

Meeting Minutes
South Central Region 8 Workforce Board, Inc.
Quarterly Meeting
Stonegate Arts and Education Center
May 11, 2016 12:00 Noon to 1:30 PM

Board Members Present: Brenda Reetz, Lynn Coyne, Trent Todd, Rachel Carver, Nancy Davisson, Steve Johnson, Gene McCracken, David St. John, Darrell White, Frank Guratzsch, Michael Stieglitz, Jason Flinn, Scott Baker, Rachel Carver

Others Present: John Corcoran, Shannon Laurent, Carla Crowe, Richard Rampley, Tina Judd, Trudie Dillman, Susan Neal, Nancy Karaszia, Earl Isom, Rob King, Robin Branch, Steve Bryant, Todd Hurst, Brenda Davis, Dave Tucker, Debra Wellman, Deani Purvis

Board Members Absent: Ken McKee, Harold Gutzwiller, Terri Gammon, Doug Kellams, David Brinegar, Terry Pittman, Jennie Vaughn

Call to Order

Brenda Reetz called the meeting to order at Noon. Each person present introduced themselves. John Corcoran welcomed Michael Stieglitz to the Board. Michael is a new member representing Brown County Business on the Workforce Board. John also welcomed Debra Wellman from IU Health, Bloomington Hospital. A quorum of the Board was confirmed as present.

Approval of Minutes

Darrell White stated that Ken McKee, Owen County Business Representative was not listed as a Board member on the 2/17/16 minutes. John Corcoran stated that Ken should be listed. With this correction, Lynn Coyne moved to accept the minutes of the 02/17/16 meeting of the South Central Region 8 Workforce Board, Inc. Darrell White seconded the motion. All voted in favor.

Regional Operator Report John Corcoran provided a grants update.

SP-NEG Grant Awarded - The Board recently applied for and was awarded a grant from DWD to provide work based learning opportunities to the Veterans enrolled in the Job Readiness Seminars being conducted by Vincennes University. John congratulated Shannon and Rob King on writing a successful grant. Shannon Laurent stated that the solicitation was competitive and that we are fortunate to win the grant. Per the grant, the funds will be contracted to Vincennes University. There was a general discussion of work based learning opportunities and Veterans. David St. John stated that many companies are looking to recruit veterans and that doing so helps fulfill their Equal Opportunity requirements. Rob King discussed the Veterans seminars that are planned in June and July.

Contract Renewals – Carla Crowe and Richard Rampley left the room during the discussion of contract renewals. John Corcoran led the discussion of the contract renewals.

The fiscal agent contract with Crowe Horwath LLP expires on 6/30/16. We recommend an extension of this contract for two years to 6/30/18 with a one year renewal option based on performance. John explained that the contract is at the discretion of the Chief Elected Official. The amount of the contract is \$78,000 per year which represents a slight increase. John stated that Crowe Horwath has done a good job and the amount is reasonable. The contract was provided to and signed by Gene McCracken, Chief Elected Official.

John Corcoran explained that the Rampley Consulting contract was procured for a 2 year period with a one year renewal option for performance. The first year ends 6/30/16. John stated that Rampley Consulting has performed and recommended a contract extension to 6/30/17.

Darrell White moved to approve a one year extension to June 30, 2017. Lynn Coyne stated that Richard has always been very responsive to requests for information. Lynn seconded the motion and all voted in favor.

Donation of SimLab Equipment - The Department of Workforce Development will permit the donation of the SimLab equipment to IU Health. John Corcoran introduced Deb Wellman with IU Health, Bloomington Hospital. John summarized the history of the SimLab stating that the Board provided \$194,000 in funding 10 years ago for simulation mannequins to help nurses and other health care professionals obtain clinical experiences. The Hospital provided staffing and overhead of approximately \$800,000 during this time frame.

