

2020  
**JUMP START!**  
20  
CONVENTION

**MODERN PATHWAYS to a PROSPEROUS FUTURE**

 **DEPARTMENT of  
EDUCATION**  
*Louisiana Believes*

JANUARY 28, 2020  
RAISING CANE'S RIVER CENTER  
BATON ROUGE, LA

 @JUMPSTART4LA

# Saint James Parish Schools

## Human Capital Center



*Dignifying The Workforce*



# Teamwork Makes The Dream Work

- Introduction

Dr. Patricia Caillouet  
St. James Works Facilitator

- Partnerships

Dr. Patricia Caillouet

- Innovation

Terry Gros/Troy Borne  
Jump Start/HCC

- Assessments/Job Profiles

Kelly Richardson  
WK Administrator/ACT Job Profiler  
Dr. Bruce Waguespack, RPCC



# Employer Partners “The Foundation for Success”





# Economic Outlook



COMPANY	STATUS	CAP EX	JOBS
YUAHANG CHEMICAL	Construction	\$1.8B+	400
FORMOSA CHEMICAL	Permitting	9.4B+	1,200
SOUTH LOUISIANA METHANOL	PreConstruction	1.3B+	250



# NEXT25 Foundation



<b><i>MEMBERSHIP</i></b>	BUSINESS, INDUSTRY, EDUCATION, GOVERNMENT
<b><i>MISSION</i></b>	<ul style="list-style-type: none"><li>• Remove Barriers to Employment</li><li>• Leverage Time &amp; Resources of Industry Partners</li></ul>
<b><i>CTC SUPPORT</i></b>	<ul style="list-style-type: none"><li>• Business &amp; Industry Tours</li><li>• Community College Scholarships</li><li>• Student Events</li></ul>
<b><i>COMMUNITY SUPPORT</i></b>	<ul style="list-style-type: none"><li>• ACT WRC Support (Assessment Fees/Training)</li><li>• Development/Support Apprenticeships</li><li>• Removing Barriers to Employment. (TWIC, OSHA, Drug/Legal Issues)</li></ul>



# Demographics

**14.4%** of the population of St James Parish holds a bachelor degree according to the 2010 US Census.

What do we do with the other **85.6%** of the population?

- Target students that need to take Jump Start pathways
- End the mindset of one size fits all when scheduling

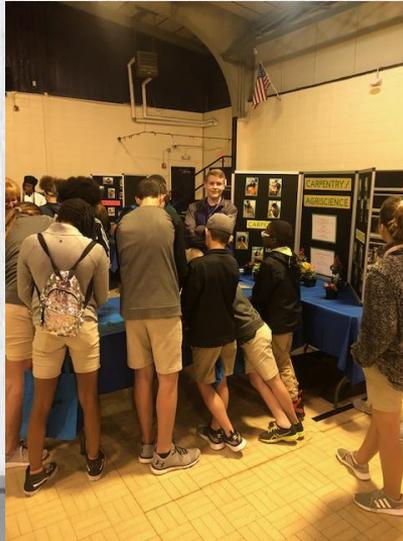


# Recruiting

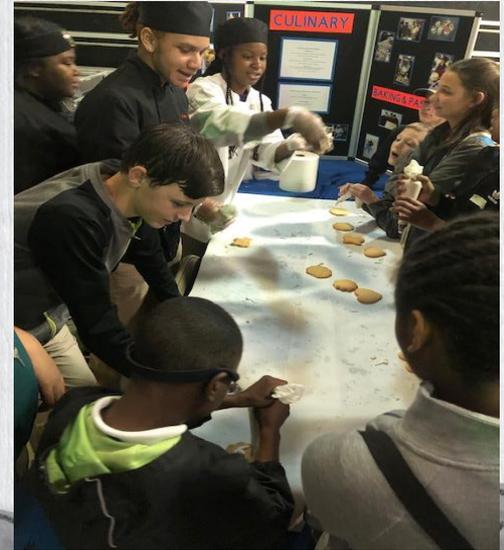
## Career Days



## K-12 Career Plan



## Recruiting Boards





# Jump Start

Cosmetology



Allied Health



Micro-Enterprise





# Jump Start

**Agriculture**



**Carpentry**



**Baking**





# Jump Start

**Welding  
Pipefitting**



**JAG**



## **WorkKeys Curriculum Integration**

- Business Math and Business English
- Financial Literacy and Technical Writing



# Human Capital Center

- Provide WorkKeys testing for YCI, St James Parish Hospital, St James Parish Inmates
- ACT Job Profiler
- Resume Building
- Job Application Assistance
- Soft Skill Training
- HISET/RPCC combined with Apache Skill
- Apache's Access to Industry
- RPCC/Noranda Alumina Millwright Level 1 and 2
- Nucor Scholarship NEXT25 Partnership
- All programs are **Zero Cost** to St James Parish Schools



