

Virginia Employment Commission Workforce Center

Northern Neck/Middle Peninsula Newsletter



N. N. Technical Center Career Fair

Spring 2007

The Northern Neck Technical Center in Warsaw, in partnership with the Warsaw Virginia Employment Commission Workforce Center, RCC, Northumberland and Richmond County Schools, will hold a **Career Fair on March 28, 2007.**

This is an opportunity for all employers to present information about their business and industry to students enrolled at the Technical Center, as well as to students attending from the six local high schools served by the

NNTC, so the student can gain the skills and aptitudes necessary to be hired and succeed. This is a wonderful opportunity for the students to learn the realities of life after high school.

There Really Is Life After a Plant Closing!

H. Warshow & Sons Inc., a manufacturer of fine fabrics in Tappahannock, closed its doors in August, 2005 leaving 125 employees without any means of financial support. Many of those employees had been with the manufacturing company for more than twenty years and had only skills specific to the textile industry. Luckily, those individuals had the option of being retrained under the Workforce In-

vestment Act of 1998 or the Trade Act of 1974. Many of them chose to be re-trained to secure gainful employment. We are now happy to report that 24 have completed their training. They have found work as office personnel, HVAC technicians, truck drivers, assembly workers and CNAs. Eleven of them are still in training and should be completing their studies in August of this

year. Eight of the former employees who are 50 years of age or older have secured employment, and are participating in the Trade Act's ATAA program which pays 50% of the difference in their salaries from H. Warshow & Sons if the new job pays less money.

We wish to congratulate all of them! "Keep Up the Good Work!"

The Virginia Employment Commission Workforce Center is now offering a "Work Opportunity" Workshop series.

Please join us on Wednesdays from 9:00 until 11:00 am
1st Wednesday "Discover Your Inner WOW"

A self-assessment workshop to determine your career goal.

2nd Wednesday "Put Some WOW in Your Resume"

Writing the ultimate resume to get the employer's attention.

3rd Wednesday "How to WOW the Interviewer"

Tips to help you Ace the Interview and impress the employer.

4th Wednesday "How to WOW the employer"

Tips for job retention, you got the job, how to keep it.

After each session a customized job development interview will be offered to each attendee.

For more information, please call (804) 333-3675



We Aim To Please!



Regal Medical Services Ltd. supplies medical services and products to the Northern Neck area. Mr. Howard Stone, a former client of the VEC, is now the manager for the location in Warsaw. Since Mr. Stone was familiar with the services provided by the VEC, he came into the Warsaw local office to see if we could help him recruit for a Route Sales Driver to serve the clientele in this area. Mr. Stone says that the Warsaw staff was extremely helpful, took his job order and immediately started sending potential candidates for interviews. Mr. Stone said, "I wouldn't go anywhere else! I listed in the paper and never got a response as good as with the Virginia Employment Commission." Thanks to the VEC Workforce Center in Warsaw, the position has been filled with a very qualified candidate.



On March 1st a class of nurse aides graduated from Rappahannock Community College's Warsaw Campus. Several of these students were sponsored in their training by the Workforce Investment Act Adult Program. Congratulations Grads!!



Current Happenings in Agriculture



As the weather warms and spring flowers begin to awaken from their winter slumber it is also time for local farmers and their employees to consider the new growing season that awaits them. Although it is still cold and winter is only just loosening its grip on the Northern Neck and surrounding areas, many local farmers and migrant farm workers are having to plan for this year's growing season. To assist the growers, Will Jacobs, Warsaw VEC's Farm Placement Specialist, is kicking his program into high gear again this year. Will has been spending time recently visiting growers and telling them of a Department of Labor program that is available for farmers.



This program is called the H-2A program, and is intended to assist the grower to legally utilize the services of foreign workers in the U.S. when there is a proven shortage of local workers. As a result of these visits to the growers, the applications for the H-2A program have increased dramatically in the Warsaw Workforce Center's service area. By March last year the VEC had received about 25 H-2A Visa applications for the state, and so far this year that number has nearly doubled. Even with the H-2A program attempting to find a sufficient number of persons to supply this labor shortage, agriculture will continue to be a business with significant difficulties finding workers at planting and harvest time. Growers



should contact Will Jacobs at the Warsaw Workforce Center to learn more about opportunities available through the H-2A program, as well as information on employment services through the Warsaw VEC Workforce Center. For information on the H-2A Visa Program, migrant farm workers, or issues relating to agriculture:

Contact Will Jacobs, Farm Placement Specialist, at (804) 333-3675.



"Success" One Man's Story

This is a letter of appreciation to the Virginia Employment Commission as a whole and to the Staff of your Warsaw, Virginia office in particular. I have known and been encouraged by these dedicated individuals on my nine year quest for career advancement and have nothing but the highest regard for their professionalism and enthusiasm. I have had occasion to watch laborers, tradesman and professionals cross their threshold and even under the most trying of circumstances each was treated with utmost respect and courtesy. What follows is a success story I am happy to share.

