow, ID) <http://www.capp.uidaho.edu/default.aspx?pid=84835>

University of Utah (Salt Lake City, UT) <http://careers.utah.edu/employers/postjob.htm>

Utah State University (Logan, UT) <http://www.usu.edu/career/employers>

Weber State University (Ogden, UT)

http://departments.weber.edu/careerservices/_employers/recruiting.htm

Westminster College (Salt Lake City, UT) http://www.westminstercollege.edu/career_center

RELOCATION: COMPARING SOUTHERN IDAHO TO OTHER ECONOMIES:

Unemployment rates: <http://www.bls.gov/lau/home.htm>

Wages: <http://www.bls.gov/bls/blswage.htm>

Cost of Living: <http://www.bestplaces.net/col>

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JOB FAIRS and RECRUITING EVENTS

2007

- September 10 – November 30: On-campus recruiting at University of Idaho
<http://www.capp.uidaho.edu/default.aspx?pid=84835>
- September 19: Hill Air Force Base Job Fair
Beth.freitas@hill.af.mil
- September 20: BYU Utah Technical Career Fair
<http://ccc.byu.edu/recruiting/careerfairinfo.php>
- September 21: Mountain Home Air Force Base TAP
Contact beth.freitas@hill.af.mil
- September 22: CSI Office on Aging Senior Expo
<http://officeonaging.csi.edu/OOA%20Newsletter%20July%202007.pdf>
- September 26: Boise State University Career Fair
<http://career.boisestate.edu/careerfair.htm>
- October 2: Career Expo of the Palouse, Washington State University
<http://www.capp.uidaho.edu/default.aspx?pid=87227>
- October 3: BYU Utah General Career Fair
<http://ccc.byu.edu/recruiting/careerfairinfo.php>
- October 17: BYU Idaho Career & Internship Fair
<http://www.byui.edu/careerservices/ics/common/fairs.htm>
- October 19: Mountain Home Air Force Base TAP
Contact beth.freitas@hill.af.mil
- October 26: University of Utah Career Fair
<http://careers.utah.edu/employers/careerfairinfo.htm>
- November 6: Veterans job fair in Pocatello
- November 7: Veterans job fair in Coeur d'Alene
- November 8: Veterans job fair in Nampa
Details to follow. Contact Johnny Moreno, Department of Labor (735-2500 ext 3643) or Kate Woods, CSI (732-6303) for more information.
- November 9: Mountain Home Air Force Base TAP
Contact beth.freitas@hill.af.mil
- December 14: Mountain Home Air Force Base TAP
Contact beth.freitas@hill.af.mil

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JOB FAIRS and RECRUITING EVENTS

2008

January 10 – April 25: On-campus recruiting at University of Idaho

<http://www.capp.uidaho.edu/default.aspx?pid=84835>

January 30: BYU Utah Career/Internship Fair

<http://ccc.byu.edu/recruiting/careerfairinfo.php>

February 13: BYU Utah Technical Career Fair

<http://ccc.byu.edu/recruiting/careerfairinfo.php>

February 15: Weber State University Career Fair

<http://departments.weber.edu/careerservices/employers/careerfair.asp>

February 28: University of Utah Career Fair

<http://careers.utah.edu/employers/careerfairinfo.htm>

February 28: Northwest Nazarene University Career Fair

<http://www.nnu.edu/careerweek>

March 5: Utah State University Career Fair

<http://www.usu.edu/career/careerfair>

March 19: BYU Utah Education Career Fair

<http://ccc.byu.edu/recruiting/careerfairinfo.php>

May: Mountain Home Air Force Base annual career fair

Contact beth.freitas@hill.af.mil

Ongoing military job fairs nationwide can be found at:

<http://www.gijobs.net/jobfair-calendar.cfm>



Local group launches \$130,000 campaign to convince students that technical education is a good option

By *CHRISTA MELAND, News-Record Writer*

Career and technical education is not second-rate.

That's the message that some school officials have begun prominently conveying to community members.



Young man sitting in a red sports car.

A \$130,000 skillsplus campaign has been two years in the making and is being launched by the Board of Cooperative Higher Education Services. It seeks to educate local young people and their parents about the opportunities afforded by a technical postsecondary education.

“Parents think a two-year degree ... is somehow less significant ... or less prestigious than a four-year degree,” said BOCHES Director Jerry Winter.

He said that's a myth because technical education often costs less money, takes the shortest time, provides the most job opportunities and allows students to stay in the state to work.

THE CAMPAIGN

The campaign is being marketed through posters, a mobile billboard, radio and television spots and a soon-to-be-launched Web site; high school students will be directed to that Web site each time they use a 500-MB flash drive that they'll receive when they visit the career center. By the spring, Winter also hopes to convey the message through stationary billboards in Gillette.

“Skills they want, education you need” is the campaign tagline, although the marketing materials — created by local artist Harvey Jackson — vary.

For example, while one poster focuses on financial opportunity by showing a young person next to a fancy car, another conveys the message that today's youth have more opportunities and different opportunities than their parents did.

