

**Employer Engagement Committee  
Meeting Minutes  
February 7, 2017**

The Employer Engagement Committee Meeting was called to order at 5:30 p.m. by Jim Andreoni.

**MEMBERS PRESENT:**

**IVCC:** Jim Andreoni, Mary Boogemans, Debbie Clausen, Dr. Jerry Corcoran, Monte Flack, Kevin Lindeman

**STERLING:** Vicki Carlson, Patty Head, Barbara Majeski, Lisa McCarthy

**MEMBERS ABSENT:** Linda Burt, Deana Jones, Dave Mennie, Cary Robbins, Jim Weed, Robert White.

**OTHERS PRESENT (IVCC):** Dianna Schuler, Joel Torbeck

**OTHERS PRESENT (Sterling):** Pam Furlan, Theresia Charley

**Business Meeting**

Approval of Minutes

Dr. Corcoran made the motion to approve the minutes from the last meeting. Kevin Lindeman second the motion. Motion carried.

Collaboration Effort of Business and Education

Dianna reported that the IWORC (Illinois Workforce Opportunity Readiness Coalition) group of superintendents, workforce, and business now has a website up and running at [www.iworc.org](http://www.iworc.org). She went on to report that she will be meeting with Dr. Espinoza from LaMoille High School (chair of the initiative) and Dwayne Mentgen from the area career center to put together an agenda for a roll out of the website and some other things that the group is working on. Dianna reminded the committee that this group was an outgrowth of the manufacturing forum held at IVCC spring of 2016.

Pam reminded the committee that last year we hosted 2 manufacturing forums; one at Sauk Valley Community College and one at Illinois Valley Community college. The forums brought together business, education and workforce in an effort to find ways to partner to address common workforce and education issues. The idea was for business to share what their needs are and to get buy in from education to promote manufacturing. The IWORC coalition came out of the IVCC forum. At the SVCC event it was decided that rather than start a whole new group that this initiative would become a part of the group that was working on manufacturing expo. Dianna reported that the SVCC was recently ironing out the dates/times for the manufacturing tours portion of their efforts. Participating youth will also be given an opportunity to tour the multi-craft lab at SVCC as part of the tour day.

## Employer Forums Update/Workforce Intelligence Summit and Job Fair Updates

Dianna informed the group that the idea originally was to replicate the forums that had already been conducted at IVCC and SVCC for the Carroll and Jo Daviess County areas, as well as for Ogle Co. She went on to inform the committee that in conjunction with working with our Workforce Intelligence Committee and our IDES Business Services partners from Rockford the original plan has taken a different turn.

Working with IDES this past fall we hosted a virtual job fair for Carroll and Jo Daviess that, technologically speaking, went very well. While we didn't have many during the live event, we had about 38 access the recorded event on Illinois workNet. Dianna went on to report that the head of the IDES Business Services Team, Don Ryan, was on the live event and was impressed with how well the technology worked. So, we made the connection with the workNet team for Don to partner with them to do an Illinois Job Link webinar for businesses that is scheduled for February 23<sup>rd</sup>.

In Oregon we held our second Just Hire One job fair also last fall. We did not have as big of a job seeker turnout as 2015 but Ogle County also had a lower unemployment rate last fall than it did in 2015. We've received tremendous support from the Oregon mayor and he helped us schedule the venue free of charge and also contributed the labor for setup and cleanup free of charge. We have also talked with IDES about replicating this event a 3<sup>rd</sup> year or even making it an annual event. Dianna went on to report that due to another layoff at Nippon we are currently working with our DeKalb counterparts and the Rockford IDES Business Services Team to host a hiring event targeting manufacturing jobs. This will be the main topic of discussion with IDES during a conference call on February 8<sup>th</sup>.

In Jo Daviess and Carroll Counties our Business Relations Representative, Mary Katos, has been working the Career and Technical Education facility to organize a youth summer jobs fair. The fair will be held at the Career and Technical Ed facility in Elizabeth in March. We are recruiting the businesses and the Career and Technical Ed facility is recruiting the schools. Likewise, during our job fair last fall Ted Duckett from IDES (Rockford) had mentioned wanting to do a youth hiring event in Ogle as well.

