

STATE WORKFORCE INNOVATION COUNCIL
EXECUTIVE COMMITTEE
MARCH 30, 2009, 10:00AM
INDIANA GOVERNMENT CENTER SOUTH, DWD ROOM 301-B
INDIANAPOLIS, INDIANA

Present: Kay Gordon, Leroy Jackson, Linda Madagame, Jim McClelland, Paul Perkins, John A. (Jac) Price, Derek Redelman, Robert Schaefer, Mark Smith, Dennis Wimer.

Also Present: From the Indiana Department of Workforce Development: Commissioner Teresa Voors, Dr. Gina DelSanto, Nate Klinck, Casey Long, Betty Culley; and from the Department of Natural Resources: Jon Vanator.

The meeting was called to order by Mr. Perkins at 10:06AM. Dr. DelSanto provided an agenda overview and began discussion on the Stimulus bill. Dr. DelSanto passed out a proposal regarding the American Recovery and Reinvestment Act (ARRA) to approve funding with formulas allocating the policy of the funds by the Workforce Investment Act (WIA). Mr. Redelman motioned to approve, Mr. Price seconded and the motion was approved.

Dr. DelSanto provided a handout regarding youth and explained three key objectives for ARRA funding. There are to be no new projects, efforts should bring state agencies together and should show what Indiana did with the money to "build a legacy." Dr. DelSanto gave the floor to Commissioner Voors.

Commissioner Voors introduced Mr. Vanator, Controller for the Department of Natural Resources (DNR), who explained the summer youth program titled Young Hoosiers Conservation Corp (YHCC). The 16-week program is for youths from 16-24 year of age who are currently on Unemployment Insurance (UI). This program is an effort to relieve some strains on the trust fund. Youth workers will be assigned to various Indiana state parks to create more hiking/biking trails, clean areas and improve landscaping. The goal is to hire at least 2,000 workers with wages of \$8.50 per hour. After they have completed this program, an evaluation will be conducted. The experience will help prepare Indiana youth for their next job or training in the workforce. This YHCC effort will begin with the launch of a new website www.in.gov/yhcc/2328.htm which includes an initial application to screen individuals based on household income, dependency claims and UI participation. Once applications are submitted, they will be reviewed and qualifying applicants will then be sorted by region. Hiring will take place at the local WorkOne offices. There will be a two-day orientation provided for program introduction and soft skills training. There will be a summer case manager that will follow up with workers about proper etiquette and will track performance. Counseling will be provided as needed. At the program's conclusion, participating youth will be tracked to determine effectiveness and outcomes from this new effort. If youth enroll at Ivy Tech or University of Indiana, the Indiana Workforce Intelligence Program will be utilized to track their progress.

Commissioner Voors stated that the main program goal is to be able to give these Hoosiers a work history that will prepare them for jobs in the future. Mr. Wimer asked if this would allow workers to be eligible for UI once the job is completed. Commissioner Voors confirmed that it would not as an employee has to attain a salary for more than a year in order to be eligible for Unemployment Insurance. Commissioner Voors gave credit to Dr. DelSanto and Mr. Klinck for their tireless work on the project and expects a great turnout. Dr. DelSanto handed out a resolution for approval. Mr. McClelland motioned to approve, Mr. Schaefer seconded and the motion was approved.

The next order of business was introduced by Mr. Klinck regarding the state plan modification. Mr. Klinck stated that June 30th is the deadline to get the plan approved. By April 15, a letter requesting an extension must be submitted. Due to the economic change it is suggested that the whole plan be reorganized. The Department of Labor (DOL) has compiled a list of ten questions regarding modifications that Dr. DelSanto presented for review. Dr. DelSanto stated that the questions must be available for public view and comment. She requested that this be completed by May 30th. Mr. Klinck suggested that they introduce this to the full SWIC on May 14th and may need to call an emergency quorum at that time.

Mr. Klinck and SWIC board members are excused and Dr. DelSanto and the executive members continue with the executive meeting.

