

ALLIANCE FOR STRATEGIC GROWTH, INC.
Full Board & Executive Committee
January 25, 2012
Meeting Notes

Present: Stuart Armstrong, Ron Best, Gail Chesterfield, Rhonda Duning, Mark Goldman, Bob Hobbs, Rob Jeffs, Emily Jerman-Brown, Tim Kumfer, Milo Miller, Jr., Sonya Paul, Kevin Polivick, Tim Rogers, Brad Wilson, and Dennis Wimer

Absent: Gary Barrett, Wayne Blevins, Cindy Brown, Terry Brumley, E. Roy Budd, John Carl, Fred Davis, Dorothy Douglass, Joe Evans, Tony Hart, Tim Loyd, Faron Parr, Jim Riggle, Jerry Sprouse, Vicki Tague, and Rick Taylor

Others: Dan Clark (Governor's Roundtable), Cathy Cross, Tracy Dishman, Jacob Everett, Stephanie Goodman, Tracy Hartman, Dave Koesters, Barbara Street and Mayor Leonard Urban.

OPEN BOARD/EXECUTIVE COMMITTEE SEATS: 3/0

Quorum to conduct business: No/No

Required votes to conduct business: Majority

CALL TO ORDER: The meeting was called to order at 10:00 AM at the Henry County WorkOne office in New Castle by Chair Rhonda Duning and introductions were conducted. Mayor Urban of Connersville was present to introduce new Director, Tim Kumfer.

DECLARATION OF CONFLICTS OF INTEREST: Duning requested declaration of member conflicts of interest. None were declared.

CONSENT AGENDA: The consent agenda included the December 7, 2011 Meeting Minutes, a Member Update, the Board Governance Financial Report for the quarter ending 12/31/11, the approval of the committee minutes and actions within delegated authority, the Transfer of Funds from Dislocated Worker to Adult and the Revised Occupations in Demand List. Because of the lack of a quorum to conduct business these items will remain on the consent agenda for approval at the next meeting.

ECONOMIC OUTLOOK PRESENTATION:

Introduction: Barbara Street explained that typically the Metrics Reports are presented to the Board by Jacob Everett and the Economic Status of the Region is reviewed at that time. This new Economic Outlook presentation of the economy should be the focus of where we are, where we are going, and what we are trying to do. Such efforts could influence other things, although the dollars ultimately exist for the development of the workforce. Street requested feedback from the Board about starting each meeting with this presentation for the purpose of identifying challenges and opportunities.

Gravity of our National Economic Situation: Jacob Everett began the Economic Outlook presentation by showing the percentages of job losses over the last 60 years, the number of months that the job losses lasted, and the number of months it took to regain the jobs. The number of recessions that the United States has gone through was also shown.

Duration of Unemployment Claims: The number of weeks that individuals have been unemployed in the United States since 1990 was presented. One discouraging comparison shown was that 20 years ago in the United States individuals previously received unemployment insurance for 5 weeks, in contrast to 2011 where individuals are receiving unemployment insurance for 20 weeks.

Unemployment Rate Rankings: Everett presented the unemployment rate rankings of the 9 counties in Region 6 as well as the rankings of other regions in the state. For 26 consecutive months, Region 6 has been the first or second highest ranked region in the state. Dennis Wimer commented that a Press Release was published on January 24, 2012, which explains Indiana's high unemployment rate. The Press Release announced that Indiana created the most number of jobs (12,000) in the nation during the month

of December and that Indiana had the most amount of people in the nation who are rejoining the workforce (17,000). Individuals who are returning to the workforce must answer to a survey that they are not looking for a job, thus not being counted in the unemployed/employed rate. Only unemployed persons who are actively looking for a job are counted as an unemployed person. Everett explained that an analysis can be done of the jobs that were added in Indiana to determine if they were jobs in Region 6. Kevin Polivick questioned if the 12,000 jobs that have been added are tracked for validity and if they are good, permanent, high-wage jobs that would contribute long-term to the economy. Everett responded that the industries of the jobs are tracked. Further analysis would need to be done to determine the wage and other specifics of the new jobs. Street responded that it would also be of value to learn if the individuals who are entering the jobs are doing so as a result of our investment in training.

Conclusion: Street concluded by stating that these are the types of discussions that are intended for the strategic level. Every decision made next should be based on whether or not it contributes to the growth of Region 6. Duning commented that focusing on the economic outlook is a great way to begin the Board Meetings.

