

**TARGETED POPULATION COMMITTEE
MEETING MINUTES
April 20, 2016**

The Targeted Population Committee Meeting was called to order at 4:00 p.m. by Vanessa Hoffeditz. Roll call was taken.

NAME	PRESENT (Peru)	PRESENT (Sterling)	ABSENT
Fidencio Campos		X	
Dan Fitzgerald	X		
Carrie Folken	X		
Vanessa Hoffeditz	X		
Rachelle May			X
Brandon Rumler		X	
Teresa Strum		X	

OTHERS PRESENT (Peru): Pam Furlan

OTHERS PRESENT (Sterling): Jo Ann Johnson

Approval of Minutes

Dan Fitzgerald motioned to approve the February 17, 2016 Meeting Minutes as submitted. Motion was seconded by Teresa Strum and carried.

Business Meeting

WIOA Update

Pam informed members that she sent a draft copy of the Local Plan to members of the planning team for their review. She said that the draft copy of the Local and Regional Plans will be presented to the Chief Elected Officials on Monday (April 25) and the NCI Works Executive Committee on Tuesday (April 26). Pam said that when we get these documents approved early next week, then we will be ready for the 30-day comment period starting May 1. Pam told members that if any comments are received they will be incorporated into the respective Plans. The final documents, Pam said, is due June 30, 2016. As for the Regional Plans, Pam said, she is hoping to have it tomorrow so that they can be submitted to the Chief Elected Officials and members of the NCI Works Executive Committee. Also, Pam said, a Memorandum of Understanding (MOU) is required for all partners of the One Stop System. This document, she said, includes how the One Stop System will be operated as well as financially supporting the One Stop Center. Pam told members that the MOU does not need to have a 30-day comment period. Pam extended her appreciation to committees for being patient through this planning process.

Online Resource Mapping Guide Update

Carrie informed members that Thomas P. Miller & Associates was the firm that was selected to develop the Online Resource Mapping Guide. She told members that a conference call and meeting was held and a skeleton of what the Resource Mapping was going to look like was developed. Carrie said that some of the categories that they were going to focus on include: housing, food assistance, mental health, emergency, etc. Carrie continued by saying that Thomas P. Miller & Associates are pooling from a lot of resources that we currently have and will be updating that information. As for the timeline, Carrie told members that the project is to be completed by the end of June. She said that as the project progresses she will share with the committee. Members commented that some agencies and churches currently have Resource Guides and asked if it would be beneficial to share with Thomas P. Miller & Associates. Carrie responded that if members are aware of any information from other sources to send her the information and she will pass it along. She said that this user-friendly Resource Mapping Guide should be inclusive of all information available.

Identify barriers for each targeted area

Individuals with Disabilities

Pam informed members that Dan put together a table identifying some types of disabilities and the different barriers they encounter. She said that this table could be used as template for the other 2 target areas identified by the committee. Dan began the discussion by saying that he developed this list and asked for input from his staff. He said this table is a way to think about it and try to identify what different barriers people might encounter. Dan told members that this table is a start and asked other stakeholders to provide input. Primarily, he said, for those individuals receiving public assistance their concern is how it will affect their benefits. It is a constant barrier, Dan said, as people see an immediate impact without realizing that there is a greater payoff.

Pam stated that in an effort to address the challenges we could look at the entire workforce system to see if there is a solution or some way to address them. She suggested that although there may not be funding available, maybe a grant would be available that may assist in a pilot project. The committee as a group, Pam said, could start with the challenges and barriers to decide how to eliminate barriers and make those individuals life better so they can attain their goal. To start with, she said, we need to find out what the issues are.

Brandon commented that some of their fear is that cannot do the work. However, he said when they see their peers doing the work they gain confidence in themselves. As an example, Brandon told members that when his clients see the job of assembling and packing they are intimidated, but when they are given a chance they gain the confidence that they can perform that function.

Dan commented that many people Horizon House employs do not see their clients going out in the community. The cultural, Dan said, is that people with disabilities cannot work or be good employees, but they can do the job.

Pam asked if there has been any change in the cultural becoming more acceptable and understanding. Dan said that his observation is that over the years there is a greater effort. He said that there has been some success in approaching employers. There is simply a lack of resources available, he said. Employers have been receptive but it takes a while to educate them. Brandon agreed by saying that the

community is aware of Rolling Hills, but it can be a struggle to get new customers. However, Brandon said once they are at the facility they see great things.

Members continued discussion regarding opportunities that local businesses that have shared their successes in hiring individuals with disabilities.

Pam asked if there were any support groups available. Dan commented that People First is a self-advocacy group that is ran by individuals with disabilities. He told members that there is no money to pay for self-advocacy groups. Another source, Dan said is the Statewide Alliance of Self Advocacy and it receives grant money and provides great webinars.

Vanessa stated that there was a movement toward individuals with disabilities owning their own business and asked if that was still moving forward. Dan stated that the initiative is continuing, but the focus is for the support of the Employment First legislation.

Pam commented that when the BEST, Inc. Employer Representatives visit local businesses they could educate them on the abilities and strengths of hiring individuals with disabilities in addition to the other targeted areas. Pam suggested that sitting down with staff and have a dialogue to help each other. Dan stated that there are advantages to employers that hire individuals with disabilities, such as tax credits. However, he said, employers that hire an individual with a disability will get a dependable employee and witness lower turnover. Brandon stated that many times the disability could be an asset and shared a story of an individual with autism who successes at his repetitive job. Dan shared a similar story with an individual who counts plants. Pam stated the importance to point out the assets, but also the challenges and difficulty.

Summing up the discussion regarding the matrix, Dan asked members to review it and share it with members of their staff to get their input.

Members then discussed how local businesses such as HyVee, WalMart DC and Goodwill have hired individuals with disabilities and shared their successes. Members also discussed the different programs, payment opportunities, and job coaching options that are available to those individuals who are employed at Horizon House.

Ex-Offenders

Carrie informed members that staff are trying to compile a list of local businesses that hire ex-offenders. If anyone has any information about local businesses in their area and are willing to share that information, please send it to either Carrie or Pam.

Other Business

None

Public Comments

None

Adjournment

With there being no further business, Teresa Strum motioned to adjourn. Motion was seconded by Fidencio Campos and carried. Meeting adjourned at 5:02 p.m.

Jo Ann Johnson