

## **Employers' Council of Iowa December 9, 2015**

**Introductions** – Karen Miller, Wendy Greenman, Denise Schippers, Ted Schoonover, Courtney Greene, Ryan Murphy, Peggy Murray, Laura Quade, Jennifer Andrade, Bob Becker, Mike Carlson, Carrie Turnquist, Sara Messerly, Douglas Marshall, Pamela Wright, Sherri Vaughn, Pamela Beardmore, Elizabeth Waigand, Carla Loverink, Frank Rubero, Kate Pine, Jennifer Reha, Vonnie Stewart-Kai, Julie Little, Cassie Paniagua, Hannah West, Brenda Noe, Teresa Sloan, Carolyn Farley, Deb Fox, Jason Landess

**Approval of the Agenda** – A motion was made by Pam Wright to approve the agenda as presented and seconded by Mike Carlson; the motion carried unanimously.

**Approval of the September 23rd, 2015 State ECI Minutes** – A motion was made by Pam Beardmore to approve the September 23, 2015 State ECI minutes as presented and seconded by Carrie Turnquist; the motion carried unanimously.

### **ECI Treasurer's Report** –

Karen shared that there was a delay in filing 2014 taxes due to changeover in staff, and notification from the state indicated there would be \$1600.00 in penalties due to the delay. She is currently working to get it waived as ECI is a not-for-profit organization. Processes are being put in place to ensure this won't happen again. Expect to hear back after the first of the year.

### **Funding Requests** –

A notice was received for an ECI startup in Jasper County with support of the Executive Director from the chamber. They are requesting startup funds to start promoting ECI—will likely be around \$500-\$800, a specific amount is unknown at this time.

Additional information was requested regarding any particular programs the Newton chamber has identified. Karen will be checking on restrictions for funding requests. It was shared that oversight of local funds comes from the region/local board. Region 11 would have the oversight of this ECI. Motion to approve funding request of \$500—Julie Little made a motion to approve this—seconded by Bob Becker; the motion carried unanimously.

### **IWD Communications Update, Courtney Greene, IWD Communication Director** –

Courtney introduced herself and shared her background. She shared that communications department would like to be proactive not reactive and push out positive stories into the community. Currently working to develop comprehensive community plan to align with department goals. The weekly employee newsletter platform is currently being changed to a web-based platform. Should see information regarding this within the coming weeks.

She also shared that the department is working to improve relationships with media and key stakeholders. Media training is available to those who would be interested. Courtney shared that many regions do a good job with social media and that there will be a social media and

marketing committee that will start meeting in January to get information out. The communications team, which also consists of Brei Johnson and Katie Hommer, is working on developing partnerships within both the public and private sectors. They will also ensure the Unified State Plan is on website and accessible for comments.

A new HBI website rolled out last week: [www.Homebaseiowa.gov](http://www.Homebaseiowa.gov).

They are looking for positive stories of Veterans who have been hired, and will be producing videos featuring returning Veterans and how they returned and transitioned into good jobs. Would like to begin setting up interviews and start with this in January. Interviews will be the length of a news story. This ties in with HBI, but does not have to be a HBI Veteran. They looking for a good pool of stories to choose from and it will be collaborative effort from across the state to choose the best stories.

### **IWD Employer Survey, Ryan Murphy, IWD Labor Market Information –**

Letters were sent out to 40,000 employers in Iowa to collect data. Received responses back from 9,700, which is a response rate of 24.4%. Ryan shared he thought this was a good response rate and felt it is due to the extra effort reaching out to Economic Developers as well as employers. The survey was adjusted which cut the time down to complete which could have also been a reason.

#### **Highlights:**

Looked at IWD job bank to gather job posting data. Previously employers reported all vacancies and postings—job bank gives a richer data set.

Top job openings—1-sales, 2-office and administrative support, 3-transportation material moving, 4-healthcare practitioners, 5-production,

Ryan went through the workforce needs assessment 2015 and discussed data which can be found within the document.

### **Local ECI Updates –**

- R1: Peggy & Laura –Peggy shared that she will be retiring next week (December 18, 2015) and that Laura will be taking over ECI. January 20-21 they will host a 10-hour OSHA training. They will also have workers comp. training in Dubuque and Calmar. They had a Veterans event last month with 50 employers to hear Veterans speak on a panel. They will have an active shooter training coming up in March.
- R2: Jennifer-UI Fraud training November 12.
- R3&4: Bob & Mike—Coming up in 2016, they will have training on UI Fraud in February, and on April 7<sup>th</sup>, “Working with you is Killing Me”. They will also host a conference.
- R5: No update
- R6: No update

- R7 – Douglas- 2016 topics: Panels, legislative forum, co-sponsor trainings with SHRM, workplace culture/engagement, January 19-workplace safety.
- R8 – Sherri – They have continued to be successful partnering with local high schools, community colleges and businesses. They teach workshops at a local hospital once a month where any employer is welcome to attend. They also had a panel of employers speak to a sophomore class on interview do's and don'ts as well as a workshop on Immigration law to 35 community college ELL students.
- R9 – no update
- R10 – Frank-On November 30 they had a lunch and learn with 30 employers on the benefits of hiring Veterans.
- R11 – In January they will be hosting a breakfast for employers on “Who, What and Why of ECI”-the benefits of ECI. Also in 2016—gender mainstreaming and hiring ex-offenders.
- R12 – no update
- R13 – Kassie-In January they will have a representative from Iowa State Extension speak on Diversity. Will also have OSHA, disabilities and reasonable accommodations and a lunch and learn on engagement and retention of millennials.
- R14 – Hannah – Recently had Wage and Hour with 43 businesses in attendance. In 2016 they plan to host a conference bringing in businesses and education and focus on the millennial age group.
- R15 – Brenda- Focus on local businesses and schools. Focus on soft skills. Recently held an event regarding apprenticeship program and will be working on their 2013 schedule.
- R16 – Debra –On November 4<sup>th</sup> they held training on UI Appeals. They are working on the development of WIOA sector boards and their ECI's focus will align with that comes from the sector boards. They hope to grow in 2016 and plan to have training on immediate release regulations and UI claims.

**Other Discussion Items** – Karen shared that she has not been able to move forward on development of a task force to review online registration. She will work on this.

**Set Next Meeting Date** – Wednesday, March 9, 2016 in-person meeting. A motion was made by Vonnie Stewart-Kai to adjourn the meeting and seconded by Pam Wright; the motion carried unanimously.

Respectively,  
Wendy Greenman; Secretary/Treasurer