“When (baby) boomer kids went to college, you got a baccalaureate degree,” Winter said. “We all want to think, we all want to believe the baccalaureate degree is the place to send people.”

It’s not that bachelor’s degrees aren’t needed and aren’t a great option for some kids, Winter said. It’s just that it’s not necessarily the best or most viable option for all kids — particularly those who aren’t at the top of their class and who aren’t academically prepared for a traditional four-year college.

JOB DEMAND

Technical education also makes sense in that it aligns with the local and national job demand, said Lyn Velle, the school district’s vocational technical consultant. At some local companies, welders are paid three times as much as engineers, for example, because they’re so desperately needed and so hard to find.

“We shouldn’t have to import people from Michigan,” Winter said.

The stigma often associated with technical education is hard to erase, however, even within the schools.

Some classroom teachers are reluctant to set up opportunities for career exploration because it would take away from time spent preparing for the Proficiency Assessment for Wyoming Students that annually tests students’ reading, writing and math skills, Winter said.

“Instead of taking away from PAWS, field trips and career exploration should be a way for students to learn why they need to learn things,” Velle said.

Those types of opportunities provide relevance that may encourage students to stay in school and could help them create a clear postsecondary path that doesn’t result in exorbitant debt and numerous changes in major, Winter said. They also could help prevent students from landing a career that requires less education than they have.

THE FUTURE

Although high school students and their parents are now the target of the campaign, Winter and Velle plan to eventually target junior high and elementary students.

They also hope to get the community involved in a November dinner presentation when professor and author Kenneth Gray will discuss alternative options for high school graduates.

“You can’t change the world,” Winter said. “Maybe we can change the feeling in Gillette.”

An ideal year for hay

When Campbell County rancher Ron Jenkins got done bailing hay earlier this year, he wanted the younger workers who helped him to appreciate the

uniqueness of the crop they'd just harvested.

Soldiers, their families receive recognition

Many people would expect ceremonies for returning soldiers to focus on the martial deeds for which these soldiers are being recognized.

School district, Fire Department ready to help cadets who need to talk

A Campbell County School District official said this week the schools are prepared to help any children struggling with fallout from federal sex charges filed against former Fire Chief Gary Scott but that the issue will not be dealt with through any organized efforts by teachers or administrators.

With the cost of extra evidence, your next court case could cost more than you expect

Not long ago, Gillette divorce lawyer Dwight Hurich was cleaning out some case files from the early 1980s. Most were only about an inch thick; two inches max.

Hail storm claims trickle in

Winds up to 70 mph and sporadic quarter-sized hail during Wednesday's storm created deafening conditions that would worry any new car owner, but the clamor appears to have been worse than the actual damage.

Local group launches \$130,000 campaign to convince students that technical education is a good option

Career and technical education is not second-rate.

Power out on Thursday, Friday

The western part of Gillette lost power for about an hour and a half Friday night when a car hit a utility pole at the intersection of First Street and Rohan Avenue.

Grandparents kinship is set

Grandparents who raise grandchildren can attend the Wyoming Kinship Advocacy's Grandparents/Kinship Day in the Park.

Ten Reasons to Quit a Job

Sometimes circumstances are such that problems at work cannot be resolved, and an employee needs to look out for their best interests.

1. The company is in a downward trend – losing customers, money, etc.
2. The relationship between employee and manager/supervisor is too damaged to try to repair.
3. The employee's situation has changed in personal life – got married, increase in family size, etc.
4. The employee's values do not match the values of the employer. In this case, the employee will not be happy at work.
5. There is no longer any enjoyment or satisfaction in the job.
6. The employee has earned a not so good reputation due to different actions or lack of actions on the job.
7. The work team is no longer cohesive – bridges have been burned with no repair possible.
8. The company's ethics are not in line with the employee's ethics – such as lying to customers and stealing from competitors.
9. The employee is not challenged on the job; there is no longer any learning or advancement potential.
10. Burnout – Stress is affecting the health of the employee and their relationships with others.

I quit!

Ten Ways to Turn Off a New Employee

1. Don't have a work space for you new employee – have him share a cubicle or office.
2. Start your new employee while the supervisor is out of the office.
3. Have your new employee wait in the company reception area while the receptionist tries to figure out what to do with him/her.
4. Let your new employee manage on his/her own while the coworkers pair up to go to lunch.
5. Have your new employee read and sign off on the 100 page employee handbook in the noisy lobby or some other unfriendly environment.
6. Show your new employee to his/her work station without introducing him/her to coworkers.
7. Designate your new employee to work with a staff person who is too busy to mentor or explain anything.
8. Have your new employee work with your most unhappy, negative staff member. (Most of us have at least one.)
9. Because it is a busy week for everyone including you, have the employee do “busy work” that has nothing to do with the core job description.
10. Begin employee orientation immediately with a one or two day course during which your HR staff make presentation after presentation after presentation after presentation; or place your new employee in front of a computer to read policy, etc. for the first day or two.

I quit!

Informational Links

Idaho Department of Labor

<http://labor.idaho.gov>

Labor Market Information

<http://lmi.idaho.gov/>