

IOWA PLAINS COMMITTEE

Date: 3/8/2024

Time: 8:30 AM

Facilitator: Holly Espenhover-Chair

IN ATTENDANCE

Holly Espenhover-UnityPoint Health
Chelsie Dobney-UnityPoint Health
Kristin Russell-American Athletic Inc (Fruit of the Loom Inc)
Joli Gehring- Siouxland Human Investment
Kent Heronimus-Interstates
Andrew Sheffield-CJ Bio America
Sara Blair-Country Maid
Katie Towers-St. Anthony Hospital
Linda Rouse-Iowa Workforce Development
Teresa Larson-White-Iowa Workforce Development
Stephanie Camden-Iowa Workforce Development
Nicolas "Omar" Valentine-Iowa Workforce Development

DISCUSSION

Holly and Linda will meet to create and share an agenda before the next meeting.

Names of individuals/businesses that could possibly help grow the committee:

- Kourtney Abbotts – Carroll High School Principal – Holly will contact
- Iowa Central Community College Representative – Holly will contact
- DMACC representation, possibly Joel Lundstrom – Katie will facilitate connection
- Superintendent of Greene County Community School District, Brett Abbotts – Kristen will contact
- Greene County Career Academy – Teresa Green – Kristen will contact
- Greene County Economic Development Board – Kristen will contact
- Main Street Board – Kristen will contact
- Iowa SHRM Council – Sara will contact
- Workforce Readiness – Sara will contact
- North Central Correctional Facility Jen Lawlor – Chelsie will contact
- Andrew will send list of names over

In reaching out to different entities to become part of the Executive Committee, employers will need to make up 51-52% of committee members to ensure that the Committee is Employer driven, this number should include Community Based Organizations, Economic Development agencies, and at least 2 Labor Organizations that are Union based (American Athletic is union based).

Community Based organizations that can be contacted are: Family Resource Center, New Opportunities, Job Corps, and Next Gen.

What are some needs and/or concerns Employers are having?

- Registered Apprenticeships don't always work for some Employers; if there was a way to do a Non-Registered Apprenticeship that is not as formal and not as complex on the reporting side
- Lack of ability to handle conflict resolution
- Ways to reduce cognitive load (focus on the big picture and not just focusing on the little things)
- Direct Patient Care Providers – paying contract staff
- Increase distant learning programs for multitude of healthcare careers (CNA, CMA)
- WBL students haven't had the training needed to begin work in certain positions; student internship programs have the best success.
- States don't reciprocate hours; issue within the Mental Health field
- Critical thinking skills missing
- Lack of awareness regarding careers available
- Not sure how to make connections between IWD-Schools-Industry
- Lack of communication skills including interviewing skills
- New hires tell Employers what they will work
- Resiliency in the workplace
- Skill Gaps – schools have changed their training criteria and students are no longer fully trained. When they are hired on, they have to be retrained.
- How can Employers set people up for success?

ACTION PLAN

Speak to the individuals mentioned above regarding joining the committee. Send new names or agencies to Holly (holly.espenhover@unitypoint.org) and Linda (linda.rouse@iwd.iowa.gov).

Linda will work on creating an email that has the bullet points of what the goal of the Committee is.

Meetings will be held on the 2nd Friday of each month at this time. Next meeting will take place on 4/12/2024 at 8:30 am, tentatively scheduled. A survey will be sent out to ALL employers due to some not being able to attend on Fridays, once this is done, meeting day/time may change to accommodate needs.

Link to the Iowa Plains Local Workforce Development Area website:

<https://www.iowawdb.gov/iowa-plains/home>