

STATE WORKFORCE INNOVATION COUNCIL
EXECUTIVE COMMITTEE
JANUARY 27, 2009, 10:00AM
INDIANA GOVERNMENT CENTER SOUTH, DWD ROOM 301-B
INDIANAPOLIS, INDIANA

Present: Jim McClelland, Derek Redelman, and Dennis Wimer, SWIC Executive Committee Members; and Mayor Wayne Seybold, SWIC Member.

By telephone: Paul Perkins, John A. (Jac) Price, and Robert Schaefer, SWIC Executive Committee Members; and Cathy Metcalf, SWIC Member.

Also present: From the Indiana Department of Workforce Development (DWD), Commissioner Teresa Voors; Dr. Gina DelSanto, Senior Deputy Commissioner of Policy and Performance Metrics; and Betty Culley, Policy.

The meeting was called to order at 10:37 a.m. by Mr. Perkins. Mr. Perkins stated that the meeting would be centered on the roles and responsibilities of SWIC members, particularly focusing on the development of the new Indiana Department of Workforce Development's State Plan.

Commissioner Voors said that the existing State Plan had been drafted in 2005 which centered on integrating services so that the WorkOne customer could receive all services from one DWD employee. Since that time (in July), Indiana Career Connect (ICC), DWD's electronic labor exchange system was implemented, and now DWD is working on connecting that system to Unemployment Insurance and the TrackOne case management system (which had been implemented the year before ICC). The present State Plan ends June 30, 2009. Most states will be asking for a one-year extension of their State Plan which is an option from the U. S. Department of Labor. DWD would like to be developing a new robust State Plan for launch in 2010. Part of that process will be doing a series of policies spelling out SWIC duties, performance expectations and metrics. First, we want to define the duties of the SWIC versus the Regional Workforce Boards with policy and then begin the State Plan accordingly. Second, we want to inform the system of a chartering document defining how a region locates and opens a WorkOne Center and state requirements of a WorkOne center and a Regional Workforce Board. Then a DWD auditing team will audit based on those policies.

Mr. Schaeffer added that in the previous administration the State Council had sponsored a formal orientation for members of the State Council. He and Mr. Price have spoken about such an orientation being given to new members of the SWIC. They believe it is very important to start out with this process so that members know what their responsibilities are. Mr. Schaeffer stated the new committee structures were a real positive step to engage members with their ideas. The Commissioner said that Dr. DelSanto wants to keep in contact with all SWIC members on a regular basis. She, Dr. DelSanto and Mr. Perkins want SWIC members to be active in their own regional areas so that they will have knowledge of the regional structure.

Mr. Price asked if there were any way to make the SWIC meetings longer so that items could be accomplished. He suggested that the Executive Committee meet the day before for an hour or

two. He felt that the travel to the meetings would be more meaningful if all could be accomplished this way. A four-hour meeting would not be a hindrance if the meeting were meaningful. That way the Council members could be involved. Mr. Perkins concurred.

Mr. Schaeffer said that from what he was hearing, committees will have an active role in the new State Plan. For planning purposes, he asked if a schedule could be developed that clearly identified the roles for the committees in developing strategy. Mr. Perkins understood that the U. S. Department of Labor would be asking a series of questions and that the Council would set goals and how to get to those goals.

The Commissioner stated that the problem is that there is not enough time to truly put all this together. Dr. DelSanto will be working with the committees. The time schedule is 2010. The plan will need to be tweaked from the model existing in the past plan. DWD could fill in after the big picture is developed. Dr. DelSanto said that we should move forward with the big picture for Indiana. A member asked if that picture was limited to Department of Labor funded programs or beyond that? The Commissioner stated that DOL cares about the uses of their funding.

Mr. McClelland asked if there were programs outside DOL funding that the SWIC could be engaged in. The Commissioner responded that DWD doesn't have authority outside of our funding.

Mr. Redelman said that the Council could make recommendations for the entire enterprise. The State Chamber released a follow-up report about adult education in Indiana. A range of ideas were presented. The Council could be the entity overseeing all workforce issues. The SWIC matches up to such a role as overseer.

