

Innovative Workforce Solutions

Kelley Bush, Development Authority of LaGrange



DEVELOPMENT AUTHORITY OF
LAGRANGE

OUR TEAM



T. Scott Malone

President

Development Authority of LaGrange



Kelley Bush

Director, Existing Industry & Workforce Development

Development Authority of LaGrange

We consider
**WORKFORCE
DEVELOPMENT** an

ECOSYSTEM





HOUSING



AVALANCHE
CONSULTING
STUDY
2017

- **24k People commute IN for our jobs**
- **20k People commute OUT to work**
- **Job growth was out-pacing population growth**
- **4.5% Unemployment rate**
- **21.2% of Population in poverty**
- **12 housing permits per 1000k adults**

A group of people, including a man in a white shirt and glasses, are gathered in a workshop or factory setting. The background shows industrial equipment and a map on the wall. A large red overlay covers the center of the image, containing a quote and attribution.

“

Without building **CONNECTIONS** between employers, educators & students, Troup County is vulnerable regarding the creation of a future workforce & attracting new residents.

Avalanche Consulting, 2017



RECOGNIZING & ADDRESSING STUDENT BARRIERS

YOU HAVE TO OPT INTO THE PROGRAM.

YOU CANNOT BE CREDIT DEFICIENT

***SUMMER CAMPS REQUIRED LETTERS OF
RECOMMENDATION FROM A TEACHER OR
PASTOR AND COST \$25***



SCHOOL TO WORK PROGRAM

200+ Students

PLC LABS

PLC Labs supports credit-deficient students at risk of not being graduated from high school.

7 Industry Partners &
26 students

First cohort

Strategically chose the 7 industry partners that we felt best suited to support these future employees.

2020 Program formally adopted in a stand-alone facility.



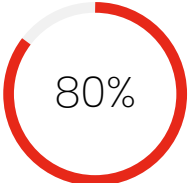
Industry can
communicate
current and
future workforce
needs

Industry and
Education
cultivate a
shared vision

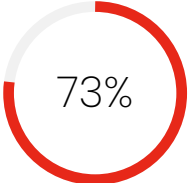
Top-down,
isolated
approaches do
not succeed

**Alignment between business and education is key
for meaningful workforce solutions.**

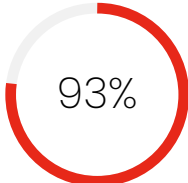
The Troup County **Manufacturing Alliance**



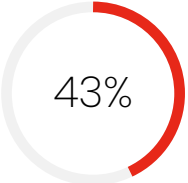
80% reported they are in need of entry-level labor that they will train themselves.



73% reported they willing to hire high-school graduates with no experience.



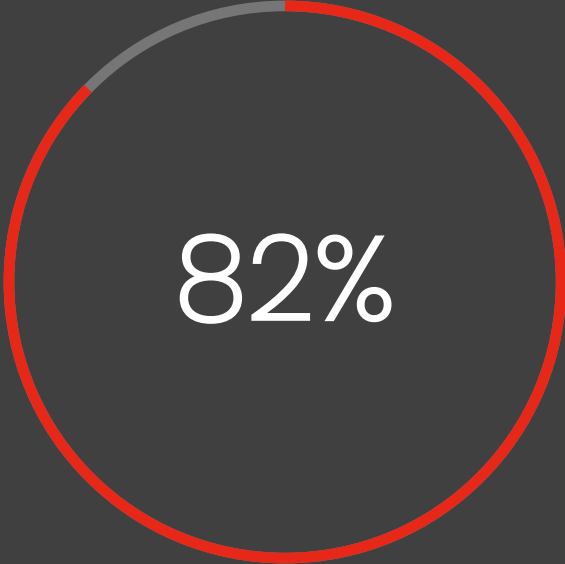
93% reported the only skill required was attendance.



43% reported they anticipate an expansion or retooling in the next 24 months.



Out of 264 students in WBL, only 4 were in the manufacturing sector.



82% stated their organization is not partnering/communicating with local school system to help design curriculum, communicate needs, develop training programs, and/or sponsor apprenticeships to help students acquire skills necessary for success.

EDUCATION & INDUSTRY WORKFORCE SYMPOSIUM

The growth of the relationship with our school system is integral to developing a local pipeline for industry, as data reflects 50% of graduating students will directly enter the workforce post-graduation; Involvement and participation are key.

