

## **Aspire Johnson County *Talent Attraction & Retention***

### **Notes for Minutes January 15, 2016 from 8:30 - 10:00 p.m. Ivy Tech Franklin**

#### **I. Welcome and Introduction of Guests - Tina**

Round robin introductions

#### **II. ECO Network Presentation – Jeff Byrd/Stephanie Weber**

Never heard back from Jeff Byrd.

#### **III. College/Career Success Coalition - Tina**

**1) Commission for Higher Education** Commissioner Teresa Lubbers visit on 2/18/2016 - Visit CANCELLED

INSTEAD Talent Committee will host Large Group Aspire meeting February 24, 2016 at the Johnson County Museum. The program will consist of a panel of C- 9 an Ivy Tech graduates focusing on their current careers.

Brandyn - Do you still want C-9 and Ivy Tech graduates from Endress + Hauser?

Nicole - Yes, I am contacting Chris Miller to participate

Don - LJC team is mapping all trails. This team would like to keep Aspire in the loop. Would it be appropriate to report on this at the February Large Group meeting?

Dana - The Placemaking team meeting in February would be the best place to report on the trail mapping.

**2) Grant funds** - Best use for these funds? Should we switch gears from video production to hosting a career/job fair? Group does not need approval to change the focus of the project.

**Discussion** on change of focus for grant dollars and ideas for career/job fair

Tina - Videos could be out of date by the time they were released. Employers could be left out, and that would not be good.

Paige - There are videos already out there that could be coordinated and used to meet the needs the talent group wants to meet.

Don - This is sounding more like a conference.

Tandy - How does Shelby County get attendees there?

Brandyn - Booth people, journal articles, employment agencies, help recruit attendees.

Dana - Regional marketing reach will help.

Connie - Focus on seniors not going to college to attend.

Tina - If bus drivers are paid from grant funds, would this help?

Nate - I can see that seniors attend.

Bev - Don't forget we want employed adults to attend, too. Where are the employed adults who want to move up?

Brandyn - I use LinkedIn. Jill - Is the Aspire group on LinkedIn?

Connie - Are the people we want to reach on LinkedIn?

Bev - Jill will you check up on this?

Indy SHRM Group(Johnson County is a part of this group) – Dana will contact this group to try and get them to an Aspire meeting; contact Erin about Columbus chapter too.

Brandyn - Do employment agencies have contact with these people?

Brandyn - The combination of students and adults participating will help attendance.

Don - Target both juniors and seniors who are non- college bound.

BE SURE we protect the Manufacturing Forum and DISTINGUISH BETWEEN the two.

Timing of career/job fair is important! Manufacturing and Health forums are in the Fall.

Theme of "Openings Now and Careers Tomorrow"

The career/job fair should be in the late Spring. April 2017 was suggested.

Dana - Good idea to include both adults and students in career/job fair

Paige - Michelle Davis holds a successful job fair for the adult students enrolled in adult ed. at C-9. Someone in the group need to contact her to come on board. Nicole will do this.

Bev - mentioned John Krull, NPR Radio Employ Indy

Nate - Commented that he was not aware of the resources in the room much less the community at large. This pointed out the need to communicate and help people be aware of what is available to help train, and retain talent in the county.

Bea - suggested groups that had some good formats in place that would be helpful in planning. Partnership for a Healthier Johnson County Health Fair.

Bea - Business to Business Fair

Other groups suggested to check for help in format were Greenwood Chamber of Commerce and Business to Business Conference.

Bev - in response to Nate's comment, suggested that perhaps the highlighting of one or two resources should be put on the agenda of each Talent meeting.

Tina - If we plan a career/job fair, will we be able to sustain it when we do not have the grant dollars.

Nicole - There is a very good possibility that it could be sustained.

Tina - Is there any opposition to changing the Talent Committee's focus to the career/job fair?

There was none. The group present was in favor of using the grant dollars for a career/job fair rather than video production.

Bev - suggest someone might contact Jim Spence, Work One, to see if he would coordinate the career/job fair.

Nicole - will start making some contacts.

Brandyn - This is a good idea. Vendors need to be prepared to focus on what is open now and careers that will evolve for tomorrow.

Tina - Could have mini class sessions on How to Prepare for an Interview and How to Write a Resume?

Monica - Franklin Middle School could host.