### Emerging/Transitioning/Current Workforce

- AmSty/Apaché/YCI/Fluor/Formosa/SJPH/SJPS
- SJ Workforce Solutions Center
- Youth Build
- SJ Parish Jail
- Life Center Rehab Facility

### *Optional Assessments:*

Talent Assessment (Summary Profile—SJPH)

Teamwork/Work Discipline/Managerial Potential

Customer Service Orientation



# ACT Job Profiler

- Regional Profiler—*Kelly Richardson*
- YCI Methanol One LCC
  - Senior Chemical Operator
  - Junior Chemical Operator
  - Electrical and Instrumentation
  - Mechanical
- Delta Region Authority Grant
  - Profile for participating Parishes





# ACT Job Profiles

- A detailed, customized task list
- A personalized content validity report—linking job tasks to ACT WorkKeys skill levels
- Useful information for hiring, promotion, and training
- Employee support





# Process

## **STEP 1: HIGH SCHOOL DIPLOMA**

Nearly all industry or skilled jobs require a high school diploma. If you haven't finished high school, you need to pass the state-administered HISET exam. We offer HISET training(RPCC) and WorkKeys Testing at our center

## **Step 2: SOFT SKILLS TRAINING**

Getting to work on time, dressing for the workplace and knowing how to conduct yourself around coworkers are just some of the basic skills needed in getting a job, but more importantly keeping your job. We offer several soft skills training at our center and our classes through out the day.

## **Step 3: OBTAIN A SKILL OR CRAFT**

To obtain a job with industry, you must have a craft or skill. The Human Capital Center focuses on helping you choose a craft or skill. We will provide detailed information on each craft or skill we offer, and what you can expect to do and where you can experience the craft of skill you choose.



# Process

## Step 4: ACQUIRE CERTIFICATION

Now that you have chosen a craft or skill, you must acquire the proper certification or training. This step includes information about the Human Capital Center programs such as WorkKeys, Apache's Access to Industry, Noranda Aluminum and RPCC Millwright program, and etc.

## Step 5: RESUME AND INTERVIEW SKILLS

The most important and intimidating steps in the job process is writing a good resume that gets attention from potential employers. Interview skills are also important. Some ideas from improving your skills include researching the company, or thinking of potential questions asked. Resume and interview training is provided at our center.



# Industry Tours





# Mentorships

- Through out the school year several industry experts will visit the CTC mentoring our students in the different crafts we offer.





# Collaboration

**CTC**  
**ST JAMES**  
PARISH HOSPITAL  
LARGE ENOUGH TO SERVE, SMALL ENOUGH TO CARE.

## Partnering for a healthier future

Supporting Allied Health Education in St. James Parish

- Donated surplus items to our Allied Health Department
- Students participated in St James Parish Hospital Triage Exercise



# Noranda/RPCC Millwright

- Funded by **Noranda** taught by **River Parishes Community College**
- Level 1 Fall semester
- Level 2 Spring semester
- Starting pay **\$60,000**
- College Debt **ZERO**





# Apache Industrial

## Program Objectives:

- Provide students with the skills needed to immediately and seamlessly transition from school to a career with the beginning earning potential of **\$35k-\$40k** annually.
- High employment probability.
- Training that is accepted by industry and offers a higher than average pay rate.
- Industry benefits from employment candidates that already have measurable basic craft and safety knowledge and skill sets.





# Interviews

- OxyChem
- Nucor
- Frisard's Trucking
- Kustom Performance
- River Parish Contractors
- Noranda
- Dow
- Shell
- Mosaic
- Kustom Performance
- FG LA LLC





# Jump Start Summer

- Our students earned high school and college credit while earning a **\$1,600** wage





# Celebrating Successes





# Celebrating Successes

**\$60,000** salary  
**Zero** College Debt

## Hiring Classes

- June 2019
- January 2020
- June 2020





# Celebrating Successes

## All Star Banquet

- Over **\$9,000** in awards
- Major Sponsors include NEX25, Shell, Mosaic, OxyChem, Frisard's Trucking
- **Zero** Cost to the school.





# Case #1

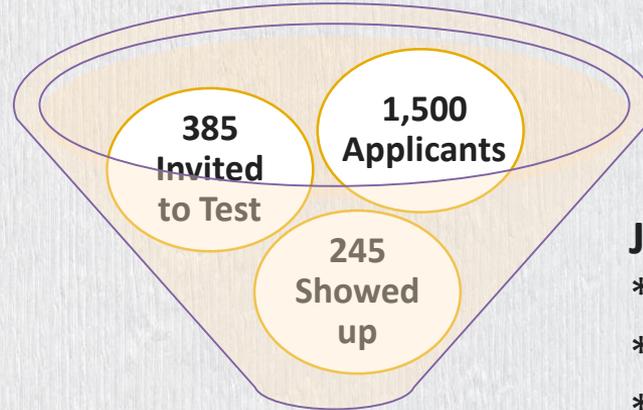
## Chemical Plant



36% didn't show up!!

