

BRADLEY COUNTY ECONOMIC DEVELOPMENT CORPORATION

BCEDC Board Discusses Supplying a “Trainable and Dependable” Workforce.

Matts Mathur who has recently retired from over 45-years of management in the clothing manufacturing business spoke to the BCEDC Board of Directors.

Mr. Mathur stated that he has been very successful in selecting and maintaining a workforce. He attended the Existing Business and Industry meeting at BCEDC on 11/17/15 and was struck with the recurring theme of there being a disconnect with the needs of businesses and the type of workforce coming to them. Mr. Mathur explained that the same difficulties that were discussed at the Existing Business and Industry Meeting are the same problems that were being discussed 45-years ago.

Mr. Mathur stated that everybody has the same goal: to provide a “Trainable and Dependable Workforce”. He advised that over the years educators have continued to work diligently with various programs (WAGE, NCRS) to fill the vacuum. Yet the vacuum remains and is getting deeper. Mr. Mathur explained that his belief is that with every coming generation their work ethics and dependability are decreasing as part of their makeup. They enter the workforce with little concept of work ethics and dependability.

Mr. Mathur advised that over his 45-years of management he has found that the “Disconnect” does have a practical solution. He outlined that to prepare a “Trainable and Dependable” workforce you need to provide basic training, which he referred to as a “Boot Camp”. The “Boot Camp” should be held away from the work site to emphasize to the person in training that they are not yet hired but in training. Mr. Mathur explained that the State of Arkansas has funding available to cover an employers expense of training a workforce. He advised that the “Boot Camp” basic training should cover; dexterity and job focus, dependability, responsibility to company policies, quality emphasis on everything they do, and productivity.

Mr. Mathur explained that he has successfully accomplished job training by the utilization of a simple tool referred to as a training or testing board. This is a peg and board tool that requires the trainee to flip the pegs and move them from the top of the board to the

bottom of the board in a maximum of 2.5 minutes. He stated that although this looks like a simple tool it is a nationally recognized way to teach dexterity, job focus, and dependability. Mr. Mathur stated that if the trainee cannot accomplish the task in 2.5 minutes, within a 2-week training period, then the trainee is not a good candidate and is not considered a trainable person. The Training Board is an excellent indicator of a person’s ability to focus on a task and follow through.

Mr. Mathur stated that at the Existing Business and Industry meeting on 11/17/15, he was concerned by the discussion that existing industry expansion is being limited by the inability to locate an adequate trainable workforce. Mr. Mathur explained that he feels it is important that we do what we can to help provide the needed workforce. He offered to meet with BCEDC and interested industries to discuss his job training procedures.

John Lipton opened the room to the discussion from local businessmen on the difficulties in acquiring and retaining a qualified workforce. The issues discussed were attendance, tardiness, not being able to pass a drug test, and not being able to locate a qualified workforce such as CDL drivers and nursing staff.

Jonalyn Reep stated that SEACBEC has worked into their curriculum ways to address the issues discussed. She stated that the SEACBEC staff communicates to their students how their school responsibilities such as attendance, tardiness, appropriate dress and restricted cell phone use is transferable to job responsibilities. Ms. Reep advised that if businesses would tell SEACBEC what type employees they are looking for, SEACBEC can help to identify the graduating students that would best fit their needs.

Gary Harrison advised that he has traveled all over South Arkansas and that Warren should be very proud of the steps we are taking in community development. Gary Harrison advised that Warren is doing more than many other Southern AR communities.

HOW CAN BCEDC HELP LOCAL BUSINESSES?

BCEDC can help your business in such areas as:

- Land and building acquisitions
- Financial packaging
- Demographic and economic data
- Incentive packaging
- Workforce training
- Plant expansions
- Entrepreneurial and small business development

BCEDC Is Affiliated With:

- Southeast Arkansas Cornerstone Coalition
- Southeast Arkansas Regional Intermodal Authority
- Arkansas Heavy Equipment Training Program
- Southeast Arkansas Community Based Education Center
- Arkansas Small Business and Technology Dev. Ctr. @UAM
- Bradley County Chamber of Commerce

