

# Georgia Mountains Works Workforce Development Forum

**Attracting youth through work-based learning.**

Thursday, August 17, 2023

2:00 – 5:00 p.m.

Lanier College & Career Academy, Gainesville



[www.georgiamountainworks.com](http://www.georgiamountainworks.com)

# Agenda

"Getting Leadership Support for WBL"	Greg Vitek, Workforce Strategies Group LLC
"Legally Employing Teens in MFG"	Tyler Smith, Smith Gilliam Williams & Miles
"Basic: How to Employ a WBL Student"	Holli Howard, President, Georgia WBL Board
"Best Practices: They're Hired, Now What"	Stephen Wallace, Manufacturing Manager, ASI – Southeast
"Growing a Skilled Workforce with WBL"	Phil Sutton, Vice President, Kubota Manufacturing of America
Q&A Panel	

# GEORGIA MOUNTAINS WORKS WORKFORCE DEVELOPMENT FORUM

ATTRACTING YOUTH THROUGH  
WORK-BASED LEARNING

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"Getting Leadership  
Support for WBL"

**GREG VITEK**

**WORKFORCE STRATEGIES GROUP LLC**



# Everyone is looking how to:

- **Attract and hire the right people**
- **Develop them**
- **Retain them**

Interest in MFG careers  
Work ethic  
Developable – skills  
Retention

Consider the sector employs  
28%+ of the Region's workforce

# Recruiting today

- 
- Full time talent recruiters
  - Monster, Linked in ....
  - Job Fairs
  - College campus recruiting
  - Creative work designs
  - WBL, Internships, Coop's

Horizontal

Vertical

# Leadership Support – thinking WBL

- Do we only drink from the pipe....
- Influencing what's coming to us (28/10)
- Returns require investments
- Quality product requires quality raw materials
- Build the relationship with company leadership

- Reduce Risk
- Improve the process that generates the inputs
- Build relationship

# Gameplan to Lead. WBL

- Champion within the company
- Sell management on the value
- Eliminate the barriers
- Participate with the Schools
- Allocate resources
- Just try, get started, then build on it

Imagine your feeling:

*“I have a regular flow of capable interested HS grads coming who are already known to us, and who are motivated for a manufacturing career”*

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"Legally Employing  
Teens in Manufacturing"

**TYLER SMITH**

SMITH, GILLIAM, WILLIAMS & MILES

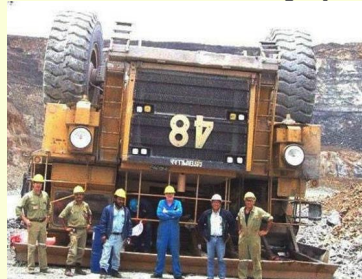




## *The No-Nos*

## *Employees < 18*

- Driving on public street as part of job (except limited driving for 17s)
- Using power tools or machinery: circular saw, chain saw, meat slicer...
- Wrecking, demolition, excavation, roofing
- Mining, logging, sawmilling, forestry services, forest firefighting
- Working in meat or poultry plants that slaughter, package, or process
- Working where can be exposed to radiation
- Working where explosives are produced or stored
- Driving, riding on, repairing, working from forklift, Bobcat, backhoe, hoists or cherry pickers



# A bit more caution

# Employees 14 - 15

- Baking or cooking except on flameless grills or auto fry baskets
- Selling house-to-house
- Flag waving unless directly in front of workplace
- Using power-driven machinery
- Working on ladder or scaffold (remember the last picture)
- Working in warehouses
- Construction, manufacturing, mining\*, most businesses that process items like dry cleaning and commercial laundry
- Loading or unloading truck, railroad car, or conveyor \*
- Lifeguarding at or on elevated water slides, lakes, rivers, ocean beaches, quarries, piers



# Be Mindful of Work Hours for 14 & 15

## THE WORK DAY

School Year (Labor Day – June 1)

Not before 7:00 a.m. or after 7:00 p.m. (Federal)

Not before 6:00 a.m.\* or after 9:00 p.m. (Georgia)

(\*5 a.m. newspaper delivery residential)

No work during school hours

Summer can work them during 7:00 a.m. to 9:00 p.m.

