

Tomorrow's Workforce: Strategies for Appalachia's Future

ARC Annual Conference October 22-23, 2008, Tupelo, Mississippi

Selected Resource links: Diversity and Worker Recruitment Resources

The references were compiled from multiple sources during September and October of 2008 for the convenience and reference of conference participants. Many of them were suggested by presenters and practitioners in the field. To find references on a particular topic, it is suggested that the user conduct searches using the "word find" feature of the software being used to view this document.

The summaries below were taken directly from the web sites publishing the item. Attempts were made to select descriptive passages to include below but their accuracy cannot be guaranteed. The web sites below were free and open to the public at the time the document was reviewed, though some of the web sites may require that users register before gaining access. In some instances, only summaries of the document are available for free online and the full document can be obtained for a fee.

This list is not all inclusive and was not intended to be. There are many valuable resources available both in print and online that are not included here. Likewise, inclusion in this list does not constitute endorsement by the Appalachian Regional Commission. Users are encouraged to review all program guides, articles, and research studies with a critical eye.

AARP Workforce Assessment Tool

A Workforce Assessment Tool for employers that helps employers assess their current and future workforce.

<http://www.aarpworkforceassessment.org/template/index.cfm?CFID=16300585&CFTOKEN=13169026>

Best Practices in Achieving Workforce Diversity

Advances in technology and the advent of a global economy bring the people of the world closer together than ever before. Given this fact, businesses, educational systems and other entities are investigating ways to better serve their constituents. This includes being able to attract and retain the best and most qualified workers.

<http://govinfo.library.unt.edu/npr/library/workforce-diversity.pdf>

Diversity – a Resource Guide for Businesses

Initiated by the Colorado Springs Diversity Forum, this resource guide is the evolution of a Leadership Pikes Peak Alumni project to benefit both the Colorado Springs Diversity Forum and the community. It was the project team's intent to provide small to medium size businesses with quality tools and resources to assist them in their journey toward fostering diversity and inclusion both in their organizations and the Pikes Peak region. Although this guide is targeted to smaller scale enterprises, it can be used successfully in any size organization.

http://www.cospdiversityforum.org/downloads/DF_Resource_Guide11-2007.pdf

Equal Employment Opportunity Resources:

EEOC representatives are available, on request and at no cost, to provide information and answer questions about EEOC laws and procedures through presentations and meetings with employers and employer groups or organizations. If you are interested, see No-Cost Outreach. The EEOC's Technical Assistance Program Seminars (TAPS) are designed to educate employers and provide technical assistance related to the federal anti-discrimination laws. TAPS programs are offered across the country on a fee-for-service basis. To find out when and where EEOC's TAPS programs will be given in your area, see EEOC Technical Assistance and Training Programs. If you are interested in specific on-site training designed to meet your particular business' needs and circumstances, EEOC can develop and deliver customized training at your business location on a fee-for-service basis. For information see Small Business Contacts. EEOC publications (including the texts of the laws enforced by the EEOC, facts about employment discrimination, and enforcement guidance and related documents) are available free of charge. You may place an order by using the EEOC Publications Request Form or by contacting the following office:

U.S. Equal Employment Opportunity Commission Clearinghouse 8280 Greensboro Drive, Suite 300
McLean, VA 22102

Fax: (703) 821-2098

or call: 1-800-669-3362 (voice)

1-800-800-3302 (TTY)

<http://www.eeoc.gov>

Diversity World

List of additional links to workforce diversity resources.

<http://www.diversityworld.com/Diversity/index.htm>

HEALTHCARE EMPLOYER TOOLKIT: A guide to recruiting and retaining older healthcare workers

An electronic toolkit from the PA Department of Aging.

http://www.aging.state.pa.us/aging/lib/aging/Toolkit_web_final1.pdf

Job Accommodation Network (JAN)

The Job Accommodation Network (JAN) is a free service of the U.S. Department of Labor's Office of Disability Employment Policy. JAN consultants have been providing job accommodation information to employers since 1983 when JAN was founded. In addition, JAN consultants have been providing information to employers about the Americans with Disabilities Act (ADA) since 1992 when the ADA went into effect. Over the years, JAN consultants have developed practical ideas to help employers provide job accommodations and comply with the ADA. The Employers' Practical Guide to Reasonable Accommodation under the Americans with Disabilities Act is a summary of some of the most frequent issues that employers have regarding accommodations and ADA compliance and JAN's practical ideas for resolving them. As new information is available or new issues develop, the Guide will be updated to reflect the changes. If you have an issue that is not addressed in the Guide or if you want to discuss an issue in more detail, please contact JAN.

<http://www.jan.wvu.edu/Erguide/>

Workplace Diversity: The Key To Survival And Growth

In this article the authors discuss why workforce diversity might be vital to ensure success in today's knowledge economy. Contended is that firms that want fresh ideas, strong growth, a positive company image, fewer discrimination lawsuits, and an enhanced ability to hire qualified workers should be aggressive about workforce diversity.

<http://www.westga.edu/~bquest/2002/diversity.htm>

Workforce Diversity Network (WDN)

The Workforce Diversity Network (WDN) is the nation's leading network of professionals and organizations dedicated to professional development, understanding, promotion and management of diversity as an essential part of business success.

http://www.workforcediversitynetwork.com/res_articles.aspx

Resources useful for career awareness and recruiting to specific careers

Center for Energy Workforce Development

<http://cewd.org/>

The Dream It Do It

The National Association of Manufacturers (NAM) started to hear from its members that, despite layoffs during the last recession, manufacturers were still having trouble attracting employees with the right mix of skills in certain job functions to meet the demands of modern manufacturing. The Dream It Do It campaign was created to attract individuals to careers in manufacturing.

[http:// www.dreamit-doit.com](http://www.dreamit-doit.com)

Imagine Plastics

<http://www.imagineplastics.com>

Plastics Source Net

<http://www.plasticssourcenet.org>

Roads to Success

Roads to Success empowers young adults to make education and career choices that match their individual skills and interests. Serving low-income communities from the Bronx to West Virginia, we believe that all young people, from all backgrounds, have the potential to succeed.

<http://www.roadstosuccess.org>