

NORTHWEST INDIANA WORKFORCE BOARD MINUTES
The Center of Workforce Innovations Office
November 22, 2013

Present:

Adam Collins, George Douglas, Kris Emaus, Connie Ford, Keith Kirkpatrick, Kristine Lukowski, Joe Medellin, Gary Miller, Gary Olund, Arlene Pearson, Arnold Ransom, Barbara Sacha, Bob Schaefer, Gerry Scheff, Judith Stanton

Absent:

Maria Becerra, Michael Berta Jr., David Broad, Frank Cardello, Tom Coley, Melvyn Harding, Tom Hargrove, Kevin Kieft, Mary Lewis, Dan Murchek, Jean Phelps, Rick Rondinelli, Ron Schlatter, Dennis Wimer

Proxies:

Michael Berta Jr., Frank Cardello, Kevin Kieft

Staff:

Linda Woloshansky, Robyn Minton, Tammy Stump, Crissy Dooley,

1. CONSENT AGENDA

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

Motion: A motion was made by Connie Ford and seconded by Arnold Ransom to approve the Consent Agenda as presented. **The motion passed.**

2. REPORTS**Regional Works Council**

Kris Emaus presented information about the progress of the Regional Works Council.

Linda Woloshansky is noted as the newest addition to the Regional Works Council, which consists of primarily businesses. Kris stated that the people that chose the members did a good job of picking this group. Other Board Members include:

- Joe Arredondo – Ivy Tech
- Julie Basich – Fair Oaks Farms
- Martin Beran – Fronius
- Monica Conrad – Attorney
- Kris Emaus – NIPSCO
- Debra Howe – Lowell Supt. Of Schools
- Don Koliboski-NWI Forum
- Eddie Melton- NIPSCO
- Gary Norgren- ArcelorMittal
- Linda Randolph – DOE Outreach Coordinator

- Mike Zimmerman- Hammond Career Center

These councils were appointed in each of the 11 different regions. Kris believes that key items on the Governor's agenda caused a need for increased employment within the state, which in turn created the need to bring more private employers to the state. The Regional Works Councils were created to bring in these new employers.

The very first goal of the Council was to submit an Evaluation of Career and Technical Education in the Region by November 1st. Although this was a tall order that needed to be done in 30 days, our region looked more in-depth than any other region in the state. We reviewed economic drivers all the way down to the county level. Post secondary opportunities were considered. The links between schools and employers were investigated. We also judged how and what we are doing at the high school level and how it affects what our young people choose for a career.

During our investigation we found that although there are 16 national career clusters, Indiana only has adopted 11. We do not have the STEM, Finance, Law & Public Safety, Hospitality & Tourism, and the Transportation and Logistics clusters.

These clusters are really important to each state and without those, kids are not able to learn about all the awesome careers we have in our own backyard. A person will never see any of these missing cluster jobs listed on the Hot Jobs list, because the career clusters and pathways are what the Hot 50 Jobs are based from. We also found that too few of our students here in Indiana are participating in CTE programs. It was noted that Porter county CTE is doing a great job, and in general our region has a lot of good things to offer, but we are missing some fundamental training steps for the future of our businesses because we are simply do not have the other 5 career clusters.

Another issue that was discussed, that we on the WIB already know about, is that CTE jobs need an image makeover. CTE is often viewed as less valuable than the college pathway. In reality many of the individuals that hold jobs out of CTE training are earning much more than those with a 4 year college degree.

Mrs. Emaus stated that the difference between the Hot Jobs listings and what is really wanted in the region is a huge finding. Some of the funding that could go to these clusters has been allocated to other classes. For example family and consumer sciences also known as home economics, is all over in our schools. And while these classes teach good things, are these really the classes that can help our students achieve the best in the long run? Are these classes the best way to spend our tax dollars? The Works Council needs to find the underlying miss matches within our current system and fix them while not take it personally.

The Governor's office has stated that it is interested in adding an energy cluster and a STEM cluster, but our Region's Council is also going to push for maintenance/electrical as well.

During one of the meetings Kris noted that an awkward moment took place between members of the Council and Governor's office. It was regarding the fact that there is no incentive for the

schools to send their kids to the CTE schools. In fact the schools lose money when they send students off site so many facilities are finding ways to keep the student on their premises rather than sending them to the CTE center. Decisions like this are not being made in the best interest of the students; they are being made for the schools bottom line. Throughout the region decisions are being made that treat students more like money rather than an actual people. The system we have needs to be re-evaluated so there are incentives to help these students in their education pursuits, not to treat them as commodities.

Kris Emaus outlines the following as the next steps:

- Recommend a realignment of career clusters and pathways
- Increase K-12 partnerships with industry and post-secondary schools
- Develop a plan to improve the image of CTE careers
- Explore the barriers keeping students from participating in CTE
- Educate parents on the benefits of CTE
- Improve communication and awareness with and for parents and students
- Consideration of other innovative models

More information about the Works Council and the findings of all the regions can be found on the website: <http://www.in.gov/irwc/2346.htm>

At this time Linda Woloshansky followed up by stating that Kris has done a really great job. Linda and the Board then thanked Kris for giving the Board this conduit for change. It is a great way for all these organizations to work together to bring the changes we need.

