

**Talent Team Minutes
November 16, 2018**

Attendees: Alison Huey, Gayle Brooks, Dana Monson, Bea Northcott, Anna Murdock, Michelle Davis, Mike Tompkins, Anita Smith, Jill Novotny, Jennifer Hollingshead, Nicole Otte

Sponsorship update- Tammy Walker reached out to Build to Succeed for a \$3000 donation. Will update when she gets a response.

HR Roundtable- Dana spoke on celebrating wins and perks that companies utilize to retain employees, such as Interstate Warehousing having cornhole tournaments. Also tell managers to eat with different people daily to get to know more employees. Discussion about wage surveys and if companies are using them to keep wages low. Not sure, but Indiana does have lower salaries than other states which could hurt us in talent attraction. Jennifer sent out a survey to roundtable participants to learn what is working and where we could improve for 2019.

Work Ready Communities- Gayle and Allison gave a presentation to the group. Ready to “go live” in December and then will have a Kick-Off event in January. Some Work Keys testing has been taking place through C9 and Work One, so we do have a start on our goals. We have 2 years to reach our NCRC goals (3 tests make up the National Career Readiness Certification) after we go live. We have approximately 8-10 employers in Johnson County who nationally recognize NCRC and support Work Ready. We’ll be the 8th county in Indiana to be in the program.

For educators, we need them to understand ACT work ready, how testing works and how to test students. They’ll be using WIN for training. We need them to be aware of which companies recognize the NCRC.

There are 3 tests (50 minutes each) that can be done in one sitting. Only Johnson County residents and Johnson County companies count toward our goals (exception if the company is large and located within 25 miles (e.g. Cummins). C9 is currently a testing center and JCPL is looking into it. Ivy Tech will be a partner. Testing is paid for under jobs programs through DWD as long as they complete Wager Peyser application and set up an Indiana Career Connect account to record their scores.

Commented [JHJ1]:

Test level scores are rated as bronze, silver, gold and platinum. Manufacturing and healthcare are the most common industries to use this program. Dana and Gayle heard lots of success stories at the bootcamp about how companies, after profiling their positions and testing their employees, they were able to fill openings internally.

WIN also offers soft skills training. Anyone can sign up and use at no cost. Other states have been able through their community colleges to offer academic credit for taking NCRC. Silver NCRC= vocational certification 4 semester hours. Gold and Platinum= Associates or bachelor’s degree 4 semester hours. Would like to see if Franklin College and Ivy Tech would sign on to offer this. Jill Novotny will check with Franklin College.

Gayle said that there are lots more flyers, case studies and videos that we could use to get superintendents, employers, counselors, etc. on board at our Kick-off event.

DWD covers cost to do job profiling for companies. Stipulation is that you'll hire 5 people in 1 year. Could we do presentation road show? Dana said that she thought we'd visit rotary, Chambers, HR roundtable, superintendent's meeting, JCDC board meeting with information. Need to compile a FAQ sheet for presenters to use. Gayle said that there is also another PowerPoint presentation for employers.

Next Kick-off planning meeting is taking place November 27th. Will need to nail down specifics that day. Kick-off is to take place during regular Aspire meeting. Plan to send off a special invitation through Chambers and schools.

WEC update- Allison- Gaining more business partners; up to 46. Also, have signed on more service partners. Gave incentive data to the state. You can visit the DWD website and search for downloads to see a list of businesses and schools that recognize the WEC. Plan to make a digital partnership form. WEC advisory meeting will take place Dec 5 at 7:30am with a student/teacher panel.

Suggested HR Roundtable topic- Volunteerism and employee retention- see Cummins and Caterpillar.

Community Career+Education Forum- Endress+Hauser September 19, 2019

Health Science Forum- Jennifer attended with her daughter. Nice event that was well attended.

Parent/Student Forum- Maybe March 4th or 7th at Endress+Hauser. Working on confirming speakers. Looking for prize donations. Architect will be keynote speaker to talk the construction trade and all the different trades that were used to build Endress+Hauser campus.

Teacher internships- Bea- She is looking into Duke Energy grants for 1st or 2nd quarter. Will report back in January.

Next meeting- January 18th at 8:30am Central Nine.