I have a management degree and 15 years experience in construction supervision, all of which would have opened doors for interviews were I located in a metropolitan area. Alas, although just an hour east of Richmond, Warsaw is far from being metropolitan. It is located on the Northern Neck, a wonderful rural peninsula consisting of rolling hills, forests and farm land all

wrapped up in eleven hundred miles of waterfront. A wonderful place to live when you have a job but a liability when seeking one. One either owns his own business, tills the family farm, or commutes. Add to these limitations the fact that I had chosen to advance my career upward into Project Management, even my "crew" said I had become a greater challenge than they were accustomed to seeing much less dealing with. God love them, they still rose to the challenge!

I was given the customary orientation, shown how to register on line, introduced to an updated ALEX and then given "my own office". Their facilities are set up such that two computers, a printer, fax machine and telephone are located apart from the main bank of search computers. For a person such as myself, this was ideal. I would search ALEX from home, locate job postings, draft preliminary cover letters and target my resume accordingly. Completing this I would come in, secure the specifics from an advisor, pop my disk

into a computer, finalize the rough drafts, print out copies and fax everything. When I would come in for new postings the staff would eagerly listen to my latest efforts, offer additional tips and lots of encouragement. One young lady even found a trade journal while on a weekend shopping trip to Richmond and brought it home. From such a personal act I was able to get two good leads that are now going to benefit the company where I am now working. Were it proper I would give her a huge hug!

From December 8, 2006 until February 19, 2007, I all but lived in the Warsaw office and it was from ALEX that I found the posting leading to the offer I accepted. The company is quite young and offers the career growth and advancement I wanted and I have the experience to offer them. Although relocation to Norfolk is a very real possibility, I will always remember Warsaw as my pivotal career moment. I thank you one and all. May you inspire others as you have me.

Sincerely,

Warren B. Crocker, Jr.

The Warsaw VEC Workforce Center's mission is to provide one-stop access to labor market, workforce, employment and training services of various programs, partner organizations and contractors to meet the needs of the local community and enhance the economic stability of Virginia. The Center is designed to provide services that promote maximum employment to enhance the economic stability of our region. Levels of services provided through the Center are core, staff assisted core, intensive, and sponsorship in occupational skills training. Customers to be served include employers, job seekers, incumbent workers, and the general community.

In Warsaw we focus on quality in our job orders and in services we provide to employers, job seekers, and claimants. We endeavor to ensure that no customer leaves our office or ends any type of contact with staff without receiving quality service from us. The Center is a fully operational Comprehensive One-Stop, and incorporates the services of several partner agencies. The Center is a Workforce Development Center which links employers and worker recruitment, assessment, and training programs to more effectively serve the needs of the community.

Employer Services

Labor Recruitment

Job listings- the Center Business Team contacts employers directly, or employers enter job listings on our website;

Automated job matching of positions listed with VEC;

Pre-screening & referral of job candidates;

Assistance with mass recruitment efforts on-site or at the Center.

Labor Market Information

Provided through the VEC's Virginia's Electronic Labor Market Access (VELMA);

Labor Law Compliance information;

Participation in economic development efforts in conjunction with local economic development organizations and the Virginia Dept of Business Assistance;

Information on access to job seeker resumes listed on Internet web sites;

Opportunity to participate in On-the-Job Training Programs;

Work Opportunity Tax Credit (WOTC) information;

Use of Conference & Interview rooms at the Center;

Information & participation in area Job & Resource Fairs;

Active assistance to Economic Development organizations in recruiting potential employers;

Skills Assessment & Training

Typing/software test certification: Word, Excel, Power-Point, Access, Windows, Word Perfect, etc.;

Collaboration with Community College on information about customized training services, the WorkKeys program & KeyTrain.

Other Employer Services

Provision of DMV records with applicant referrals;

Information on the Federal Trade Act of 1974 & the Disaster Relief Act of 1974;

Information regarding Unemployment Compensation.

Unemployment Tax services;

Rapid Response Teams to assist with plant closures;

Information about the Worker Adjustment & Retraining Notification Act (WARN).



Job Seeker Services

Job Search Assistance

Internet or paper Job Seeker Registration;
Automated computer matching to job openings;

In-depth interviewing and evaluation to identify employment barriers and determine appropriate goals;

Weekly Workshops, to include the WOW series on Self Assessment, Resume Writing, Interviewing Techniques and Job Retention;

Access to Labor Market Information;

Use of Center equipment for resume preparation, faxing & telephoning potential employers.

Career Assessment & Preparation

Wonderlic & TABE grade level assessments;

Barriers to Employment Success Inventory;

Career Interest Guide Inventory;

Information on Adult, Dislocated Worker, Migrant & Seasonal Farm Worker, Trade Act and Veterans Programs;

Counseling & Case Management services;

Development of an individual employment plans (IEP);

On-the Job Training opportunities;

Typing and Software Test (QWIZ);

Subsidized training (based on eligibility) for local labor market demand jobs;

Information on certified Training Providers.

Other Job Seeker Services

Information on & referral to supportive & partner services;

Information on & scheduled interview for the VA Dept of Rehabilitative Services and the Job Corp programs;

Veteran participation in the Transition Assistance Program;

State, Federal & selected local employer applications;

Pre-GED testing & arrangement for on-site GED preparation classes;

Assistance in filing claims for unemployment benefits;

Career Resource Center/Library: PC's with Internet access printers, fax machine, copier, typewriter, telephone, newspapers video library and TTY telephone access.



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