**VOLUNTEERS** for career/job fair planning committee: Tina, Nicole, Michelle Davis, C-9 Career Pathways Specialist, Ivy Tech Career Services person, Brandyn, Don, Paige, Monica, Connie, Dana, Nate.

Tina will contact Jim Spence to see if he is willing to chair the event.

### **3) Update from the last CSC webinar**

Need activities reported. When done a road sign will be presented on June 7, 2016 at the Indiana Statehouse

Contacts will switch over to Learn More Indiana over the next few months.

Need more students to complete the Learn More Indiana surveys. **Note:**  
This survey will not work on ipads,

Monica - Gold star has this survey as a requirement. All of Franklin schools will be completing the survey.

Paige - Perhaps an email from Tina, Jill, and Nicole to superintendents would encourage more participation.

Bea - Perhaps an email from David Clendening would be better.

Bev - Debbie Howell of College/Career Success Collation is using Aspire as an example for other county groups.

### **4) Member organizations to update and add activities (on-site)**

## **IV. Updates by Initiative Owners (see Strategic Goals document )**

## **Speakers Bureau**

Connie - Idea was presented at directors meeting. Only 1 school shared resources. No one else has anything. NEED Ideas!

Nicole - Glen and Career Pathway specialist will pull resources together.

Bea - Learn More Indiana speakers bureau is all college focus.

Please contact Connie if you have any ideas or resources to contribute to establishing a speaker's bureau.

## **Health Care Forum**

Nicole - spoke with Jane Blessing. Johnson Memorial does not have the space or resources to pull it off. It will remain at St. Francis at least for this year.

## **Elementary parents roadshow presentation—Myth Busting Career Information**

Davin - doing research on how to reach parents, etc.

## **More tours of C-9 for middle school students**

Nicole - has heard from one school.

## **Will research/share, promote services to employers for recruiting opportunities...**

Bev - has made initial contact with library.

## **Other Discussion**

Tandy - spoke with \_\_\_\_Clark at KYB He needs employees now. Are we doing everything we can for the companies that are here?

Tina - We have a Job Zone area where we can post openings.

## **Future Meetings**

# **NEXT TALENT COMMITTEE MEETING**

**Doodle Invites**

**Please complete the survey.**

**Aspire Johnson County *Talent Attraction & Retention***  
**Notes for Minutes February 12, 2016 from 8:30 - 10:00am**

**Central Nine Career Center**

**I. Welcome and Introduction of Guests - Tina**

Round robin introductions

Cheryl - Video on Millennials' concept of manufacturing and what manufacturing really is today

**II. College/Career Success Coalition - Tina**

8 member organizations have updated their activities on the website.

Group has earned a road sign for Johnson County.

Some members are still having difficulty signing in to the CSC website.

Tina added the Talent group April 2017 career/job fair as an activity.

**Webinar: Strengthen Your Manufacturing Workforce**

<http://www.iedconline.org/events/2016/04/06/training-course/strengthen-your-manufacturing-workforce/> April 6, 2016 2:30 p.m. - 4:00 p.m. ET  
FREE Registration deadline is Wednesday, April 6 at 11:00 am ET.  
Instructions will be emailed to participants on Tuesday, April 5.  
Questions? Contact [webinar@iedconline.org](mailto:webinar@iedconline.org)

**Discussion**

Location - Several people offered their facilities. It was decided to view the webinar at C9.

Attendees - It was suggested that the following groups be invited:  
Teachers, HR Managers, Manufacturing, School Superintendents, Staffing agencies, SHERM groups. Invitations will be sent by Cheryl.

All of this is to be coordinated by Dana and hosted by Aspire and JCDC.

**IV. Agenda for February Large Group Meeting 2/24/2016 - Nicole**

In honor of CTE month, the Talent team will host the February agenda as follows:

- I. Tina will provide an overview of the **Talent team** and accomplishments thus far.
- II. Nicole will provide an overview of **C-9** and its programming.
- III. Tina will provide an overview of **Ivy Tech** and its programming.
- IV. **Panel Discussion** - So far, 3 people are confirmed for the panel - Tony Wright, Director of Manufacturing and Engineering, Midwest Purification; Hunter Velez, IT, Midwest Purification; and Chris Miller, Engineering Manager, Endress + Hauser.
- V. **Questions** from the audience

## **Discussion**

Nicole - need someone from health/science. Would a current C9 student be appropriate?