13% screened based on pre-set  
AM/GL/WD scores

63% Screened based on  
pre-set AT score &  
skills test score



91 "passed" for  
30 Positions

**Combined Data**  
3 Recruit Classes  
Over 3 Years

### Job Profile

- \* Pre-Set Cut Scores
- \* Applied Math
- \* Graphic Literacy
- \* Workplace Docs
- \* Applied Technology



## Case #2

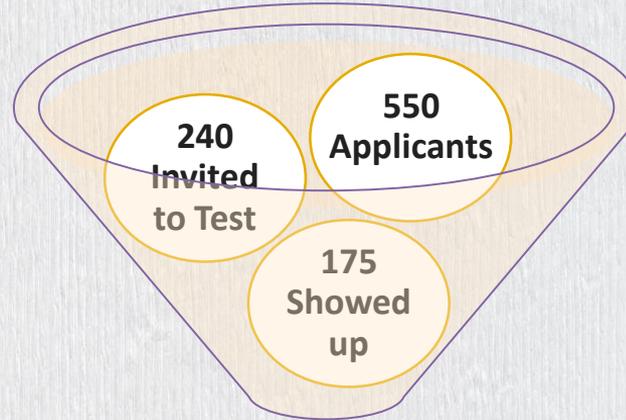
### Chemical Plant



16% didn't show up!!

8% screened based on pre-set AM/GL/WD scores

58% screened based on pre-set AT/WO scores



87 "passed" for  
16 Positions

### Job Profile

- \* Pre-Set Cut Scores
- \* Applied Math
- \* Graphic Literacy
- \* Workplace Documents
- \* Applied Technology
- \* Workplace Observation



# Case #3

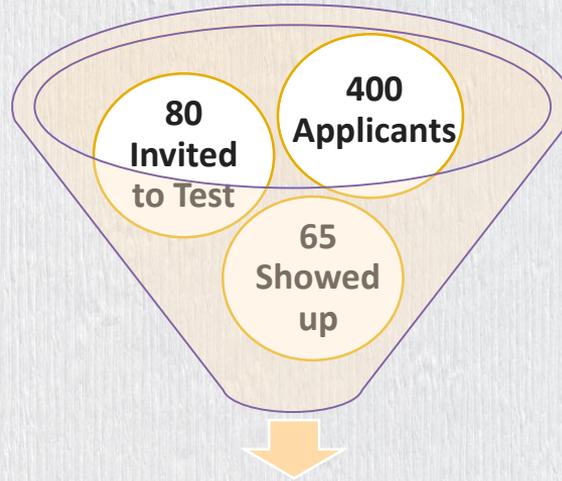
## Chemical Plant



19% didn't show up!!

5% screened based on pre-set AM/GL/WD scores

50% screened based on pre-set AT score



31 "passed" for  
9 Positions

### Job Profile

- \* Pre-Set Cut Scores
- \* Applied Math
- \* Graphic Literacy
- \* Workplace Documents
- \* Applied Technology



# Case #4

## Chemical Plant

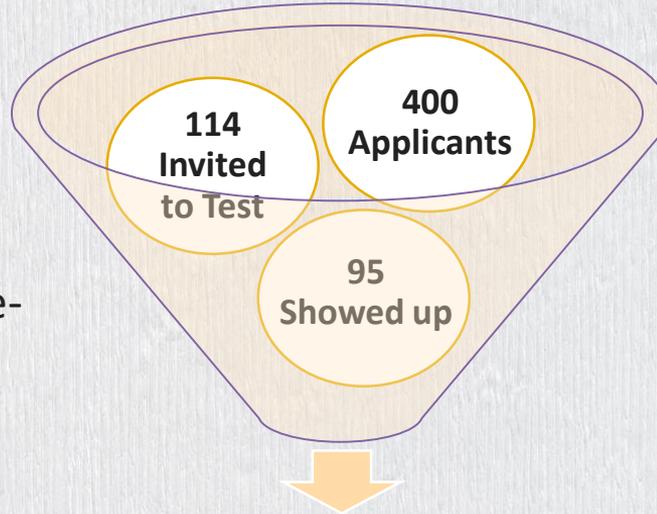


17% didn't show up!!

6% screened based on pre-set AM/GL/WD scores

58% screened based on pre-set AT score

68% on WO score



30 "passed"

### Job Profile

- \* Pre-Set Cut Scores
- \* Applied Math
- \* Graphic Literacy
- \* Workplace Documents
- \* Applied Technology
- \* Workplace Observation