

Employer’s Council of Iowa All State Meeting

June 20, 2018

10 a.m. – 3:00 p.m.

10:00 a.m.	Roll Call of Attendees & Board Introductions
10:10 a.m.	Approval of Agenda & Minutes
	Motion to Approve by Kelly Cooper 2 nd Matt Russell
10:20 a.m.	Treasurer’s Report
	Financials were emailed to all, handouts were available at the meeting.
	Motion to Approve by Kelly Cooper 2 nd Don Allen
10:25 a.m.	Bylaws Change Discussion
	1) Para graph 3.6 – Recognizing that the Workforce system in in a state of evolution.
	2) Paragraph 4.3 – Proposed to adjust State Board Officer terms from 2 years to 3 years .
	Open Discussion – Noted that 4.7 needs to be adjusted to reflect the change from 2 years to 3 years
	An email will be sent to Region Chairs in 10 days to collect votes to approve the proposed changes electronically.
10:40 a.m.	Discussion: Roles of IowaWORKS Representatives and Business Partner Chairs
Cory	<ul style="list-style-type: none"> The state ECI President and Vice President have been appointed to the Iowa Workforce Board per Director Townsend who fully supports ECI, viewing the entity as a sister org. Sondra met with District leaders asking for support from local councils by identifying the interests & needs of the employers in the state This group represents the voice of the employers whose message needs to be rolled up, there is increased support in aiding ECI. Moving forward there will be heightened visibility including social movement- ie: LinkedIn and all are encouraged to follow. A weekly electronic News Flash contains core initiatives, what’s happening next and try to focus on successes achieved. All IWD reps should be receiving it and then share the insights with the local councils. <i>Suggestion was made for packaging a version that could be shared with the business partners and will be taken into consideration.</i>
Sondra	<ul style="list-style-type: none"> This group is the face of ECI in your regions, the Coordinators do a great job with training and are encouraged to cultivate information from our Chairs and local members who are out and about at Career Fairs, SHRM, etc. have access to workforce resources that businesses may not even know about, ie: Homebase Iowa, Returning Citizens Program, retraining programs. These are important resources and services that can be impactful especially for small to medium sized businesses to thrive and succeed. Business Partnerships is a language update- going forward the Chairs are to be referred to as Business Partnership Chairs. Coordinators are challenged to not only report out activities within their region, but add more insight into struggles, issues, etc. within the communities. Reviewed ‘ECI BUSINESS PARTNERS CHAIRPERSON’ handout Reviewed ‘Sample Minutes’ handout <ul style="list-style-type: none"> In regions where formal meetings are not held or minutes taken, it is important to simply roll up the information to the Board in some form. It is recognized that effective ways to glean information may not be a structured meeting, the handout is a guideline to assist in the information gathering process. This region/community information will support quality communication up to the Iowa Workforce Board. <i>? Can a google document be created for Coordinators to enter periodic updates and information</i>

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11:00 a.m.	Break Photos of Local Chairs with State Officers
11:10 a.m.	Getting the Most out of Your Labor Market Information (LMI) – Ryan Murphy
	<ul style="list-style-type: none"> Ryan’s group collects, analyzes and reports data from wages, benefits & unemployment, etc. Iowa is the only U.S. state that has this LMI data. Data is available on: IOWALMI.gov <ul style="list-style-type: none"> Defined criteria for qualifying ‘unemployment’ status and site navigation, adding detail about the type of information feeding into the categories below: <div style="display: flex; justify-content: space-around; margin: 10px 0;"> <div style="background-color: #008080; color: white; padding: 5px; text-align: center;"> <p>INDICATORS</p> <p>Current Employment (CES)</p> <p>Unemployment Rate & Labor Force (LAUS)</p> <p>Unemployment Insurance Statistics</p> <p>More ...</p> </div> <div style="background-color: #008080; color: white; padding: 5px; text-align: center;"> <p>INDUSTRY</p> <p>Quarterly Employment & Wages (QCEW)</p> <p>Employer Database</p> <p>Profiles</p> <p>Forecasts (Projections)</p> <p>More ...</p> </div> <div style="background-color: #008080; color: white; padding: 5px; text-align: center;"> <p>OCCUPATION</p> <p>Career Exploration Resources</p> <p>Employment & Wages</p> <p>Forecasts (Projections)</p> <p>Job Posting Statistics</p> <p>More ...</p> </div> <div style="background-color: #008080; color: white; padding: 5px; text-align: center;"> <p>RESEARCH</p> <p>College Student Retention</p> <p>Laborshed Studies</p> <p>Regional Profiles</p> <p>Workforce Needs</p> <p>More ...</p> </div> </div> <ul style="list-style-type: none"> O-NET data is fed up to this resource Request made to give Coordinators a heads up when IWD sends out bi-annual Workforce Needs survey to businesses. Starting July 1 starting in NE Iowa will begin conducting new Laborshed reports, upon completion this will become a bi-annual project. Use WARN notices (on this site) as leads for placing employment ads.
12:10 a.m.	Breakout Tabletop Leveraging Regional Data to Drive Partnership
	Handout distribution of LMI information for small group review of each region’s data
12:30 a.m.	Lunch
1:00 p.m.	Connecting the Dots Between Statewide Initiatives and IowaWORKS Business Services
Kathy	<p>Speakers: Kathy Leggett, Future Ready Iowa; Jason Kemp Home Base Iowa; and Amy Beller, State Registered Apprenticeship; Cory Kelly, EPIC</p> <ul style="list-style-type: none"> Future Ready Iowa goal is for 70 percent of Iowa’s workforce to have education or training beyond high school by 2025. <ul style="list-style-type: none"> Progress toward reducing the socioeconomic, ethnic and racial achievement gaps in kindergarten through 12th grade and increasing equity in postsecondary enrollment Progress toward increasing the percent of traditional-age students and adult learners who earn postsecondary degrees, certificates or other quality credentials Progress toward how well degrees, certificates and other credentials awarded by Iowa postsecondary institutions align with high-demand job needs and job-placement rates Summits in the fall will be listed on the site above. A high demands job report will be issued in the fall.
Jason	<ul style="list-style-type: none"> Home Base Iowa have 303 applications submitted this year, looking to the future there is an anticipated increase. To date there are more than 80 Home Base Iowa communities. <ul style="list-style-type: none"> Virtual Career Fair in August, will cost \$1,250 to participate (get link from Jason)
Amy	<ul style="list-style-type: none"> State Registered Apprenticeship (Earn & Learn) Exciting new funding opportunities for apprenticeships and pre-apprenticeships Link to Press Release from Cory
Cory	<ul style="list-style-type: none"> EPIC Corporate Challenge - Companies that sign on to be The EPIC Corporate

