

**VERMILION COUNTY WORKFORCE INVESTMENT BOARD  
CHALLENGE A COMMITTEE  
MINUTES OF THE October 17, 2005 MEETING  
VERMILION COUNTY COURT HOUSE ANNEX  
3<sup>RD</sup> FLOOR CONFERENCE ROOM**

**PRESENT:** Jim Anderson      Brock Blinn      Kay Brown      Diane Hall      Lee High  
Dr. Alice Jacobs              Lawrence B Jahn      Kay Smoot

**STAFF:** Lori Brewster

**CALL TO ORDER** – Champion Jim Anderson called the meeting to order at 1:33 PM. Introductions were done.

**REVIEW MINUTES** – Brewster informed that because Priority #13 and Priority #14 were placed under Priority #11 and Priority #12, therefore the spreadsheet now goes to Priority #11. Anderson informed that at the last three meetings the committee has done word-smithing, collapsing redundancies, with respect to the Goals and Objectives. Our intent is to make sure that we are all on the same page relative to Goals and Objectives and move across the matrix sheet and determine whether the Action Plans and Benchmarks which are contained in the sheet are appropriate for the redrafted Goals and Objectives, and to solicit additional ideas for Action Plans. Anderson questioned the wording on Priority #12. Action Plan. Anderson’s recollection of the discussion was that the committee wanted to see an extension of the existing DACC office at the One-Stop, as opposed to the construction of a new Career Services office. Dr. Jacobs responded that she was in agreement with Anderson. Jacobs had discussed the Career Services office with Diana Wyatt after the meeting and their discussion was based on. Jahn agreed with Anderson. Brewster informed that she knew that satellites had been discussed, but thought that the final wording was what was in the minutes. Action on the minutes was postponed until Brewster listens to the minute tape regarding the Priority #12 Action Plan wording in the minutes. Anderson responded that the wording should still be changed to reflect that the Career Services Center would be an extension of the DACC Career Services Center rather than a new entity.

**Original Modified Priority #11 Action Plan** – I. A Career Services Office needs to be established at the One-stop that is modeled after the DACC office, with close collaboration between these offices (subject to identifying resource for staffing). II. Need transportation between high schools for internship and job shadowing experiences. III. Obtain more appropriate career materials for primary grades. Expand and or establish career resource library in all schools and public libraries located within the communities.

**Modification to Modified Priority #11 Action Plan** – I. A Career Services office needs to be established at the One-Stop that is satellite office of the DACC Career Services office. (subject to identifying resource for staffing). II. Need transportation between high schools for internship and job shadowing experiences. III. Obtain more appropriate career

materials for primary grades. Expand and or establish career resource library in all schools and public libraries located within the communities.

## **REVIEW ACTION PLAN –**

**Priority #5—** Anderson informed that he had discussed with Dr. Banicki what the agenda for School Improvement committees actually consists of, and whether this item would find its way to be included on the agenda of the School Improvement committee. Smoot responded that it depends on what the school goals are and there are academic requirements that the State has that have to be addressed in the School Improvement Plan, but then each building in each district can add items to their School Improvement Plan. Some schools have lots of business partnerships and use them on a regular basis and some schools have no business partnerships. Brewster informed that Blinn had informed that the businesses had requested that Vermilion Advantage be the clearinghouse for the schools to request speakers from the business partners. Blinn stated that a new list is given to Vermilion Advantage each year. The decision to be made is whether this committee wants to promote this, then the school could choose to include this plan in some manner. Anderson added that Dr. Banicki had also stated that the primary purpose of the School Improvement Plan was for academic achievement. Brown responded that when a school is placed on the State's Watch List, it is for reading and math scores. Each district has a School Improvement Committee, but not necessary each school within the district. Decision was that the Action Plans were worded correctly, but that the gaps had not been identified and who would do the reporting. Brewster informed that was part of the WIB's goal was to identify where the gaps are with business and the partners, because they are the ones with the employment and training dollars. Even though they have their own program to do, if they have any extra funds, those funds can be funneled towards those gaps. Anderson suggested that the goal that the committee wants to endorse is the identification of gaps in business partnerships for K-12. Jacobs responded that she felt that was an appropriate goal, rather than the Board charging the school curriculum. The goal could be changed to identify gaps and build partnerships. Jacobs stated that there has been collaboration between VVEDS, DACC, and Vermilion Advantage. Brewster questioned whether the WIB should be included with the other three. Brewster informed that the Board had already approved modifications to the Goals and Objectives.

**Original Modified Priority #5 Goal and Objective** - Charge the School Improvement Committees at each school to identify areas/programs that need business participation to report to the WIB Partnership Committee

**Modification to Modified Priority #5 Goal and Objective** - Identify the gaps and build partnerships between businesses with education.

