



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

**State Workforce Innovation Council
Grants Committee**

November 3, 2011

10:00am – 11:00am

Conference Line 317-233-3550

10 N. Senate

Indianapolis, IN 46204

10:00 Welcome and Introductions

- Review previous meeting minutes
- Review current grant requests
 - Region 6
- Discussion by the Committee

11:00 Upcoming Meeting Dates and Next Steps

Mitchell E. Daniels, Jr., *Governor*
Mark W. Everson, *Commissioner*

10 North Senate Avenue
Indianapolis, IN 46204-2277
www.workforce.IN.gov

Phone: 317.232.7670
Fax: 317.233.4793

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STATE WORKFORCE INNOVATION COUNCIL
GRANTS COMMITTEE
AUGUST 25, 2011, 11:00AM
INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT
INDIANAPOLIS, INDIANA
CONFERENCE CALL 317-233-4743

DRAFT

Conference Calling: Jac Padgett, Cathy Metcalf, Randy Holmes & Pete Kissinger

Also calling: Nancy Manley with the Department of Workforce Development (DWD), Kathleen Randolph with Region 3, Barbara Street, Cathy Cross, Jacob Evans and Mellissa Leaming with Region 6 and Lisa Lee, Tim Kelley and Mike Smith with Region 7

Absent: Sheriee Ladd and Fred Merritt

The meeting was called to order by Mr. Jac Padgett at 11:00am.

SWIC state business is being conducted.

Mr. Padgett entertained a motion to approve the meeting minutes from June 16, 2011. Mr. Kissinger motioned to approve, Mr. Holmes seconded the motion, motion carried.

Ms. Randolph introduced and discussed the grant request for Region 3. The request is for \$374,950.00 in rapid response funds for the Navistar closure. The closure date has been moved up and will now happen in September 2011. The funds will be utilized for training the laid off employees. Specialized training courses have been developed for the Navistar employees based on the skill set & certification needs from other employers in the region. Since news of this closure has come out, 112 employees have already signed up for training. Of those 112 employees, 80 employees have completed training. The region plans on 90% job placement after training. Ms. Randolph spoke with the United States Department of Labor's (USDOL) Assistant Secretary Jane Oates regarding the submission and denial of the TAA petition for the Navistar closure. Secretary Oates suggested a National Emergency Grant (NEG) be submitted instead. Ms. Randolph and her team are currently working with USDOL Region 5 on the NEG and will have it submitted very soon. The funds Ms. Randolph is requesting from the Grants Committee will cover the 60 – 70 day waiting period for the NEG approval process. If the NEG is approved the remaining funds will be returned to the Grants Committee. DWD is comfortable with granting up to \$375,000 knowing a NEG will be submitted soon. The caveat being \$187,500 will be granted immediately and the remaining \$187,500 might be granted upon knowing the status of the NEG. If the NEG is approved, the remaining funds will not be granted and any remaining funds from the initial distribution will be returned to the Grants Committee. If the NEG is denied, the remaining funds will be granted to Region 3. Mr. Padgett entertained a motion to approve the request of \$187,500 granted immediately and the remaining \$187,500 granted if the NEG is denied. Mr. Holmes motioned to approve the request, Mr. Kissinger seconded the motion and it is approved.

Ms. Street introduced and discussed the grant request for Region 6. The request is for \$55,780 in rapid response funds for the Key Plastics closure. It was determined the requested amount was an error and the correct amount for the request should be \$57,530 in Rapid Response funds. Key Plastics is already a TAA approved site. There are 144 employees remaining at Key Plastics. All Rapid Response activities have taken place and they are now doing the Next Steps activities with the employees. Support staff is needed to help the Hartford City WorkOne office due to Hartford City being an Express WorkOne center. The requested funds will hire additional staff and run the program. DWD approves granting the 57,530 to Region 6. Mr. Padgett entertained a motion to approve the request of \$55,780. Ms. Metcalf motioned to approve the request, Mr. Kissinger seconded the motion and it is approved

Ms. Randolph presented the progress report for Region 3. A request for \$125,000 was granted for training services for Navistar employees. Region 3 also received a Lilly Endowment in the amount of \$65,859 to aide Navistar employees. There is \$32,150 available from the granted funds. Ms. Randolph estimates to have all available funds expended by the end of the fiscal year.

Ms. Lee presented the progress report for Region 7. A request for \$663,669 was granted for basic operational needs. \$176,130 of the requested funds has been expended as of June 30, 2011. 63% was expended on the service provider, 15% was expended on a regional labor market study and the remainder of the expended funds went to program delivery. The region received ARRA stimulus funds to use for operations needs as well. There is \$485,575 available from the granted funds. The balance is able to be carried over to the next fiscal year.

The next Grants Committee meeting is September 22, 2011 at 10:00am. The next full SWIC meeting is Sept. 8, 2011 at 10:00am.

Mr. Padgett entertained a motion to adjourn. Mr. Holmes motioned to adjourn, Ms. Metcalf seconded the motion and the motion was carried. The meeting adjourned at 12:10pm.

