

**BUSINESS SOLUTIONS COMMITTEE
MEETING MINUTES
February 7, 2013
8:30 a.m.**

In attendance:

Kelly West	Dan Boas	Joan Divor
Darlene Scocca	Mike Willmann	Neil Steinberg
Catherine Carroll	Mike Dugan	Nancy Tvarok
Robert DeMarco	Art Henry	Fern Allen

The Business Solutions meeting was called to order at 8:35 a.m.

It was noted that Scott Endicott and Kim McFadden have elected to discontinue committee participation at this time. However, the committee will welcome LuAnn Yansick of Beneficial to the group.

As we need several additional private sector members, it was requested that members send possible recommendations to the business service team.

Mike Willmann felt (in his point of view), that attendance varies within the representatives of the partnering government agencies. Mike recommended that if the designee to this committee is unavailable; they should select another department member to participate in their absence to provide information to the committee and deliver information back to the department.

Mike Willmann also noted that very few people attended the last Business Solutions meeting. As private sector does this on a volunteer basis, it would be appropriate that all partner agencies are at the table, as this should be part of their job. Mike also noted that should anyone have comments that do not seem to fit into the right box; they should not be criticized in a public manner, such as a reply all e-mail. He noted that many of the suggestions from the last meeting were his, and he was offended and did not like the way it was handled... If private sector members have comments and/or suggestions, take them – use them – fit them in – or don't use them at all, but do not criticize.

Mike Willmann suggested that better tracking mechanisms by partner agencies be put into place so that at the end of 2013 a report can be developed that tells the story ..”during 2013 .. we accomplished XXXX”. He also recommended that job seekers or employers that have utilized the program be invited as a special guests as an on-going pursuit of information.

Kelly noted this committee needs to focus on best practices; that being the training programs needed by employers, along with the 7 industry sectors. She also suggested that this committee take some meetings on the road, designate members to participate in BCIT's Employer Counsel business meetings and BCC's focus groups, providing an opportunity for them to use our services that they may not have been tied into. By

utilizing the meetings and information, acting as a go-between for services these employers need, together with BCC and BCIT we can all delivery more comprehensively. We should leverage BCC and BCIT's business council, industrial council and focus groups to hear what their employers have to say.

Kelly discussed the Joint Base as an example, the fact that Monmouth went to MD and the MDL being the 2nd largest employer. Is there a possibility to meet with surrounding counties to see what businesses may be impacted? We should look at the Joint Land Use Plan, see what ancillary businesses may be impacted by the defense department cutbacks.

Nancy noted she wanted to fully understand her role as a private sector member based on all of the new discussions. Nancy asked if we should be building a system that meets the needs of employers. Kelly agreed, and said private sector members should bring their perspective so that businesses do not get frustrated, however, step away from the one-stop services, as the people downstairs have not been with the business community. Kelly also noted that this committee is absolutely looking to get the feedback, but that members must also understand the hurdles to change. She also recommended taking some of this to BCC and BCIT, not to the One-Stop, to make it more convenient for businesses. However, Kelly would indeed take concrete feedback to Robert.

Kelly noted that there is a chance to get a waiver for a job seeker if the occupation is not in demand. Nancy asked who would get that information and make that determination. Kelly noted that she would make that determination.

Nancy noted that when she spearheaded the GAP analysis, she looked at her talent and brought her perspective as an employment agency. She felt perhaps she ruffled feathers in trying to get one side of the house in order, to satisfy employer needs on the other side of the house.

Kelly noted she did not want the committee to get the wrong impression and did not want the committee to get confused. There were a number of items from that GAP analysis to help the One-Stop. In fact, some items that have come from the Business Solutions Meetings have been discussed and/or implemented in the One-Stop Committee meetings.

Mike asked if this committee could be kept apprised of those items, so that committee members are aware that ideas/suggestions that come out of this committee are being implemented.

Nancy felt (in her opinion) one of the reasons the one-stop serves the lower level customer is because private sector wants quality and results. Kelly noted that there are a number of changes in the Human Service building on the horizon, including a single point of access, triage, etc. These changes will affect how the one-stop operates.

The other issues discussed: People have been out of work so long, their soft skills are disintegrating and they become unemployable.

Kelly discussed the development of partnership with BCC and BCIT for internships and apprenticeships, as this may be a potential resource to develop people and have them shadowed and/or mentored for a period of time.

It was suggested that we take a look at how we can allocate resources and re-apply; possible ½ funding for certifications and ½ for OJT. As the BCC and BCIT partnerships build, we can look at OJT dollars to grads for initial on-the-job hands-on training.

The focus of the next meeting will be to pick 2 programs, get them up, running, and then begin the process to duplicate.

Nancy felt OJT sounds negative and we should have a discussion to rename it .. perhaps apprenticeship, as Lockheed does an apprenticeship program with BCIT.

Neil noted that BCIT has minimized their paperwork for employers, they provide someone with school training and shop application and provide this student to an employer during their senior year. This helps the student hit any gaps with hands-on application. BCIT provides the employer with a student/employee with skills and competency, and every course has to have a private sector base. Neil did note that the students in industry sector classes must compete with all other employees.

Nancy felt that several of us should meet with Neil and see how we partner or duplicate this program that works. Neil noted the students do get paid minimum wage.

The committee did review the original goals and objectives for Business Services.

Questions/Comments

--We should ask employers – this is the model we are considering, what is your opinion?

--If we were able to compile OJT, would that enhance this opportunity for you as an employer?

--How can we minimize paperwork?

Neil, Kelly, Nancy and Darlene will meet to look at the model, discuss and see how it may be replicated.

While there were still items on the agenda a motion was made to hold those items until our next meeting.

The meeting was adjourned at 10:20 a.m.