

NORTHWEST INDIANA WORKFORCE BOARD MINUTES
Center of Workforce Innovations
May 19, 2016

Present:

Debi Baughman, David Broad, Jim Clarida, Adam Collins, George Douglas, Ric Frataccia, Clausell Harding, Mary Lewis, Joe Medellin, Gary Miller, Karen Morlan, Dan Murchek, Gary Olund, Barb Sacha, Ben Scheiner, Judy Stanton

Proxies:

Frank Cardello, Thomas Coley, Rich Gamblin, Keith Kirkpatrick, Bonnie Maxey, Arlene Pearson, Bob Schaefer

Absent:

Kim DeQuis, Kris Emaus, Rayanna Henderson, Kristine Lukowski, Chris Smith,

Staff:

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

CALL TO ORDER

George Douglas welcomed and thanked everyone for attending the meeting.

1. CONSENT AGENDA

George presented the consent agenda which included the minutes of the last meeting, financials, and performance information for consideration. An updated financial report was included as a handout. He referenced the Adult and Dislocated Worker services as well as the Youth Programming numbers and performance in the business services section. Linda reported region's allocation went up by approximately 1 million dollars to a little over \$7,000,000 because unemployment and long-term unemployment rates are high. The Region 1 unemployment rates are the highest in the state.

Motion: A motion was made by Judy Stanton and seconded by Bob Schaefer to approve the consent agenda. **The motion passed.**

2. REPORTS

Youth Employment Council

Tammy Stump presented the Summer Youth Employment Letter to the Board. She also referenced the article, regarding Starke County Commissioners efforts to hire youth for the summer through WorkOne at the County Highway Department. If board members are in need of help recruiting a youth, contact Tammy Stump for additional information.

As an example of some of the YEC and NWIWB work, Tammy reported that Hobart School partnered with the Youth Council for the Employer Expectations Fair. Members of the NWIWB and Youth Council facilitated workshops with the students and youth's feedback they were engaged and were entertained by the real life examples.

Tammy also talked about the Work Ethic program. Youth staff met with directors, principals, and sometimes the superintendents to discuss the Work Ethics and the options available to them. We have initiated monthly newsletters that go out to teachers, counselors, and superintendents. People like Mayor Milo take it to the teachers as she knows because work ethic matters to the employers in her communities. One way employers are made aware of the Work Ethic program is through their local

Chamber of Commerce. The program hopes to have businesses ask for Work Ethic Certification during their hiring process.

Member Jim Clarida said that he interviewed one youth that obtained the Work Ethic Certification. This youth may make it to the next step in the interview process. Jim will share results at the next board meeting. that Member Joe Medellin said that this could be a success story to be shared with the NWI Press.

Tammy was asked to present this information at a meeting of the Pulaski County Economic Development group to increase interest in this program. At the next NWIWB session during the Youth Council report, Tammy will share the list of Pulaski schools that have been contacted regarding the Work Ethic program.

Works Council

Deb Baughman reported that 41 nominations were submitted for the *21 Under 21* event. Submissions came from Porter County, Hammond, the AK Smith Center, Indiana Trails Co-op, and the Skills Center. Having Indian Trails and the Skills Center submit/participate in the event was new. Kris Emaus introduced Sue Ellspermann. Deb recognized the CWI Team their hard work on this year's event.

Northwest Indiana Workforce Partnership

Groups that agreed to be a part of the Workforce Partnership met in April to begin the process of working and collaborating more efficiently. One Region will send representation once their new Director is in place. This meeting looked at the shared values, what goals are the groups are committed to, and what common metrics can be used to measure progress. The next meeting is scheduled for June.

President Report

Linda attended a Lumina Foundation Convening in Indianapolis where the collaboration consultants who facilitated the February 4th meeting earlier this year were facilitating a collective impacts discussion. She shared the chart that displayed the results of the first two meetings, and they were impressed with the framework.

WorkOne staff do a lot of behind the scenes work regarding community career fairs. It is often WorkOne staff helping these other groups like schools and chambers achieve their career fair goals. The career fair in Michigan City brought in over 46 employers.

