



Industry Workforce Committee Meeting

July 26, 2018

8:30 A.M. – 10:00 A.M.– CSB Boardroom

(Teleconference 321-394-0707)

Attendees:

Susan Glasgow (Chair), Kristin Bakke, Daryl Bishop, Colleen Browne, Lloyd Gregg, Elizabeth Huy, Jennifer Kenny, Traci Klinkbeil, Linda Miedema, D. Travis Proctor, Terry Schrumph, Julie Song

Agenda

Page No.

Call to Order

Susan Glasgow

Introductions

Public Comment

Action Items

Approval of Industry Workforce Committee Minutes for April 26, 2018

Susan Glasgow

1-3

Discussion/Presentations/Information Items

Goal: Identify Current and Future Workforce Needs of the Business

Community and Create Solutions to Meet Their Needs

- Objective 1: Implement Sector Strategies in Key Industry Sectors
 - Outcomes in the Manufacturing Sector
 - AIM Grant Outcomes and Sustainability Presentation
 - Outcomes in the HealthCare Sector
 - Training Partner Presentation
 - Healthcare Sector Strategy Grant
 - Outcomes in the IT Sector
 - APG IT Sector Strategy Update
- Objective: 2 Support Additional Key Industries Through Sector Work
 - Outcomes in the Aerospace/Aviation Sector
 - Outcomes in Other Sectors
 - Engineering Talent & Healthcare Talent Attraction and Recruitment Campaign and Website Landing Page
 - Soft Skills Training Grant Updates
 - EFSC Industry Advisory Councils
 - Regional Apprenticeship Activities

Judy Blanchard

4

Megan Cochran

5 - 6

Judy Blanchard

7 - 8

9 - 10

Denise Biondi

Foy Staley

11 - 12

Judy Blanchard

Judy Blanchard

•Objective 3: Develop and Implement Overall Initiatives in Sector Strategies		
○ Create More Visible, Accurate and Timely Reporting of Data		13
○ Educate the Brevard Community of CSB Services and Sector/Industry Initiatives		
▪ Legislative Workshop	Judy Blanchard	14 - 15
○ Conduct Outreach to Business Associations on Sector Strategies	Denise Biondi	
Industry Relations PY 17-18 Performance Infographic	Judy Blanchard	16
Community Impact Report PY 17-18 – Handout at Meeting	Marci Murphy	
Attendance Roster		17
Adjourn	Susan Glasgow	

Pursuant to the provisions of the Americans with Disabilities Act, any person requiring special accommodations to participate in this meeting is asked to advise CareerSource Brevard at least 48 hours prior to the meeting by contacting Lyn Sevin at (321) 394-0507. Persons who are hearing or speech impaired can contact Lyn Sevin through the Florida Relay Service by dialing 7-1-1

Upcoming Meetings

August 2018

6th Governance/Finance Committee-3:00pm
6th Executive Committee-4:00pm
16th Board of Directors-8:00am

September 2018

13th Career Center Committee-8:30am

October 2018

18th Industry Workforce Committee-8:30am

November 2018

5th Governance/Finance Committee-3:00pm
5th Executive Committee-4:00pm
15th Board of Directors-8:00am

December 2018

6th Career Center Committee-8:30am

January 2019

17th Industry Workforce Committee-8:30am

February 2019

4th Governance/Finance Committee-3:00pm
4th Executive Committee-4:00pm
14th Board of Directors-8:00am

March 2019

14th Career Center Committee-8:30am

April 2019

25th Industry Workforce Committee-8:30am

May 2019

6th Governance/Finance Committee-3:00pm
6th Executive Committee-4:00pm
16th Board of Directors-8:00am

June 2019

13th Career Center Committee-8:30am

CareerSource Brevard
Industry Workforce Committee
April 26, 2018

Minutes

Members in Attendance: Susie Glasgow (Chair) (via teleconference), Colleen Brown, Traci Klinkbeil (via teleconference), Linda Miedema, Travis Proctor.

Members Absent: Kristin Bakke, Daryl Bishop, Elizabeth Huy, Jennifer Kenny, Terry Schruppf, Julie Song.

