



2Work

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PS Get to Work

OCTOBER 3, 2006

VOLUME 1, NUMBER 1

One of LovetoWork's goals is to assist businesses and employees improve company and individual performance.

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LovetoWork.org, LLC Launched on Labor Day

LovetoWork.org was born on Labor Day 2006. LovetoWork.org, LLC is a new workforce consulting business designed to assist businesses and job seekers improve company and individual performance. The Charleston based company will assist workers, students, and companies in becoming more productive and in finding avocations that they enjoy doing.

Gary Crossley, retired SC Employment Security Commission employee, is the owner of LovetoWork.org. Most recently for the past six years, Crossley served as the Area Director of the Charleston Workforce Center, with a focus on fostering collaborative partnerships to help address area labor market needs. Crossley brings over 30 years of experience in workforce development, economic analysis, and labor market information.

The new corporation will rely on knowledge of labor market policy and programs designed to aid performance of employment and training programs through resources, career preparation, and employment trends. The new consulting company will develop skill inventories, productivity motivational tools, web site (www.lovetowork.org) will be up in mid-September 2006), and/or employee surveys for improving job satisfaction and performance.

Workforce Training Opportunities:

One of the Workforce Investment Act's (WIA) most popular programs across the country has been the employer training program titled Incumbent Worker Training grants. The local Trident Workforce Investment Board has allocated over \$1M to almost 50 companies in the past several years.

This is a great program aimed at raising the skill level of existing workers, particularly to avoid layoffs, boost productivity, and/or to assist in new technology. Very little red tape is required. The Trident WIA Board makes an announcement when funds are allocated to the Trident region when Requests For Proposals (RFP) are sought.

Please note that the current Incumbent Worker Training RFP deadline is September 6, 2006 at 3:00 pm at the Charleston County Office Building on Bridgeview Drive (Room B250). You can access the instructions for submitting the application for IWT funding by going to the Charleston County web site (www.charlestoncounty.org), clicking on Procurement in the list of Online Services in the middle of the Home Page and then clicking on the "View and download open solicitations." This will take you to all of Charleston county current RFPs. Scroll down to Incumbent Worker Training Program Solicitation - RFA No. GR-0001-07. Click on the two items: Download Bid Document and Download Addendum No. 1. If you have not registered the web site collects some general information about your inquiry before downloading the requirements, instructions, and application forms.

The submittals are reviewed for compliance with the instructions and evaluated by County WIA staff to present to the Trident Board for consideration and selection. If you have any questions contact the County WIA office at 843/202-6960 or the Procurement contact at 843/958-4743.

*Protecting Your
Productivity:*

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Protecting Your Productivity: Faster than a Flash

In this era of growing use of PCs in the workplace, the recent popularity of external portable storage devices called drives can be a threat to your business if left unprotected. Your business must take a proactive, preemptive approach to stop any employees from infecting your IT systems or pirating any of the company's proprietary information.

The number of USB flash drives expected to be sold in 2006 is expected to total almost 85 million. The use of these flash (sometimes termed thumb drives) devices will make it easier for employers to allow some workers to take their work home and work from their own desktop PCs. However, this easier accessibility also raises the possibility of foreign files infecting the office systems of your company.

If you don't protect your IT property, you run the risk in three main areas – virus spreading; bypassing the network; and, theft of important customer data or competitive product knowledge. Viruses have a way of hiding themselves in a variety of files, be them email, music, pictures, or programs. An untrusted, unsecured flash drive could allow an attacker/hacker inside a company's firewall security fence. Finally, the USB flash drive's small size and ease of operation make it easier for insiders who make want to obtain critical information and files from the business.

How can you minimize the risks? First, make sure that your IT system is protected at the desktop/laptop levels with up-to-date security software (both antivirus and personal firewalls). Second, most network systems allow the administrator to set group/individual policies that can turn off the use of USB ports for storage devices. Finally, each business must have an education program to warn their workers as to the dangers of untrusted media, emails, memory cards, and these flash drives.

Legislative Lowdown: Minimum Wage Status

Does it really matter if the nation has a minimum wage any more? Do we still have one? The debate will be an interesting one particularly if no compromise is reached before the coming Presidential election. The minimum wage has been at \$5.15 an hour since 1997. There are 22 states and DC who have passed legislation to increase their state wages above the federal level – Kansas is the only state with a lower level (for businesses not governed by the federal statute).

Just before the Congressional Labor Day recess, the Senate adjourned and failed to pass a bill to increase the federal minimum wage (the vote was 56-42 largely along party lines) and end debate on legislation (H.R. 5970) that would have increased the minimum wage to \$7.25 over three years. Included in the bill is language that would have reauthorized the Work Opportunity Tax Credit (WOTC) and Welfare-to-Work Tax Credit (WtWTC) programs. Majority Leadership fell short by four votes of the 60 needed to invoke cloture that would have ended debate and permitted a simple majority to approve the bill. Inclusion of language in the legislation that would have expanded the exemption from the estate tax tipped the balance against the bill for most Members in the Minority.

