

Kentucky Work Ready Communities

APPLICATION

1	Name of County	Union County	
2	High School Graduation Rate (most recent state NCLB reporting)	89.2	List Source/Method: i.e. summer 2011 AFGR method Commonwealth of Kentucky Report Card
	Would you like to include high schools that are not in the traditionally reported graduation rate shown above?	No	
	If so, please enter revised graduation rate here. Please attach a list of schools included and your calculations.	N/A	
3	Educational Attainment Rate (ages 18-64)	28.8%	(Source: US Census, most recent American Community Survey five-year estimates)
4	Community Commitment	(check off)	Name of Organization
	Economic Development	<input checked="" type="checkbox"/>	Union County First, Northwest Kentucky Forward
	Elected Official(s)	<input checked="" type="checkbox"/>	Union County Judge Executive Office, Morganfield Mayor, Bill Young
	Education	<input checked="" type="checkbox"/>	Union County Public School District, Henderson Community College
	Workforce Development	<input checked="" type="checkbox"/>	Adult Education, Workforce Solutions, OET, Northwest Kentucky Forward
	Business and Industry	<input checked="" type="checkbox"/>	River View Coal, Huff Technologies, Trelleborg
<p>Attach meeting minutes and meeting attendance sheets showing these signatures. Letters of Commitment from various organizations are helpful as well.</p>			
5	Percentage of Households with Broadband Internet Access	99.9%	(Source: broadband.gov)

Kentucky Work Ready Communities

APPLICATION

Available

Rural or Urban County Rural

6 Are you including narrative(s) for supplemental criteria for GED or Occupational Credential Attainment? Yes (Attach optional narratives and list sources and calculations)

7 Your Contact Information (primary contact for your county application)	name	phone	email	address
	Garrick Thompson	(270) 389-9600	garrick.thompson@unioncountky.org	100 W Main St. Morganfield, KY 42437



Work Ready Community Application Narratives

Union County

Narrative 2: National Career Readiness certificates Attainment: Present a plan to raise the National Career Readiness Certificate rate to 15 percent of working age (18-64) adults within three years. Plan should include promotional strategies, training availability, and encouraging employer recognition of the certificate (three pages maximum).

National Career Readiness Certificate Holders

According to the 2010 U.S Census, there are roughly 9,300 working age (18-64) individuals living in Union County. 885 of those persons possess the NCRC certificate (<https://e3.ky.gov>). That is roughly 9.5% of the population. We understand that the NCRC is the leading job skills assessment system in the nation and increasing our percentage of certificate holders is only going to benefit and better our community. To attain and work beyond the benchmark, we know that we are going to have to approach this very aggressively with a well devised strategy.

Promotional Strategies

To raise the rate to 15% of the working age population within the next three years, we plan to make the general public more aware of the test by better utilizing our local Community College (Henderson), Herron Technology Center, library, and our local media outlets (The Sturgis News, The Union County Advocate, WMSK Radio, and The Office of Employment and Training, OET).

On March 1, 2012, the Council on Postsecondary Education Department of Workforce Investment released a statement stating that the NCRC test will be free to eligible Kentuckians on a first-come, first-served basis through June 30 or until funds are expended. Eligible individuals can obtain free NCRC testing through local One-Stop Career Centers, Adult Education Centers, and any local Community College. Fortunately for us, we have two testing centers within close proximity: HCC and the Herron Technology Center (Adult Education).

To make the general public more aware of this unique offer, we will announce the free NCRC test in The Union County Advocate, The Sturgis News, and on WMSK radio. We will also create flyers (attached) to distribute at HCC, the Herron Tech Center, and at our local business outlets (retail stores, banks, and restaurants) and industries; contact numbers and information regarding benefits to the employee as well as for the employer will be included.

We believe this will increase our percentage of NCRC certificate holders by .5%.

Union County High School

We have been working with Malinda Beauchamp, the Public Relations Director for Union County Schools, and through a grant that was received by our local high school, the NCRC test will be administered to high school seniors this fall and will serve as a tool to measure students' academic certification requirements and to prove career readiness.

We believe this will increase our percentage of NCRC certificate holders by 1-2%.

Earle C. Clements Job Corps Academy

Job Corps students who qualify for Adult Education have been going to the local community college (HCC) and taking the NCRC test every other Friday. Currently, Alisha Perry, the Admission & Career Transition Services Manager at our local Job Corps Center, has been working to ensure that the Job Corps Center obtain its own license and authorization to administer the Work Keys Test.

Perry stated,

“All of our trades recognize the Work Keys test as a certification recognized by the National Office which is a fairly recent change, so we would like to see all of our students take the exam.”

Perry also feels that obtaining the license and authorization to administer the tests should be an easy process, and she anticipates seeing the program up and running very soon.

We believe this will increase our percentage of NCRC certificate holders by 1-2%.

Union County Public Library

Another great resource we have in Union County is our public library. Many unemployed residents stop by to search for employment online, work on their resumes, and receive free training on various computer programs. Flyers and brochures will be distributed there as well. We have received a commitment from the local director, Debbie McClanahan, stating she will encourage library guests who are actively seeking employment to take advantage of the free testing offer.

We believe this will increase our percentage of NCRC certificate holders by .5%.

Union County Jail

We have also contacted our county jail and, in collaboration with the local Adult Education Center, NCRC testing has begun with some of our local inmates (see attached photo). This will not only help to increase the overall percentage of our population that possesses the NCRC certificate, but it will also be beneficial to our inmates in helping them potentially land a job once they are released.

We believe this will increase our percentage of NCRC certificate holders by .5%.

We are also contacting our local businesses/industries to make them aware of the benefits from both offering and recognizing the NCRC test. We are encouraging them to request that any new applicant first take the NCRC test at a local testing site. To accommodate them, HCC has agreed to provide on-site testing to any business/industry who has a minimum of 10 people committed to taking the test. We plan to work with any new industry that may move into the area and encourage them to have their applicants or new employees take the NCRC test as well.

We believe this will increase our percentage of NCRC certificate holders by 1%.

Adult Education

Our local Family Resource Center requires any person seeking financial assistance around the holiday season to go through a week-long program with Adult Education. Since many of these people seeking assistance are unemployed or have low paying jobs, we decided the program should educate these individuals on the various ways they can improve their employment skills, primarily focusing on: resume writing, interview skills, and general soft skills. At the culmination of the week-long program, each person would then be required to take the NCRC test to verify the workplace skills they have and/or need to develop.

Office of Employment and Training

We have contacted the local unemployment office (OET) in Henderson and an informational e-mail has been sent out to around 600 Union County residents (employed and unemployed) regarding the free NCRC Test through June 30th. Even after this free testing date, there will be an ongoing effort through HCC, the Herron Tech. Center (Adult Education), and our local businesses and industries to promote the NCRC's benefits.

We believe both of these strategies will increase our percentage of NCRC certificate holders by 1%.

Training Availability

Both the Herron Tech. Center (Adult Ed.) and HCC will provide training as well as be resources for individuals who are preparing to take the NCRC test. At both of these locations, individuals will have the opportunity to retake the test to improve upon their past scores.

Employer Recognition

Currently, we are working with our local businesses/industries to see what specific test they are requiring an applicant to take that certifies essential skills needed for workplace success. We are also working to inform them that the NCRC Test has been proven to improve the quality of new hires, reduce training time, reduce turnover, and increase productivity. In addition, the test assesses essential foundational skills that are applicable, and necessary, for virtually every job.

We will work to persuade our local business and industry to implement the NCRC Test through presentations (see attached) to association boards and/or committees, i.e. business associations, human resource manager groups, and industry associations.

We then hope to secure a definite commitment from employers that they will actively support the NCRC effort. We would also encourage our local businesses/industries to give preferential treatment to applicants who possess a NCRC certificate.

Our combined strategies should increase the rate of NCRC attainment held by working age adults in Union County to 15% within the next three years.

Narrative 3: Educational Attainment: Present a plan to raise the educational Attainment rate to 32 percent within 3 years [KY average] and 39 percent within 5 years [national average] (three pages maximum).

Educational Attainment

Currently in Union County 28.8% (U.S. Census) of the working age population (18-64) has at least an Associate's degree. To raise this percentage to 32% within 3 years and 39% within 5 years, we will rely heavily on the partnerships that we have with our local educational institutions, including but not limited to: Union County High School, Henderson Community College (HCC) as well as Murray State University-Henderson Campus (MSU), and our top feeder schools for Union County: University of Southern Indiana, Western Kentucky, and Madisonville Community College.

Plan of Action

The Union County School system has strengthened its overall school focus (from K-12) on the value of achieving a college degree. This year, district wide college-awareness/readiness strategies that help both children and parents understand the economic and social benefits of postsecondary education were implemented. Rather than just teaching students to prepare themselves for the

following year, teachers at all grade levels now focus more on preparing their students for college. Rigor has increased, and across the county, students are being challenged like never before.

Through the Henderson Community College, students at Union County High School who are enrolled in dual credit classes (currently there are 96) can have the first 6 credit hours completely paid for by the college. Also, a number of students who qualify (free and reduced lunch) are assisted by the YSC Center with their book expenses and tuition. The YSC can provide \$100 to qualified students to help cover these costs. This initiative is helping our students to 'get their feet wet', and will greatly enhance their chances of earning a degree in a higher education field.

A program we hope to soon implement in Union County that would greatly help our educational attainment rate is *Braves 2 College*. Eligible students must possess:

- at least a 2.5 GPA
- 96% attendance rate,
- NO Safe School Violations,
- Complete high school in 8 consecutive semesters or earlier (dual-credit)
- Take more than the state minimum number of credits to graduate

With *Braves 2 College*, students who meet these criteria would receive up to \$1,000 per semester for four semesters at Henderson Community College. This would put them in an excellent position to not only have an Associate's degree, but be well on their way to attaining a 4 year collegiate degree. A foundation is currently being developed to fund this endeavor.

In addition, the high school is currently working with HCC to add a certification process to vocational programs offered at Union County High School (i.e. certified nursing assistant, electricity, welding, plumbing). Having this certification would allow students to exit high school possessing a certificate that would enhance their marketability in a job field where secondary schooling may be a requirement. Having this certificate would also be an added bonus on a college application or resume.

Union County Schools is also exploring a partnership with our local Earle C. Clements Job Corps Center to provide classes and schooling for UCHS students to receive training and industry credentials that are recognized nationally. This would help to increase our number of technical degreed workers. (Attached is a copy of all of the programs that are offered at our local Job Corps center.)

In 2012 the business community focused on increasing educational attainment by participating in Operation Preparation, a state-wide effort to meet with all 8th and 10th graders and help them in preparing for specific occupations. Business employees met with individual students to discuss students' academic achievements, tests scores, desired careers, and the educational requirements for those careers. Overall, the event was a great success, and our school system is exploring a way to maintain the relationships that were formed between business mentors and students.

Garland Certain, president of United Community Bank in Morganfield, talks about his experience with Operation Preparation.

“Recently I had the pleasure to sit down and talk with two Union County High School sophomores about their plans after high school. I was pleasantly surprised with both as they have already given a lot of thought and started to work on their job/career paths. They’ve involved their parents and grandparents in their planning, and it was obvious they were very excited about their future! Both students are working part-time jobs in their selected fields neither of which include 4 year college programs. They were easy to talk with and displayed good manners along with senses of loyalty to their school and county. They represented UCHS and their families very well.”

For our post secondary adults, Union County has been partnering with HCC, Lindsey Wilson College, Mid-Continent University, and Murray State’s regional campus in Henderson to promote the opportunities available for degree completion through these institutions. Research has identified a significant number of individuals in the region who are close to completing a degree but are just lacking a few credit hours. By promoting these opportunities and making students of all ages aware of the vast number of educational opportunities available in the region (reciprocity agreements are in place with nearby University of Southern Indiana and Ivy Tech), the community believes this will encourage degree completion and improve educational attainment.

Henderson Community College enrolls 1,450 degree-seeking students each year. Over 40% note a desire to transfer to a four-year institution upon completion of their Associate’s degree. However, the college has only a 20% graduation rate, close to the national average, but unacceptable to the institution. The college has initiated several projects to increase the graduation rate including:

- A stronger focus on student advising from enrollment through graduation. This includes hiring a new position, the Director of Advising; creating an Advising Center for student assistance; new training for faculty advisors; and development of an advising contract between student and advisor.
- Development of a First Year Experience course for incoming students that will assist students in understanding how to succeed in college; remediate skills in note and test –taking, reading, and information, and financial literacy. National research shows that mandatory attendance in this type of class has a strong positive correlation with student graduation rates.
- Participation in two self studies leading to action plans: a Foundation of Excellence Transfer Study to enhance transfer rates; and First Year Experience study to enhance student retention and graduation rates.

With our schools improved focus on preparing students of all ages for college and increasing rigor, as well as the implementation of Braves 2 College, the high school’s plan to add a certification process (through HCC) to vocational programs, the partnership with Earle C.

Clements Job Corps, Operation Preparation, our collaboration with local learning institutions to promote degree completion, and HCC's plans to increase their graduation rate, we feel that we will be able to raise our educational attainment rate to 32 percent within three years and 39 percent within the next five years.

Narrative 5: Soft Skills Program: Discuss your community program or programs to address work ethic/soft skills development and credentialing for both secondary school and post secondary adult populations. The program must meet the following minimum standards:

- *provide evidence of employer engagement in the program development process, including representation of the county's most prolific businesses and industries,*
- *provide evidence that employers recognize achievement of work ethic or soft skills or soft skills credential in their hiring/advancement process,*
- *programs must include measureable goals for annual improvement in the raw number and percentage of workforce credentialed,*
- *plans must include a strategy to assure employers of the sustainability of the programs, and*
- *programs must address, at a minimum, the following topical areas: attendance/punctuality, communication, teamwork, leadership, and critical thinking (four pages maximum).*

Soft Skills Measurement Program

A number of programs working to instill soft skills are being implemented in Union County. In addition to the programs that are currently in place, we are working with Workforce Solutions to create further programs that meet the needs of local employers.

Post Secondary

Currently, residents of Union County who visit our local library have access to free workshops that will teach them the basics of microsoft word, power-point and excel. The library staff will also help you to develop your resume and assist to search for a job online (see attached flyer).

Secondary

A free one-hour Interview Etiquette class, taught by Workforce Solutions, was given to dual credit students at Union County High School who had completed their course work for the semester. The program received a lot of positive feedback from students, and next year the plan is to seek funding from GRADD where various classes can be held over a two week period, rather than just offering one class on a particular day. Typically, students who finish their dual credit course work still have two more weeks of high school before their semester actually ends. Offering a soft skills training program during that time will be a great opportunity for these students.

Operation Preparation allows local 8th and 10th grade students to receive insight into just how important soft-skills are when they enter the workforce. Local business and community leaders were able to talk with students about their future career plans and help them to develop steps and pathways to achieve their goals.

In addition to placing a strong emphasis on academic achievement in the classroom, Braves 2 College is also teaching our high school students the importance of having/developing soft skills with the attendance/punctuality aspect of the program. In order to qualify for scholarship money, students must maintain at least a 96% attendance rate.

Employer Engagement

Union County is heavily involved with the Northwest Kentucky Training Consortium which serves Union, Henderson, Webster, and McLean Counties. Two of Union County's largest companies (River View and the Methodist Hospital) are a part of the consortium which works to identify skills gaps among local employers, and then develop training sessions to fill those gaps. Regionally, soft skills have been identified as an area that employees are lacking, so the Consortium will be working heavily with local employers to identify appropriate training.

In collaboration with Workforce Solutions, we are currently using a workforce development liaison to talk with two of our big local industries (Trelleborg and Little Kentucky Smokehouse) to discover which specific soft skill areas they feel their employees need to develop the most. Once the liaison has discovered which area(s) that these two employers would like to develop, Workforce Solutions will then create tailor-made training classes to suit their specific needs.

Once we have learned which specific areas these companies feel their employees need to improve, we will then provide them with the details of the employer-developed soft skills program, including the outline of the course and the cost. A KY Wins Grant could potentially cover 65% of the training costs, and we are hoping to secure a commitment from Union County First, a local non-profit group dedicated to enhancing education, infrastructure and industry, to front the rest. We will also use our local Education Committee consisting of Malinda Beauchamp, the Director of Public Relations for Union County Schools, as well as Jeff Barton, the local Job Corps Center Director, to promote employer buy-in, further explaining the benefits of a soft-skills training program, and encouraging these two local businesses to request that all new hires first go through this soft skills training program. Once we are successful with these two large companies, we will work to encourage more local industries to require their new employees to go through the program as well.

Going forward, we would use this committee to help engage our employers in the future creation and implementation of soft skills programs offered in the county. Through this committee we plan to: do a better job of accessing and monitoring local training needs, increase our Herron

Tech. Center and local libraries involvement to meet customized needs of industry, increase enrollment in Adult Education programs, and develop a systematic survey of local employment needs.

Recognizing Achievement

Northwest Kentucky Forward is an established online database (www.northwestkyworks.com) with thousands of job seekers in the region. The database of skilled potential employees requires the applicant to have an Associate's Degree, WorkKeys Certificate, or Journeyman's Certificate in order to register for the free database. The database is promoted at job fairs, employment offices, and schools to job seekers.

Regional employers are provided free access to the database and are encouraged to use the database to drive their hiring to skills-based applicants. Northwest Kentucky Forward promotes the database through both their Business Retention program and their Business Attraction efforts. Currently, more than three hundred businesses have registered to use Northwest Kentucky Works. Union County currently has 134 job seekers in the Northwest KY Works database. There are approximately 530 job seekers working toward an Associate's Degree.

Program Sustainability

Once we receive a commitment from Union County First who has the ability and desire to help finance this program to develop our local workforce, we have no doubts that employers will feel confident in the sustainability of the program. Union County First is a committed board consisting of local business, government, education, agricultural, and industry leaders of the community. They were established in 1990 and have been committed to improving the county by enhancing education, infrastructure, and industry since their inception.

Additional Soft-Skills Program Implementation

Secondary

In conjunction with Workforce Solutions, a summer youth soft-skills program for Union County has been developed, and has recently been approved by GRADD. GRADD will also provide the funding for the program.

The program will be a 4 week course that will target 14-17 year olds in Union County. The program will consist of soft skills and job shadowing which will give these individuals a distinct advantage when applying for unsubsidized employment. The goal is to serve 15 youth.

The program will consist of seven modules:

- *Communication *Networking *Teamwork *Financial Literacy
- *Enthusiasm and Attitude *Professionalism *Problem Solving and Critical Thinking

Classes will be held on Mondays and Wednesdays, and following each class session, students will be placed in job shadowing positions with local business and industry. At the conclusion of the program, a recognition ceremony will be held to honor all the students who successfully complete the program. Students will be allowed only one absence and one tardy to be eligible for incentives at the end of the program. Any student not complying with the job shadowing rules (set by the host company) will be automatically dropped from the program.

Union County First, Economic Development Office of Union County, is working with the area business, industry, and community leaders to promote the program and to secure job shadowing positions. Each community partner will be asked to serve on an advisory council to evaluate the program and the students.

Secondary/Post Secondary

In addition to the soft skills programs that are currently being implemented in Union County, a more focused program is currently being devised to target high school students, Adult Education, and our post secondary adult population. The program will be implemented within the next two years. Some of the covered skills will include interpersonal and job success skills. The interpersonal skill set will include communication skills (speaking, listening, writing), interview and resume development, attendance and punctuality, diversity, and work ethics. Success skills will include leadership, teamwork, conflict resolution, continuous improvement, business metrics, and critical thinking.

