

The Workforce Board covering Bureau, Carroll, Jo Daviess, LaSalle, Lee, Ogle, Putnam, and Whiteside Counties.

## NCI Works Hosts Annual Employer Conference And Awards Luncheon

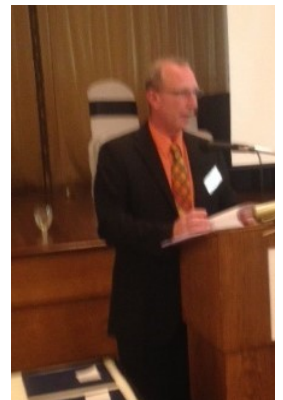


Linda Burt welcoming attendees to the annual NCI Works Employer Conference.

Linda Burt welcomed over 80 attendees to the NCI Works annual Employer Conference Friday, October 14, 2016, at the Mendota Civic Center. This year's conference included a description of BEST, Inc. Business Services; an overview of Illinois Valley SHRM; an interactive communication and team building keynote from Laurie Guest, CSP, *Solutions are Brewing*; and an Employment Law Update from Doug Lee, *Ehrrmann Gehlbach Badger Lee & Considine, LLC*.

During her presentation, Laurie Guest spoke about the top 4 workplace challenges: thinking differently, conducting an accurate self-analysis, being able to work as a team, and being able to communicate effectively. In addressing these challenges Laurie encouraged companies to look for inspiration from an industry outside of your own, to be open to ideas for change. Some simple areas of change in communication she recommended included replacing answers that typically begin with "no" to beginning with "actually". Other recommendations were to eliminate the word sorry from answers and to pay close attention to the non-verbal. Laurie informed the audience that we often mirror the behavior and body language of others, absorbing their physical attitude and duplicating it with our own which can create barriers in effective communication. She also stressed the importance of appreciating others. When delivering praise making certain to identify the person by name, state the praiseworthy action, and why that action is of importance.

Doug Lee's presentation covered common pitfalls employers encounter in dealing with their employees on a day-to-day basis. He spoke on specific areas of recent litigation in labor and employment law and how the decisions in those cases have impacted the workplace. Some areas of interest Doug covered included: non-compete agreements, hostile work environment, gender discrimination, FMLA violations, religious beliefs accommodation, sexual harassment, and National Labor Relations Act violations.



John Spencer announces award recipients during lunch.

Article continued on page 2.



@NCIWorks

### Also in This Issue:

- Second Annual *Just Hire One* event in Oregon
- Spotlight on NCI Works member Tom Pigati
  - Membership list for NCI Works
- Summary of Workforce Area 4's Industry Employment

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Dianna Schuler presents Bright Farms' BJ Miller with the Business Leadership Award

The following individuals and companies received recognition for their achievements and contributions to workforce development. Additionally, Certificates of Appreciation were given to 61 area businesses for their continued support of workforce development efforts.

**Business Leadership Award:**

BrightFarms/CHI Greenhouse, LLC  
Rochelle, IL

Streator Unlimited  
Streator, IL



Joel Torbeck presents Bill Darrow of US Foods with a Certificate of Appreciation.

**Individual Achievement Awards:**

Felisha Brauer—Sterling, IL  
Lance Coffin—Prophetstown, IL  
Bailey Fessler—Marseilles, IL  
Laura Leal—Sterling, IL  
Andrew Lopez—Dixon, IL  
Rebecca Stanton—Peoria, IL  
Fonzell Thompson—Streator, IL

**NCI Work Service Awards:**

Bill Norden—Five Years  
Kevin Lindeman—Ten Years

**BEST, Inc. Service Recognition:**

Jessica Green—Ten Years  
Lisa Cofoid—Twenty Years  
Sharel Wolber—Thirty Years  
Annette Pace—Thirty Years



Kevin Lindeman, Northcentral Illinois Council of Governments, receives a ten year NCI Work Service Award from Linda Burt.



