

**Talent Team**  
**March 15, 2019**  
**Central Nine**

**Erin, Jill, Jennifer, Dana, Lisa, Allison, Tammy, Mike, Vicki**

Lisa has been talking with Allison about the teaming having a new co-chair should from the business field. Maybe that would bring a different perspective to the group and develop someone else for leadership. Dana commented that people are more engaged if they have more action items. She suggested we could put a call out to form teams for Work Ready- need people to reach students, employers and schools.

Sponsorship announcement- maybe have something next month.

Teacher externship- Bea out of town.

**Parent/Student Forum-** Tammy- more than 60 participants, 8<sup>th</sup> grade to high school were invited. Some people arrived after presentations. Had some home schoolers attend. Saw almost every school, none attended from Indian Creek or Edinburgh, but some from Roncalli. Had 2 cameras set up from CTE class at C9. Tammy said that it was really neat to have presenters and networking. Phil Kenny, President of Wilhelm Construction, Jerome Standford from Carpenters Union and Kristen Grills presented. Phil talked about where skilled trades have gone over time. Had a slide that talked about not just carpenters, but all skilled trade jobs and how you don't have to have a 4-year degree. Gave parents a full picture of trades. Jerome talked about what he did while working in banking and how he transitioned to carpentry after losing his job. Kristen was the parent representative and talked about her son struggling in school. Liked working in the automotive program at C9 and now is at Ivy Tech and working at a car dealership. C9 students from visual communications that recorded presentations. Encouraged students/parents to explore the 17 representatives that were in attendance that evening after presentations, recognizing sponsors and prizes. Lisa said that all of the professionals had great interactions and were very approachable. Tammy talked to them that it's not just about numbers but getting the right people there. Talked to the industry professionals that the students were really engaged and passionate. Lisa said one of the dads in attendance wondered if anyone was hiring. She was very impressed with the variety of companies and jobs. Tammy reported they had 11 companies, 9 education groups, Allison and Lisa represented Aspire, 15-20 from C9 (instructors and students), Counselors and high school reps from c9, Greenwood, and Whiteland. 130 people in total. Student total: 35 students Center Grove, 3 Franklin, 3 Greenwood, some homeschool students, 1 Roncalli, Whiteland 10; had some come in after beginning that they didn't capture. Lisa said that it would be great if we could get a counselor from each district to attend the Talent Team meeting. Work Keys was there for WorkForce development. Had some money from Rotary that they could have used for YardCards. Have some leftover money that can be put towards next year's event.

**ACT Work Ready Communities-** Dana- have our goals for businesses. Have 11 businesses signed up so far. Mike will get Work One signed up. Manar/ GTR in Edinburgh is interested in doing the job profiling. Sent in their application this week to profile 8 different jobs and start with Keith Hamilton. Mike went to Edinburgh to meet with Scott Findley, town treasurer. Will be hiring summer park help and talked to him about Work Keys. Gayle talked to NSK at the Parent Forum. Will meet with them to get signed up. Dana had a site visit with a company from Illinois; had 2 site selectors with them. Told them that we just started work ready communities and the site selectors were really excited to hear we were doing this

program. Said the Work Ready Communities program is a great tool that really should be used more nationwide. It benefits the students that go right into the workforce; works as a credential instead of ACT or SAT that's just for college acceptance. All students in MO have to have a job or path to school before they graduate. Dana said it was very encouraging and felt that it elevated our site knowing that we're in this program.

**Action items:**

- Looking for people to plan a luncheon for the staffing agencies, so that they can recommend to their clients.
- Need 3-4 teams to follow up with all businesses (retail, banks, industrial, etc.). Dana can create an elevator speech to give out as well as packets. Lisa suggested recording Gayle giving a pitch for reference. Also make a FAQ list. Dana can give out the contacts after the Chambers have made contact. Take the "pledge" cards that they can fill out or pull up website to register them during meeting.

Tammy said what about setting up a table at the grocery store. Maybe Freedom Festival booth? Table at job fair or business expo. Dana has talked to Greenwood Rotary as well as scheduled for White River Rotary. Will be scheduling with Sertoma club too.

We also have a goal for test takers. We are looking at emerging (high school/ college students) Transitional (currently unemployed), current employees (currently have a job), then companies to sign on and recognize and recommend.

Comment about using NCRC/ job profiling from a company that is currently using; they like it, but it doesn't tell you which people are going to show up for work. Seems that people are having a hard time transitioning from school or temp work that is flexible to daily work. HR roundtable talked about working on flexible start times, but that it's difficult with manufacturing and production.

Dawn Underwood talked to Dana about childcare. Will be opening a new building in Whiteland with staggered schedules for childcare and maybe a sick room for kids to help with employees in the area.

Tammy suggested bringing Cook Medical in to talk. Suggested having them come and talk to Talent Team about their college program. Dana said they could also come to the large group to present. Could be a partnership for a lunch and learn program? Reach out to see if you know anyone that would be interested in hearing from them?

**Work Ethic-** Allison- Thank you to Dana, Erin, and Lisa for helping with mock interviews. 120-130 are still in Work Ethic for attendance. Has a great group of students this year. Having trouble getting more business partners signed up. Had a mini call-to-action via email with link to sign up about WEC grant. After sending that out, got 4-5 more partners signed up. Suggested to use for the ACT Work Ready communities to get businesses to sign up. Could be great to use for initial contact and could follow up later to give details about job profiling. She will be starting testing for the NCRC in April with C9 students. Meeting with students in April to work on paperwork.

**HR roundtable-** Dana- good conversation even though only 6 people in attendance. Talked about work ethic certification and Johnson County overview. Talked about retention and soft skills. It's hard to get people to show up every day. Next months topic will be about Workplace Violence and what to do if you have an active shooter. Erin sees that as well, either harassment or violence 1x per quarter in non-climate-controlled area.

**Career and education forum-** September 19<sup>th</sup> at Endress+Hauser. Will get info about volunteering as it gets closer.

Annual meeting is Wednesday March 20<sup>th</sup> in place of Aspire large group. Registration has closed.