

**Talent Team meeting
December 15, 2017 8:30am
Central Nine**

Attendance: Matt Koehling, Kelly Rose, Jennifer Hollingshead, Kelly Knecht, Lisa Lintner, Allison Naum, Paige Banos, Juliana Eckel, Bea Northcott, Gayle Brooks, Mike Quaranta, Tammy Walker

Endress+ Hauser Career Education Forum- showed video.

4th annual event- record setting year 1000 attended 400 students, 400 family members 100 educators, 25 local businesses, 9-10 colleges, 75 internal volunteers, 15 community volunteers. Always had a goal to reach 1000 attendees. Next year will take place Sept 20th. Lisa felt it was really well organized. People were motivated to attend the different booths. Industry partners had engaging booths; give them hands-on items like 3D printer, Duke had a bike to show how much energy it takes to light up different light bulbs.

Volunteers could use an overview of the event and maps. Passport shows all of the colleges, industry partners, & robotics team. If you complete the passport, you are entered for a "STEM" prize. Any feedback from parents, or guardians on this event being eye-opening? Yes, parent in video talks about how this event was helpful to talk to learn more about her child's desired career field. Also, good to find out more about local companies and what they do.

Lisa said great job feeding 1000 people- no long lines.

Flow was really good for that many attendees. Probably could add a few more industry partners, but then will be out of space. IUPUC was very impressed, their booth was very busy and considering doing this same type of event in Columbus. Juliana said that they'd love to help other groups start an event like this farther south or north.

A lot of students don't know what current opportunities are. Old manufacturing is dirty and hard on your body. That's the reason they do the event to encourage students to get a better outlook on engineering, welding, etc. so they are more greatly encouraged to consider that as a career path. New facilities are incredibly clean and changing mindsets.

Staff volunteers- no one person complained. Seemed excited to be involved. Juliana- E+H sales center sent 40 people, production facilities all send employees: VP's, people from manufacturing facilities too (30).

Incredible to see how intelligent the students are and how they interact and ask good questions. Very positive to hear how engaged the kids were.

Paige pointed out the money and time invested by Endress + Hauser was to be commended. Juliana says that the partners see the benefit to volunteering and helping financially. Always open to adding new industry partners. Matt offered to provide a contact to Rolls Royce.

Educator passport- previously had given grants based on classroom participation...this year decided to encourage the teachers to attend to learn more about local companies. Had a passport to complete to earn \$100 grant (5 per school) for a max of \$500. Focus on C9 but also non-c9 too. Will continue for next year passport program next year. Some new teachers came from IPS, and Purdue Polytechnic school.

Feb 28 8-4pm. Employment Readiness Workshop- marketing all 3 things as an Aspire Career Development series. Job Fair taking place March 7th, 3-7:30pm.

Parent Forum taking place at Endress +Hauser (building 2355) March 5th, 6:30-8pm. What food is needed? Funding? Incentive prizes for parents to encourage them to attend. Lisa said that she and Allison would help find prizes- let her know if you have any contacts. Paige- do we have a little description about the event?

Gayle created a flyer- showed us a poster version. Shows all 3 events with a little description. Probably will create flyers for the individual events too.

Tammy- Parent forum. Same format as the counselor forum with a keynote explaining why they need to be there. Professionals will be there to talk about the career pathways. Still in development, interactive and quick-paced regarding careers of the future (not the past). Will have an opportunity for questions from parents. Doesn't see it being labor intensive with lots of volunteers.

We all benefit from working together- the students in our community gain a lot from coordinating an event like this. Could the JCCF help with finding on this event?

Marketing for parent forum- Tammy is gathering counselors and will disperse info through school's email, social media, etc. Hoping for media presence- Daily Journal coverage, KORN country- Tina Gross has a contact. Gayle said that we'll use libraries, churches, apartments to post the flyers.

Charged employers \$150 to participate in job fair in 2017. Talked about what is the budget for printing and marketing the event. Would like more information from Dana. Lisa will talk to Dana about who we should approach for sponsorships.

People will have to register to attend through Eventbrite for the Workshop. Parent forum- undecided...could create a barrier to parents to require registration. Job fair- constant contact- companies will register through Aspire website.

We need to make sure we create social media events to share and target different demographic through boosted posts. We want the public to attend all (prize if they attend all 3?). Could we promote on Next Door, LinkedIn, Indeed, etc.

Students will be able to take an excused absence day (like a college visit) to attend the workshop (in process).

Tammy will research if there is anything special going on during the month of march- National engineer month, etc.

Bea- Work Ethic Certification Grant- advisory council meeting with student and faculty panel discussion. What they really liked and how reality is different, what they could improve? 3 students all agreed that 6 hours of community service wasn't enough. Didn't give specific amount desired; just felt they should do more. Could relate community service back to IMPACT values. Beech Grove schools requires 20 hours community service per year. Faculty will recruit students different next year and promote more in their classes. Students were very positive. Asked why they opted in and other kids didn't- students thought they would have to do a lot or couldn't make the attendance requirements. Surprised that it's part of the curriculum anyway, so it wasn't that much extra on top of class requirements. Counselors were concerned about roll-out from C9 to sending schools. Teachers need to have information about program before it's rolled out. Suggestion to video the 3 students to explain how it works? Where will it fit in at the sending schools and how they will track it? Bea, Allison and Mike are meeting to discuss and provide recommendations on that process. Already met with Principals, counselors, etc. to talk about communication. Did mention the employment readiness workshop at joint counselors meeting. Next advisory council meeting in February and add afternoon time to do mock interviews.

HR roundtable- November meeting at Jockamo's- WorkOne attended to talk about funding new employee training and young adult internship programs. December meeting at Ann's - Brandyn Ferguson from Endress+Hauser: Spoke on company culture- aligning employee actions with company values. Need positive outlook so that a negative attitude doesn't spread. Tammy - working with multiple age groups and teaching respect. January HR Roundtable meeting will take place on the 9th 11:30-1pm at Johnson County REMC. January's topic is social media monitoring- will have a panel to discuss, including a lawyer. Discussion about real life examples on how social media netiquette can cause you to lose your job if you don't think about the long-term impact of posting negatively.

Adjourned at 9:50am. Minutes submitted by Jennifer Hollingshead