

NORTHWEST INDIANA WORKFORCE BOARD MINUTES
The Center of Workforce Innovations Office
September 19, 2013

Present:

David Broad, Frank Cardello, Adam Collins, Kris Emaus, Connie Ford, Kevin Kieft, Kristine Lukowski, Mary Lewis, Joe Medellin, Gary Olund, Arnold Ransom, Bob Schaefer, Ron Schlatter, Judith Stanton, Dennis Wimer

Absent:

Maria Becerra, Michael Berta Jr., Tom Coley, George Douglas, Melvyn Harding, Tom Hargrove, Keith Kirkpatrick, Dan Murchek, Arlene Pearson, Jean Phelps, Rick Rondinelli, Barbara Sacha, Gerry Scheff

Proxies:

George Douglas, Michael Berta Jr., Barbara Sacha

Staff:

Linda Woloshansky, Robyn Minton, Sue Bublitz, Nicholas Elliott, Crissy Dooley,

Welcome to New Board Member

Adam Collins welcomed new member Kristine Lukowski who has been with Republic Services in Newton County for 2 years as the Human Resources Manager. The site in Morocco Indiana will eventually be expanded to 200 employees. Previous to Republic Services she was with Best Buy for 11 years as Operations Management.

1. CONSENT AGENDA

The consent agenda including the minutes of the last board meeting and the dashboard and performance information was presented to the board.

Motion: A motion was made by Frank Cardello and seconded by Bob Schaefer to approve the Consent Agenda as presented. **The motion passed.**

2. REPORTSIndiana Workforce Investment Board

Adam Collins briefly reviewed the Indiana Workforce Investment Board Association meeting that occurred on September 11th. Linda Woloshansky added points regarding JAG. She said our state did very well in the national competition with Indiana students receiving \$2.4 million in scholarships. That is much more than any other state's total. Northwest Indiana also received recognition for the out of school JAG program. It was noted that this achievement is really good news and shows our programs are doing very well.

Youth Council

Youth Council Report was addressed by Kris Emaus. She stated that the last Youth Council focused on getting youth hired for summer jobs. The council is also going directly to youth for

input on what their past experiences have been in the workforce. In partnering with Ivy Tech and IUN, the Council hopes to see if they can assign a project to their students and find out how they would make people aware of the effort to hire youth in our region. Ms. Emaus notes that having students involved will bring more creative ideas to the table.

JAG Career Development Conference

Our next regional JAG CDC conference will be at IU Northwest on February 7th. WIB members can volunteer to do the judging of the projects put forth by the students.

During the meeting it is pointed out that Bob Schaefer and Joe Medellin have done the judging in the past. The process is that the students sign up for a category and then do a presentation under that subject in front of the judges. The scores are then tallied and the winner is decided. Mr. Schaefer noted that without the JAG program some of these students would not have graduated. Mr. Medellin added that this experience is one of the most rewarding things someone can do while they are on the WIB Board. The student winners from our region go to the state and then the national level, and that is where all the scholarships come from.

Indiana Economic Development Corporation

Kevin Kieft referred all attendees the spreadsheet on page 19 of the handouts and stated that these are all publicly announced projects that are either attractions or expansions. Mr. Kieft also went over the Workforce 2.1 project and noted that the Skills Enhancement fund did not work out as well as was hoped.

The projects listed are registered as public and are ones that the companies have already agreed upon. The local governments have also agreed on these because the Municipality or other government offices have offered incentives to get these projects done. Mr. Keift also stated that there are 10 projects currently in the pipeline, but overall Jim and Kevin have about 60 active projects on their plate.

County Local Elected Officials Meeting

Nancy Adams who had planned on coming to issue this report was unable to attend so Linda Woloshansky gave her report.

The CLEO Board met on July 17th and resigned their agreements with the WIB. Due to new state policy whenever there are any new appointments to the CLEO Board they need to sign the agreement and acknowledge that they endorse it. They reviewed and approved their budget as well as the WIB appointments and reappointments.

The CLEOs have been very involved, including Dr. Kora who wants to see more strategies move forward to improve workforce initiatives in LaPorte County. Mayor Blair Milo of the city of LaPorte wants to see more workforce planning so that we can connect the dots and identify the best strategies. Mrs. Woloshansky also noted that more and more people are realizing that workforce issues are also community issues.

There was also discussion about the East Chicago Field School opportunity. Because of the workforce issues that face that community in regards to unemployment and poor literacy, the Mayor wanted to use this location to as a place to create a stronger workforce and increase education. They have expressed an interest in having a WorkOne there as well as Ivy Tech, Ball State, and Vincennes University with their 2 year degrees in machinery and avionics.

3. **OLD BUSINESS**

There was no old business to discuss.

4. **NEW BUSINESS**

Monitoring Policy

CWI on behalf of the board has a monitoring policy previously approved by the board. Monitoring occurs each year through desk top reviews, monthly and quarterly meetings with providers, and on site monitoring at offices and with fiscal operations.