Dana - A current student would be a good addition.

Cheryl - Suggested including an employer talking about how C9 and Ivy Tech graduates are good hires.

Nicole - Will contact Judy Jacobs at WindRose Health

Bev - Need to be aware of how long 10 minutes would be to a panel member

Nicole - Need to have some questions prepared in case there are none from the audience

Suggested questions - (If needed)

Bev - When you were in middle school what did you think you wanted to do for a career?

Nicole - When did you decide that you wanted to pursue tech ed.?

Jennifer - How and when did you find out the information about tech ed.?



What do you think is the best path to recommend to students?

Kacee - What guidance did you have to help you make this decision?

Cheryl - What was the defining moment when you decided on your career and technical focus?

Tina - How did you find your current job?

**.Discussion** on Career and Job Fair April 2017

Dana - Time afternoon into evening, possibly 3 to 7 p.m.

Monica - It would help students' interest if employers had something to give to students.

Jim - Combining employment fair and community fair, having food for attendees not good ideas

Bev - The Talent group wants to include the education side.

Paige - The committee should be responsible for making the decision on having both.

Nicole - If you have students and parents, food is always a bonus.

Michelle - Give adult education students attendance hours for attending a job/career fair

This encourages a large turnout. Drawings have worked well.

Bev/Cheryl - There are some CSC dollars that can help support this initiative.

Cheryl - The committee may want to look at the Shelbyville Chamber Career Fair as a model. It is coming up.

Mike - Date of the Shelbyville Career Fair is 3/6/2016. It is at Shelbyville High School from 12 noon to 5:00 p.m.

**VI. Updates by Initiative Owners** (see Strategic Goals document)

Kacee - List of career contacts/speakers hard to generate. Franklin has a list, but other schools did not have any resources to add.

Bev - Can you share that as a template for the counseling departments in other Johnson County schools?

Kacee - Yes.

Paige - Consider the sharing of the template as the beginning of generating a larger list. Other schools will contribute as they find resources. That way you have started on the path for Goal #1.

Bev - will reach out to Emily and Erin about topics from the HR Roundtable.

Jim - Will leave information with Dana about ACT, Work Readiness Program, Work Keys

Willing to make presentation to the employer roundtable

Cheryl - Do schools use Work Keys, too?

### **Career & Job Fair April 2017-** Jim Spence

**VOLUNTEERS to date for career/job fair planning committee: Tina, Jim, Nicole, Michelle Davis, C-9 Career Pathways Specialist, Ivy Tech Career Services person, Don, Paige, Monica, Connie, Dana, Nate.**

### **Discussion**

Have helped host a job fair at the armory on the East side. It was very successful.

Venue - Monica Anderson has suggested Franklin Community Middle School. (main gym and activity gym)

Mike - With the unemployment rate down, how do we acquire attendees?

Bev - Include parents and students

Brandyn has suggested Jobs Today/ Careers for Tomorrow

# **NEXT TALENT COMMITTEE MEETING**

**March 18, 2016**

**8:30-10:30am**

**Ivy Tech Franklin Campus**

## **Other Business**

Cheryl - The JCDC Annual Meeting is Wednesday, March 16, 2016, from 11:30 a.m. to 1:30 p.m. at Jonathan Byrd's Cafeteria.

Bev - Tina will be stepping down as co-chair. A search for a replacement is underway.

Aspire Talent Team  
April 6, 2016

### **Strengthening your workforce webinar**

Attendance: Tim Pore, Erin Bieger, Julie Sumner, Cheryl Morphew, Dana Monson, Nicole Otte, Ken Rowe, Gillian Lyngh, Emily Martin, Anna Murdock, Erin Rickey, Nicole Stickford, Sam Hoagland, Jill Jounghing, Glenn Weil, Mike Heffner, 2 guests

The April meeting was a webinar from the International Economic Development Corporation on workforce development. The webinar gave best practices examples from Mississippi and Kentucky on ways those states are addressing workforce issues and growing the skills pipeline.

Overview of notes from the webinar:

Talented human capital will be the most critical resource for companies in the future. Talent mobility is inevitable. Companies will have to compete for the best and brightest. Innovation is accelerating and the workforce must keep up. Must have collaboration between policy makers, business leaders and schools to meet this demand. Health care has become one of the largest employers in the country. Advanced manufacturing is decreasing except in the Midwest.

