

TEMP 2HIGHER



“A community that works together grows together.”

2017

A Year of Progress

As we conclude the first month of 2017, we are excited about all the initiatives that are happening in our community.

Temp2Higher is excited to be part of 1Richland, RCDG, WIOA, Talent Development & SPARC, among many other partner opportunities.

Collaboration is always our goal! We work to find long-term permanent employment for local residents in the community. We will also work with the individual to help identify and find solutions to barriers of employment.

T2H offers employment opportunities that include direct hire, traditional temporary assignments and “Try-to-Hire”.

As a division of NECIC, our work helps us to accomplish our organizational mission & plan, “Our mission is to improve the quality of life & economic landscape of the North End Community”. We also work within the community as a whole.

In March, we will be providing workforce classes for individuals seeking employment, kicking off our Employer Resource Network

(ERN) and exploring a number of other skill training pathways.

We have amazing clients, employers and employees, and we are thankful for the opportunity to provide employment & training solutions for our clients.

Thank you for joining us in 2017, only great things to come!

Mary K Bolin, Director
Temp2Higher, division of NECIC

Deanna West-Torrence, Executive Director
NECIC

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Phone: 419-522-1611

APPLICATIONS ACCEPTED

Monday-Friday

8am-11am 1pm-3pm

Resumes are recommended

Bring 2 Forms of ID

DID YOU KNOW?

Both host employers and staffing agencies have roles in complying with workplace health and safety requirements and they *share* responsibility for ensuring worker safety and health.

A key concept is that each employer should consider the hazards it is in a *position to prevent and correct*, and in a position to *comply* with OSHA standards. For example: staffing agencies might provide general safety and health training, and host employers provide specific training tailored to the particular workplace equipment/hazards.

- The key is *communication* between the agency and the host to ensure that the necessary protections are provided.
- Staffing agencies have a duty to inquire into the conditions of their workers' assigned workplaces. They must ensure that they are sending workers to a safe workplace.
- Ignorance of hazards is not an excuse.
- Staffing agencies need not become experts on specific workplace hazards, but they should determine what conditions exist at their client (host) agencies, what hazards may be encountered, and how best to ensure protection for the temporary workers.
- The staffing agency has the duty to inquire and *verify* that the host has fulfilled its responsibilities for a safe workplace.
- And, just as important: Host employers *must treat temporary workers like any other workers* in terms of training and safety and health protections.

-Provided By: OSHA

Managing Employee Attendance Problems

Suggestions to help strengthen your position when terminating employment for attendance reasons

- Employers should have written attendance policy in place, clearly outlining the employer's attendance procedures to be followed by employees in the event of an absence, tardy arrival or unscheduled early departure.
- Each employee should sign an acknowledgement of the policy, and if changes are made to any company policy, notify all employees in writing and obtain an updated signed and dated acknowledgement of the new policy for the employee file.
- If you have a company "call in line," be sure to document the time and date of any messages left by employees.
- Employers should have written disciplinary procedures in place, clearly outlining the consequences of failure to adhere to the attendance policy.
- Signed acknowledgement of the disciplinary procedure is strongly encouraged, so employees are aware of how failure to maintain acceptable attendance will impact their job status.
- Written warnings issued to an employee should always include the date and reason for the warning and should be signed and dated by the individual (including title) administering the warning and the employee receiving it. Written and verbal warnings should always state that continued attendance violations may result in termination of employment.

-NFIB MemberVantage Winter 2017

Collaborative Partners

INTRODUCING...

Kodey Kreglow

Kodey Kreglow is the Employment Navigation Specialist at Richland Newhope. Employment Navigation is part of Richland Newhope's Service and Support Administration Department.

Kodey specializes in knowledge about specific employment-related supports and services that will assist students, adults, parents, teachers, and schools through transitional career pathways and community connections.

He develops community resources and partnerships with businesses that can be utilized to give transition youth and adults with disabilities career exploration and skill development experiences in preparation for employment and independent living.

Through these business relationships he hopes to create work-based learning experiences such as apprenticeships, job shadowing, career mentorship, career related competitions, informational interviews, paid internships, non-paid internships, practicum, service learning, student-led enterprises, simulated workplace experience, paid work experience, non-paid work experience, volunteering and workplace tours/field trips.

CONTACT INFORMATION

Kodey Kreglow

Employment Navigation Specialist

Richland Newhope SSA

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3E Project

3E began as a pilot program in January of 2016, funded by the Richland County Foundation. The program collaborated with many community partners, Temp2Higher, Richland Bank, various employers and many others.

The 3E Program was a success in 2016 and we are looking forward to a successful 2017; with the continued support of our partners, 3E will continue to achieve the program goals. The program objective is to enroll individuals that are actively seeking employment or those already employed and have the want to improve their career.

16 individuals applied for the program, 11 accepted and completed the program. All 11 made significant progress forward in their personal and career goals.

Quoting another, our individuals are our community's biggest assets. Based on this statement each individual worked on their own asset maps; what they had to offer themselves, their employers and community. Believing in yourself is necessary for success. Knowing they had 3E as a support gave the freedom to consider future growth.

In the past year, financial education workshops were scheduled on a monthly basis along with individual budget management. Housing and wellness workshops as well as communication workshops took place several times during the year. Several participants sought education resources outside the program.

Catholic Charities
Margaret "Sue" Warren