

**NCI Works
Meeting Minutes
November 27, 2018**

The NCI Works Meeting was called to order at 5:30 p.m. by Co-Chairperson Linda Burt. Roll call was taken.

Name	Present Illinois Valley Community College	Present Sauk Valley Community College	Present Carroll County Housing Authority	Present Highland Community College	Absent
James Andreoni	X				
Dave Argubright					X
Ed Bochniak			X		
Mary Boogemans					X
Linda Burt	X				
Fidencio Campos					X
Debbie Clausen					X
Dr. Jerry Corcoran	X				
Marcia Derrer					X
Sara Escatel					X
Dan Fitzgerald	X				
Carrie Folken	X				
Randy Freeman	X				
Janet Graham	X				
Jill Guynn	X				
Patty Head					X
Linda Hessenberger					X
Vanessa Hoffeditz					X
Deana Jones					X
James Knauf					X
Rhonda Krueger	X				
Rob Lentz					X
Kevin Lindeman					X
Barbara Majeski					X
Kris Noble		X			
Andy Mills			X		
Dan Payette		X			
Tom Pigati	X				
Kevin Reibel			X		
Cary Robbins		X			
John Spencer	X				
Amy Strawn	X				
Teresa Strum		X			
Gerald Waszkowiak	X				
DeAnne White					X
Robert White					X
Justin Wiggins		X			

Marcie Wiley					X
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OTHERS PRESENT (IVCC): Jo Ann Johnson, Dave Isermann

OTHERS PRESENT (SVCC): Pam Furlan, Dianna Schuler, Jerry Beranek, Gary Sandrock

Chair Comments

Pam introduced Kris Noble and Patty Vladika to members stating that they are new members to NCI Works.

Agriculture Panel Discussion

Pam introduced Dave Isermann and Kris Noble introduced Jerry Beranek and Gary Sandrock to members. Dave began the discussion by saying that bringing the Ag program back at IL Valley Community College was the best thing. He said that by having this program, it allows for students to get the education and training they need for the Ag industry. Dave told members that the economy is not the best right now, but offered some insights using a pyramid description. He said that a recent study said that the demand for recent graduates with a degree in agricultural programs with an estimated 57,900 high-skills job openings annually in the food, agricultural, renewable natural resources and environment fields in the United States. According to an employment outlook report released by the USDA’s National Institute of Food and Agriculture (NIFA) and Perdue University, there is an average of 35,400 new U.S. graduates with a bachelor’s degree or higher in agriculture related fields, 25,500 (39%) short of the jobs available annually. Dave stressed the need for individuals interested in the agriculture industry to get as much education as possible as the jobs will be there.

Gary Sandrock agreed with Dave commenting that everything comes back to education. He said that the current generation coming into the workforce does not have a handle or understanding of what is expected. Everything, Gary said, is driven by technology. As a grain operator, he told members that they have a struggle finding people to fill the jobs. He said that when they interview for openings, they consider the desire and willingness to do the job. Although the education is important, if they inspire to work in the agriculture industry there is a place for them. Gary stated that they are short of people that are dependable and want to come to work to learn. Another area of growth, Gary told members, is trucking. He said that there is a need for CDL drivers, not just over the road, but for individuals to drive in town.

Pam referred members to the Industry Brief that was included in the meeting materials. She said that the handout lists all different occupations of the Agribusiness and asked the panel for their opinion in terms of local growth.

Jerry Beranek commented that the same qualities apply to agribusiness. He said that when he is hiring he always looks for an individual with some farm background. Other qualities, Jerry said is someone with good communications and able to work with people. He said that they like to hire individuals with 2 year graduates, but they have a tendency to stay with the company for a few years and move on. Jerry said that sales positions require a 4 year degree. Regardless of the position, he said that they must understand technology and have computer skills. Jerry told members that they always have open positions to fill at the entry level. He said that they hire a number of people seasonally to work in the warehouse.

Cary commented that individuals with a farming background have a great work ethic. Randy reiterated Cary’s comment noting that because of the seasonal attributes of farming (CDL, computer technology,

etc.) some of the jobs in the agriculture industry could be year round. Randy told members that as a LaSalle County Board member he is a proponent of farming.

Dr. Jerry Corcoran provided members with an overview of the Ag program offered at IL Valley Community College. He said that they have an Associate of Applied Science in Agriculture Business Management and an Associate of Applied Science in Agronomy programs available. Both of these programs, Dr. Corcoran said, offer transfer opportunities to universities. Jerry shared with members the potential career options and related career options for both of these programs. In regards to financial assistance, Dr. Corcoran told members that in addition to the \$250,000 through IVCC Foundation, there is \$7,000,000 through financial aid such as the Pell Grant, MAP Grant and other generic scholarships locally. Currently, Dr. Corcoran said that there are 26 students enrolled, but not all are full time. Dr. Corcoran also noted that more women are enrolled than men.

Kris Noble told members that Sauk Valley Community College started their Ag program a few years ago with 7 students. She said that they are coordinating a program with the Career Center and 17 local high schools to set up an internship program to allow students to attend classes 2 days a week and work 3 days per week. Kris also told members that they have a program called Workplace Wednesday that allows employers and educators to communicate about the educational requirements and skills needed for certain jobs. She said that the educators were astounded to find out the number of jobs that are available in the Agriculture industry.

Dave Isermann commented about the FFA programs leaving the local high schools. He said that one thing that changed the FFA program is that the instructors retired and now it is difficult to find someone to teach the program. Dave informed members about the FFA program in Streator and the success that it has in the community.