Skilled labor availability, highway accessibility, labor costs top three factors for site location. By 2018 63% of jobs will require some type of post-secondary education. 20% of all students attending a tech school already have a bachelor's degree. 31% high school dropout rate nationwide. Every job in manufacturing creates 2.5 more jobs. The skills gap is causing 2 million jobs to go unfilled each year. Twenty first century skills are critical and are lacking, for example, critical thinking, problem solving and communication, collaboration, literacy and other foundational skills.

Top skills employers say they want from survey in 2014 include:

- Ability to work in a team
- ability to make decisions and solve problems
- ability to plan, organize and prioritize work
- ability to communicate verbally
- ability to obtain and process information
- ability to analyze quantitative data
- technical knowledge related to the job
- proficiency with computer software
- ability to create and /or edit written reports
- ability to sell and influence people.

Issues employers see contributing to workforce challenges are:

- Demographics, an aging workforce coupled with a shrinking pipeline
- Technological advances in modern manufacturing require more advanced skill sets
- Major deficits in our education system hamper US competitiveness
- Our global competitors continue to surpass our educational system in producing a high-volume, high-quality technical workforce

Some barriers to employment are drug tests, back ground checks, social media checks, reading, math comprehension, references, and interviews.

Employers need to change the way they develop their workforce. They need to become more responsive to employee and employer needs, be more flexible, simplified, and customized to their specific job requirements, make the process more seamless and detail the industry needs better. The technology used to recruit needs to update as well.

Employers want more technology infused education, more competency based post-secondary pathways. Credentialed programs, dual enrollment and early college programs in the community. More internships and mentor ships. More frequent trainings so employees can get trained quickly and not wait for the next semester class.

EDC needs to be the facilitator for collaboration between employers and educators. Bridge community colleges and businesses. Work to ensure the collaborations and programs are consistent. Focus on stem, soft skills, and hands on experience. Workforce needs to become highly skilled and flexible. Future communities need to focus on an education mindset over low taxes and cost of doing business.

Employers are wanting a stronger skills pipeline development. To provide this, there needs to be a strong collaboration with schools and industry, frank talk about what is working and what is not, and making critical changes to education that will provide more hands-on, direct learning. Integrate job training and education. More internships are needed. Pairing workers nearing retirement with new hires or interns. Have the companies review the technical colleges courses and recommend ways to improve them to make them more applicable to the workforce. One part of the Ky. program is student-focused company open houses. Awareness of companies in high schools, veterans organizations, bring in the teachers in externships to learn about careers in manufacturing, provide tours to parents of a manufacturing facility. Need partnership with educational institution to conduct the necessary training. Hold students to high standards in personal soft skills as well as at work. Attendance is required and tardiness affects the ability to remain in the program. Can create a locally recognized industry certificate as part of the program.

The final takeaways from the participants:

- Need to bring all the employers to the table to collaborate together on ways to create a local certification for workers that everyone will recognize that shows proficiency in twenty-first century skills. This certification can be taught at Central 9 and Ivy Tech.
- Need to work together to create tours, externships, internships and other awareness opportunities for manufacturing jobs today.
- Need to have educators and employers meet together to discuss providing hands-on training and experiences for students and their parents.

Aspire Talent Team  
April 6, 2016

### **Strengthening your workforce webinar**

Attendance: Tim Pore, Erin Bieger, Julie Sumner, Cheryl Morphew, Dana Monson, Nicole Otte, Ken Rowe, Gillian Lyngh, Emily Martin, Anna Murdock, Erin Rickey, Nicole Stickford, Sam Hoagland, Jill Jounghing, Glenn Weil, Mike Heffner, 2 guests

The April meeting was a webinar from the International Economic Development Corporation on workforce development. The webinar gave best practices examples from Mississippi and Kentucky on ways those states are addressing workforce issues and growing the skills pipeline.

Overview of notes from the webinar:

Talented human capital will be the most critical resource for companies in the future. Talent mobility is inevitable. Companies will have to compete for the best and brightest. Innovation is accelerating and the workforce must keep up. Must have collaboration between policy makers, business leaders and schools to meet this demand. Health care has become one of the largest employers in the country. Advanced manufacturing is decreasing except in the Midwest.

