

NORTHWEST INDIANA WORKFORCE BOARD MINUTES
Center of Workforce Innovations
March 17, 2016

Present:

Debi Baughman, David Broad, Jim Clarida, Kim DeQuis, George Douglas, Kris Emaus, Rich Gamblin, Clausell Harding, Keith Kirkpatrick, Bonnie Maxey, Joe Medellin, Gary Miller, Barb Sacha, Ben Scheiner

Proxies:

Frank Cardello, Adam Collins, Ric Frataccia, Mary Lewis, Karen Morlan, Dan Murchek, Arlene Pearson, Bob Schaefer

Absent:

Ric Frataccia, Thomas Coley, Rayanna Henderson, Kristine Lukowski, Gary Olund, Chris Smith, Judy Stanton

Staff:

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

Guest:

Representative from National Able

CALL TO ORDER

George Douglas welcomed and thanked everyone for attending today's meeting and welcomed our newest member Kim DeQuis, the Regional Manager for Vocational Rehabilitation. Ms. DeQuis gave a brief history of her work at the Family and Social Services Administration. Current members went around the room and introduced themselves as well.

1. CONSENT AGENDA

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

Motion: A motion was made by Rich Gamblin and seconded by Jim Clarida to approve the consent agenda. **The motion passed.**

2. REPORTS

Works Council

Kris Emaus stated that on March 16, 2016, a Works Council presentation was given to the Pulaski Chamber of Commerce. James Stradling, the area's CTE Director, asked Alex Tubar, a senior at West Central High School, to attend the presentation and talk about her internship with Pulaski County Emergency Medical Services, who was represented by Nikki Lowry. Alex explained that being an Emergency Medical Technician was not her first choice but after the internship Alex looks forward to seeking her degree in this area. Board Member David Broad mentioned that during a different afternoon meeting of the Pulaski County Chamber of Commerce all participants, including a State Senator, were discussing the Works Council's presentation.

The subsequent presentation will take place at the LaPorte Chamber on April 26th.

Youth Employment Council

Keith Kirkpatrick stated that the last Youth Employment Council 9 high school students in attendance. The Work Ethics Certification program is beginning to gain more traction, but schools are creating their

own program around the certificate which makes standardization difficult. To help promote standards in the program, the Youth Council will be working to build program guidelines. These guidelines will help employers understand what the certificate means no matter which school is the origin.

The Council kicked off their 1st article in the *First Job Series*. Every other Sunday there will be an item in the paper regarding a community leader's first job experiences. These segments are to remind people that they should hire youth. A detailed list of employment opportunities that youth could perform is listed in an open letter to employers in the Board materials. If you would like an electronic copy of the letter, please let Keith Kirkpatrick know.

Earlier in March the regional JAG winners went to Indianapolis to compete for scholarships. Some students from our area won placements or honorable mentions particularly Knox High School. Mr. Kirkpatrick also asked if any Board members were interested in joining the Youth Council. Keith will follow up with Jim Clarida and Kim DeQuis. The Youth Employment Initiative was presented to the Hobart, Michigan City, Valparaiso, and LaPorte Chambers. Other Chambers will be invited to become involved so they can share this message with their small business members.

At the next NWIWB meeting, the Youth Employment Council will provide an overview of the Work Ethic Program.

National Association of Workforce Boards – The Forum 2016

Mary Lewis attended The Forum on behalf of the NWIWB. On page 12 of the Board materials are her findings. Linda reviewed the key items on the report which include: The importance of collaboration, industry specific training, and finding skilled workers that can pass a drug screen.

Indiana Workforce Board Association, Inc. (INWBA)

In the Board materials on page 14, there are some discussion items from the last INWBA meeting. One of the most important takeaways from this session is the due date for the Local Plans has been extended to July 1, 2016. Linda stated that there will also be a new case management system that should be in place by the end of the calendar year and that the Commissioner of DWD is looking at ways to help increase Employer Engagement. There was also discussion on how resources will be deployed in the state particularly regarding UI if there is another recession since UI is now virtual and our regional DWD staff has been reduced by 17.

Audit Acknowledgement Letters from the State Board of Accounts

Chair George Douglas recognizes the two audit acknowledgment letters.

You Can. Go Back. Campaign

The Indiana Commission for Higher Education started the *You Can. Go Back.* campaign to help Hoosiers go back to school to gain their credentials. Employers can encourage the use of this program by having their current employees go back to school. The state will offer \$1,000.00 grants to people who do go back to school.

