

Special points of interest:

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- Business Expansions and Relocations
- S.C.O.R.E. Free Workshops

- Future of Workforce Creates Concerns
- Training Grant Funds Are Available
- Business Advantage Seminar

Hernando County Industrial Association Update

Known previously as the Manufacturer's Association, the Hernando County Industrial Association (HCIA) had their first official meeting on August 28th. The meeting was hosted by Alumi-Guard who provided lunch and a tour of their manufacturing facility. The topic of the meeting was Disaster Preparedness. Cecilia Patella, Interim Director of Hernando County Emergency Management provided an overview on preparing your business and employees in the event of a disaster. Although we are in the midst of a very active hurricane season it is important to remember that a disaster can be anything including a lengthy power outage, fire, chemical spill, etc. Preparing a plan and involving your employees is key to a smooth recovery. If you desire information on

Business Disaster Preparation, please contact Valerie Pianta at the Office of Business Development – 352-540-6400.

The next HCIA meeting is scheduled for September 25th from 11:30 – 1:00 and will be held at the Pasco Hernando Workforce Board office at the Airport Industrial Park, 15588 Aviation Loop Drive. The meeting will include a tour of the new Mobile One-Stop, a presentation on OSHA requirements and expectations, plus a BBQ Lunch. There is no cost to attend. As always, we ask that you let us know how many will attend from your company so we can plan appropriately. Please contact the Office of Business Development at 352-540-6400 to R.S.V.P.

Business Expansions & Relocations

The Office of Business Development is pleased to announce that **Intrepid Machine, Incorporated** is constructing a new facility in the Hernando County Airport Corporate Park. Utilizing state of the art CNC machining equipment, this Tampa Florida based manufacturer produces critical tolerance precision-machined aerospace components such as hydraulics, fuel and air systems for helicopters and airplanes.

Intrepid has contracted with Proud Pelican Construction to design and build the 15,000sf facility at 2305 Circuit Way, Brooksville. The Company currently employs 20 full-time workers many of whom already live in Hernando County. The company will determine any additional employment needs once they move to their new facility. Intrepid expects to be operational by November 2008.

Owned by three partners, Intrepid has been in business for 13 years. The owners, Paul DeSilvio, Tim Tabor, and Robert Belle decided upon the Hernando site for their relocation because the land lease at the airport was a very cost effective means to relocate and the community is affordable for their employees.

Accuform Signs, Inc. has announced a 10,000sf expansion. They have moved their screen printing and processing to another location in the airport industrial park to make room for their 3rd million dollar production line. With 245 fulltime employees Accuform is the largest employer in the industrial park. Congratulations Accuform on your continued business success!

Service Corps of Retired Executives (SCORE): Free Workshops

SCORE will be holding free workshops to discuss the next step for your business. These courses are for existing and new business owners. Workshop topics vary throughout the month. For more information about SCORE, please visit their website at www.score439.org or call (727)842-4638.

Looking to Shape Future Leaders?

In manufacturing and other industrial businesses, employees who perform well on the floor are often promoted to management positions. The problem is that they typically lack formal management training. In response, Pasco-Hernando Community College (PHCC) offers a 10-week, 30-hour Supervisory Development Program (SDP) designed specifically to address this need.

In the past 6 years, more than 350 individuals have completed this rigorous program. The curriculum focuses on all aspects of supervision, including team building, motivation, communication and leadership skills. The training emphasizes interactive, applied learning activities that provide participants with real-world strategies and solutions they can immediately apply on the job.

Enrollments are now being accepted for the next Supervisory Development Program to be held at Accuform Signs, Inc. in the Airport Industrial Park. The program begins Wednesday, October 8, and will meet from 5:30 to 8:30 pm. The cost is \$359 per person. For more information, contact PHCC (Anne Arto, 352-518-1256).

For information on training grant dollars available to help with tuition costs, contact Career Central (Ana Segovia, 352-200-3020, x3416) or the Hernando County Office of Business Development (Valerie Pianta, 352-540-6400).

Webinar Series: Understanding and Complying with the New Foreign Trade Regulation (FTR) Requirements

Your computer - Various dates throughout September - Price: \$50 per session
Learn more/register: http://www.export.gov/logistics/aes/doc_eq_aes.asp

Starting October 1, 2008, the Census Bureau will require mandatory filing of export information through the Automated Export System (AES) or through the AESDirect for all shipments where a paper Shipper's Export Declaration is required. Penalties may be imposed per violation of the FTR from \$1,100 to \$10,000-both civil and criminal-for the delayed filing, failure to file, false filing of export information, and/or using the AES to further any illegal activity. Also, all AES filers will face new filing deadlines by mode of transportation for reporting export information. This five-module webinar series will help you understand these new requirements and avoid possible penalties and seizure of your commodities.