Mr. McClelland stated that with the State Workforce Innovation Council, "strategic" is high level and "innovation" is the third word in the Council's name. We need to think outside the box. Dr. DelSanto concurred that making the plan strategic in broad strokes and workforce human development in broad strokes will make it innovative and not about funding buckets. She asked, "What are we trying to do for the people of Indiana? Who is better able to play a significant role?" Mr. Perkins stated that the Council could look at the overarching goals.

Mr. McClelland stated that we could try to make sure that the workforce is highly competitive if we start with a big vision of what we want. We know the gaps. How do we close the gaps and what resources do we have? We need high-level metrics and details as added information. We could start with an overall picture and make sure that all is aligned.

Mr. Wimer asked if we would meet as an Executive Committee or in the large group. He said the Committee could define items since the size of the group is right. We could lay it out for the next time this group meets and get a schedule in place. Dr. DelSanto stated that she has been involved in strategic plans and that it can't be done by a large group. The job is to engage everyone intentionally at a high level. Mr. McClelland concurred that it is the Executive Committee's responsibility to tell others where we're at and breakouts work well about saying "now here's the direction." Mr. Wimer said that a defined schedule over the next eighteen months would be helpful and that could be done in February.

Mr. Perkins asked how the Governor would feel about the SWIC taking this direction. The Commissioner responded that we will need time to sit down with the Governor to see what he will want to see in workforce development. The federal government may have a new vision. Mr. Redelman hoped that we would plan at a high level. The roles are critical for the State. Mr. Perkins asked about what would be outside of the Workforce Investment Act? Mr. Redelman stated that he did not have a full understanding of WIA, but that he sees a charge to be more effective not in just one program but in the entire workforce development area.

Mr. Wimer responded that as we communicate with government and we agree that we will see funding gaps. However, we need to address these. We have agreed on the critical need and it will be innovative. If we do the strategy first, we won't worry about confines, constraints, and boundaries. We may find a connection between strategy and the exercise of process. The Commissioner said that at the initial stage that was fine. Mr. Redelman recommended that they lay out the goals and the vision and then the range of tactics. Mr. Wimer said that we could identify what we could do without and what we could keep with limited funding. We could unitize the minds in the room and bring in innovations. With a great strategy, everything does need to be laid out.

Mr. Perkins asked if the Governor would think that this body should be looking at all the pieces that we could touch, such as universities, the Department of Education and higher education. Is that a DWD goal? The Commissioner responded that the Governor might ask how we could implement within the funding parameters. However, we are not at that point. Mr. Perkins stated that a master State Plan may be a white paper about what we'd like to have. What pieces could we achieve with what we have? Can the Department of Education work with DWD to achieve that outcome? It would be worthwhile for a group in Indiana to do so. Could DWD spearhead?

Dr. DelSanto responded that we could build a continuum of education such as lifelong learning, with practical silos. We could build better collaborative pursuits of education in the State. Mr. Perkins continued that the SWIC could start looking at goals and what the pieces are and start there. Mr. Wimer stated that they could take a holistic approach stating what is the state's objective, the objective of education and one of the component's would be the Workforce Investment Act. The higher goal would be the development of the workforce. Mr. Perkins responded that the SWIC could be the asset driving forward with the Governor and Education representatives on the SWIC. A master vision must engage those entities if we were going to be success. Also, having the Chamber of Commerce involved would be important.

The Commissioner commented that she and Dr. DelSanto have been talking about the right makeup of the Council. Mr. Perkins said that Mr. Bennett might be an important member representing Kindergarten through 12. He continued that if the vision were big enough, others will want to be engaged. If we present a holistic approach, all would have role in it and want to accomplish the goals. Dr. DelSanto reported that the Commission on Higher Education just put out a strategy, a seamless continuum of education.

Mr. Schaeffer asked about the role the Regional Workforce Boards and their strategic plans. They are on the frontline and it is important to engage them. We must keep sight of them.

