

**Aspire Talent Team
September 20, 2019
Central Nine**

Welcome- Lisa Lintner, co-chair Talent Team.

Thank you to our team sponsor Express Employment Professionals. Erin Ricke spoke about the company. They are hiring for 70 positions currently.

Lisa- See the updates from team on the agenda. Can also read about Work Ethic Certification update. Work Ready Communities team meeting is changing due to Fall break. We'll be meeting at JCPL service center Wednesday Oct 9th 8:30-1pm.

Introductions

Nicole Otte, Sarah Trueblood, Chris Flowers, Kimberly Jackson, Jill Novotny, Matt Sprout, Brian Powers, Steve Auld, Allen Lewis, MeeHee Smith, Jeff Bullikin, Kyle- student, David- student, Chelsea- student, Ben- student, Mike Quaranta, Maria Elena Pedraza- Cummins, Tina Henslemeier- Cummins, Vicki Qualls, Mike Thompkins, Jane Richardson- Cummins, Gayle Brooks, Tammy Walker, Erin Ricke, Paige Banos, Dana, Stephanie Amos, Jennifer Hollingshead, Tina Gross, Dave Clendening.

Project background and charter-want to learn about our needs, current status, hiring requirements. Thinking about the future, what are the gap areas? What skills are we looking for to drive improvement?

IT facility in Greenwood- Greenwood has allocated \$1 million grant to C9 to develop IT program. Want to develop curriculum that would feed the community. Partner with C9 to offer co-op, internships. What are the other needs in the community? Who else might be interested in being a part?

Built at the end of Q1 2021. Want program to be started and going by then. Current team is C9, Ivy Tech, City of Greenwood, Cummins. Open to new members.

Current IT program- 2 pathways- computer tech support, A+ certification, hands-on.

OR

Computer science- programming path, does not offer certification.

Focusing on networking, cybersecurity, A+ cert, fundamentals. 2nd year, Python, Net+ certification, security, etc.

Get feedback from us- how many employees do we employ in IT. C9 program is heavy with males- do you see that in your workforce as well. Where are the gaps?

Endress+Hauser- have 6 companies in Greenwood. One is IT company. Diversity 3/4 males, from different companies. Always looking for SAP knowledge professional. Latest hire from Central Nine directly out of high school. Used to focus on them having SAP knowledge but decided it can be learned. Need someone that's interested in business as well. Need developers that can consult from a business perspective. Also have computer people dealing with servers, networks, tech support (not as many of those). They have an opening now in the Service Center. Work on master data, maintenance. Would

love to get someone to intern and get them right out of school. Mainly partnering with Whiteland, they reached out to them for interns. Have an intern right now that's learning different things- in marketing currently. Nicole is working with the high school to do something similar. There is an apprenticeship for high school graduates. Working on apprenticeship for Juniors and Seniors in high school.

Cummins- Hearing SAP resources, analysts need developed. What areas of growth are needed?

Endress+Hauser-Chris- Data analytics, Artificial Intelligence. Just opened a logistics location to digitize their supply chain and offer logistics services. There is IT opportunity there as well.

Paige- if you have someone very capable with soft skills, is the business end teachable? Have a business degree, not IT. Started in sales, but transitioned into IT. Business side is what they are looking for more, with IT background.

Chris- hires a lot of engineers. Don't look for hard-core technical engineers. If they have an engineering degree, they know they have the engineering skills, but soft skills, can they work with customers, a team, do they communicate well? These are the less teachable skills. Very successful ones are the ones that can interact with others.

Critical thinking is important. Have seen some programs at high school level- project based. Work on a project with each other as a team. Can be somethings that you can add to trainings, project management training, analysis.

Endress- It is an interest, finding people that are even interested in exploring that is difficult. They had a recent hire, not interested in business programming. He was interested in more "flashy" programming, so he left. Project management is also important.

Franklin schools- what are your needs?

Franklin- focus on students and preparing for college. Have thousands of Chromebooks. Soft skills- dealing with peers, helping peers at Chromebook help desk. Develop soft side, customer services. IT department, students are the customers. Students have access to A+ program. Technology 20 years ago, person in a cubicle. Now customer focused. Have 13 people in IT dept. One person is data person that focuses on data 1x per week. Have 5000 students. When it comes to state reports, that's IT. Tier 1 support to networking. Only have 1 person that does their network. Security- 2 people share the responsibilities but have conversation at all levels. Easy to do fishing and ask people for the password. Reach out to new employees and tell them what not to do. Security is everyone's responsibility.

Cummins- There is a level of knowledge that everyone needs to have about cybersecurity.

Development at Franklin HS? Spur off student interests. Student wrote an application to find out their GPA. They do some base level programming. Hard to find people willing to take \$35,000 to teach to work with kids on IT, cyber security. Difficult getting the right people in programs to work on projects or they find someone good and then they leave. The school can't provide all the needs. Has to be a partnership. There aren't a lot of people that have those skill sets that want to work in the high school. Dr. Clendening- we need you to have people skill sets. State is saying grad pathways. Needs to be much wider- they need to be able to interact. They've evaluated Columbus East senior project. Kids need to understand collaboration, work on projects together.

