

Region 4 Workforce Board Meeting Minutes of November 14, 2018 Location: Bel Air Events Kokomo, IN	NEXT MEETING Wednesday, Wednesday, January 16, 2019 Location: TBD Delphi, IN
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Directors Present:

Alicia Hanawalt, chair
Mike Smith, vice chair
Steve Snyder, secretary
Arden Cramer, treasurer
Richard Bradshaw
Nick Goodwin

Elva James
Michelle Simmons
Randy Vernon
Larry West (by phone)

Excused:

Dennis Carson
Deb Close
Shannon Polmateer
Yvonne Smith

Staff and Guests Present: *Roger Feldhaus, CEO; Deb Waymire, COO; Tina Overley-Hilt, Executive Assistant/Financial Assistant; and Mellisa Leaming, Director of Operations*

Call to Order and Welcome

Attendees were welcomed and the meeting was called to order by Chair, Alicia Hanawalt, at 4:34 pm.

Consent Agenda

A motion was made to accept the consent agenda items as presented.

Motion: Richard Bradshaw
Second: Randy Vernon
Action: Unanimous approval

New Business

Operations

Deb Waymire shared information about opportunities for Region 4 to meet the Board’s strategic goals to bring additional resources into the region and skill up the current and emerging workers in Region 4.

- **WIOA Support Grant**

DWD made available \$1.5 million of WIOA Governor’s Discretionary funds for competitive granting to regional WDBs that experienced WIOA formula-allocated funding reductions. Eleven of the 12 regions submitted proposals for the additional funds and all 11 received additional funds. Region 4 received \$200,000 to implement a work-based learning model of vestibule training.

In vestibule training, workers are trained as if on the job, but in a way that does not interfere with the vital tasks of production, and without compromising speed or quality. The transfer of skills and knowledge to the workplace is maximized, since the classroom is a model of the working environment. Individuals are employees from day one, receiving company wages. New employees start as part of a team, forging connections with co-workers and managers. We are working with Purdue Polytechnic and Ivy Tech to deliver training that results in industry recognized credentials.

The funding under this grant will support 100 individuals in training. Second only to hiring workers is retention of workers. Under this grant conversations will begin with employers on their interest in a Sustainable Workforce Model. The goal of the Sustainable Workforce Model is to minimize work disruptions, decrease absenteeism, improve workers’ financial stability, and ultimately increases employee retention and engagement by offering personalized, immediate, and human-to-human assistance when workers need it most. The Model is made available to employers through a national network of nonprofit partners in a fee-for-service arrangement. The Model's services become part of an employer's benefits package.

Resource navigators with specialized training in financial planning and coaching are at the heart of the Model. The resource navigation experts:

- Offer one-on-one, confidential assistance to all employees of member companies with a focus on frontline and lower-wage employees.
- Connect employees with individualized services and community resources to overcome work and life issues that prevent them from holding and keeping jobs.
- Meet employees where they are, to include scheduled worksite visits for open office hours
- Assist employees with customized planning for work and life stability by connecting them to resources for housing, transportation, food assistance, and child care, as well as career, and financial coaching.
- Connect employees to mental and behavioral health resources and legal assistance; work in partnership with an employer's EAP and workplace benefits when available.

Skillful Initiative

The Skillful Initiative focuses on the skills it takes to do a job:

- by helping employers find qualified candidates by expanding their talent pool and recruiting based on skills rather than on educational attainment levels alone
- by empowering career coaches to better help job seekers
- by supporting job seekers in using their capabilities to advance their careers

Skillful is currently operating in Colorado. Indiana is the 2nd state to launch the initiative. Skillful is developing skills-based training and employment practices. Our region is one of 4 regions in Indiana to pilot the initiative and our staff will have the opportunity to receive training to be effective career coaches. This intensive leadership and skills development program brings together exceptional coaches from workforce centers, colleges, high schools, and nonprofit organizations to hone their leadership skills, leverage new practices and technologies, and build a supportive cohort to serve job seekers. At the end of the program, based on their work, the coaches recommend new policies and practices to state policymakers for potential adoption.

National Science Foundation (NSF)

Region 4 is collaborating with Purdue, Greater Lafayette Commerce, and Ivy Tech to submit a National Science Foundation grant proposal. This would be a research and evaluative grant. The focus will be on the impact of informal STEM education around advanced manufacturing to improve career awareness and interest in Advanced Manufacturing. We are looking at Coder Dojo (a program we are funding under the Skill UP 3 grant), Lego League, and FIRST Robotics-type programs in region as part of this evaluative project.