Hernando County Industrial Association – A Website for You

The Hernando County Industrial Association (HCIA) has designed a website to promote our manufacturers, distributors and other industrial businesses in Hernando County. The website www.hcia-fl.com is sponsored by Omni Circuits and was designed by Omni Circuits owner, Greg Jarque.

Every industrial business owner is invited to log in and provide a profile of their company and products. Still in its earliest stages the website is dependent upon our members to make it complete. As we move forward

www.hcia-fl.com will provide educational information, local business information, a place where business owners can chat with each other, as well as act as a promotional tool for your business and Hernando County.

Please visit the website and register your business. If you would like to make suggestions, need assistance, or would like to join the Website Task Force please contact Valerie Pianta at 352-540-6400.

Future of Workforce Creates Concerns

By Anne Arto – Director of Corporate Training PHCC

Are you concerned about your future workforce? Based on recent headlines, you should be. But how serious is the situation? The hype is that 76 million baby boomers are going to retire, and there won't be an adequate, skilled workforce to fill the gap. What does that really mean?

First, some facts. The U.S. Bureau of Labor forecasts that by 2010, the U.S. will be short 10 million workers. Most of the shortages will be in the “clean industries” – IT, healthcare and education. Nearly 50% of the current workforce will be eligible for retirement by 2012.

Lisa Rowan, program manager for HR and talent management services at IDC says, “...hardest hit will be the public sector. With traditional defined-benefit pensions and early retirement incentives, teachers, for example, are opting out in record numbers.”¹

Marc Effron, Vice president of talent management for Avon Products, has a different concern. He says, “The issue...is the quality of the workers we have, especially the competitiveness of our leaders...So, whether there will be a physical shortage of talent may be a moot point if the talent we will have can't compete globally.”¹

However, T.J., an HR consultant in Lancaster, Pennsylvania, believes the predicted shortage may be exaggerated because, “The stats on savings patterns and the disappearance of the lifetime pension suggest that retirement at 65 is truly an illusion for many of us boomers. We'll be working later because we won't have a choice.”¹ There is some truth to this. A recent AARP survey states that 69% of workers between age 45 and 75 plan to work during their retirement.

But is staying on the job longer an effective solution? Steve Bradley, founder and president of SystemLink has concerns. He says, “Technology waits for no one...baby boomers may stick around longer, but will they adapt to the skills needed for tomorrow's skilled workforce?...Will companies step up to the challenge of training their workforce for the skills they need?”¹

There is documented research indicating that investing in workforce training is worthwhile. According to the National Asphalt Pavement Association (NAPA, 2005), when training was given to the workers, turnover dropped. The more a company spends on training, the lower their turnover rate and the greater the degree of employee satisfaction.

What else can you do to be prepared? Experts suggest the following strategies:

- Study global, national, state and local labor force and longevity projections.
- Stay abreast of legal issues, such as changes to Social Security and tax codes.
- Know your own organization's workforce demographics.
- Seek out retention, training, and hiring Best Practices in your industry (or others) that you can implement.

The Hernando County Office of Business Development, in partnership with Career Central and Pasco-Hernando Community College, can help. Contact us for more information about local demographics, recruitment and placement assistance, or incumbent worker training needs.

Training Grant Funds are Available

Workforce training funds are now available to assist in training your existing workforce. For more information on the program and eligibility requirements contact Ana Segovia, Career Central at 352-293-1335.

¹ “Silencing the Alarmists.” *Workforce Management*, August 20, 2007.

Career Central is an enterprise of the
Pasco Hernando Jobs and Education
Partnership Regional Board, Inc.

Business Advantage Seminar

Solutions For Today's Businesses

October 23, 2008
8:00 a.m. - 12:00 p.m.
Silverthorn Country Club
4550 Golf Club Lane
Spring Hill, Florida 34609

Presenting.....

Economic Labor Market Overview, Rebecca Rust, Director Of Labor
Market Statistics Center, Agency For Workforce Innovation (AWI)

**Occupational Safety and Health Administration (OSHA)
Requirements and How They Impact Businesses**, Joan Spencer,
Compliance Assistance Specialist, OSHA

Business Taxes and Property Appraisal Issues, Alvin
Mazourek, Hernando County Property Appraiser & John Emerson, Chief
Deputy Hernando County Property Appraiser

Winning Employment Strategies, Steve Wilson, Business Service
Manager, Career Central

Call Now For Reservations!

(352) 200-3031
(727) 484-3400 x3031
(813) 377-1300 x3031
RSVP by October 21

Breakfast Included
\$25.00 per person



Career Central

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Employer Services