Cummins- employment ready, from employer side, need equipped with other tools- work on projects, on teams. Students don't know what it's like to work in a work environment, high school internships. They've had students that didn't show up. Get that mental attitude about coming to work. Culmination of technical background, work experiences, collaboration, all of those things.

Dr. Clendening- will take a partnership. Hard to get IT person at school because they know they can go out and double their salary. Just got a grant for cyber security. Have 1 person and if that person leaves, then they're stuck. They are so dependent on 1 person. They need partners. If we want to do something transformational, we need to work with industry. The secret, it's their peers.

Sarah- Endress- kids aren't looking long term when deciding about attending C9. They are thinking about their friends and what they are doing, rather than their career. Want to help mold what students are doing today and how it impacts their future.

Dr. Clendening- Figure out a way to do the project and grow people skills. Schools can do people skill sides. Best teachers drive kids to their programs. Find the right people- can't do it as individual schools.

Cummins- talk about awareness- multiple pathways. Technical certifications. 4-year degree is great, but there are multiple pathways.

Dr. Clendening- swiss model- go 3 years to the employer and have an internship.

Cummins- It's an apprenticeship.

Nicole-Endress is working on a model based off swiss model. How are the accommodations made for the diploma requirements? That's a goal of hers, to get a formal apprenticeship model for juniors and seniors.

MeeHee- DWD- apprenticeship means registered with DOL. Some schools are, but some aren't. Developed state earn and learns. Some school districts don't have the capability to enter data or they don't want the oversight of the federal government. What works for that Indiana school is the best option. Hoosier Hills career center is doing both. Created an adult earn and learn program in Marion County. Without a program it will fall. Takes time from a school standpoint, what are the needs. Support to development them, the employer builds out phases of the program. Phase 1 high school student has to meet graduation pathways. If you want to partner with the high school, the high school need dual credits and certificates embedded. That's what a state earn and learn is. An unpaid internship has just a much value, but when you pay the student it changes things. They'll support whatever gets a student into an employer site, have to be realistic on capacity. Employers all have a different number of how many students they can support and give a good experience. High education- college partner- Ivy Tech, Vincennes. Important for high schools to have the dual credit embedded. It's all customized to individual program. Not one model will fit the different situations.

These are workforce strategies- this takes everyone at the table. 10-02 Employer training grant has clause for employers \$50,000 for training, July 1, if an employer brings on a high school student, that's \$1000 to help support that training. School districts are employers, so you have access to that if you hire your own students, culinary, IT, etc.

Job shadow doesn't work. They need to work and make money in high school for an internship. It has to be a valuable working experience. Changes the interested in learning and being there for high school students.

Students from C9- did you come to C9 to go to work after? Did you want dual credits to go into college?

Wanted to have actually experience on doing things. Actually, understand how to do things. Built his own computer. He's learning that he can get a job doing what he's learned. Would like to go to Purdue and then to the Airforce. Also open to job opportunity.

Entrepreneurial -wants to develop apps and solve problems. Plan to go to the workforce.

Interested- want to see hardware side and software side to help him figure out what he wants to do. Want to go to college afterwards.

Came here to learn more and get dual credits for college. More interested in IT. Wants to go to Vincennes then transfer to Purdue.

Appreciate that you're thinking through all of that.

Tammy- getting students early and hitting their influencers early. Parents don't know what we've talked about today especially not going to college and going right into the workforce. Have that as part of this information, create passion and get to their end goal.

Lisa- marketing to friends, parents. Last night she was talking at CCEF, talked to someone teaching at Southport. Parents don't want daughters going to C9 and they need to understand what a great opportunity it is. She thinks marketing and messaging is really important. People see big box buildings and don't know what goes on in there. They assume it's dirty.

Cummins- Getting job right out of high school, doesn't mean they won't go to college. There are so many different paths. Parents get concerned that their kids aren't going to college. 2 out of 3 college grads are \$32,000 in debt coming out of college.

Tammy- find out what you don't want to do is just as important when you try an internship. Let them know it's not failure, we can direct you.

Ivy Tech- get emails every day from schools. Marketing- opportunity, your child has hit the lottery. His mind is made up about his kid going to college. But if someone shows him the info and stats, that may change his mind. Potentially life changing opportunity.

Lisa- public library with 4 person staff, 3 females, 1 male. 3 trained the females into those jobs. Couldn't get anyone at their pay scale. Going into IT field is important. Collect, report and analyze their data- it's a hot mess. It's a niche market to be evaluated. Head of IT opening, just 2 applicants, but person turned in their notice in 3 days. Have a retired person running their network for fun. Would you allow some adults to take some courses?

Gayle- adult education working on IT fundamentals. Would have adults that are career changers. IT fundamentals isn't allowed for NEXT Level jobs.

