

Employers' Council of Iowa September 23, 2015

Introductions – Karen Miller, Lori Gelhaar, Wendy Greenman, Denise Schippers, Peggy Murray, Marla Loecke, Robert Becker, Mike Carlson, Cathy Nelson-Schoon, Arturo Sanchez, Douglas Marshall, Sherri Vaughn, Mark Holloway, Doug Rempfer, Scott Mather, Frank Rubero, Annette Dawson, Marlys Jones, Vonnie Stewart-Kai, Mark Jungman, Paula Peterson, Cassie Paniagua, Hannah West, Elizabeth Waigand, Brenda Noe, Teresa Sloan, Amy Brink, Carolyn Farley, Debra Fox

Approval of the Agenda – A motion was made by Lori Gelhaar to approve the agenda as presented and seconded by Elizabeth Waigand; the motion carried unanimously.

Approval of the June 17th, 2015 State ECI Minutes – A motion was made by Mark Holloway to approve the June 17, 2015 State ECI minutes as presented and seconded by Lori Gelhaar; the motion carried unanimously.

ECI Treasurer's Report – A motion was made by Lori Gelhaar to approve the treasurer's report as presented and seconded by Doug Rempfer; the motion carried unanimously.

Funding Requests –

Karen Miller shared that a request was made for funds to assist with an event in October for the National Disability Employment Awareness Month (NDEAM). Funds would be used to assist with breakfast for each of the three events across the state. A request was made for \$2,400, which was approved unanimously by the board.

Region 11 requested State ECI board to look into an online registration system. They have been utilizing a partner's system for events, billing, etc. However, they will no longer be able to use this system in the near future. They would like the state board to look into a statewide system.

The question was posed if other regions thought this would be helpful. Mark Holloway, Region 9, shared he thinks it would be a great idea. Peggy Murray, Region 1, partners with the community college so they can take credit cards online, many businesses cannot do checks. Thinks it would be beneficial to do this.

It was posed to the group if anyone would volunteer to be on a taskforce to do some research. Those volunteering are: Vonnie Stewart-Kai, Region 11; Scott Mather, Region 10, will assign staff (Carla Loverink); and Mark Holloway, Region 9.

Scott Mather, Region 10, shared they have used Eventbrite for events. Eventbrite charges a small fee per person. When registration closes, a check is issued for what was collected which the region sends on to Keely. No longer have to maintain spreadsheets, features for follow-up, payments including credit cards. Eventbrite costs may be a few dollars per person, so the region charges a few more dollars on registration to cover. Vonnie, Region 11, has used it and stated the only downside to Eventbrite is individuals can't register last minute (day or two prior).

Region 11 would like to set up ECI in Story City. Mark Jungman and Craig Immerfall have filled out form for Story City ECI; Ames is interested but hasn't submitted paperwork yet. They inquired as to their next step. Karen Miller has not seen the form for Story City come through yet. Both cities think they can support their own ECI groups. Once the paperwork has been received the group will take a vote during the December meeting.

Bob Becker motioned to approve, seconded by Sherri Vaughn.

WIOA Update – Steve Ovel, IWD –

Steve is serving as interim COO to move the WIOA transition process along. Debbie Dowell is the project manager; Deana Utecht has been contracted as business writer working on the unified state plan; and Ben Humphrey is providing legal assistance.

Steve shared this team has committed to having a draft of the unified state plan by October 1st. WIOA changes include several required core partners added as part of legislation. Vocational Rehabilitation and the Department of Education have become key core partners. The main structural changes are a much stronger focus on credential attainment strategies and putting individuals on a skill building pathway to move them to self-sufficiency.

Focus - Sector Partnerships: Community Colleges have started implementing this. Helps business community have more input into the workforce system - what's necessary to support their needs.

Focus - Career Pathways: What comes out of sector partnerships - educational institutions have more guidance on how to build further skill-building pathways, stackable credentials, and move toward employment. Programs focus on individuals with significant barriers to success.

Focus - Emphasis on Improving Partnerships/Relationships with Stakeholders: Steve feels cooperation at the state level is as good as he has ever seen it and is excited about the prospects this affords to individuals we serve.

Draft plan will be coupled with draft MOU. Local plans are due by May 1.

Greg Newton trainings included meetings with internal IWD team, state core partners, and teams of core partners from all regions. State level is working hard to provide technical support to assist regions. Will be sending guidance/templates for one-stop operator RFP's.

October 29th Conference – Purpose is to bring in as many regional board members and stakeholders to continue to discuss this process and gather ideas on how to move forward.

Courtney Greene and team have updated IWD's website WIOA portal (<https://www.iowaworkforcedevelopment.gov/workforce-innovation-and-opportunity-act>). The portal provides all of the work that has been done, including documents. Want to be as open and accessible as possible.

