

Meeting Minutes
South Central Region 8 Workforce Board, Inc.
Quarterly Meeting
Stone Gate Arts and Education Center
March 13, 2019 Noon to 1:30 PM

Board Members Present: Brenda Reetz, Scott Baker, Gene McCracken, Elizabeth Green, Adam Gross, Lynn Coyne, Jason Flinn, Michael Stieglitz, Trent Todd, Michelle Ellis

Others Present: Rob King, Shannon Laurent, Susan Neal, Randy Wells, Carla Crowe, Phillip Dart, Earl Isom, Brian Rawlins, David Tucker, Sandy Friedman, Heather Nash, Marilyn Pitzulo, Robin Branch, Jeff Grissom, Trudie Dillman, William Turner, Lia James

Board Members Absent: Christy Langley, Steve Johnson, David Brinegar, Kenneth Mckee, Teresa Hudson, Frank Guratzsch, Marvin Wagler, Angie Taylor, Terry Pittman

Call to Order

Brenda Reetz called the meeting to order at Noon. Each person present introduced themselves with Board Members invited to share relevant news or information about their organizations. A quorum of the Board was confirmed as present.

Skillful Indiana

Skill Works Presentation – William Turner, Skillful Indiana Executive Director, and Lia James, Facilitator, made a presentation to the Board on “Skill Works.”

Skill Works Presentation Information - Skills-based talent acquisition and management helps employers adapt to labor market conditions and ensure they find and retain talent. When employers define the skills they actually need, they open doors of opportunity for all Americans, regardless of where the candidate gained their skills for the job. Skillful develops and curates practices, trainings, resources, and tools that facilitate the shift from proxy driven employment practices to skills-based employment practices. Skillful’s employer training is a comprehensive workshop series that helps employers put these tools into practice. In the first workshop, employers will learn how to focus job postings on the skills candidates need to succeed, broaden talent pools to all qualified applicants, reduce bias in job postings, and source and recruit the talent the business may be struggling to find. Ms. James discussed Skillful’s simple Job Posting Generator and how it demonstrates the repeatability of this process. By making these easy, straightforward updates to the hiring process, participants can expect to: hire better candidates, speed up time to hire, increase retention, and increase candidate diversity. Several Board members were interested in finding out more about this employment tool and how to access. Ms. James explained that the Job Posting Generator will be a shared tool and made available to employers as well. Mr. Turner and Ms. James collected a presentation feedback form from each of the Board members and will contact each member interested in learning more about the Job Posting Generator and to follow up with any additional questions.

Dave Tucker, Vice President of Workforce Development Services at Vincennes University, assured the Board of William Turner's qualifications and skills as Executive Director of the Skillful Indiana team and that he was an excellent choice to head-up this initiative.

Approval of Minutes

Lynn Coyne moved to accept the minutes of the 12/12/2018 meeting of the South Central Region 8 Workforce Board, Inc. Adam Gross seconded the motion. All voted in favor and the minutes were approved.

Workforce Board Audit Report

Carla Crowe advised of the recent Workforce Board audit and reported there were no financial statement or federal award issues or findings.

Gene McCracken moved to accept the Workforce Board auditing report. Lynn Coyne seconded the motion. All voted in favor and acceptance of the report was approved.

Financial Report

Carla Crowe with Crowe LLP, the Board's fiscal agent, distributed and presented the financial report for the period ending February 28, 2019. Carla reviewed adjustments to the Budget and Expenditures. RESEA funds in the amount of \$21,000 were added to budget. Carla noted that 48% of the budget has been expended through February 28, 2019.

Gene McCracken moved to approve the financial report. Trent Todd seconded the motion. All voted in favor of the motion and the financial report motion passed.

WorkINDiana / Next Level Jobs Agenda Update

Shannon Laurent provided an update on the recommendation by the Governor's Workforce Cabinet that part of the WorkINDiana funding be transitioned to the Workforce Ready Program as part of the Governor's Next Level Jobs Agenda. It was also recommended that the amount of money provided to employers through the WorkINDiana employer reimbursement program be increased. Shannon Laurent explained that it appears the WorkINDiana funds will be reduced by 80% from \$5 million per year to \$1 million per year by the Indiana Legislature. Any remaining WorkINDiana funds will most likely be expended by Fall of 2019. Marilyn Pitzulo stated that the remaining \$1 million will be used in support of Employer Reimbursement Grant for employer partners who offer Adult Education services to employees who lack a high school diploma or equivalency.

WorkOne Report

The WorkOne report was distributed to the Board for review. Susan Neal highlighted the report. Susan Neal reviewed Participant Services Goals for PY'18 (07/01/2018 – 06/30/2019) and discussed targeted numbers. Performance highlights included Customer Service Data for the Second Quarter of 2018. Customer Satisfaction for Region 8 was 100.00%. Employer Satisfaction

rate was 94.12% from regional employers that were surveyed. Susan also reported on WorkKeys assessments and Work Based Learning Activities for the last 3 months. Susan mentioned that 239 assessments were administered throughout Region 8 during the past 90 days and the Business Services team continues to engage employers at job fairs throughout the region to discuss the utilization of WorkKeys assessments as part of their hiring process. During the last quarter, an average of 12 customers were active in work-based learning opportunities with regional employers. Susan stated that the funds received from the WIOA Support Grant have allowed the region to serve additional customers and to date, 12 customers are being served through this grant funding opportunity.

Susan provided an update on the DWD initiative to train staff to re-engage eligible TAA participants. Region 8 was given a TAA Engagement Coordinator position, which is currently located in the Bedford WorkOne office, to assist with increasing area enrollments. During the months of January and February 2019, engagement efforts have resulted in a regional total of 45 clients with 30 customers participating in RTAA, seven (7) in Job Search, five (5) attending training, two (2) entering full-time employment, and one (1) relocation customer. For the previous calendar year, 88 customers have received some form of TAA service in the Region 8 offices.

Business Services Contacts continue trending above the target goal for the current Program Year. To date, 1,861 contacts have been completed which is 111% of Region 8's yearly target of 1,680 contacts.

Susan highlighted regional events that took place during the third quarter of the program year and included: 1) Skillful Indiana Initiative – The Governor's Coaching Corp; 2) Region 8 JAG Career Development Conference (CDC) held at the Westgate Academy on February 15, 2019; and 3) WorkINdiana program participation numbers.

Susan discussed the Next Level Jobs program. As of February 8th, 40 employers in Region 8 have applied for the Employer Training Grant with \$645,750 having been approved in training funds. Sector applicants include the following: Health Sciences (14), IT/Business Services (11), Building & Construction (4), Advanced Manufacturing (10) and Agriculture (1).

Other Business – Public Comments

Rob King acknowledged Elizabeth Green as a new Board member representing the Department of Workforce Development (DWD) and welcomed her to the Region 8 Workforce Board. Rob also informed Board members on the passing of a previous Board member, Laura Cooper, who represented the Indiana Limestone Company while an active member of the Workforce Board.

With no further business, Jason Flinn made a motion to adjourn, Michelle Ellis seconded the motion. All voted in favor of the motion and the meeting was adjourned.

The meeting adjourned at 1:20 PM.

Prepared By: Rob King

Other Business – Group Discussion – Board members are encouraged to discuss other current workforce Issues, challenges and questions.

Next Meeting: June 19, 2019

Adjourn – 1:30