

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

**Present:**

Debi Baughman, Frank Cardello, Thomas Coley, Kim DeQuis, George Douglas, Kris Emaus, Ric Frataccia, Rich Gamblin, Keith Kirkpatrick, Karen Kopka, Mary Lewis, Joe Medellin, Gary Miller, Barb Sacha, Ben Scheiner

**Proxies:**

Clausell Harding, Dan Murchek, Judy Stanton

**Absent:**

Jim Clarida, Adam Collins, Angela Hampton, Alishea Hawkins, Kristine Lukowski, Gary Olund, Arlene Pearson, Bob Schaefer, Chris Smith

**Staff:**

Sandra Alvarez, 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.

**1. CONSENT AGENDA**

George presented the consent agenda which included the minutes of the last session, financials, and performance information. The dashboard includes a notation that some of the data is unavailable due to the Indiana Career Connect transition.

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

**2. REPORTS**

Marketing Committee

Mary Lewis as Chair of the Marketing Committee stated that committee members Debi Baughman, Keith Kirkpatrick and Joseph Medellin met on November 8, 2016 with CWI to discuss the branding of the NWIWB. The group discussed the logo and viewed the logo/branding of the other workforce boards in Indiana. The NWIWB is the only board that includes WorkOne within its logo. Mrs. Lewis also referred board members to the section of the board packet called *In the News*. **This informational piece will be distributed every two months and shows each time the NWIWB was mentioned in a news article.** She stated that there are many different options to consider and that Barbara Grimsgard, of CWI, has been instrumental in the process.

Youth Employment Council

The Youth Council had an additional meeting in November to discuss the implementation of the Work Ethics program in Northwest Indiana. All schools throughout the region have been exposed to the program through the work ethic posters. The state's program includes GPA while the NWIWB's program does not. This element is not included because all students may not be able to achieve good grades and the focus of the NWIWB's certificate program is about the other ten items preferred by our NWI employers. The Youth Council agrees that students with lower GPAs can demonstrate all the essential characteristics and should receive recognition for good work ethic.

Members of the Council have presented at the local chamber events to create awareness amongst employers about the Work Ethic Certificate. The Council is focusing on companies that are small/locally owned and may have 3 or 4 locations.

The state released an RFP for a Work Ethic Certificate program implementation. On behalf of the Board and a coalition of schools, CWI will submit a proposal where the Youth Council will serve as the Advisory Council. For the grant, George Douglas - Indiana Beverage, Frank Cardello - Packaging Logic, and Ben Scheiner - Wastebuilt will be a part of the employer consortium. Funds will be used to train the participating schools, to develop curriculum, and allow for those schools to teach other schools. George Douglas suggests that Tammy connect with NWIWB members to help her reach other employers that she may not have access to like Strack's. No convenience stores will be targeted. Because Tammy is looking for volunteers talk to their area schools, George requests that CWI coordinate the effort.

#### Works Council

The Council continues to work on the Work & Learn Grant and has recently sent surveys to educators and employers. The surveys ask the employers and educational institutions if they currently have any work and learn experiences, and if so, what are they? Work and learn experiences can include but are not limited to internships, job shadowing, and temporary placements. The survey participants are then asked to identify what is important to them when placing a student. Kris Emaus asks that when NWIWB members receive the survey that they fill it out because it is important.

The Works Council will share a document that outlined a company's legal responsibilities when they hire a student for a work and learn experience.

Board members express that performance evaluations should be done and the work assigned should be duty based. Schools want to see their kids to be praised and come out of the experience with a work ethic certificate/experience.

Kris also stated that if you (as the receiver of the survey) feel it should be filled out by someone else, feel free to pass it on.

#### Northwest Indiana Workforce Partnership

At the last partnership meeting, the group reviewed a spreadsheet that illustrated a skills gap between what was reported from resources like EMSI, ONet, and ICC when compared to what employers stated they needed. Although the information was very useful for planning it should be used with caution because of the use of the multiple data sources.

As part of the partnership efforts Linda Woloshansky asked that State of the Workforce Report and the Regional Indicators report be released on the same day at the same event. George gathered the general approval consensus of the Board and said that this alignment is a new beginning of synergy and cooperation hoped for when the partnership was being created.

### **3. OLD BUSINESS**

There is no old business to discuss.

### **4. NEW BUSINESS**

#### Impact of Elections

Since Eric Holcomb will be the Governor beginning in January, Steve Braun may continue to serve as Commissioner of DWD. Linda Woloshansky has already reached out to several members of the Governor's transition team like Blair Milo, Rebecca Holwerda, and Allison Barber to indicate our support.

Mrs. Woloshansky showed a graphic that displayed different funding sources as well as the various demands for those dollars. Linda reviewed the current budget and explained how the money is filtered down to the regional level and how funding may decrease in the future. Federal funds for workforce

development amount to \$7.6 billion annually of which Indiana receives \$132 million. In comparison, the state of Indiana budget for k-12 education amounts to \$11 billion.

The current Commissioner hopes an increase in the use of technology for services will allow the WorkOne's to reduce the overhead of retail space.

The next board meeting will be used to discuss how we will be able to adequately serve our communities with less funding, less staff, and less infrastructure/WorkOne offices. Conversations also need to occur with partners like Vocational Rehabilitation to see what, if anything, they can contribute to the one-stop centers. DWD is analyzing the MOUs, infrastructure, and how groups (such as CWI) are procured.

Lilly Endowment has released a Comprehensive Counseling Initiative grant for Indiana K-12 students. Schools may begin to reach out to companies for support. Other grant opportunities have been announced. One is for apprenticeships, and the region did receive a Skill-Up Grant to train Latinos in community healthcare services.

Linda Woloshansky recently met with several Gary community leaders to discuss a Greater Gary Training Center which will provide training for entry-level opportunities in Gary. This training center will focus on basic skill building. In addition to learning about how other such programs have been launched successfully, the group expressed to Linda their desire to meet with the workforce board.

The Legislative luncheons that were held in the past were moderately successful. Linda suggests that moving forward, one on one meetings could be more effective, especially with those who are newly elected.

**5. DATES TO REMEMBER**

The next Board meeting is January 26, 2017 from 2-3:30 pm Central time.

**6. ADJOURN**

The meeting adjourned.

Gary Olund, Secretary  
Crissy E. Dooley, Recording Secretary