

**NORTHWEST INDIANA WORKFORCE BOARD MINUTES**  
**Center of Workforce Innovations**  
**January 15, 2015**

**Present:**

Debi Baughman, Maria Becerra, Frank Cardello, George Douglas, Kris Emaus, Keith Kirkpatrick, Mary Lewis, Joe Medellin, Gary Miller, Karen Morlan, Gary Olund, Arnold Ransom, Barb Sacha, Bob Schaefer, Ben Scheiner, Judy Stanton, Dennis Wimer

**Absent:**

Thomas Coley, Adam Collins, Rayanna Henderson, Ric Frataccia, Melvyn Harding, Tom Hargrove, Kristine Lukowski, Dan Murchek

**Proxies:**

David Broad, Arlene Pearson

**Staff:**

Sue Bublitz, Crissy Dooley, Barb Grimsgard, Robyn Minton, Tammy Stump, Linda Woloshansky, Jennifer Zatarski

**CALL TO ORDER – 2:10 pm**

George Douglas welcomes and thanked everyone for attending today's meeting and introduced Commissioner Steve Braun and Chief Financial Officer Bill Nonte.

Commissioner Braun thanked everyone for the invitation to attend today's meeting and began to discuss what his background is and what his goals are moving forward for the State of Indiana. He has over 25 years of experience and a background in tech consulting, data warehousing, and intelligence. He used this background to help his clients make strategic decisions and wants to help government do the same. He would like to see the personal income and collective skill sets increase for all Hoosiers by better utilizing the workforce and education systems.

He was involved in writing the bill that created the Career Councils who, just this past summer, published a good strategic plan. Through these Councils several ideas have surfaced. We need to inform and transform our education practices to coincide with employer needs. Braun intends to build skill sets that are consistent throughout Indiana and employable by our public and private employers. Using this idea as the goal will allow the state to create demand perspective.

Commissioner Braun would like to see programs for education and training, SNAP, and TANF managed consistently across the state by working with a common set of goals and processes while using a case management system. He will be sending out an RFP late in January to find or create a program that will track our work consistently across all 12 regions. He will be looking to all the regions for their input as collaboration is needed to begin work on improving processes and tracking.

We as a State need to stop thinking about careers as silos and take on the perspective that learning should be a lifelong adventure. The goal should be to manage education and training from our employers' perspective. If our state uses this demand structure as a blue print we will know what jobs are open and we can easily forecast what jobs we will have available in the future. With this knowledge counselors can advise kids about the jobs available now and those in 5-10 years. Equipped with this knowledge Hoosiers can identify educational needs for those openings but can predict and plan education costs as well.

At this time Commissioner Steve Braun takes questions from the NWIWB members. Comments include:

- The climate and infrastructure of Indiana is good but our workforce is not.
- There is a big disconnect between high school students and employers.
- CTE programs will allow students to graduate with certifications making them immediately employable.
- Career counseling is an area where we can improve.
- If we create a demand perspective then we can focus on a new case management approach the state needs.
- All of the major players for the January RFP have already been met with. Now we are looking to bring in people who are representative of the WIBs for their input in the process.
- It is important that employers have skin in the game. This includes matching grant funds and programs like OJT help to solidify partnerships between our educational institutions like Ivy Tech and our employers.

#### 1. CONSENT AGENDA

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

**Motion:** A motion was made by Keith Kirkpatrick and seconded by Frank Cardello to approve the consent agenda as presented. **The motion passed.**

#### 2. REPORTS

##### Workforce Summit

Bob Schaefer reported on the Workforce Summit. On November 20<sup>th</sup> of 2014 the workforce summit hosted about 250 people. There were a number of NWIWB members present as well as presenting. Bob Schaefer gave the State of the Workforce overview and George Douglas issued the employer challenge. Lt. Governor Sue Ellspermann gave the Keynote address and Keith Kirkpatrick closed the session. Senator Ed Charbonneau was in attendance and introduced Ellspermann to the packed audience. There were 4 breakout sessions that were equally as successful.

The event also hosted 50 students who were excited to have the networking opportunity and in the end reported that they felt important.

##### Legislative Meeting

Judy Stanton reported that in December we held the Legislative NWIWB meeting to ensure we keep our Legislators informed. We spoke about the new Federal legislation called the Workforce Innovations and Opportunities Act and the impact it will have on our region. On behalf of the NWIWB Keith Kirkpatrick shared the Board's thoughts with the attendees on the topics of education, employer collaboration, and workforce development.