Youth Council

Keith Kirkpatrick started off by stating two issues that the Youth Council is focusing on. The first is how do they increase the demand of CTE jobs and how do we get the young people to see this demand and therefore provide the supply?

Mr. Kirkpatrick also discussed the large gap that our young people have in regards to soft skills. The Youth Council is working on a work ethic programs within the schools that could perhaps give a certificate. We need to get the students and the employers to see value in this certificate.

The Youth Council will continue to distribute the posters; but they will also begin to tracking where they are being placed as well as try to find out how effective they are.

February 7th is the JAG CDC Conference event and we would like to increase the number of students that attend.

Kristen Lukowski volunteered to participate in the CDC conference. She stated that she participated in JAG during her high school years and has experienced the positive benefits it brings. Keith states that the Youth Council is open and currently looking for more active members. The most successful candidate is a person who really cares about the future of our

workforce. The general age range that they work with is 14 to 26, but really the members of this Council really care about the kids and want a bright future for them.

If anyone is interested the next Youth Council meeting is December 10th at 9am.

3. **OLD BUSINESS**

There was no old business to discuss.

4. **NEW BUSINESS**

LaPorte County Commissioner Request – Michigan City WorkOne Office

Adam Collins, Bob Schaefer and Judy Stanton met with Shaw Friedman, attorney of the LaPorte County Commissioners, regarding a request to re-open a WorkOne office in Michigan City. Judy stated that using a great summary that CWI put together on behalf of the board they offered the commissioners a few options.

Judy reviewed the background of the law that prompted the request as well as what the commissioners offered in return for this returned service to the city. Their request was based on the requirement that Unemployment recipients must now see a staff member before they can continue to receive benefits.

Ms. Stanton stated that the previous full service office in Michigan City was not being fully utilized and expressed concern that since this office was not the only office closed; the other communities may want their offices re-opened as well. At this time it was noted that this request is only being considered because the commissioner offered to provide us the building as well as other tools to ensure people utilize the facility. Judy also pointed out that LaPorte County is bringing in new employers so they have expressed a need for a local WorkOne office. Overall because the City/County officials are so willing to provide us with the tools necessary to have the office open it is in their best interest to promote and push their residents to use the available services, giving them a vested interest. In the opinion of Bob and Judy this is a good offer and is really the most that they can offer.

The commissioners, in their offer to the Board, have stated they will basically provide everything except for the staff. The commissioners have also promised they will advertise the office and the services available in order to bring people into the office. There is a 2-3 year lease on the space being offered.

At the end of the discussion Bob and Judy stated that at this time, with all the benefits the commissioners have offered, they support this resolution. However this agreement is contingent on upon federal funding and performance otherwise the WIB reserves the right to exit from the agreement.

Board member Gary Olund has asked that the motion be inclusive of the terms of the agreement – relocation, costs, adequate funding, and contingencies for leaving as well as an agreed upon MOU will be created and approved by the Executive Committee of the Board.

It is a consensus of the Board that before anything is agreed to, a list of performance standards and what would happen should those standards not be met. The WIB must also get a firm commitment of what they, the city and commissioners, are going to do in regards to marketing and performance. What does that actually include?

We in theory we agree with the move, but the Executive Board needs to discuss the terms. This motion authorizes the staff, but then only allows the Executive Committee to work out the terms of agreement.

Motion: A motion was made by Keith Kirkpatrick and seconded by Gary Olund to approve Executive Committee to create and review a suitable MOU. **The motion passed.**

Training Provider Additions

The board is asked to consider two new WIA Youth Training Providers. For transparency, the Chair Adam Collins asks the Board members to note that both of these providers are represented by a member on the Northwest Indiana Workforce Board and if a vote taken, they must abstain. Only one is in attendance, Gary Miller.

Motion: A motion was made by Gary Olund and seconded by Gerry Scheff to approve of adding Prompt and Alliance EMS to the eligible Youth Training provider list. **The motion passed with one abstention from Gary Miller.**

Gerry Scheff noted he worked on the MSSC standards and textbook noted at the last meeting. He is supportive of the CPT training.

5. STAFF REPORTS

Work Ethic Videos

Linda Woloshansky noted at this time that because of the length of the meeting that the Management report will be shared in the January meeting. Two READY NWI workforce videos are then shown.

Service Provider Transition

In June CWI posted the Center Manager positions and at this point we have hired 4 and contracted 1. We then went through the same process with the Workshop Team Lead and now the Workshop Presenters. During this month, November, we are currently interviewing for the Business Service Manager.

The steps for the interview process are:

- Post the position
 - Internal Job Bank - ICC
 - CareerBuildier
 - Indeed.com – Has proven to be the most cost effective
- Review resumes

- Interview Stream
- Phone Screen
- Face to face interview
- Skills assessment – Based upon necessary work skills
- Interview with CEO
- Drug screen
- Background check

Onboarding new employees is a consistent process and includes:

- Week 1: Introduction to CWI and WorkOne.
- Week 2: Core services.
- Week 3: Intensive services and community outreach.
- 90 days and 6 months: performance follow-ups.

In closing, Linda Woloshansky thanked the Board members for acting quickly whenever there is an opportunity to better Northwest Indiana.

Adjournment

With no further business to discuss, the meeting adjourned at 4:02 p.m.

George Douglas, Secretary

Crissy E. Dooley, Recording Secretary