

NORTHWEST INDIANA WORKFORCE BOARD MINUTES
Center of Workforce Innovations
July 27, 2017

Present:

Mike Barnes, Debi Baughman, Adam Collins, George Douglas, Kris Emaus, Rich Gamblin, Keith Kirkpatrick, Karen Kopka, Mary Lewis, Kristine Lukowski, Joe Medellin, Gary Miller, Gary Olund, Arlene Pearson, Barb Sacha, Brenda Walters

Proxies:

Frank Cardello, Jim Clarida, Ben Scheiner

Absent:

Thomas Coley, Kim DeQuis, Ric Frataccia, Clausell Harding, Alishea Hawkins, Dan Murchek, Chris Smith

Staff:

Sandra Alvarez, Crissy Dooley, Robyn Minton, Tammy Stump, Linda Woloshansky, Jennifer Zatarski

Guests:

Kathy Jaworski

Board quiz.

CALL TO ORDER

George Douglas welcomed the Board members to the meeting and introduced the newest additions to the Board: Brenda Walters from Wastequip (in person) and Mike Barnes from DWD (on the phone).

1. CONSENT AGENDA

George Douglas asked if there were any updates or comments regarding the consent agenda.

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

2. NEW BUSINESS

NWIWB Budget Review

The budget was presented to the Board. 20% of the budget is not included in the spreadsheet due to the possibility of funding cuts. The numbers presented also do not include new funding or additional funding from grants that are expected. Members request that the budget show a footnote that refers to the 20% withheld due to possible funding cuts.

Motion: A motion was made by Gary Olund and seconded by Adam Collins to approve the budget as presented with the additional footnote. **The motion passed.**

DWD PY15 Audit Final Determination Letter

George Douglas reviewed the DWD final determination letter. The audit disclosed no administrative and/or internal control findings and questioned no cost findings. He gave his compliments Linda Woloshansky and to the staff of CWI for their hard work.

Local Performance Standards

WIOA guidelines request local areas negotiate how performance will be measured. Page 15 of the packet lists the DWD suggested performance levels. Members must keep in mind that if a change for lower standards is made, then another region will need to make up the difference for the state due to DOL agreements already in place. Linda Woloshansky said that Region 1 could achieve the standards as

requested by DWD. It was noted that the way data is tracked has changed and some records were lost which could affect performance however there is no justification to ask DWD to adjust the performance negotiated level.

Keith Kirkpatrick asked about Program Year (PY) 2016 and 2017 regarding the fact that PY16 has already closed. Per DWD, performance is waived if either PY16 or PY17 requirements are not met. This waiver is because of the delay in guidance. Mike Barnes added that DOL and the state are still providing guidance documents. Moving forward performance will be looked at more proactively, and we should be able to expect to look at DWD performance requirements sooner in the future. Tammy Stump added that many performance measures remain, however significant additions and changes include items like retention tracking months after placement, median earnings instead of average earnings, and the tracking of measurable skills gains. Focus also moves away from program incentives to program sanctions if performance is not met. Linda Woloshansky added that sanctions could include reorganization of the Board or area if performance measures are continuously not obtained.

Motion: A motion was made by Keith Kirkpatrick and seconded by Rich Gamblin to approve the local performance standards as presented. **The motion passed.**

Members request that the performance standards data pages be updated to reflect the newly approved standards and incorporate the color coding recently added.

Tammy Stump stated that in the current common measures, youth goals are not met because of out of school youth; she is looking into why. Keith Kirkpatrick added that the significant changes in the youth program regarding the number of in school youth versus the out of school youth and the way data is pulled has changed and could be causing the issue.

Election of New Officers

George Douglas thanked Adam Collins, Barb Sacha, and Ric Frataccia for volunteering to serve on the nominating committee.

Motion: A motion was made by Barb Sacha to nominate Mary Lewis as Chair, Debi Baughman as Vice-Chair, Frank Cardello as Treasurer, and Gary Olund as Secretary. Kris Emaus seconded the motion. **The motion passed.**

3. OLD BUSINESS

There was no old business.

4. PRESIDENT & STAFF REPORTS

Workforce Alignment with Economic Development

Linda Woloshansky stated that economic development has always been very involved in workforce development and the Board is aware of just a small portion of the work that is done. Mrs. Woloshansky introduced Sandra Alvarez who added that companies are not only asking about property and land anymore, they are asking if Indiana has the right workforce. Sandra said that there has been an escalation of calls to our offices asking the usual questions about workforce status, wages, skills, but she also noted that the number of follow up phone calls requesting additional information has increased too. In the past, workforce development services were brought into the mix at the end of the process. Recently however, Economic Developers are discussing workforce development services during initial consultations. Staff have been able to host the potential companies' and help them meet and discuss items of concerns with regional employers that have had similar experiences when moving to the region. Relevant dialogue regarding available services has helped these potential employers make their decision. The IEDC now sees us as a valuable partner and has invited us to take part in 6 or 7 of these conversations in just the last few months. Staff members are now looking into ways that these economic development activities can be reported to the Board for awareness purposes without breaking any non-

disclosure agreements. The small business development center has also referred companies to us for services. We are pleased to have a seat during these conversations and will work to continue to build on this progress.