GOVERNOR'S EDUCATION ROUNDTABLE PRESENTATION AND PARTNERSHIP

OPPORTUNITY: Street introduced Dan Clark, Executive Director of the Governor's Roundtable. She shared with the board that she needs to be at a much greater strategic level in making sure that we know where we are going and the best ways to get there. Street recently attended a meeting where presentations were made to the Governor's Education Roundtable. As a result, she shared with the Board that she feels the Roundtable has a good start in beginning to analyze Indiana's investments in education and what is being done. There is a partnership opportunity available that Street would like the Board's consensus on.

Dan Clark's Presentation: Dan Clark gave a brief description of what the Governor's Roundtable is. The responsibility is to make recommendations about education. The Roundtable is chaired by the Governor and the Superintendent of Public Instruction and has determined that its immediate mission is to advance the education policies that will result in a world-class workforce. They have reviewed the job opportunities that will exist in the next ten years and what the education requirements will be to secure those jobs. The Roundtable is interested in forming regional partnerships that can begin to focus on how to accomplish the following:

- Educating the workforce for an economy in which 60% of jobs will require postsecondary education.
- Ways to accelerate the academic progress of high school students who are above standard by beginning their post secondary education while they are finishing their high school education.
 - How do we better connect the high schools with the post secondary programs?
- Assure that as many high school students as possible are prepared for their post secondary education.
 - Students who cannot pass college readiness assessments are using up their financial aid money on remediation (pre requisite) college courses, which do not count towards their degree. They run out of time and money to go any further.
 - Assure at an earlier time during high school that students have the skills to pass the college readiness assessments.
 - Use the last one or two years of high school to assure that students are ready to start earning college credits or occupational certifications.

The Roundtable has sent a letter of invitation to ASG, Inc. about a planning grant that could be awarded to someone in the Region who is interested in convening a regional partnership that would include representatives who deal with occupational certifications, workforce issues, and economic development issues. The partnership would also include leaders of educational institutions. The convener would bring the representatives together to discuss ways to better educate the workforce for the emerging occupations in this region. The consensus of the board was for ASG to submit a letter of interest stating that Region 6 is interested in conducting a planning activity to create a regional partnership and receive funds from the Governor's Education Roundtable to organize the planning activity. Gail Chesterfield, Chancellor of Ivy Tech Community College, assured that Ivy Tech would participate in the partnership.

CONVENE LOCAL ELECTED OFFICIALS: Street reported that she plans to convene the Local Elected Officials very soon for the purpose of filling open seats, reappointing directors whose terms are expiring June 30, 2012, removing directors who are not engaged and do not attend meetings, and providing orientation to the newly elected officials. Dennis Wimer explained quorum requirements and that House Bill HB 1020, which covers all State Boards, is currently in process to allow for voting and attending meetings via electronic technology. He commented that he would support the Bill. Wimer also commented that it was great to see Mayor Urban of Connersville arrive with newly appointed director, Tim Kumfer, to introduce him and highlight other directors from Connersville who were in attendance.

MEMBERSHIP UPDATE: Street reviewed the current Membership Template for the Board of Directors, which has very specific representation requirements, for submission to the State. Open seats were reviewed for each sector and Street reminded the board that 51% of the directors must be from the business sector. The verbal resignation received from Mike Toschlog, Carpenter's Union - Labor representative from Wayne County, was announced as he has relocated his residency to another state. Two Labor representatives are required on the Board to be in compliance. Street suggested that the open seat be filled by Joe Evans who is already on the Board representing the "Other Members" sector and could also represent Labor. Mayor Sally Hutton has been communicated with regarding the move of Joe Evans into the open Labor seat. Street assured the Board that she will be working with the Elected Officials on the reappointment of directors whose terms expire June 30, 2012 and of those directors, based on their attendance, who should not be reappointed/replaced.

TRANSFER OF FUNDS FROM DISLOCATED WORKER TO ADULT: No action was taken due to lack of quorum. Street reviewed the transfer request and reminded the Board that this requires Full Board approval. This item will be carried to the next Full Board Meeting Agenda for action.

REVISION OF OCCUPATIONS IN DEMAND: No action was taken due to lack of quorum. Jacob Everett reviewed the revised Demand Occupations list with the Board that was included in the meeting materials. This item will be carried to the next Full Board Meeting Agenda for action.

