

**Employer Engagement Committee
Meeting Minutes
August 1, 2017**

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

MEMBERS PRESENT:

IVCC: Dr Jerry Corcoran, Mary Boogemans

STERLING: Cary Robbins, Vicki Carlson, Mike Dean, Patty Head, Robert White, and Lisa McCarthy via telephone

MEMBERS ABSENT: Linda Burt, Debbie Clausen, Jim Andreoni, Deana Jones, Kevin Lindeman, Barbara Majeski, Dave Mennie, James Weed

OTHERS PRESENT (IVCC): Pam Furlan, Joel Torbeck

OTHERS PRESENT (Sterling): Dianna Schuler, Mary Katos, and Ken Skoff

Approval of Minutes

Motion to approve the minutes was made by Jerry and seconded Patty. Motion carried.

Business Meeting

Healthcare Summit

Dianna reported that the recent healthcare summits were very successful. The first was at Sauk Valley Community College with those in attendance coming from skilled care, long term care, facilities that care for the disabled, and one hospital (Morrison). The second was at Illinois Valley Community College and those in attendance were overwhelmingly from the area hospitals with a couple of long term care facilities also attending. Dianna also referred committee members to the survey results from both events stating that everyone found the summits to be helpful, beneficial, and everyone was willing to participate in future networking opportunities. She went on to inform the committee that a lot of very good information was obtain both for BEST and for the colleges to use in future planning. Participants need identify some areas, such as CMA, where the training could be further tailored to meet the needs of area healthcare providers. Dianna reported that the organizing committee (Bonnie Campbell, Jennifer, Scheri, Anita Carney, Paige Fritz and herself) were in the process of scheduling a conference call so we can move forward with next steps, especially the networking opportunities.

Pam added that another next step would be to explore healthcare apprenticeships for some of the positions. Pam also stated that incumbent worker training might be appropriate as well. Dianna stated that at the 2016 NAWB she had attended a session on healthcare apprenticeships and had found the information from the state of Washington. She indicated that she has shared that information with the organizers. Lisa shared with the committee that within her area she has 7 providers with 40 different occupations that expect to have 101 positions coming opening in the next year. Most are in one of the 3 levels of nursing and most are in Jo Daviess County at nursing homes. Pam added that at the summit it was discussed that providers have a hard time finding career CNAs and Lisa added that entry level positions in any sector is always a struggle to fill in her area. Jerry commented that comments from the

summits are right in line with the findings in the State of the Workforce Report. Jerry added that the colleges would be happy to invest in the needed programs and necessary changes.

Business Services Reports

Dianna informed the committee that the IDES information contained on the report comes from 2 sources. The business contacts come from Tory Davis out of the Peoria office. The IJL information comes from a gentleman in Chicago by way of Tory Davis. As noted on the report we were able to get a total number of IJL job postings for the 8 county area but the information was not yet available by county. Dianna went on to explain that none of the new business registration information was available as yet either. She stated that she will continue to work with Tory to provide the information for the Business Services Reports and went on to say that she believes we might be the first workforce area to begin requesting such information from IDES. Dianna went on to report that she has asked that IDES information for the report be routinely submitted by the 15th of each month.

Dianna reminded the committee that Jim Andreoni had request that the information on the report be present by month and year to date. She went on to say that there is and will be some lag in the data and that when the committee meets again in October the information will be from August and September. Lisa asked about another report that she receives from Colleen Neary at IDES that contains links to the openings. Lisa asked if she could get that report with active links so that she could share it on social media. Dianna said she would pass that request along. Cary as what the incumbent worker training at Woods Equipment was for and Dianna informed the group that it was for GD&T (Geometric Dimensioning and Tolerancing). Robert, Cary, Mike and Patty all expressed interest in the incumbent worker training program and Dianna will follow up with each of them.

On the topic of incumbent worker training, Dianna went on to report that she had just turned in the request to reimburse for Metform and that BEST Fiscal will be getting that taken care of. Dianna also reported that, while the Woods training has actually been completed, it may take a little while longer to get that one reimbursed due to the fact that the state's incumbent worker training system has not yet updated with the PY17 grant. She also shared with the committee that, due to the system not yet being updated in time for the Woods project, she worked with representatives from DCEO to make it happen by submitting all the necessary information for approval via a Word document and email.

Dianna asked the committee if this report was something that the committee wanted to officially act on as an action item going forward or if they simply wanted it as informational only. One of the things she reminded the committee of is that we still do not have any information on what the Employer Engagement Performance Measure will be. Cary stated that information only was sufficient for the report since the numbers are something for which the committee is responsible.

