

Workforce Tools for Employers in Pulaski County, Virginia

1. Use of Facebook to post jobs on a County wide basis (Pete Huber 540 440-0308)
2. Register jobs with the Virginia Workforce Center (Karen Akers 540 831-5980) – Provides statewide visibility at no cost to the employer or employee.
3. Participate in job fairs:
 - a. Pulaski County High School (Megan Atkinson 540 643-0592)
 - b. Pulaski County Social Services (Missy Crowder 540 980-7995 ext 150) – Every 4th Thursday from 9 a.m. to noon or as desired by employers
 - c. New River Community College (Ross Matney 540 674-3600)
 - d. Radford University (Angela Joyner 540 831-1464)
4. Consider PAT transportation to and from work (Pete Huber 540 440-0308) - \$1 per ride payroll deduction by employee and a \$10 - \$20 per week employer contribution.
5. Pulaski County High School job signing ceremony (Megan Atkinson 540 643-0592) – A new employment signing ceremony to include a small cash award at signing and a bonus after first year of employment.
6. Connection with Radford University (Angela Joyner 540 831-1464)
 - a. Hiring graduates in professional positions such as accounting, personnel, production engineering, etc.
 - b. Internship opportunities to try out a student for a semester by writing up OJT into internship description.
 - c. Hire coop students who take a year off to gain work experience.
 - d. Employment of students on the “off-ramp” who have financial or academic difficulties.
7. Goodwill Industries (Angela Stanfill – work 540 581-0620 ext 160 or cell 540 597-4819) disabled persons provide:
 - a. Off-site assembly of small parts, promotional materials and similar items, and/or
 - b. On-site teams for process work, special projects, cleaning and similar tasks.
8. Consider hiring Drug Court participants (Anthony Akers 540 980-7705 work or 540 440-0018 cell) - Drug Court participants answer to a judge and are drug tested on a regular basis. Drug issues are also being addressed through the start of a local City of Refuge.
9. Hire of felons with a County work history (Jamie Ratcliffe 540 200-9478) – This is a new inmate referral program.
10. Contract for daycare services or consider in-house day care for employees (Allison Hunter 540 980-3671)
11. Use veteran employment services through Veterans Affairs and VA Workforce Centers (Karen Akers 540 831-5980)
12. Week-long Commuting (Pete Huber 540 440-0308) - Join with other employers to advertise jobs in Petersburg, WV, Carroll, Patrick, Bland, Smyth and Tazewell counties where workforce participation rates are lower than Pulaski County. Consider running a weekly bus from these areas and joining together in the formation of weekday housing options for employees.

Internal Considerations:

13. Sliding scale pay based on attendance – cut pay for those who are absent as an alternative to termination.
14. Job sharing – hiring of 2 persons for one position as an opportunity to acclimate to the work environment 50% absentee protection and lower fringe benefit cost. Does require twice the OJT.
15. Evaluation of pay, fringe benefit and working conditions and provide a visible path to higher pay.
16. Provide education incentives if looking to upgrade employee skills.