

Region 4 Workforce Board Meeting Minutes of May 26, 2021 Location: Local 157 Plumber & Pipefitters Training Center and Virtually-GoToMeeting Conference call	NEXT MEETING Wednesday, September 22, 2021 Location: Ivy Tech Kokomo-Health Professional Center, 1815 Morgan Street, Kokomo, IN
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Directors Present:

Randy Vernon, chair	Dean McCurdy
Karen Mellen, vice-chair	Larry West
Arden Cramer, treasurer	Amy Wood
Steve Snyder, secretary	
Mike Barnes	
Spencer Buchanan	
Alicia Hanawalt	
Randall Holmes	

Excused:

Richard Bradshaw
Dennis Carson
Deb Close
Elva James
Shannon Polmateer

Staff and Guests Present: *Roger Feldhaus, CEO; Tara Bradley, CFO; Deb Waymire, COO; Tina Overlay-Hilt, Executive Assistant/Financial Assistant; and Jonathan Schuck, Director at Kokomo Area Career Center.*

Call to Order and Welcome

The May 26, 2021, WDB meeting was held in person at Local 157 Plumber & Pipefitters Training Center in Lafayette and via conference call with GoToMeeting. Attendees were welcomed and the meeting was called to order by Chair, Randy Vernon, at 8:35 a.m. Introductions were made.

Consent Agenda

A motion was made to approve the consent agenda items as presented.

Motion: Larry West

Second: Steve Snyder

Action: Unanimous approval

New Business

Fiscal

Projected PY 21 WIOA Funding

Region 4 will receive a 23% increase in its allocation of WIOA formula allocated funding compared to PY 20. In PY 20, our WIOA allocation was \$1.8 million. Our PY 21 allocation will be \$2.3 million. Tara Bradley and Board staff members will begin working on the PY 21 budget to present to the Executive and Finance Committees in June. Mike Barnes, IDWD Chief Workforce Officer, added that there will be additional funding forthcoming: WIOA Governor’s Discretionary Funds, Workforce Accelerator Funds for smaller projects and promising practices, Business Consultant Funds, and funding for additional WorkOne staff to assist with unemployment insurance claimants.

Operations

PY 20 WIOA Performance Measures - 3rd Quarter, January-March 2021

We are 75% of the way through Program Year 2020. Region 4 is meeting all performance measures at or above the 90% goal level. Our higher goal is to attain 100% or above of each performance metric. Region 4 is serving 8% of the adult WIOA participants across the state using 6% of the state’s WIOA adult allocations. In the past, Region 4 has served an even higher percentage of WIOA enrolled participants in comparison to the percentage of funds received due to our co-enrolling individuals in the Ready to Work and America’s Promise Grants. Mike Barnes added that Indiana is doing well based on USDOL performance measures, but is unclear what the performance will reflect in the next three quarters.

USDOL Apprenticeship Sponsor

Tecumseh Area Partnership, Inc. d.b.a. Region 4 Workforce Board is an approved apprenticeship sponsor with the USDOL. We have met the standards to work with employers to increase the number of registered apprenticeship programs. We are working with the Caterpillar Large Engine Center in sponsoring its CNC Machinist Operator program and Spirit-EMS in sponsoring its Emergency Medical Technician program.

Region 4 received \$100,000 from DWD's USDOL Apprenticeship Expansion Grant to support the increase of registered apprenticeship programs. The goal is to register 67 new individuals in apprenticeship programs in Region 4. We are confident we will be able to meet the goal. We have reached out to the Plumbers & Steamfitters Training Center to assist in their apprenticeship programs.

Business Services

We are looking at how to grow and strengthen our business services team to increase our collaboration and coordination with our partners, businesses, education and economic development to help employers attain and retain workers. We want to leverage the network of resources in Region 4 and have our resources leveraged by our partners to address employer needs. When the unemployment rate is low, we see fewer job seekers and we need to focus on assisting employers. With the increase of funds for apprenticeships there is a need for a more robust business services team to meet with employers to use apprenticeships and other work-based learning opportunities to skill-up their workforces. The increase in WIOA funds and the added Regional Economic Accelerator Initiative (READI) funds may give us the opportunity to build the businesses services team beyond the current staff.

Roger and Deb participated in a meeting with Conexus employers and HR staff regarding the State of the Workforce report. It was an opportunity to engage with people we don't work with on a regular basis. There are concerns about not finding employees for manufacturing and logistics.

DWD Monitoring Report

The DWD Regulatory Oversight and Compliance team conducted a comprehensive operational and fiscal review of processes and procedures of Region 4. We have received the report and there were no findings. There was one area of concern with staff inconsistency in the entering information in our data tracking system regarding the type of customer contact, e.g., whether by phone, email or in-person. The concern has been addressed with staff and changes are in place. It was an exceptional report considering all the programs and dollars reviewed. A noteworthy compliment was paid to Mellisa Leaming, TAP's Operations Director and Equal Opportunity Officer, about the work she has done with staff getting EO processes and procedures in place. The DWD monitoring was well led and professionally done. Our interaction with the monitoring team was very positive and we felt like we were getting a very fair, favorable monitoring review.

Special Rapid Response Funding

There is a rise in activity in the WorkOne offices related to unemployment insurance claims and the protocols in place to detour fraudulent activity which resulted in more contact with individuals needing assistance filing UI claims. We do not have enough UI funded staff to handle the increase so we requested additional funds for more staff to relieve the case management staff. We, like all employers, are having a difficult time finding individuals to hire. The additional funding is appreciated.

Mike Barnes added that DWD took a look back to 2011. There were 740 Wagner-Peyser (WP) staff at that time. Currently, there are 208 WP staff. The two recessions are not comparable, but DWD is evaluating its staffing level in light of the current demand. Indiana's WP funding has been falling by about 2% each year.

