

Talent Team
Jan 18, 2018

In attendance: Lisa Lintner, Gayle Brooks, Jill Novotny, Trish Ferguson, Tammy Walker, Mike Quaranta, Nicole Otte, Bea Northcott, Monica Anderson, Kelly Rose, Paige Banos, Mike Tompkins, Vicky Qualls, Allison Huey, Jennifer Hollingshead

Sponsorship update- Allison and Lisa have reached out to Express Employment. Also, have received \$500 for Parent Student Forum from Franklin Rotary.

Teacher Externship- Bea- Clark has a program that would be for teachers to spend a week externing at a business throughout the summer. They pay teachers a stipend to learn what different jobs at different companies entail. Got forms, expectations, FAQs from Clark. Bea approached Duke Energy with the idea, talked to Jean Renk. She's really interested in it- suggested applying for a work force grant. This grant has a window of Feb-April 30th. If she applied now, would there be time to plan something for the teachers over the summer? Paige said that we should shoot for 2020 and not rush. Is the grant a specific amount? She's not sure at this time; thinking it will be more than \$2500. Lisa asked would a teacher give up a week or 2 weeks to do an internship? Trish said that Endress did program for teachers and one from Center Grove participated. Needs to be paid (to cover childcare) and a short time period. She thinks that some will be interested. Nicole said that C9 did a previous program and gave a \$500 stipend, but didn't have a large county wide response. Monica- Would teachers connect with a company they are interested in? Lisa said that it's to help teachers understand what career paths (besides college) are available in Johnson County. Tammy said that if there was a student struggling with english or math, this could help identify careers for those students. What's the first step? Reach out to principals. Lisa suggested a survey of teachers to determine interest. Is there a stipend, how long is the program, when is the best time to offer the program. Counselors could send out a survey, but the details need solidified first. Tammy asked if businesses would provide the stipend? Maybe see if grant would cover the full cost for the first year as a pilot program? Then if we continue program, the businesses would be asked to do more. Nicole- could we write the grant now, but not implement until 2020? Bea will ask Jean. Great job Bea working on this!

ACT Work Ready Communities-Gayle- 103 have rsvp'd. Jennifer said that rsvp's need submitted today (Friday) Have the folders done with flyers including a fact sheet that Gayle made. Commitment card to recognize the value of NCRC. Employers- 396 goal. We'll ask them to sign at the conclusion of the Kick-off event. Dana will welcome, Gayle do a short video of overview, then additional speaker from ACT, then keynote from Ed Cowgill. Paige suggested not using acronyms during presentations. Lisa said that ACT, that does the college entrance exam, is helpful. Kick-off is the big thing, but then need employers, large and small to commit to recognize. Also, need students and people to take Work Keys testing. Do we have incentives for students? Jill is still investigating college credits. There are nationwide colleges that do give credits (on website). It is recognized for technical honors diploma for the state of Indiana. Emerging goal- 633 (high school students). Could younger students take it? Mike said that teens that have quit school could take it, but really want to keep it to students that will be looking soon for full-time employment. Monica said that they have to have certain level of skill to pass. Target age should probably be juniors, seniors, and college students as well as adult ed program. NCRC stays with you, don't have to renew. Can retake different sections to get a higher score. Levels are bronze, silver, gold. C9 said at the end of the year, they are going to pilot with 20 seniors. Will pair well with WEC. Mike said that anyone can take the test- it would count towards our goals if you live in Johnson County. Proctors

can't take it to count towards goal. Thanks to Gayle and Allison for stuffing the folders and putting the labels on. Currently working on the agenda in the graphic imaging class. Dana, Mike, Lisa were all interviewed by WRTV 6, 6am on Wed and again at noon, 5-6pm, 11pm. Gayle said that videographer from C9 (student) will be there and do interviews.

WEC-Allison- going well. December meeting with 3 students and 3 instructors for panel discussion. Got great feedback. Met with students about their resumes, gave examples. Will have 2 resume drop in days to work with Allison and another instructor. Feb 13 date is mock- interviews at C9. Meeting with students again in April to do end of the year check in, community service etc. Paperwork Due May 1, Awards day May 9th. Meeting with students that have had attendance issues- lost 20 students so far. Take an exit survey to see why they didn't complete. Still have 170 in the program. Tammy asked if Allison could forward the exit survey to all schools, so they can use it as well. Need deadline as to when to submit names and post secondary plans are to the state as well.

HR roundtable- Gayle will speak Feb 12 to talk about Work Ready. Oct/ Nov will be a connection breakfast with no meeting taking place in December.

Endress+Hauser Career + Education Forum- Sept. 19, 2019

Parent/ Student Forum- Trish- Thank you for your support. About 50 attendees last year and currently planning 2nd annual event. Trying to get parents over the hump of my kid may not go to college and that's ok. Had a counselor from each county school. Had a "fair" atmosphere from trades after the presentation. Forum will take place at Endress+Hauser on March 7th. Speaker- was residential architect, but started designing warehouses, factories, then became the construction manager as well. Designed the customer center at Endress+Hauser. He can talk about all of the different jobs that went into that building. Second person will speak 5-10 min. Met at IN/OH/KY for Floorcovers. Got a business degree started in banking, then went to work for his dad as a carpenter. Very articulate with great story. Lisa connected them to a parent that can talk about their child doing a local program instead of college. Center Grove having a career fair in April for new graduates. Will send out information about that and have info at Parent Student Forum. Also offering a resume help session the day before for all students. Students can upload a resume. Asking for Aspire volunteers to help review resumes. Will get us dates/times for that. Lisa and Allison will be going out for donations, so if you have any connections, please let them know. May use rotary donation for signage, cookies, and beverages. Considering a sign outside to promote the event. Lisa said several of the schools could use the electric sign also. Lastly, reaching out to school counselors to identify those students from 8th grade+ for skilled trade route and encourage them and their parents to attend. For 2020, will have event at Indiana/Ohio/Kentucky carpenter's union, near Tilson HR. Very large space, so hopefully the event will grow to fill it. Gayle said that Next Level jobs really fits into this idea. Funding is expanding, many job trainings that are funded- Ivy Tech, C9 adult ed (5 programs) classes are paid for. Might be someone to have at the Parent/Student forum to speak to parents as well. Tammy said that they want a mechanic program, Ivy Tech, Uno in Ohio. Lincoln Tech is a good program, but expensive. Local auto shops want people to have hands-on experience. Central Nine has a 14-week program. Want Central Nine and Adult ed program to have a table at Parent/Student forum.

Talked about Strengths Finder and how that might be good for students to be aware of. Jill said that she spoke with Tandy about their youth leadership program and they will be incorporating the strengths program. Principals just got a request from Amy Kelsey to talk with them. Hopefully will have names by April to give to program.

Next meeting- Feb 8th Central Nine 8:30-10am. Date changed due to LJC Women in Leadership Program.