Separation Page

FUNDING REQUEST

Date Submitted: October 7, 2011 (via email and postal mail)

Submitted By: Economic Growth Region 6
Workforce Development

Barbara Street
President/CEO
Metrics
122 E. Main Street
Muncie, IN 47305
765-282-6400 Ext. 102
bstreet@work-one.org

To: Indiana Department of

Nancy Manley
Dir. Budget, Accounting & Performance

10 North Senate Avenue, SE303
Indianapolis, IN 46204
317-232-0197

nmanley@dwd.in.gov

Type of Funding Requested: Rapid Response

Requested Amount: \$69,406

Request Regarding: Key Plastics Closure

Number of People Dislocated by this Event: Key Plastics – 214

Funding period: November 1, 2011 to October 31, 2012

Description of Events

Key Plastics

On January 27, 2011, Michigan-based Key Plastics LLC announced that it would close its manufacturing facility in Hartford City, Indiana (Blackford County) during 2011. Press release attached. The work performed at the Hartford City plant is being transferred to Key's other facilities in North America.

At the time of the announcement, the plant had 184 full-time workers and 30 part-time, making it Blackford County's third largest employer. The plant's workforce was comprised of two parts: those working directly for Key and those working through All Star Staffing from Marion, Indiana.

The workers, including on-site workers from All Star Staffing, are eligible for TAA. The federal ruling was issued on March 16, 2011 and applies to workers totally or partially separated from employment on or after February 14, 2010 through two years from the date of certification. It was found that a significant number of workers at the company age 50 and over possess skills that are not easily transferable and that competitive conditions within the industry are adverse.

Update from earlier submission

The first Rapid Response funds awarded by the Grants Committee for Key Plastics has allowed us to increase the workshops offered from one day a week to three days, offering additional WorkKeys sessions as well as adding an additional staff person that can assist with career planning and/or job search activities. At the end of September we have completed the Next Steps meetings with the customers and will begin implementing their plans. We have attempted to contact 166 Key Plastic workers and at this time have been able to complete the orientation and next steps activities with 100 of the workers. Of the workers that have completed enrollment, 80% are within EGR 6. We are still trying to obtain the list of 30 affected workers from the temporary agency. We will continue to work on getting those names. In addition, there are still a handful of workers employed at Key Plastics and their layoff date is unknown at this time.

As mentioned above, 66 Key Plastics workers and the 30 staff from the temporary agency have not engaged yet with the WorkOne system. Staff will continue to attempt to engage the 96 workers that are not responding. The 66 Key Plastics workers that have not completed paperwork have been notified of eligibility and what they must do to complete enrollment. The TAA rules allow TAA customers 26 weeks from their layoff date to complete the paperwork. Most layoff dates are in July so they will have until the beginning of the year to complete paperwork.

Staff have been assisting with career guidance. At this time the dislocated workers are overwhelmingly interested in getting back to work and not interested in additional occupational skills training. Currently there is approximately 10% of the dislocated workers that are leaning toward training. With this information we believe we will spend most of staff time working on job search skills. Our goal will be to utilize On the Job Training through TAA as well as assisting with direct hires by utilizing our Business Service Representatives to job develop for the customer.

Intended Use of Funds

The requested funds will be used to assist with the cost of staffing the Blackford County WorkOne Center. All occupational skills training cost should be funded through the TAA program. The first grant received was for the start up period between August 15th and October 31st of this year. We have now moved forward from the orientation and enrollment process to actively case managing and supporting through multiple services such as computer training, workshops, job club, and job development.

We are requesting one full time career advisor, one part-time trainer and one part time business service representative for a 12 month period to assist with the approximately 200 Key Plastics dislocated workers. The majority of dislocated workers from Key Plastics are not computer literate and will need to receive a significant amount of training to increase their marketability. The services that staff will provide will assist the workers with returning to employment as fast as possible. For the Blackford county residents this will be a challenge as Blackford County is the second highest county in the state with unemployment at 11.2%. Blackford County has recently gained a new employer that will

be hiring 40 plus individuals at the end of the year. One goal will be to try to match the skills being taught with those that the new company will require. We are in discussions with the new company regarding their skill sets.

Explanation of Why Current Local Funds are Insufficient to Cover this Event

Due to funding reductions, EGR 6 has already reorganized itself to be as lean as possible while still meeting current and emerging customer needs. Examples of this restructuring include reduction of local field staff to 37.5 hours per week as well as staff reductions. With these low staff and funding levels, the region cannot absorb and provide quality service to the more than 200 individuals dislocated by this event. Additional staff and funding must be made available in order to service those affected by this closure.

Intended Measureable Outcomes

80% of those enrolled will secure employment

80% of those employed will retain employment for 3 quarters.

Budget

One full time Career Advisor (including benefits)- provide career planning/counseling, job search assistance,	\$46,288
20% of a trainer (including benefits) -job readiness workshops, basic computer skills, transition workshops	\$ 9,439
30% of a Business Services Representative (including benefits) – Job develop, initiate On the Job Training	\$14,868
Supportive Services – mileage, uniforms, tools, etc.	\$ 2,000
Total	\$72,595