

**Northwest Central IL Works (NCI Works)
Meeting Minutes
September 27, 2016**

The NCI Works Meeting was called to order at 5:30 p.m. by Co-Chair Cary Robbins. Roll Call was taken.

Name	Present at IL Valley Community College	Present at Sauk Valley Community College	Present at Highland Community College	Present at Carroll County Housing Authority	Absent
James Andreoni	X				
Dave Argubright					
Ed Bochniak				X	
Mary Boogemans	X				
Linda Burt					X
Fidencio Campos		X			
Vicki Carlson		X			
Debbie Clausen					X
Dr. Jerry Corcoran					
Tim Farraher					X
Monte Flack					X
Dan Fitzgerald	X				
Carrie Folken	X				
Randy Freeman	X				
Janet Graham					X
Jill Guynn	X				
Patricia Head		X			
Linda Hessenberger	X				
Vanessa Hoffeditz					X
Dave Howell	X				
Deana Jones					X
James Knauf					X
Rhonda Krueger	X				
Kevin Lindeman	X				
Barbara Majeski		X			
Beth Murphy					X
Bill Norden					X

Name	Present at IL Valley Community College	Present at Sauk Valley Community College	Present at Highland Community College	Present at Carroll County Housing Authority	Absent
Tom Pigati					X
Kevin Reibel				X	
Cary Robbins		X			
Jennifer Robbins					X
Brandon Rumler					X
John Spencer	X				
Teresa Strum		X			
Gerald Waszkowiak	X				
DeAnne White					X
Robert White					X
Theresa Wittenauer					X

OTHERS PRESENT AT IL VALLEY COMMUNITY COLLEGE: Dianna Schuler, Lisa Cofoid

OTHERS PRESENT AT SAUK VALLEY COMMUNITY COLLEGE: Pam Furlan, Jo Ann Johnson, Kathy Day

OTHERS PRESENT AT CARROLL COUNTY HOUSING AUTHORITY: Lisa McCarthy

Presentation / Discussion

Pam informed members that Josh Miller was not able to attend the meeting due to a family emergency. She said that he is willing to attend the next meeting and is looking forward to the presentation.

Member Resignation

Pam told members that Theresa Wittenauer submitted her resignation from NCI Works as she has accepted the Lee County Administrator position. Pam told members that Lisa McCarthy, Executive Director with TCEDA has been invited to attend this meeting from Carroll County Housing Authority to see if she would interested in becoming a member.

Consent Agenda

Cary Robbins informed members that the Consent Agenda was included with the meeting materials. He said that anyone may remove an item from the consent list by requesting the co-chair to do so. Items removed, he said, will be discussed and voted upon immediately following passage of the remaining consent items.

Jim Andreoni motioned to approve the consent agenda as presented. Motion was seconded by Dan Fitzgerald and carried.

The following items were approved in the consent agenda:

- Approval of Minutes: July 26, 2016 NCI Works Meeting Minutes
- Business Liaison & Marketing Committee Report
- Employer Engagement Committee Report
- One Stop Partner Committee Report
- Youth Committee Report
- Targeted Population Report

Discussion

Lack of Skilled Workers Articles

Pam reminded members that she emailed them 2 articles regarding the lack of skilled workers. To begin the discussion, she referred members to the article entitled “Don’t Blame A ‘Skills Gap’ For Lack of Hiring in Manufacturing” and asked for their thoughts. Gerald commented that some of the things identified in the article was true. However, he continued by saying that he believes that NAFTA (North American Free Trade Agreement) had an effect on manufacturing jobs in the United States. Gerald noted that the article implied that the only problem manufacturers are not doing a good job is for recruiting employees. Cary commented that with the changes of technology during the past 10 years, manufacturing companies are looking for more skilled employees. He stated that jobs have changed over time because of technology. Cary stated that off shore companies came to the U.S. and built steel mills with better technology. He said that steel industry had to play catch-up by spending time and money to make their factories better. Cary agreed that the U.S is behind and throughout the nation businesses have to figure out how to play catch-up. He agreed it was a struggle. Cary noted from the article that manufacturing is hiring, but hiring different kinds. Patty agreed with Cary commenting that her business has been slow to recapitalize machines because they don’t have the money. Members then discussed the length of the hiring process. Patty informed members that it could take up to 2 weeks between the initial interview, testing and second interview. Pam asked members what types of soft skills and or basic skills employers were are looking for in a potential employee. Gerald commented that his business requires an applicant to have successfully completed the CPT program at IVCC. Patty told members that the comprehensive assessment she uses includes problem solving, vocabulary and machine shop math of which she has seen a drop in scores.

