

PA HOUSE REPUBLICAN POLICY COMMITTEE HEARING

“Colony Career Center Partnership Program”

1. Why was program started?

- Need for employees in each of the three Commodore Corp. plants in the area (with preference of course to the Colony plant).
- Find young people with some basic knowledge of construction and that are trainable.
- Tired of seeing our young people move out of the area thinking there are no good jobs in the area.
 - a.) They think that a college education is their only alternative for a job with sustaining income (comes with a huge debt).
 - b.) Move out of our area because they think there is nothing here for them except minimum wage jobs due to not being given enough information in high school about the advantages of a Career Center education.
 - 1.) Attendees looked down on as something lower because they attend the Career Center by their peers.

2. What is Program?

- Program goal is to work with seniors in the class to help them develop their skills to be prepared for a job opportunity upon graduation.
 - a.) We do this by having my Assistant Production Manager or my Lead Production Supervisor spending one (1) day per week every other week in the classroom working with the seniors in the construction of a Colony modular home.
 - 1.) This is done the second half of the school year (meaning let them get their feet wet with the classroom experience before we bring in new instructors).

- b.) Seniors are evaluated by our two Supervisors as to their attendance, trainability, willing to take direction and learn, plus their overall attitude as to possible employees upon graduation.
- c.) By the end of the school year, our team has determined who out of the available and interested seniors are interested in pursuing a job opportunity in one of our manufacturing facilities.
 - 1.) Those individuals are then put thru an interview process conducted by a Production Manager and a General Manager from one of our manufacturing facilities to do an evaluation from an outside point of view, since they would have had no contact to this point with any of the individuals.
- d.) At the end of the school year, and after all compare their opinions, at the Career Center Senior Recognition banquet, job offer opportunities are announced to those individuals selected by the facility team.
- One other point of the program is that Colony makes available any material needs that the Center may have (including the production prints) in producing a modular home each year, including the loaning of carriers to haul the completed home to the purchasers building location.

3. What are the Results of the Program?

- New Employees – all three years of the program we have hired individuals from our program
 - a.) Many are now production line workers in the Colony plant earning an average of \$20+ per hour with full benefits.
 - b.) As our employees age – the future success of our plant and the company as a whole is dependent on young workers coming in.
- Side Success of the program – increasing interest from student's thru-out the school systems in our program and in

the value in an education in the Construction course at the Center. (Parents are also very interested for their children).

2013 – 2014: 8 seniors in the program

2014 – 2015: 7 seniors in the program

2015 – 2016: 12 seniors in the program

This year 17 seniors in the program

a.) This increase alone should result in:

- 1.) Additional new employees for one or more of the Commodore Corporation facilities in the Clarion area.
- 2.) Young people having an employment opportunity because of their participation and successful completion of the program.
- 3.) High school graduates truly having a future in our area with a career opportunity enhanced by having a Career Center education.

4. Where does the program go from here?

- We need all the help in promoting the program to future students and their parents as to the value of a vocational education, regardless of the course, as not everyone is cut out or should go to college.
- We have found the success in the program as Zacherl Motors in Clarion has found similar success in the Diesel Mechanic program at the Center.
 - a.) Others need to help develop and take advantage of similar programs.
 - b.) I am sure similar business partnerships can be developed with other career centers thru-out Pennsylvania to attract and keep our graduates in those areas.
- If we all work together we can create a need for an expansion of Career Centers across the state to hold the number of students wanting to attend and acquire a vocational education and create a future in Pennsylvania for our young people that

makes it possible to have a financially rewarding career for them and their future families.

Thank you for your attention and this opportunity to brag about our ongoing success with the Clarion County Career Center.

If you have any additional questions after this hearing or would like to discuss any of the points I have made here or additional ones, please feel free to contact me at any time,

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