- TCSS Middle School Counselors
- TCSS High School Counselors
- Administrators
- Graduation coaches
- CTAE Instructors (Career Technical & Agricultural Education) and Work Based Learning Coordinators
- Industry representatives

TROUP COUNTY MANUFACTURING ALLIANCE WORKFORCE SYMPOSIUM 2022



DEVELOPMENT AUTHORITY OF
LAGRANGE

The Development Authority of LaGrange in partnership with Troup County School System, is proud to sponsor the Troup County Manufacturing Alliance 2022 Workforce Symposium. This symposium is an executive level workforce discussion to foster alignment and collaboration between industry and our local partners

****Buffet lunch from Mare Sol will begin service at 11:15; Meeting to begin promptly at 11:30.**

AGENDA

01

11:30 - 11:35

WELCOME & INTRODUCTIONS

Kelley Bush, City of LaGrange

05

Industry portion ends - Industry attendees free to depart

02

11:35 - 11:40

SCOTT MALONE

Development Authority of LaGrange

06

1:00 - 1:30

TALLO PRESENTATION

Virtual Presentation

03

11:40 - 11:45

JONATHAN LANEY

Troup County School System

07

1:30 - 1:45

OPEN DISCUSSION/QUESTIONS

04

11:45 - 1:00

INDUSTRY DISCUSSION

08

2:00 - 3:00

TCSS USE TBD

INDUSTRY PARTNERS

KIA

Duracell

Weiler Forestry

Mountville Mills

Interface

Hyundai-Transys

Fokker Services

Dow Jones

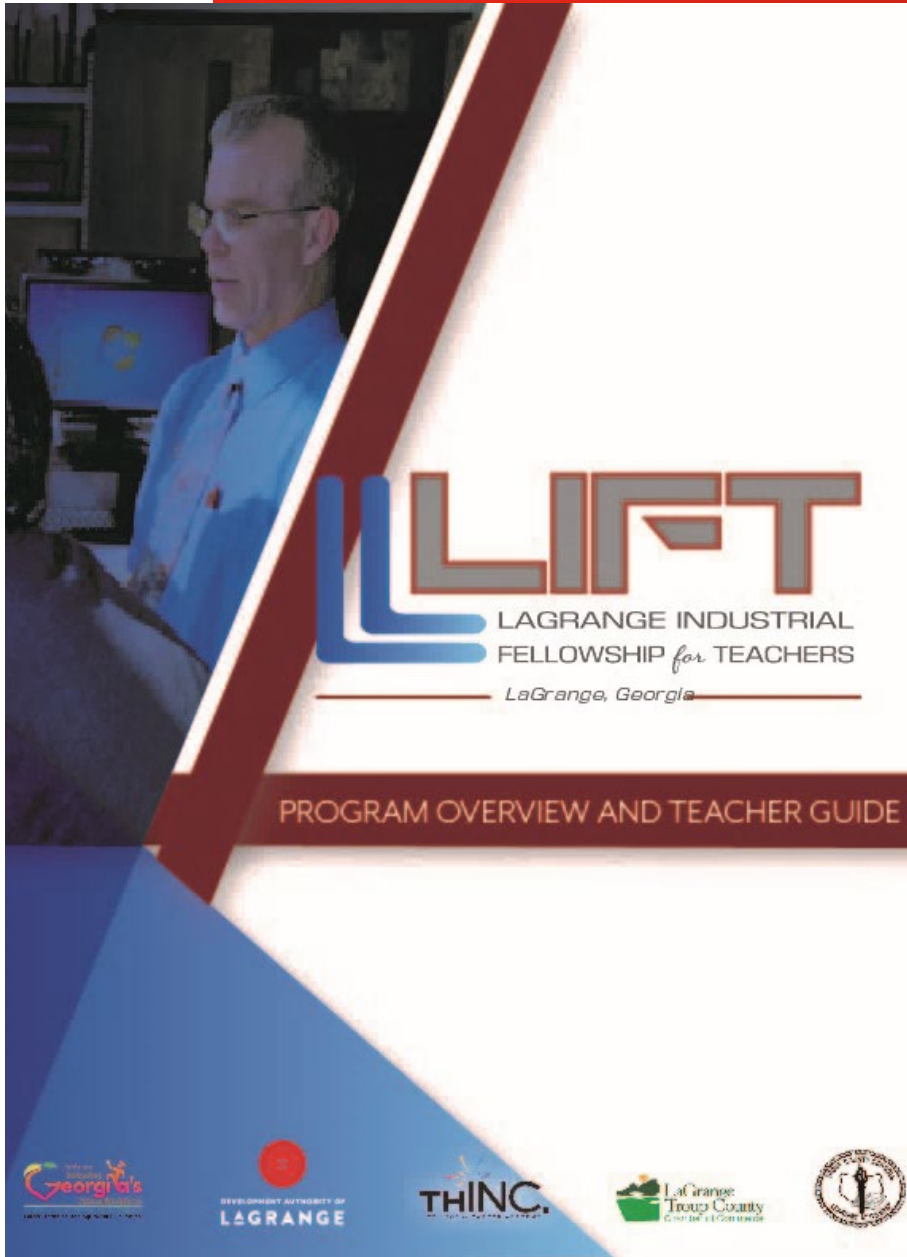
Jin Tech America

Kimberly-Clark

Jindal Films

Mauser





LAGRANGE INDUSTRIAL FELLOWSHIP FOR TEACHERS

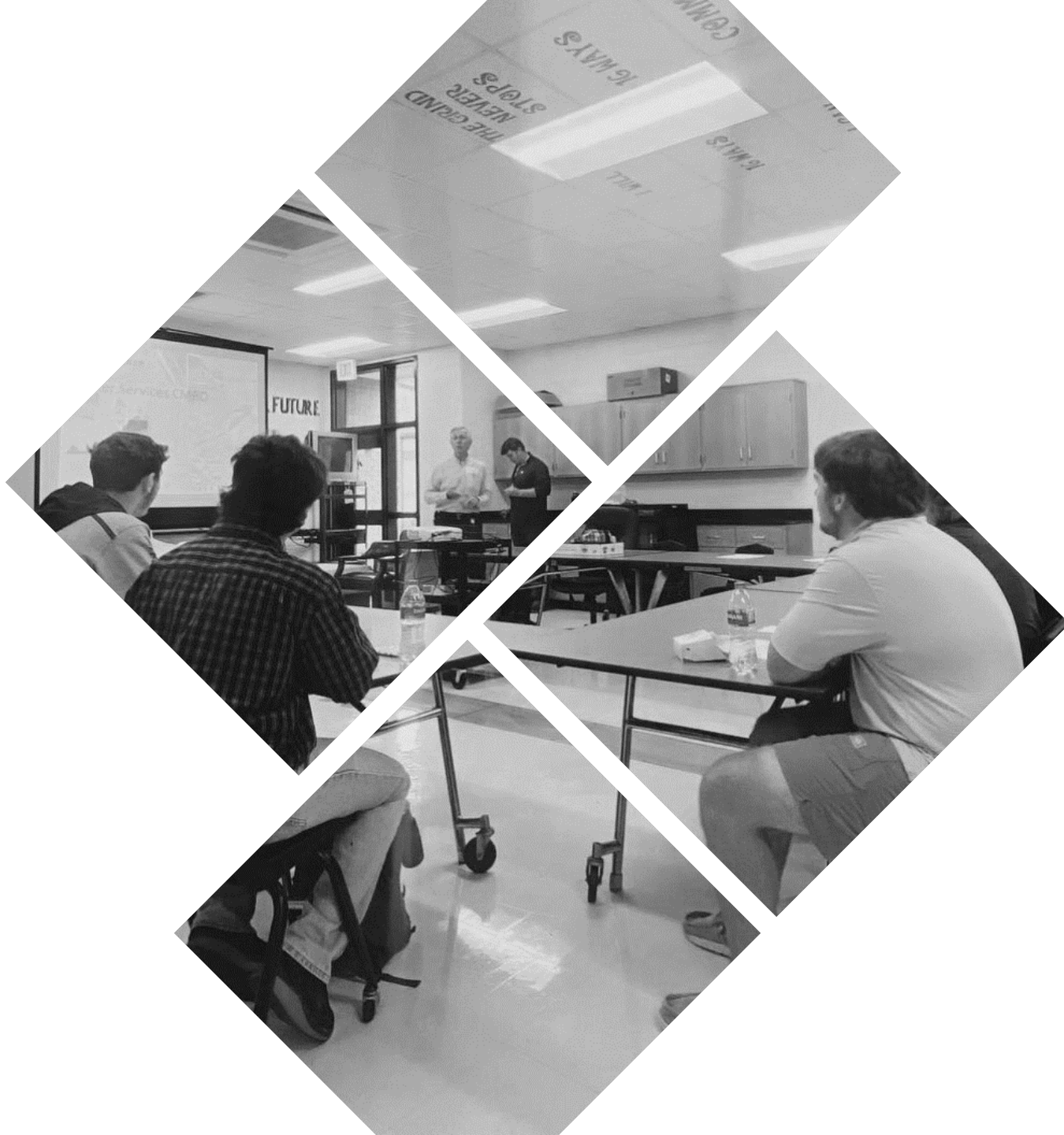
LIFT, LaGrange Industrial Fellowship for Teachers, is an educator externship program designed to provide educators exposure to the manufacturing environment and awareness of careers in manufacturing.

