

Employers' Council of Iowa
Wednesday, October 18, 2017 9:00 – 10:30 am
Conference Call 866-685-1580 Code: 579-673-8799

9:00 am Introductions

Sondra Meyers, Becky Jacobsen, Pam Wright, Denise Schippers, Cory Kelly, Katie Bahl, Kelly Cooper, Nick Foley, Hunter Callanan, Bob Becker, Shari Goertz, Carrie Turnquist, Sara Messerly, Lynn Pedersen, Neysa Hartzler, Jim Cole, Sherri Vaughn, Mark Holloway, Ruby Rivera, Frank Rubero, Sharon Bowers, Ali Sidwell, Liz Carlson, Cabrielle Rutledge, Brenda Noe, Deb Fox

- Approval of the Agenda

Update to agenda: Cory Kelly, IWD Communication Director, presenting IWD update

- Approval of the August, 2017, State ECI Minutes
 - ECI Treasurer's Report

Will email out for a vote on approval

- Funding Requests

The Funding Request Form is on the IWD website, a link will be provided; please remember to submit any funding requests to the board

9:20 am IWD Update – Cory

UI Benefits: State Identification Data Exchange System (SIDES)-employers may move to an electronic format. A pamphlet and link will be provided.

UI Tax: Employers are reminded to register with UI Tax as soon as an employee is hired. It is important to maintain appropriate records just in case your business is pulled for a random audit. These audits can be conducted electronically. Also, employers are not required to submit quarterly payments electronically. Employers may now do the following in the MyIowaUI account – request a refund, submit a wage adjustment, request a waiver, account inactivation and 940 certification requests.

UI Integrity: a new alert with Pondera has been created to detect fraudulent overpayments utilizing employers' electronic quarterly data files. This is different that your quarterly wage file for UI Tax. Employers are encouraged to contact UI Tax to get set up to transmit this data which ultimately could reduce your tax liability due to benefit charges being credited to the employer for overpayments found and set up. Typically these have been larger employers, but we welcome any employer wanting to participate. Email UIFraud@iwd.iowa.gov

UI Appeals: Emily Chafa thanks the local ECIs for inviting her to speak on UI Appeals to ECI groups around the state. (20 in 2017) She is willing and able to speak to additional ECI groups next year on the impact of admin rule changes and recent court decisions in the UI appeals process.

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National Labor Exchange (NLx): The NLx has developed a partnership with LinkedIn. NASWA and NLx are working directly with LinkedIn to create a partnership to distribute job postings on state job boards will post to LinkedIn. IWD is working with LinkedIn to develop curriculum training for jobseekers on how to effectively leverage social media tools for job search.

Future Ready Iowa – The Future Ready Iowa Alliance met yesterday (October 17, 2017) and approved five recommendations to support this initiative. They are:

- 1. The Future Ready Iowa Last-Dollar Scholarship and Grant Program**
- 2. Better align and expand the ecosystem of support for Iowans beginning college or career training or returning to complete, with a focus on Iowans who are low income and/or underrepresented minorities. This should include career counseling, addressing the cliff effect (low-income Iowans losing benefits, such as child care assistance, disproportionately due to a small wage increase) and other wrap-around services.**
- 3. Expand high-quality work-based learning experiences in high-demand fields and careers for all students, particularly traditionally underrepresented students.**
- 4. Identify and scale effective early academic and career development and delivery approaches so all students are prepared for a changing world.**
- 5. Develop a grassroots strategy to engage the business community, sector boards, regional workforce boards, STEM regions and other regional collaborations to align with Alliance recommendations.**

A link to the Future Ready Iowa website and the complete document outlining the five recommendation supporting this initiative will be emailed.

Question – Education beyond high school – does this mean certificate or degree? Not just counting 2-year, 4-year and advanced degrees. It is recognizing any nationally recognized credential.

