

**NORTHWEST INDIANA WORKFORCE BOARD MINUTES**  
**Center of Workforce Innovations**  
**March 22, 2018**

**Present:**

Mike Barnes, Debi Baughman, Frank Cardello, Jim Clarida, Adam Collins, R. Luis. Gonzalez, Clausell Harding, Keith Kirkpatrick, Karen Kopka, Mary Lewis, Kristine Lukowski, Joe Medellin, Gary Miller, Dan Murchek, Gary Olund, Arlene Pearson, Barb Sacha, Chris Smith, Africa Tarver

**Proxies:**

George Douglas, Rich Gamblin, Ben Scheiner

**Absent:**

Kim DeQuis, Kris Emaus, Ric Frataccia, Brenda Walters

**Staff:**

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

**Guests:**

Kathy Jaworski, Frederick Payne

Board quiz.

**CALL TO ORDER**

Mary Lewis thanked Gary Olund 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 Frank Cardello and seconded by Dan Murchek to approve the minutes and consent agenda. **The motion passed.**

**2. NEW BUSINESS**

Appointment of Nomination Committee

Barbara Sacha, Adam Collins, and Ben Scheiner have volunteered to serve on the nomination committee.

Review of Adult Education Proposal

Mary Lewis requested 2-3 volunteers to review the adult education continuation grants for adult education services to determine if the response is aligned with the section of the board's local plan on the labor market. Mrs. Lewis will reach out to members the first week of April.

**3. REPORTS**

SOW Metrics – Youth Survey

Tammy Stump reviewed the results of a survey that was distributed to 24 high schools and two Career Centers to collect basic information about students and their summer employment. Joseph Medellin remarked that of the students that did not work but wanted employment, a third of them wanted to work in retail. Keith Kirkpatrick added that most of the students found jobs through their friends and family. Linda Woloshansky stated that some students that did not work were discouraged because they could not find jobs in their career pathway.

Commissioner Frederick Payne

Mary Lewis introduced Commissioner Frederick Payne of the Indiana Department of Workforce Development. Each member of the Board and the staff of CWI introduced themselves. Mr. Payne thanked everyone for allowing him to attend the Board Meeting and provided a brief history of his education and career. He acknowledged the breadth and depth of knowledge of his DWD coworkers.

DWD and the regional workforce boards need to be more engaged with one another and communicate more to create a positive synergy. Mr. Payne has seen a lot of openness and willingness to have open dialogues on how to align resources and the system better. Governor Holcomb has made Workforce Development a top issue.

Commissioner Payne has begun to craft the direction of DWD based upon Governor's Holcomb's vision. The guiding principle/theme of the department will be connecting our people to employers through engagement with transparency and accountability. The Governor's goals are to decrease the open jobs, getting the credentials that people need, helping people complete their HSE or college degrees, getting 1,000 inmates the credentials they need to get a job and stay out of the system, and creating career/education pathways. DWD is working with each region to establish new metrics. Good workforce systems have three things in common: employer engagement, treating training as a job (training matches the jobs they want), and constant re-evaluation.

The Governor has given DWD and the workforce development system hard goals to reach together. These goals are: Have 12,500 apprenticeships and work-based learning activities in nontraditional spaces; have 1,000 individuals leave prison with credentials; reduce the number of open jobs across the state (there should not be a significant number of open applications without new jobs being created); have the individuals that do not have a high school diploma achieve their diploma with a viable career pathway; assist individuals in completing their credential or degree.

Keith Kirkpatrick asked how widespread the feeling is that the workforce boards are ineffective. Fred Payne stated that the larger issue that DWD and the regional boards face is that people are unaware of the work that is being done. The legislators may have a constituent that had a bad experience in front of them, and they sometimes assume that the whole system is broken. The perception and alignment is not 100%, DWD and the regional boards can work to have a more coordinated effort.

Commissioner Payne believed that he has enough resources to perform the job the Governor expects of him. However, they need more staff in the adjudicator's office. The team that he works with is good, and like any other team, sometimes they do not always agree.

Linda Woloshansky asked the Commissioner about alignment considerations including career pathways, employer needs and training, and how to get people interested in the jobs that Indiana employer's need. Mary Lewis would like DWD to work with the IDOE to see vocational education added back to the schools in the region.

SB 50 created the Governor's Workforce Cabinet, replacing the State Workforce Innovations Council. It includes entities that have funding for workforce training and allows for committees as needed. However, the committees are not permanent. This cabinet will review local plans, work with workforce boards to determine policies, will contain a seat for the Secretary of Career Connections and talent, and will be chaired by Danny Lopez, the Deputy Chief of Staff for the Governor. Indiana has applied to the Department of Labor for a waiver since this structure is outside WIOA guidelines; however, the Governor has already had the needed conversations and believes we are on solid ground with an approval. Joseph Medellin and Keith Kirkpatrick expressed concern stating that one manufacturer cannot represent the needs of all the manufacturers in the state. Mr. Payne stated that there is no silver bullet and the workforce system will not advance in one day. Legislative decisions cannot move the program; we need to evolve our focus and ourselves. Mr. Lopez, the Commissioner, or Blair Milo will create discussion opportunities to help with conversations about the alignment of resources.