3. OLD BUSINESS

Meeting Survey Results for Program Year 2016

On page 21 of the Board materials, there was a recommendation taken from the vote completed at the February 4, 2016 meeting. According to the members, they would like to move the meetings to the 4th Thursday of the month, except for the November meeting due to the Thanksgiving holiday. Also, as Board members left the meeting, many stated they would like the meetings to be at 8:30 a.m. The

members discussed both the date and time change. George Douglas decided that the time recommendation would be tabled for discussion at the next meeting; however the vote for date change would move forward.

Motion: A motion was made by Keith Kirkpatrick and seconded by Gary Miller to approve the meeting date suggestion, removing the time change recommendation. **The motion passed.**

Northwest Indiana Workforce Partnership (NWIWP)

All potential members of the Workforce Partnership were present during the initial introduction meeting on February 4, 2016. The next meeting is planned for April 6, 2016 and will have one person representing each group who will work to define common metrics, communication, and work strategies. Linda stated that she has reached out to One Region and Purdue as requested and they have agreed to be a part of this partnership. Once a few of these organizational meetings have been completed, George will update the Board.

Request for Proposal

George states that he is continuing to work with DWD to fine tune the RFP which is 99% complete and that he handed out drafts to the subcommittee of the Board for their review. A copy also went to DWD for their review and comments. The subcommittee will meet within the next two weeks to finalize the document.

4. NEW BUSINESS

Local Workforce System Plan, 2016-2020

Linda presented the Board with the Local Workforce Plan that will cover 2016 through 2020. The NWIWB wants to create a workforce that is highly skilled, motivated, and diverse; earning sustainable or higher wages, and is actively engaged in skill advancement and lifelong learning. The Board seeks to accomplish these items by mobilizing and integrating the leadership, services, and resources of the community to support workforce development. The core objectives of the plan support Indiana's strategic vision of having all business find the educated and skilled workforce needed and that every citizen will have access to the information, education, and skills required for career success.

The plan addresses the drivers of our local economy, as well as our local workforce and the strategies that this board has created to reach the big goal. These plans include sector strategies, regional planning with partners, career pathways, and sector-based employment system alignment.

Linda reminded the Board that this is just a summary of the plan and that the actual plan includes outlined details of the programs including those for youth, but there is not much focus on the entrepreneurial spirit section.

Chair George Douglas took a consensus of the board. The plan as outlined by the summary is approved.

Revision to Policies

Ms. Minton referred the Board members to page 34 of the packet which showed a few policies that required the Board's consideration.

Dislocated Worker: The recommendation to the Board is to add the phrase "unemployed longer than 26 weeks or" as one of the definitions of an individual as unlikely to return to employment, or are long-term unemployed. This addition to the definition of a dislocated worker allows us to get more people into the available programs.

Motion: A motion was made by Gary Miller and seconded by Kris Emaus to approve the Dislocated Worker Policy as presented. **The motion passed.**

Priority of Service: The recommendation to the Board is that the NWIWB adopt the state and federal guidelines.

Motion: A motion was made by Ben Scheiner and seconded by Gary Miller to adopt the Priority of Service recommendation. **The motion passed.**

Ms. Minton reviewed the Adult Work Experience Policy with the Board. Member Ben Scheiner expressed his concern regarding having to pay someone with no experience the same as one of his workers that have the necessary skills and experience. Mr. Scheiner stated if the participant has little to no experience the individual should get paid less, it is only when they learn and have the experience should they receive the same rate of pay. Discussion continued amongst the Board members.

Robyn stated that the program participant would not be an employee of the company and would not be on their payroll. Member Debi Baughman said that she agreed with Ben and that she would have this work experience listed as an apprenticeship position.

The consensus of the Board is to remove the language “and will be no less than \$10.00 per hour” from the recommendation.

Ms. Minton followed up by saying this program allows the participant to remediate and build the skills during short-term, temporary work experience. She added that employers are one of the most valuable resources we have so it is always the goal to send them the best people. Removing the specified language should not decrease the amount of people that will want to participate in the program

Motion: A motion was made by Keith Kirkpatrick and seconded by Barb Sacha to remove the language, “and will be no less than \$10.00 per hour” from the recommendation and to approve the remaining policy as presented. **The motion passed.**

5. DATES TO REMEMBER

The next Board meeting is on May 19, 2016 from 2-4pm.

6. ADJOURN

The meeting adjourned.

David Broad, Secretary

Crissy E. Dooley, Recording Secretary