During the first year, we will work to identify specific skills and traits that are valued by our employers in the county, explore ways to teach as well as measure these valued skills and traits, develop an outline/layout for the program itself, acquire partners, and recruit champions from business, labor, and education. A commitment from the Union County School District to be engaged in the soft skills program at implementation will be obtained. A commitment from at least two of our local business/labor groups to recognize the soft-skills program as part of their hiring process will be acquired. In collaboration with faculty, we will also seek ways to imbed soft skills training into the high school, community college, and adult education curriculum. To garner community and financial support, the new soft skills training program will be presented to a variety of stakeholder such as: Northwest Kentucky Forward, local Chambers of Commerce, Union County First, and parent groups.

During the first year, we will determine measureable goals for annual improvement in the raw number and percentage of high school graduates, adult education GED recipients, and community college credential holders.

By year two the program will be fully implemented into our school district, and we will have obtained at least two business/labor groups who will recognize students' completion of the program. We will continue to present the program to community groups/organizations, and we will work to

recruit at minimum two more business/labor sites which will recognize the soft skills training program. Support of the process through Northwest Kentucky Forward, the Northwest Kentucky Training Consortium, Union County First, the Green River Area Development District as well as Henderson Community College will help to assure employers of the sustainability of the program as well their enhanced ability to hire appropriately-skilled credential holders.

Union County Work Ready Application



Attached is a letter of commitment and support from our County Judge Executive Jody Jenkins and local business owner (Huff Technologies), Darrel Huff.

Union County Judge/Executive

(270) 389-1081

P.O. BOX 60 - MORGANFIELD, KENTUCKY 42437-0060

FAX (270) 389-4232

Jody Jenkins
Judge/Executive



December 8, 2011

Betsy Wells-Jones
Northwest Kentucky Forward
Post Office Box 674
Henderson, KY 42419-0674

Dear Mrs. Jones:

It is my pleasure to write a letter of approval and support for the Work Ready Community Initiative. We are increasingly involved in all aspects of this certification. Without a doubt we want to see silos become a practice of the past and forward thinking team work to begin to become our future.

That is why it is important that we show support for the Work Ready Communities Initiatives. A community commitment is needed to make every aspect of this initiative a reality for Northwest Kentucky. As Union County Judge Executive, I will see that full support from our county officials and others in our community will be given to the WRCI. It goes without saying how important it is to improve all aspects of a skilled and educated workforce. Please count on us for full support in all aspect of this Initiative as you progress with Work Ready Communities Initiative in Union County.

Thank you for the opportunity to be involved in such a well thought out initiative. This certification will serve our county well as a measurement in these six vital areas for growth.

Sincerely,

Jody Jenkins

Jody Jenkins
Judge Executive



Huff Technologies Inc

Ph: 270-389-4833 325 Industrial Rd Morganfield, KY Fx: (270) 389-4831

June 21, 2012

Garrick Thompson

Union County First

PO Box 374 100 W Main St. Morganfield, KY 42437

Phone 270.389.9600 Cell 270.997.0846

www.ucfirst.org

Garrick,

Huff Technologies Inc. is happy to support the Union Count Work Ready Initiative. It is very important to any business that it's people work well with others, communicate effectively, place value on their time at work and take pride in their accomplishments. Please count on Huff Technologies Inc. to support this program in whatever way that is necessary.

Thank you for your efforts,



Darrel Huff, President

Huff Technologies Inc.

325 Industrial Rd.

Morganfield, KY 42437

Ph: 270.389.4833

Fx: 270.389.4831

e-mail: dhuff@huff-tech.com

web: www.huff-tech.com

Union County Work Ready Application



Attached are minutes, agendas and sign in sheets of all Work Ready Team meetings from October of 2011 thru June of 2012.



Leading Economic Development in Northwest Kentucky

Work Ready Communities Meeting

10.31.11

M-I-N-U-T-E-S

Members Present

1. Malinda Beauchamp – (School System)
2. Dr. Kris Williams –Community College
3. Karen Dueker – OET
4. Debbie Gray (Chairman) – (Economic Development)
5. Randy Lewis – (Innovative Workflow Technologies)
6. Karen Cecil – (Rio Tinto – Alcan)
7. Kim Humphrey - (River View Coal)
8. Tonya Logsdon – (GRADD)
9. Judge Kelly Thurman – (County Judge Executive)
10. Aimee Newberry – (Library)
11. Darrell Huff – (Huff Technologies)
12. Kevin Sheilley – Northwest KY Forward
13. Meghan Crosman – Northwest KY Forward
14. Mary Anne Williams – Northwest KY Forward
15. Betsy Wells-Jones – Northwest KY Forward
16. Honorable Rob Wiederstein – (District Judge)
17. Vicki Boyd – (Adult Ed)

Members Absent

1. Lawrence Garrity – (Principal KY Tech)
2. Marganna Stanley – (Asst Superintendent)
3. Eddie Knapp – (Pioneer Plastics)
4. Brain Gardner – (Principal)
5. Carrie Divine – (Insurance Agent)
6. Pam Wilson – (Adult Ed)

1. Call To Order

Kevin Sheilley calls the meeting to order at 9:00 and welcomes everyone to the Work Ready Community Breakfast Meeting.



Leading Economic Development in Northwest Kentucky

2. Work Ready Community Initiative

Tonya Logsdon presented the Work Ready Communities Initiative. A lengthy discussion followed with a question and answer period.

3. Committee Assignments

The group decided to break up in two groups that would need the most research.

A. The NCRC sub-committee was formed. Here are those committee members

–

- Randy Lewis
- Kim Humphrey
- Marganna Stanley
- Karen Cecil
- Malinda Beauchamp
- Vicki Boyd
- Lawrence Garrity
- Tonya Logsdon
- Debbie Gray
- Betsy Wells-Jones

B. The Soft Skills sub-committee was formed. Here are those committee members –

- Rob Wiederstein
- Karen Dueker
- Darrell Huff
- Brian Gardner
- Aimee Newberry
- Tonya Logsdon
- Kris Williams
- Debbie Gray
- Betsy Wells-Jones
- Pam Wilson



Leading Economic Development in Northwest Kentucky

Work Ready Communities Soft Skills Sub-Committee Meeting
11.7.11
M-I-N-U-T-E-S

Members Present

1. Pam Wilson – (Community College)
2. Debbie Gray (Chairman) – (Economic Development)
3. Karen Dueker – (OET)
4. Brian Gardner – (Principal)
5. Aimee Newberry – (Librarian)
6. Tonya Logsdon – (GRADD)
7. Betsy Wells-Jones – (Northwest KY Forward)

Members Absent

1. Darrell Huff – (Huff Technologies)
2. Rob Wiederstein – (District Judge)

1. Call To Order

Debbie Gray, Tonya Logsdon and Betsy Wells-Jones open the meeting with a Question and Answer session on Soft Skills materials

2. Work Ready Community Initiative

Information is gathered from those who brought new material to the meeting

3. Committee Assignments

The group had data to gather outside the meeting and bring to our next meeting

4. Other Business

The group set the dates for the sub-committees to meet.

5. Adjournment

With no further business to conduct the meeting was adjourned.



Leading Economic Development in Northwest Kentucky

Work Ready Communities NCRC Sub-Committee Meeting
11.14.11
M-I-N-U-T-E-S

Members Present

1. Debbie Gray (Chairman) – (Economic Development)
2. Randy Lewis – (Innovative Workflow Technologies)
3. Tonya Logsdon – (GRADD)
4. Betsy Wells-Jones – Northwest KY Forward

Members Absent

1. Kim Humphrey – (River View Coal)
2. Marganna Stanley – (Asst Superintendent)
3. Eddie Knapp – (Pioneer Plastics)
4. Carrie Divine – (Insurance Agent)
5. Karen Cecil – (Alcan)
6. Malinda Beauchamp – (School System)
7. Vicki Boyd – (Adult ED)
8. Lawrence Garrity – (Principal Kentucky Tech)

1. Call To Order

Debbie Gray, Tonya Logsdon and Betsy Wells-Jones open the meeting with a Question and Answer session on NCRC materials

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Leading Economic Development in Northwest Kentucky

P.O. Box 674
1990 Barrett Court
Henderson, KY
42419-0647

877.434.3766
270.827.2969 fax

www.northwestky.com

Kentucky Work Ready Communities

Sign-in Sheet

2-6-12

1. Garrick Thompson - Economic Development Director
2. Kim Humphrey - River View Coal
3. Betsy Wells-Jones - NWKY
4. Mike Creasey - C & C FORD
5. Malinda Beauchamp - UCPS
6. Deborah J. Gray - Kentucky Utilities Louisville Gas & Electric
7. Amanda Curry - Earle C. Clements Job Corps
8. Shannon Clements - HCC/HTC
9. Debbie McClanahan - U.C. Public Library District 270.389.1696
10. Shirley Mercer - U.C. Pub. Lib. Dist. 270-389-1696
11. Jennifer Buckman - U.C. Public Schools Union County Clerk - 270-822-4077
12. Patrick Donahue - Methodist Hospital Union County 270 389 5000
13. Garland Certain - United Community Bank - 389-3232
14. Mike Oberst - Old National Bank - 389-5236.



Dedicated to the Enhancement of Education, Infrastructure and Industry

Work Ready Community Meeting

M-I-N-U-T-E-S

February 24, 2012

In Attendance:

1. Garrick Thompson- Economic Development Director
2. Shannon Clements- HCC-Herron Technology, Academic Coordinator
3. Jennifer Buckman, Union County Board of Education, City Clerk, Uniontown
4. Darrel Huff- Huff Technologies
5. Bill Young-Mayor, City of Morganfield
6. Deborah Gray- Kentucky Utilities, Northwest KY Forward Board Member
7. Betsy Wells-Jones- Northwest Kentucky Forward
8. Malinda Beauchamp- Union County Board of Education
9. Ann Hendrickson- Union County Adult Ed.
10. Melissa Thomas- Union County Adult Ed.
11. Cathy Walls- Union County Adult Ed.
12. Beth Hendrickson- St Ann School

Call to Order

- Garrick Thompson calls the meeting to order at 9:00 and thanks everyone for coming out to the Herron Tech Center.

Work Ready Community Initiative

- Thompson then explained to the group that the Kentucky Work Ready Community initiative is a program started by Governor Beshear designed to transform local economies giving them an advantage in attracting new businesses and jobs to their area. He further explains that communities can agree to meet certain education, workforce development and collaboration goals in order to qualify as a **Work Ready Community**. Those that may not meet the minimum criteria today but are committed to

meeting them in the future would apply for the **Work Ready Community in Progress** status and have three years to meet the minimum threshold.

- Thompson then went over the criteria to become work ready
- Next, Thompson referenced an e-mail sent from panel member Tom West that talked about specific areas in the application where Union County needed to include more information.
- The group provided insight as to how the application could be improved.
- Thompson also referenced some other counties applications (Davies, Russell) showing the group what they had included in some of the areas where Union County's application needed some work.
- After a lot of discussion on what could be done to improve Union County's application, duties were delegated to certain individuals.

Responsibilities assigned from 2/24 meeting:

- Garrick Thompson will be working with Darrel Huff to send out an e-mail to local businesses/industry to gather data on how many industry-recognized credentials are held by the working-age population, and to see if any soft-skills training type programs are currently or have recently been held.
- Huff and Thompson will also work together to come up with a plan to raise the percentage of the working age population that possesses a NCRC certificate to 15% within the next three years.
- Kathy Walls will work with Shannon Clements, Ann Hendrickson and Melissa Thomas to draft a plan that includes a measureable soft-skills goal for annual improvement and a plan that includes a post secondary component.
- Malinda Beauchamp and Thompson will work together to develop a plan to raise the Educational Attainment rate (percentage of working age population with at least a 2 year degree; which is currently 28.8%) to 32 percent within 3 years and 39 percent within 7 years.

Other Business

- Thompson said he would e-mail the responsibilities out to the group and would also include in the e-mail the date for the group's next meeting; which he said he would like to have in a couple of weeks.

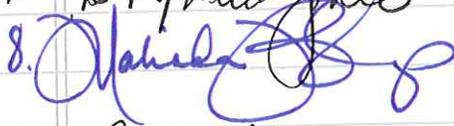
Adjournment

- With no further business to conduct, the meeting was adjourned.

Sign-in Sheet

2-24-12

Kentucky Work Ready Communities

1. Larvick Thompson - Economic Development Director
2. Shannon Clements HCC - HTC Academic Coord.
3. Jennifer Buckman - UC Bd of Ed + City Clerk Unsworth
4. Carol M - Hoff Technologies
5. Bill Young - City of Morganfield
6. Deborah P. Gray - Kentucky Utilities - Bd NWKYF
7. Betty Hill Gray - Northwest Key forward
8.  UC Board of Ed
9. Ann Hendrichs UC Adult Ed
10. Melissa Thomas UC Adult Ed
11. Cathy Walls UC Adult Ed
12. Ben Andrew St. Ann School



Dedicated to the Enhancement of Education, Infrastructure and Industry

Work Ready Community Meeting

M-I-N-U-T-E-S

March 8, 2012

In Attendance:

1. Garrick Thompson- Economic Development Director
2. Shannon Clements- HCC-Herron Technology, Academic Coordinator
3. Kim Humphrey- Riverview Coal
4. Betsy Wells-Jones- Northwest Kentucky Forward
5. Pam Wilson – Henderson Community College
6. Ann Hendrickson- Union County Adult Ed.
7. Melissa Thomas- Union County Adult Ed.
8. Cathy Walls- Union County Adult Ed.
9. Nyra Syers-Ford- Earle C. Clements Job Corps Center

Call to Order

- Garrick Thompson calls the meeting to order at 9:00 and thanks everyone for coming.

Work Ready Community Initiative

- Thompson shares with the group the updates he has made to Union County 's application.
- Group members share ideas to improve application. Ideas included: getting WMSK Radio involved to promote the free NCRC test as well as the Office of Unemployment and Training (OET), use local business outlets (retail stores, banks, restaurants) to promote flyer announcing free NCRC test through June 30th, offer on-site testing to businesses/industries interested (minimum of 10 people), talk with Union County Jail about getting inmates to take the NCRC test, allow training for the test to take place at the Herron Tech. Center (Adult Ed.) as well as the library, have the college (HCC) link up with Earle C. Clements Job Corps to organize a date for a representative from HCC to come and administer the test to Job Corps residents.

Responsibilities from 3/8 meeting

- Thompson said he would take the group's suggestions and add them to the application.
- Thompson said he would work with Debbie McClanahan from the library to design flyers and brochures promoting the free NCRC test.
- Thompson said he would contact Karen Dueker (OET) inquiring if there is an e-mail database of unemployed residents from Union County. If so, wondering if he could access that database or someone from Karen's office could, and e-mail all of those unemployed residents notifying them of the free NCRC test that will run through June 30th.
- Nyra Syers-Ford said she would e-mail Thompson with a list of all of the certifications that people can obtain from Job Corps.
- Thompson said he would get in touch with Malinda Beauchamp notifying her that Pam Wilson from HCC said that they could come to Union County and administer the test (pencil/paper version) to students at UCHS.
- Pam Wilson from HCC said she would e-mail Thompson the soft skills program that is currently in place at HCC.

Other Business

- Thompson said he would like to meet in around a month. He said he would soon be e-mailing the group notifying them of the date of the next meeting.

Adjournment

- With no further business to conduct, the meeting was adjourned.

3/8/12

Kentucky Work Ready Community Meeting

1. Garrick Thompson Economic Development Director
2. Nym Lynn-Jud Earle C. Clements Job Corps
3. Amala Jackson Anderson Community College
4. Betsy Wilfong Northwest Key Forward
5. Melissa Thomas U. C. Adult Ed.
6. Ann Clenduchson U. C. Adult Ed.
7. Shannon Clements HCC / Heron Center
8. Cathy Walls UC Adult Ed - Union Co.
9. Kim Humphrey River View Coal



Dedicated to the Enhancement of Education, Infrastructure and Industry

Work Ready Community Meeting

M-I-N-U-T-E-S

March 30, 2012

In Attendance:

1. Garrick Thompson- Economic Development Director
2. Shannon Clements- HCC-Herron Technology, Academic Coordinator
3. Kim Humphrey- Riverview Coal
4. Betsy Wells-Jones- Northwest Kentucky Forward
5. Pam Wilson – Henderson Community College
6. Melissa Thomas- Union County Adult Ed.
7. Cathy Walls- Union County Adult Ed.
8. Nyra Syers-Ford- Earle C. Clements Job Corps Center
9. Ellen Redding- Northwest Kentucky Forward
10. Malinda Beauchamp- Union County Public Schools
11. Debbie McClanahan- Union County Public Library

Call to Order

- Garrick Thompson calls the meeting to order at 9:00 and thanks everyone for coming.

Work Ready Community Initiative

- Thompson shares with the group the updates he has made to Union County 's application. He also shares that he has gone out into the business community and delivered flyers promoting the free NCRC test through June 30th.
- Thompson also notifies the group that a partnership had been formed with the Union County Jail and the local Herron Tech Center and the Tech Center was administering the tests to eligible inmates.

- Kim Humphrey then made the suggestion that Braves 2 College be added to the soft skills portion of the application, and that Operation Preparation be added to the Community Commitment section.
- Thompson said he was still working with Earle C. Clements, Union County Public Schools and HCC to schedule a time and date for HCC to come down and administer the NCRC test.
- Kim Humphrey also mentioned that the newly formed education committee consisted of local education leaders in the community would be a good group to work with to try to get local businesses and industries on board; as far as getting new hires to take the NCRC test and go through a Soft-Skills program.
- Referring to Soft Skills, Pam Wilson mentioned a former program known as “Union County Works” that used to be implemented in the community and was targeted at people who were unemployed. Pam told Garrick Thompson that she would e-mail him with the details.
- Cathy Walls mentioned that in Breckenridge County, Ky, their high school students are enrolled in some type of soft-skills program where upon passing the program, they receive a stamp of approval for on their report cards. She said she would look in to that and report back the next meeting.
- Kim Humphrey also mentioned that Garrick Thompson may want to talk with local county attorney, Brucie Moore, and ask her if we could get her drug court kids to participate in some type of soft-skills training program.

Other Business

- Thompson said he would like to meet in around a month. He said he would be e-mailing the group soon with a meeting date.

Adjournment

- With no further business to conduct, the meeting was adjourned.



Dedicated to the Enhancement of Education, Infrastructure and Industry

Kentucky Work Ready Community Meeting

Sign-in Sheet

March 30, 2012

1. Darrick Thompson - Union Co. First
2. Dublin McClanahan - U.C. Library
3. Pamala Nelson - Henderson Community College
4. Cathy Walls - U. Co. Adult Ed
5. Ketsy Wellifone - NWKF
6. Ellen Reddy - HKTC
7. Billy - River View
8. Angie S Ford - ECC Job Corps
9. Melissa Thomas UC Adult Ed.
10. Natasha Beauchamp - UC Board of Ed
11. Shannon Clements HCC - Heron Center
12. _____
13. _____

KY Work Ready Community Team Meeting

A-G-E-N-D-A

April 26, 2012

NCRC

- Update on NCRC Testing at Job Corps- Still need to know if Job Corps' numbers are included in our total number of 885?
- Update on testing Seniors at UCHS
- What test do miners currently take? Is it similar to WorkKeys?
- Powerpoint presentation

Educational Attainment

- feeder schools for UCHS?
- any update on the foundation being created to support Braves 2 College?
- update on certification process for high school vocational programs
- high schools partnership with Earle C. to receive training and industry credentials that are recognized nationally
- Regional Postsecondary Consortium?

