

**Talent Team**  
**May 17, 2019**  
**Central Nine**

Stephanie Amos, Allison Huey, Jill Novotny, Erin Ricke, Gayle Brooks, Dana Monson, Jennifer Hollingshead, Paige Banos, Bea Northcott, Lisa Lintner

Allison- Good morning, introductions

Strategic plan- Bea N. has working with Aspire to come up with a strategic plan. Have a working document to talk through today.

Lisa- they thought this group used to be bigger. Are we in a rut? We have the same structure (reporting) and doing the same thing. Maybe that is causing us to have left interest. Very heavy in education, business folks that used to come aren't coming. Team is going to change in the next year. Paige agrees.

Reviewed strategic plan. Paige said that it used to be a learning experience to attend the meeting. Lots of business people used to attend, maybe to network? Had some big names and organizations to assist entities of a growing community. Dana said that Nicole brought people up from Clark. Paige said it was a much broader spectrum educating about things happening around the state. Erin- we need to reeducate the business world about Aspire. They don't know what it is. Meets with businesses and talk to them about Aspire. They don't know about it to get involved. Lisa- community conversation when we discussed employment needs and aspirations, could be the catalyst for out of the box thinking for hiring and retention. They want to know something they don't know already. Paige- what I hear from HR people, that's what needs to happen. HR is in a rut. They have the same approach and same job descriptions for a world that doesn't exist.

Brandyn said he's too busy to attend. Maybe we should start talking about company culture, relating to the people you work with, succession plan, more business/ retention topics during our meetings. Who else used to be really active? Kevin Poad, Don Kinsey, Don Cummings, Erin Beiger all use to attend. These topics are also topics that we're talking about during the HR roundtable. Still probably want time that it's just HR for best practices. Bea- great value having plant managers attend to get this information. How do we not duplicate our topics? Like the idea of a quarterly HR/ Talent team meeting. Have to have something valuable- someone from the state, IEDC. Educators would benefit from this too. High school teachers could learn from this and be able to talk to their students. We could get speaker ideas from the employees, could get info from temp agencies- panel of unemployed, employed and employed through a temp agency. Erin isn't sure how we're going to get plant managers. Their time is blocked off because they can't get people to work so they are working a lot of overtime. It's going to be tough to get them to a meeting. If we do some valuable things, then maybe they'll join us. Has done the employee panel before and it's excellent.

HR roundtable- could do a quarterly breakfast to switch it up? Look at September/ October. Talked about trying to change the culture of the company during the meeting this week. There were 4 different companies that started having open office times, roundtable meetings and managers that are required to talk to employees on the floor during breaks one time per week. Lisa shared an experience that her son had while working in manufacturing. They need to know what to do and managers need to be accessible. Erin- mentorships. Senior employees buddy up with new employees at lunch. Dana- others

asked how to get their senior management on board. Paige- The whole culture of the county has changed. Need to get back to human to human and caring about each other. Maybe we're starting something bigger than just business. Jennifer/ Dana ask roundtable if they want to be added to talent team distribution list.

Bea- internship/ externship program- general assembly very quietly put in teacher licensing requirements of 15 hours internship/externships starting July 1, every 5 years. Had put this on the back burner, but think they are going to be interested in it now. Teachers are upset. Jill- employers have to figure out how to accommodate them. Would like to see this group help connect the teachers to employers. Logical connection for us to work on this. Dana had talked to JCCF about grant, so many teachers apply to do a day at 4 different companies (4 days). Wanted to have it paid. How do they get the credit for their hours? They just have to turn it in. Not through colleges. Article in the Indy Star talked about a beer camp educating teachers. Teachers need the education about what businesses do. Stephanie thought that it would have been helpful for guidance counselors to do this program. Most of it can be connected to STEM. New requirements start July 1.