Pam asked Dianna for an update on our workforce intelligence summit. Dianna reported that there has been a lot of discussion on this but nothing concrete decided as yet. Originally, we thought we thought we might do just healthcare, then maybe all businesses. The career advisors in our workforce intelligence committee have surveyed their past healthcare customers but only went back one year. They intended to go back a second year and survey those customers as well. The purpose was to get an idea as to how satisfied those customers were with their training and subsequent employment. The plan is to then organize a summit with the healthcare providers to glean from them what trends they are seeing in the healthcare field, what the challenges are that they face, and what the demand might be over the next few years so that we can plan how we can respond. Pam asked Dianna to explain what the workforce intelligence summit is intended to do. Dianna responded by saying that it is intended to give us more information about need, skills, projected needs and trends/changes in their industry. Debbie inquired as to if this was from the perspective of the student or the provider. Dianna explained that it was both. Career Advisors gathered the information from the students and the summit will collect it from the providers. Information from the providers will give the Career Advisors better information to share with prospective students.

## Youth Career Pathways Grant Update

Pam reported that the grant was one we applied for last year but no one received it. Instead DCEO revamped the grant to require any application be a regional one. With NCI Works being in 2 regions, Pam reported that the Quad Cities area was not interested in applying. Rockford however is planning an employer summit and she has been attending their meetings since Ogle County is within that specific region. The summit will be March 3<sup>rd</sup> 12:30 to 3:00 and focus on manufacturing. The intent is to dialogue with the employer, about 2 ½ hours in length, and determine their needs.

Pam informed the committee that, since we didn't get the grant the first time around, we took the model and started our own pathways initiative. We are working with IVCC and SVCC Adult Education Departments and the 2 area career centers to offer this opportunity. We are starting out with the manufacturing bridge programs, once the student completes that then they will move on to additional training (CPT, multi-craft, etc), an internship, and even on to an AAS in Advanced Manufacturing. At IVCC we have had 3 or 4 students begin the program. She has not received an update on the project from SVCC. The program just started January 1<sup>st</sup>.

Pam reported that the Chief Manufacturing Executives that meet at IVCC will be getting back to doing a tour of area facilities for guidance counselors and teachers so that they can share the information with students. They have also been talking about succession planning and the need for it in manufacturing. This conversation has led to the generation of ideas on how to address the need for workers. Ideas include apprenticeship programs and internship to address the concern of people leaving their workforce. Pam stated that she and Jennifer Scheri have briefly talked about possibly putting together some type of succession planning program to offer as a strategy.

Pam informed the group that we recently applied for 2 Sector Partnership Grants; one for Process Mapping for those that come into our offices, and one for a new community audit/underemployed study. The study would include everything within the communities from economic development to education. Pam stated that we had previously done one in 2008 and would be a good time to update it. She reported that we have been told we are getting both grants. Kevin inquired as to where the grants came from. Pam informed the committee that they are US Department of Labor grants.

## Fee for Service Pilot Program

Dianna reported that a survey monkey was sent out as part of exploring the expansion of our fee for services to find out what services businesses would be interested in and how much they thought was reasonable to pay for outside assistance. The survey went out to 62 businesses and we received back only 6 responses. It went to the private sector of NCI Works and those other companies that we routinely work with. Recruitment of applicants was the number 1 service and IDES/BEST was the primary source they contact for services. The survey really didn't measure what we were hoping it would. Pam made the suggestion that we get the work group together again, start with the list we had originally, and flush them out some more. Then we can better decide if this is something we want to pursue.

## Discussion of Business Services Reports

Dianna informed the committee that one of the requirements of one-stop certification is that the board decide on a format for reporting business services. Dianna provided an example of one that she provides to the BEST Board to show them the types of services she reports on. What we will need to know is

what information you would find helpful. Pam pointed out that while the sample that they have is just for BEST, the reports that we are talking about here would include all the partners that provide business services. Pam asked members to take a look at the sample and think about what information they might like to have. It was suggest that Dianna put together some different types of reports and to add the matrix of services that was recently updated along with a list of the different types of information (LMI, etc.) available.

#### Update on Business Services Team

Dianna gave some brief background on the makeup of the team which includes: BEST, IVCC and SVCC Business Training Centers and Adult Education, ORS, IDES, occasionally there has been a chamber or economic development entity attend, and NCICG was a member prior to that staff member leaving. It has met on a quarterly basis in the past but the reporting and larger number of events we are partnering on may require we meet more often. Dianna also informed the committee that IDES Business Services out of Peoria holds a Friday afternoon conference call with the Ottawa staff to update them on his contacts in the area the previous week and has graciously invited Dianna to sit in on those calls. Pam informed the committee that the idea behind the team is to have one point of contact so that all aren't knocking on the same doors all the time and then to share information with each other.

#### Other Business

Lisa gave a shout out for Kate and Mary for providing information and assistance to the customers of one the Galena clinics that are looking for work.

#### Public Comments

None

#### Adjournment

With there being no further business motion to adjourn was made by Jim Andreoni. Motion was seconded by Dr. Corcoran and carried. Meeting adjourned at 6:50 p.m.

Dianna Schuler