Soft Skills Program

- Northwest Kentucky Training Consortium?
- Statements from Union County business and industry leaders
- Anything additional to add?

*Next Meeting date will be towards the end of next month; either the 24th or 31st (whatever works best for the group). We will finalize our application and make final adjustments.

UPDATE: Our application is DUE June 27th. We will not present in front of the panel until July 11.



Dedicated to the Enhancement of Education, Infrastructure and Industry

Work Ready Community Meeting

M-I-N-U-T-E-S

April 26, 2012

In Attendance:

1. Garrick Thompson- Economic Development Director
2. Shannon Clements- HCC-Herron Technology, Academic Coordinator
3. Pam Wilson – Henderson Community College
4. Melissa Thomas- Union County Adult Ed.
5. Cathy Walls- Union County Adult Ed.
6. Ann Hendrickson- Union County Ad.
7. Debbie Gray- LGE-KU
8. Nyra Syers-Ford- Earle C. Clements Job Corps Center
9. Malinda Beauchamp- Union County Public Schools
10. Darrel Huff-Huff Technologies

Call to Order

Garrick Thompson calls the meeting to order at 9:00 and thanks everyone for coming.

Work Ready Community Initiative

11. Nyra Syers-Ford said that she would be contacting Mary Lou Young to see if the Job Corps' numbers of NCRC students were included in the county total. Malinda Beauchamp said that everything was in place for high school seniors to take the NCRC test prior to graduating. There was discussion about creating a powerpoint presentation to present to the business community and Melissa Thomas, from Adult Ed. said she already had a hold of a presentation that was used by an Adult Ed. program in another county that could be modified. Pam Wilson, from Workforce Solutions said, that she would be willing to offer the NCRC test at night or have the test on a Saturday for

businesses, if that was easier on their schedule. Melissa Thomas mentioned that when applying for a job at Trelleborg, they do list on the application that they prefer the work Keys Tests. Pam Wilson, from HCC, also suggested that Audubon Education coalition be included in the application as well.

- Other Business
- Thompson said he would be e-mailing the group soon with a meeting date for the following month.

Adjournment

- With no further business to conduct, the meeting was adjourned.



Dedicated to the Enhancement of Education, Infrastructure and Industry

Work Ready Community Meeting

Sign-in Sheet

April 26, 2012

1. Darwick Thompson - Economic Development
2. Cathy Wells - U.Co. Adult Ed - Heron Tech
3. Connie Hendrick - U-Co. Adult Ed - Heron Tech
4. Sharon Clements - HCC - Heron Center
5. Melissa Thomas - UCAE
6. Janala Nelson JCC
7. John Gray JHS - KY JSC
8. Melinda B. B. - UC BOE
9. Carol E. - HOLT-Tech
10. Yon Lee-Jal - ECC Job Corp.
11. _____
12. _____
13. _____
14. _____

KY Work Ready Community Team

A-G-E-N-D-A

June 1, 2012

- School System and Job Corps
- High School and HCC Certification (look in application)
- Should we include a section about our involvement with the Regional Postsecondary Consortium?
- Ideas for post secondary soft skills program?
- Next meeting date
- Presentation



Dedicated to the Enhancement of Education, Infrastructure and Industry

Work Ready Community Meeting

M-I-N-U-T-E-S

June 1, 2012

In Attendance:

1. Garrick Thompson- Economic Development Director
2. Betsy Wells-Jones- Northwest Kentucky Forward
3. Shannon Clements- HCC-Herron Technology, Academic Coordinator
4. Melissa Thomas- Union County Adult Ed.
5. Cathy Walls- Union County Adult Ed.
6. Debbie Gray- LGE-KU Energy
7. Nyra Syers-Ford- Earle C. Clements Job Corps Center

Call to Order

Garrick Thompson calls the meeting to order at 9:00 and thanks everyone for coming.

Work Ready Community Initiative

Nyra Syers-Ford suggested that, in reference to getting the high school to administer the NCRC test to seniors, the wording in the application needed to be changed to sound more promising.

Thompson had a question if HCC was administering the NCRC Test to students at the Job Corps Center. Syers-Ford suggested that Thompson get in touch with Alisha Perry to find out what was going on with NCRC testing involving both the college and the Job Corps Center.

Betsy Wells-Jones told Thompson to make sure he included copies of everything when submitting the application to the panel.

Thompson showed the team the summer youth soft skills program that he had been working on with Pam Wilson. The group suggested that Thompson get in touch with local

churches to get the youth involved. They also suggested finding an alternative meeting place for classes, since the Herron Tech. Center is on the outskirts of town, and since many of the targeting kids (ranging from ages 14-17) may have trouble with transportation. They also suggested that the time of the classes be changed (9:00-12:00) because most teenagers would not even be out of bed yet. It was also suggested that Thompson contact the local Shelter of Love to see if the director would have any possible candidates for the class.

Other Business

Next, Thompson notified the group that their next meeting would be their last. He said he would have a brief power-point presentation ready for the group to review, that would be presented to the panel. He said during the final meeting, they would delegate who would discuss what part of the application in front of the panel.

Adjournment

With no further business to conduct, the meeting was adjourned.

Ky Work Ready Community

June 1, 2012

Garwick Thompson	- Economic Development
Betsy Wellman	NWRF
Tabora J Gray	LGE-KU Energy
Debbie McDaniel	V.C. L. Gray
Sharon Clement	HCC - Hemon Center
Cathy Walls	UC AD. ED
Myra Lynn Ford	ECC Job Corps Academy
Melissa Thomas	UC Adult Ed.

Union County Work Ready Application



Attached is a list detailing all of the programs offered at our local Earle C. Clements Job Corps Academy.

College Assistance for High School Graduates

- Henderson Community College, Southeastern Illinois College, Ivy Tech, Evansville, IN

School of Construction

- Carpentry Helper, OSHA & NCCER Certifications
- Cement Masonry, OSHA & NCCER Certifications
- Electricity, Pre-Apprentice & Advanced Electricity, OSHA & NCCER Certifications
- Facility Maintenance Helper, OSHA & NCCER Certifications
- Network Cabling, Copper & Fiber Optics Certifications
- Plumbing Pre-Apprentice, OSHA & NCCER Certifications
- Tile Setting helper, OSHA & NCCER Certifications

School of Health Science & Technology

- Office Administration, Microsoft Office Specialist, WORD, PowerPoint, & Excel 2007
- Computer Technician, A+ Certification
- Culinary Arts, ServSafe Certification
- Nurse Assistant, Registered Nursing Assistant, Kentucky License & CPR
- Medical Office Support, National Health Career Association, Certified Medical Admin Assistant, & CPR

School of Transportation

- Deckhand Program, (river barges & towboats), 18-24 years of age
- Material Handling, OSHA & Transpiration-Material & Operations Distribution Certifications
- Roadway-YRW Professionals Truck Driver, Tractor Trailer Operator (CDL) Advanced Training must be 21 ½ - 24 years of age
- UAW General Service Technician, ASE Certification & automotive repair, collision repair (auto body), & heavy truck (diesel) repair
- Welding & Advanced Manufacturing, Welding

16- 24 Years of age for most classes - GED or Victory Tech High School through Union County Board of Education and online high school classes, English Language Learner classes and TCU Advanced Training available

Union County Work Ready Application



The first article shows Union County’s “work ready” team discussing additions that need to be made to Union County’s Work Ready Application.

The second article shows community leaders Mike Obert, Old National Bank, and Garland Certain, United Community Bank, participating in Operation Preparation.

fied Roadside Farm Market Program. The Union County members are: Country Fresh Meats & Farmers Market and Jim David Meats.

In joining the Kentucky Farm Bureau Certified Roadside Farm Market Program, these markets have committed to offering quality products and service to their customers. Their acceptance by Farm Bureau tells customers that they meet the highest standards of

bedding plants in the spring, an array of fresh vegetables in the summer, and in the fall come out to the market for pumpkins, gourds, straw mums, and Indian corn. Year round they are open with a selection of fresh jams, jellies, pickles, relishes, along with fresh meat. For more information on Country Fresh Meats & Farmers Market call (270) 333-0280.

Jim David Meats is a

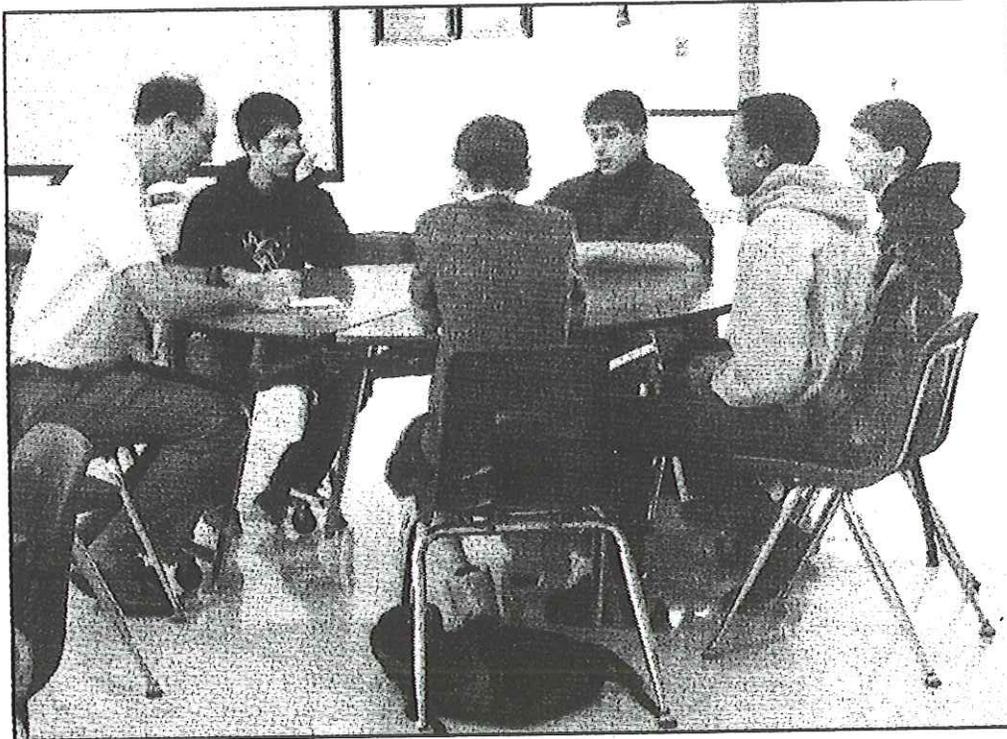
ter where customers can get beef, pork, chicken, fish, and cheese, all cut and packaged per their request. For more information on Jim David Meats call (270) 822-4866.

"The Certified Roadside Farm Market Program was established to help our farmers generate local interest in the wide array of products they produce on the family farm," said Mark Haney, president of Kentucky Farm Bureau.

importance of locally grown and produced products."

Brochures that list all of the Certified Roadside Farm Markets across the state are available at Kentucky we come centers, state resorts, parks, local chambers of commerce/tourism centers and county Farm Bureau offices. Consumers can also go to the 2012 Certified Roadside Farm Market website - kyfb.com/roadside - for a complete list of markets.

To learn more about the Kentucky Farm Bureau Certified Roadside Farm Market Program, e-mail roadside@kyfb.com or visit kyfb.com/roadside.



OPERATION PREPARATION ACTIVITIES were held at the Union County schools last week, and many local business people and residents participated. These photos show some of those activities. At the top left, Mike Obert of Old National Bank met with Union County Middle School student. At the bottom left, Garland Certain, president and CEO of United Community Bank, talked with a Union County High School student. At the top right, Althiria McCreary from the Department of Education and a former Union County native mentored UCHS students. At the bottom right, former UCHS teacher and principal Matt Ciecorka was part of the program at the high school.



Getting UC 'Work Ready'

Morganfield - Economic Development Director, Nytra Syers; Earle C. Garrick Thompson, met with the Kentucky Work Ready Community committee to discuss the National Career Readiness Certification program available to Kentuckians absolutely free. Currently, approximately 9.5% of Union Countians possess the NCRRC certificate; our goal is to raise the rate to 15% of the working age population within the next three years.

Those attending were:
Garrick Thompson: Economic Development Director;
Nytra Syers: Earle C. Clements Job Corps;
Pam Wilson: Henderson Community College
Betty Jones: Northwest Ky Forward
Melissa Thomas: Union County Adult Education coordinator/instructor
Ann Hendrickson: U.C. Adult Ed instructor
Shannon Clements: Herron Tech Center/HCC
Cathy Walls: Union Co. Adult Education instructor
Kim Humphrey: River View Coal



Above, starting from the right, Garrick Thompson, Kim Humphrey, Cathy Walls, Shannon Clements, Ann Hendrickson, Melissa Thomas,

New2Use

Bowman Chapel Church in Morganfield will have a special service, 'The Ten Commandments' Saturday evening at 6 p.m. with various ministers from the community participating. The public is invited to attend.

The Western Kentucky Quilters Guild will meet on Saturday, March 17 at 10:30 a.m. at the ...

of Mount Saint Joseph from 1988-1996.

To register for Spirituality at Work, contact Kathy McCarty at 270-229-4103 ext. 802 or kathy.mccarty@pmh-plenmount.org. To find out more about the Center, visit www.ursulinesmsj.org

HENDERSON

Community College
HIGHER EDUCATION BEGINS HERE

Apply for 2012-13 Scholarships

Union County Work Ready Application



Attached is a copy of the summer soft skills youth program (written by Pam Wilson, with Workforce Solutions) that was approved by GRADD! It did not, however, begin on June 11th. It will now begin at the beginning of July.

Henderson Community College proposes a four week summer program for youth between the ages of 14-17 residing in Union County. The program will consist of soft skills and job shadowing which will give these individuals a distinct advantage when applying for unsubsidized employment. The goal is to serve 15 youth.

The 2007 report *Every Promise, Every Child: Turning Failure into Action* found that a large percentage of young people preparing to enter the workforce over the next two decades are significantly lacking in the “soft” or applied skills—such as teamwork, decision-making and communication—that will help them become effective employees and managers. The report also found that not only are the skills lacking but also the opportunities to learn and develop such skills.

In a Job Outlook 2008 survey conducted by the National Association of Colleges & Employers, the top characteristics looked for in new hires were all soft skills: communication ability, a strong work ethic, initiative, interpersonal skills and teamwork.

“When hiring administrative staff—according to a 2007 survey conducted by OfficeTeam, HR.com, and the International Association of Administrative Professionals (IAAP)—sixty-seven percent of human resource (HR) managers would hire an applicant with strong soft skills whose technical abilities were lacking. However, only nine percent would hire someone who had strong technical expertise but weak interpersonal skills. The overwhelming majority (93 %) of the HR managers surveyed said technical skills are easier to teach than soft skills,” according to Peggy Klaus author of the *Hard Truth About Soft Skills*.

Curriculum Design

The program will consist of seven modules:

- *Communication
- *Enthusiasm and Attitude
- *Teamwork
- *Networking
- *Problem Solving and Critical Thinking
- *Professionalism
- *Financial Literacy

The curriculum is based on *Mastering Soft Skills for Workplace Success* from the Department of Labor. Each module is structured in the same way: an activity designed to get the students to think about, practice and discuss the soft skills important for career and personal success. Extension activities will be used as reinforcement of the main concepts as well as review. The classes are designed to be hands on, interactive and fun. They also incorporate various learning styles.

The Communication module will cover the importance of being specific when communicating with others; different types of communication; non-verbal communication; two-way communication; and the importance of following instructions.

Enthusiasm covers PMA (Positive Mental Attitude); failing is a part of life; attitude; enthusiasm; and communicating your positive traits.

Teamwork consists of: There is No "I" in Team; Give and Take of a Team; The Good, the Bad, and the Reasonable; Roles of Team Members; and Teamwork on the Job.

Networking will emphasize What is Networking?; You Want Me to Talk to People?"; Using Social Media; Text Vs. Email; and Degrees of Separation.

Problem Solving and Critical Thinking includes Praise, Criticism, or Feedback; Workplace Ethics; Problem Solving on a Team; Perception vs. Reality; and Thinking on Your Feet.

Professionalism contains modules covering Today's Workforce; Work Attitudes; An Essential Element of Professionalism; Friends in the Workplace?; and Problem Solving at its Best.

Financial Literacy covers Value of Money; Debt and Credit; Budgeting; Types of Investments; and "How to Start Now!"

Class Dates, Times, Structure

Classes will be held on Mondays and Wednesdays from 9:00 am – 12:00 pm at the Henderson Community College's Herron Center beginning June 11 and concluding

July 18. Class will not meet on July 4. An orientation session for students and parents will be held on June 20. On Monday and Wednesday afternoons, students will be placed in job shadowing positions with local business and industry. On July 18 a recognition ceremony will be held to honor all the students who successfully complete the program. Students will be allowed only one absence and one tardy to be eligible for incentives at the end of the program. Any student not complying with the job shadowing contract as written by the host company will be automatically dropped from the program. The program manager will contact each host company weekly for an update on the student. Any problems will be handled immediately by the program manager.

The program will recruit 15 students with the intention of 12 completing the entire program.

Union County First, Economic Development Office of Union County, is working with the area business, industry and community leaders to promote the program and to secure job shadowing positions. At the end of the program each community partner will be asked to evaluate the program and the students.

Budget Narrative

Salary includes 33 hours of instruction, 11 hours of preparation, and 6 hours of job site visitations. Transportation to and from Henderson will be provided to the instructor(s).

Students will be provided with all materials needed to make this program a positive experience. Incentives will be awarded throughout the program as well as to all successful completers.

Administrative fee will cover the normal paperwork required by the project.

The total flat fee cost of the program will be \$ 8,181.00.

Union County Work Ready Application



Attached are an agenda, meeting minutes, as well as descriptions of soft skills programs that are offered by Workforce Solutions.

On May 16th Trevor Periard, with Workforce Solutions, spoke at Union County First's monthly board meeting, explaining the benefits of employees participating in a soft skills training program.

AGENDA
UNION COUNTY FIRST
REGULAR BOARD MEETING
May 16, 2012
11:30 A.M. – 1:00 P.M.

Garland Certain	President	_____
Mike Creasey	Vice-President	_____
Pat Donahue	Secretary/Treasurer	_____

Steve Anderson _____	Rep. Dr. John Arnold _____	Linda Baird _____
David Beaven _____	Jeff Barton _____	Gary Ervin _____
Amy Gumz _____	Mike Wadlington _____	Darrel Huff _____
Judge Jody Jenkins _____	Jeff Jones _____	J. D. Kramer _____
Heath Lovell _____	Charles Moore _____	Carrie Divine _____
Mike Obert _____	Ryan Phillips _____	Superintendent Patricia Sheffer _____

Staff: Garrick Thompson, Director of Community Development
Lindsay Jenkins, Administrative Assistant
Paul Monsour, Director of Tourism/Assistant Tax Adm.

