

NORTHWEST INDIANA WORKFORCE BOARD MINUTES
Center of Workforce Innovations
January 25, 2018

Present:

Mike Barnes, Debi Baughman, Frank Cardello, Adam Collins, Kim DeQuis, Kris Emaus, Rich Gamblin, Clausell Harding, Keith Kirkpatrick, Karen Kopka, Mary Lewis, Joe Medellin, Gary Miller, Dan Murchek, Gary Olund, Brenda Walters

Proxies:

Jim Clarida, George Douglas, Barb Sacha, Ben Scheiner

Absent:

Ric Frataccia, R. Luis. Gonzalez, Kristine Lukowski, Arlene Pearson, Chris Smith, Africa Tarver

Staff:

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

Guests:

Kathy Jaworski

Board quiz.

CALL TO ORDER

Mary Lewis thanked Rich Gamblin for being the Quiz Master and welcomed everyone to the meeting.

1. CONSENT AGENDA

Mary Lewis asked if there were any updates or comments regarding the minutes or any items on the consent agenda.

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 **The motion passed.** Gary Olund rescinded his motion.

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

2. NEW BUSINESS

CWI Annual Audit

Motion: A motion was made by Frank Cardello and seconded by Rich Gamblin to approve and accept the CWI Annual Audit. **The motion passed.**

Board members congratulated Linda Woloshansky and the CWI staff for an audit that had no findings. They expressed appreciation for a job well done.

DWD Monitoring Report

Mary Lewis presented the DWD Monitoring Report to the Board. This report was also "clean," and on page 4, a series of noteworthy efforts were listed. Mike Barnes agreed that these noteworthy efforts are not usually mentioned in the monitoring reports and additionally noted that the monitoring process this year has been thorough this year.

3. OLD BUSINESS

Follow Up to Secretary Milo's Workshops

Mary Lewis attended the Lake County presentation and stated that Milo was good in her role and continued to be supportive of the work of the Board as well as the Governor's pillars. All three counties, LaPorte, Porter, and Lake had full and varied RSVP lists. Those in attendance displayed the great partnerships that have been built in the region. The presentation focused on skill gaps and ways to improve the system. Blair was an active listener regarding the attendees' ideas for areas of success and concern. Overall the state is looking to close workforce gaps.

Indiana Workforce Legislation

The legislative proposals reflect the Governor's desire to address workforce gaps and improve system and funding.

The Board material contained a synopsis of what the Governor's goals are and how that identified with the present legislation. HB 1198 proposes work-sharing unemployment benefits by allowing for the use of unemployment as a supplement for reduced hours due to slow business for employers. Board members state that this would help them retain people and reduce costs in training and new employee hiring.

Linda Woloshansky looks forward to seeing Secretary Blair Milo provide input on each of the proposed pieces of legislation. Mike Barnes states that bigger changes will be coming in 2019 because it is a budget year. It is noted that DWD has a new Commissioner named Frederick D. Payne.

4. PRESIDENT & STAFF REPORTS

State of the Workforce Metric Action Items

Roy Vanderford reviewed the matrix titled "Creating a Ready Workforce – Measuring the Outcomes" that focused on the state of the workforce metric action items. This document considered the categories, focus areas, responsible parties and defined the target outcome with a detailed description.

Kris Emaus suggested tracking "on time graduations" and that schools like IU Bloomington may be able to provide data on how many graduates are from our region. Mr. Vanderford stated that National Student Clearing House may be of assistance for these requests. Another metric for tracking could be – How many students do we attract back to the region for jobs. Overall the goal of the State of the Workforce Metric Action items is to create a ready workforce for Northwest Indiana. Mrs. Emaus noted that there are many more apprenticeships in our region than just those registered in DOL. Many companies do not register their apprenticeships with the Department of Labor so the unions cannot control them.

NWIWB Industry Sector Strategies

For the Construction and Trades sector we collaborated with Construction Advancement Foundation on a trades event that had 15 trade organizations, 21 high schools with over 700 kids, and 50 young adults in attendance. Each trade brought young apprentices to assist the attendees with learning about the process on display and who could relate to the young students. Due to the success of this event, this model will be followed in future events. Each of the participating trades stated that it was a quality day.

Rich Gamblin stated that he goes to a lot of career days and that he was surprised at the number of people that participated and the amount of questions that he received. Additionally students are usually unresponsive, in their phones, or distracted in other ways, however with this event, because of its hands-on nature there were very different results.

The school counselors and teachers enjoyed the event just as much as the students.

The best practices from the trades event will be shared with other consortiums, like healthcare. The healthcare system, in their consortium meeting, identified a need to address a series of clinical issues. Sandy Alvarez reported that she has worked with the area's large hospitals on how we can identify a solution to the problems they face with their clinicals. On January 17, 2018, we met with the CEOs or their representatives of 5 large regional facilities to discuss overall needs in the healthcare industry.

Robyn Minton-Holmes reviewed the Manufacturing Consortium's Skill Up 1 Grant activities with a PowerPoint slide. She stated that just over \$400,000 in grant funds was given and 10 employers participated. One of the biggest achievements in this work, was the effort given to and provided by the training provider. We made the training provider sit down and listen to the employers on what was needed so there was a severe curriculum change.

5. COMMITTEE/COUNCIL REPORTS

One Stop Center Certification Committee

Robyn Minton-Holmes reported that the Hammond office was certified previously and now Portage and Gary are certified. Overall 6 out of 9 offices are complete.

Linda Woloshansky added that she would like to issue a thank you to Jennifer for audit success, a thank you to staff or the monitoring, and thank you to Board members for their participation both with the upcoming JAG CDC and the one stop certifications.

Youth Employment Council

Keith Kirkpatrick reported that the 20 members of the Youth Employment Council are very dedicated and that he is very appreciative of their time. Not only do they meet for the council but they often they frequently meet and work outside of the regular meetings.

There are currently 27 High schools participating in the work ethic program. Mr. Kirkpatrick passed out two items and provided insights regarding the purpose of each form – Work Ethic Certification Process & Standards and the Work Expectations Evaluation Compilation Form. The Governor's program can only be given at the end of the student's senior year, our region's program can be given at the sophomore level.

Participating students will receive talking points to use when telling the potential employers about this certification. The council is considering an application to help students with the talking points.

For the Work Expectations Evaluation Compilation Form, all 4 Scores have to be from non-relative adults. This multi-school, regional approach to the Work Ethic certificate is very powerful.

Keith Kirkpatrick thanked all the Board members who have volunteered to help with the JAG CDC.

Tammy Stump adds that WIOA youth proposals were due January 25, 2018. The Youth Council will be making their recommendation in February for the March NWIWB Meeting. Although all judging roles are filled, all board members are welcome to attend the JAG CDC at Raintree hall at IUN's campus.

Closing Notes

Joe Medellin stated that ArcelorMittal has engaged CWI/WorkOne in their hiring process to help with applications. The team, including Jim Morgan, has been efficient and friendly, and overall has made the process easy for ArcelorMittal.

The next meeting is March 22, 2018.

6. ADJOURN

The meeting adjourned.

Gary Olund, Secretary
Crissy E. Dooley, Recording Secretary