Some Senators also expressed concern with the language to increase the minimum wage because they noted it might actually reduce wages for workers who rely on tips. Dueling analysis produced by the Congressional Research Service (CRS) and Congressional Budget Offices (CBO) showing the bill likely would override some states' minimum wage laws and the U.S. Department of Labor's (USDOL) analysis showing it would not impact wages negatively added to the uncertainty and convinced some to vote against the bill. The Washington Department of Labor and Industries sent its own analysis to Senators Cantwell (D-WA) and Murray (D-WA) that concluded workers receiving tips would see a decline in income. Both Washington state Senators voted against the bill.

According to most Washington employment/training legislative analysts, the prospect for another package of tax cuts for businesses including the WOTC and WtWTC programs is unclear. Senate Majority Leadership expressed an interest in revisiting extension of the tax credits when the Senate returns to Capitol Hill in early September.

Of course, some folks may ask that if the job has lower wages and there are shortages of workers to do these types of jobs, wouldn't businesses increase the levels of pay on their on in order to attract workers to help their company?

Spotlight On: Charleston County Library PC Training

Did you know that the Charleston County Public Library system offers free computer training classes? There is no charge. While the majority of the classes are offered at their main library at 68 Calhoun Street in downtown Charleston, many of the branch locations also offer some computer classes.

Some of the courses include beginning basics, Microsoft Office (Excel, PowerPoint, Publisher, & Word), Email Essentials, HTML/Web Site Development, and others. The courses range in length.

You can access the list of monthly offerings by locations at the following web site – www.ccpl.org, click on the "Services" tab on the top bar, then click on the "Computers" item in the left hand column, and then select the "Computer Classes" listing in the middle. Registration and more info can be obtained by calling 843/559-1945 and ask for the Reference Department.

Take this Job & Love It! A Listing of Community Job Fairs & Recruitments

September 5, 2006 2-6pm	MAU Workforce Solutions Career Fair 5101 Ashley Phosphate Road, Suite 145, N. Charleston
September 6 9am-3pm	Dunhill Staffing Call Center Job Fair Trident One Stop, 1930 Hanahan Road 843/375-0031
September 7 10am-1pm	Summerville Workforce Center Job Fair Hwy. 78 at Jedburg Road
September 8 11am-4pm	Kiawah Island Golf Resort Job Fair Charleston Workforce Center, 176 Lockwood Drive www.kiawahresort.com , 843/953-8400
September 9 8am-12noon	Force Protection Industries Interviews Trident One Stop, 1930 Hanahan Road www.forceprotection.net
September 20 10am-2pm	The Employment Guide Job Fair North Charleston Convention Center www.EmploymentGuide.com , click on Job Fairs
October 11, 2006 10am-4:30pm	Post and Courier Career Fair North Charleston Convention Center, Ballroom C, #3 www.charleston.net , 843/937-6000 (select option # 5646 if company & select option #5665 if job seeker)

*Free PC training?
That is a great
deal from the
Charleston
County Public
Library!*

Who You Gonna Call?

One phone number that is hard to find in the telephone book, be it in the white, blue, or yellow pages is the Internal Revenue Service (IRS). As you know, IRS handles many national employment tax issues.

The local IRS office is at 1 Poston Road in Charleston (29407, West Ashley) and their office hours are Monday to Friday, 8:30 am to 4:30 pm. The local phone number is 843/566-0209. The agency's web site is www.irs.gov with a toll free phone number of 1(800) 829-1040.

Workforce on the Web – www.workforcealliance.org

The Workforce Alliance (TWA) is a national coalition of community-based organizations, community colleges, unions, business leaders and local officials advocating for public policies that invest in the skills of America's workers. The nonprofit feels their actions can help workers better support their families and help American companies better compete in the global economy.

TWA's diverse network seeks improvements in job training, welfare-to-work, and higher education policies at both the federal and state levels. One of TWA's challenges is to make publicly funded workforce training part of a broader "public investment" agenda that will also create good jobs for newly skilled workers within "high road" firms, as well as develop a new 21st century safety net that can support U.S. workers and businesses threatened by a rapidly restructuring global economy.

In the arena of workforce development policy, TWA is seeking specific reforms in federal and state welfare, job training, and higher education policies, driven by the following four principles: Increase our Nation's Investment in the Skills of its Workforce; Expand Access to Education & Training for All Workers; Measure Policies by their Success in Developing Self-Sufficient Workers; and, Promote and Reward Local Innovation.

Subscription Information



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PS Get to Work is published 12 times a year, Individual issues are \$2.00 and annual subscriptions are available for \$15.00 per year. Customized and volume discounts for companies are available by calling Gary Crossley at 843/452-4121. Invoices are available, please send your requests (with name, phone #, snail mail, and email address) to one of the addresses (email or snail mail) shown.

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Coming Soon – mid September 2006 LovetoWork.org, LLC web site =

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