Allison has discussed Work Ready at counselors' meetings. December 2020 is the deadline to meet our goals. We want to make sure we can get some high schools on board by that date. Talk to Kelly Rose, Tammy, and Trish about taking the tests to them for the students. The way to get in is to be willing to go to the school. Sell it to the superintendents, teachers, and the counselors for the kids that aren't taking the ACT/ SAT. Paige suggested starting with Center Grove and Lisa Laug at Greenwood. Allison said the counselors are interested but need to find the time in the schedule to do it. Lisa said that JCPL has 20 people trained to administer the exam. Get the "package" together. Need to figure out the requirements- need a computer lab. Jill- how do we help them show success? Could make a chart of how many students tested and the level they achieved. C9 had 10 students earn the NCRC. Gayle does have some certificates and they explain what the NCRC means and various achievement levels. Paige- they have these qualifications that shows they are employable. Good for the students that don't have the ACT/SAT. The teachers are helping their students move further in their career. What do schools have to promote it and spread awareness? Could we help them by getting a cord, a sticker? Need something tangible in addition to certificate. NCRC qualifies for technical honors diploma, works for all schools. Schools could use this to show improvement in their technical honors diplomas increased. What is the incentive for students to take unless its school required? School has pain points, so they need data to show (before and after) to make it worth it. Could do press release, photography of certificate aware ceremony that go on the Aspire website? What else do we do on social media? Could highlight students that passed and got NCRC. Do employers see the value now? Still working on that. Need successes from employers and get statements from them. Need a larger employer to make that statement to make a big impact. Work Ethic Plus certificate- WEC plus test for NCRC. Greenwood and Center Grove seemed on board with that as well. Helps to package it together.

Ask team members to contact 5 businesses monthly to support Work Ready Communities. Right after this meeting we're creating a video to see what a conversation with businesses would look like. Team up with another talent team member. Suggests calling on behalf of JCDC/ Aspire. Companies don't associate this type of work as economic development. They don't realize that our community development efforts impact them. Allison will share the spreadsheet of companies to the whole team to work off of. Need retail, banks, etc. You don't only have to do the industrial contacts on our spreadsheet. Local owners, small and medium companies will be able to approve this faster rather than having to ask corporate. With bigger companies, want to get them to use the program with the HR people to recognize it. National companies with locations around the county, they may already be listed

for another state. Gayle has a list like that; she can meld it into our spreadsheet. Healthcare people need added- big hospitals, Otterbein, etc. Dana will partner with Stephanie Amos. Erin said that you need to have a phone conversation first, she may want back up for the in-person meeting. Companies don't have to do anything but sign up to say they support this initiative. We want the program to actually work and using the NCRC and doing job profiling. Should explain the whole program to businesses- bare minimum, a little deeper and all in levels. Want them to understand the value and move the needle of job retention in Johnson County. When you meet with companies, ask them who else would be interested in signing up. Allison added a sheet in the business WRC spreadsheet to track events where we could have a table, like Shelbyville job fair. If companies are within 25 miles of Johnson county line (Mooresville, Indy, Columbus, etc. are included) and employee 100 people or more, they can sign up to support for WRC for Johnson County.

Harwood discussion- what does the best Johnson County look like? Talent team had a conversation where transportation came up as a barrier for students, quality of life and employees. All different levels of discussion. What are the common trends/ desires for your county and what you can do about it? Had conversations about hiring, retention as well. Community Engagement may take these conversations on. Doing 2 conversations next weeks with bridges Alliance. United Way would be interested. At Strawberries on the Square- JCPL will put up a big tree where people can list their aspirations for the county. Jennifer suggested a sign-up list to join a group conversation.

Work Ethic Certification- really successful this year! 190 opted in 84 earned 46% increase from last year. Bea came during awards day to give out the sashes. Business partner hired one of the horticulture students. 3 students have taken advantage of Franklin College \$1500 scholarship. Is a scholarship or discount possible with Ivy Tech for Work Ready? Gayle said that there is no crosswalk. Lisa said that a pizza party isn't going to draw high school students to take the test. Have to explain and know what the value is. Allison would have to check to see how many got WEC that were going on to college. Post high school plans for those from C9 that achieved the WEC ranked: 4-year college, then 2 year, then going onto employment, then military, then apprenticeship.

Are we going to keep having the talent meeting over the summer? Need to meet to discuss Work Ready Communities over the summer. Keep brainstorming ideas. Will schedule work ready steering team and invite talent team members to attend over the summer. **June 14<sup>th</sup> 8:30am at Central Nine LGI room. You may need to come into the adult ed door (A3 door) for the next meeting.**