Staff in Attendance: Denise Biondi, Judy Blanchard, Wendi Jo Bost, Megan Cochran, Caroline Joseph-Paul (C2), Jennifer Lasser, Don Lusk, Marci Murphy, Ramsey Olivarez (C2), Lyn Sevin, Foy Staley, Gary Sulski.

Guests in Attendance: Susan Harwood (EDC).

Call to Order:

Susie Glasgow (Chair) called the meeting to order at 8:33am at CareerSource Brevard (CSB). Introductions were made.

Public Comment:

There was no public comment.

Action Items:

Approval of Workforce Operations Committee Minutes of January 25, 2018

Motion to approve the Minutes from the January 25, 2018 meeting was made by Travis Proctor. Colleen Browne seconded the motion. The motion passed unanimously.

Discussion/Presentations/Information Items:

Objective 1: Implement Sector Strategies in Key Industry Sectors

Manufacturing Sector Presentation

Staff shared a presentation on the outcomes in the manufacturing sector. The Eastern Florida State College Manufacturing Advisory Council and the Manufacturing Association of the Space Coast (MASC) initiatives were also reviewed. In response to the question “how can we best communicate with manufacturers on relevant skills and training issues as this grant draws to an end in June?” concern was expressed about losing momentum once the grant ends. It was suggested that the manufacturing community may be able to partially fund a staff person. Having manufacturers pay dues to MASC was one suggestion along with a survey to the manufacturing industry for additional ideas.

Healthcare Sector Presentation

Staff shared a presentation on the Nursing Career Pathways Training Grant and reviewed ongoing events and SMART goals. Staff also reviewed CSB’s website page for Healthcare. In response to the question “can you recommend organizations or partners we can reach out to for

help identifying potential candidates” Linda Miedema said that ESFC does specialist CNA training for caregivers and hospital volunteers. She suggested placing flyers in hospitals. Travis Proctor suggested connecting with organizations that help women in transition.

IT Sector Presentation

Staff shared a presentation on the Information Technology (IT) Consortium kick-off event held in February and reviewed the ongoing plans. Members were asked if they knew of an IT company or a large organization with an IT department that CSB could reach out to.

Objective 2: Support Additional Key Industries through Sector Work

Aerospace/Aviation

The implementation and outcomes in the aerospace and aviation sector were reviewed.

Talent Attraction and Recruitment Campaigns

A presentation was given on the engineering talent and healthcare talent recruitment campaigns along with the associated websites and targeted email campaigns.

Soft Skills Training

An overview of the one-year soft skills training pilot program which is focused on competency-based credentialed training was presented. Staff asked for ideas on making employers aware of the program and identifying organizations that would be interested in learning about the program.

EFSC Industry Advisory Councils

Staff gave an update on the facilitation of the EFSC advisory councils.

Pre-Apprenticeship Partnership with Brevard Adult Education

Staff reviewed the Pre-Apprenticeship Partnership with Brevard Adult Education with the goal of developing qualified applicants for local Registered Apprenticeship programs.

Objective 3: Develop and Implement Overall Initiatives in Sector Strategies

Data Reporting

Staff discussed future planning for the creation of a data portal to produce more accurate and timely data.

Key Industries

Staff presented data containing the history and trends of employment growth by industry from 2014 through 2018. The recommended key industries reviewed were manufacturing/aviation/aerospace, information technology, healthcare, logistics/transportation/distribution, construction, and leisure/hospitality. Motion to approve staff recommendation of the Key Industries for PY 2018-2019 be included on the consent agenda of the next Board of Directors meeting made by Travis Proctor. Colleen Browne seconded the motion and it passed unanimously.

Educate/Recruit Critical Partners for Sector Strategies

Staff expressed the need for new Board Members as Joe Mayer had declined the invitation to join the board due to commitment issues. Two more candidates are under consideration to fill

two open business seats and the board is currently recruiting for two vacant labor seats. Staff also reviewed the upcoming Workshop geared towards elected officials and their staff.

Outreach on Sector Strategies

An update was provide on Sector Strategy Outreach.