### **Priority #6—**

Brewster informed that Rita Nordheden of DHS-TANF had commented that employees would be working at a job station and doing that station well, would be promoted to supervisor, would not get supervisor training, and then because of a conflict/situation, the person working under the supervisor would quit or even the promoted supervisor would quit. Hall questioned

how the goal leadership training tied in with educators, administrators, and counselors visit businesses a day or two a week. DACC has several ongoing leadership training programs with multiple companies now, and visits with these companies to find out what their issues are, and plan training programs to address their specific needs. We have done similar programs with Vermilion Advantage, where we offer to multiple companies. Anderson stated that he did not think that the WIB needed to be involved in coordinating, but should market the availability of leadership training. Change to read, “To reduce turnover, encourage and promote leadership training”.

**Original Modified Priority #6 Goal and Objective** – Coordinate leadership training for employees who are being groomed for promotion as first line supervisors. This will be very helpful in reducing turnover.

**Modification to Modified Priority #6 Goal and Objective** – To reduce turnover, encourage and promote leadership training.

**Priority #8**— Jacobs informed that she had requested to be included in the meeting of the Business/Education team along with superintendents and senior staff at the major employers. Brewster responded that the rewording would be “meeting of Business/Education team comprised of superintendents, DACC President, VVEDS, and senior staff at the major employers in the County”.

**Original Modified Priority #8 Action Plan** - The WIB will convene an annual meeting of a Business Education team comprised of superintendents and senior staff at the major employers in the county to discuss mutual education and business issues and needs. The results of this meeting would be taken to the VCWIB to implement its recommendations, in collaboration with VVEDS, DACC and Vermilion Advantage.

**Modification to Modified Priority #8 Action Plan:** The WIB will convene an annual meeting of a Business Education team comprised of superintendents, DACC President, VVEDS and senior staff at the major employers in the County to discuss mutual education and business issues and needs. The results of this meeting would be taken to the WIB Board to implement its recommendations in collaboration with VVEDS, DACC, and Vermilion Advantage.

**Priority #9**— Correct Goal from trades/drafts to **trades/crafts**. Smoot informed that VVEDS does Career Cruising and goes to each school to implement Career Cruising into each classroom. Smoot is not aware that the ROE does any Career Cruising training, that DACC and VVEDS were the only ones with the training. Brewster questioned who is in charge of the workshops in the schools. Response was that perhaps the statement should be reworded to say that “we need to include a training session on Career Cruising at a County Institute”, not that the ROE will coordinate it. Anderson questioned how to include the trade unions to renew the focus on trades/crafts.

**Original Modified Priority #9 Action Plan** - The ROE should hold workshops for teachers to demonstrate how Career Cruising can be integrated into their lesson plans. Students need info regarding skills requirements and average salaries and career advancement in these occupations.

**Modification to Modified Priority #9 Action Plan** – VVED’s needs to include a training session on Career Cruising at a County’s Institute to demonstrate how Career Cruising can be integrated into their lesson plans. Students need information regarding skills requirements and average salaries and career advancement in these occupations.

**Priority #1— Action Plan:** Anderson suggested that maybe the next step should be to “Create a Mrs. Mary for Math”. Response was what can be done for the middle school students. Add “Create enrichment activities for math and science for K-12”.

**Original Modified Priority #1 Action Plan** – Set up resource for students outside District 118 to take dual enrollment and or advanced placement math and science courses in centralized sites.

**Modification to Modified Priority #1 Action Plan** – Set up resource for students outside District 118 to take dual enrollment and /or advanced placement math and science courses in centralized sites.

Create enrichment activities for math and science for K-12.

**Priority #2—** Anderson questioned whether there was a profile, possibly on Channel 3 about the Champaign school adopting “Learning for Life” program sponsored by the Boy Scouts. It addressed on a sequential basis in each grade of the school character education requirements. Jahn informed that Hoopston District #11 had just adopted a program for kindergarten through middle school. Anderson questioned whether if the schools are adopting programs, then there an additional Action Plan of this committee to do anything other than to stand ready to support the programs that we are called upon. Anderson suggested that the Action Plan be reworded to read “Business leaders need to be supportive partners in this program to ensure its success. Encourage the Educational Partners to call upon the business leaders.

**Original Modified Priority #2 Action Plan** – Character education needs to be implemented in all grades K-12 consistently. Illinois Business leaders need to be active partners in this program to ensure its success.

**Modification to Modified Priority #2 Action Plan** – I. Character education needs to be implemented in all grades K-12 consistently. II. Business leaders need to be supportive partners in this program to ensure its success. Encourage Educational Partners to call upon Business Leaders (Discuss the importance of curriculum).

**Priority #3—** In response to a question about Goal #6 regarding website being maintained by the One-Stop, Brewster responded that although Vermilion County is unique, throughout the

State of Illinois for the workforce development job openings, the IETC's are the number 1 link in the State of Illinois. Anderson recommended that the sentence "This expanded site would be maintained by the One-Stop" be deleted and then discuss who is responsible.

Anderson suggested that Brewster contact Vicki Haugen about the wording about Priority #3, Goal #II, Action Plan #I—School Administrators...

**In conclusion,** Anderson suggested that by the end of 2005, which would be two meetings, the committee should be able to present an implemental plan.

**NEXT MEETING** – Monday, November 21, 2005 at 1:30 PM.

**ADJOURNMENT** – The meeting was informally adjourned.