



Meeting Minutes

November 7, 2018 – First Citizens National Bank

Members in attendance:

Steve Seitz – Wyandot County Commissioner

Vickie Underwood – Wyandot Memorial Hospital

Bonnie Shaw - First Citizens National Bank

Tami Galloway – Marion Technical College

Kyle McColly – Wyandot Solid Waste District

Frank Gibson - Facilitator

Laurie Vent - Upper Sandusky Schools

Leanna Barnes - Vaughn Industries

Greg Kimmel - Kimmel Corporation

Greg Moon – Wyandot Economic Development / Wyandot Chamber of Commerce

Jason Eibling – Mid-American Therapy / Wyandot Chamber of Commerce

Kathy Grasz – Wyandot Chamber of Commerce

Call to Order:

Jason Eibling called the meeting to order at 8:05 a.m.

Connections Banner:

Frank Gibson challenged members to consider all of the connections they had made spreading awareness of the Wyandot ETF, and to create a visual on paper provided on the table. The resulting visuals provided a representation of the reciprocal effect the Wyandot ETF is having within and around the county community.

Proposing a Vision Statement:

Frank also led a discussion to develop a vision statement. Members recorded their ideas on their provided paper, and then shared with the larger group. With limited time, it was decided that that WETF members would send their proposed vision statements to Greg Moon, and the steering committee would then compile the results into a few vision statement options. A vision statement would be finalized at the next meeting.

Sharing of Outside Information: Some WETF members recently attended workforce development conferences/seminars and reported back some of their main takeaways:

- Jason Eibling:
 - Jason and Frank Gibson attended the Ohio Manufacturers Association’s workforce seminar in Columbus.
 - Jason reported that many communities in Ohio has begun efforts similar to the WETF, and those organizations were implementing or working to expand both registered apprenticeship and pre-apprenticeship program offerings in their locality. These programs work to align current students and employees with the needs of employers.

1. Jason noted that 95% of employees who go through a registered apprenticeship remain with their employer for at least 5 years.
- Jason also mentioned a free online resource: SkillsCommons.org
 1. This free resource provides all types of workforce training materials for a vast array of industry sectors, and can be a huge benefit to employers and employees.
- Kathy Grasz:
 - Kathy attended a U.S. Chamber of Commerce workforce symposium that featured many major U.S. companies discussing their workforce initiatives.
 - One notable takeaway was a number of communities who implement a strategy called TPM, or Talent Pipeline Management. TPM involves communities planning and carrying out their strategy to improve the availability of labor needed in a community of varying geographic size.
 - The process follows six steps including:
 1. Collaborate
 2. Plan (by looking at the future market in your area)
 3. Communicate credential requirements
 4. Analyze talent flow (in and out of your community)
 5. Build the talent supply chain
 6. Continuous improvement of the plan

Themes - Action Teams Breakout:

WETF Members were broken into teams of 3 to begin creating goals, a means of measurement, and action items for each of the 4 primary theme areas of **Communication, Education, Attraction and Retention**.

- Teams took about 10 minutes developing these items for their theme area, and then shared their ideas with the group. The note sheets are attached hereto.
- These ideas will be further thought out at the next meeting and will be recorded in a formal WETF action plan covering all primary theme areas.

Next Meeting Scheduling:

With the holiday season approaching, the next meeting was scheduled for **Tuesday, January 8, 2019, 8:00 a.m.** at the First Citizens National Bank.

- The WETF steering committee will reconvene a few times before that meeting to make preparations, and to move some action items forward such as the online Wyandot HR Network (Facebook).

Meeting Adjourned