Adjourn:

There being no further discussion or business, Susan Glasgow adjourned the meeting at 9:55am.

Respectfully submitted,

Reviewed by,

(signature on file)

Lyn Sevin

4/30/2018

Date

(signature on file)

Susan Glasgow, Chair

4/30/2018

Date

Industry Workforce Committee			
Goal: Identify current and future workforce needs of the business community and create solutions to meet their needs.			
Objective 1: Implement Sector Strategies in Key Industry Sectors			
Strategies	Actions	Timeframes	Status
Effective implementation and outcomes in the Manufacturing Sector	Marketing campaign around the value of the trades industry so that more career seekers will consider this as a viable career pathway	Ongoing	<ul style="list-style-type: none"> • Career Pathways for top Mfg. occupations have been developed and provided to staff for recruiting jobseekers into training opportunities and added to CSB website. • CSB held a Mfg. Career Exploration Workshop on June 28th. This successful event was attended by 14 jobseekers who were able to hear directly from a panel of 3 employers and 2 training partners the opportunities and skills needed in manufacturing and the training programs available.
	Develop and implement a plan to sustain the Manufacturing Sector Strategy	Ongoing	<ul style="list-style-type: none"> • AIM Grant Outcomes & Sustainability Presentation
Effective implementation and outcomes in the Healthcare Sector	Develop and implement a plan to sustain the Healthcare Sector Strategy	Ongoing	<p>The next Brevard Healthcare Workforce Consortium meeting is scheduled for August 28, 2018.</p> <p>Committee Meetings:</p> <ul style="list-style-type: none"> • Soft Skills: 4/25/18, 6/13/18, next meeting is 8/2/18 • Education/Training/Technology: 4/17/18, 6/6/18, next meeting is 7/25/18 • Staffing: 4/20/18, 6/6/18, next meeting is 7/25/18 <p>Outreach Plans to support the Healthcare Sector Strategy and Nursing grants</p> <ul style="list-style-type: none"> • METCA recruitment fair August 9 • 9/19/18 Healthcare Job/Career Fair • 9/22/18 Alzheimer's Walk <p>Nursing Grant Training Partner Presentation</p> <p>Healthcare Sector Strategy Grant Update – See Information Brief</p>
Effective implementation and outcomes in the IT Sector	Develop and implement a plan to sustain the IT Sector Strategy	Ongoing	<ul style="list-style-type: none"> • APG IT Sector Strategy Update – See Information Brief

Information Brief

Healthcare Sector Strategy Grant

Background

CareerSource Brevard was awarded grant funding for a staff position to support the Healthcare Sector Strategy. SMART goals were established for performance metrics. Listed below are the goals and results through June 30, 2018. The goals were met and the grant was extended through September 30, 2019.

SMART Goals 2017-2018

A 5% aggregate increase in enrollment in Consortium Partner CNA/Patient Care Assistant Programs (must be CSB Approved Vendor Programs to be counted), Practical Nursing Programs, Dental Assisting Program, Respiratory Care Therapist Program and Surgical Technician Program by June 30, 2018.

Efforts made by CSB to achieve goals for quarter 8:

- Career Counselors helped candidates with TABE remediation and wrote 11 scholarships for Nursing Assistant training for classes held between April and June of 2018 (a total of 18 year to date).
- A waiver process was created to mitigate TABE scores from preventing otherwise suitable and eligible Nursing Assistant candidates from moving into training if their scores were close to meeting the requirement after remediation and three test attempts.

Collaborative efforts made by Consortium members:

- A Healthcare Career Exploration event was held at the Titusville CareerSource Brevard location in partnership with training providers and consortium employer partners. 14 career seekers attended and 6 are pursuing Nursing Assistant or Practical Nursing training scholarships.

SMART Goals Final Results:

CSB and Healthcare Sector members increased enrollments by 6%, exceeding their goal of an aggregate 5% capacity increase.