Dr. DelSanto stated that a discussion is necessary regarding how to ration programs and services across the work force system. She provided a handout regarding optimizing and efficiency on delivery and includes factors for the executive committee to consider.

Mr. Smith stated that he questions the financial need of an individual. Mr. McClellan questioned whether the state should determine motivation of an individual. A client may seem to have aptitude on paper, but lack the motivation required to succeed in the program. Commissioner Voors explained that DWD and its partners will determine if a person is motivated by their actions. If individuals are called in for an interview to their local WorkOne office and they arrive eager and ready to go, then the motivation is apparent. Mr. Perkins questioned what other regions are doing regarding this issue. Commissioner Voors stated that it is left to each region's understanding or opinion. Dr. DelSanto added that this is why we need to implement a statewide policy on how workforce dollars are rationed.

It was noted that there will be diversity of people for training. There will be individuals who want to achieve their G.E.D, attain a certification or seek further training in their current career. Mr. Smith began discussion regarding case managers. Often case managers tend to focus on everyone at the same level, which can be discouraging for someone who has a bachelor's degree and is possibly looking for further training in a specific field. Commissioner Voors stated that we should focus narrowing on a small number of groups or widely on a large range of people. There can not only be focus on people who are obtaining their G.E.D., or people obtaining a bachelor's degree. The state must focus on everyone and understand their specific needs in this program.

Commissioner Voors went on to say that we need to be informed of other program offerings in order to refer individuals to alternative options. Partnerships are working well--such as Job Corps partnering with schools and DWD parenting with WorkOne centers.

Mr. McClelland asked which group of employees creates the highest turnaround. Commissioner Voors answered that it is seasonal employees and manufacturing workers. Dr. DelSanto noted that we need to collect data working individuals that need training. When the data is compiled, Dr. DelSanto will introduce a proposal to the full SWIC board. Dr. DelSanto then began laying out specific questions.

Mr. Redelman began a discussion regarding training programs. Such opportunities give workers a broader understanding of their job and can give them more ideas of where they want to go in their career. An employer wants an employee in whom they can invest resources. Thus, ideally training is dedicated to those who want to be more involved in their current job, rather than training that encourages one to find a new job. The idea of the training is to enhance a workers skill level to either move up in that position or field. We do not want a worker to enroll in training, find another job and subsequently exit a given training program. Commissioner Voors stated that an incentive program is a good idea to keep people involved in their training program. Give a worker an incentive for completing the program other than their certificate.

Dr. DelSanto moved to discuss what training programs might be more beneficial. In order to best address this topic, it was determined that some economic data research may need to be conducted on current and future job opportunities.

Dr. DelSanto introduced the topic of grade attainment. There was discussion on which grade level various programs may best be aligned. For some, it may start with a G. E. D or Associates degree and, ultimately, extend to a Bachelor's degree.

Dr. DelSanto then discussed voluntary training versus mandatory training programs. Members of the committee considered factors that differentiate someone getting free schooling versus having to pay. Some training, such as RN programs, are best defined and identified within a given region of the state.

Dr. DelSanto turned the committee's focus to a handout listing current training programs. There was some discussion regarding what programs should be listed and how to monitor the progress of each. The goals for these programs need to be reviewed and assessed by region. Supportive services including housing, transportation, books and child care are based on individual needs. Mr. Wimer stated that determination of need should be based on salary level.

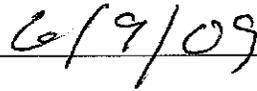
It was agreed that the SWIC Executive Committee would meet again on May 4, 2009.

The Chair adjourned the meeting at 2:08PM.

STATE WORKFORCE INNOVATION COUNCIL

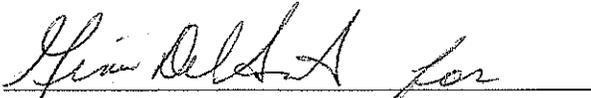


Paul Perkins, Chairman



Date

ATTEST:



Teresa L. Voors, Commissioner
Indiana Department of Workforce Development