Catapult Project

Catapult is a concept based on Region 4's Ready to Work and America's Promise Grant (the RAMP model) experience that would be replicated and scaled up in five areas across the state, including the development of curricula that would support industry sectors in addition to manufacturing. The concept would include attraction, recruitment, and the skilling-up of individuals with behavioral and technical skills needed by employers. DWD, TAP, major employers, Purdue, Ivy Tech, Vincennes U., Indiana Conexus, and Ascend Indiana are involved in the development of a project proposal.

Catapult is a training initiative that will implement the RAMP model statewide. We have been working with the team in developing the statewide model's design, budget and implementation. The model will have a 2-pronged approach:

- Employer-specific Model similar to the vestibule model described above—4 weeks of training, using an employer-branded curriculum and employers' internal trainers, leading to Advanced Manufacturing Certification.
- Community Curriculum Program—1 week of employability skills training followed by 4 weeks of technical skills training. The curriculum will be the same, but not branded under any employer name.

Board Administration

Legislative Luncheon

The Board still plans to hold an event for opportunities to interact with legislators to discuss workforce development issues. There are about 17 state legislators that cover portions of Region 4. In addition to a general invitation from the Board, it would be ideal if Board members would personally invite legislators that serve their communities. The

purpose is to establish ongoing relationships with our legislators and become a resource for them when considering workforce development issues. Nick Goodwin agreed to review the program topics for the event.

The Board discussed the following:

- Hosting weekday early morning breakfast with possible start time 7:30 or 9:00 a.m.
- Possible dates in early December or a Friday in January
- Invite legislators and Board members
- Location – Delphi or West Lafayette
- Possible topics – issues relevant to workforce development, state budget, NextLevel Jobs, labor market information, annual report, success stories
- The January Region 4 Workforce Board meeting can follow the event

White County WorkOne Office Move (Montgomery County next)

The Monticello WorkOne office moved to a new location and opened on November 7, 2018. Our lease with White County Commissioners is for space at 1017 O'Connor Blvd. in Monticello. The new space is co-located with Ivy Tech and White County Adult Education. We will be looking at an option to move the WorkOne in Montgomery County to also co-locate with Ivy Tech.

TAP Staff Health

Kathy Burns is recovering from heart bi-pass surgery. Tara Bradley is with her daughter and new grandson in Florida and also caring for her seriously ill mother.

Other Business

Nick Goodwin shared information from the DWD Ops Director meeting and Commissioner Payne's DWD Initiatives. The Governor's Workforce Cabinet has recommended that HIRE (Hoosier Initiative for Re-Entry) move from DWD to Indiana Department of Corrections, that WorkIN (an Adult Ed program) funding be shifted to NextLevel Jobs, and additional funding be provided for JAG program expansion. Workforce development is on the agenda for the 2019 legislative session and caucuses. Nick stated the Cabinet is also recommending that decision-making regarding training grants occur locally rather than at the state level. The next step is for the Cabinet's recommendations to be reviewed and discussed by legislators.

The following are the areas of focus for Commissioner Payne: Communications, Board Training, Best Practices, and Resources/Funding.

DWD draft Performance Metrics Policy includes the 6 primary federal metric indicators we are already held accountable for, and adds the following 3 state metrics:

- Engagement rate—the number of clients who are engaged by the workforce system, in addition to WIOA and Wagner-Peyser, Trade Adjustment Assistance (TAA), and Jobs for State Veterans (JSVG) performance participants, compared to the total number of unemployed and underemployed individuals in the region.
- Job connectedness rate—the percentage of WIOA and Wagner-Peyser performance participants who are in unsubsidized employment within the first quarter after exit from the program.
- Wage change—median wage change for WIOA and Wagner-Peyser performance participants in a region who are in unsubsidized employment during the second quarter after exit from the program.

A link will be provided to Board members for the minutes of the Governor's taskforce recommendations.

<https://www.in.gov/gwc/files/FINAL.WORKFORCE%20FUNDING%20REVIEW.10.11.2018.pdf>

A motion was made to adjourn the meeting.

Motion to adjourn: Arden Cramer

Second: Mike Smith

Action: Unanimous approval

Adjournment

The meeting was adjourned at 5:50 PM.

Respectfully submitted,

Tina Overley-Hilt

Executive Assistant

Stephen Snyder, Secretary
Tecumseh Area Partnership, Inc.
d/b/a Region 4 Workforce Board