

Talent Attraction and Retention Team
August 17, 2018
8:30- 10am
Central Nine Career Center

Attendance: Gayle Brooks, Anna, Paige Banos, Allison Huey, Lisa Lintner, Jim Spence, Kelli Knecht, Jill Novotny, Nicole Otte, Mike Quaranta, Tammy Walker, Jennifer Hollingshead, and Monica Anderson

Career and Job Fair- Jennifer said that she had talked to Tammy Walker about a presentation to students at Center Grove and it might work out to do something during testing or star time in the 2nd semester. Allison Huey will follow up with Tammy.

WEC Grant- ending in September. Very sad to lose Bea- she's been wonderful. Allison will take on most of the responsibilities of the WEC. All 9 schools implemented this fall, either in one class or in all. This applies to seniors only at this time. Central 9 will due their opt-in on August 21st. They are hoping for an increase in participation over last year. All schools will be doing the same standards. Central 9 is offering mini grants to the sending high schools to help implement the programs. Asked how parents were being alerted for the C9 opt-in, through letter, skyward alert, open house and Allison will meet with parents during open house. Allison will talk with Bea to maintain community and company contacts.

HR roundtable- Jennifer said that June attendance was 20. Speakers were Emily Gettum from Van Valer Law firm and EEOC were there to offer advice about the legal approach to interviews. July and August had much lower attendance with 9 or 10 people attending. July was a presentation by Dr. Jones from IUPUC about generational gaps. August Jennifer talked about the Wage and Benefit survey and how JCDC can alter it to be the best benefit for their time. Next meeting will take place at Ann's in Franklin from noon-1pm. Andrea Gash will present about unconscious bias.

Career and Education Forums- Community Career+ Education Forum will take place at Endress+Hauser on September 20th from 5:30-8:30pm. The event is open to middle school students. Right now they are securing "vendors" for the marketplace. It's the same night at the Central Nine advisory board banquet, so their presence may be a little lower.

Heath Science Forum- October 30th from 5-7pm at Franciscan Health. Currently updating flyer. Nicole will send Jennifer the flyer to distribute when she receives one.

Parent Forum- Tammy would like do it again with help. Open to suggestions and new locations. A franklin location was suggested. Last year they had approximately 50-60 in attendance. Artcraft Theater was a suggestion since it would hold people for the presentation, but also have space for vendors/ trade group tables. Lisa will reach out to the Artcraft Theater to see if there is a date in January/ February. It was suggested that the National Guard be included. Talked about how all branches of the military and National Guard were at our job fair last year. Discussion about what month is the best time? Everyone one was in agreement that Jan/Feb would work well for school schedules. Want to make sure that parents know that they can bring their students along this year. A few came last year, but it wasn't clear in the marketing. Is there a charge to show a video? Lisa said maybe \$50. Also that Tri Kappa or the Rotary might sponsor. Nicole mentioned that a scholarship giveaway would be a good way to encourage people to attend. Maybe we could talk to JCCF or one of the trade groups

to see if they would donate money to do that. Also, we could check with one of the speakers to see if they would want to donate to also be a company sponsor. Suggested to check with the Indiana/Kentucky region of carpenters. Maybe the educational foundations would be willing to pitch in together to provide a scholarship.

Will we continue the job fair? Not sure since we are developing ACT Work Ready Communities program. We can promote the schools and C9 job fairs during the parent forum. Looking for volunteers to help plan parent forum and get donations for prizes.

ACT Work Ready Communities- Dana and Gayle both attended the boot camp a few weeks ago. Check out their website to see videos about the program. Johnson County has now committed to do the program. We will “go live” when everything is in place and we have our goals from ACT. We will be given goals for employee participation numbers too. Goals are based on county data that we provided. You are given 2 years to reach goal numbers which is a certain number of people obtaining NCRC and employers that recognize certificate. In North Carolina it’s required that all students take it, but they don’t have the employer buy-in to recognize it. Tests are graphic literacy, applied math and workplace documents. Employer knows they have a certain skill set when applying, so this helps people be more employable. Lisa said there is something valuable to communicate that we are ACT work ready. What happens to adults that take it and don’t pass? Gayle said that WIN program goes through lesson or library also has tutors. Anyone can enter the adult ed program a central nine, not just to get GED. We need to make sure that we coordinate remediate resources for people that don’t pass. Find out what the schools are currently doing.

NCRC is 3 separate tests at 55 min. each- These are currently given at Work One (employers assume the cost). Central Nine is also able to do these tests in the evening. They also have WIN system that is aligned to the testing and is free. Lisa said that maybe the library could offer tests too. Jim said that Keith Hamilton will meet with us and East Central community representative to talk about the profiling of companies and getting company buy-in.

ACT gives lots of promotional things to use for employers and educators. Consider mirror what Central Nine has done with WEC in getting companies engaged. Talk up that WEC helps recognize soft skills, but ACT verifies specific technical skills. WEC currently has 40 companies recognizing certificate. We also have the backing of JCDC. WRC- not just industrial. Look at Healthcare, national employers might already support. Gayle said that there are national supporters on their website.

Steering committee meeting is taking place next week, so we’ll start planning and putting together a timeline. Dana and Gayle both go back in October for the 2nd part of boot camp.

Talent Team Sponsorship- looking for \$3000 sponsor for Talent team. Money will stay with the team for projects. Can start looking now for sponsors, but need to let Dana know so we can coordinate between teams and JCDC. Talked about FCFCU, Home Bank, Kelly Services, Express Employment, Interstate Warehousing, Kohls, all IMPACT businesses, Pipefitter, Electrical Union, JMH, Windrose. Do we have a mission? Jennifer read to the group from the Aspire website. Pretty good, but might tweak to say adults too. Also define excellent in goals/ mission. Need to assemble literature, mission to request funding. Think about different fields, healthcare, trades, retail. Anna Murdock mentioned that sponsors might want to be exclusive. Could also consider online grants through Dollar General, Purdue Chicken, but they are time consuming for not a lot of money. Also, JCCF Smalls grant deadline is coming up for projects <\$10,000

Meeting adjourned.

Minutes submitted by Jennifer Hollingshead