

**Vermilion County Workforce Innovation Board**  
**Workforce Solutions Committee**  
**Thursday, June 1, 2017 at 8am**  
**Vermilion Advantage**

**Members Present:**      Kim Kuchenbrod              Lori Russell              Jonathan Jett              Joe Mollica  
Dave Kietzmann              Janice Coleman              Chuck Jones              Stephanie Pate              Brian Hensgen  
Willie Christian III

**Others Present:**              Lindsay Light, Administrative Assistant              Chris Hightower, FITM

The meeting was called to order at 8:01am by Chair Kuchenbrod.

Motion to approve the agenda as presented was made by JJ, seconded by Lori. No opposed, motion carried.

Motion to approve last meeting's minutes was made by Dave, seconded by Chuck. No opposed, motion carried.

There were no action items heard.

**Discussion:**

**Final Numbers from the Job Projection Survey** – Kim presented a final copy of the job projection survey results. She stated the front page is a list of those who did respond, which was all but maybe three that may still be outstanding and those would be added later once she received responses. She stated it is still in draft form until it is taken to the clusters – there may still be a few tweaks. Page 2 is 25 of the top jobs. They are projecting 1739 positions available not including 800+ in the education cluster. Those are not included because education is a whole different creature. The tops ones include logistics and manufacturing, and healthcare has dropped. The highest demands are not in new positions created, but in replacement due to upcoming retirements, etc. The third page she broke down the jobs by cluster. Under educational requirements, it remains steady. The majority are looking at high school or some post-secondary education. She broke down the greatest demands including warehousing, which is all-inclusive from loaders to shippers, stockers, and forklift to CDL and machine operator/machinist. The food services and dietary is a little high, but that is a seasonal or floating number because of the fast food employers who responded. On page four it includes (when the employers complete this), they include job titles with desired or required credentials or skill-sets. Kim reviewed the different certifications that will be required of the jobs that are projected. On page 5 she listed all of the jobs chronologically starting with highest demand. The last few pages she broke down the career title by collaborative. Other questions asked this year – looking out over the next couple of years – what will your retirement levels be? A graph was presented as part of the survey which included results all in the double digits. They're (applicants) not using newspaper publications anymore or public agencies including government, Illinois WorkNet, etc. but the jobs are posted there. JJ stated they have people that just come in to do nothing but look for work on the internet, so that would be categorized in internet-based. Kim reviewed the different recruitment resources in the survey. The last page is the number of interns hired in the last year for full-time employment. The last chart on the last page is the 2017-2018 employer training needs over the next month for incumbent workers. Dave stated the challenge is that they put on the training needed, advertise it, then they only have seven takers with 5 from Indiana, so he wonders where the numbers on the

survey come from. Stephanie stated she contacts employers, and she is also curious to see where the 100 comes from. Kim stated that's pulled from the responses of the survey. Where is the disconnect? Stephanie stated she has trainings starting this or next month that are on this list. Kim did not compare this to the state and national data yet. They've discovered the local survey is the primary for this area in comparison with the state and national data. This is our starting point to start breaking down and looking what we can offer referring to last month's meeting and moving on. Brian stated he has not received any allocations yet. As soon as something is known, he will share the information. Dave asked what the total number of interns was for the survey, and Kim responded that she thought there were 56. Discussion ensued.

**Upcoming Training Events** – Stephanie stated the companies asking for different training programs will be covered by the possible grants coming through including Industrial Career Pathways. She stated she also has programs starting this month and next month. Discussion ensued on some of Stephanie's plans for the service employers.

