

Employers' Council of Iowa
Wednesday, March 7, 2018 10:00 a.m.
Call in: 866-685-1580 | Code: 5343688101

Agenda

1. Roll Call of Attendees: Cory
 - a. Not enough for a quorum- informational meeting only
2. Approval of Agenda: Sondra
 - a. Motion to approve: via email
3. Approval of Minutes: Sondra
 - a. Motion to approve: via email
4. Treasurer's Report: Cory/Pam
 - a. Questions? none
5. IWD Update: Cory
 - a. Future Ready Iowa
 - i. Recommendations advance in August with 5 initiatives legislation is advancing legislation
 - ii. FRIa Summit – April 3rd
 1. Registration is filling up quickly
 2. Free for students
 - iii. Registered Apprenticeships are advancing
 1. Focus areas include Health, Adv Mfg & IT
 2. Micro-site, earnandlearniowa.gov, in soft launch
 - a. For businesses and job seekers
 - iv. Realignment of IWD delivery system
 1. Committee has reviewed current structure, requirements and made recommendations
 - a. Proposing 2-3 regions
 - v. Workforce Development Board
 1. Specialized Committees
 - a. Minority Unemployment & Outreach
 - i. Developing a 5 year strategic plan with metrics that aligns with FRIa
 - b. Disability Access Committee
 - i. Local offices looking at access challenges, established a plan to address, go to: <https://www.iowawdb.gov/about-disability-access-committees>
 - c. Offender Reentry
 - i. Leverage 2nd largest segment of avl workforce
 - d. Youth Committee
 - i. Looking for a chair
 - e. Economic Prosperity Initiative Corporate (EPIC) Challenge
 - i. Leverage pub/pvt partnership engaging HR professionals that challenge gender diversity
 1. Annual survey

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f. Homebase Iowa

i. Recruiting communities just added upwards of 80

ii. Companies that sign on get 1st access to veteran resumes

1. IWD site will automatically deliver based on criteria

6. Other Business: Sondra

- ECI status updates: maintain status quo
 - Outreach to region Chair's is driving a new format for ECI going forward
 - Discussions with District Managers
 - Reach out to local employers, what changes they are anticipating
 - IWD has many free tools available to employers,
 - Outreach is important to make them aware of
 - Data for recruiting
 - Communication
 - How best to sift through regional data for presentation that rolls up to ensure the employers are
- Clarification of Roles
 - Chairperson & IWD Liaison role
 - IWD changing to a Marketing role
 - Building a structure that establishes a greater line of communication for effective communication.
 - Sondra & Becky are on the WDB and able to present to this directly to the Board
 - Org needs greater visibility statewide
 - Have a booth at the SHRM conference
 - Increased posting of events on website- thank you
- Change in IWD Support Role to ECI (Denise to Cory)
 - Cory Kelly is our new lead, replacing Denise Schippers at IWD.
 - Accessible, User friendly- guide marketing efforts to increase visibility
- In-Person Meeting in summer (June/July); to attend State Board Member (chairperson) and IWD Rep (great opportunity for networking and training) Will be taking pictures of each regions representation with officers for local distribution
 - Wednesday, June 20 in-person
 - Time, Location TBD 10a

7. Regions Reporting-

- a. Reg1 Dubuque – Career Fairs / Veteran Networking Event / Homebase Iowa / Osha 10 training / Workplace Stability / Employee Investigations / UE Insurance
- b. Reg2 – No Report
- c. Reg3/4 Spencer & Storm Lake - Homeland security fraudulent documents / DOL education re: Payroll audit determination program / Job Fair
- d. Reg 5 Fort Dodge & Webster City– Engaging Employers & Educators Conference (>70 participants) Iowa BIG, Pre-Apprenticeships & Apprenticeships / UI Appeals – Emily Chaffa (with SHRM) / Job Fair with ICC
- e. Reg6 – No Report

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- f. Reg7 Waterloo – Sexual Harassment / OSHA10 / FMLA & EEOC / Substance Abuse Resources / UI Changes for Employers & Applicants / Mayor's Conference / Value of Content Marketing & Engagement / Mental Health / Registered Apprenticeship Successes / Program Topic Planning
 - g. Reg8 Carrol, Scranton & Sioux City – Drug Testing in the WP / Ryan Murphy & Donna Burkett – re: Future Ready website to view LMI / Diversity in the WP – Ia State Extension / Panora HS Career Fair / Teachers Externship STEM Connection / OSHA 10 / Labor Law / Save Yourself Active Killer Training / Conflict Resolution / Generations in the WP / Employer - Educator Summit
 - h. Reg9 Davenport, Muscatine & Clinton – Registered Apprenticeships / WP Harassment Prevention / Spvsr Drug & Alc Training / Youth Job Fair / Mock Interview with ex-felons
 - i. Reg10 Cedar Rapids – Harassment WP Prevention / UE Process Fraud Appeals- 4 division chiefs from DSM / Rural county meetings re: IWD services / Generations and attracting new talent & out of the box benefits to attract & retain
 - j. Reg11 Des Moines / Madison / Marion Counties – UI Issues / Unconscious bias with older workers / Sexual Harassment / Career Fair / ADA & FMLA Differences & creating a more positive environment for mental health / Documentation of employee discipline
 - k. Reg12 – No Report
 - l. Reg13 Council Bluffs & Woodbine – Employers hiring people with Disabilities / OSHA 10 / Save Yourself active shooter training
 - m. Reg14 Creston – Job Fair / Special event at correctional facility / active killer workshop / OSHA / partnering with local sheriff for some workshops
 - n. Reg15 Ottumwa & Eddyville – a diverse population value session – employment and support services for offenders- address employer concerns / The Best Culture's Win / Healthcare Sector Career Expo / Job Fair- partnering with local broadcaster
 - o. Reg16 Burlington – Job Fairs (5) / Events pulling employers into schools / Reverse Job Fair for Workers with Barriers / Diversity & Inclusion Resource Job Fair at local Mall / WF Summit to hear about retention & attraction / Change Management / New Chair working on chapter growth
8. Adjourn- Sondra
- a. Reminder to post speakers with contact information
9. Next Meeting: June 20th- more information to come