

Demonstration Site Summary
Georgia Job T.I.P.S.

Georgia Job T.I.P.S. On-the-Job Training Program

| I. BACKGROUND | |
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| <p>Georgia Job T.I.P.S. (Training Innovations and Placement Services) is an on-the-job training (OJT) provider that works as a contractor with the area workforce development system for intake, assessment, and placement of dislocated workers. The region served by T.I.P.S. includes Columbus, historically a “mill town” with large percentages of residents employed in local textile mills. Since passage of the North American Free Trade Act in 1996, the area had seen increasing numbers of textile plant closures, relocations, and layoffs. The original intent of the demonstration was to transition dislocated workers into positions with five area nontextile companies.</p> | |
| II. SITE ATTRIBUTES | |
| <i>Targeted Industries and Occupations</i> | <p>This project focused on moving employees from the declining textile industry to jobs in other industry sectors. Originally, the project focused on machining, manufacturing, environmental technicians, and computer-related fields. Due to the extremely low demand for these workers, the project later shifted to include more incumbent worker training for health care occupations (medical coding, imaging technicians, nursing, and various certification programs) needed at two area hospitals. However, it also included an assortment of other occupations such as firefighters and police officers.</p> |
| <i>Project Strategy</i> | <p>The grantee planned to set up OJT opportunities by meeting with employers to develop job profiles, identifying competencies to be acquired through an OJT program, and providing a full range of intensive services to program participants leading to up to 400 hours of OJT. As the targeted industry, employers, and occupations shifted, so did the project strategy. In a very short time, several different programs were begun to meet the diverse training needs of incumbent workers for targeted public- and private-sector employers.</p> |
| <i>Project Partners</i> | <p>Project partners included the Columbus One-Stop, Georgia Department of Labor, City of Columbus’s Employment and Training Division, Greater Columbus Area Chamber of Commerce, several area employers, and two area hospitals.</p> |
| III. HIGHLIGHTS | |
| <ul style="list-style-type: none"> • Five area employers originally committed to participate in the demonstration. Due to a misunderstanding about the LLSIL4 wage standard for the project, as well as the economic downturn following the events of 9/11, the grantee launched an effort to acquire new partners and shifted its focus to include other public- and private-sector employers. • Following significant difficulties meeting project goals with project partners, T.I.P.S. ended up arranging training for incumbent health care workers, a program area that was not a core strength of the grantee, and the time frame for implementing the revised project strategy was limited. • Now that the grantee has established a working relationship with the two hospital partners, it is hoped that there will be other opportunities to work together. However, no specific plans are currently in place. | |

| IV. TRAINING PARTICIPANT OUTCOMES | | |
|---|-----------------|--------------------|
| | Proposed | Actual |
| Incumbent Workers | | |
| Number of trainees | 50 (0) | 153 |
| Average % wage gain (min., max.) | | 3.9% (-39, 69) |
| Dislocated Workers | | |
| Number of trainees | 200 (250) | 30 |
| Placement rate | | 65% |
| Average wage replacement rate (min., max.) | | 115% (100, 186) |
| LLSIL4 Wage Standard | | |
| Proportion of 134 nonunion workers with posttraining wage data at or above LLSIL4 | | 83% |
| • Incumbent workers \geq LLSIL4 ¹ | | 87% |
| • Dislocated workers \geq LLSIL4 ² | | 24% |
| Total missing (union and nonunion) | | 30 (16%) |

¹ This is the proportion of 114 nonunion incumbent workers with posttraining wage data that were at or above the LLSIL4.

² This is the proportion of 20 nonunion dislocated workers with posttraining wage data that were at or above the LLSIL4.