# Member Spotlight

**Tom Pigati**  
**Pigati Builders, Inc.**

**What is your professional background?**

I am a general contractor with my brother. I have been doing this for 43 years.

**What made you decide to volunteer to serve on a workforce board?**

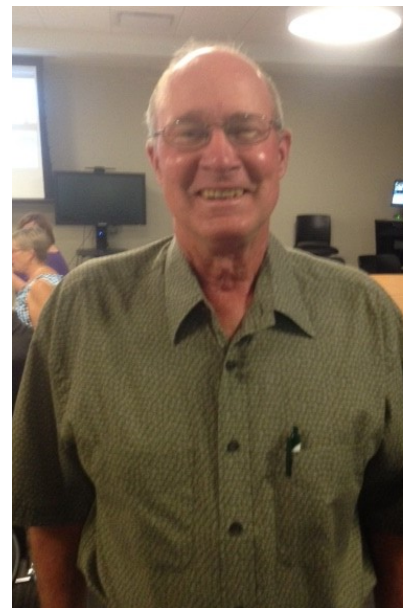
When Pam Furlan became Director she knew I was a volunteer. So she explained NCI Works and what they did so I said yes to her.

**How long have you been a board member? (including pre-consolidation)**

Since 2003

**As you have served and learned more and more about the Workforce Innovation and Opportunity Act (and maybe even its predecessors) what do you see as the main value of our federal program?**

It is a never ending struggle to help people to attain the skills needed to get a job in the ever changing world. Some agency needs to be in charge of that task. The greatest feeling of pride and self-worth is felt by someone who is employed or re-employed.



## Fall Youth Leadership Conference Held at IVCC and SVCC

The Fall Youth Leadership Development Conference was held on September 22 at Illinois Valley Community College and on September 28 at Sauk Valley Community College. High school, college and high school equivalency youth enrolled in the BEST Inc. program attended this popular event.

Excellent information was shared with students about careers, setting goals and developing skills to be successful both in and out of the workplace. Specific topics included professionalism, constructive criticism, work ethics and enthusiasm. The University of Illinois Extension and Heartland Bank provided presentations on money management. Youth at the IVCC conference learned more about jobs, needed skills and expectations in the workplace through an employer panel. The panel consisted of representatives from Advantage Logistics, Peru Police Department and Perry Memorial Hospital.

The same conference for youth in Jo Daviess and Carroll counties will be held in Savanna on November 30.



**WORKS!**

3691 Cougar Drive, Unit B

Peru, IL 61354

815-224-7930 (Phone)

815-224-7933 (Fax)

# NCI Works Members

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**Jim Andreoni**  
*Attorney At Law*  
Perona, Peterlin, Andreoni & Brolley, LLC

**Dave Argubright**  
*Business Agent, Carpenters Local #195*  
Illinois Valley Building Trades

**Ed Bochniak**  
*Executive Director*  
Carroll County Housing Authority

**Mary Boogemans**  
*H.R. Generalist II*  
Advantage Logistics

**Linda Burt**  
*Vice President of Quality & Community Services*  
St. Margaret's Health

**Fidencio Campos, Jr.**  
*Recording Secretary*  
United Steel Workers—Local #63

**Vicki Carlson**  
*Vice President*  
Dixon Area Chamber of Commerce

**Debbie Clausen**  
*HR Administrator*  
LMK Technologies

**Dr. Jerry Corcoran**  
*President*  
Illinois Valley Community College

**Sara Escatel**  
*Adult Education Director*  
Illinois Valley Community College

**Tim Farraher**  
*Director of Operations*  
MACIEAN Fogg Component Solutions  
(Metform)

**Dan Fitzgerald**  
*Director of Programs and Services*  
Horizon House of Illinois Valley, Inc.

**Monte Flack**  
*Supervisor*  
Color Point

**Carrie Folken**  
*Program Manager*  
Business Employment Skills Team, Inc.

**Randy Freeman**  
LaSalle County Board

**Janet Graham**  
*Local Office Administrator*  
IL Dept. of Human Services

**Jill Guynn**  
*County Director*  
University of Illinois Extension (Bureau, LaSalle,  
Marshall & Putnam Counties Unit)