Skilled labor availability, highway accessibility, labor costs top three factors for site location. By 2018 63% of jobs will require some type of post-secondary education. 20% of all students attending a tech school already have a bachelor's degree. 31% high school dropout rate nationwide. Every job in manufacturing creates 2.5 more jobs. The skills gap is causing 2 million jobs to go unfilled each year. Twenty first century skills are critical and are lacking, for example, critical thinking, problem solving and communication, collaboration, literacy and other foundational skills.

Top skills employers say they want from survey in 2014 include:

- Ability to work in a team
- ability to make decisions and solve problems
- ability to plan, organize and prioritize work
- ability to communicate verbally
- ability to obtain and process information
- ability to analyze quantitative data
- technical knowledge related to the job
- proficiency with computer software
- ability to create and /or edit written reports
- ability to sell and influence people.

Issues employers see contributing to workforce challenges are:

- Demographics, an aging workforce coupled with a shrinking pipeline
- Technological advances in modern manufacturing require more advanced skill sets
- Major deficits in our education system hamper US competitiveness
- Our global competitors continue to surpass our educational system in producing a high-volume, high-quality technical workforce

Some barriers to employment are drug tests, back ground checks, social media checks, reading, math comprehension, references, and interviews.

Employers need to change the way they develop their workforce. They need to become more responsive to employee and employer needs, be more flexible, simplified, and customized to their specific job requirements, make the process more seamless and detail the industry needs better. The technology used to recruit needs to update as well.

Employers want more technology infused education, more competency based post-secondary pathways. Credentialed programs, dual enrollment and early college programs in the community. More internships and mentor ships. More frequent trainings so employees can get trained quickly and not wait for the next semester class.

EDC needs to be the facilitator for collaboration between employers and educators. Bridge community colleges and businesses. Work to ensure the collaborations and programs are consistent. Focus on stem, soft skills, and hands on experience. Workforce needs to become highly skilled and flexible. Future communities need to focus on an education mindset over low taxes and cost of doing business.

Employers are wanting a stronger skills pipeline development. To provide this, there needs to be a strong collaboration with schools and industry, frank talk about what is working and what is not, and making critical changes to education that will provide more hands-on, direct learning. Integrate job training and education. More internships are needed. Pairing workers nearing retirement with new hires or interns. Have the companies review the technical colleges courses and recommend ways to improve them to make them more applicable to the workforce. One part of the Ky. program is student-focused company open houses. Awareness of companies in high schools, veterans organizations, bring in the teachers in externships to learn about careers in manufacturing, provide tours to parents of a manufacturing facility. Need partnership with educational institution to conduct the necessary training. Hold students to high standards in personal soft skills as well as at work. Attendance is required and tardiness affects the ability to remain in the program. Can create a locally recognized industry certificate as part of the program.

The final takeaways from the participants:

- Need to bring all the employers to the table to collaborate together on ways to create a local certification for workers that everyone will recognize that shows proficiency in twenty-first century skills. This certification can be taught at Central 9 and Ivy Tech.
- Need to work together to create tours, externships, internships and other awareness opportunities for manufacturing jobs today.
- Need to have educators and employers meet together to discuss providing hands-on training and experiences for students and their parents.

Talent Team  
June 17, 2016

Attendance: Bea Northcott, Jim Spence, Tina Gross, Bev Martin, Nicole Otte, Dana Monson, Paige Banos, Jill Novotny, Anna Murdock, Gail Brooks, Tracy Weeks, Lisa Lintner, Bryan Johnson, Erin Bieger

Manufacturing workforce development update: Career and education forum meeting with the participating manufacturers. The manufacturers agreed that a fee is appropriate for the forum to manage the costs. The goal is to have 15 manufacturers at \$2,000 each. There will be another meeting to work on the education rubric. This rubric will include workforce skills, communication skills, safety skills along with a certification that will be accepted by all Johnson County industrial employers.

CSC update: The grant was for \$6,000. The original plan was to use this for videos but the team made the decision to redirect this to the career and job fair. Now the team has received notice that the money must be spent by June 30. This was not the original plan and no prior notice has been given. The money will now be used for administration through JCDC, new road signs, and the remainder will be used for career and education forum at Endress+Hauser. Tina is also working on other grants to use for the career and job fair.

Career and job fair update: Career and job fair will be combined. Date will be April 12, 2017. The first part will be the career fair from 12-2 then a break with the job fair running from 4-7. This will be held at the Franklin middle school. There will be a primary contact for the job fair.