Guests: Malinda Beauchamp – UC Schools	Shannon Clements - Herron Tech Center
Sean Sheffer – UC Planning	Trevor Periard- Workforce Solutions
Justin Ladd, Breckenridge Services	Debbie McClanahan, UC Public Library
Shirley Mercer, UC Public Library	Nyra Syers-Ford, Job Corps Academy
Kevin Sheiley, Northwest KY Forward	Kim Humphrey, River View Coal

1. CALL MEETING TO ORDER & WELCOME.....Garland Certain
2. APRIL MINUTESGarland Certain
3. TREASURER’S REPORT Garland Certain
4. BOARD MEETING DATE.....Garland Certain
5. STEP AHEAD COMMITTEESGarland Certain
6. MEMBERSHIP DRIVE.....Lindsay Jenkins
7. BY-LAW COMMITTEE.....Garland Certain
8. BOARD MEMBER NOMINATIONS.....Garland Certain
9. ANNUAL BANQUET.....Garrick Thompson
10. **SOFT SKILLS PROGRAM.....Trevor Periard**
11. TOURISM REPORT.....Paul Monsour
12. COMMUNITY DEVELOPMENT REPORT.....Garrick Thompson
13. COUNTY UPDATES..... Judge Executive Jody Jenkins
14. UPDATES FROM BOARD MEMBERS & GUESTS.....
15. CLOSING COMMENTS.....
16. ADJOURN.....

Next meeting date, June 5th (UCF Annual Banquet)

Union County First Board of Directors

Meeting minutes May 16, 2012

Board Members present:

Garland Certain, President
Judge Executive, Jody Jenkins
Superintendent, Patricia Sheffer
David Beaven
Darrel Huff

Mike Creasy, Vice President
Amy Gumz
Mike Obert
Ryan Phillips
J.D. Kramer

Staff Present:

Garrick Thompson, Director of Community Development
Lindsay Jenkins, Administrative Assistant
Paul Monsour, Director of Tourism

Guests:

Sean Sheffer, UC Planning
Nyra Syers-Ford, Job Corp Academy
Kim Humphrey, River View Coal
Debbie McClanahan, UC Public Library Director
Shirley Mercer, UC Public Library

Shannon Clements, Herron Tech Center
Trevor Periard, Workforce Solutions
Kevin Sheiley, Northwest KY Forward

Garland Certain called the meeting to order and introduced guests. Next a motion was made by Mike Obert to approve the minutes and seconded by Darrel Huff. Minutes were approved.

Next, Garland provided the financial report for April. Garrick Thompson mentioned that the \$525.00 professional fee on the report was to pay Martin McElroy for filing taxes.

Next, Lindsay Jenkins reported on the membership drive, stating the total to date was \$9550.00 which is 80% of set out yearly goal. Garland then explained that there had been some confusion on dues, saying that if you are a board member and also own your own company you are required to pay an individual membership as well as a company membership due.

A motion to approve the financial report was made by J.D. Kramer and seconded by Shannon Clements. Financial report was approved.

Garland made a suggestion to change the monthly board meeting to the first Wednesday of every month. A motion to move was made by Jody Jenkins and seconded by Ryan Phillips. Motion was approved. He also mentioned that this will not take effect until August. The board will meet on the third Wednesday in July. The August meeting will be held on the 1st.

Next on the agenda Garland updated the board on the Step- Ahead Committees. He also mentioned that the co-facilitators would be reporting back to the Board periodically. The committees consists of the following people: Housing- Carrie Divine, Paul Hendrickson and Darrell Huff. Education- Melinda Beauchamp, Shannon Clements and Jeff Barton. Medical Recreation- Renita Greenwell, Collette Utley and Angie Rhude. Work Force Training- Debbie McClanahan, Mellissa Thomas, and Kathy Walls. Leadership- Jody Jenkins, Kim Humphrey, and Brucie Moore. Infrastructure- J.D. Kramer and Gary Erin.

Next Garland reminded everyone that the Annual Banquet would be June 5th from 6-8 Pm at the John Arnold Convention Center and Garrick announced the Secretary of State Allison Grimes would be one of the Guest Speakers.

Trevor Periard with Workforce Solutions then updated the board on a program he offers, to help with work ready status as well as developing the workforce. He explained that he offered a 20 hr program adjustable to suit the needs of any company. He then mentioned he was working with Trelleborg on developing a program. He explained that through a Kentucky Wins grant, potentially 65% of the training costs could be covered. He hopes to work with the High School seniors on a soft skills program through GRADD sometime next year.

Next, Paul updated the board on Tourism.

Garrick then updated the board on happenings with Union County First. He mentioned he was working with Melissa Thomas, with Adult Ed on a presentation for our business community to get them to buy onto the NCRC test. Next he stated that he spoke to Bub Lyon with French & Lyon about the upcoming available of the Hutson buildings. He wants people to be aware they will be available sometime in the fall. Garrick is working with Kevin Sheiley to get those buildings postings on the website. He then stated he had met with Pam Wilson from HCC working on a grant through GRADD to implement a summer youth soft skills program in Union County for 14-18 year olds. And last, he mentioned he would be speaking at Job Corps Industrial meeting, Thursday June 7th at 9 am. His talk will be on the importance of being a work ready community.

Next Judge Jenkins updated us on county news, saying that they have just finished up a million dollars worth of paving in the county.

Kevin Sheiley then spoke about news with NWKY Forward. He mentioned that the 4- Star Industrial Park board approved a gas line extension. Next, He announced that KU funded a project called Buildings and Site database which allows commercial and industrial sites to be posted. This site has full GIS capabilities as well as demographics.

Patricia Sheffer and Melinda Beauchamp gave an update on the school system.

Kim Humphrey with River View Coal then gave us an update on River View news. She mentioned that they gained a couple new employees with Freedom mines shutting down. She said they also hired a new assistant general manager, Ken Ford who came from the Dodge Hill mines with many years of experience.

Sean Sheffer with UC planning reported that he received two new sets of plans for an upcoming Goodies and Dollar Tree. He added he anticipated receiving plans for a Hibbetts store in the near future.

Nyra Ford updated us on Job Corp by stating they had just finished up the Department Labor review and it was very favorable. She added the center would be back up for bid in 2013.

Debbie McClannahan reported on new things happening at the UC Public Library.

J.D. Kramer reported that EZ Access now had 30 employees. He then went on to say they were doing very well, and utilizing the entire building.

Next Shannon Clements reported that the Herron Tech Center computer lab was under construction and that they have 20 new computers with better bandwidth. She then mentioned that she was working with the guidance counselors to get students Compass tested.

David Beaven then reported that Breckenridge Place continued to operate at capacity, and encourage anyone interested in taking a tour of the facility to contact them. He then mentioned that 4 out of the 6 new duplexes were spoken for.

Garland Certain adjourned the meeting

Soft Skills - 20 Hour Training

Competencies:

Upon Completion of this training the student can:

1. Define and understand the benefits of business ethics and ethical behavior.
2. Identify personal and organizational responsibilities.
3. Identify effective time-management strategies.
4. Define and apply personal and professional goals.
5. How behavioral styles impact our effective communication.
6. Identify effective verbal, nonverbal, and written communication techniques.
7. Understand the importance of professionalism and teamwork
8. How to be an effective team member.
9. Personal finance and budgeting.

Module 1: Business Ethics (4 hours)

1. Define and understand ethics.
2. Understand the benefits of ethics.
3. Create strategies to implement ethics at work.
4. Identify ethical and unethical behavior.
5. Learn how to make ethical decisions and lead with integrity.

Module 2: Effective Time Management (4 hours) You will identify effective time-management strategies, including defining personal and professional goals, establishing priorities, and identify the tasks that will be critical to achieving those goals.

1. Be able to articulate your goals.
2. Analyze how you are currently allocating your most precious resource: Time & Energy
3. Use time-management tools and strategies to help take control of your time.
4. Create an action plan for your time-management process and ways to improve your efforts.

Module 3: Effective Communication (4 hours) Training will cover the importance of individual behavioral styles and how they impact the success of our communication.

1. Behavioral styles and communication effectiveness.
 - a. Personal assessment of style
2. What is my style and the best way to use it.
3. Adapting for improved communication.

Module 4: Professionalism and Teamwork (4 hours) : Training will explore the ways that teams must effectively communicate in order to create a positive professional work environment.

1. Define Team and Team member Roles.
2. One- and Two-Way Communication
3. Communicating with differences – diversity is good
4. A Professional attitude.
5. Treat all Team Members with respect.

Module 5: Personal Finance and Budgeting (4 hours) Training will help you to manage your money and create a budget. Information to be covered will include knowing where you stand financially, how to help make your money work for you and how to help prepare for the "What If's" in life.

1. Create a simple budget.
2. How to discover where you stand financially.
3. Understand how to help your money work for you.
4. How to budget for life's Emergencies.
5. Tools that are available to you.



Trevor Periard

Workforce Development Liaison

Trevor.periard@kctcs.edu

270-831-9780

Union County Work Ready Application



The attached flyers and brochure highlight some of the soft skills that the Union County Public Library is working with local residents on to make our community more “work ready.”

It's time ... to land that job

Union County Public Library
is offering the following resources to
help you do just that!

- Computers and internet access
 - Free Workshops
 - Resume Assistance
- Specially trained librarians to help you with your job search



Register at the Union County Library in Morganfield for one or more of these **FREE WORKSHOPS**

- Basic of Microsoft Word (Starts Jan. 19 runs for 6 weeks)
- E-mail Beginnings
- Build Your Own Resume
- Google It!
- Online Job Searching
- Job Applications Online



Union County Public Library District

126 South Morgan • Morganfield, Ky

270-389-1696

Debbie McClanahan, Director • Shirley Mercer, Asst. Director



Union County Work Ready Application



Attached is a letter that will be sent to local businesses encouraging them to participate in the summer soft skills youth program. Participating businesses will allow a student (or possibly students) to shadow for three hours a day over a 4 week period.

Dear Union County Business,

Pam Wilson, from Workforce Solutions with Henderson Community College, has created a summer youth soft skills program for kids aged 14-17 in Union County! Funding for the program will be provided by GRADD. Woo hoo! The program will last 4 weeks, and during that time students will attend class from 9 am-12 pm, and shadow a local business in the afternoon from 1 pm-4pm. Classes will only be held on Mondays and Wednesdays. The program is designed for around 15 students.

Before I go on, I want to share with you why soft skills are such an important skill for our youth to be learning. A 2007 report, *Every Promise, Every Child: Turning Failure into Action* found that a large percentage of young people preparing to enter the workforce over the next two decades are significantly lacking in the “soft” or applied skills-such as teamwork, decision-making, and communication-that will help them become effective employers and managers.

We want this to be a wonderful experience for our local youth who will be participating, and we want this program to be something that we do for years to come. **To make that happen, I need your help!** I need you to be willing to allow 1-2 students to shadow your business/company from 1pm-4pm over the 4 week duration of the program. I know I am asking for a big commitment, but it is a great way to serve and help out your community.

As far as materials go, everything will be provided. All I need from you is a work station for the shadowing student(s) and a mentor(s) to work with them and give them a feel for what goes on, on a day-to-day basis. Transportation will be provided as well.

As I’m sure that most of you are aware, there has been a big push recently from Governor Beshear as well as the Kentucky Workforce Investment Board and the Education and Workforce Development Cabinet to make Kentucky counties more “work ready.” This is a great opportunity for you to help develop students who will very soon constitute the workforce of this county.

I hope you take this request seriously. I will be contacting you within the next week to see if this something that you are interested in participating in. Thank you for your time and support!

Sincerely,

Garrick Thompson

Community Development Director

Union County Work Ready Application



The attached article notifies the public of free classes that are being offered at our local library. Among the free classes is a class titled, "Interviewing for a Job."

be possible without the strong support of our com-

...each offered
...their tenure in
...school while at
...This student
...demonstrated
...skills and/or
...potential; values
...positive force in
...community; and is
...and motivated
...how to make a
...in this world.
The winner of th
is Ellie Moore.
Outstanding Se
School and Con
Award - This mos
gious award is sp
by the Waverly
of Columbus and is

ECC hosts Industry Council meeting

Morganfield - The Earl C. Clements Job Corps Academy held the bi-annual Industry Council meeting last Thursday. More than twenty business, employers, work-based learning partners, and local colleges attended.

The members visited and critiqued career and technical training classroom equipment, curriculum, and student participation. Members may suggest changes and/or updates in training to meet or exceed current industry standards.

"I will say that I was really impressed with the campus and all that you offer. The classroom tours and getting to talk with the students was equally impressive," commented Methodist Hospital Director of Therapy Services John K. Deibler.

"Welding equipment is top notch. The differ-

ent variations for welding equipment will provide students for any shop or industrial company," stated Southeastern Illinois College Instructor Mark Thomas.

The key note speaker was Union County First Director of Community Development Garrick Thompson. He gave a power point presentation on Kentucky Work Ready Communities and the benefit to employers to invest time in evaluations for potential and current employees.

The U.S. Department of Labor, Office of Job Corps requires each center to host no less than two Industry Council meetings annually. The Kentucky Job Corps Consortium also hosts an annual Industry Council meeting for all seven Kentucky Job Corps.

words of comfort and forgiveness, they shared with others, they came to the rescue of their neighbor, and they were sincere, even to those who abused their kindness. Each student will receive a medal of their saint and a certificate. The following students have been awarded this honor, this school year. Students were awarded with the saints medal.

- St. Maria Goretti Award Recipients:
- 3A Gretchen Greenwell
- 3B Brenna Cleavenger

M'field native earns grad

Morganfield - Capella University has announced its graduating class of 2012.

Amongst the graduates is Morganfield native Candice L. Watkins, who has completed her Master's of Science in Human Services Counseling with a 4.0 GPA.

Candice was a 2001 graduate of Union County

- K - Annie Beaven
- 2 - Avery Waller
- 3 - Katy Scarberry and Raelle Beaven
- 4 - Heather Crowds and Elly Rubush
- 5 - Aubrey Hancock and Carson Johnson
- 6 - Yancy Greenwell

Students were awarded with a certificate and a Walmart gift card.

The Knights of Columbus organizations in Union County sponsor three awards for 8th grade students. Below is information regarding this award. Attached is a picture of

High School and a 2006 graduate of Western Kentucky University where she completed her Bachelor of Science in Health Care Administration.

She is currently employed by Commonwealth Health Corporation in the position of Corporate Senior Buyer.

She is the daughter of

James and Twanda

A Spe To Ou

You help make it p be p

This Spot Could Be Yo Only \$8.00 Each Week Call 389-183



310 N. Morgan 389-0537

Thornsberry Insurance Agency, Inc.

624 Adams St. Sturgis, Ky. 333-2660

Free computer classes

Morganfield - Interested in Free Computer Classes? The Union County Public Library will be offering the following classes: "Interviewing for a Job" and "The Basics of Facebook", are continuing on Thursdays at the Morganfield location. All classes are FREE but you must be registered to attend. To sign up, contact either Shirley Mercer or Terah Hoskins at 270-389-1696.

Animal Tales - June 14

10:30 - 11:30, 1:30-2:30

Presented by Naturalist Jared Baker All ages are invited.

Hotdogs and Cookies will be available after the show, first come first serve

For more info: www.animaledzooaction.com Union County Public Library District

126 S. Morgan, Morganfield, Ky
Debbie McClanahan, Director • Shirley Mercer, Asst. Director.

Little Mr. & Miss Union County Fair Tuesday, June 19 5:30

Fairgrounds Indoor Arena THE CHILDREN MUST BE 5, 6, OR 7 YEARS OF AGE.

State requires children must have reached his/her 5th birthday by midnight June 30, and cannot have reached his/her 8th birthday by midnight June 30. There will be a "Summer Fun" Theme this year, so please have your child dressed accordingly. Every child should have a very short nursery rhyme prepared to recite on stage. We will have a practice at the fair grounds indoor arena Tuesday morning June 19 at 8:30 am. Parents will fill out an information sheet and the \$20 fee will be collected at the practice. No pre-registration is required. The fair board asks that only Union, Webster, Henderson & Crittenden County residents participate.

Union County Public Library Workforce Center can help!



Job seekers can learn how to:

- Set up an email account
- Conduct an online job search
- Fill out an online application
- Write an effective resume

Union County Public Library District
126 South Morgan
Morganfield, KY 42437
270.389.1696

Contact: Debbie McClanahan, Director
Shirley Mercer, Assistant Director

Kentucky Public Library Workforce Opportunity Series



Public Library Workforce Centers are made possible by an American Recovery and Reinvestment Act (ARRA) Broadband Technology Opportunities Program (BTOP) grant provided through the U.S. Department of Commerce National Telecommunications and Information Administration (NTIA). The project is supported by the Bill and Melinda Gates Foundation and administered by the Kentucky Department for Libraries and Archives.



It's time
...to land that job



Union County Public Library Workforce Center

is a Public Library Workforce Center.



What does that mean to me?

The Union County Public Library will offer the following resources to help land that job:

- computers and internet access
- free workshops
- resume assistance
- specially trained librarians to help you with your job search

Register at the adult circulation desk at Morganfield for one or more of these **FREE Workshops:**

Basics of Microsoft Word

E-mail beginnings

Build your own resume

Google it!

Online job searching

Job applications online

Union County Public Library District

FREE computer classes!!

- Basics of Microsoft Word
- E-mail beginnings
- Build your own resume
- Google it!
- Online job searching
- Job applications online

Classes now forming

Call for more information
or to register 270.389.1696



Union County Work Ready Application



The attached articles were printed in either The Union County Advocate or The Sturgis News promoting the free NCRC testing offer thru June 30th.

email. Shred any documents that contain personal or financial information. Don't respond to emails that claim to be from the Internal Revenue Service (IRS). The IRS doesn't contact taxpayers by email.

Friends, family members, roommates and contract workers in homes make up a large percentage of identity thieves because they have easier access to your confidential information. Make sure you don't leave personal information where they can see it.

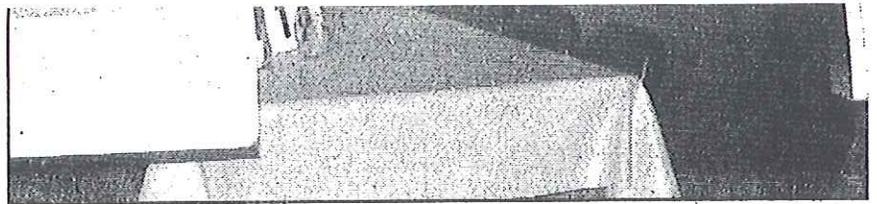
Pick up your mail as soon as possible after delivery or use a locked mailbox. Put outgoing mail in a blue Postal Service mailbox, hand it to a mail carrier or take it to the post office.

Never provide bank,

ers from gaming remote access to your PC. Download and frequently update security patches offered by your operating system and software vendors to correct weaknesses that a hacker could exploit.

KHEAA is the state agency that administers Kentucky's grant and scholarship programs, including the Kentucky Educational Excellence Scholarship (KEES).

To learn how to plan and prepare for higher education, go to www.gotocollege.ky.gov. For more information about Kentucky scholarships and grants, visit www.kheaa.com; write KHEAA, P.O. Box 798, Frankfort, KY 40602-0798; or call 800-928-8926, ext. 6-7372.



CURT DIVINE, GAME management foreman for both the Higginson-H new Big Rivers Wildlife Management Area and State Forest, was the field Lions Club meeting. His talk centered on the potential the Big hunting and outdoor tourism in Union County. He told the Lions the riety among hunters before it became a public facility earlier this ye apply for the gun quota hunt for deer at Big Rivers WMA/SF that will

NCRC Testing Continues Until June 30

Persons in Union County interested in NCRC testing are reminded that free testing continues through the end of June.