Discussions with potential employers include the services offered through the NWIWB and WorkOne but also other relevant services are available throughout the region through partnerships. By offering these value added services, we are not only promoting WorkOne's services but the region's entire resource base.

Linda Woloshansky stated that having the NWIWB at the table with these companies also allows for the development of an inventory of jobs for needed for businesses that move here in the future.

George Douglas commented that these are significant developments. Keith Kirkpatrick asked why these conversations are happening now. Linda discussed how workforce and the various issues surrounding it has become a hot button issue. Joe Medellin added that working with CWI within WorkOne has been a good experience; great generation of ideas and receptive staff members. Barb Sacha reminded the members that it is important for them to recommend WorkOne services to other employers.

As a closing point, Sandra Alvarez added that the single biggest issue continues to be available/shovel ready sites. Many manufacturing companies are very interested in working in the region, and we are excited to have a seat at the table.

Appropriations

The Appropriations Committee has released their updated fiscal year 2018 budget for the Department of Labor. It stripped from the employment and training administration \$1.5 billion dollars which equates to 5% from WIOA, reduced \$671 million from Wagner Peyser, removed the Apprenticeship Grant, and reduced the Senior Community Service Employment program by 25%. These changes will impact us locally by the failure to meet employer demand for skilled workforce because few job seekers will be trained and coached for jobs and careers, inadequate worker acquisition support for business expansion and relocation, and the lack of skilled workers for future jobs because fewer students will be served. The NWIWB and other boards around the country were asked to submit letters to their elected officials asking that Title I and Title II of WIOA be fully funded. A sample of those letters were included in the packets.

Gary Olund added that organizations like his too have been participating in the letter writing effort as well. His letters showed the elected officials how these proposed cuts will affect those receiving services on a personal level.

Skill UP 3! – Innovation Networks

The State of Indiana has made Skill UP 3 has made funding available. The NWIWB actively supported LaPorte County's proposal their Innovation Network on how to focus on Manufacturing with the schools.

LaPorte Mayor Blair Milo will resign her post early next month to become Indiana's Secretary of Career Connections and Talent.

One Stop Operator

Robyn Minton has been working on bringing the One Stop Operators partners to the table to discuss structure and priorities. Affiliate Centers and Comprehensive Centers have to have access to these partners at the one stop center and have been asked to share in the costs. There have been five partner meetings since April and representatives from each partner attended at least one meeting. WIOA defines the 15 partners that are required in the One Stop Centers. Robyn added that there is a difference in asking to be partners to be a part of the process, but asking them cost share is the issue. One on one meetings with each partner will be scheduled for the week of August 14th.

Jennifer Zatarski has been working on infrastructure cost breakouts and how to break out expenses fairly and how to reassess the costs quarterly.

DOL Monitoring

The State of Indiana was monitored by the Department of Labor, our region and Indianapolis were chosen to be a part of this process. It went well, and it should be a few months before results are given to the state.

5. COMMITTEE/COUNCIL REPORTS

Youth Employment Council

The Work Ethic program is taking off and has made significant progress. The June READY NWI annual Summer Institute supported by the board highlighted the Work Ethic certificate and broadened conversations of the schools to include employer uses. Kris Emaus noted there was an article about the Work Ethic certificate program in paper that generated a lot of positive conversation in our communities.

Works Council

Pastor Lee from Gary came to the Works Council meeting to discuss the Hope Initiative. He previously spoke with Governor Holcomb when he came to Lake County who asked how the government and the faith based communities can work together. Pastor Lee has partnered with the schools in Gary to work with at risk students regarding conflict resolution and management courses at the Gary CTE center. His organization is a nonprofit that works with private funding.

Closing Notes

Keith Kirkpatrick added that LakeShore Focus's upcoming shows will feature Shauna Finnley, Principal at East Chicago and the principal from Gavit talking about how they are turning around urban schools. Linda Woloshansky will be featured on Friday's show.

The next meeting is September 28, 2017.

Linda Woloshansky and Mary Lewis on behalf of the entire board presented George Douglas with a plaque thanking him for his outstanding service and leadership. The NWIWB members congratulated George Douglas. George thanked the Board, Linda Woloshansky, and the Staff of CWI.

6. ADJOURN

The meeting adjourned.

Gary Olund, Secretary
Crissy E. Dooley, Recording Secretary