BIG LUNCH

BIG Lunch is a business & and education engagement opportunity created by our local high school, following our Industry & Education Symposium.

BIG Lunch allows industry representatives to engage with a curated group of students that meet the specific criteria.

Program now offered in each base high school.





2023
LEADERSHIP TOURS



I learned something last week. I learned there are **high-paying job opportunities right here in our community** that don't require a college education.

Dr. W.T. Edmondson, Mayor, City of LaGrange

CAT

CAT

CAT

CAT



TN Trade **NAFTA** Visa Program

The North American Free Trade Agreement (NAFTA) created special economic and trade relationships for the US, Canada and Mexico.

The TN classification allows Canadian or Mexican citizens to seek temporary entry into the United States to engage in business activities at the professional level.



VETERAN & REENTRY INITIATIVES

Work for Warriors

FREE Federally funded employment assistance program serving transitioning, retired, and National Guard service member, spouses and family members with resume writing, interview skills, and job placement.

Heroes Make America

Heroes MAKE America participants earn the industry-specific skills, certifications and connections necessary to establish a fulfilling career in manufacturing.



REENTRYCENTERS.COM
#1 in 2nd-Chance.

In Alabama, Alliance Reentry First program cut recidivism by more than 60% at zero costs to taxpayers.

Working with community leaders to launch the model in Troup County.





GREENPOWER USA



WEST GEORGIA NATIONAL MANUFACTURING DAY 2023



#NMD2023

•EXPERIENCE HANDS-ON ROBOTIC, TRADE AND VIRTUAL REALITY TECHNOLOGY!

•LEARN ABOUT OUR REGIONAL MANUFACTURING BASE AND ITS IMPORTANCE TO OUR ECONOMY.

•MEET WITH COMPANIES, SEE THEIR PRODUCTS AND LEARN ABOUT THE HIGH PAYING CAREER OPPORTUNITIES FROM MAKER TO CEO!



West Georgia Technical College
1 College Circle
LaGrange, GA 30240



Thursday, October 5th
8:00am-7:00pm



Open to All Students and
Community Members



DID YOU KNOW?

•The average annual pay for manufacturing employees in Georgia is more than \$75k?

•Or that there are more than 400,000 people working in the manufacturing sector in Georgia?

See if a career in manufacturing could be right for you at West Georgia Manufacturing Day!

Presented by:



For additional information, please contact Kelley Bush, Development Authority of LaGrange, at kbush@lagrangedevelopment.com

NATIONAL MANUFACTURING DAY 2023

WEST GEORGIA NATIONAL MANUFACTURING DAY 2023



A group of people, likely employees, are shown in a workshop or training environment. They are wearing blue shirts. In the foreground, a man with safety glasses is gesturing with his hands, possibly explaining a concept. The background shows other people, some looking towards the camera and others looking slightly away. The overall scene suggests a professional setting focused on learning and development.

How has our focus on workforce development
impacted **NEW PROJECT RECRUITMENT?**

Workforce Development is a long game. Start NOW and start small.

1

AGGRESSIVE BUSINESS RETENTION & EXPANSION PROGRAM

2

BUSINESS & EDUCATION ALIGNMENT IS A PRIORITY

3

INVOLVE THE COMMUNITY AS A PARTNER IN WORKFORCE DEVELOPMENT

4

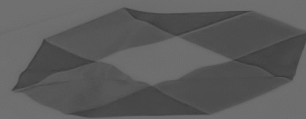
BUILD RELATIONSHIP BETWEEN LEADERSHIP & INDUSTRY PARTNERS

5

CHANGE HOW WE SPEAK ABOUT MANUFACTURING CAREERS

6

EVALUATE PROGRAMS AND CAMPS TO DISCOVER POTENTIAL BARRIERS TO TRAINING, STEM, AND EMPLOYABILITY SKILLS FOR THOSE WHO NEED ACCESS AND OPPORTUNITY



MAUSER
Packaging Solutions



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