HB 1002 codified and expanded the Next Level Jobs employer Training Grant Program; set training caps for employers at \$5,000 per new employee hired, trained, and retained for six months up to \$50,000 per six months.

#### NWIWB Sector Strategies

Sandra Alvarez reported that at the recent Construction & Trades event 15 trade organizations presented hands-on experiences to over 700 students from all 7 Northwest Indiana Counties. Each group involved was very pleased with the process. The contacts at the trades have reported that students are now applying to them or are requesting more information on how to apply.

The Healthcare Consortium has met three times, and the hospital CEO's have gathered twice. Work is being done to analyze how the region could handle clinicals better and to develop career pathways through a grant due in April of 2018.

CWI has begun to look at ways to bring in nontraditional apprenticeships. Work has been done with CVS for pharmacy tech apprenticeships through America's Promise. Looking at an EMT single employer apprenticeship model.

October 5th is manufacturing week.

Within the retail sector, work is being done in loss prevention and customer service at the training center.

Skill-UP 3 recipients have been notified however there has been no public announcement regarding the grant. LaPorte County has been chosen to receive \$677,000 plus matching and in-kind funds. In Building Indiana there will be a feature on Workforce Development. The cooperation between LaPorte and Michigan City has been unprecedented. There will be a featured article in the Northwest Indiana Business Magazine that will focus on the LaPorte Model. Frank Cardello said a lot of the success of the model is due to workforce development (CWI) who brought everyone to the table, wrote and submitted the grant.

#### One Stop Center Certification Committee

Jim Clarida reported that the Certification process for all nine sites was completed at the end of February well ahead of the DWD deadline. Robyn Minton-Holmes has a great staff who cares about their work and knows their services from the front of the house to the back of the house and demonstrated their knowledge of service priorities. Mr. Clarida and the committee members spent approximately 2 or 3 hours at each location. Mary Lewis expressed appreciation for the Committee's work and for Robyn Minton-Holmes and Nicholas Elliott's efforts.

#### Chief Elected Officials Meeting

Linda Woloshansky stated that the meeting for the Chief Elected Officials was held on February 27, 2018. The County Commissioners recognized and appreciated the efforts of the NWIWB's Certification Committee and sent a thank you letter that appeared on page 11 of the meeting packet. The attending Commissioners will help with school alignment to make sure our educators are engaged in workforce development. Linda Woloshansky will be attending and present at each Counties' Commissioners meetings to continue to engage them in workforce development.

#### Youth Employment Council

Region 1 believes that having a Youth Committee is very important and has a very active group that has achieved great progress. Keith Kirkpatrick reported that 27 high schools or almost 1,000 students are now participating in the work ethic program across Northwest Indiana. This number is expected to increase at the beginning of the new school year in the fall. During a student's senior year they can also receive the Governor's certificate. Outreach efforts continue to focus on making employers aware of this certificate, therefore, creating a demand. To do this, the Council has had speakers attend service clubs and chambers to provide information about the work ethic program. The council may also place work ethic stickers on the employer's doors that want the work ethic certificate applications. George Douglas, an NWIWB member, has hired four former students that had applied for positions at Indiana Beverage. If any Board members have access to any business organizations and you would like to present, please contact Keith Kirkpatrick.

JAG students did well in at the Career Development Conference in Indianapolis.

#### Youth Provider Recommendation

Keith Kirkpatrick reported that the Youth Committee reviewed responses for the Youth RFP that was released in December of 2017. After the review and rate of proposals, a fiscal analysis of both budget, and review of past performance Keith Kirkpatrick as speaker for the Youth Council recommended as a **Motion:** that Goodwill Industries of Michiana provide out-of-School Youth Services for the Northern portion of the WorkOne areas and JobWorks, Inc. will provide all In-School Youth Services for the region and Out-of-School Youth Services for the remaining portion of the WorkOne areas for the program year commencing July 2018. The motion was seconded by Gary Olund. **The motion passed.**

#### NAWB Conference

Linda Woloshansky has been asked to present at the National Association of Workforce Boards (NAWB) Conference in Washington, D.C. regarding the America's Promise Grant for CVS apprenticeships and Certified Production Technician which was received through Midwest Urban Strategies as a joint application through numerous boards. Linda Woloshansky is pleased to present this information on behalf of the Board during the NAWB event.

#### Closing Notes

If any Board members are interested in serving on the committee to review the continuation grant for Adult Education, please contact Mary Lewis.

Mrs. Lewis thanked Commissioner Payne for sharing his thoughts and attending the meeting and welcomed Africa Tarver and Luis Gonzalez to the group.

The next meeting is May 24, 2018, at 2 pm and the Gary WorkOne open house is April 13, 2018, at 3 pm Central.

#### **4. ADJOURN**

The meeting adjourned.

Gary Olund, Secretary  
Crissy E. Dooley, Recording Secretary