NCRC is the leading job skills assessment in the nation and many businesses use this test to determine job skills.

Anyone interested in taking the NCRC should contact Melissa Thomas at 389-9531.

A Legislative

With Rep. Joh

When it comes to energy, it could be said that Kentucky burns the candle from both ends. That's because only four states produce more power than we do, and only seven use more per person.

That's not surprising, of course, since Kentucky plays prominent roles nationally in coal production as well as manufacturing, especially in the auto and aluminum industries.

What is less well known are the finer details behind our overall energy usage. Recently, the state's Energy and Environment Cabinet shed a little more light on that, when it released an in-depth study of what it takes to run our homes and businesses and keep our cars on the road.

It's difficult to imagine numbers so large, but in 2009, our state used 41 million tons of coal, 125 million barrels of petroleum and 206 billion cubic feet of natural gas. The price tag: \$17.4 billion.

Transportation and industry accounted for almost three-fourths of our energy needs, while the remainder was split among our homes and commercial businesses. It's here where we can see the true effect of the nation's economic downturn, because consumption that year was five percent less than in 2008.

In energy production, Kentucky relies on coal about twice as much as the nation,

South Carolina are the top de coal from Easter

Although co biggest fossil fu we're seeing a s natural gas as wo

tion went up alr tween 2009 and. As the coun ways to boost energy, conserva newables are more attention,

is playing a lea as well

Renewable e tion in the comm double-digit gro with hydroelec providing half Wood, biomass. then geothermal other half.

There are so vative things goi field. In 2010, we opened the energy-neutral s ing they produc they need over a One of those sc in Warren Coun solar energy cap ny day to run the 50 homes.

We've com in this area dur years. Then, v a single schoo stringent feder STAR standar have 125.

When it co: able energy re

Fireworks Scheduled

The annual Uniontown Fireworks display will be held Saturday, June 30, at dark. They will be viewed from Main Street.

Along with the fireworks

display, there will be karaoke, pork chop and pork burgers, lemon shakeups and cotton candy.

Make plans to attend this annual event.

THE UNION COUNTY FARM BUREAU BOARD

Invites You To Attend

2012

FARM BUREAU ANNUAL MEETING

and

ICE CREAM SOCIAL



Saturday, June 23rd

Ice Cream Social Begins at 3:00 P.M.

Meeting Starts at 3:30 P.M.

Union County Fair and Exposition Center

Grace Johnson, her husband, and two sisters.

Survivors include two daughters, Olivia Hillyard of Marion and Judi Thompson of Ledbetter, Ky.; two sons, Bobby Joe Lewis of Marion and Larry Lewis of Sturgis; two sisters, Vilaine Stegal of Smithland, Ky. and Wanda Goldsberry of Crown Point, Ind.; a brother, Harry Johnson of Lynch, Ky.; five grandchildren; and nine great grandchildren.

Graveside funeral services were held Saturday, March 3 at Mapleview Cemetery, Memorial contributions may be made to the Crittenden County Relay for Life C/O Sue Padget @ 107 South Main Street, Suite 208, Marion, KY 42064.

Services were held Tuesday, March 6 at Whitsell Funeral Home in Sturgis with Rev. Nicky Winders officiating. Burial was in Pythian Ridge Cemetery.

Expressions of sympathy may take the form of contributions to St. Anthony's Hospice Lucy Smith King Care Center, 2410 S. Green St., Henderson, Ky. 42420.

Mary Jo McClanahan

Mary Jo McClanahan, 94, of Morganfield die Monday, March 5, 2012 at Breckinridge Place Nursing Home in Morganfield.

She was an active senior citizen.

She was preceded in death by her parents, William and Hattie Mattingly; one sister, Margaret Utley; a nephew, Arlie Bill Mattingly; Sue Mackey; and A.J. "Jaybird" Mackey.

Survivors include nieces and nephews, James Mattingly, Linda Siems, Betty Mattingly, and Doug Smith; her adopted family, Jennifer Jo Mackey Thomas and Cameron Tatum; and several great-nieces and nephews.

Services will be held at 10:30 a.m. Friday, March 9 at Whitsell Funeral Home in Morganfield with Fr. Freddie Byrd officiating. Visitors may call from 4-8 p.m. Thursday and 9 a.m. until service time Friday at the funeral home. Burial will be in Odd Fellow Cemetery in Morganfield.

Wanda Ames Lombard

Wanda Ames Lombard, 87, of Kalamazoo, Michigan died, Thursday, March 1, 2012 at her home.

She was the daughter of the late Percy and Martha Ames of Dekoven.

Survivors include a daughter, Pam Bauer of Kalamazoo; one son, Kerry Lombard of Kalamazoo; one sister, Velda Templeton of Sturgis; grandchildren; great-grandchildren; and nieces and nephews.

Services and burial were held Tuesday, March 6 in Kalamazoo.

LEGAL NOTICE

The Kentucky Transportation Cabinet

In accordance with KRS 176.051, Kentucky's noxious weed law, the Kentucky Transportation Cabinet will destroy noxious weeds on state-owned right of way at the request of the adjoining property owner. The noxious weeds named in this law are Johnson grass, giant foxtail, Canada thistle, nodding thistle, multiflora rose, black nightshade, wild cucumber and kudzu.

Persons who own property adjacent to state right of way and who are involved in eradication efforts on their property can submit a written application to the highway district office in their area. Applications and addresses for each district office can be obtained from state highway garages.

ATTENTION BANK OVERDRAFT VICTIMS:

HAVE YOU BEEN OVERCHARGED FOR OVERDRAFTS? Recently, numerous banks across the country have settled class action lawsuits, alleging they charged their customers excessive and fraudulent overdraft fees, paying hundreds of millions of dollars in compensation.

If you think your bank has charged you invalid or exorbitant overdraft fees, call or email us today to see if we can help.

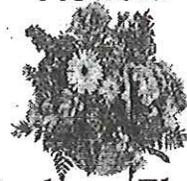
Help make UC a Work Ready Community

Morganfield - According to Garrick Thompson of Union County First, one of the criteria, to attain status as a Kentucky Work Ready Community, is to have 15% of our working-age population possess a NCRC (National Career Readiness) certificate within the next three years. Currently we have around 9.5%. Now, until the end of June, the three Work Keys tests (applied mathematics, locating information and reading for information) that make up the NCRC are free! There is a One Stop Center on the campus of HCC. Individuals need to contact Rhonda Bowles at OET for information. Eligible individuals can obtain free NCRC testing through local One-Stop Career Centers and adult education centers. Call Rhonda Bowles at Henderson Community College for more information. The number is 270-827-1867.

Designer Accents Florist For all your floral needs.

333-2145 610 N. Adams St.,

Say It With Flowers



Danhauer Florist 818 U.S. Hwy. 60 E., Morganfield 389-1221

APPLY NOW FOR FALL 2012

- To schedule meeting with advisors
 - For first choice at offered classes
- APPLY BY APRIL 1st!

Henderson

Community College

Join us on Facebook or visit us at

Burial Detail at the graveside. Expressions of sympathy contributions to St. Anthony's Hospice Pallbearers will be Jason (gan Barkley, Cameron Gibson L. Gibson. Online condolences may be funeralhome.com.

Win Disney Tickets Sat., March

A random drawing for the winners. Please let us know if you would like to be contacted by phone. Drawings on Wednesday or Thursday in box outside our door. Ticket office Friday 8-4 or Sat 10-4.

Packets: 5 Ticket Pack, 2 Ticket

NAME: _____ PHONE: _____ NUMBER OF TICKETS: _____



Kentucky Circuit Court Clerks'



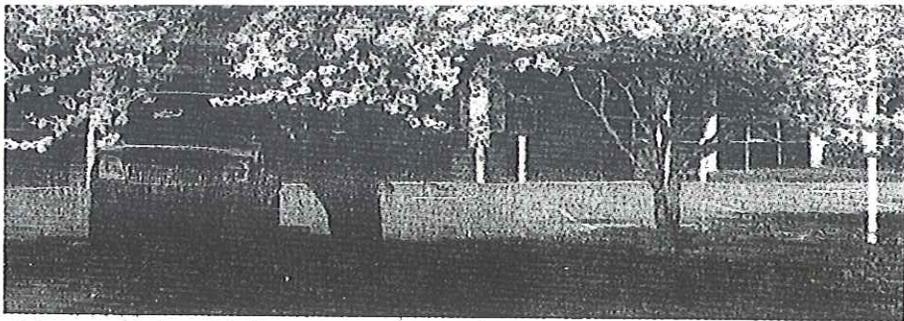
www.trustforlife.org 866-945-5433

St. Agnes Invites

Lenten

at the St. Agnes





this year, has withdrawn, and Spring has 'sprung' in the county thanks to warm temperatures thus far in March. Trees are blooming early across the area, including this beauty in front of Sturgis Elementary School.

Easter Egg Hunt Scheduled

be given to the child in each age group who finds the egg with the coin inside.

The First Presbyterian Church of Sturgis will also hold an Easter Egg Hunt Sat., Mar. 31 from 11:30-2:30 p.m. with a free lunch beginning at 11:30 a.m. The hunt will be at the corner of Ninth and Kelsey streets in Sturgis. All ages are welcome to join in.

NCRC Test is free through June

Morganfield - Would you like to prove to prospective employers that you have the skills needed to succeed with their business? If so, you should consider taking the National Career Readiness Certificate (NCRC) Test.

The NCRC is a national standard in certifying workplace skills, and is the leading job skills assessment system in the nation. The test measures

employability skills in reading, math, and locating information.

The certificate is accepted by thousands of companies worldwide and stresses skills development important for every type of employment.

An employer views a job applicant with an NCRC certification as one that will require reduced training time and one that will be likely to stay and

increase productivity.

An employer may use the Kentucky NCRC to help reduce hiring time and costs.

If you would like to take the NCRC Test, it is free now through June 30, but there is limited time and space. The testing site is located at Henderson Community College. For more information about taking the test there, call

Pam Buchanan at 270-831-9648.

In Union County, the test site is located at the Union County Adult Education Center. For information about participating at that site, contact Melissa Thomas at 389-9531.

Remember that the NCRC stresses skills that are needed for every type of employment.

League -- As American as apple pie

Youth Baseball and Softball League is now enrolling players for the season. While in the past, Sturgis, Morganfield, and Uniontown have each had their own league, this year there will be one county-wide league.

Said Uniontown Baseball Commissioner Timmy Floyd, "We're doing this to try to make it better for the kids, and we're hoping that more people will be inclined to help out."

Morganfield Commissioner Todd Blackburn added, "We're trying to get more people excited and involved. When Rayloc closed, we lost a lot of valuable coaches. We think this new league will make



A meeting of the organizers of the Union County Youth Baseball and Softball League was held Sunday evening at JJ's Restaurant in Morganfield. Attending were, L to R, Michael Hopper, Mike Brown, Jeff Smith, Todd Blackburn, Allen Harper, Timmy Floyd, Jeremy Johns, and Eric Horton. Not shown are Nate Windell and Terry Hargrove.

for a better, more competitive league. It will also prepare the players better to enter the high school

are Allen Harper for the boys and Nate Windell for the girls. In Uniontown, Mike Brown will be the

fellow players from their own town.)

Pinto Boys, ages 7&8
Pinto Girls, ages 8 &

determined by their age as of December 31, 2011. For boys, playing age is determined by their age as of

OBITS

Louis Lynn 80
Carolyn Rummus 68

high school, the mentors met with students in a large group following the individual sessions and answered questions about various occupations. "We will continue to encourage them (community members and business leaders) to come to our schools in the future," the superintendent said.

In other news, Sheffer presented the board

sary gains in math. "Teachers are coming in early or staying late" to provide the help students need, she said.

Asked by board member Jim Ricketts if students are aware of the data, Nelson said, "We have to be careful how it is presented to students because they get down on themselves," but she added that students are told individually

Kentucky Department of Education to press the state for additional funding plans to deal with it (but our end."

Carter presented additional information about an installation of a mural at the high school. He has received quotes from various vendors with

Testing Program Continues

Two important education and workforce credential tests will be free to eligible Kentuckians on a first-come, first-served basis through June 30 or until funds are expended. Free GED tests and assessments to earn a National Career Readiness Certificate (NCRC) are sponsored by Kentucky Adult Education, a unit of the Council on Postsecondary Education, and the Department of Workforce Investment, an agency of the Education and Workforce Development Cabinet, using federal Workforce Investment Act (WIA) incentive funding.

Free NCRC Testing for area residents continues from now through June 30th. This offer is time and space limited, so those interested should schedule through Adult Education (located at the Herron Tech Center) or through HCC. The HCC contact is Pam Buchanan (831-9648). The Adult Education contact is Melissa Thomas (389-9531).

GED Testing

"We are pleased to offer free testing because it will help many Kentuckians re-energize their education and careers," said Council on Postsecondary Education President Bob King. "For many Kentuckians, earning a GED is a necessary first step toward college and a career with a family-sustaining wage."

The GED tests provide adults who did not finish high school with the opportunity to certify their attainment of high school-level academic knowledge and skills. Free GED classes are available through local adult education programs in all 120 Kentucky counties.

tough for everyone but has an even greater impact if you are looking for work and do not have your high school diploma," said Reecie D. Stagnolia, vice president, Kentucky Adult Education. "We see this as a way to help the individual student and to help increase educational attainment in Kentucky at the same time."

Kentuckians interested in taking advantage of free classes and the time-limited free GED testing should contact the adult education center in their county to discuss how to get started. To find the local adult education center, call (800) 928-7323 or visit www.KnowHow2GoKy.org.

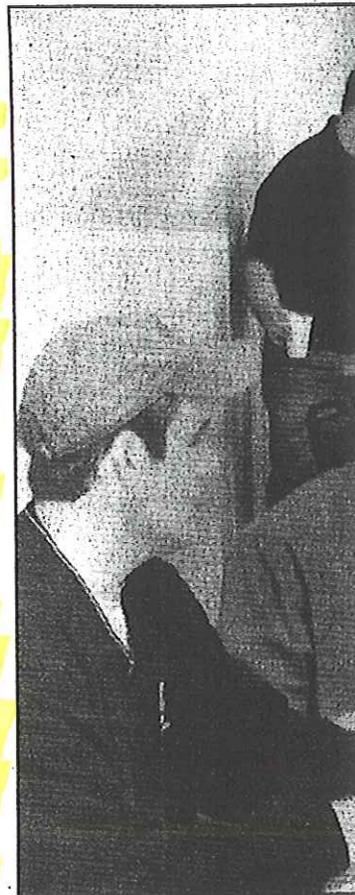
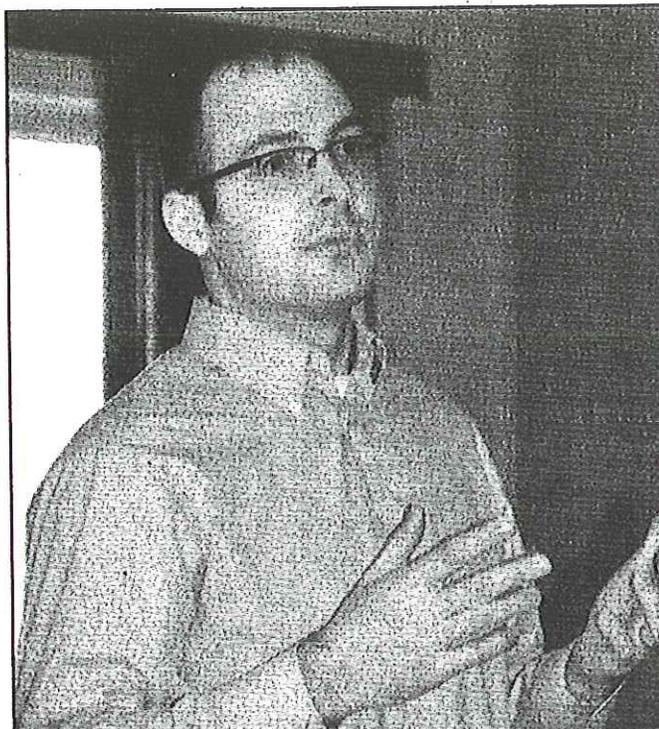
NCRC testing

The NCRC is a national certification that indicates work readiness by administering three WorkKeys assessments: applied mathematics, locating information and reading for information. These

specific workplace skills are needed in 77 percent of all jobs profiled for WorkKeys testing.

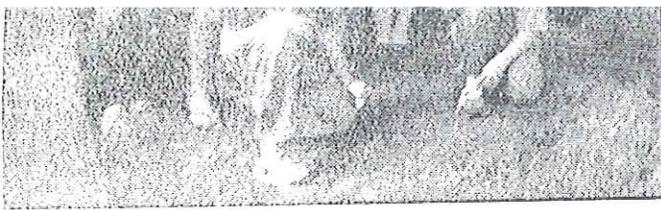
"NCRC is the quantifiable tool that allows employers and economic developers to measure terms such as 'we need a qualified workforce' into a credential that means the same thing in Bowling Green, Ohio, Bowling Green, Virginia, and Bowling Green, Kentucky," said Beth Brinly, commissioner of the Department of Workforce Investment.

Eligible individuals can obtain free NCRC testing through local One-Stop Career Centers and adult education centers. This offer is time and space limited, so those interested should schedule through one of these testing locations early and should request a "free NCRC." To find a One-Stop Career Center, visit www.oet.ky.gov/des/wis/wf-services.htm.



A NUMBER OF area farmers Wednesday morning for the to the flag by UCHS FFA me America." Lower left, guest Uniontown, was the guest s,





COOPERATIVE EXTENSION SERVICE

4-H NEWS

UNIVERSITY OF KENTUCKY • COLLEGE OF AGRICULTURE

BY

STEPHANIE GOODE-THOMAS

COUNTY EXTENSION AGENT FOR 4-H

UC 4-H Teen Members Give Back

The Union County Teen Council recently spent a week-end in Nashville, TN doing good for others. Teen Council members Maggie Stenger, Maggie Hancock, Alexandria Hancock, Kaylynn Curnel, Olivia Kramer and Morgan Stenger, along with other 4-H members, worked hard to help collect toiletry items to donate to the Hospital Hospitality House of Nashville. The Teen Council members also prepared and cooked a meal for the residents of the Hospitality House and delivered it along with all the donations to a very happy and grateful organization!

Also, while in Nashville, the Teen Council members partnered up with Delaney

Hedgepath, a 3rd grader at Sturgis Elementary School and junior 4-H member, to give back by serving a meal at the Nashville Rescue Mission for the homeless. It was a great experience for everyone involved and the teens really enjoyed the opportunity to give back and help others. The Teen Council plans to take more trips to assist the Nashville Rescue Mission in the future.

Programs of the University of Kentucky Cooperative Extension Service serve all people regardless of race, color, age, sex, religion, disability of national origin.

SHIP Counselors To Be At Senior Centers

This spring, representatives from GRADD's State Health Insurance Assistance Program (SHIP) will visit senior citizen centers across the region. Trained counselors will be on hand to provide guidance about medication precautions and to answer questions about new 2012 Medicare benefits.

Local seniors and caregivers are invited to meet with GRADD staff at any of the following locations:

April 26th – Sturgis Senior Center (Union County) – 11 a.m.

