

**Employer Engagement Committee  
Meeting Summary  
June 4, 2019**

The Employer Engagement Committee Meeting was called to order at 5:31 p.m. by Cary Robbins.

NAME	PRESENT (Oglesby)	PRESENT (Sterling)	ABSENT	NAME	PRESENT (Oglesby)	PRESENT (Sterling)	ABSENT
Jim Andreoni	X			Barbara Majeski			X
Mary Boogemans	x			Lisa McCarthy			X
Linda Burt			X	Dave Mennie			X
Debbie Clausen			X	Kris Noble			X
Jerry Corcoran			X	Cary Robbins		X	
Mike Dean			X	Amy Strawn			X
Patty Head		X		James Weed			X
Deana Jones			X	Robert White			X
Kevin Lindeman			X				

**OTHERS PRESENT (Sterling):** Pam Furlan

**OTHERS PRESENT (IVCC):** Dianna Schuler

**Business Meeting**

Approval of Minutes

Approval of the April 2, 2019 minutes was tabled due to a lack of a majority of a quorum.

Update on RTPI

Dianna reported that the Core Business Services Team for RTPI will have their first project conference call on June 5, 2019. She went on to review which members of the team were working on getting a RTPI project up and running: Jennifer Sowers and Jennifer Scheri (IVCC) were working on a project, Joel Torbeck (BEST) and Karen Alvarado (IDES) were working on one that they have a meeting for the week of June 10, Tammy Nehrkorn is working on a project, and Kris Noble is working on one as well. Dianna informed the committee that the Core Business Services Team is comprised of the following partners: BEST, IVCC and SVCC Business Training Offices, IDES, Blackhawk Hills Regional Council, and Sauk Valley Area Chamber of Commerce.

Dianna informed the committee that members of the Core Team would be meeting with area businesses to do an assessment of their needs/challenges/obstacles in the area of their workforce. Based on the information obtained the members would then decide who should be a part of a Project Team to develop a plan of action that could include anything from recruitment assistance to incumbent worker training. Then present a plan back to the area businesses that would address their needs, etc., in a quick and timely fashion. The Project Team would then work with the business to implement the plan and track the success of the plan in its ability to actually address the needs identified by the business. The 8 counties are divided into sub-regions with LaSalle/Putnam/Bureau being sub-region 1, Carroll and Jo Daviess being sub-region 2, and Ogle/Lee/Whiteside being sub-region 3. The Core Team was asked if anyone was currently working on a project that could serve as a Pilot Project to test the process being used and the 3 volunteers from the group that identified that they had something in the works included: Jennifer Sower/Jennifer Scheri in sub-region 1, Kris Noble for sub-region 3, and Tammy Nehrkorn for sub-region 2.

Dianna asked the committee if there is anyone else that they believe should be involved on a team and if they had any recommendation on what to do or not to do in the area of marketing the Rapid Talent Pipeline Initiative to area businesses. Pam added that perhaps there would be someone from one of the industry clusters to include, or from our previous presentations, on a team to talk with business so that we have industry experts talking with industry experts. Jim replied that it would depend on what a business identifies as an issue they are facing. He said we'd need to know what the business needs before we could make recommendations on whom to include. Pam stated that even if the committee could recommend entities that might represent businesses at the industry level that would help. Dianna gave the example of the CME group at IVCC being one of those entities. Patty head suggested that if there is a specific business we want to reach out to we should see if a workforce board member has any contacts with that business that could make the introduction.

### Business Services Report

Dianna reminded members that this is a report that she shares at each meeting and that certain aspects of the report are not likely to change anytime soon. She stated that the number of job orders and registrations in IJL will continue to be reported as a total across the 8 counties and that the business contacts for IDES will continue to be reported by office (Ottawa/LaSalle Co. and Sterling/Whiteside Co.). Dianna also reported that BEST has been doing a great deal of incumbent worker training and thanked members for approving the modification that was recently submitted. She stated that she has projects waiting for the transfer of funds to show up in GRS and IWTS so that she can start projects totally about \$21,000 in late June or early July. Pam asked Dianna to begin including a year to date total on the report for incumbent worker projects. Dianna said that she would and informed members that for PY17 the total was about \$210,000 and for PY18 about \$150,000. She stated that without the modification that was recently approved she would have been \$5,000 short and unable to meet all the requests she has received.