Debra Wellman, IU Health, Bloomington explained that the Hospital partnered with the Board, Ivy Tech, Indiana University School of Nursing and School of Medicine. Approximately 6,500 learners had experiences at the Sim Lab over the past 10 years. Debra stated that the Hospital is planning to submit a Skill Up grant application to DWD that will take this equipment on the road not just for nurses but for first responders. The plan is to simulate emergency situations and stimulate interest in health careers. Gene McCracken asked if the SimLab experiences were available throughout the Region. Debra stated that the SimLab is currently limited to IU Health. Gene stated that he would like for IU Health to partner with St. Vincent Hospital and provide SimLab experiences. Debra replied that yes IU Health would do so and mentioned that she had discussed simulation training at Greene County Hospital. Debra thanked the Board for their support.

Prior to the vote, Lynn Coyne recused himself explaining that he is Chairman of the Board at IU Health, Bloomington Hospital.

Steve Johnson moved to approve donation of the SimLab equipment to IU Health, Bloomington. Frank Guratzsch seconded the motion and all voted in favor.

Accessible Workstations – John Corcoran stated that in partnership with DWD we have recently purchased updated software for the WorkOne accessible workstations. These workstations permit persons with disabilities to utilize our computer based services in the

WorkOne. Crossroads specializes in assistive technology and staff training. John requested that the Board approve contracting with Crossroads Rehabilitation Center to install and train staff in the use of this equipment. The proposed amount of the services with Crossroads is \$5,525.00.

Michael Stieglitz moved to approve the contract with Crossroads. Nancy Davisson seconded the motion and all voted in favor.

Workforce Innovation and Opportunity Act Local Plan – Shannon Laurent led a discussion of the WIOA Local Plan. The draft plan was distributed to the Board. There is a 30 day Public Comment period. We will post the draft Plan on May 23rd and the public can comment on the plan until June 23rd. On July 1st the plan is to be submitted to the Dept. of Workforce Development. Shannon distributed a two sheet summary of the plan and explained the contents of the plan by Section and key points in each Section.

Discussion: Lynn Coyne noted that many of the manufacturing jobs are hidden. Brenda Reetz asked about coal jobs. Richard Rampley replied that extraction jobs (coal and stone) are smaller in relation to all jobs in the region. Michael Stieglitz asked if data was available on underemployed individuals and those that can only work limited hours because of fear of losing public benefits. Deani Purvis, Labor Market analyst with DWD replied that this information was not available. There was a general discussion of availability of information from DWD. Shannon Laurent stated that these were folks that received food stamps and TANF.

Shannon outlined page 6 of the plan – projection of 2022 jobs in Region 8 and how that differs from the Demand Occupation list approved in the region.

David St. John mentioned IT jobs, software development and an upcoming meeting at West Gate for employers needing IT employees. They will discuss competencies needed. Shannon requested that information gathered be sent to her.

Shannon pointed out that 27 thousand of individuals 25 and older lack a HS Diploma or HSE. Darrell White asked for numbers on the graph instead of percentages. Shannon stated she would do this.

Shannon stated that rural counties are challenged. As a pre-requisite more individuals need to upgrade basic skills, obtain their HS diploma or HSE before they try to move on to post-secondary training, certifications and degrees.

Darrell White stated that low income often means health issues which impacts employability. David St. John asked if you lose food stamp benefits as you earn more money. Rachel Carver replied that yes they do lose benefits as they make more. This is a disincentive to work. Lynn Coyne stated this is known as the "Cliff Effect" members should Google this, the disincentive to work is fully described. There was a general discussion of the Cliff Effect.

Nancy Davisson stated she would like to see a discussion of sharing of resources under Goals. Shannon stated she will add this to the goals. Shannon stated that this may be the only region in the State that has an office in every county. Shannon said the Board has always been

committed to a WorkOne office in each county and asked if that was still true. Internet access is very limited. Darrell White said that it costs \$125 a month for limited internet access in Owen County. He said it was important to have a WorkOne office in each county. Brenda Reetz stated that the culture is not to cross counties when seeking assistance. Michael Stieglitz agrees that offices in each county are important.