April 30th – Morganfield Senior Center (Union County) – 11 a.m.

For more information,

Free Testing Is Available

Two important education and workforce credential tests will be free to eligible Kentuckians on a first-come, first-served basis through June 30 or until funds are expended. Free GED tests and assessments to earn a National Career Readiness Certificate (NCRC) are sponsored by Kentucky Adult Education, a unit of the Council on Post-secondary Education, and the Department of Workforce Investment, an agency of the Education and Workforce Development Cabinet, using federal Workforce Investment Act

Some people may be more vulnerable to contaminants in drinking water than cancer undergoing chemotherapy, persons who have undergone organ transplants infants can be particularly at risk from infections. These people should seek advice on appropriate means to lessen the risk of infection by Cryptosporidium and other (800-426-4791).

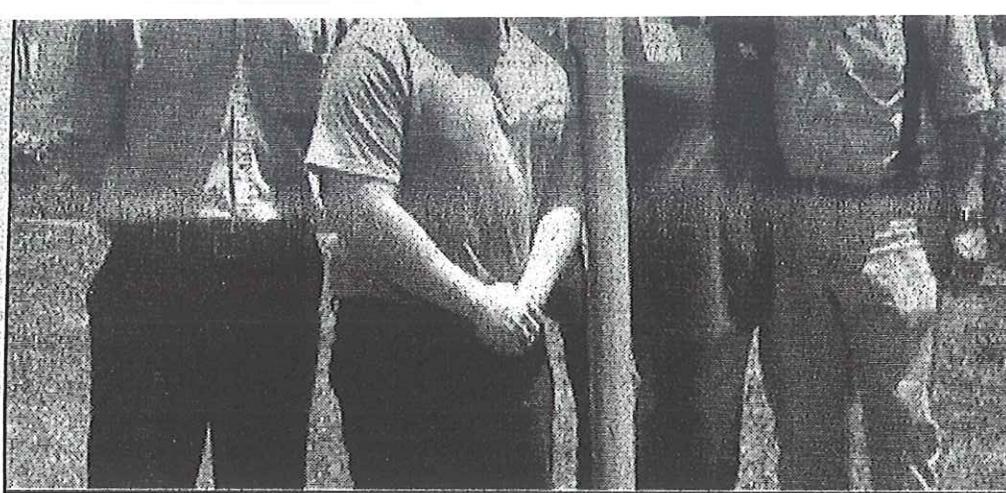
Some or all of these definitions may be found in this report:

- Maximum Contaminant Level (MCL)** - the highest level of a contaminant that is set as close to the MCLGs as feasible using the best available treatment technology
- Maximum Contaminant Level Goal (MCLG)** - the level of a contaminant in drinking water known or expected risk to health. MCLGs allow for a margin of safety.
- Maximum Residual Disinfectant Level (MRDL)** - the highest level of a disinfectant. There is convincing evidence that addition of a disinfectant is necessary for control of certain microbial contaminants.
- Maximum Residual Disinfectant Level Goal (MRDLG)** - the level of a disinfectant where there is no known or expected risk to health. MRDLGs do not reflect the benefits of controlling microbial contaminants.
- Below Detection Levels (BDL)** - laboratory analysis indicates that the contaminant is not detectable.
- Not Applicable (N/A)** - does not apply.
- Parts per million (ppm)** - or milligrams per liter, (mg/L). One part per million is one penny in \$10,000.
- Parts per billion (ppb)** - or micrograms per liter, (µg/L). One part per billion is one penny in \$10,000,000.
- Parts per trillion (ppt)** - one part per trillion corresponds to one minute in 2,000,000,000,000.
- Parts per quadrillion (ppq)** - one part per quadrillion corresponds to one minute in \$10,000,000,000,000.
- Picocuries per liter (pCi/L)** - a measure of the radioactivity in water.
- Millirems per year (mrem/yr)** - measure of radiation absorbed by the body.
- Million Fibers per Liter (MFL)** - a measure of the presence of asbestos fibers that are respirable.
- Nephelometric Turbidity Unit (NTU)** - a measure of the clarity of water. Turbidity can provide a medium for microbial growth. Turbidity is monitored to ensure effectiveness of the filtration system.
- Variations & Exemptions (V&E)** - State or EPA permission not to meet an MCL under certain conditions.
- Action Level (AL)** - the concentration of a contaminant which, if exceeded, triggers treatment or other actions that a water system shall follow.
- Treatment Technique (TT)** - a required process intended to reduce the level of a contaminant in water.

Spanish (Español) Este informe contiene información muy importante sobre la calidad del agua.

The data presented in this report are from the most recent testing done in accordance with administrative monitoring requirements for certain contaminants to less often than once per year because the concentration in this table, though representative, may be more than one year old. Unless otherwise noted, the report is for the year 2012.

Contaminant (code) (unit)	Allowable Levels		Highest Single Measurement	
	MCL	MCLG	Report Level	Ratio of Det
Turbidity (NTU) TT * Representative samples of filtered water	No more than 1 NTU* Less than 0.3 NTU in 95% of monthly samples			0.1
Regulated Contaminant Test Results				
Radioactive Contaminants				
Alpha emitters (4500) (pCi/L)	15	0	1.10	1.1
Combined radium (pCi/L)	5	0	0.70	0.7
Inorganic Contaminants				
Arsenic (1005) (ppb)	50	N/A	2.000	2
Barium (1030) (ppm)	2	2	0.043	0.043
Copper (1022) (ppm) sites exceeding action level 0	AL = 1.3	1.3	0.022 (90 th percentile)	0.002
Fluoride (1025) (ppm)	4	4	1.01	0.61
Nitrate (1043) (ppm)	10	10	1.400	0.6
Synthetic Organic Contaminants including Pesticides and Herbicides				
Atrazine (1050) (ppb)	3	3	0.25	BDL
Disinfectants/Disinfection Byproducts and Precursors				
Total Organic Carbon (ppm) (measured as ppm, but reported as a ratio)	TT*	N/A	1.37 (lowest average)	0.91 (mean)
*Monthly ratio is the % TDC removal achieved to the % TDC removal required. Annual average of 10				
Chlorine (ppm)	MRDL = 4	MRDLG = 4	0.82 (highest average)	0.3
HAA (ppb) (all sites) (Halooacetic acids)	60	N/A	61 (system average)	38 (range)



WABASH AREA DEVELOPMENT received new placement of their flag pole by the Earle C. Clements Job Corps welding department. The young Head Start students will have more access to experience the honor of daily raising the American flag. Pictured above are Roland Gatewood, instructor, student Brian C. Clark, Teddie Hall WADI-County Manager, and Henry Dooley, instructor. Student Clark is a graduate of the ECC Job Corps program and is advancing to TSU in Missouri to further advance in his welding trade.

NCRC Testing Continues

Persons in Union County interested in NCRC testing are reminded that free testing continues through the end of June.

NCRC is the leading job skills assessment in the nation and many businesses use this test to determine job skills.

Anyone interested in taking the NCRC should contact Melissa Thomas at 389-9531.

THE UNION COUNTY FARM BUREAU BOARD
Invites You To Attend
2012
FARM BUREAU ANNUAL MEETING
and
ICE CREAM SOCIAL



Saturday, June 23rd

Ice Cream Social Begins at 3:00 P.M.

Meeting Starts at 3:30 P.M.

Union County Fair and Exposition Center

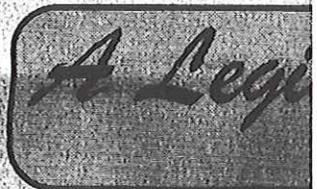
Bring The Entire Family and

things," stated District Executive Assistant and Grants Coordinator Christy Hale.

Katrina is an Earle C. Clements Academy Pre-Military Cadet, health occupational student, certified medical administrative assistant, and a non-residential student who resides in Henderson with four year old twins, Zha and Azjay. "It was a great opportunity, a dream come true. It was a blessing to actually work for my Congressman who gives so much support to Job Corps," commented Katrina.

She plans to attend Southern Illinois College for graduation, pursuing a degree in nursing. Katrina is the year old daughter of Mr. Mrs. Bruce Bell of Morfield.

She is pictured with District Director Michael Pap



For most of Kentucky's history, there were only two ways to get from one place to another: By horse or by boat. Even when railroads began reaching across the state in the 1830s, these methods of travel remained the backbone of our early transportation system.

While rivers were essentially open to anyone, the same could not be said of our first roads, almost all of which were privately owned even well past the Civil War. Those wanting to use them could expect to pay a hefty price, too, since toll gates were built about five miles apart on average.

In 1851, when the state standardized how much tolls could cost, those on horseback would be charged a nickel, but wagons being pulled by six animals would cost 75 cents, or more than \$19 when adjusted for inflation.

Kentucky was initially a pioneer in transportation, be-

Seen On TV Items
Magic Mesh Door
Cake Ball Pan
Combo • Strap Perfect
Bra • Salon Express
and an Assortment
Other As Seen on TV
Specials

ALL MEN'S and
WOMEN'S FRAGRANCES
50% OFF

Large and Small Pillars Pets
and Berry Stuffed Animals
John Deere Coffee Mugs

FRASER'S PHARMACY
 523 Adams Street • Sturgis, KY
 (270) 333-4672
 Emergency • (270) 333-4412
 -- Since 1963 --
 Thomas Roe Frazer, Pharmacist/Owner

event at the Family Bureau office.

Line Up Set For Music Fest

Rowdy Ridge Music Fest, a country music event, will take place Friday and Saturday, September 21 and 22 at the Chuck Voss Farm, 440 Voss Road, just west of Sturgis, KY.

The Fest gets underway on September 21 with a performance by Repeat Offender followed by Jason Michael Carroll and the Paintin' the Town Tour featuring Darryl Worley, David Lee Murphy and Bo Bice.

Saturday's entertainment begins at 1:30 p.m. with Salvage Town, followed by Parmalee; Florida Georgia Line; Dustin Lynch; Colt Ford; and Craig Morgan. Tickets are \$25 for Friday, \$35 on Saturday, \$50 for both days or \$100 for VIP two-day tickets.

Class Of 1982 To Hold Reunion

Union County Class of 1982 will be holding their 30th Class Reunion on Saturday, July 21st 2012. To register please go to the website: www.unioncounty82.com. Registration deadline is June 15th. Contact Carol Ratley at 832-9141 or Melissa Jones at 952-1119 after 5 pm.



News From 1
Union County Health
 By
Tammy Belt, Local Facility

UCHC participated in the World's Greatest Baby Shower this week. Thanks to our partners, Green River District Health Department, we were able to hand out important information about how to quit smoking and have a smoke free pregnancy. Here are some tips:

Write down all your reasons for wanting to quit.

Put your cigarettes out of reach or throw them away.

Tell people you are quitting and ask them to help. Ask

them not to smoke around you. Drink extra water and juice.

Chew gum, cinnamon sticks, or sunflower seeds.

Keep your hands busy. Go for walks.

Practice deep breathing to relax.

Plan ahead; always carry your favorite quitting gimmick.

Reward yourself with a little gift for every week you go without smoking.

The two best quit smokin

NCRC Testing Is Continuing In County

Persons in Union County interested in NCRC testing are reminded that free testing continues through the end of June.

NCRC is the leading job skills assessment in the

nation and many businesses use this test to determine job skills.

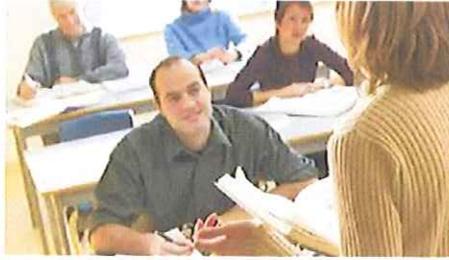
Anyone interested in taking the NCRC should contact Melissa Thomas at 389-9531.

Union County Work Ready Application



Attached is a flyer that was distributed to local businesses promoting the free NCRC testing offer thru June 30th.

GOT SKILLS?



Take the NCRC Test for free through June 30th!!!

Call now to take advantage of this incredible FREE opportunity.

****Hurry, there is LIMITED TIME and SPACE! ****

UC Adult Ed. Testing Site - Contact: Melissa Thomas: 270-389-9531

What is the NCRC (National Career Readiness Certificate)?

- A national standard in certifying workplace skills.
- Leading job skills assessment system in the nation.
- Measures employability skills in reading, math and locating information

Benefits to Employees – You will receive a certificate that:

- Proves you have the workplace skills needed to succeed at your new job.
- Accepted by thousands of companies all over the world.
- Stresses skills development important for *EVERY* type of employment.

Benefits to Employers:

- Assessments have been shown to improve the quality of new hires, reduce training time, reduce turnover, and increase productivity.
- An employer may use the KY NCRC to help reduce hiring time and costs.
- Assesses essential foundational skills, they are applicable to, and necessary for, virtually every job.

Union County Work Ready Application



Attached is a picture of some of our local inmates at the Union County jail taking the NCRC Assessment tests.



09/04/2012

Union County Work Ready Application



Attached is a copy of the power-point presentation that we will be showing to some of our local community business leaders to help promote buy-in with the NCRC test.

Also attached is an e-mail that has been sent to our local hospital administrator, requesting a time to meet with him to discuss the benefits of the NCRC.



Kentucky Adult Education

Partnership Possibilities

Kentucky Adult Education (KYAE) Services
and
The National Career Readiness Certificate (NCRC)
-Based on ACT-WorkKeys® Nationally Recognized Certification Program



“Heads Up!”

- **Please pay close attention to the next few slides...**
- **In a few minutes I am going to ask for your:**

- **Partnership**
- **Leadership**

It will:

- **Not cost you anything**
- **Not add any additional workload**
- **Be simple**
- **Be a value added benefit to your business or industry and Union County’s Future.**

The NEED for Kentucky Adult Education Services and the National Career Readiness Certificate

- Today's **employers cannot find qualified applicants** citing reasons such as poor reading, writing, math and basic employment skills.
- **7 out of 10 students** graduate from high school without completing the courses they need to succeed in college or the workplace. ("U.S. Dept of Education -Educated Work Force Essential to State's Economic Prosperity", 12/19/2005, *Lexington Herald-Leader*)
- Data suggests the **lack of basic skills preparation is the primary cause of failure** of those who do not succeed in post-secondary education or targeted employment skills training.

What is the ACT-WorkKeys® System?

- What ACT is to the college community ...
... ACT's "WorkKeys System" is to the business community.
- Standard system used to measure workplace skills.
- Compares the skills of workers with the skills required by the job.



Why the NCRC?

- **Individuals** = Provide credible **skill-based credential** to Kentucky citizens to help them secure employment.
- **Employers** = Provide employers with **workers** that have **documented skills proficiency** based on application rather than academic theory.
- **Recruitment & Retention** = Create a **pool of certified applicants** that employers can hire with confidence.
- **Nationally Recognized System** = Create a **standard** for all in the business community (**employees, employers, educators and economic developers**).

Why the NCRC and KYAE Services?

It's a WIN... WIN... WIN... for everyone.

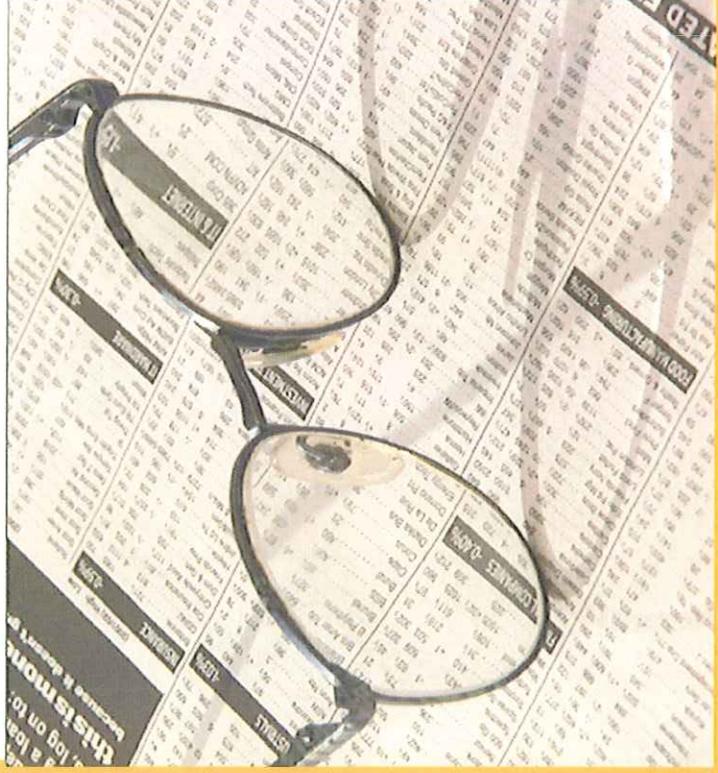
The NCRC can help:

- Assist employers in finding qualified job applicants
- Take the guess work out of the hiring process
- Help reduce turnover, overtime and waste
- Help match employees to the most appropriate job
- Develop focused training initiatives for incumbent workers
- Implement a certified worker pool for recruiting/retention
- Help increase:
 - employee performance
 - improve business production
 - and boost company profitability

NCRC – Based on the ACT WorkKeys® System

National Career Readiness Certificate is based on three ACT WorkKeys® skill areas:

- Reading for Information
- Applied Mathematics
- Locating Information



Reading for Information

Measures a person's skill in reading and using work-related information including:

- **Instructions**
- **Policies**
- **Memos**
- **Bulletins**
- **Manuals**
- **Governmental Regulations**

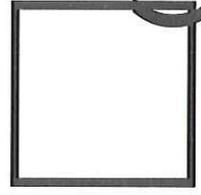
Applied Mathematics

Measures a person's skill in using mathematical reasoning to solve work-related problems:

∇ $\%$ Δ

- Calculating percentages, discounts and mark-ups.

$$6 + 3(2 + 3)$$



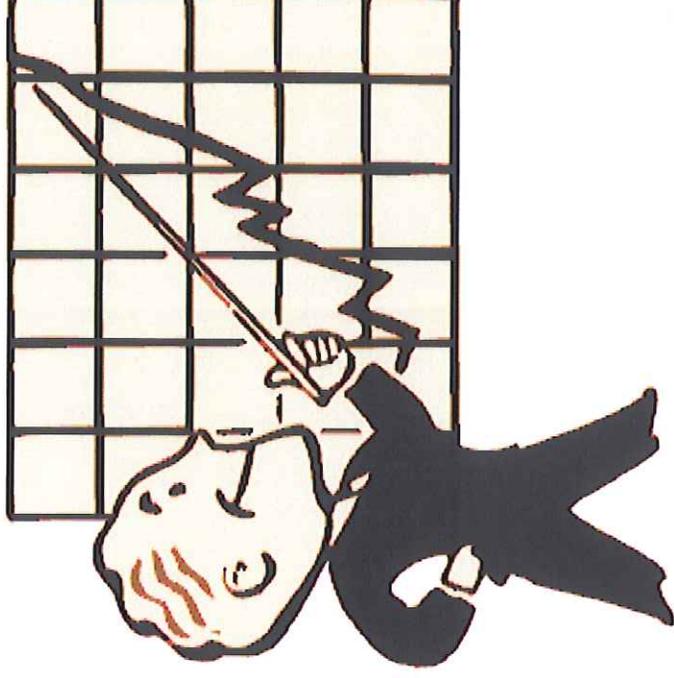
$(L \times W \times H)$

- Performing multiple mathematical operations.
- Calculate perimeters and areas of basic shapes.

