



Region 4 Works Council

MEETING AGENDA

Wednesday, August 17, 2016

1:30 PM – 3:00 PM

**Heartland Automotive
3700 David Howarth Dr.
Lafayette, IN 47909**

- I. Call to Order and Welcome
- II. Roll Call
Members: Tom Schott, Deb Waymire, David Sulc, Kara Webb, Brad Rhorer, Pam Rager, David Brettnacher, Jim Woolf, Michelle Simmons, Christine Brackney, Andrew Ball, Doug Mansfield and Dr. Jeff Hauswald
Guests: Roy Melton, Jennifer O'Shea, Matt Fleck, Jim Stradling, Aaron Baute, Jonathan Schuck
- III. Approval of Council Meeting Minutes from April 13th and June 8th
Both sets of minutes were unanimously approved.
- IV. New Skills for Youth, Matt Fleck, Fleck Education
Matt posed the question about what is working in Region 4. Doug Mansfield shared that awareness is getting better and mentioned the awareness grant activities as having been successful.
Deb Waymire talked about the Skill UP grant that was received and Andrew Ball talked about the Lilly prosperity grant that the region received. One strategy of this initiative is focused on workforce development.
Mr. Fleck asked what isn't working. Mr. Mansfield said that while awareness is getting better, there is still work to be done to help students and parents understand
Mr. Ball said that policies and taxation can be a headache. He clarified that wages are an issue and hiring and retaining workers continue to be a challenge.
Ms. Waymire shared that employability skills continues to be a struggle.
Mr. Mansfield said that engaging k-12 continues to be a challenge. Brad Rhorer clarified that schools are pressured to send students to college by the state, but Dr. Jeff Hauswald said that is changing and incentives are actually based on graduation rates. Dr. Hauswald said that the short term focus is the work ethic

certification training and the long term game is focused on investing in Pre-k education. Data shows that Pre-K education is vital to having a prepared talent pipeline.

Pam Rager discussed the incentives for dual credits and certification in CTE and sees that as a positive.

Jim Stradling brought up the fact that there are no certifications in Agriculture.

Mr. Fleck gave an overview of the timeline of events and will send a link to a short survey as a follow-up.

Mr. Hauswald said that funding for CTE is flat and there needs to be an increase.

V. Region 4 Innovative Work and Learn Grant, Deb Waymire

Deb Waymire shared that Region 4 received \$40,000 to leverage existing resources to address immediate work-and-learn opportunities, develop a cohesive plan for implementing advanced manufacturing career pathways with work-and-learn opportunities, and build relationships with critical stakeholders to move forward the action steps of the plan through hiring a Pathways Champion to move forward the regional plan.

Ms. Waymire asked if there were volunteers for a taskforce to help with the work. Christine Brackney, Kara Webb and Michelle Simmons volunteered.

VI. Strategic Planning/Brainstorming Session, Brad Rhorer and Matt Fleck

Brad Rhorer called on the group to begin to identify issues and items of action to make some progress. If something isn't done soon then manufacturing in Region 4 will close its doors.

Ms. Waymire told the group that the region is not lacking training opportunities or funds to support this, but is lacking interested participants.

Mr. Rhorer mentioned that we need to have members of the military on the council to determine how we penetrate recruiting discharged military personnel.

Ms. Webb said that it's also critical that we attract new talent because Indiana doesn't have the population to meet current workforce needs.

Mr. Fleck asked what the true need of employers are. It was confirmed that they have the skilled workforce, what they need are those entry level employees.

Mr. Rhorer asked the educators who is the most influential in a student's life. Mr. Ball told the group that to truly tackle this they need to put together a process map to understand the continuum. It was agreed that this is a good approach.

The group discussed the importance of awareness and the importance of relationships between educators, students, parents and other influential supports.

It is also important that students have relationships with people in career fields.

The group continued to discuss the need for talent attraction and retention and potential strategies.

Mr. Stradling recommended putting the money out there to people on the ground who can make things happen.

Mr. Fleck encouraged the group to be intentional about who they are focused on (what is the target group) and then discuss strategies, especially addressing roadblocks. Ms. Waymire told the group that there are funds for a facilitator to continue this discussion.

The group agreed it's an important conversation to continue and there are a number of ideas, initiatives and programs that could and should be looked at

including robotics programs, career clubs, awareness initiatives, work and learn opportunities, “token economies”, etc.

Mr. Rhorer told the group that employers really want to hear from educators about how they can reach students.

VII. Adjournment
3:18