## BUT MIND THE HOUR LIMITS

Max Work Hours School Year: 18 hours per week, but not more than

3 hours per day school days

(Georgia says 4)

8 hours per day Saturday & Sunday

Max Work School's Out: 40 hours per week

8 hours per day

GA Requires Work Permits for Employees Under 16. (O.C.G.A. § 39-2-11) Work permits not required for 17 and over.

So what can  
they do?

Everything  
else\*

\* with a dose of youth, energy,  
intelligence, and potential



# Risks of Younger Workers

More Injury Prone, often caused by:

lifting                      working on elevated levels  
working with knives      working with hot liquids and substances  
using mobile equipment    motor vehicles  
food slicers                running equipment

Contributed by:

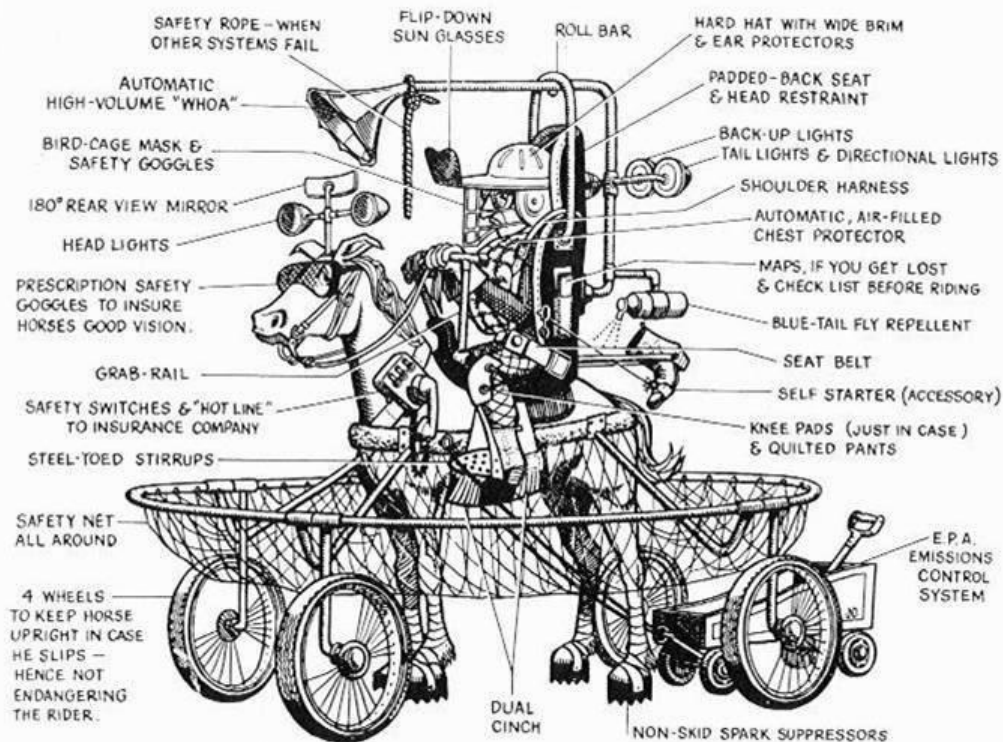
Inadequate Training  
Inadequate Supervision  
Unsafe Equipment

# OSHA Oversight and Investigation

Be Aware:

- OSHA requirements require reporting of all in-patient hospitalizations, amputations, and eye losses.
- An OSHA Area Director will conduct an on-site inspection when a workplace injury involves a worker under the age of 18.
- If an employee under 18 suffers a work-related injury reportable to OSHA, expect an OSHA inspection within 5 working days.

*And when OSHA gets involved ...*



**Cowboy after O.S.H.A.**

# SOLUTIONS

- Program To Employ Workers
- Training – Supervisor and Youth
- Supervision (Mentors and Buddies)
- Emergency Preparation
- Provide Proper Safety Equipment and Clothing
- Observe Them
- Invite Questions
- Stress Safety to Frontline Supervisors
- Establish a Safety and Health Program
- Have a worker repeat instructions to her or his supervisor





# Since you asked a lawyer to talk

- Have a Harassment Policy
- In Writing
- Clear and Thoroughly Explained
- Supervisor Training
- Open Observation and Supervision

## TAPPING IN TO:

- New ideas and perspectives
- Eagerness to learn
- Enthusiasm and energy
- They know technology
- Creativity, adaptation, open mindedness
- Ability Learn Quickly
- People not afraid of technology or change



