

**Employer Engagement Committee
Meeting Minutes
June 7, 2016**

The Employer Engagement Committee Meeting was called to order at 5:34 p.m. by Co-Chair Cary Robbins.

MEMBERS PRESENT:

PERU: Dr. Jerry Corcoran, Jim Andreoni

STERLING: Vicki Carlson, Patty Head, Barbara Majeski, Lisa McCarthy, Cary Robbins

MEMBERS ABSENT: Linda Burt, Deana Jones, Amy Liebing, Dave Mennie, Jim Weed, Theresa Wittenauer, Mary Boogemans, Debbie Clausen, Monte Flack, Kevin Lindeman

OTHERS PRESENT: Dianna Schuler, Pam Furlan, Theresia Charley, and Beth heaton

Business Meeting

Approval of Minutes

Dr Corcoran made the motion to approve the minutes from the last meeting. Jim Andreoni second the motion. Motion carried.

Discussion Question

Pam offered some background before the discussion began. She state that up until now there has been a great deal of organizational efforts going on. Now, however, there is a need to move forward with committee work. One task of the group is to gather information, look at challenges and issues facing our businesses, and then take them to the appropriate committee to work on and to get information to partners. From there, the group will then develop larger initiatives. One of the things that Pam will be talking to Cary and Linda about will be to get the business meeting portion of the NCI Works meetings conducted and then spending a significant amount of time at the NCI Works meetings discussing these initiatives.

Dianna began the discussion by posing the following question: What committee members use, or have used, BEST's work based learning services? Dianna went on to state that Linda Burt has participated in youth work experience and incumbent worker training (IWT). Kevin Lindeman is currently utilizing on-the-job training. Other NCI Works members have also utilized incumbent worker training and/or work experience. Cary stated that he had used IWT in the past but the layoff aversion and some other restrictions was a dis-incentive for many when it came to IWT. Cary also pointed out that some, such as Raynor, were not aware of the WBL options until the manufacturing forum. John G. from Frantz Manufacturing was also someone that found the programs too restrictive, according to Cary. He suggested that we summarize the information from the forum and how certain programs have been relaxed. Pam suggested making up a menu

of services that would include other partners, similar to the original matrix developed for the business services team. Lisa McCarthy suggested a flow chart or some other visual to show who within the one-stop system one would contact for a specific need. Pam suggested BEST be the point of contact and we would make the linkage to the appropriate person/agency for a specific need. Lisa also said that Kate struggles to find youth for our youth program. So, maybe include new eligibility criteria should be included in the marketing material.

Vicki Carlson stated that businesses don't really have hiring needs. When they do need to hire they go to the staffing agencies. Many of the companies prefer this because they don't have the liability for the individual placement the first 90 days. Patty head commented that information need to get out on a regular basis through chambers, etc., to keep the information in front of them. Dr. Corcoran commented that he believed the forum at IVCC was a success. He did say that many people have a limited amount of time and that maybe we should think about youtube testimonials with the number of people/companies that have benefited.

Collaboration Effort of Business and Education

Dianna reported that prior to the April Employer Forum for the IVCC district a group of secondary education representatives, workforce, and a business representative meet at IVCC to discuss what they wanted to learn from the forum. Each school was asked to forward their questions to Dianna. Also at this meeting superintendents acknowledged that many great things are being done within the IVCC district at the secondary level. Dr. Espinoza from LaMoille High School presented the idea of forming a steering committee of secondary education, workforce, and business to share information and help them make their curriculum decisions and tweak their career and technical education programs. The next meeting for this group will take place in July and Dianna will share information from that meeting.

Dianna went on to inform the committee that on February 2nd the CME group also had a discussion on workforce challenges. The question was posed as to if companies were getting applicants/right applicants. Dianna reported that pre-hire testing continues to be problematic for many businesses. She also reported that one company commented that for many training offered by IVCC is out of reach for them and so they don't receive the training they may need. Lastly, essential skills was also identified as an on-going issue.

Employer Forums Update

Dianna reported that both forum were a success. The IVCC forum was held on April 6th and the SVCC forum was May 19th. Some common issues were identified across both events: technical/shop math being the minimum math necessary for entry level manufacturing, maintenance, tool and die, machine operator, welding, programming logic, were common skills identified. Also identified at both events was the challenge of getting parental involvement and the negative perception of manufacturing.

Next steps at the IVCC event was the formation of IWORC (Illinois Workforce Opportunity Readiness Coalition) as described above. And at SVCC the suggestion that all efforts be combined under the umbrella of the Manufacturing Day Committee with workforce also being represented.

Workforce Intelligence Summit

Dianna reported that BEST staff is currently working on bring front line staff from Health Care together to gain knowledge of what challenges and conditions they face on a daily basis. They are in the process of identifying the specific institutions to contact and which front line staff they should include. This information will then be shared with prospective BEST customers. Additional industries will be addressed as Health Care gets completed. This committee was the result of our staff training with our consultant, Jeff Marcella, in March.

Youth Career Pathways Grant

Pam reported that this grant would make possible training for 10 out of school youth from the IVCC district and 10 out of school youth from the SVCC district. The training would include essential skills, tours of companies, internships, job search assistance. Training will be in the area of manufacturing. Best will be partnering with Adult Education, our community colleges, and the area career centers. The ultimate goal is unsubsidized employment upon the completion of training. We have proposed to do background checks and drug testing when they first come in and then another drug test when referred out to an employer. It is a 12 to 18 month program.

Other Business

Dianna requested that committee members like us on Facebook and follow us on Twitter.

Public Comments

None

Adjournment

With there being no further business motioned to adjourn was made by Jim Andreoni. Motion was seconded by Dr. Corcoran and carried. Meeting adjourned at 6:38p.m.

Dianna Schuler