### College2Careers

Dianna stated that at the April meeting Jim had suggested including an economic analysis/comparison of how much it would cost to get basic skills sets at the community college versus how long it would take to get out of debt with student loans for a higher degree. Dianna stated that Illinois has a resource that will do something similar to what Jim had suggested and it is College2Careers. She informed members that in their packet was a sample that she had run. She said that on the left side of the printout are listed all the items that you can compare but informed the committee that you can only compare a max of 5 at a time. The sample report that was in the committee packet included information on both the community colleges in Illinois and the universities and could be used to make college bound students aware of the debt and payback obligation for community colleges versus universities. She stated the report included both public and private institutions.

### Possible New Initiatives

Pam presented some possible new initiatives for the committee that she brought back from the March Board Conference in DC. She said she wanted the committee to look at them and talk about them to see which one(s) they want to do in order to make what we do more meaningful and have a greater impact on our business community.

- Broaden and deepen partnerships, which leads to more alignment. Sector strategies should be a part of career pathways. One way to incorporate employer feedback is to obtain questions and issues from other partners so employers can provide input on those in addition to just “workforce” topics. **NCI Works role: Provide these questions/issues from the other partners to EEC and ask them to comment.**

Pam stated that most of what is done comes from BEST, Inc. and IDES. She stated that we have other partners that have interactions with business. So this would be a suggestion to engage them to find out what they need and what the workforce board can do to help them in their business engagement efforts. She used the example of the Office of Rehabilitative Services doing internship. What can the board do to help them find businesses that would participate in those internships? She suggested getting some questions together to ask the other partners what exactly it is they need from the workforce board to assist them with their connection to businesses.

- BRRs should collect info from employers regarding their “pain points”, develop a report and present to EEC. **NCI Works Role: EEC should review the report and identify appropriate response. Partners should develop a response that includes all partners/stakeholders.**

Pam stated that we do some of this already with our board presentations/business briefs but thought it could be more extensive. She suggested that it could be information that is collected during the RTPI visits, organized, reported on and then ask the board what they could do to assist with these “pain points”.

- Consider “crosswalks” for Apprenticeships, e.g., Nurse with IT experience and knowledge. **NCI Works Role: EEC should begin a Crosswalk Dictionary for Apprenticeships.**

Pam said that apprenticeships are a good opportunity to add to or enhance a person’s skills set(s) by adding something that is not traditional for that occupation. The example she used was that of a nurse with IT skills. This person could become more marketable and the additional skills are now more valuable to the employer/potential employer. The crosswalk would take the traditional apprenticeship and identify what other skills make sense in order to enhance it.

Dianna asked if there was an example of how the cross walk would look. Pam indicated that the presenter at the conference did not offer an example but that it is something we’d have to develop. Cary and Patty added that a lot of apprenticeships have natural crosswalks already.

- “Making Apprenticeships Work for Opportunity Youth” (previously referred to as “at-Risk Youth”)  
Be a resource for pre-apprenticeship and apprenticeship program with employers as an education opportunity. Develop a plan to market to employers at hiring events, especially those targeted to young adults, 18 – 24 years of age. Get input from both employers and youth. Include this option in our NOFO’s for additional money. **NCI Works Role: Get EEC and Youth Committee Input and Endorsement of the initiative (maybe as part of the RTPI)**

Pam said that this would almost be a pre-apprenticeship program targeting young adults 18-24 years of age who have additional barriers. This would give them a start. She also stated that this could be a special grant opportunity.

- Partner BST offers “reverse hiring events” for opportunity youth. (Could also be done for adults.) Seat youth at tables by field of interest. Employers visit each table and talk to youth about interests, skills, career choices and experience. Can interview on-site, or set up interview for a later day/time. **NCI Works Role: Both EEC and Youth Council provide input re: design and implementation.**

Pam stated that this would involve the youth sitting at the table and the employers would go table to table speaking with the individuals represented about what they want to do. Patty added that the Whiteside Area Career Center does something like this already. Pam asked Mary what her thoughts were on this type of event. Mary stated that her fear is, with the younger group, that they don't know yet what they want to do and that brings people in and out of the company. Pam also stated that it could even be done for adults.

Cary suggested that the committee begin with the second idea of collecting information regarding business “pain points” through the BRRs and RTPPI process and developing a report. Cary felt it would help the committee with further discussion. Pam stressed that we need to make sure that everyone is collecting the information and getting it back to us.

#### Other Business

None

#### Public Comment

None

#### Adjournment

With there being no further business a motion to adjourn was made by Jim Andreoni. Motion was seconded by Mary Boogemans and carried. Meeting adjourned at 6:20 p.m.

Dianna Schuler