When DWD last conducted a monitoring of our region, it was noted that a section of our monitoring policy had been eliminated. This was the section which referenced special attention for new providers. We would typically consider all new providers as “high risk” until we are satisfied with their policies and protocols and they can be “off probation”. DWD indicated we needed to have this section on “high risk providers” outlined and adhered to in our monitoring policy.

Motion: A motion was made by Connie Ford and seconded by Gary Olund to approve the addition to the Monitoring Policy. **The motion passed.**

5. **STAFF REPORTS**

Insure Youth Success & Work Ethic Videos

Mrs. Woloshansky gave a short introduction to videos. These videos focus on what employers, as companies, produced and what they wanted in an employee.

Linda Woloshansky then asked the Board for their thoughts on the video. Some members stated the videos show that employers want employees to be flexible and that candidates should find something that they are good at doing and do it. They also show that youth don't have to decide what they want to do for the rest of their life at such a young age. Other comments were that videos are well done and others asked when they could be shown in other regions in Indiana.

Linda stated that the videos will be taken to the schools so they can view them first.

The employers shown in these videos are from Northwest Indiana. We would consider showing them across the state at a later date. It was also noted that these could have a profound use in the JAG program.

Linda also gave a short background on the funding for this video. Fifth Third provided the initial money to fund this program. CWI has a person on contract to do the interviewing and we have Greg Crouch from Hobart Schools and Vezmar Group out of Hammond doing the taping and editing.

Board member Kris Emus stated the interviewer was exceptional at putting people at ease. Linda Woloshansky added that as we move forward we are making improvements to the process and will hopefully make it much smoother.

Improve Employer Access to Qualified Workers & Increase Awareness of Training

In April, WorkOne and Ivy Tech were approached by a group of employers from community health centers and hospitals in the region regarding 25+ upcoming new positions. These community health centers had received a grant to hire community health workers with an understanding of the upcoming Insurance Navigator piece. All this is as a result of The Affordable Care Act. This is having a huge impact on communities because it has created the Healthcare Market Place. There is also a new employment area known as the Patient Access Specialist.

As we began to develop an outline of the skills training needed to meet the requirements of the community health centers the Certified Healthcare Access Associate was brought into the conversation since it represented a very thorough understanding of the customer service and culturally competent component innate in CHW positions and outlined in the ACA. Conversations with employers and ongoing research, has positioned our region to be able to speak with confidence about what employers need in this position: all three components of this training: CHAA, CHW, and Navigator.

The training is progressing and employers are anxious to hire those folks who complete the training as soon as possible.

Mr. Elliott also stated that in this region we are pursuing a standard entry level manufacturing credential called the Certified Production Technician (CPT) which is endorsed by the Manufacturing Skills Council. They identified four critical production functions that were common to all sectors of manufacturing and have encouraged manufacturers to:

- Adopt the certification as a required
- Benchmark Incumbent Workers against National Standards (Employer Diagnostic Tool)
- Integrate CPT training and assessments into your initial orientation for new hires
- Encourage your suppliers to have their workers secure a CPT certification

Any aptitude in safety or quality would be good and getting a certificate is helpful. Frank Cordello noted that he has had to do it from scratch and stated that maintenance is awareness. He followed up by saying that these jobs in general are very hard to fill and lots of employers are looking for maintenance workers. Nicholas followed up on Frank's point by saying we are working with Ivy tech and seeing what certifications we can put together.

TRANSITION

WorkOne managers have all been hired. The Workshop team has been transitioned to Manpower. During these phases we took into consideration their benefit packages so there is no loss of benefits at any time. The Business services team is next and then in February the rest of the staff.

NOTES

- Purdue Calumet received a \$2.7 million Department of Labor grant and will be revising their mechatronics curriculum to attract dislocated workers. Our region provided ideas and labor market information to support this strategy.
- Higher Technology: Is an online program in high schools offering credentials and dual credits. Each program has been linked to business partner that can answer questions. There are now six programs in NWI from only 1 a year ago.
- Region 1 has achieved all 9 measures. This is a result of doing the right work, the slight improvement in the economy, and a bit of luck. All these factors made a huge difference in allowing us to achieve all 9 measures. We will keep moving forward and keep our focus on continuous improvement. Linda is visiting all the WorkOne offices and providing some feedback to them as well.
- Kris Emus is the representative from the WIB on the Indiana Regional Works Councils.
- Linda will be receiving a Luminary Award from NIPSCO on September 26th for her work in education.
- Made in LaPorte County is September 27th. There will be 600 students coming to this event. Companies will have booths and explain the goods/products they make from 9 am to 3 pm.

Ms. Judy Stanton also mentioned a "60 Minutes" interview that featured a person of interest from NWI. His name is Professor Andrew McAfee from Hobart. She stated his dad began County Line Orchard and that he went to Calumet Region Montessori School and Andean High School. During the interview it is mentioned that he was a graduate of MIT as well as a professor there. (Below is a link to the interview.)

<http://www.cbsnews.com/video/watch?id=50154583n>

Adjournment

With no further business to discuss, the meeting adjourned at 3:37 p.m.

George Douglas, Secretary

Crissy E. Dooley, Recording Secretary