WorkOne Offices Customer Satisfaction Reports

Our customer satisfaction survey reports are released on a quarterly basis. With all the health concerns, strains on the system, and employment insecurities, WorkOne offices in Region 4 receive great customer feedback. Kudos go out to staff members for the assistance they are providing during this time!

Board Administration

Recognition of Retiring Region 4 Workforce Board Members

We would like to recognize two members of the Board who are retiring and stepping down from the Region 4 Workforce Board.

- Arden Cramer, our Board's Treasurer, is retiring from Logansport Saving Bank at the end of August 2021 and will be relocating to Louisville, Kentucky, to be closer to family. Arden has served on the Board as Treasurer for 11 years.
- Larry West, long-time Board member and former Chair of the Board is stepping down from the Board effective June 30, 2021. Larry was first appointed to the Board in 2006.

READI (Regional Economic Acceleration and Development Initiative) Funding Opportunity

Indiana Economic Development Corporation was provided \$500 million for Regional Economic Acceleration and Development Initiative (READI) and is encouraging groups to team up to improve economic development efforts. A meeting invitation was sent to Board members to attend a webinar on June 1 to learn more. Groups will have the opportunity to seek READI funding for their respective areas. A notice of intent to seek funds is due July 1, giving only two months to create their plans. Awards will be announced in the fall. Board staff will be attending the webinar. Board members are encouraged to attend.

21st Century Talent Initiative

There are two groups in Region 4 that are self-identifying as 21st Century Talent Regions. The North Central Indiana Regional Planning Council (NCIRPC) consists of Cass, Clinton, Fulton, Howard, Miami, and Tipton. The Greater Lafayette Talent Region consists of Benton, Carroll, Cass, Clinton, Fountain, Montgomery, Tippecanoe, Warren, and White. You will notice that Cass and Clinton are represented in both Talent Regions and Fulton, a Region 2 county, is represented in the NCIRPC Talent Region.

Updates from Partners

- Lafayette Adult Resource Academy: Amy Wood – LARA is involved in State Earn and Learn Initiative (SEAL) along with other partners to help individuals overcome barriers and help earn certifications as well as Ivy Tech academic credits. An individual can work part-time at Cook Biotech while attending classes part-time at LARA to earn their HSE (high school equivalency). Once the individual earns an HSE, they move to a full time position with a pay increase. LARA is looking to take this to additional employers such as Pace Dairy and Frito-Lay. LARA hopes to skill-up and support individuals in better sustaining jobs.
- Ivy Tech-Kokomo: Dean McCurdy – Ivy Tech will host an informational session around case manager training and workforce needs. There is reason to think through the need for trained case managers in the community. Defining training and certification pathways for individuals with high school diplomas or associate degrees may be critical to building workforce opportunities in the area while addressing this need.
Students at the Kokomo Area Career Center in the automotive tech class are taking advantage of the SEAL program through Ivy Tech. Students work all day and attend class at Ivy Tech in the evenings with the employer's support.
- Haynes International: Karen Mellen – Haynes is overcoming the challenges resulting from COVID-related restrictions. Glad to see the economy picking up, especially with airplane travel.
- SIA: Randy Holmes – SIA hopes to continue to gain momentum after the summer break.
- Arconic: Spencer Buchanan – Closing a facility in Arizona and moving a press to the Lafayette plant.

- Kokomo Area Career Center: Jonathan Schuck – CTE in Howard County area is winding down for the school year. Certification testing is occurring and several students are involved in work-based learning opportunities. Students have obtained over 2600 dual credits this year in partnership with KACC’s post-secondary partners.

NAWB Forum Update

The National Association of Workforce Boards is providing information regarding the upcoming NAWB Forum which will be held in Washington, D.C., June 24-26. It will be a hybrid virtual and in-person event. Only introductory information is available at this time. The cost for a non-member to attend virtually is \$500. We have not received positive feedback on the value of attending the Forum in this format. If any Board member is interested in attending virtually, let Roger know.

Selection of WIOA Service Provider and One-Stop Operator

Anyone attending today’s meeting with a conflict of interest was asked to excuse themselves for the discussion on One-Stop Operator and WIOA Service Provider procurement.

In March 2021 an RFP for One-Stop Operator and WIOA Adult, Dislocated Worker and Youth service provision was developed and issued. Two potential proposers submitted Letters of Intent. Proposals were due April 30, 2021. One proposal was submitted from the current provider, JobWorks. A review team consisting of Steve Snyder, Alicia Hanawalt, Deb Waymire and Tara Bradley met and reviewed the proposal received for service provision. Each review team member reviewed and rated the proposal. Items were added in this RFP that were not in past RFPs, including delivering business services and innovative practices. Follow-up questions were sent to JobWorks for clarification; they responded well to the inquiries.

The review team recommends JobWorks be selected as the One-Stop Operator and WIOA Service Provider for Region 4 for the period July 1, 2021—June 30, 2023.

A motion was made to approve the recommendation of the review team and to select JobWorks, Inc. as the One-Stop Operator and Service Provider for WIOA Adult, Dislocated Worker, and Youth program services for Region 4.

Motion: Steve Snyder

Second: Alicia Hanawalt

Action: Unanimous approval by all members present

Adjournment

The meeting was adjourned at 10:00 AM

Motion: Steve Snyder

Second: Larry West

Action: Unanimous approval by all members present

Respectfully submitted,
Tina Overley-Hilt
Executive Assistant

Stephen Snyder, Secretary
Tecumseh Area Partnership, Inc.
d/b/a Region 4 Workforce Board