**Sub-committee Planning** – The sub-committee has not met. We will come back to this after a meeting.

**HS Students Entering the Workforce** – Those numbers are still coming in. Kim reported that at DHS the students entering the workforce were over 75. The counselors had them meet with Kim and it was very eye-opening. There was no plan in place, no resumes, no job-prep. Their thinking was immediate expense and they wanted fast food, etc. They experimented with ThyssenKrupp, and the question was "what's the pay?" not "what am I going to be doing", etc. They were willing to go through the process, but also still wanted a job at Pizza Hut or Jimmy John's. Some went into construction trades, so she was able to hook them up the local trade unions to get them into apprenticeship training programs. Joe stated that is his frustration. Janice stated she has high school kids coming wanting to apply for Jobs and she refers them to the VA board and they seem dis-interested. They want a job right now – immediate need. They aren't looking in to their future – they say what can they get tomorrow. They have the mind set they're thinking you're going to get them the job so they can walk into it tomorrow and go to work. They want to set their own days and hours and want to start tomorrow. Discussion ensued. As soon as those final numbers come in, Kim will share those with the committee. A majority are going to DACC for some sort of program or degree. The number going into the workforce has been climbing over the past few years.

**Update on Vermilion County Works Projects/Budget** – There is no update as Brian has not received any allocations. Last year, Brian stated, they lost \$150,000 based on previous year's budget. No anticipation of more than 10% cut this year. They're hope is for level funding if not a small increase. They'll start planning immediately to set money aside for current clients and incumbent worker training, etc. Once he hears about his allocations, he will report on that. If he needs to ask for any additional grant funding, he will do so. The state is going to be focused on competitive bids for their funding. Discussion ensued on the training programs that could potentially be put together for incumbent worker training. It was discussed on options to help tie customer service training into other programs to offer customer service training for clients. JJ stated Land of Lincoln is still going strong. A lot of people are coming through that may need services but can't get everything wiped off the record, but they're still seeing good results. They have people dealing with child care issues, drivers' license issues, bankruptcy, etc. The paralegal has requested to maybe come in twice a month as the traffic has been steady. Kim asked if they've been able to meet with the HR reps in the community? They had a presentation in Champaign, but not with HR, it was more individualized. VCW has requested that they meet with HR to meet about possible legal matters, and they're pushing for that.. it's more of a schedule conflict

with the attorney who would provide that. JJ also stated the youth program with FITM and the YMCA are showing some of the employers how much they appreciate those services by presenting them with a certificate signed by Jeff and Brian and sending out a press release – JJ listed the employers. He stated they're open to adding additional employers to this list for the upcoming years. GOALS update - Chuck has 2 graduates from the program who have successfully completed their modules. One is working 30 hours a week at Meijer and the other just completed work experience and is currently applying for a position at Aunt Martha's as a Medical Assistant as she has that certification. They have fairly strong enrollment and steady attendance at orientations. There are a lot of barriers to address and he is referring to other agencies to help assist with that. Joe asked how many VCW started with? Chuck stated it is a revolving door – 13 people attend orientations – some self-selected out because they obtained employment, some self-select out because their barriers are too high or they don't want to do the work. Discussion ensued.

There was no audience for any audience comments.

### **Member Comments:**

Kim stated now that we have the annual job projection report and you can see where the demand is – if we can guide people to these areas as opposed to areas not in high-demand. Another is the youth job board is up and running. The numbers are staggering – over 2000 hits. School is out and they're looking for employment or student service hours. If you hire youth, please use the job board. It's free to post. They can't apply on the youth job board like you can on the adult – they have to go directly to the company's site. The age group is 16-24. Kim wants to see what we can do with what the next steps would be to connect the dots using the information in the survey, targeting specific areas, possibly logistics. Discussion ensued on figuring out how to make connections. Brian stated the Dept. of Corrections will be in town next week doing testing at DACC June 7-8. There are other dates scheduled later in the year in August and December. At any point if anyone is interested in working for DOC, they can go to the American Job Center or go online to the DOC website. Must be a HS graduate. Lori asked about scheduling the sub-committee – Kim stated possibly next week, Tuesday, Wednesday, Thursday. No other comments were heard.

The next meeting will be July 13<sup>th</sup> at 8am.

Motion to adjourn was made by JJ, seconded by Brian. No opposed, motion carried. The meeting was adjourned at 8:56am.