Workforce Issues

Cary began the discussion by stating that the last NCI Works meeting really brought retention forward as a major issues along with recruiting. Cary went on to say that retention in entry level especially is difficult. He said that anything NCI Works can do to help is appreciated and then asked committee members to identify what the issues are with retention and to begin with the entry level positions. He stated that entry level position tend to be the non-skilled labor force. Mike stated that the entry level employees simply don't show up for work. Cary asked why, what are they doing. Mike replied that it is as simple as they don't like what they are doing sometimes. Mike went on to state that with some of the laws today, such as FMLA, employees are only working a few days a week and that he can't understand how they get by on what they end up making. Cary added that there are fathers taking weeks off,

unpaid, at the birth of their children. With previous generations the fathers went to work. He stated that it is a generational thing. That time off and time to play is more important than their job.

Lisa proposed partnering with businesses that have trouble recruiting to offer a reward card with discounts and offering those to entry level people who are making much money. She went on to say that for those that are entry level and not making much the discount might help them and end up encouraging them to stay in the community. Cary stated that he was mostly referring to a generational tendency for entry level employees to want their time off and for the work to be easy work and if they don't like it they quit. Pam asked if job sharing would be possible in manufacturing. She stated that it was something that came up at one of the healthcare summits. That one of the hospitals offer job sharing. They maybe have employees that are interested in working only certain days of the week and others that would be interested in the other days. Mary stated that they already offer part time, 24 hours a week, and are very flexible with those hours for the employee. The problem, she said, was that they still want their time off and don't want to do manual labor. Pam went on to ask those in manufacturing if that job sharing would be possible in that industry. Robert replied that he would have to talk to some of his production supervisors. He went on that it could be possible. He also thought it might help with the stability of temporary employees. Patty added that it could be possible with those that want to retire but still work some. Robert agreed that retirees could make it work. They would have skills they could teach others. Cary added that with higher skilled position companies may have to start looking at the types of incentives that some of the medical providers are offering, including paying for school loans and signing bonuses. He also stated that, looking at what the workforce system could do, incumbent worker training will be important in helping manufacturing retain employees. Pam asked Mike if retention is an issue with apprenticeships. Mike replied that it isn't until they finish their program and reach the top. At that point, Mike stated, they go to other companies. Mike said that, for production employees, he's even looked at alternate shifts. But with that, Mike said, he can run into union challenges because it could cut into someone's ability to obtain overtime. Mike is still looking at how to make it work.

Pam said that what the committee might want to do is look at some of the issues that were discussed at the last NCI Works meeting and the April committee meeting and compare that to the forums and identify what was similar. Maybe pick out one or two things they might want to work on as a committee and as a board. One of the things that stood out for Pam was the gathering of workforce intelligence. She asked the committee if they would want to do the type of summit we did with healthcare with other sectors. The other thing that stood out for her was the importance of tourism and hospitality. The idea would be to connect the entire region through hospitality and tourism to highlight the quality of life. Other ideas include succession planning, the aging workforce, and lack of jobs for youth. Pam is planning to recommend to the youth committee that they do some type of focus group with youth to identify what they are looking for. Working with apprenticeship was also another important factor that came up as well. Jerry added that at the CME meeting the issue of how to base advancement (competency vs. seniority) was a major topic and how do you negotiate it into a union agreement. Mike stated that he has pieces of it in his skilled trades already. Cary stated that he has it in his contract as well. An invitation was extended to Mike and Cary to discuss this with the CME at a future meeting. Joining the group via electronic means would be an option. Mike and Cary agreed to discuss the topic with the CME especially if they could do it electronically.

Other Business

Pam informed the group that she is now on a committee with the state workforce board. The committee is Effective Boards. She went on to explain that the state workforce board wants to connect more with the local boards. She said that the state board wants to know what the local boards want and how they can make it happen. Pam suggested already that the state board explain to the local boards what they do and how they can support the local boards. She asked that committee members email her their thoughts on how the state board can help local boards accomplish their goals or support what they are doing, as well as what the local boards can offer to help the state board be more effective. Pam said that she would need their thoughts very soon because she needed to have a presentation ready by Monday, August 7th.

Public Comments

None

Adjournment

Motion was made to adjourn by Jerry, seconded by Mary. Meeting adjourned at 6:30.

Dianna Schuler