# BENEFITS

DEVELOPING A SKILLED WORKFORCE

THE FUTURE OF BUSINESS

COMPETITION IN THE GLOBAL ECONOMY

# Resources

Federal Department of Labor [www.dol.gov/whd](http://www.dol.gov/whd)

Georgia Department of Labor [www.dol.state.ga.us](http://www.dol.state.ga.us)

OSHA [www.osha.gov/young-workers/employer-responsibilities](http://www.osha.gov/young-workers/employer-responsibilities)

CDC [www.cdc.gov/niosh/topics/youth](http://www.cdc.gov/niosh/topics/youth)

Wishing You All the Best, Tapping In

SMITH GILLIAM  
WILLIAMS & MILES<sup>PA</sup>

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ATTRACTING YOUTH THROUGH  
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"Basic: How to Employ  
a WBL Student"

**HOLLI HOWARD**

**PRESIDENT**

**GEORGIA WBL BOARD**





# HOW TO EMPLOY A WORK-BASED LEARNING STUDENT

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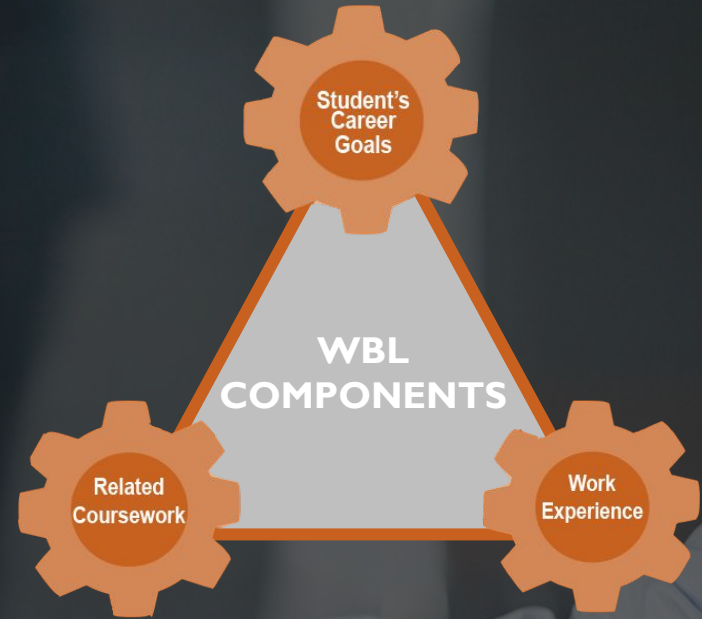
TO HELP GROW YOUR CAREER PIPELINE

# WHAT IS WBL?

WBL combines student's classwork preparation, career interests, and authentic on-the-job training to better prepare them for the future.

Department of Education Recognized Career Program where students earn high school credit for their performance on the job and with their employability skills coursework.

Because WBL is a state recognized student-learner program, exemptions are in place through the department of labor for students under the age of 18 when it comes to hazardous occupations.



The mission of the Work-Based Learning (WBL) Program is to assist in providing a highly trained, technologically sophisticated, and



# HALL COUNTY WBL 2022 Data

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14 Workforce  
Development  
Coordinators



706 Students  
Served



206,662 Student  
Hours  
Worked/Interned



\$1,896,358  
Wages Earned by  
WBL Students



3,328 Site  
Visits



887 Participating  
Employers

# WHY HOST A WBL STUDENT?



## Skilled Workforce

*Build a highly skilled workforce of motivated future employees with valuable experience and proven job skills.*



## Train Your Way

*Train students to your business' specific standards and preferences before they have developed habits from other companies.*



## Impact Education

*Communicate required job-specific proficiencies to educational personnel and increase visibility in the local classroom.*



## Retain Employees

*Employees that are hired after a successful learning internship are invested in the company and start their first day knowing necessary skills and expectations thereby reducing employee turnover.*



## Find the Right Fit

*Decrease the cost of training and recruitment by matching interested and invested young people with employers in a wide range of industries.*



## Local Economic Impact

*Build the foundation for a more productive local economy.*



# EMPLOYING A WBL STUDENT

## TYPICAL STUDENT PROFILE



Meets age requirement and has reliable transportation.



