

**NORTHWEST INDIANA WORKFORCE BOARD MINUTES**  
**Center of Workforce Innovations**  
**September 22, 2016**

***Present:***

Frank Cardello, Adam Collins, Thomas Coley, George Douglas, Kris Emaus, Rich Gamblin, Keith Kirkpatrick, Joe Medellin, Gary Miller, Dan Murchek, Bob Schaefer, Ben Scheiner, Judy Stanton

***Proxies:***

Debi Baughman, Jim Clarida, Kim DeQuis, Karen Kopka, Mary Lewis, Gary Olund, Barb Sacha

***Absent:***

Ric Frataccia, Clausell Harding, Amy Marsh, Kristine Lukowski, Amy Marsh, Arlene Pearson, Chris Smith,

***Staff:***

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

Board quiz.

**CALL TO ORDER**

George Douglas welcomed and thanked everyone for attending the meeting. He introduced guest Justin Mount, the Lake and Porter County representative for Senator Joe Donnelly, and then had the Board members introduce themselves.

**1. CONSENT AGENDA**

George presented the consent agenda which included the minutes of the last meeting, financials, and performance information.

**Motion:** A motion was made by Frank Cardello and seconded by Gary Miller to approve the consent agenda. **The motion passed.**

**2. REPORTS**

Indiana Workforce Board Association (INWIBA)

George Douglas attended his first INWIBA meeting in Indianapolis and said it was an honor to represent Region 1. Items discussed included incumbent worker training, policies that related to the funding of Wagner-Peyser, and the services being requested through DWD. The group also discussed how all workforce development funds come from the Federal government which is then given to the state and divided amongst the local regions. Since many local elected officials are not aware that funding for workforce development only comes from the Federal level this is an opportunity for the Board to educate them. DWD attended a portion of the INWIBA meeting and addressed the issues that may surround the political changes and the uncertainty from a change of Governor that some regions expressed.

While DWD was present the group discussed the submission of Local Plans and addressed questions. Although no Plans were approved, Region 1's Plan was conditionally approved. All of the regions remarked on the amount of requested and required changes. For the NWIWB, plan the only requested changes were not policy related so no formal action is needed.

### Executive Board

An Executive Committee meeting was held on September 15, 2016; the minutes are included in the Board Packet. The Committee also reviewed the Board Commitment and activities that NWIWB members have engaged in. This information will be shared with the READY NWI k-12 and Higher Education groups via website for collaboration.

### Youth Council

The last meeting for the Youth Council that occurred was the summer goal setting meeting. Many boards, after the passage of WIOA dropped their youth councils but our region did not. One focus of the a standardization of certain elements of the Work Ethic program that both the schools and employers can agree upon. George Douglas requests an Excel listing of the schools participating and their level of participation so that he can take it back to his HR department. The Work Ethic program continues outside of the k-12 system as well since it has been rolled out in Adult Education classes and in WorkOnes.

Tamara Stump presented additional information about the Work Ethics program. After reviewing the different levels of participation within the participating schools she recommended the following actions:

- Become a work ethic employer
- Engage employers to give interviews to work ethic students
- Promote work ethic program through Chamber network opportunities, association meetings, and other activities
- Participate in speaking engagements or offer youth tours
- Encourage students and schools to initiate the sharing of the work ethic certificate with employers

### READY NWI

The last meetings were planning sessions with the k-12 and higher education groups. Higher Education folks have renewed their commitment to connect with the schools more. It is important for educators and employers to continue to rebuild their relationships. Meeting dates will be sent out to Joe Medellin. Since students are not able to readily visit employers Board Member Keith Kirkpatrick suggests creating virtual opportunities that would be in addition to the READY NWI employer videos.

### Works Council

The Works Council received a Work & Learn planning grant. It will be used to create work and learn experiences for students, the creation of an asset map of all current work and learn experiences, to facilitate conversations with employers and schools, for online surveys, tours with employers, and to create work and learn experiences for 5 high school and 5 college students. When the work has been completed a white paper of the lessons learned will be created. The Council hopes to create a clear definition of a work and learn experiences in Northwest Indiana. Kris Emaus and Joe Medellin will discuss work and learn opportunities. One work and learn experience will be for a Liberal Arts student. There is a push to change STEM to STEAM to include Liberal Art students.

Experiences that qualify as a work and learn experience can also be an internship through the Indiana INTERNnet program. If the Interns hired qualify for the EARN program the State will pay up to half of the salary of the student. Sandra Alvarez will come to the next Board meeting to discuss the Indiana INTERNnet program.

### Northwest Indiana Workforce Partnership

The NWIWB, READY NWI, Works Council, NWI Forum, Adult Education Consortium, One Region, and CWI met on August 24, 2016. The notes from the last partnership meeting are included in the packet as well as the graphic that explains the objects and metrics of the group. The group seems to be focusing on the skills gap.

### President & Staff Reports

Linda Woloshansky thanked the staff for their work over the past few months, including Roy and Stefan for their work on the local plan. She thanked the Board members for attending the Retail press conference, Barb for her involvement in the Works Council efforts, Crissy Dooley too for contact with the Board Members.

Mrs. Woloshansky also remarked on the amount of cooperation by all the different organizations throughout Northwest Indiana including the RDA. After reviewing the Regional Cities plan and seeing that workforce development was not initially included, she has been working with the different organizations involved to ensure that workforce issues are being addressed as relevant.

Stefan Barkow was reintroduced to review additional findings about unemployment in Northwest Indiana. Recommendations are to continue to work with the steel industry to align workforce development efforts to the changing requirements of the industry as well as to increase workforce training efforts with other industry sectors to encourage and support diversification among the region's mix of employers and jobs. The Board also discussed the effects of the level of poverty in our region and the lack of support system to help people out of poverty.

### **3. OLD BUSINESS**

No old business.

### **4. NEW BUSINESS**

No old business.

### **5. DATES TO REMEMBER**

The next Board meeting is November 17, 2016 from 2-4pm Central time.

### **6. ADJOURN**

The meeting adjourned.

Gary Olund, Secretary

Crissy E. Dooley, Recording Secretary