Questions?

Karen Miller asked about the expansion of ESL classes.

- Steve stated that in 2011-12 there was success in getting new portfolio of IWD programs, GAP, etc. (implementation of funds to assist in tuition, books, fees) to assist individuals toward short term skills certificates. Passed a career pathways initiative (PACE)-pathway navigators have been hired to provide personal support to individual with barriers toward success. Annual reports on Dept. of Ed website. \$5.5 million appropriation to support adult basic education, with a significant number going toward ELL (\$4.4 million) going out to areas of the state with the greatest need.

Mark Hollway asked what the qualifications are for people to receive these services.

- Steve shared that the barriers are identified in federal legislation. Dynamic conversations have been happening within the core team, those that have the most understanding of the nature of these barriers. State funded workforce programs are able to use these funds to ensure barriers will not limit them in obtaining their goals.

Impact of Workplace Wellness, Connie Rainey, Broadlawns Medical Center, Des Moines (PowerPoint provided)

Questions?

Karen Miller asked if they have been tracking absences? Have they been reduced? Productivity?

- Connie shared they began with just thinking about benefits, and tracking claims. They would like to get more specific moving forward.

Karen Miller asked what would she do differently when launching or “ah-ha” moments?

- Connie said getting directors on board prior to going public to ensure they sell the message. Find out people’s causes in order to better partner with those programs.

Local ECI Updates –

- Region 1: Peggy Murray –8/25 and 26 Wage and Hour Update (2 sessions); November will have a webinar on using social media to recruit, will also have events in November on optimizing Veteran talents.
- Region 2: No update
- Regions 3&4: Bob Becker – Recently partnered with Dale Carnegie on employer engagement. Partnered with SHRM in September and will partner in October and November on a few topics. 9/23 - Can’t we all just get along?; 10/21 – Saving Your Staff; 11/18 OSHA Machine Guarding; 11/18 OSHA Fall Protection and Electrical Safety; and 12/2 partnering with Dale Carnegie on Attracting the Millennial Generation.
- Region 5: No update
- Region 6: No update
- Region 7: Douglas Marshall - September - Social Media; October - Employer Summit (ECI and IWD) Power of Networking with Employers; November – Frontline Supervisor Training; December – Lunch & Learn, will plan 2016 topics.
- Region 8: Sherri Vaughn - Employer Educator Summit held 9/17, with 6 colleges, high schools and many employers attending (190 attendees). Tyson closure; job fair. Manufacturing boot camp - OSHA, First Aid, Resume writing and other workshops,

employer panel and interviews following, job offers were given. Recently had unemployment fraud. Staff is meeting with school reps to see what workshops can be offered in schools. November-Veterans workshop. Partnering with local community college/Buena Vista/local high schools for career fairs. Still doing meet and greets which have been popular.

- Region 9: Mark Holloway – Recent seminar on handbooks. Will be doing fraud and unemployment. Partnering with ESGR for recruiting and retaining Vets. Working on data security and social media.
- Region 10: Frank Rubero – Recently had Bullying in the Workplace; HR compliance in September; October - planning on doing something with HBI-roundtable with employers who used and individuals that have been helped with HBI. Iowa City new coordinator is Carla Loverink.
- Region 11: Annette Dawson – Des Moines held workshop in September on tips for preparing for UI hearings; and November workshop will be hiring ex-offenders. Marion County recently did seminar on UI appeals; September 29 - Employee discipline.
- Region 12: No update
- Region 13: Cassie Paniagua - October-work-comp in Iowa; November-ESGR, hiring and employing Vets; November-UI with Ryan West. Meet and Greets are still going on-yesterday, industry specific job fair. October-week long boot camp similar to Region 8.
- Region 14: Elizabeth Waigand – Will be hosting a summit, which will be using a balance of ECI funds. Working hard on Tune Your Talent package, working with major employers in the area. New workshop has been rolled out-The Labor of Leadership. October-Ergonomics. Working with major businesses; Bunn-O-Matic-75% of workforce will be retiring in the next 10 years, which is significant. Continue to work with businesses on soft skills and attracting and retaining employees.
- Region 15: No update
- Region 16: Debra Fox -- last week hosted healthcare expo for high school juniors and seniors; highlighted eight different healthcare careers. Business participated. Educated them on options regarding healthcare careers. Nov 4-Unemployment Insurance. Veterans boot camp coming up – a weeklong event (specific workshops, NCRC, Vets luncheon). Looking at culture change within businesses.

Other Discussion Items – none at this time.

Set Next Meeting Date – Wednesday, December 9, 2015 via a conference call. A motion was made by Lori Gelhaar to adjourn the meeting and seconded by Mark Holloway; the motion carried unanimously.

Respectively,
Wendy Greenman; Secretary/Treasurer