

Talent Team
October 26, 2018
Central Nine

In attendance: Jennifer Hollingshead, Dana Monson, Gayle Brooks, Paige Banos, Juliana Cleveland, Allison Huey, Lisa Lintner, Mike Tompkins, Tammy, Kelli Knecht, Anna Murdock, Jill Novotny, Brandyn Ferguson, Kasee Murphy

Team sponsorship update- Bea was reaching out to Jim Patterson to sponsor the Aspire Talent Team for \$3000. Bea hasn't heard back from Jim. If she hasn't heard anything by next Friday, will give Tammy the green light to check with another contact.

ACT Work Ready Communities- Dana- Nationwide program from ACT, that does the college exams. Gayle and Dana have now completed the bootcamps. Have defined goals for certification. Would like to do a kick-off on January 23rd. Have 2 years to reach goals: emerging (college, high school students), current employees, transitional (been in workforce and left) to take the NCRC (3 tests that equal the national career readiness certificate). For businesses, helps them to retain workers because of better aligning skills with employees. Can be used across any job field, not just manufacturing. Have core team that will take on each goal, will start reaching out to people and to show the value of getting NCRC or recognizing it as a company. We need people that can help with teams (schools, Work One/ staffing agencies, companies- to present materials and elevator speech). Kick-off would take place during Aspire large group inviting employers, schools, etc. providing breakfast. Sponsorship would help cover costs. Owner at Indiana Ticket in Muncie uses this program as a part of his interview process. Will ask him to be the keynote speaker for the kick-off. Tests would be covered for free through Work One through the jobs program. Want to be able to use JCPL or Central Nine as a testing center but could look into letting the schools offer testing as well. Other states have to find private companies to cover test fees. WIN career readiness is available for free for remediation. Go to workreadycommunities.org to learn more about program, toolkit, and see the Johnson County page. Subaru is using this program and has incorporated into hiring. Has increased their retention from profiling jobs and using testing, even though county isn't a work ready community. Might be able to offer 1 college credit for passing NCRC depending on the school. Site selector magazine is using this, and companies want to see this. South Carolina tests all of their high school students. Looking for employers to recognize/ recommend. Some places have a kiosk that show how your NCRC scores match up with various employer jobs. Tammy said that a kiosk could take their job fair to the next level. Will also need support from top down in the schools, not just the counselors. Social services organizations would be good to have on board. Jill said that Franklin college might be able to help with proctors, rather than their students taking it. Dana suggested looking at the website and see the whole spectrum of the employers and fields that use the NCRC. North Star Strategy gives you all the steps. Lots of printed material offered by ACT. Mike suggests that everyone take the tests at Work One.

WEC grant- Allison- Discussed about C9 students taking NCRC tests. Could look into implementing. Right now, just tracking attendance. No new updates.

HR roundtable- One more meeting in November 13th. Tina Gross presented from Ivy Tech on new certificate that they are offering. Next roundtable Dana will be leading discussion on retaining employees through celebrating wins.

Community Career Education Forum- Juliana and Brandyn- gave away \$10,000 in grants. 9 applications and gave out 6 grants over 4 local school corporations. In attendance 30 industry partners, 9 robotics teams, about 600 students and parents. Next year event will take place Sept. 19, 2019.

Examples of grants- cross educational (math, science, reading, L.A.) Long Walk To Water book. Students would tour Citizen's Energy Plant and all 8 teachers from Perry Meridian will incorporate into their lesson. Another group- STEM kits for elementary students. One group will build a rocket. Laser printer for Center Grove Innovation Center. Average amount \$1700 per group to fully fund. Brandyn- 5th year. Every year they do a complete debrief, changed a lot of things this year. Mixed colleges and industries together for booths. Did a game show, Are you smarter than an engineer? 2 booths all about 3-d printing and how it actually works. Computer science booth that showed correlation with math and creating computer game. Faster registration process. Hot Dog grilling robot. Chick-fil-a provided dinner. To change for next year- factory tours have tweaked every year. Completely overhauling for next year. Typically run one shift, so areas of the tour are vacant. Thinking instead of walking tours, have exhibits with 2-3 people for career awareness where you can talk to people that do different jobs, as well as an HR person to answer questions. Expand Game Show to be bigger. This year the game show area had 2 rooms with up to 4 people playing at a time. The big 2 story lab that shows their products, have been using it as a parent/ child scavenger hunt. Challenging that group to overhaul it. Could be just volunteers to give explanation of what it is at minimum. Also, help industry people communicate to students and parents. Thinking about having Don Kinsey head up a committee to reach out as to what they're bringing to display, what are they giving away, their backdrop, and what they're going to say. Paige suggested including a teacher of middle school students on the committee. Help them to have the message reach the students better. Scholarships were fun to review and read. Had envisioned a cool check presentation to the school groups, but it was sparsely attended. Would like more administration to attend. Started at 4pm so teachers could receive grant before event started.

Sees an emerging need for job shadowing or internships, Endress+Hauser very quickly saturated. Want 30 industry people to bring awareness for internships/job shadowing in the community.

2014 was first year to do this. Will be neat when students are old enough to go into the job field. One student sent an email to an engineer this year, attended in 2014 and loved STEM, now ready for an internship at Endress+Hauser. Also, a student past the threshold to attend, came back and volunteered this year as a sophomore in high school.

Heath Sciences Forum- Franciscan health Oct 30 from 5-7pm. Central Nine will be there. Great for middle school and high school students to learn about careers that are out there. Was in the newspaper today.

Parent and student forum- Tammy- Lisa talked to the Artcraft about hosting but will keep at Endress+Hauser for this year. Keynote will be speaker Bill Polland, architect. Careers of the future will be the theme- trades, electrical, construction, etc. Bill has the plans to show for the Endress+Hauser buildings. Will be selecting date in November. Want to hold in February or March. Likes idea of actually talking to the people about their careers. Good place to spread the word as to what companies offer internships or apprenticeships, maybe put together a list. Want to open it for parent and high school students this year.

Brandyn loves the idea, almost works into a series with the CCEF and middle schoolers, then high school students attend the parent and student forum.

Lisa said Bill gives a good balanced presentation on if you can't afford college and where you start and perhaps ending with a degree. There is a need and demand now in Johnson County for trades, so we need people going into those fields.

Brandyn is hearing from the conversation that companies are doing splashy events, but really the change comes from one person talking to another person. It can't be at a macro level, needs to be a micro level, talking to people. Not just sending emails and press releases.

Jill mentioned having some successful C9 graduates speak at the parent/student forum? Did have one attend last year. Lisa knows a student that is doing well at Ivy Tech and thriving working an automotive "co-op" program, will reach out to his mother.

Next meeting: November 16 8:30-10am.

Minutes submitted by Jennifer Hollingshead