Dr. DelSanto said that when she was at Butler University, she built forward and implemented backward. She explained her model as a sideways triangle and the layers of the model. All

the layers were integrated and everyone had a sense of their level hanging on the level above. Everyone knew their place in the order of things. Mr. Wimer concurred that it was a great visual and model. Dr. DeSanto said that if we do our job, the model will be clear on how all contribute. Mr. Wimer said that it starts with the Governor and how the workforce is addressed. We need to coordinate so all are working together and seeing the ties. We could be the spearhead for workforce development although it is not DWD's job to do it all.

Mr. Perkins commented that there might need to be adjustments to the board memberships so that many groups are represented such as the Commission on Higher Education. The Commissioner concurred that someone from each entity should be involved in the plan. Mr. Redelman said that the roles are complementary and not overlapping. Mr. Perkins said that having the duties in place would help prepare for the next one and half years and the extension to the State Plan. He wondered if the Department knew about the impact of the stimulus plan. The Commissioner responded that it is too early to know the details, though it looks like a large chunk would go to workforce programs. Dollars would be added to the current system to stimulate the economy. DWD will want to work with the U.S. Department of Labor, the Regional Workforce Boards and the governor on the spending speed with grants in emerging sectors such as green jobs. Mr. Perkins asked what role the SWIC would have. The Commissioner said she got a summary just yesterday. There might need to be an emergency meeting of the SWIC so that the SWIC would be aware.

Mr. Perkins asked if the committee structure was aligned with the goals of the State Plan. The Commissioner responded that they are the pieces, but may not be at high enough level. The SWIC Bylaws might need to be updated or amended. Mr. Wimer said he was not sure how his committee on marketing fits since it is tactical and at the implementation level. The other committees are more policy.

Mr. Redelman asked what the goals and data are. The Commissioner responded that the SWIC will develop the goals. Dr. DeSanto said that the Executive Committee would figure out the big goals and assign them, maybe to a subcommittee, but have an issue or goal in the same subcommittee. Mr. Redelman said that at meetings the duties of the SWIC should be explained. Some persons may have no idea why they are coming to meetings and what their job is. The Commissioner responded that the law defines the SWIC at a high level. Mr. Redelman asked what the statutory rules were. Mr. Wimer said that a few slides could explain the statutes as a foundation and then there could be a practical piece to explain where the SWIC wants to take it.

Mr. Wimer said that the logistics could be created at the Executive Committee meetings every month with recommended details to show that we are moving forward to a tactical level. Perhaps the SWIC quarterly meetings could be four-hour meetings. There could be specific agreements at the end of the day to show that we are moving forward with a strategic innovative plan and the State Plan. Then members can grab a hold of it and be part of it.

The Commissioner explained the possible agenda for the next full meeting of the SWIC. There will be a discussion of the economy and the labor market and how the Department is spending its time and faring. The unemployment rate is at 8.2%. This has to be kept in mind. We will dovetail with the nine main objectives DWD presently has. Some of these the SWIC has purview over. There will be a quick overview of federal legislation for a few minutes,

though the Commissioner does not have the particulars presently. There will be a broader discussion on 1) Better defining the SWIC and Regional Workforce Boards, 2) Developing the State Plan and, 3) Developing the metrics for the above two. Mr. Wimer said that in the past there were lots of good presentations with lots of information, but no debate on the subjects. The Commissioner said that much of the focus at the meeting would be on Dr. DelSanto's new role.

Mr. Price asked if the next Executive Committee meeting could possibly be after the next full meeting since everyone will be in Indianapolis. Mr. Schaeffer asked if the SWIC still had quorum problems and that the committee should work on that issue. The Commissioner said that the board needs to be an active board.

There was a motion to accept the minutes of the last Executive Committee meeting. It was seconded. The minutes were approved.

The Chair adjourned the meeting at 11:50AM.

STATE WORKFORCE INNOVATION COUNCIL



Paul Perkins, Chairman

7/27/09

Date

ATTEST:



Teresa L. Voors, Commissioner
Indiana Department of Workforce Development