New Grant Goals through September 30, 2019:

New performance metrics have been established around CSB training scholarships instead of training vendor class enrollments as CSB has more control over scholarships offered. The goal will be an increase in the number of scholarships offered over last year's numbers, for a total of 54 CSB Scholarships, a 31.7% aggregate increase. Training scholarships will be written for Medical Assistant, Nursing Assistant/Patient Care Assistant, and Practical Nursing during this time frame, with the performance outcome to be measured in the final quarter. Listed below is the breakout of these outcomes.

Training Program	CSB PY 17-18 Scholarships	% Increase 7/1/18 – 9/30/19 Quarters 9-13	Total Scholarships 7/1/18 – 9/30/19 Quarters 9-13	CareerSource Brevard Potential Investment
Medical Assistant	0	400%	4	\$28,000
Nursing Assistant (CNA or PCA)	11	36%	15	\$22,500
Practical Nursing (LPN)	30	16.6%	35	\$297,500
Aggregate Total	41	31.7%	54	\$348,000

Information Brief

APG IT Sector Strategy Update

Background

One of the deliverables for The America's Promise Grant (APG) is, in partnership with Local Employers to understand the training needs necessary for their successful hires, identify a training partner, create a workforce partnership among cohorts and create increased opportunities to get career seekers gainful employment. In the four years, 200 participants must be identified, vetted, groomed and placed in job openings, using the APG.

At the onset, several dozen IT Industry and Educational partners were selected to represent our IT core. Besides committing IT job opening projections in support of the APG funding, they additionally identified the IT Workforce Challenges and establishing a region wide IT consortium.

In partnership with four area Chambers of Commerce, the Economic Development Commission of Space Coast, the Florida High Tech Corridor, the local press, The Brevard School District and others, details of the APG went out to the community.

Results

The initial February APG Consortium attended by over 50, garnered over 200 workforce challenge items. At an April follow-up consortium attended by 40 partners we further narrowed these findings and two committees were formed related to either Staffing or Education/Training. 19 attendees made commitments to continue collaboration in an effort to come up with solutions that seek an end to these workforce challenges. August meetings are planned for these two groups to meet and layout their plan of action. These open discussions always include our IT industry partners, academia (K-12 and post-secondary institutions) and government. Additional outcomes include:

- The Economic Development Commission of Space Coast's partnership with CSB will include a deeper joint effort to illustrate the benefits of moving or growing IT companies in this area. Creation of a more robust web presence in the IT industry and a link to the CareerSource Brevard website will serve to demonstrate our deeper knowledge of the IT industry and our prowess in this sector.
- Chambers are incorporating speakers from CSB to share our services and the APG training, into their regular membership gatherings.
- Ongoing consultation with our Career Counselors to improve APG participant selection and job placement outcomes.
- Engagement with National IT/Cybersecurity association and their local chapters to uncover additional IT certifications and occupations for the grant as well as partnership opportunities for CSB at a deeper level. This includes for example a request to co-host a Security career fair, including Continuing Education Credit lectures with national speakers and a hiring event.
- Discovery of additional certification needs like the Department of Defense's recent 8570 Cybersecurity requirements, were gleaned from and gave us a foray into our larger multinational IT employers. This served to balance our efforts with not just the small to medium IT companies.
- APG partners have agreed to share their experiences and knowledge of the IT occupations/industry. They continue to step forward for our virtual and live IT Career Exploration Workshops targeted towards our eligible candidates. We have had several to date, with attendances averaging around 40 per CSB Center.

Moving into our second year we are ramping up efforts to fine tune our processes, become knowledge experts in the Information Technology industry and create a more employable workforce.