Kevin Reibel commented that he started his career as an Ag mechanic after attending Highland Community College. He said that he went to work for an implement dealer and then moved into manufacturing. Implement dealers, Kevin said, are far and few between. Kevin said that it would be nice to see some of the younger generation gets trained on the older equipment.

In closing the panel discussion, Pam said that as a workforce board, we can provide information of the jobs that are available. She asked as panel members to take a look at the jobs that were included on the Industry Brief and if there were any that should be added to let us know. Pam also suggested that we could collect information from high schools to see what kinds of programs are available and share with other schools. She said that as a Workforce Board we could replicate some programs that would be beneficial. Pam thanked the panel members for leading the discussion.

Consent Agenda

Linda informed members that the Consent Agenda was included with the meeting materials. She told members that anyone can remove an item from the Consent Agenda list upon request for discussion. Linda said that each of the Committee Meeting Minutes was attached to the Consent Agenda to allow for full disclosure of recommendations for action. It was moved by Cary Robbins and seconded by Randy Freeman to approve the consent Agenda as presented. Motion carried.

The following items were approved in the Consent Agenda:

- NCI Works (September 25, 2018 Meeting Minutes)
- Business Liaison & Marketing (September 28, 2018 Meeting)
- Employer Engagement Committee (October 2, 2018 Meeting)

☐ Youth Committee (October 9, 2018)

Reports

Oversight Committee

Gerald informed members that the Oversight committee met reviewed the materials that were presented. On behalf of the Oversight committee, Gerald motioned to approve the following recommendations:

- Approval of the Financial Reports August/September 2018
- Review of the Partner Referral Report
- Approval of new Partner Report for One Stop Partners to report their quarterly information
- Review of the PY 18 Local Performance Measures for Title IB
- Review Customer Feedback from One Stop Operators and found them acceptable
- Plan Modification to include PY 18 and PY 19 Negotiated Performance Measures
- Approval to release a Request for Proposal for an independent negotiator for the PY 19 Memorandum of Understanding (MOU) Cost Sharing Budget not to exceed \$5,500. Gerald said that the Oversight Committee also recommends that Pam Furlan be appointed as the Lead Negotiator for program services and Annette Pace be appointed to negotiate on behalf of BEST, Inc.
- Tentative Action Item Regarding National Able - Authorize Pam to draft a letter on behalf of NCI Works notifying DCEO that after numerous contacts with National Able they have not responded to inquiries regarding their services in LWIA #4 nor paid their portion of the One Stop System that they were invoiced for June 30, 2018. Gerald said that once DCEO receives the letter of non-commitment by National Able, they will intervene.

Motion to accept the recommendations by the Oversight Committee was seconded by John Spencer and carried.

Status Report for Targeted Population Special Project

Pam introduced Kristopher Sübler with Thomas P. Miller & Associates to members. Kris provided members with an overview of the Targeted Population Project. Referring to the Survey Results that were included with the meeting materials, Kris told members that they reached out through news releases and Facebook to about 11,000 individuals asking them to complete a survey regarding the hiring of individuals with a disability, veteran, or an individual with a criminal record. He told members that of the 22 that responded to the survey, 30% were individuals with a disability, 1% with a criminal record, 15% were veterans and 50% were none of the targeted population. Kris told members that their staff is digging deeper into the information. In regards to the employer portion of the survey, Kris told members that correspondence was sent to over 2000 employers in LWIA #4. Of the 82 businesses that responded to the survey, Kris said, 18% were from Healthcare, 14% Government and 14% Advanced Manufacturing. The next step, he told members is to conduct interviews with local businesses. Linda commented that Healthcare is not able to hire felons. She said that they hire veterans when they can and hire those individuals with disabilities as long as they can perform the essential functions of the job. Pam commented that we are trying to get ideas how to market the skills and abilities of the targeted populations to employers. She said that we want to dispel any myth that they (employers) may have about hiring members of the targeted populations. Also, Pam said, staff would like to get information about how to put together workshops and curriculum to teach those in the targeted population to market themselves to employers. She told members that this is Phase 1 of the project. Phase 2 will be the interview process and Phase 3 will be the development of the marketing information/curriculum. In closing, Kris told members that he will be planning to interview employers after the New Year.

Other Business

Election of Officers

Randy Freeman motioned to retain the current officers for another term:

Cary Robbins/Linda Burt	Co-Chair
Debbie Clausen	Vice-Chair
Mary Boogemans	Secretary

Motion was seconded by Gerald Waszkowiak and carried.

Status Report for Talent Pipeline Grant

Pam referred members to Page 38 of the NCI Works meeting packet. She said that this provides members with a simple report on Talent Pipeline Grant. She noted that this project is on track and she will continue to keep members informed.

Health Care Summit Update

A printed report on the Health Care Networking Groups was disseminated to members.

Success Stories

Cary encouraged members to read the Success Stories that were included in the meeting materials commenting that this is why members volunteer their time for the success of the programs. Pam thanked members for their dedication to the organization.

2019 Meeting Schedule

It was noted that the 2019 Meeting Schedule listed on the Agenda did not have the correct dates. Jo Ann was asked to send the corrected schedule out to members.

Public Comments / Recognition of Guests

None

Adjournment

With there being no further business, Linda Burt motioned to adjourn. Motion was seconded by Dan Fitzgerald and carried. Meeting adjourned at 6:35 p.m.

Jo Ann Johanson

Approved by:



Mary Boogemans
NCI Works Secretary