

Guthrie's legislation would help companies

Kudos to Brett Guthrie.

"The Work Force Investment Act is up for reauthorization this year," Robyn Minor noted in last Friday's Daily News. "Guthrie, who is on the committee crafting the legislation, wants no strings attached to the money that previously flowed to communities with stipulations."

Ongoing training is vital if a business hopes to remain competitive in today's global markets. Obviously, it should be directly related to actual needs of a company – and those needs vary greatly.

In essence, Guthrie wants to get rid of current regulations so each company can decide how best to meet the needs of its employees when it comes to this critically important responsibility.

For employees to be successful, basically they need to be proficient in three areas. First, they need to be technically competent; i.e., they need to be able to do the jobs they were hired to do.

Second, employees should have good human relations skills. They need to be able to get along with supervisors, co-workers, support staff and, most important, customers.

Finally, they must have the desire to do a good job. Many employees have the ability to do exceptional work, but they don't seem to possess the attitude or the drive necessary to achieve their full potential.

All three bases have to be covered – task, people and motivation – in order for employees to be truly successful either individually or as part of a team.

Training can be instrumental in developing all three areas – but only if companies have the flexibility to customize their programs to fit the needs of their particular workforce.

Greater control at the local level can only serve to enhance the quality of the training provided, and this ultimately helps keep a company responsive to evolving markets.

On this important issue, Guthrie is exactly right.

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