Objective 2: Support Additional Key Industries through Sector Work			
Strategies	Actions	Timeframes	Status
Effective implementation and outcomes in the Aerospace and Aviation Sector		Ongoing	<ul style="list-style-type: none"> Industry Relations staff is currently working with CareerSource Florida for preliminary review and analysis of the feasibility to replicate a very successful California aerospace pre-apprenticeship program, Aero-Flex, an innovative employer-designed Workforce Development Pipeline Program. Concept presentations have been presented to Northrop Grumman and Lockheed with favorable results. Next steps include review of required funding, training partner support, industry commitment and grant opportunities for implementation. Industry Relations management is currently interviewing for an Aerospace/Aviation Business Liaison to join the team.
Effective implementation and outcomes in other Sectors	Engineering Talent Recruitment Campaign	Ongoing	<ul style="list-style-type: none"> CSB recruiter is currently working with five professionals who responded to the outreach campaign. The paid advertising portion of this multimedia campaign is done. However, the campaign tools continue to be very effectively leveraged, organically, to reach local/regional engineering talent. Reported outcomes include: Collected 105 leads that included a higher rate of experienced engineers potentially DOD cleared. The 77% email open rate far exceeding the industry (govt. services) 23% average. Google Search provided a significantly better conversion rate as did the routine recalibrating of the campaign by auditing analytics.
	Healthcare Talent Recruitment Campaign	Ongoing	<ul style="list-style-type: none"> CSB recruiter is working with health care professionals who responded to the outreach campaign. The paid advertising portion of this multimedia campaign is done. However, the campaign tools continue to be very effectively leveraged, organically, to reach local/regional engineer talent. Reported outcomes include: Collected 220 leads. The 67% email open rate far

			<p>exceeding the industry (govt. services) 23% average. Google Search provided a significantly better conversion rate as did the routine recalibrating of the campaign by auditing analytics. If we choose to keep this campaign going forward, we would remove LinkedIn and add Facebook.</p>
	Soft Skills Training Initiative	Ongoing	Soft Skills Training Grant Updates – See Discussion Brief
	EFSC Advisory Councils	Ongoing	<p>Due to budget constraints, EFSC has canceled CSB’s contract to facilitate their Advisory Councils. CSB will continue to actively participate in meetings, identify industry partners for participation, host meetings when asked and support Council efforts. This contract yielded <u>\$186,400</u> in funds and we facilitated <u>65</u> industry council meetings during the five year period.</p>
	Regional Apprenticeship Activities	Ongoing	<ul style="list-style-type: none"> • In partnership with Brevard Adult Ed, meetings continued to develop a Pre Apprenticeship for Brevard’s five skilled trades Registered Apprenticeships. Foundational skills curriculum has been developed and now with DOE for approval. • Sector Program Managers from Manufacturing and Healthcare were members of the Apprenticeship Catalyst Workgroup for Business Outreach and attended the Apprenticeship FLA Summit on June 19-20. • VP of Industry Relations will participate in State’s Adult Ed Innovations and Transformation Summit being held July 30th as a panelist on how local workforce boards can support (Pre) Apprenticeship opportunities. • Member of the FL RA Advisory Council developing RA Training Tool Kit for all 24 local region’s Business Services teams. Training modules are near completion and will also be incorporated into Florida’s Workforce Professional Tier 1 Certification & Training Course.

July 26, 2018

Discussion Brief

Soft Skills Grant Updates

Grant Amount Received: \$268,000

Background

Soon after the WIN soft skills training program began in April online, the blended instruction program (Essentials Soft Skills Training) was launched at all 3 Career Centers. By mid-April an outreach action plan to target career seekers was formed and put into place by Project Lead and C2 staff. Several locations were identified, including faith-based and veteran organizations, libraries, and Brevard Adult Education. Partnership with Adult Ed was established immediately, and at two locations informational presentations were conducted. Specific school faculty received online access to the WIN program to familiarize themselves with the program. Plans are set for August and September to follow up with the two locations and the other locations throughout Brevard when enrollment increases and school resumes after summer break. Throughout the last three months, the employer/employee 90 day evaluation/survey tools were revised with assistance from SHRM members, WIN partners, Healthcare Workforce Committee and C2 managerial staff. The purpose of these tools are to record the results of the impact of the soft skills training in the workforce.

Update of Soft Skills Training

- Recruiting and outreach efforts including, Job Fairs in Cocoa and the Radisson in May, provided more candidates to sign up for both on line and blended instruction.
- Kicking off June, the AARP-SCSEP was brought on board with the soft skills program and they are recruiting individuals to participate.
- Several locations accepted fliers and literature on the soft skills program including : Brevard Health Alliance, Eckerd's, Brevard Sharing Center and Easter Seals
- In June, evaluation tools (via Survey Monkey) have been finalized and will be implemented.