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	<p>Challenge partners will commit to set voluntary measurable goals in at least one of the following areas:</p> <ul style="list-style-type: none"> • Actively recruit women to fill open positions at all levels of the organization, in order to increase the percentage of women in the company’s workforce, including women in non-traditional roles • Increase the retention rate of women at all levels of the organization • Increase the percentage of women among the top 10% of the company’s senior positions • Increase the number of women on the board of directors • Monitor pay by gender and address such gaps as are discovered
2:00 p.m.	Break Photos of Local Chairs w/ State Officers
2:10 a.m.	Discussion: Employer Toolkit Survey
Cory	<p>What’s important to our employer’s? Feedback will be used to create programs, resource materials, support services for employers. Data can then be compiled to support proposals in order to gain support.</p> <p>Feedback regarding 1-page info sheets as resources for employer visits + Needs to be accessible via a link on ECI landing page + Easy to read, much improved resource for business visits <i>? Can a LMI navigation sheet be added</i></p>
2:20 p.m.	Breaking Through The Barriers to Tap Into Iowa’s Most Available Workforce Solutions
Sondra Cory Dubuque	<p>Need to educate HR Managers about the plights of poverty recognizing that there is no blanket solution. The Board is proposing a statewide initiative using the Workplace Stability, by the AHA Group, to present a live webinar and partnering with IWD to host educational tables on programs at the event. The goal is to educate employers how to mine an untapped population by understanding the challenges of this demographic.</p> <p>The proposed a statewide summit because it warrants a stand-alone focus.</p> <p>The city hired an individual evolved from poverty to train employers as well as people from a similar background. Success coaches train workplace skills, overcoming barriers of childcare, transportation, etc. A workplace stability program provides guidance to employers on how to provide resources to ensure the success of those from poverty or historically.</p>
2:40 p.	Local ECI Updates
	<p>Reg. Council Bluffs– Held an event in March with a local correctional facility that ran employers through the process of incarceration and rehab training opportunities provided to inmates. Had a testimonial from an ex-offender that has turned his life around.</p> <p>Reg. 8 – Event for employers and educators to get together to come SEE POSTCARD</p>
3:00 p.m.	AdjournJ ean Speas / Matt Russell

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	Region 1		Region 10
X	Katie Bahl	X	Frank Rubero
X	Kelly Cooper – Chair		Kala Liebe, PHR, SHRM-CP
	Marla Loecke	X	Matthew Russell – Chair
	Region 2	X	Meredith Galloro – Co-Chair
	Kristle Percy		Deb Walton, PHR, SHRM-CP – Co-Chair
	Regions 3 & 4	X	Scott Mather
X	Robert Becker – Lakes Area ECI		Region 11
	Mike Carlson – Chair – Lakes Area ECI		Ali Sidwell – Des Moines ECI
	Elizabeth (Ann) Conner – Orange City ECI		Rachel Falahpour - Marion County ECI
	Shari Goertz – Storm Lake ECI		Vonnie Stewart-Kai – Madison County ECI
X	Carrie Turnquist - Chair – Storm Lake ECI	X	Jake Barnhart
X	Linda Grey		Lisa Shipley, Chair
	Region 5		Julia Schurman - Chair
X	Cathy Nelson-Schoon		Robert Meade – Chair
X	Lynn Pedersen - Chair		Region 12
	Region 6		Jonathan Murad
X	Neysa Hartzler		Valerie Corbin – Chair
X	Don Allen - Chair		Region 13 SW Iowa ECI
	Laura Manatt - Co-chair	X	Liz Carlson– Wabash Area ECI
	Region 7 – Cedar Valley ECI	X	Denise A. Baldwin, PHR - Chair
X	Douglas Marshall	X	Maria Cortez
X	Jim Cole - Chair		Randall McQueeney
	Aaron Ross - Co-Chair	X	Mike Nolte
	Sherry Etringer - Co-Chair		Region 14
	Region 8 – Western Iowa ECI		Pam Varner
X	Sherri Vaughn		Josh Madison
X	Deborah Mauricio		Julie Douglas - Chair
	Rebecca Willenborg		Heather Riley - Chair
	Region 9		Region 15
X	Mark Holloway – Davenport & Clinton ECI	X	Brenda Noe
X	Jody Faust – Chair	X	Brenda Dixson
	Lori Susie - Chair		Linda Rouse
X	Ruby Rivera - Muscatine ECI		Region 16
X	Alicia Bull – Chair	X	Carolyn Farley
		X	Debra Fox
		X	Jean Spies