**Patricia Head**  
*Controller*  
F/N. Smith Corporation

**Linda K. Hessenberger**  
*Assistant Vice-President/Real Estate Loans*  
Central Bank

**Vanessa Hoffeditz**  
*Community Services Coordinator*  
Tri-County Opportunities Council

**David Howell**  
*Vice President / Internal Auditor*  
The First National Bank in Amboy

**Deana Jones**  
*Staffing and Training Coordinator*  
Wahl Clipper Corporation

**James Knauf**  
*Public Service Administrator*  
Illinois Department of Human Services

**Rhonda Krueger**  
*IDES Office Manager*  
IL Department of Employment Security

**Kevin Lindeman**  
*Economic Development District Director/Sr Planner*  
North Central Illinois Council of Governments

**Barbara Majeski**  
*Branch Manager*  
Manpower

**Beth Murphy**  
*Employment & Training Coordinator*  
Experience Works, Inc.

**Bill Norden**  
*Manager*  
Manlius/Walnut Crop Production Services

**Thomas Pigati**  
*Owner*  
Pigati Builders, Inc.

**Cary Robbins**  
*Manager of Human Resources*  
Sterling Steel Company, LLC

**Kevin Reibel**  
Carroll County Board Chair

**Jennifer Robbins**  
*Manager of Human Resources*  
Dura Auto

**Brandon Rumler**  
*Executive Director*  
Rolling Hills Progress Center

**John Spencer**  
*Vice President Operations*  
LaSalle County Broadcasting Corporation

**Teresa Strum**  
*Center Director*  
Area Health Education Center (AHEC)

**Gerald Waszkowiak**  
*Director*  
American Nickeloid

**DeAnne White**  
*VP/Chief Operations Officer*  
Sinnissippi Centers

**Robert White**  
*HR Supervisor*  
BorgWarner

## IDES Adds New Members to Business Services Team

The IDES Business Services Team covering LWIA 4 has added two new members to their team. Those members are Bob Weimer, Local Veterans Employer Representative and Robert Wittmer, Business Services Coordinator. With a fully staff Business Services Team we are now able to increase our employer outreach efforts, host more Veteran Hiring Events/Workshop and expand the number of Community and Onsite Recruitment Event. This month we have the following events scheduled: an Onsite Recruitment Event featuring Park Pointe H&R Center of Morris on Oct 13<sup>th</sup>, a multiply employer Community Hiring Event at the Princeton Library scheduled on Oct 18th and a Veterans Workshop featuring the Illinois Department of Veteran Affairs scheduled on Oct 20th.

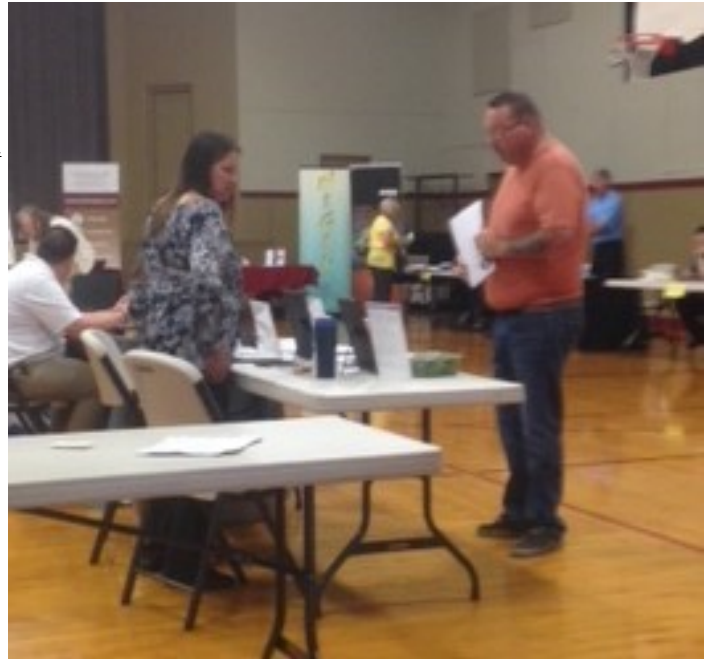
We have also begun bi-weekly meetings between IDES's Employment Security Team and Business Services Team with plans to extend an invitation to all core partners. The one hour meeting provides for an opportunity to share information to promote collaboration to better serve our respective customers.