- By the end of June, the goal of 100 participants completing soft skills training & receiving their credentials were met. Currently over 150 are now complete with 169 enrolled- accomplished partly by influx of Hurricane grant participants and Healthcare Workforce individuals. (Blended and online training almost “even” participation.)
- Reselling of program to employers: Written agreement was revised as of mid-June to reflect CSB may resell the program to their business /employer partners at \$20 price per user for the life of the grant. If they are interested in adopting the program for their business, the business must purchase a minimum of 50 seats or more of the program. CSB will not ask for any commission on the proctored assessment and that will be handled by WIN.
- Making Essentials Training more dynamic-SHRM and employer guest spots during the classroom training portion here at CSB.
- Bringing Soft Skills to the Community: 3 Brevard Libraries, Soft Skills Information Sessions begins 7/23-7/24 with 7/30 & 7/31 follow up proctored assessments. Action plan to do again Aug/Sept.
- Veteran’s organization(s) is the next on agenda to provide soft skills training.

Discussion:

After reviewing the Soft Skills webpages, does the committee have any feedback or input for staff?

Objective 3: Develop and Implement Overall Initiatives in Sector Strategies			
Strategies	Actions	Timeframes	Status
Create more visible, accurate and timely data	Create a data portal that is viewable by different stakeholder groups	2019	Data Portal: Using Data for Consensus-Based Decision Making to Identify Target Industries <ul style="list-style-type: none"> No current updates
Educate and recruit critical partners for Sector Strategies	Educate the Brevard Community on CSB Services and Sector/Industry Initiatives	Ongoing	<ul style="list-style-type: none"> Legislative Workshop Outcomes – See Information Brief Recruitment of Lloyd Gregg, GM for ASRC, as a Board Member. Recruitment of Joe Angelastro, GM for WalMart Distribution Center in Cocoa as a Board Member. CSB President, Marci Murphy, and the VP of Industry Relations, met with BPS' new Superintendent, Mark Mullins, to review the services, programs, and sector initiatives CSB has to offer and his role as Board Member.
	Conduct outreach to key partners on sector strategies	Ongoing	<p>Outreach yielded:</p> <ul style="list-style-type: none"> Near completion of launching new outreach tools targeting/educating employers and jobseekers, internally and externally on the Soft Skills program. Shared tools with staff for cross promotion and to support multiple sector /hidden talent needs. Tools included: Web pages, ad specialties, flyers, brochure skeets, e-media direct mails campaign, b to b ad campaign, social media campaign, event displays. Ongoing content updates to the “Trending In Brevard” section of the CSB website include current events and news stories relating to: Healthcare, MFG, IT and Aerospace sectors. Ongoing: e-media, social media, sponsorship & event support for all Sector Strategies, their consortium meetings, and program offerings. Producing Manufacturing sector pocket cards for quick sharing of what this effort is all about to employers and partners.



July 26, 2018

Information Brief

Legislative Workshop

Background

CareerSource Brevard (CSB) hosted a Legislative Workshop on May 2, 2018 with the goal of developing a plan to cultivate stronger relationships with Elected Officials.

Results

The workshop was designed to provide participants with information on the services and programs CSB offers to employers and jobseekers along with highlighting the current initiatives underway that support the workforce system and ensures the economic prosperity of Brevard County.

The Workshop was held at the Rockledge Offices (boardroom) on May 2nd. Participants enjoyed breakfast and networking prior to the formal program. Staff gave presentations that focused on outlining the importance of our programs and services and gave participants a direct POC (Point of Contact) to help guide their constituents to needed workforce services.

A panel of jobseekers and employers presented on their personal success stories and how their working relationships with CSB has benefited their businesses. A guided tour of the Rockledge Career Center was given and a folder of resource materials were distributed.