IT and Tech round table will move into the advanced career and education forum.

HR manager meetings: Erin reported that the previous meetings have been held at lunch which was very difficult for many of them. After offline conversations with many of them, they have determined that after work meetings would be better for their schedules. Time frame would be 4 to 5. This would be more informal as opposed to scheduled speakers, however, assistance with bringing in experts on specific topics when the groups requests would be beneficial. There is also discussion about starting up the SHRM group here again.

Training/retraining pathways for local employers: Tina and Nicole are working on initiatives for this through Ivy Tech and Central 9. Aspire will be participants in this assisting with the work. There is a white belt certification training to be held at Ivy Tech July 28.

Individual committee meetings were held for the remainder of the meeting.



Aspire Talent Team  
July 15, 2016

Attendance: Nicole Otte, Gayle Brooks, Paige Banos, Tina Gross, Jill Novotny, Lisa Lintner, Dana Monson, Tina Henselmeier, Bryan Anderson, Erin Bieger, William Parker

Placemaking Conference: The conference will be held August 4 at Franklin College in the Henderson Room. We are encouraging the entire Aspire group to attend as well as elected officials, municipal officials, and small business owners who would be involved in destination marketing and quality of life amenities. Dr. Loflin will present in the morning and Bonnie Pribush will lead in the afternoon with specific goals and outcomes planned.

CSC Update: Received recognition on June 28 at the state house. Nicole and Cheryl were presented with the certificate and Kent DeKoninck, Ron West and Dana attended. The road signs are now here and we are working with appropriate officials to have them placed. Our work will continue to be updated in the system as the coalition grows.

Career and Education Forum: The companies have committed and there is now enough participation that the forum will be held. 10 have committed with 3 more potentials. Planning by the committee is continuing.

Health Science Forum: St. Francis will hold this again in November. There will be more information coming soon. The focus will be on middle school students.

Career and Job Fair: Career fair will be from 10-12. Lunch will be held with the employers and a survey and discussion with them about the morning. 1-3 will be the breakout sessions which will be interviewing skills, business etiquette, and resume critiquing for the job fair attendees. The job fair will be 4-7. There will be booths for the three sessions as well as employers. Save the dates will be sent out in October. There will be sponsorships available for employers to help offset the cost of the fair. Jim Spence is creating the list of employers to send the invitation to participate to and Gayle and Paige are working on a letter of purpose for the employers.

HR Manager meetings: Email is going out today to the Johnson County employers to set up the first meeting. There will be a doodle sent with the invitation to find a good date and time for everyone to meet. In order to create a new SHERM group, you have to get approval from the state and the national organization. Erin is working on this but it is a very detailed process and will take time. It is a little easier to create one for colleges so there is potential to create one for Franklin College but that will be for college students only.

Training and Retraining pathways for local employers: Lisa gave information on work certifications such as Work Keys. HR training will be done in conjunction with the HR manager meetings. There are some online products created by the ACT program but it is very dry. There is continuing work on the work rubric as well. Clark County has a work ethic certificate. Lisa gave an overview of this. Lisa will ask if the officials there could meet us in September along with the superintendents and any other HR officials in the county who would be interested in the work ethic certificate

White Belt training: Will be July 28 only three spots left. August 18 will be the second one. Lean training will be in September.

Aspire Talent Team  
August 19, 2016

Attendance: Paige Banos, Nicole Otte, Bev Martin, Tina Gross, Lisa Lintner, Dana Monson, Jill Novotny, Allison Naum, Mike Quaranta, Tracy Weeks, Monica Anderson, Erin Bieger

Placemaking Conference Report: The conference was well attended with 60 participants. There were some new ideas generated that will be discussed at a followup meeting to be held this fall. The information was also shared with the community partners and municipalities.

Dana gave a short summary of the work of Aspire for the new members of this committee.

The Career and Education forum continues to be finalized with the companies involved and the committee. The Health Forum will take place November 10 at St. Francis.

Subcommittees met individually to work on their respective plans.