Shannon discussed page 17 and the shortfall in the number of workers, the need to engage Veterans, people with disabilities, getting folks off Unemployment Insurance and the need to step up our recruitment efforts to get groups of individuals not participating in the labor force working. Shannon said she will add a 9th goal, to target these individuals.

Brenda Reetz referenced the surplus of jobs projected for 2022 and how folks in rural areas can get to the areas where there are jobs. Many cannot afford the commute and there is no public transportation. Often the drive is not worth it. Darrell White stated that often folks cannot afford to work.

Scott Baker asked if there were incentives to employers to use WorkOne? Shannon replied that we offer Work Experience and On-the-Job training reimbursements. Employers need incentives to call WorkOne first. Scott said legislation could help, for example cutting the UI rate if employers use WorkOne. There was a discussion of WorkOne services. Those who are unemployed do not use ICC as their first choice, they use Monster or other job boards. Marketing of WorkOne services should be improved. David St. John described the testing and recruitment WorkOne does for Cook. Brenda Reetz suggested that HS seniors register in ICC. There was a general discussion of motivation and the culture of folks that have been disengaged from the labor force.

Shannon referred the Board to pages 48 and 49 Regional Demand Occupation list. Shannon explained how the WorkOne staff use the list to authorize training for occupations in demand. The shaded occupations on the list were discussed. Drafters, engineering and Mapping Technicians, Chemists will be deleted from the list. Brenda Reetz would like to see Occupational Therapists will be added to the list.

Nancy Davisson moved to approve the local plan with changes discussed and the demand occupation list with the addition of Occupational Therapists. Frank Guratzsch seconded the motion and all voted in favor.

WorkOne Report – Richard Rampley provided a handout summarizing year to date (7/1/16 to 4/30/16) WorkOne activities in the Region. Richard highlighted workshops provided, job fairs conducted, services, job orders and Business Services activities. Job Fairs are up significantly as are job orders. Richard is helping Washington High School integrate a Work Ethic program into their curriculum.

Financial Report – Carla Crowe with Crowe Horwath the Board's contracted Fiscal Agent distributed and explained the financial reports; Carla highlighted the schedules in the reports as well as changes to the budgets. Carla explained that the Benchmark is 83% of expenditures (using equal monthly spending for the year) and we are currently at 73% for the overall budget

this means that we will carry over funds to the New Year beginning July 1st as we have in previous years.

Carla discussed changes to the Board's Budget and contractual changes with Vincennes University which include:

SP-NEG DW Veterans Seminars	\$ 141,000
VU JAG program	\$ 21,310
VU JAG TANF program	\$ 71,370

Carla noted that 30% of total eligible expenditures have been expended on direct client costs.

There was a discussion regarding the PY'16 budget WIOA allocation to the Region. We received an increase due to high unemployment in some of our rural counties versus the State unemployment rate. Carla Crowe presented the PY'16 Proposed Annual Budget.

Gene McCracken stated that Literacy programs need funding. There was a general discussion about Literacy programs and how to address those needs.

Nancy Davisson motioned to approve the financial reports PY'16 budget changes and the PY'16 budget. Rachel Carver seconded the motion. All voted in favor.

Other Business – Dave Tucker, VP Vincennes University discussed the VU partnership with West Gate Academy offering a General Education Class in August and September. Dave also mentioned the availability of Office of Community and Rural Affairs (OCRA) training availability for low income residents at West Gate.

Darrell White asked about the expansion of JAG to other schools in the Region. Shannon Laurent replied that we will be submitting a list of potential High Schools to DWD but she is unsure if the State will have the funds to expand. Shannon also explained that WIOA limits the amount that can be spent on in-school programs like JAG to 25%. Shannon reported that the Region's JAG performance remains high.

Gene McCracken moved to adjourn the meeting the Board unanimously seconded and approved to adjourn.

Prepared By: John Corcoran