COMMITTEE REPORTS, RECOMMENDATIONS AND ASSIGNMENTS:

Budget & Administration Committee Report: Stu Armstrong reported that the committee met on January 18, 2012 and discussed the Monitoring Request for Proposal (RFP). The committee also spent a lot of time on the PY12 Budget. Armstrong reported that the expenses are exceeding revenues by a substantial amount. Options are being worked on to bring the two numbers closer together and work on ways to do some cost cutting is in process. It is anticipated that a more concrete budget projection update will be completed by the Executive Committee Meeting on February 22, 2012.

Cathy Cross distributed the Financial Metrics Report for December 31, 2011 and announced that the January 31, 2012 Financial Metrics Report will be posted on the website at a later date. Cross explained the itemized expenses by category, by grant and reviewed how they are trending. Cross commented that overall the year end goals are on target. Cross also reported that the Monitoring RFP will be released for bids very soon. The goal is to have it completed before June, 2012.

Barbara Street presented the current targets for use of resources for affirmation by the Board as the budget is brought into line with revenues. Those current targets include a combination of federal, state and local expectations. Street reviewed the required performance measures and commented that achieving the federal common measures is important. Street also reviewed the Region 6 measures that have been recommended by the Workforce & Business Services/Accountability Committee and approved by the Board. Dennis Wimer also encouraged the Board to review the comparative numbers by Region which are state measures which are currently in place, as soon as possible, to ask questions and receive answers for the purpose of making strategic choices before the second quarter numbers are released within the next few weeks. Street asked the Board for any other assumptions or priorities that should be taken into consideration in building the PY12 Budget. None were heard

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Street is working with staff to break the budget down into cost centers which include the following areas:

1. Management Support
2. WorkOne offices physical locations
3. Youth (The Youth Council will be reviewing the Youth Program and priorities)
4. Board
5. Marketing
6. Trainers & Workshops
7. Business Services

Street also questioned if the next regularly scheduled Full Board Meeting in April, 2012 should be moved up to March, 2012 to assure the right items are in the Budget for PY12 and determine appropriate adjustments that can be made in the current Program Year. Dennis Wimer commented that there has been a 7% reduction in the WIA funds for PY12.

Personnel Committee Report & Recommendations: Barbara Street reviewed the 403(b) Employee Retirement Plan Restatement and required Corporate Resolution. The plan required changes to reflect the Board approved allowance for those employees who were hired directly by the corporation beginning July 1, 2012 to receive credit for seniority dating back to May 1, 2006 if they had worked in this region for JobWorks or Indiana Department of Workforce Development for that long for vesting purposes. Another requirement that was effective January 1, 2012 was the restatement of the plan consistent with new IRS requirements. The Personnel Committee has reviewed the revisions and restatement of the plan and believes that they are appropriate. A corporate resolution is required to move this forward. Street asked for feedback and questions from the Board and informed them that this will be placed on the Consent Agenda for the next Full Board or Executive Committee Meeting, whichever comes first. With no further discussion, Rob Jeffs made a recommendation that the Corporate Resolution be placed on the Consent Agenda for the next Board or Executive Committee Meeting with consensus for approval. The recommendation was unanimously approved for a consensus recommendation of those present.

Dave Koesters, Director of Human Resources, reported that the Personnel Committee met January 13, 2012. Wages and benefits were discussed. A Wage & Benefits Survey was distributed to other regions in the state and no other region participated in returning the survey. The committee requested that the survey be re-done. Koesters reported that a group of Ball State University Seniors with Human Resources as their major have been working on the second Wage & Benefits survey in hopes to receive a better response from the regions. Koesters requested feedback from the Board regarding their knowledge of any non-profits in the Region who might be interested in providing information on wages & benefits. None were heard. Dennis Wimer commented that the wage & benefits information for every region in the state is public information and committed to get the information to Koesters. The goal is to complete the Wage & Benefits survey by the end of March or first of April having analyzed the data and ready to present a recommendation at the April Full Board Meeting.

Executive Committee Report & Recommendations: None

Youth Council Report: Bob Hobbs reported that the Youth Council was scheduled to meet on January 20, 2012 and had to cancel due to inclement weather. The meeting was rescheduled for February 17, 2012.