Aspire Talent Team  
September 16, 2016

Attendance: Nicole Otte, Judy Jacobs, Paige Banos, Tina Gross, Dana Monson, Bea Northcott, Allison Naum, Bev Martin, Pat Spray, Gayle Brooks, Lisa Lintner, Brandyn Ferguson, Monica Anderson, Teresa McClure

Committee updates:

Career and Job Fair: Gayle presented the logo that C-9 students created. Will create invites using the C-9 constant contact account. The invitations will go to the companies at the end of September or beginning of October. Cost will be \$125 early bird, after November it will be \$150 for booth spots. There are approximately 60 spots. The school will provide lunch for a very reasonable price. The biggest expenses will be for advertising and printing of programs. Sponsors will be sought if there is a need but if the full amount of companies arrive, this will be paid for with their registration fees. Gayle gave a brief overview of the day for everyone. C-9 will have their career fair in March.

Career and Education Forum: Brandyn gave an update on the forum for this year, expecting about 750 students and parents, over 100 volunteers, about 6 other manufacturers, the Johnson county library, and will be held on October 6. You must rsvp to attend. Absolute deadline is September 30 but there is a plan for walk-ins. There will be a new STEM studio this year. Robotics will be in a separate building but will have plenty of room to bring their exhibits and can share more. The committee is working with a company to assist with parking as well as Access Johnson County. There will be classroom grants again this year. The top three schools in terms of student attendance will receive \$750 and the rest will receive \$250. One of the challenges is getting the companies to participate. They seem to be intimidated by speaking to middle school students and changing the mind set to looking at the future as opposed to just filling a job right now. Need to start as soon as the event is over working to connect volunteers with a company to encourage and expand participation, helping them to be more comfortable with working with middle school students and looking at the concept of preparing a future workforce.

Health care forum: Will be held Nov 10 from 5 to 9 at St. Francis again. Will be a career fair for middle school students. St Francis is once again heading this up and is using their internal departments for planning implementation. Due to their internal arrangements, they do not invite other health care facilities, with a few exceptions.

HR managers group: Erin is working to find a good time for the initial group meeting.

Training/Retraining pathways: Nicole announced October 3 from 1 to 3 at C-9. Superintendents, business, industry, will be here to learn about the program's going on at Clark Community School , Lebanon Schools etc. Dana can send the invitation to the roundtable group and invite to this forum. Michael Denny from Greater Clark schools and Kristen Scott from Lebanon will be speaking. These schools have developed certification for training and soft skills and will share how these work and what they entail. The interest is to create a certification for Johnson County and what it would need to be in order for our industry to accept this here. There is discussion to bring this statewide as well. The importance of having HR and plant managers there is to get their feedback to determine if/how they will accept this certification.

Aspire Johnson County  
Talent Team  
November 18, 2016

Attendance: Nicole Otte, Bev Martin, Gayle Brooks, Allison Naum, Paige Banos, Anna Murdock. Tina Gross, Jill Novotny, Jim Spence, Lisa Lintner, Cathy Heath, Monica Anderson, Mike Quaranta

Large group meetings: Bev commented on the value the panels and information that has been given at the large groups. Even though it is one more meeting, this is a great resource for Aspire and the residents and provides the education that assists with the work of the teams. The health series has been incredibly valuable. Dana gave an update on the potential topics for next year.

Career and Job Fair: The initial invitation has been sent. It is still early and there will need to be several more invitations sent before we have the full roster. WorkOne says this is the typical response. The importance of getting it out is to have a date on their calendar early and then they will register on average 90 days before the event. The school invitation has been sent and there was good response from them. Marketing plans are also being discussed and will be worked out in early January. The next steps will be to plan the breakout sessions.

Career and Education forum: Both forums have been held and went well. The talent team needs to discuss ways to help more companies be more comfortable with middle school students and help with their displays that fit with the theme. Monica Anderson would be willing to do a workshop on reaching out to middle school students. Nicole reported the health fair at St. Francis went very well also.

HR Manager Roundtable: The group has been formed and will begin monthly meetings on the second Thursday of each month beginning in January 2017.

Training/Retraining pathways for local employers: The presentation from Clark and Lebanon was well attended and generated good discussion. This does seem to be something that would be of benefit to the county and has support from some of the manufacturers that were there. C-9 is working on a grant to create a program that would be run through C-9 but would be put in all the school systems in the county. This will be the same program for all the school systems so there is continuity. The curriculum would be integrated into the current curriculum of the school. There would not be a separate class or separate curriculum for the schools. Franklin Community and Beech Grove are also applying for the grant as well.

No December meeting, next team meeting in January.