##### WIOA Town Hall

Joe Medellin reported on the WIOA Town Hall meeting since he was in attendance on December 9<sup>th</sup>. While we hosted the meeting, Nina Babich of DWD made a presentation. There were about 50 attendees who worked their way through a 49 slide presentation. Nina did a great job of introducing the concepts in the new legislation with thoroughness and humor. The attendees included NWIWB members, DWD and CWI staff, as well as other local industries that have a stake in this process.

Youth Employment Council Report

Keith Kirkpatrick stated that the Council has a great team of 16 people and summarizes the history of the Work Ethic Posters and Work Ethic Certificates. One major aspect of this Council is to get the middle students that often get lost to want to achieve this certificate by demonstrating the employer desires listed on the poster. Tammy Stump and Keith give a brief list of the schools that are participating and state that the point of contact is different at each school. It really depends on how the school wants to implement the program. One of the challenges this program faces is the Administrative cost. Schools have issues finding the resources to successfully track this program. Board Member Frank Cardello stated that tax abatement companies should have participate in this program otherwise they are not eligible for the incentive.

January 30th is the CDC Program and we are looking for 2 more judges. Contact Tammy Stump.

Keith Kirkpatrick follows up by stating that an action is needed to keep the Youth Employment Council as a part of the NWIWB.

**Motion:** A motion was made by Gary Olund and seconded by Judith Stanton to support the utilization of a Youth Council by the new Workforce Board. **The motion passed.**

Region 1 Works Council

Kris Emaus reported the Works Council just submitted the 2<sup>nd</sup> round of the Innovative Curriculum Grant applications. There were 6 applicants:

- Michigan City – Energy Academy
- Hammond – Electrical & Mechanical Engineering Technology
- South Newton – Emerging Agriculture Technology
- Jasper County – Manufacturing & Construction
- Tri-Creek – Advanced Manufacturing & Bio-Med
- Pulaski County – Manufacturing: Repair & Maintenance

The Works Council also completed their Strategic action Plan and the goals are to:

1. Increase awareness in Region 1 of the CTE Pathways leading to high wage, high demand occupations
2. Establish sector partnerships for manufacturing, healthcare, agribusiness, transportation, distribution & logistics, and possibly construction
3. Continue to analyze existing curriculum and support the creation of new curriculum that supports regional needs
4. Provide incentives for, develop, and implement elementary and middle school career curriculum & classes that will increase exposure, exploration, and an understanding of regional high wage, high demand careers, especially those in STEM fields

Discussion is then held and the following points are discussed:

- Possibility of working with Junior Achievement
- There is a need to push the information about CTE and the programs down to the middle schools with a career class, plant tour, or possibly a counselor academy.
- Next week is a healthcare tour for counselors and we are starting to plan for the next manufacturing tour.
- Contributions or questions about any Work Council efforts can go to Linda Woloshansky or Kris Emaus.

**3. OLD BUSINESS**

There was no old business to discuss.

**4. NEW BUSINESS**

Preparation for WIOA

The Executive Committee will be meeting on February 18<sup>th</sup> from 12:00 until 2:00pm. At this meeting discussions will focus on the bylaw revisions and the review of new performance metrics and formatting.

WIB Activities

- Working with the Virginia company on contract with the Gary Chicago Regional Airport to develop a workforce task force or committee to determine training and development needs..
- Working on expanding the VAAC apprenticeship opportunity to further train additional employees.
- Organizing and facilitating an industry sector strategy in February for construction/building trades.
- We were asked to develop a workshop for the NAWB Conference in Washington DC. on employer engagement. Bob Schaefer will present.
- Have nominated ArcelorMittal for an award for Employer Engagement.

**5. DATES TO REMEMBER**

JAG Career Development Conference will be held on January 30<sup>th</sup> starting at 9.

The next WIB Meeting will be on March 19, 2015.

Closing Notes

George Douglas and Linda Woloshansky thanked all the members as well as Commissioner Braun and Chief of Staff Nonte for joining today's meeting. Bill Nonte thanks everyone for their involvement and passion for developing Indiana's workforce. Please be sure to send him questions and he looks forward to working with everyone.

With no further business to discuss, the meeting adjourned - Adjournment 3:59 pm

David Broad, Secretary

Crissy E. Dooley, Recording Secretary