

Grow Your IT Workforce!

If your company can't seem to find enough qualified applicants for certain positions within your organization, or candidates out in the available labor pool with the right types of skills you need, the Capital Area IT Council and Capital Area Michigan Works! can provide "scholarships" to help you grow your future IT workforce. But to guarantee your organization gets its fair share of "scholarships" in the upcoming 2010/2011 program/funding year, you need to act now-since fall registration begins in June and classes begin in August.

What's Involved?

Employers are involved at every step of the process-from defining minimum criteria for prospective applicants, selecting candidates, providing input on their training plan, hosting internships, co-ops, or job shadow experiences and, in many cases offering part-time employment opportunities to recipients while they are completing their schooling.

The Capital Area IT Council and Capital Area Michigan Works! will pre-screen job seekers and dislocated workers to ensure they meet your hiring criteria. We will forward you a pool of qualified candidates to interview and determine if they would be a good fit for your corporate culture. Then you select those candidates who, if they had the right degrees/certifications, would be an asset to your workforce. These individuals will be notified that your organization is interested in them and would like to sponsor their training through a "scholarship" bearing your company's name. A Capital Area Michigan Works! representative and myself will work closely with you throughout this process.

Once your trainee begins their program, Capital Area Michigan Works! staff will monitor their progress and keep you apprised of their accomplishments. Upon gaining their credential, we ask that you consider them for the next open position they are now fully qualified to fill. In many cases this individual will already be engaged with your organization as an intern or part-time employee and this connection will happen naturally.

It is also important to understand that by participating in the "scholarship" program you are not required to hire this individual, although that is the intent of the program. We understand that there are many external factors that impact hiring decisions including sales or growth projections coming in lower than expected, or the general state of the economy. Also, please note that as you are not required to hire this individual, they may also select employment elsewhere. This may occur if a position is not immediately available or they find a position that is better suited to their needs.

Why should my organization participate?

"Scholarships" can be part of a longer-term strategy to grow your IT workforce. Prospective "scholarship" recipients are funded by the state's "No Worker Left Behind" program-which provides up to \$10K in tuition over the course of two years so individuals can pursue degree or certificate programs in high demand/emerging industries like information technology. The training is provided by a licensed education/training institution.

"Scholarships" present employers with an excellent opportunity to develop the type of talent they want-while equipping future workers with the exact skills and experiences they will need to be successful in their job. These "scholarships" also promote employee loyalty and are a great way for companies to do succession planning by providing opportunities for more seasoned IT staff to be involved in the training and mentoring of the future employee.

How do we get started?

Consider your growth projections, attrition rates, upcoming retirements and new organizational strategies; use this information to project your hiring needs. Contact Chris Knapp,

Executive Director of the Capital Area IT Council, at (517) 492-5592 or email him at cknapp@camw.net to identify the types and number of positions for which you would like to establish "scholarships." A follow-up meeting will be scheduled to review the job description(s) and to hone in on the skills and qualifiers you use in making hiring decisions.

Please do not hesitate to contact me for more information. I am also happy to visit your organization to share these details with leadership, department managers and HR staff.