Locating Information

Measures a person's skill in using workplace graphics such as:

- **Diagrams**
- **Floor plans**
- **Tables**
- **Charts**
- **Graphs**
- **Forms**



**NCRC Skill Levels in relation to the level of these skills
needed in % of jobs contained in ACT-WorkKeys® database**

Skill Areas

Reading for Information

Applied Mathematics

Locating Information

Silver

65%
of
Jobs

4

4

4

Gold

95%
of
Jobs

5

5

5

Platinum

99%
of
Jobs

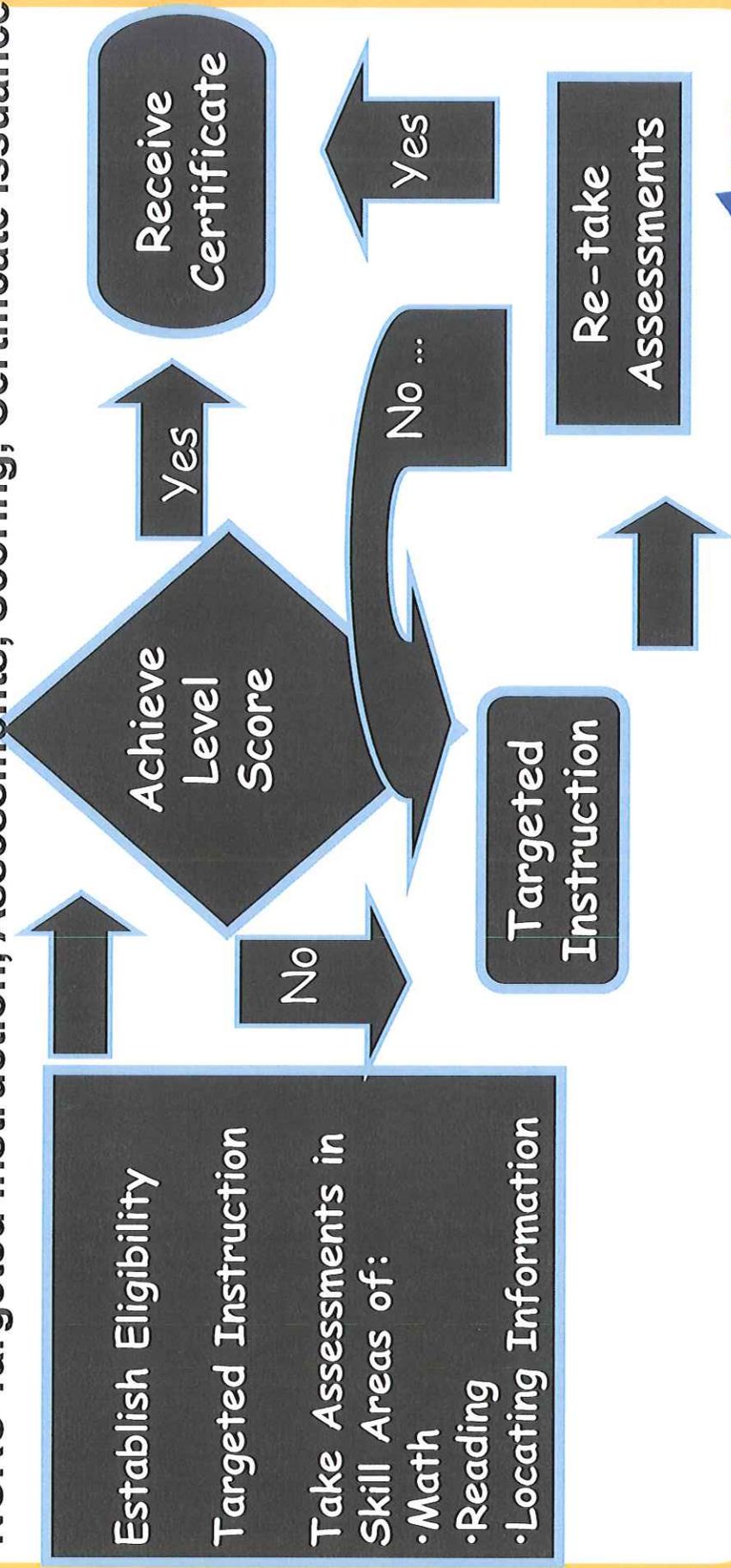
6

6

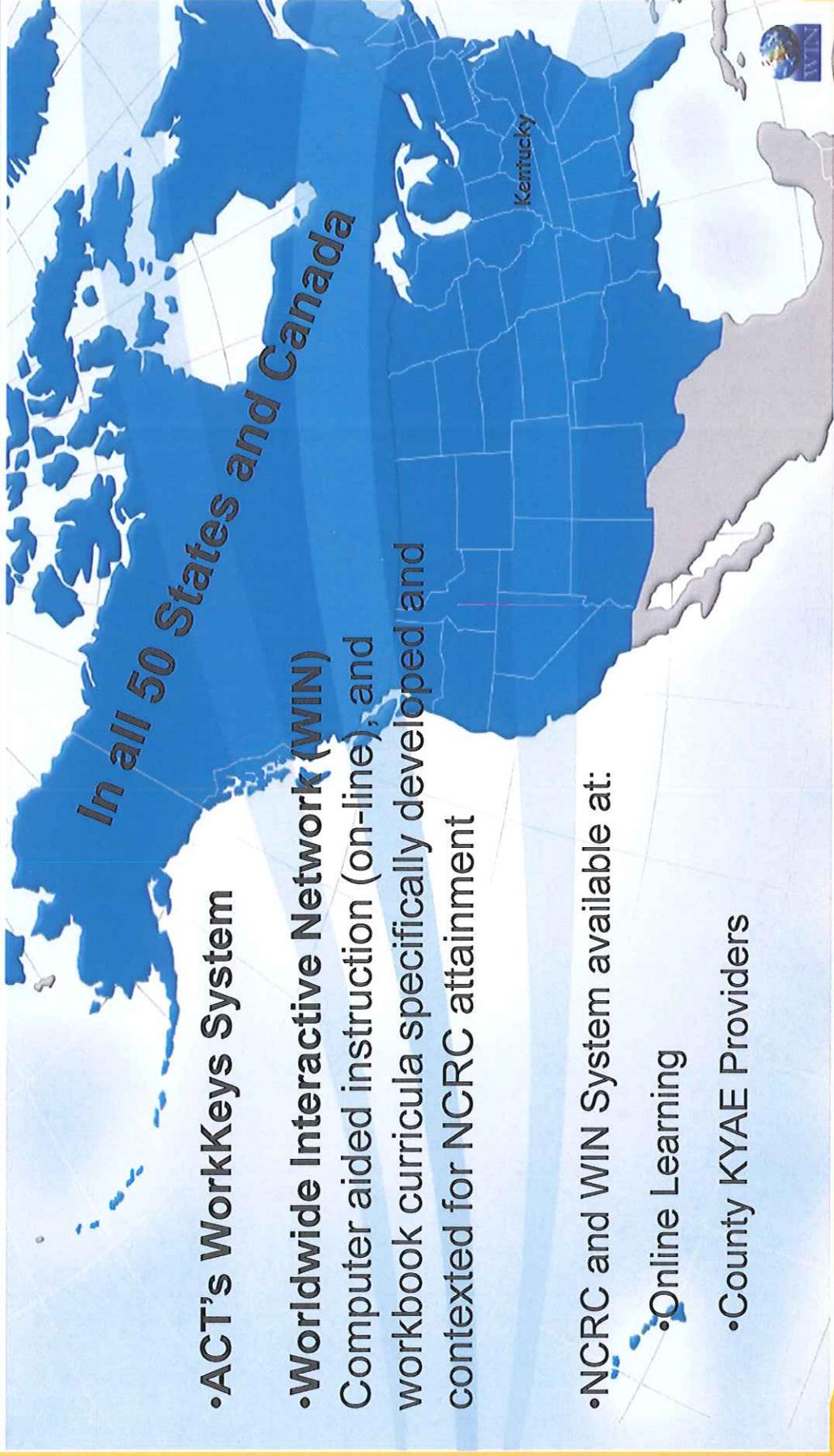
6

How does an individual earn the NCRC?

KYAE providers offers full funding to eligible students and workers for NCRC Targeted Instruction, Assessments, Scoring, Certificate Issuance



WorkKeys System, NCRC, WIN and KYAE



- ACT's WorkKeys System
- Worldwide Interactive Network (WIN)
Computer aided instruction (on-line), and
workbook curricula specifically developed and
contexted for NCRC attainment
- NCRC and WIN System available at:
 - Online Learning
 - County KYAE Providers

- ❖ 32% turnover reduction.
- ❖ 400 employees maintained or increased skill level.
- ❖ Many employees transfer to higher paying jobs within Owensboro Medical.
- ❖ Wide participation
650 people taken assessment.



CASE STUDY
Owensboro Medical Health



WIN



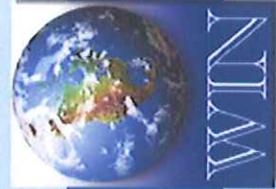
Plastics Extrusion Company

\$17 million gross sales

	Before WorkKeys	After WorkKeys	Savings
Turnover	1/3 (\$120K)	1/20 (\$18K)	\$102K
Overtime	\$500K	\$25K	\$475K
Scrap	\$1 million	\$790 K	\$210K
Total			\$787K

BWK: 5% after tax profit X \$17 million = \$850K

AWK: \$850K + \$787K = **\$1.367 Million**



CASE STUDY
Plastic Extrusions Company

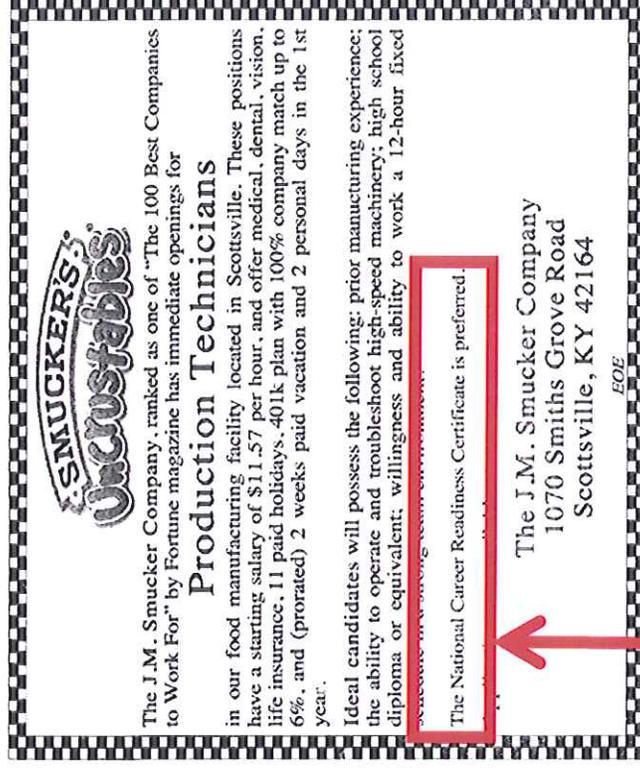


J.M. Smucker Company - Scottsville, Kentucky

"The NCRC has enabled us to hire highly qualified employees and streamlined our employment process."

Dana Russell, HR

J.M. Smucker Company



**SMUCKER'S
Uncrustables**

The J.M. Smucker Company, ranked as one of "The 100 Best Companies to Work For" by Fortune magazine has immediate openings for **Production Technicians** in our food manufacturing facility located in Scottsville. These positions have a starting salary of \$11.57 per hour, and offer medical, dental, vision, life insurance, 11 paid holidays, 401k plan with 100% company match up to 6%, and (prorated) 2 weeks paid vacation and 2 personal days in the 1st year.

Ideal candidates will possess the following: prior manufacturing experience; the ability to operate and troubleshoot high-speed machinery; high school diploma or equivalent; willingness and ability to work a 12-hour fixed schedule.

The National Career Readiness Certificate is preferred.

The J.M. Smucker Company
1070 Smiths Grove Road
Scottsville, KY 42164
EOE

The National Career Readiness Certificate is preferred.

Letter to Office of Employment and Training

- Using 5 years- raised the bar on new hire process and at same time enabled most applicants to receive the NCRC
- Developed a very skilled work force
- NCRC has produced excellent employees with ability to adapt to the changing demands of workplace
- NCRC recommended to any employer who desires a highly skilled workforce
- Definitely a valued screening tool
- Looking forward to continue working with Adult Education for staffing using NCRC



May 19, 2011

Ms. Rita Pierce
Operations Administrator
445 North Green Street
Glasgow KY 42141

Dear Rita:

About five years ago, we (the J.M. Smucker Scottsville plant) began using the Work Keys tests as pre-interview screening for all applicants. By utilizing these tests, we "raised the bar" on our new hire process and at the same time enabled most applicants to receive the National Career Readiness Certificate.

By using this tool and screening our applicants closely, we have developed a very skilled workforce - one that has the ability to adapt to the changing demands of our workplace. It's a great tool that assesses skills objectively and is nationally recognized.

The NCRC has produced excellent employees for our Company and we look forward to working with the Allen County Adult Education Office to continue staffing our plant by utilizing the National Career Readiness Certification.

I recommend the NCRC testing to any employer whose desires a highly skilled workforce - it is definitely a valued screening tool.
Sincerely,

Dana Russell
Human Resources

THE J.M. SMUCKER COMPANY
1070 Smiths Grove Road, Scottsville, Kentucky 42154
Telephone: (270) 226-6000 Fax: (270) 238-6080

Dow Corning Corporation, Elizabethtown, KY

“Dow Corning has been using WorkKeys to screen production operator applicants for the last 2 years. Employees who have been hired after passing these assessments are better qualified for the production positions and are more successful on the job.”

**Robin Clark, Learning & Development Manager
Dow Corning Corporation,
Elizabethtown, Kentucky**

Targeted Instruction offered by Union County Adult Ed

- **On-Line Portals
 - *GED Academy*
 - *WIN (WorkKeys Instruction Solution)***
- **Classroom Seat Instruction**
- **Computer Labs**
- **Materials for the Distance Learner**

For the qualifying Adult Learner.

Previous Projects Across the State

Previous projects across the state... North, South, East, & West

Northern Kentucky - Carroll County Company requires NCRC scores submitted with application.

- Pre-hire training to potential employees
- Interview preference given to Silver NCRC recipients

South Central Kentucky - Laurel County Factory is using the NCRC as a best hiring and retention tool.

- Incumbents training for NCRC issuance
- Temporary workers given consideration for permanent hire after obtaining NCRC
- Interview preference given to NCRC recipients

Eastern Kentucky - Coal-Mine Operation uses the NCRC as a pre-hire interview preference and retention tool.

- Electrician maintenance certification program positions - KCTCS profiled determined WorkKeys skills levels.
- Candidates selected must achieve minimum of Silver NCRC with preference given to Gold NCRC recipients
- 57% of employees assessed have received a NCRC

Western Kentucky - Daviess County Medical Health System is using the NCRC to maintain and retool skill levels in order to meet the challenges of evolving technologies and medical breakthroughs.

- 31% turnover rate reduction
- 61% employees increased skill levels and/or promoted

We Request Your Partnership and Leadership

***Give Interview Preference to NCRC Recipients.**

***Promote NCRC recipient interview preference:**

***Advertisements**

***Your Applications**

Thank you!

Please do not hesitate to contact me for:

- Questions
- One-On-One Discussion
- On Site Follow-Up Visit
- More Information



Garrick Thompson, Union County First

Office: 270.389.9600 Email: garrick.thompson@union.countyky.org

Melissa Thomas, Union County Adult Education

Office: 270.389.9531 Email: melissathomas68@gmail.com

Pam Wilson, KCTCS

Office: 270.831.9649 Email: pam.wilson@kctcs.edu



Garrick Thompson

From: Garrick Thompson
Sent: Thursday, June 14, 2012 9:09 AM
To: 'Pat Donahue'
Subject: NCRC

Mr. Donahue,

I, along with Melissa Thomas from Adult Education, would like to schedule a meeting with you to talk about the potential benefits of requiring your staff to take the nationally recognized NCRC assessment test. After buying in to the NCRC, at Owensboro Medical Health, they experienced a 32% turnover reduction, had over 400 employees who either maintained or increased their skill base, had many employees transfer to higher paying jobs within Owensboro Medical, and were able to get a large number of their staff to participate and take the assessment (over 650).

I know you have a busy schedule, but we would love to come talk with you whenever you may have a free moment. Just let me know when may be a good time and day for you.

Thanks,

Garrick Thompson
Union County First
PO Box 374 100 W Main St. Morganfield, KY 42437
Phone 270.389.9600 Cell 270.997.0846
www.ucfirst.org

Union County Work Ready Application



The attached articles are of events, happenings and partnerships that are being formed in Union County to improve the county's educational attainment rate.

Life Library opens Workforce Center

Now offers more computer stations, workshops

Frankfort - Union County residents seeking employment opportunities now have more computer access, training and job workshops at the new Public Library Work-

force Center (PLWC). The Union County Public Library is one of 46 public libraries in the state that will have a PLWC.

The centers house computers and software that will be used to provide training in a formal workshop setting to Kentucky residents seeking employment opportunities.

"The new centers will help Kentuckians who do not have access to computers and broadband service to use 21st century tech-

nology to access training, jobs and economic opportunities," said Gov. Steve Beshear. "Our local public libraries have become an important community access point for people to search for jobs, write resumes and learn computer skills. These centers will provide a direct link to help for people in areas with high unemployment levels."

The centers are made possible by a \$1.3 million American Reinvestment and Recovery Act (ARRA) Broadband Technology Opportunities Program (BTOP) grant provided through the U.S. Department of Commerce National Telecommunications and Information Administration (NTIA). The project is supported by the Bill and Melinda Gates Foundation and administered by the Kentucky Department for Libraries and Archives (KDLA). The grant targets counties with high unemployment.

"We are pleased to use these grant funds to create Public Library Workforce Centers in 46 Kentucky public libraries. The centers will assist their communities in the economic

recovery and provide lasting benefits in education and economic development. We are proud to be working with the Bill & Melinda Gates Foundation and partners across the Commonwealth to bring technology and training to so many Kentuckians at their public libraries," said Wayne Onkst, Kentucky's state librarian and commissioner of KDLA.

"Our Public Library Workforce Center has provided a great opportunity to partner with other organizations to provide a needed program for the citizens of Union County," said Union County Public Library Director Debbie McClanahan.

To create its PLWC, the Union County Public Library installed 16 laptop computers with funds from the BTOP grant. All of the computers have Office 2010. The library has also purchased a laser printer and a digital projector for the center's use. Additionally, the library purchased a large-key keyboard, a 22-inch monitor, a trackball mouse and Zoom

Continued on Page A2

vivors and to those lost to the y be purchased on the night of life.

l team captain and bank night n., May 14 at St. Ann Parish

re information Arnold at 333-5-3322.

Recognizes May 6-12 as National Nurses Week



JODY JENKINS
JUDGE/EXECUTIVE

Jody Jenkins signed a proclamation Monday morning honoring Nursing Week in the county. On hand for the signing and representation was Georgia Greenwell of Sturgis, left, professor at Sturgis College, and Shelly Chandler of Webster County, right, ICC.

