

BUSINESS SOLUTIONS COMMITTEE MEETING
Partners for Performance, 920 Water St, Ste 32B, Meadville, PA 16335
Monday, November 19, 2018
1:33 pm

ATTENDANCE

Caryl Unseld ☎
Dr. Lisa Miller
Jody Dixon

ABSENT

Gary Shaw
Terra Gaines
County Executive Dahlkemper

STAFF

Janet Anderson
Deb O'Neil
Ramon Rodriguez
Jackie Hamilton

GUESTS

Sara Dodeci, ResCare Title I ☎
Fadhail Ibraheem, ResCare Title I ☎
Meliha Huseinagic, ResCare Operator ☎

WELCOME/ROLL CALL

Ms. Unseld called the meeting to order at 1:33 pm. Roll call was taken. It was noted that there was no quorum.

VISITOR RECOGNITION/PUBLIC COMMENT

Visitors introduced themselves. There was no public comment.

APPROVAL OF MEETING MINUTES – JULY 26, 2018

The minutes dated July 26, 2018 were presented for approval. As there was no quorum, the meeting minutes will be presented at the next meeting. Those present found no issue with the minutes.

REVIEW OF PREVIOUS ACTION ITEMS

- 1. Ms. Anderson will follow up with the CLEOs to see if they received labor market information regarding our local industries from the state.** No expected information has been received. However, requests may be made at any time. Dr. Miller asked what kind of labor market information was expected, and Ms. Anderson noted that the state offered a specific set of data, but the board staff had not received such data.

EDUCATION DISCUSSION

“SUCCESS IN THE NEW ECONOMY” VIDEO

A video from Substance Media Inc. titled “Success in the New Economy” was shared with the committee. The video generated discussion around the value of a degree in local industries and the increased significance of stackable credentials. While higher education is still a vital part of the local education system benefiting workforce, they are also struggling to enroll the right individuals in the area. It was identified that perhaps the public workforce system should build a stronger partnership with higher education to meet the needs of mutual clients.

Ms. Unseld noted that the video was shared with 339 Plan teams at the intermediate unit to help educators in calibrating curriculum, so students understand the importance of credentials. She shared some statistics: 60% of graduates apply to a four-year school, not all are accepted. 50% of those

accepted drop out during or after their first year. 50% of those remaining in school complete their degree in 6 years. Finally, 12% of graduates become employed in their originally-intended field.

Ms. Unseld suggested that the board begin to explore ways to target funding to industries that need employment the most. Dr. Miller asked what kind of data should be gathered to support future decisions on funding concentrations. Ms. Anderson suggested local data be pursued as state data does not always reflect the reality in Northwest Pennsylvania. Ms. Unseld further suggested county-by-county data as the rural counties and Erie County differ significantly in many ways. Ms. Anderson noted that this kind of local data is gathered and reviewed as part of the local planning process, which is expected to begin in early 2019. Ms. Unseld suggested that such data could be shared with local partners in an effort to plan to provide services that support one another.

ACTION PLAN FOR ECONOMIC DEVELOPMENT AND EDUCATION

Ms. Anderson shared that board staff is working with West Central to coordinate grant efforts as well as to hold a transportation summit. Additionally, Erin has been working with the Northwest Commission to coordinate efforts pertaining to the Plastics & Petrochemical industry.

Ms. Meliha Huseinagic presented an employer dashboard tool that she has been creating. The tool displays PA CareerLink® clients' availability by taking into account their training completion date, industry, and remediation info. The tool is used by the Business Solutions team to find candidates for employers seeking services. The tool also has information back to the beginning of 2018 to find completers that may still be available for employment and refers to the participant's case manager for more information. Ms. Huseinagic noted that more information can be added to the tool if needed. The committee and board staff commended Ms. Huseinagic on the tool and noted its significance in connecting people with jobs and connecting program graduates to related occupations quickly. Additionally, this real time data will help avoid oversaturation of the market.

Suggested improvements from the committee included available employer positions and available training seats, by industry. Ms. Unseld suggested the tool be presented to the board when it is final. Ms. Huseinagic clarified that the tool does not tie directly to CWDS, but to queries of that data, loaded to the tool. Ms. Ibraheem noted that the tool helps define the jobseeker pipeline which helps the Business Solutions Team to develop skills marketing to employers by showcasing jobseeker clients. The Business Solutions Team looks forward to sharing successes from using this tool.

EMPLOYER ENGAGEMENT

INDUSTRY PARTNERSHIP UPDATE

Ms. Anderson shared that board staff is considering applying for some Next Generation Industry Partnership grants, and in the meantime, the Manufacturing Industry Partnership is launching under the NextGen model. The grants are separated into convening and implementation stages and are due on December 21. Since the board is required to be the applicant, and by extension the County of Venango the Fiscal Agent, board staff will be responsible for monitoring of any awarded NextGen IP grants. However, the board may not necessarily serve as the convener for the partnerships.

OTHER BUSINESS

RESCARE UPDATE

INCUMBENT WORKER TRAINING UPDATE

Ms. Ibraheem noted that Title I staff researched the Incumbent Worker Training programs of five other areas from across the country to identify best practices for the Northwest. She expects the local program to move into Phase 2 (implementation) in the beginning of 2019. Ms. Ibraheem noted that

this program year's incumbent worker training allocation will only be around \$30k, well short of the 20% maximum allowed of training funding. The purpose of this kind of training is to help employees obtain sustainable employment and to help employers hire and retain employees while avoiding layoffs. Ms. Dodeci noted she is working on the implementation plan. Ms. Anderson added that the board may be able to apply for additional Rapid Response funding, citing layoff aversion, for incumbent worker training.

BUSINESS TEAMS EMPLOYER ENGAGEMENT

Ms. Ibraheem gave a report on employer engagement, noting involvement in several hiring events in Warren, Erie, and Marienville. The teams are part of Erie County's Career Pathways Alliance, which works to strengthen the employer relationship with the youth pipeline.

DRUG TESTING FOR TRAINING

Ms. Anderson noted that the Governance Committee has asked for other committees to discuss the possibility of including drug testing as a prerequisite for training. This would require updates to policies. Like other committee discussions, members acknowledged possible liability issues. Additionally, some employers are experiencing a shortage of employees and as a result might "rather not know" of possible drug use if it is not affecting operations. Ms. Dodeci noted that if the board decided to move forward with making drug testing a prerequisite for training, it may help prioritize clients when funding is in high demand. The committee made no recommendations at this time.

OTHER BUSINESS

Ms. Anderson shared that board staff has received notification that one BWPO staff has been retained by BWDA as a monitor, leading to concerns on a perceived conflict as this particular staff member is not a supporter of mobile service delivery.

Ms. Anderson informed the committee that the state has contracted an organization to conduct an evaluation of service delivery and while preliminary visits have already taken place, the core of the evaluation, a Value Stream Analysis, will take place December 10 through December 14. There will be a presentation for anyone interested on December 14 at 1:00 pm, in the same location as the board meeting, William J. Douglass, Jr. Corporate Conference Center in Meadville.

REPORT FOR THE EXECUTIVE COMMITTEE

None.

REVIEW OF ACTION ITEMS

None.

ADJOURNMENT

There being no further business, the meeting was adjourned at 2:52 pm.

Respectfully submitted,

Jackie Hamilton
Senior Administrative Assistant
NWPA Job Connect