9:30 am Resource Guide – Update ECI Workshop Resources – Update Hearing the Voice of the Employer

- Resource Guide
 - Continuing to develop and hope to deliver within the next month or two following local Chairs' review
- [ECI Workshop Resources](#)
 - A Google Sheet is on the IWD website for local ECIs to share workshop resources. We are interested in all speakers, not just those submitted for HRCI credit.
- Hearing the Voice of the Employer
 - Sondra will sit as a State IWD Board member and encourages all to sit on regional boards as they are able
 - Request for roll up information related to workforce in the regions by Chairs
 - Need all to provide insightful and accurate information,

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- What ER's experiencing within their region,
- Each meeting this will be ongoing information gathering
- Request for roll up information related to workforce in the regions by Chairs
 - IWD – snapshot of applicant pool, new competitors, unemployment, what is impacting your region, what is changing
- Face to Face meeting in March 2018
 - Will provide resources for solutions and training to help problem solve for the regions
 - Goal- ECI will have a stronger voice representing our Employers and allow it to provide impactful information to the State Board.

9:45 am Local ECI Updates

- Region 1 – Update on fee to state board? Will remain the same as in the past, but encourage regions to ask for funding through the funding request form found: [HERE](#). Meeting Topics: Active Shooter Training / UI Appeals Process / Bus Workforce Alliance brunch.luncheon Transportation- Veteran Hiring – Future Ready Iowa / Bridges out of Poverty topic penciled in for next year
- Region 2 – Sept partnered with Economic Development & SHRM group to bring in the authors of Transformative Workplace also gave copies of book to attendees / Oct – Kyle Horn NDEAM speaker with IVRS / Nov - Employer Educator Summit & Employment Law Conference
- Region 3&4 – UI Appeals with Emily Chafa / I9 Everify / OSHA mini trainings including: Machine Guarding LOTO – Fall Protection – Fall Safety – Ergonomics in office & production floor – OSHA Recordkeeping / FMLA by DOL
- Region 5 – Employers & Vet Services partnered with ESGR held at Armory incl. a small job fair / Partnered with Heartland SHRM & Growth Alliance – ROI How the employer can benefit from supporting caregivers in the workforce / Workforce & correctional facility (Ft Dodge) co-hosted a career fair and pre-employment skills workshop for 250 to be released by Jan 2018
- Region 6 – UI Insurance & Appeals process – Emily Chafa / USERRA - Tony Smithhart, USDOL / Oct - ISU talk to Mfg's / upcoming- Apprenticeships
- Region 7 – Mayor's Panel / Employment Law: Ban the Box / Reasonable Suspicion Drug Testing / National Apprenticeships / Change Management – If You're Not Changing You're Dying
- Region 8 – Active Shooter / UE Appeals 101 / Immigration Law / Employer Educator Summit – Beth Townsend, Bus Panel, etc. worked with ED's, IWD & SHRM / Manufacturing Week events / Nov 21 Lt Gov Gregg / Apprenticeship / ESGR – Steve Olson & Jason Kemp Home Base Iowa website navigation / Reverse job fair for vets / Apprenticeship meeting for employers to update on progress
- Region 9 – Sept. 10 hour OSHA / Supervisor Drug & Alcohol / Skilled Trades week long skills training / new GMAIL program / CIRAS – Tech Based Economic Development / Worker's Compensation
- Region 10 – Benefits of hiring immigrants & refugees / Best Practices to impact your strategies relating to Gen X & Millennials / re-entry parole / Nov - Natl Apprenticeship week activities
- Region 11 – Unconscious Bias / Panel for NDEAM / Interviewing from the Employer's perspective when candidate pools are small / Working in a multi-generational workforce
- Region 13 – Veterans event / next year's ECI schedule

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- Region 14 – Insurance 101 & Appeals / Ergonomics / Don't worry be happy –retention planning, increasing happiness in the workplace / Natl Apprenticeship events
- Region 15 – ESGR & Natl Guard at armory- focus on hiring needs (ER) followed by job fair / Job Corps event for Natl App Week / Migrant seasonal farm workers / Calendar for 2018
- Region 16 – Bridges out of Poverty with local SHRM / UI Appeals – Emily Chafa (annual)/ Basic Employment Law Update with an attorney (annual)
 - Next Meeting Date
 - March 7, 2018 in Des Moines

10:30 am Adjournment