

**State of Indiana
Governor's Workforce Cabinet**

Thursday, December 15, 2022

Meeting Minutes (Region 6/Richmond)

I. Call to Order

The Governor's Workforce Cabinet met in regular session starting at 10:00 a.m. ET at Reid Health, 1100 Reid Parkway, Richmond, IN 47374, with Chairman Ryan Kitchell presiding.

Members Present: David Adams, Rep. Bob Behning (virtual), Robert Coons (virtual), Tony Denhart, Dr. Sue Ellspermann, Jody French, Megan Glover (virtual), Joyce Irwin (virtual), Dr. Katie Jenner, Dr. Chuck Johnson (virtual), Mark Kara, Loren King (virtual), Ryan Kitchell, Theresa Koleszar, Chris LaMothe (virtual), Chris Lowery, Becca McCuaig (virtual), Kim Opsahl (virtual), Fred Payne, Paul Perkins, Dan Peterson, Marilyn Pitzulo, *Sherm Johnson representing* Christina Reagle, Todd Richardson (virtual), Dr. Steve Rogers, Steve Schreckengast (virtual), Rebecca Schroeder (virtual), David Shane, Senator Jeff Raatz, Tony Vespa.

Members Absent: Maurice Coates Jr. and Dr. Steve Thalheimer

Welcome

Misti Foust-Cofield, Vice President and Chief Nursing Officer of Reid Health, provided welcoming remarks and gave a brief update on Reid Health and staffing challenges in the health care field.

II. Consideration of the Minutes

Chair Ryan Kitchell asked for a motion to approve the meeting minutes from October 25, 2022. (Motion – Jody French, second – Fred Payne, unanimously approved)

III. Region 6 Data Snapshot

Fran Valentine, Chief Business Intelligence Officer for the Governor's Workforce Cabinet, presented the Data Snapshot for Region 6, identifying key points for the region. The current workforce population in Region 6 is 331,067 with 60% working age population (18-64). Rush County has the highest median household income in the region at \$56,814 compared to the State's median household income of \$61,944. Barriers to employment in Region 6 include housing costs, disability, children under six, working in poverty and lack of access to reliable internet. There are six major educational institutions located in Muncie and Richmond. 19,973 people (ages 18-64) do not have a high school degree and the region's largest job postings by industry are in health care and social assistance.

IV. Region 6 Overview

Mike Row, President & CEO, Eastern Indiana Works Workforce Board, shared recent initiatives, challenges and observations related to Region 6 including career services data. Mr. Row shared that 225 individuals in the region are receiving training services with 3,104 placed in employment, with 3,265 K12 students touched overall. He shared information on partner collaborations including JAG, Muncie Youth Works and the East Central Indiana 21st Century Talent Eco-System initiatives. Mr. Row shared Region 6's looming workforce development

challenges including childcare barriers, addiction barriers, criminal offender transitions to sustainable employment and low literacy rates. Suggestions to increase success could include an increase in non-federal grant administration/outreach funding and an increase in board funding for JAG, Employer Training Grants and discretionary funding.

Mr. Doug Brenneke, Vice President of Operations/Americas, Belden, Inc. presented an overview of the company, which was founded in 1902 in Richmond. Belden is a cable manufacturing company with approximately 8,000 employees. Belden's workforce development strategy includes training, direct hire model and pathways to employment. Mr. Brenneke shared that over the last year Belden has successfully onboarded 120 despite employment challenges including passing drug screens and willingness to work. Mr. Brenneke discussed the company's collaborations with local schools as well as their solutions to staffing by providing support and recovery assistance to their employees that fail a drug screen.

V. Employer Spotlight | Help at Home

Ben Light, Indiana Market Leader for Help at Home, presented an overview of the company, which has approximately 3,200 employees in Indiana. Mr. Light provided potential ideas for facilitating and enhancing the direct care workforce and highlighted the growing demand for this type of homecare service.

Coumba Kebe, Director of Indiana Market Operations for Help at Home, discussed their workforce challenges which include caregiver recruitment and retention; 76% of their staff feel engaged with Help at Home with 87% feeling enthusiastic about their work. Ms. Kebe presented their various programs which include local recruiting, as well as enhanced screening/credentialing for dedicated caregivers.

VI. Program Highlight | Ivy + IT Academy

Matthew Etchison, Chief Information Officer & Senior Vice President, Ivy Tech Community College presented information on the Ivy + IT Academy initiative. Mr. Etchison gave a program overview beginning with their mission is to offer market-relevant skills training thru program design, student success and strategic partnerships. There is a strong demand for technical talent; Indiana needs to grow with 30,000 tech jobs by 2030. The Ivy+ IT Academy approach involves a target audience, design & delivery, and valuable credentials. Principles of success include innovation, adaptability, intentionality, strategic alignment and partnerships.

VII. Group Discussion

Chair Kitchell complimented the Cabinet members on their work submitting final recommendations. Whitney Ertel, Executive Director, reminded Cabinet members of the next meeting date: February 17, 2023, in Noblesville (R5) and that a link for ethics training will be sent out to Cabinet members to complete.

VIII. Adjournment

Chair Kitchell adjourned the meeting at 11:54 a.m. ET