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OBITS

Ruth Jackson 86
James Acker 89



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270-3

GO2 COLLEGE



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*John Nalley, HCC Industrial Maintenance graduate
Repairs and troubleshoots robotics for a major manufacturer*

The following classes will be held at the Herron Center for the fall semester:

Intro to Business	M	5:45-8:30	Writing I	R	5:45-8:30
Intro to Biology	M	5:45-8:30	Intro to equine Studies	W	5:45-8:30
Intro to Computers	M	5:45-8:30	History of the US-1865	R	5:45-8:30
Basic Public Speaking	MWF	10-10:50	Pre-Alegebra	T	5:45-8:30
Intro to Interpersonal Comm	T	5:45-8:30	Intermediate Algebra	MWF	8-8:50
Intro to Music	MWF	9-9:50			

Apply by July 1 to register early in August for fall classes

henderson.kctcs.edu
(270) 831-9611 or 1-800-696-9958
2660 South Green Street ~ Henderson, KY 42420



the Union County YMCA

2012 Summer Program

CHILDREN'S PROGRAM

Swimming Lessons:

2 Weeks Beginning July 9th
Mon-Thurs 9 am-10 am, ages

Mom & Me Toddler Swim Class:

3 & 4 yr. olds Begins July 9th
Tues & Thurs 5-5:45 pm

Private Swim Lessons:

by appointment only!

Tumble, Cheer, & Dance Camp:

Mon-Thurs 1-3 pm Begins July

Bitty Basketball League:

July 28 - August 18
Saturday Morning 9-10 am
Participants receive a free t-shirt!

Private Basketball Instruction

by appointment only!

Youth Soccer League

Sign-Ups begin August 1

ADULT PROGRAMS

Aquacise: Begins July 9th

Mon. & Wed. 10:15-11:15 am an
Tues. & Thurs 6-7 pm

Aeorbics: Mon. & Thurs 6-7 pm

Body Sculpting: Begins July 9th

Mon., Wed., & Fri 4:30-5:30 pm

Zumba: Begins July 9 Tues & Th

Private Swim Lessons/Traini

Personal Training Available f



ball is taking cheer and dance sign-ups April 9 through May 4.

Forms will be available at United Community Bank in Sturgis and at Quinn Lumber.

There will be a cheer and dance parents' meet-

in Sturgis.

The Sturgis Youth Little League Football Board is also taking nominations for football coaches for grades 2-4 and 5-6. Contact Richard Clark at Quinn Lumber or 952-3132 if interested.

Union Co. Adult Education and the Union Co. Public Library are teaming up

Morganfield - On April 12, Union County Adult Education will start having classes at the Union County Public Library in Morganfield.

Classes will include: Employment Prep., GED Prep, or College Exam Prep. Employment testing

for Trelleborg can be done on-site. WorkKeys testing can also be done there by appointment.

Please call (270) 389-9531 to sign up. The economy is going to get better. Will you be ready to land that great job?

Money Tips

Frankfort - A must-have for your college years is a budget, which tells you how much you have to spend and what you're going to spend it on. These tips from the Kentucky Higher Education Assistance Authority (KHEAA) may help you prepare your budget.

Some major expenses in college are easy to quantify. You know how much your tuition and fees will be, and you know how much your room and board will be if you live on campus.

Other costs aren't as straightforward. You won't know how much you will spend on textbooks, supplies, transportation or personal items. But you'll have a cost of attendance estimate from your school that shows what the financial aid office thinks you'll spend. That's a starting point.

On the income side, you know how much financial aid you'll receive. You should also have an idea how much your parents will be able to contribute. If you have a job, include

Many schools require freshmen to have a meal plan, especially if they live on campus. Meal plans vary among colleges, but most will give you a certain number of dining hall meals per week and the option of adding flex dollars that you can use at the campus food court or other locations. Larger schools generally offer more flexibility in dining options. You should study your options carefully, because you may be able to trim some of the costs of your education by selecting the plan that is best for you.

KHEAA is the state agency that administers Kentucky's grant and scholarship programs, including the Kentucky Educational Excellence Scholarship (KEES).

To learn how to plan and prepare for higher education, go to www.gotocollege.ky.gov. For more information about Kentucky scholarships and grants, visit www.kheaa.com; write KHEAA, P.O. Box 798, Frankfort, KY 40602-0798; or call 800-928-8926 ext 6-7372

Meetings

All persons age 60 and over are invited to join the fun at **The Morganfield Senior Citizens**. Services include: nutritious meals served Monday through Thursday at 11:30 a.m., dancing to the G.J.O. Country Jamboree each Thursday from noon to

1:30 p.m., aerobics every Monday, Wednesday, and Friday from 8:30-9 a.m., free blood pressure check twice a month, evening dancing the third Saturday of each month from 6:30-9:30 p.m. (entire public is invited -- not just seniors), noon potluck every third

Friday. Come join food, and the fe

COMMON
UNI
CIVILA

MIDFIRST BA

vs.

DONALD ROY
AMANDA RO
FIFTH THIR
nka FIFTH TH
THE UNITED
SERCRETARY
AND URBAN

By virtue of a the Union Circuit Friday, APRIL 27, Courthouse door ty, Kentucky, pro best bidder the fo Union County, Ki

Property Addr tucky 42459

Parcel 1

DESCRIPTION The following County, Kentucky lows, to-wit:

Tract 1: The North One of record in Unio Page 62.

Tract 2: Lot No. 6 in B County Clerk's O

SOURCE OF T Being the sam Jr. and Amanda I title, with rights c Bradley G. Gill, person, dated July in Deed Book 324 County, Kentucky Subject to all n to all legal highw

The Master Cc thorized and direc as herein provide the parties hereto to the highest and door with said ea

COMMONWEALTH OF KENTUCKY UNION CIRCUIT COURT CIVIL ACTION NO.: 11-CI-00066

BANK OF AMERICA, N.A. Successor by Merger to BAC HOME LOANS SERVICING, LP fka COUNTRYWIDE HOME LOANS SERVICING, LP

PLAINTIFFS

vs.

MICHAEL A. KEOWN

MELINDA K. KEOWN

DEFENDANTS

NOTICE OF SALE

By virtue of a Judgment and Order of Sale rendered by the Union Circuit Court on the MARCH 27, 2012, I will on Friday, APRIL 27, 2012, at the hour of 10:00 A.M. at the Courthouse door in the City of Morganfield, Union County, Kentucky, proceed to offer for sale to the highest and best bidder the following described real property located in Union County, Kentucky, to-wit:

Property Address: 120 North Depot Street, Waverly, Kentucky 42462

Parcel Number: 94-14-05-01

DESCRIPTION:

Lot One (1) in Triangle Point Subdivision recorded in August 29, 2003 in Plat Cabinet 1, Page 366 in the Office of the Clerk of Union County, Kentucky.

SOURCE OF TITLE:

Being the same property conveyed to Michael A. Keown and Melinda K. Keown, his wife who acquired the title by virtue of a deed of correction from Ohio Valley Homes, Inc., dated March 22, 2005, filed March 22, 2005, recorded in Deed Book 317, Page 470, County Clerk's Office, Union County, Kentucky.

INFORAMTIONAL NOTE: said Deed of Correction was filed to correct the legal description and property originally conveyed to Michael A. Keown and Melinda K. Keown by virtue of a deed from Ohio Valley Homes, Inc. dated May 11, 2004, filed May 17, 2004, recorded in Deed Book 314, Page 156, County Clerk's Office, Union County, Kentucky. The latter deed contained a legal description that was in excess of the property intended to be conveyed. The Deed of Correction conveyed to Michael A. Keown and Melinda K. Keown the correct portion of the tract described in the original legal description.

stances. events every few months.

GRADD sponsoring Living Well workshops for seniors May-June

Morganfield - The Green River Area Development District (GRADD) will be sponsoring a six week long series of Living Well workshops at the Union County Senior Center in Morganfield.

These free workshops are for seniors who are sick and tired of being sick and tired. If you struggle with any illness or condition—arthritis, depression, diabetes, high blood pressure, or other conditions, this workshop is for you.

They will help you to learn better self-management, exercises to make you feel better and an action plan to lead a better life.

Registration is needed by April 25. Space is limited to 15 people.

Classes will be held on May 7, 14, 21 and June 4, 11 and 18. There are prizes for attendance and workshop materials.

Call Melissa Polites at 389-4550 for more information.

Financial Aid Workshop coming up at Herron Tech Center April 23

Morganfield - Henderson Community College will be hosting a Free Application for Financial Aid (FAFSA) Workshop at the Herron Center in Union County on Monday, April 23 at 6 p.m. Any student who plans to attend college in the fall and has not yet completed the FAFSA is encouraged to attend. This workshop is open to all community members, including high school and

adult students. Parents are also encouraged to attend. Students should bring their and their parents' completed 2011 IRS 1040 tax return and any other 2011 income and benefits information.

For more information on this event, please contact Shannon Clements at 270-831-9711 or the HCC Financial Aid Office at 270-831-6928.

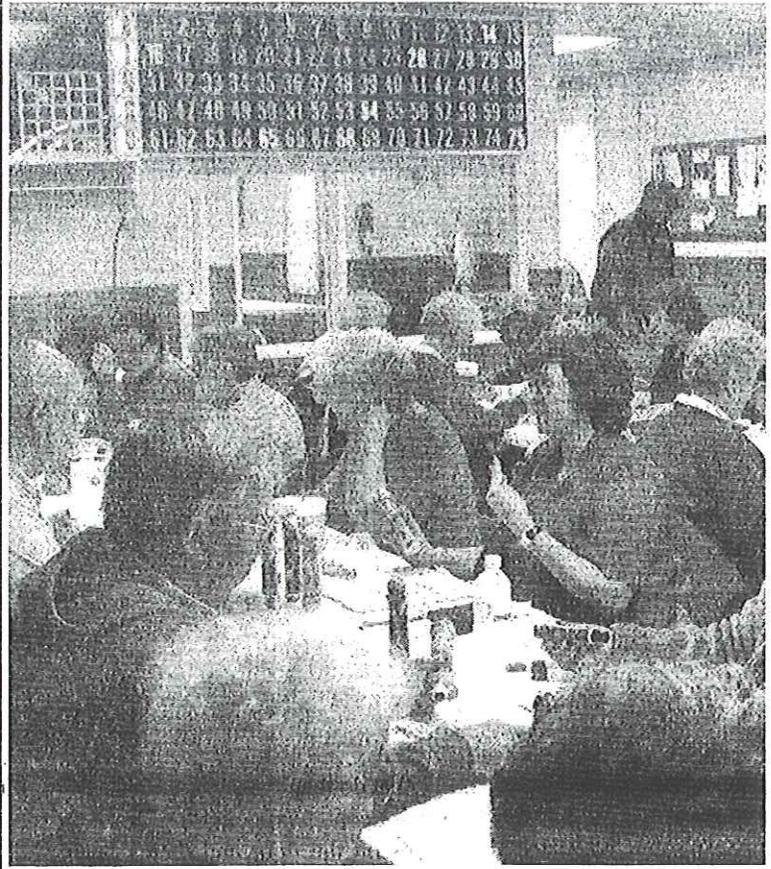
Sturgis PD report

Sturgis - Sturgis Police Chief David Grounds reported the departments activities for the month of March to the City Council. They included:

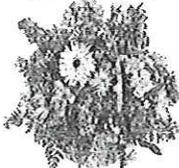
- 3,147 miles patrolled
- 9 arrests
- 11 citations
- 6 criminal cases

The department responded to three animals running at large calls; one burglary; four domestic disturbances; four EMS runs, one funeral escort run; one fight in progress; one Hazmat

incident; two harassing indecent calls; two public intoxication incidents; one juvenile disturbance; one motorist assist call; one mental health complaint; four traffic accidents; two noise complaint calls; two property damage and vandalism calls; one lost or found property call; three suspicious persons or circumstances calls; three larceny thefts; one prisoner transport; six reckless drivers; 15 traffic stops; and ten warrant services.



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Danhauer Florist
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389-1221

☆☆☆☆☆

County Board of Elections will be Testing the Accuracy of Voting Machines on April 25, 2012

For information call:
The County Clerk's Office
389-1334
Trey Peak, County Clerk

☆☆☆☆☆

LOW SALES

Stop in today while rates are low!
There has never been a better time to buy a new vehicle, make improvements to your house or refinance your home. So stop by any Old National and let us show you how our low, low rates can help you save big. **Hurry, these special won't last long!**

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to report acreage for wheat and other small grains. The timely and accurate reporting of all crops and land uses, including prevented planting and failed acreage, can prevent loss of benefits for FSA programs. All cropland on the farm must be reported to receive benefits from the DCP and ACRE programs,

program benefits

July 15 – final date to report corn, soybeans, CRP, tobacco, grass, hay

July 15 – final date to provide 2011 ACRE production if participating in ACRE program

September 30 – sales closing date for crop insurance on 2013-crop wheat

products.

When you buy from a farmers market, you are likely buying produce that

For a FREE QUOTE call
389-4753

think about termites

COOPERATIVE EXTENSION SERVICE
University of Kentucky
College of Agriculture



Extension Notes

Agriculture and Natural Resources

Rankin Powell
Union County Extension Office

posed wood because the outer surface usually is left intact.

You can reduce the risk of a termite attack by following these suggestions:

Store wood off of the ground.

Keep moisture from accumulating near the foundation.

Reduce humidity in crawl spaces.

Store firewood, lumber or other wood debris away from the foundation.

Don't store wood in the crawl space.

Sparingly use decorative wood chips and mulch.

Consider having your home treated by a professional pest control firm.

Many infestations result from direct contact between structural wood and the soil, which gives termites access to food, moisture, shelter and provides a hidden entry into your home. Make sure to have at least 6 inches between the ground level and wood siding, porch steps, latticework, door or window frames, posts and similar wooden elements. Contrary to popular belief, pressure-treated wood isn't immune to infestation because termites will enter

Since termites are attracted to moisture, they are more likely to enter a structure when soil next to the foundation consistently is moist. So, divert water away from the foundation with properly functioning gutters, downspouts and splash blocks. Repair leaking faucets, water pipes and air conditioning units.

Adjust the soil grade next to the foundation so that surface water drains away from the building, and adjust lawn sprinklers and irrigation systems to minimize water pooling near the foundation.

Reduce humidity in crawl spaces by providing adequate ventilation. Don't allow shrubbery and other vegetation to grow over vents; it will inhibit cross-ventilation. You can reduce crawl space moisture by installing four to six milliliter polyethylene sheeting over about 75 percent of the soil surface.

Firewood, lumber and other wood debris stored against the foundation or in crawl spaces, attract termites and provide a food source. This practice also gives termites a hid-

GO2 COLLEGE ADULT COLLEGE FAIR



Go you!

APRIL 19, 2012

4:30 - 7:00 pm

HCC Herron Center

Next to Union County High School

- Meet admissions counselors
- Discover financial aid opportunities
- Learn about exciting new technical career programs that will prepare you for a high wage/high demand career

Henderson
Community College

Union County Work Ready Application



Attached is a letter that was sent to Jeff Jones, General Manager of Trelleborg Automotive, encouraging him to require new hires to take the NCRC test as well as participate in a soft skills program offered by Workforce Solutions.



Dedicated to the Enhancement of Education, Infrastructure and Industry

Dear Jeff:

Union County First along with NWKYF is applying for the Kentucky Work Ready program. This program is an attempt to have Union County certified as a “Work Ready” community. Such communities get favor from the state and industries looking to locate businesses in Kentucky.

To be certified “Work Ready”, Union County has to demonstrate several key indicators about its community and the people’s readiness to fill employment opportunities for current and incoming businesses. Among the indicators Union County current meets are:

- **Graduation Rate:** At least a 83.32 percent graduation rate (which we already have, our graduation rate is 89.2%.)
- **Evidence of Community Commitment** (which we have evidence of support).
- **Educational Attainment Rate**, which is the percentage of working adults that have at least a two year degree. The rate needs to be at 25% now (ours is currently 28.8% and we have to present a plan to raise it to 32% within 5 years and 39% within 7 years.
- **Availability of Internet:** An urban community must have 3Mbps speeds or greater available to 90% of housing units (our internet is accessible to 99% of housing units).

Areas we need to improve on or implement are:

Soft Skills Measurement: They want to see evidence of a program or programs to address work ethic/soft skills development and credentialing for both the secondary and post-secondary adult populations including:

- Evidence that employers recognize achievement of work ethic or soft skills credential in their hiring/advancement process
- Measureable goals for annual improvement in the raw number and percentage of workforce credentialed
- Program plans must include a strategy to assure employers of the sustainability of the programs, and
- Programs must address, at a minimum, the following topical areas: attendance/punctuality, communication, teamwork, leadership and critical thinking.

National Career Readiness Certificate: A plan to raise the number of holders. Currently 9.5% of our working aged population between the ages of 18-64 posses this certificate. We need to raise that percentage to 15% within three years.

UC First needs your help!

As an employer, we need your help implementing these last two indicators. Our thoughts are:

Soft Skills Measurement:

Successful business leaders know the value of soft skills training for organizational growth and development. Employees with soft skills are a huge asset to any company because they can greatly contribute to the organization's success. Though technical skills are also important in any industry, the way one communicates and interacts with other people also weighs heavily on the bottom line. Accessing a soft-skills training program, where employees have the chance to develop their skills, is going to further enable you to reach your goals.

We would encourage you as an employer to document any soft skills training that your employees might obtain and make that information available to UC First.

We would also like to encourage you to start requiring all of your new hires to go through a soft-skills training program, provided by Workforce Solutions. Workforce Solutions offers various programs ranging from: teambuilding, communication, customer service, phone skills, and they could also create programs to tailor to your specific needs. To help alleviate the cost for you, there are KY Wins funds available that would cover 65% of the cost!

We would also be willing to arrange such training for current at risk employees, applicants, etc. that you feel could benefit from such training. For more information, please call Trevor Periard, (270) 831-9780.

National Career Readiness Certificate:

The National Readiness certificate is the national standard in certifying workplace skills. It is the leading job skills assessment system in the nation that measure employability skills in reading, math and locating information. It PROVES that employees have the workplace skills needed to succeed, and it helps to reduce training time, reduce turnover and increases organizational productivity.

We are asking you to please have potential employees or current employees that are being considered for advancement take the NCRC and have the test confirmed (not the test results) with Union County First. If you are currently having employees / applicants take the TABE test, please switch to the NCRC test and again confirm the test with UC First.

As a member of the Union County Business Community, we rely on and appreciate your help and input in this matter. Every business is important and your contributions will make an impact on the future of Union County.

On behalf of the Work Ready Committee, thank you for your support!



Garrick Thompson
Community Development Director

Union County Work Ready Application



Attached is a flyer (front and back) promoting Northwest Kentucky Work's free job database. In order to be able to access the database though, you must have either an associate's or have completed the WorkKeys test at HCC.



Community College

**HIGHER
EDUCATION
BEGINS HERE**

– Option A –

Associates Degree or higher
is required to be approved for
the Northwest Works Database.

– Option B –

Must complete
"The WorkKeys" test at the
Henderson Community College
in order to be approved for the
Northwest Works Database.

For More Information,
Contact
The Success Center.

Pam Wilson,
Dean of Workforce Solutions
pamala.wilson@kctcs.edu
270.831.9649



northwestkyworks.com

**LOOKING FOR JOB
OPPORTUNITIES?**

FREE JOB DATABASE

For More
Information

Contact:

Betsy Wells-Jones
Workforce Coordinator
betsy@northwestky.com

270.826.7505