Janet White, JAG (Jobs for America's Graduates) Manager, gave an update on the upcoming Regional Career Development Conference Competition. The event is scheduled for Wednesday, March 12, 2012 at the Ball State University Alumni Center in Muncie, IN. White reported that Muncie Mayor Dennis Tyler has agreed to be one of the speakers at the conference. 36 students are scheduled to participate in the competition. White read an excerpt from a newsletter in which a JAG student highlighted the program and how it has helped them to be successful. White described each of the individual events that will take place at the competition, including a tour of Ball State University. The winners at the Regional Competition will advance to the State Competition, which will be held April 20, 2012 at Ivy Tech located at Meridian Street & Fall Creek in Indianapolis. White informed the Board that there are sponsorship opportunities and judging opportunities available for the Regional Competition. Mark Goldman commented that the JAG Program is highly regarded by the SWIC as one of the best programs and really encouraged Board members to participate in this event. Rhonda Duning echoed the comment.

Street asked the Board to consider the following:

- Commit time to participate as a judge
- Commit to being a sponsor
- If anyone is associated with any groups who would have an interest in providing a sponsorship, please present the sponsorship opportunities..

Marketing & Communications Committee Report: Rhonda Duning reported that the committee has not met. Tracy Dishman gave an update on the Marketing & Communications Strategy RFP and the responses that were received. Eight proposals were received on January 23, 2012. Staff will review the proposals and select three companies to give presentations on February 1, 2012 to the Marketing & Communications Committee. The Workforce & Business Services/Accountability Committee has also been invited to attend the presentations. Street also extended invitation to the Board if interested in listening to the presentations.

Dishman asked for feedback regarding the ASG web site design or applications that would be useful to the Board. A calendar is one important function that the web site currently does not have. Mark Goldman commented that it would provide a sense of warmth, pride of ownership, and motivation for the Board to use the website if something meaningful was added. For example a picture placed in the middle of the site to make it easier to read, something related to the Board, or an example of the work of the Board in action that would make a Board Member proud to use the website. Ron Best suggested statistics from presentations be added. Brad Wilson suggested “paperless” meetings for future meetings by using devices such as Electronic Notebooks.

Workforce & Business Services/Accountability Committee Report & Recommendations: None

REPORTS/UPDATES

STAFF REPORTS/UPDATES:

Metrics Reports for Quarter Ending 12/31/11: Jacob Everett presented the standard quarterly metrics reports that track the performance in the WorkOne offices. The reports are current through December 31, 2011. Data presented was:

- Unique customers served for Premier & Basic services
- Unique customers served for Premier services only
- Year to date services provided (excluding UI)
- Year to date services provided (including UI)
- Year to date contracted skill development enrollments (reductions)
 - Question: Why is participation so low in these areas? In the first quarter we were operating under restricted funds. This has affected enrollments. The new customer flow might be another reason, as drug screens and other requirements are turning customers away from training.
- Year to date workshops & MindLeaders Enrollments

Ex Offender Program: Dennis Wimer gave an update on the Ex Offender Program. The Indiana program focuses on identifying, along with the Department of Corrections, ex-offenders who would best fit into the roles of some of the companies that we are partnering with. The program is also very focused on working with companies that are willing to hire ex-offenders. Wimer explained some of the benefits and tax credits that are available to companies who participate in the program, as well as the possibility of using On-the-Job Training dollars to help finance the program.

CEO: Street reported to the Board of what she is currently focusing on and will continue to focus on in the near term.

- Budget
- Scheduling a LEO meeting
- Committee Work Plans
- Strategic Planning

CHAIR REPORT: Rhonda Duning shared that she attended the INWBA meeting and reported that INWBA is working on Common Measures with the State. Duning also expressed that there is concern in getting quorums for meetings in other regions in the State.

FOR THE GOOD OF THE CAUSE:

Next Meeting Date & Agenda: The March meeting date was discussed. Street reviewed the action items that are pending approval by the Full Board:

- Corporate Resolution – Could be acted upon by Executive Committee
- Budget Planning

Street requested feedback from the directors in attendance of their availability to attend a Full Board meeting March 28, 2012 that is currently scheduled to be an Executive Committee Meeting. Spring Break could cause an issue with directors' attendance at that date. The next regularly scheduled Full Board meeting is April 25, 2012. Mark Goldman responded that he cannot attend the April meeting. It was recommended to email a survey to the directors to request feedback for moving the March 28, 2012 Executive Committee meeting date to the week prior, March 15, 2012 and convening as a Full Board at that date.

ADJOURNMENT: With no other business the meeting was adjourned at 1:00 PM.

Respectfully submitted,

Barbara Street
Secretary