## IDES and BEST Host

### The Second Annual Just Hire One Event in Oregon

IDES and BEST, Inc. hosted the second Annual *Just Hire One!* hiring event at the Coliseum in Oregon on September, 22, 2016 . The event brought together 27 area businesses and 71 job seekers. The first event was held in the fall of 2015 at the Oregon VFW but moved to the Coliseum this year due to overwhelming employer interest . The organizers would like to thank Mayor Williams of Oregon for his assistance in securing the facility and for help with setup and tear down. Mayor Williams has been a much appreciated supporter of this event.

**See You Again Next Year!**



## Core Partners OF NCI WORKS

◆Adult Education

◆Business Employment Skills, Inc.

◆Illinois Department of Employment Security

◆Illinois Division of Rehabilitation Services

### August 2016 Unemployment Rate Most Recent Available:

National 5.0%

State of IL 5.5%

LWIA 4 5.6%

Bureau Co 5.8%

Carroll Co. 4.8%

Jo Daviess Co. 4.4 %

LaSalle Co 6.2%

Lee Co 4.8%

Ogle Co 5.3%

Putnam Co 5.2%

Whiteside Co. 5.8%

**Access to the services provided by each of these  
agencies is available at:**

<b>Southtowne Mall</b>	<b>2323 E Lincolnway</b>
<b>1550 First Avenue</b>	<b>Sterling, IL 61081</b>
<b>Ottawa, IL 61356</b>	<b>815-625-9648</b>
<b>815-434-3111</b>	<b>TTY: 800-526-0844</b>

*Northwest Central Illinois Works (NCI Works) is a locally appointed workforce board that oversees workforce development programs that are funded by millions of federal tax dollars for an eight-county area (Bureau, Carroll, Jo Daviess, LaSalle, Lee, Ogle, Putnam and Whiteside Counties).*



Workforce Area 4 Industry Employment Data (source: Illinois DCEO)		Percentage of Total
Industry	Current Month Aug—16	
LABOR FORCE DATA (*)		
Civ. Lab. Force	172,735	
Employment	163,072	
Unemployment	9,663	
Percentage	5.6 %	
<b>Total Non-Ag Employment</b>	<b>120,000</b>	<b>100%</b>
Construction-Mining	5,800	4.8%
Manufacturing	19,700	16.4%
Trade, Transportation, and Utilities	29,600	24.6%
Information	1,100	.9%
Financial Activities	5,200	4.3%
Professional and Business Services	8,000	6.6%
Educational and Health Services	12,900	10.8%
Leisure and Hospitality	12,100	10%
Other Services	5,200	4.3%
Government	20,400	17%

Additional Labor Market Information is available at the NCI Works website at [www.nciwork.org](http://www.nciwork.org)

*Wondering what the NCI Works Partners can do for your business? Our Matrix of Business Services is available online at [www.nciworks.org](http://www.nciworks.org).*

NCI Works meets the 4th Tuesday of the following months at Illinois Valley Community College, Highland Community College, Kishwaukee Community College and Sauk Valley Community College via Electronic Meeting Capability at 5:30pm:

January	July
March	September
May	November

*Meetings are open to the public.*