



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

**Meeting of the State Workforce Innovation Council
Employer Engagement Taskforce**

May 17, 2016

11:00 a.m. – 12:30 p.m.

**Speedway Indoor Karting facility
1067 Main Street, Speedway, IN 46224**

Agenda

I. Call to Order/Roll Call/Welcome and Introductions

Members Present: Kristina Blankenship, Kay Kuenker, Jeff Duell, Brad Rhorer, Sascha Harrell, Stephanie Wells, Jessica Frasier

Others Present: Jennifer O'Shea, Mike Barnes, Nate Klinck, Natalie Wenzler, Charles Reeves

II. DDWS Focus Group Update, Lucy Houchin

Nate Klinck from Thomas P. Miller and Associates (TPMA) presented the information to the group. The plan is to develop a Skills Library through the executed focus groups throughout the state combining the key industries and regional in nature. The goal is to support the concepts of the Demand Driven Workforce System (DDWS) and develop a shared language between employers, educators, and workforce. The Texas Skills Library was referenced to help detail the skills associated with individual occupations using the 800 defined occupations in ONET and over 2000 Detailed Work Activities (DWAs) that may stretch over multiple occupations. Focus groups have been approximately 90 minutes in length and facilitating robust discussions that include:

1. Introduction and overview of the DDWS
2. Brainstorming and work vetting out specific occupations and the associated DWAs to identify conversion and/or conversion
3. Discussion of results, significant areas of diversion, and how to strengthen the lists along with the use and benefits of DDWS

Four focus groups have been completed with three more scheduled. Looking to schedule approximately three more and ask the taskforce for any suggestions and recommendations. The selected focus groups were groups that already exist that can be leveraged with advanced manufacturing to be the most mature at this time.

Preliminary conclusions are still too early to have solid findings. Employers are responding well and recognizing the need for a shared language between the employer and education communities and also with workforce and career pathways. Jennifer O'Shea also shared that some participants found a lot of value in the focus groups while others do not find utility in using DWAs to describe their work.

A member noted that employers can become overwhelmed with the amount of requests they receive and to be mindful when and how to contact large companies to help in the standardization of the occupations and activities. She said she would be happy to connect with the life sciences groups and companies to help access that level of information.



INDIANA
WORKFORCE
DEVELOPMENT

AND ITS **WorkOne** CENTERS

Problem areas identified were finding groups to participate in focus groups in the North East (Fort Wayne), West (Terre Haute), and South (Evansville) areas.

The final product will be shared with the Employer Engagement Taskforce and ICC/SWIC to discuss how it can be implemented.

III. Department of Workforce Development Employer Engagement Strategy, Mike Barnes
The Employer Engagement Strategy is a two prong strategy to collect and understand skill and demand data adding employer confidence to the data obtained.

1. Sector Approach, for example working with the Indiana Manufacturers Association (IMA) to understand industry trends and the drivers of where industry is going.

2. Regional Approach, for example working directly with employers to build and deliver services for the businesses to work

Hear often that employers are fatigued with groups visiting them and a lot of people are trying to work in the workforce development space. It was acknowledged that in the past DWD has not addressed the needs and that need is the primary focus moving forward.

Examples of what a good visit to an employer were sought. Caterpillar shared their experiences working with WorkOne and Indiana Career Connect. Their experience with WorkOne is viewed more as unemployment and layoff needs and not accessing a talented workforce to fill their openings. Similarly, Indiana Career Connect has not been a useful tool with and not the way they hire individuals or finding qualified applicants.

What is working? Consensus was that anything employer led is a major driver for success. When employers are engaged and sitting at the table with buy in are also important factors. It was agreed that there are never too many programs supporting this work and noted that the Skill UP grant and Ready to Work through Ramp programs are assisting in the conversations taking place and driving collaboration.

IV. Next Meeting and Adjourn 12:30 p.m.

An update and/or report of the focus groups will be shared

Further targeted questions will be sent out in advance to prepare for the conversation

Topic of how do we talk to employers about special populations that we want in the workforce, such as disaffected works, disabilities, felons, etc.

The current Employer Engagement Taskforce goes through June and then Employer Engagement Taskforce 2 moving forward from July to end of 2016. Please touch base if you wish to continue on the taskforce for phase 2.

Educational alignment

Proposed next date: June 15, 2016, Time and Location TBD