December 2015— Jobs Update		
Bradley Co. Employers	# Emp.	Openings
AR Superior Federal CU	14	0
Armstrong Flooring	242	2
Ashcraft Wood Products	25	0
Bradley Brand Furniture	5	0
Bradley County	68	0
Bradley Co. Medical Ctr.	272	23
Chapel Woods Health & Rehab	110	2
City of Hermitage	6	0
City of Warren	42	2
First Presbyterian Childcare Ctr	21	0*
First State Bank of Warren	31	0
Fulghum Fibers	10	0
Hermitage Schools	82	1
New Beginnings, CASA	18	1
Oasis Trading	42	0
OK Foods	17	0
Ouachita Hardwood	45	0*
Ozark Mountain Poultry	320	1
Potlatch	168	0
SE AR Community Action Corp.	75	0
SE AR Human Dev. Ctr.	250	41
Super Valu Foods	59	1**
The Mad Butcher	63	0***
Townsend Flooring	28	1*
UAMS/KIDS FIRST—Warren	16	3
Union Bank	8	0
Warren Bank & Trust	36	0
Warren School Dist.	289	7
TOTAL	2362	85

*Taking Applications **Applications on Thur. ***Applications on Mon., 1-4 pm

UAM Heavy Equipment Graduates—6

The UAM-Arkansas Heavy Equipment Operator Training Academy (AHEOTA) housed at SEACBEC has announced their recent graduates.

AHEOTA Director, David Carter advised BCEDC that the six (6) recent AHEOTA graduates have obtained the following certifications:

- **Technical Certificate from UAM**
- **NCCER Certifications in Core Curriculum as well as in Levels I, II, and III of Heavy Equipment Operations**
- **CPR/First Aid through American Heart**
- **OSHA 10-Hour Certification**

JOB OPENINGS AT:

Armstrong Flooring: Has 2-job openings. Interested candidates should apply at ESA in Monticello. Permanent positions may be found at www.armstrong.com as they become available.

Bradley Co. Medical Center: Has employment opportunities for RN, LPN, Nursing Asst, CNA, Medical Laboratory Tech, and Lab Assistant. Employment opportunities are posted online at www.bradleycountymedicalcenter.com for full-time, part-time and PRN positions.

Chapel Woods Health & Rehab: Has job openings for 1-LPN (7p-7a) and 1-CNA. For additional information and to apply call 870-226-6766.

City of Warren: Has job openings for 2-Police Officers. Contact the Warren Police Dept. for additional information. 870-226-3701

New Beginnings, CASA: Has 1-opening for a Security Person. To apply and for additional information. Call 870-226-9970.

Ozark Mountain Poultry: Always looking for good production workers with 6-months poultry experience. Contact the Arkansas Workforce Center in Monticello, AR at 870-367-2476 for employment information.

SE AR Human Development Ctr.: Openings of salaried positions are advertised in the Shoppers Guide. For information on all job openings and to apply please go to www.arstatejobs.com

The Mad Butcher: Job applications are taken on Mondays, from 1:00 to 4:00 pm at Mad Butcher.

Townsend Flooring: Has a job opening for a Line Supervisor. Call 226-7103 for details and to apply.

- **Forklift Certification**
- **CDL Class A (1-Student Only)**

These six students are currently seeking employment. If your company is seeking trained and dependable employees with the listed certifications, please contact David Carter, 870-226-2750.

If you are interested in a career in Heavy Equipment Operation contact David Carter at P. O. Box 968, Warren, AR 71671, 870-226-2750. For additional information visit <http://www.uamont.edu/pages/uam-college-of-technology-mcgehee/aheta/>

HOW CAN BCEDC HELP

BCEDC

110 N. Myrtle St.
Warren, AR 71671

Phone: 870-226-3760

Fax: 870-226-3770

websites:

www.bcedcar.com
arkansassiteselection.com

E-mail:

bradleycountyidc@sbcglobal.net

UAM/KIDS FIRST-Warren:

Has jobs open for 2-Early Childhood Developmental Specialists and 1-Child Development Technician. Apply online at

www.uams.edu/jobs

Warren School Dist.: Has job openings for 3-licensed positions and 4-certified positions. For details on job openings and to apply contact the Warren School Dist. at 870-226-6738 or online at www.warrend.org

MEET AT MOLLY'S

EVERY MONDAY 7:00 am

This public forum meeting encourages the discussion of topics important to Bradley County residents.

All are invited to meet at Molly's Diner every Monday at 7:00 am

Become a BCEDC Member and help

GROW

Warren and Bradley County.

Call 870-226-3760 for Membership information.