CWI spent over 80 hours of staff time to gather the requested DWD monitoring materials.

Commissioner Steve Braun expressed a desire to move DWD to more of a strategic development group while leaving implementation to the local level. DWD wants to use more technology-based services that will allow WorkOne to serve more people at a reduced cost. Commissioner Braun will be determining how many resources are needed in each designated service area. The Commissioner would also like to refresh the business services team and allow them to have more people in the field with a CRM database capable of tracking all useful information and increasing sector engagement strategies.

On behalf of the Board, CWI received two grants; the Skill-Up Grant for Manufacturing and the Rise to Retail grant. The Rise to Retail grant allows our efforts to be focused on long-term unemployed customers. Although Walmart has not allowed us to release the information to the public we have continued our work on the program. Robyn will talk to Joe Medellin about Walgreens after the meeting. One criterion of the grant is that Walmart cannot benefit from this grant; therefore no job matching or other services will be provided. Typical career paths for retail may include training in retail math, work ethic, and sales with a sales certification.

On behalf of the Board we also received another \$500,000 that will be used to pay for 75 work experiences for ten weeks for customers who are dislocated workers.

3. OLD BUSINESS

Meeting Survey Results

At the last Board meeting, members wanted the meetings moved to the 4th Thursday of each month. Earlier this month members were asked to take an online survey to choose the time. The members have spoken, and the Board will continue to meet at 2 pm Central. Please note that the next meeting will be July 28th at 2 pm.

4. NEW BUSINESS

Local Workforce System Plan, 2016-2020

A vote is needed to ratify the 2016-2020 Plan. It was posted online for review. The Plan identifies the drivers of the NWI Economy and covers the 3 tier sector strategies that this Board has identified in the past. It was also updated to include the Workforce Partnership, WIOA Partnerships, County-based groups, and the entrepreneurial ideas. The Plan includes molding curriculum according to Employer needs. Board Member Gary Olund stated that the plan is comprehensive, well done, and well presented. Plans sometimes do not include other aspects of daily life that the customers need so they can take advantage of what Workforce Development has to offer, but this plan does.

Linda stated that information technology is one area that we currently do not have a lot of resources in, but we will be looking into running a few pilot programs.

Board Member Ben Scheiner asks about “enabling” entrepreneurship. This is the idea behind the term “Independent” Contracting.

Motion: A motion was made by Gary Olund and seconded by Judy Stanton to approve the 2016-2020 Plan as presented. **The motion passed.**

Monitoring Policy for WIOA

Ms. Minton spoke briefly about the recommended change in the WIOA Monitoring policy. In essence, the policy itself remains the same except for the background information and title.

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

Appointment of Nominating Committee

George Douglas asks if Ric Frataccia, Bob Schaefer, Joe Medellin, and Adam Collins would represent their counties and nominate officers for the next year. All agreed. George asked that they be contacted outside of the meeting to schedule a discussion and bring back a suggested slate.

Selection of Staff to the NWIWB, One Stop Operator, Service Provision, and Fiscal Agent

Motion: A motion was made by Gary Olund and seconded by Joe Medellin to go into Executive Session. **The motion passed.**

The staff was asked to leave the meeting.

The staff was asked to return to the meeting.

Motion: A motion was made by Dan Murcheck and seconded by Judy Stanton to leave Executive Session.
The motion passed.

The contract for One Stop Operator, Staff to the Workforce Board, Service Provider, and Fiscal Agent was voted on. With a unanimous decision, the contract was awarded to CWI. CWI who submitted early, was the only one to submit for Staff to the Board and One Stop Operator.

Board members took turns expressing appreciation for how well CWI provides services across the region, and for collaborating with so many others.

Linda expressed her appreciation of the trust that the Board has in CWI. CWI is happy to continue to provide support and services to the NWIWB.

5. DATES TO REMEMBER

The next Board meeting is July 28, 2016 from 2-4pm.

6. ADJOURN

The meeting adjourned.

David Broad, Secretary
Crissy E. Dooley, Recording Secretary