The following offices were represented:

Brevard County

Space Florida

Congressman Posey's Office

Senator Dorothy Hukill's Office

Senator Debbie Mayfield's Office

Representative Randy Fine's Office

County Commissioner Kristine Isnardi & Staff

Evaluations from the workshop were very positive. Some comments received were:

“Very thorough explanation of all your services! Keep up the great work!”

“It was great! We appreciate you putting this learning opportunity together”

“Great Workshop. I’m glad I attended”

“Thank you for the information. I was not aware of the mix of services you have to offer. We will be following up with you in the future.”

List of Topics of interest for future Workshops:

Job Training Opportunities

Pre-employment testing

Recruitment

Quick navigation training of your website for constituent purposes

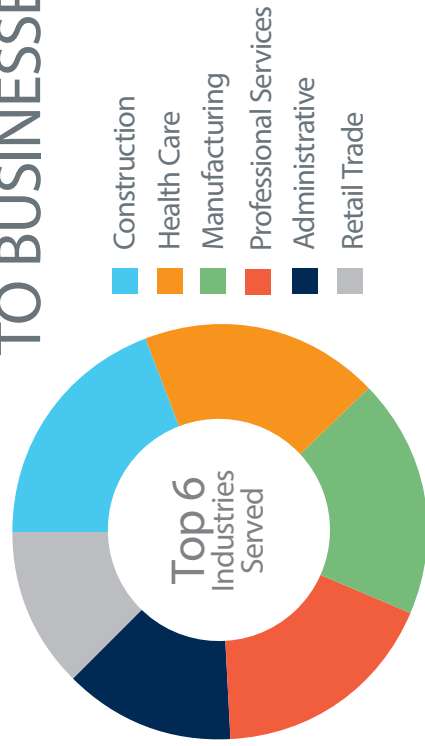
How to address challenges such as the aging workforce and how to communicate that to the community.

MEASURING SUCCESS

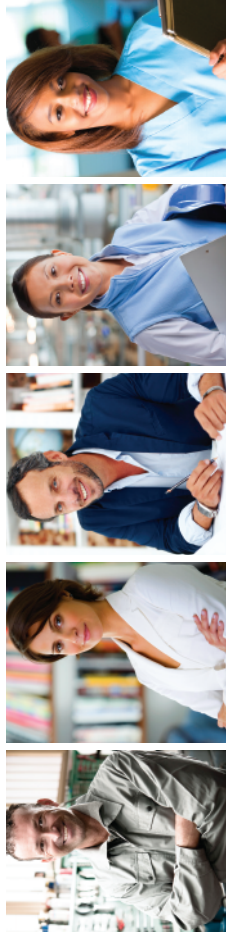


2,004
BUSINESSES SERVED

88,132
SERVICES PROVIDED
TO BUSINESSES



WORKING FOR BREVARD



8,490
PEOPLE
PLACED IN
JOBS



UNEMPLOYMENT RATE

3.4%
BREVARD'S
UNEMPLOYMENT RATE
AS OF 7/1/2018



ON-THE-JOB TRAINING

55 OJTs
CREATED
FOR
28 BREVARD
BUSINESSES
WITH
\$330,353.07
IN OJT CONTRACTS WRITTEN

RECRUITING EVENTS/ JOB FAIRS

261 Recruiting
Events and
Job Fairs
4,342 JOB
SEEKERS
ATTENDED
FOR 152 UNIQUE
EMPLOYERS

VETERANS SERVED

3,304 VETS
48,298 Personalized
Services
Received
904 VETERANS EMPLOYED



INDUSTRY WORKFORCE COMMITTEE (IWC)

ATTENDANCE RECORD

PY 2017-2018	AUG	OCT	JAN	APR
Bakke, Kristin	A	P	A	A
Bishop, Daryl	P	P	A	A
Blackburn, Desmond	A	A	A	A
Browne, Colleen	P	P	P	P
Glasgow, Susie	P	P	P	P
Huy, Elizabeth	P	P	P	A
Kenny, Jennifer	P	P	A	A
Klinkbeil, Traci	P	P	P	P
Miedema, Linda	P	P	P	P
Proctor, D. Travis	P	A	P	P
Schrump, Terry	P	A	A	A
Song, Julie	P	P	P	A