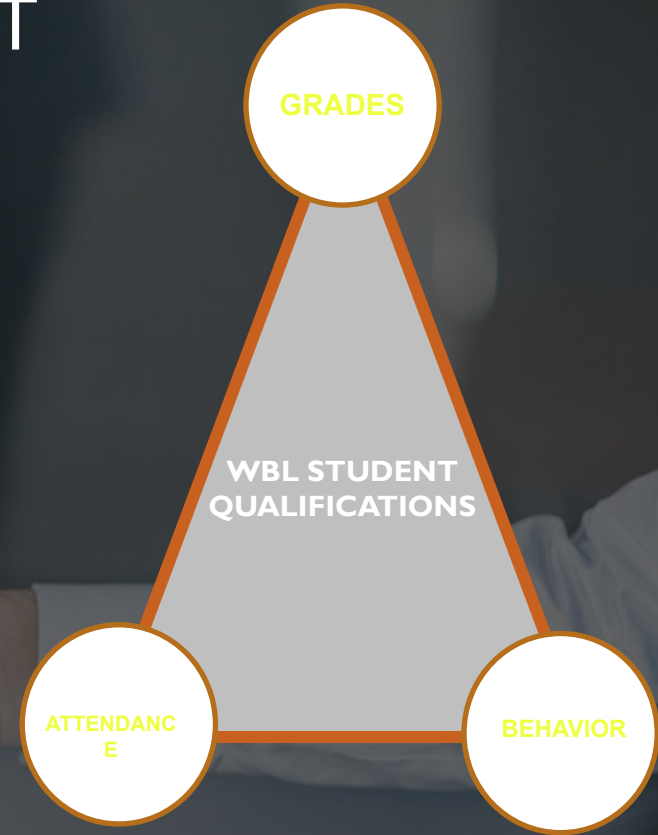
Student needs an average of 5 working hours per WBL period they are enrolled in *(remember they are earning a high school credit)*.



Both paid and unpaid internships are an option. However, if the student is adding value, pay should be considered.



Student adheres to all company policies and procedures.



# ROLE OF THE WBL COORDINATOR

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Vet students prior to WBL program acceptance.



Emphasize employability skill attainment throughout the year.



Conduct multiple site visits throughout the school year to briefly discuss student progress with the mentor.



Partner with the mentor as a job coach for the student.



Maintain records pertinent to the student, employer and school as required by the state.

# MORE WAYS TO PARTNER

- Provide a tour of your business
- Assist with mock interviews
- Serve as CTSO event judge and/or prep students for the competitions
- Donate equipment/materials to CTAE classrooms/labs
- Sponsor incentives for teachers and/or WBL student of the month recipients
- Serve as a guest speaker

Plus many, many more...



STAY IN THE KNOW AND VISIT:

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HALL COUNTY SCHOOLS  
**WORK-BASED LEARNING**  
PROGRAM  
EXPLORE • EXPERIENCE • EXCEL

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

Work-Based Learning



Georgia's Future Workforce

<https://gawbl.org>

# WORK-BASED LEARNING...

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**GOOD FOR BUSINESS...GOOD FOR THE COMMUNITY**

*Scan QR Code if you'd like more  
information/to partner with the WBL  
Program*



# Georgia Mountains Works Regional WBL Coordinators

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**STEPHEN WALLACE**

**MANUFACTURING MANAGER**

**ASI-SOUTHEAST**



## 2 Work-Based Learning Videos



<http://www.youtube.com/watch?v=fJ0jTSv4ZWw>



[https://kaltura.uga.edu/media/t/1\\_1vcldczq](https://kaltura.uga.edu/media/t/1_1vcldczq)

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"Growing a Skilled  
Workforce with WBL"

**PHIL SUTTON**

**VICE PRESIDENT**

**KUBOTA MANUFACTURING OF AMERICA**



Georgia Mountains



Connecting Talent with Opportunity

# Youth Staff

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# Georgia Mountains Works Workforce Development Forum

Attracting youth through work-based learning.



Speaker Information  
Hyperlinks



Additional Resources on  
Employing WBL Students



Workforce Strategies Group LLC



GEORGIA MOUNTAINS  
WORKS

[www.georgiamountainworks.com](http://www.georgiamountainworks.com)