The next article, Pam said, talked about youth unemployment and the lack of essential skills. Pam stated that the article took the reader through a few lives of the youth which was quite eye opening. She told members that she would like to share this article with the Youth Committee and use it to possibly develop some program locally to address some of the issues facing youth. Cary said that one of the main reasons he may terminate a worker is due to attendance, tardiness or calling off work for whatever reason. He commented that in the manufacturing industry, coming to work is a huge skill. Another concern, Cary said, is finding an employee that can pass the drug test. In our culture, he said, things are acceptable – mostly marijuana. Fidencio commented that of the people who use marijuana, 90% are recreational users and the other 10% have drug problems. Pam asked members if there is a group effort or initiative between businesses and schools of what needs to be addressed. She continued by saying that businesses should be encouraged to ask for the school transcripts that would list attendance. By businesses getting a copy of the school transcripts, they would have a better indication of the potential employee’s attendance during school, Pam said. Barb commented that parents should be held responsible. She told members that when her son is tardy for school she received an email notifying her

of him being late. After being tardy 5 times, she said, he receives a detention. Barb told members that schools are trying to create awareness by providing parents with daily updated on their child. Jim (Andreoni) asked how HR is dealing with the THC (tetrahydrocannabinol) issue in the workplace. Mary replied that the federal government does not accept marijuana, therefore it is illegal and she follows the rules. Mary shared with members some concerns about hiring individuals with battery charges and ban the box. Cary commented that he believes in giving people chances, but some of these issues are always in the back of his mind. He said that people change and as an employer you try to be fair. After discussion on some of the HR related issues, Cary asked members to send their comments to the Employer Engagement Committee to further discuss.

Pam confirmed that the Employer Engagement Committee would address the concerns identified from the discussion from the employer point of view while the Targeted Population Committee would address the concerns from the customers view point.

Reports

Workforce Innovation and Opportunity Act (WIOA) Update

Pam informed members that a webinar is scheduled for tomorrow that will provide some feedback regarding the Local & Regional Plans as well as the MOU. She said that the webinar is intended to provide some next steps to moving forward in the implementation process. Pam commented that she was hoping to have more information for this meeting, but once she finds out the details from the webinar she will send something out to all members.

Oversight Committee

Gerald Waszkowiak informed members that the Oversight Committee met prior to the NCI Works meeting. He told members that the Financial Reports for June 2016 and July 2016 were reviewed and found acceptable by the committee. Gerald told members that the Oversight Committee is recommending that these reports to be approved. Dan Fitzgerald motioned to approve the June 2016 and July 2016 Financial Report. Motion was seconded by Jim Andreoni and carried.

Other Business

Survey Monkey Results

Pam reviewed the results of the Survey Monkey that was included with the meeting materials. She said that lack of family sustaining jobs, lack of qualified, job ready applications, the aging workforce and youth flight were identified as some of the workforce challenges in your community. In regards to the type of information members would like to receive, Pam said that wage information by position/industry, labor market information and local workforce initiatives, projects were identified. Pam noted that Dianna would be presenting some of this information after her report. Pam said that members would like to see monthly press releases and quarterly articles in local newspapers. Regarding inviting guest speaker(s) to meetings, it was the consensus to invite speakers to every other meeting. Pam told members that she will see if Josh can attend the November meeting since he was not able to be present at this one. Pam commented that 23 responded to the survey and thanked everyone for their responses. She said that she would be happy to include any responses of those members who did not complete the initial survey.

Occupational Wage Information Reports (Dianna Schuler) (Will be available at the meeting)

Dianna Schuler disseminated a summary of an Occupational Wage Information report that she is able to generate from a program that BEST, Inc. has purchased. She told members that the occupational wages are for the 8-county area, but the report can be ran for an individual county or for multiple counties. Dianna reported that the data is compared to Illinois and USA providing the Mean (average) salary. She told members that the handout she provided is a summary and a much larger report is available if anyone would like to receive a copy. Dianna told members that the program is also able to provide data such as replacement demand, gap analysis, etc.

Dianna reported that the NCI Works Employers Conference is scheduled for Friday, October 14, 2016. She told members that local award recognitions will be presented to businesses and participants during lunch.

Next Meeting Date

Cary informed members that the next NCI Works meeting is scheduled for November 22, 2016.

Public Comments / Recognition of Guests

Randy Freeman informed members that LaSalle County Board members heard a presentation from a representative with the Economic Development Corporation of North Central Illinois. Randy told members that how this organization will promote LaSalle County to perspective businesses. Randy mentioned that he suggested he contact both BEST, Inc. and Tri-County Opportunities Council for information. Pam said that she has an appointment scheduled with this individual, Ivan Baker, in the coming weeks.

Adjournment

Randy Freeman motioned to adjourn. Motion was seconded by Jim Andreoni and carried. Meeting adjourned at 6:37 p.m.

Jo Ann Johnson

Approved by:



Mary Boogemans
Secretary