

Present: Matt Alves, Steve Beebe, Jill Bland, Dave Campbell, Claire Eager, Mary Gustas, Luke Kujacznski, Becky Lussier-Tardy, Ron Plaisier, Shawn Premer, Beth Washington, Ann Woolley

Absent: Dave Felicijan, Scott Headley, Houssam Toutanji

KVCC: Craig Jbara, Rachel Bair, Vivien McCurdy, Patricia Schroeder, Darcy Soule

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1. Acceptance of Agenda
    - a. The agenda was accepted as written.
  2. Approval of Minutes
    - a. The Minutes of the July 7, 2017 meeting were approved as written.
  3. Member Transition
    - a. Claire Eager was presented with a plaque of appreciation for her support and contribution as a board member over her six year tenure. She will be missed.
    - b. ***Please suggest any nominations for membership addition that will increase the breadth and expertise of the board.***
    - c. Darcy was also recognized for her support as she leaves KVCC for other opportunities.
  4. Brief Program Updates
    - a. Craig Jbara presented program updates (in Elizabeth Bernhard and Tom Sutton's absence):
      - i. *Career and Continuing Education*
        1. Momentum / Production Tech Graduation is October 12th @6pm Trenches Community Church. Participation includes representation from both the Edison and Northside neighborhoods
        2. A KVCC Momentum / Warehouse Management and Inventory Control program, in partnership with Urban Alliance and WMU's Bronco Force will launch on December 4 at the new Urban Alliance Technical Center
        3. Work is starting on a Production Technician Academy for Syrian Refugees, in partnership with Michigan Works!Southwest, Bethany and Samaritas with funding from the Kalamazoo Community Foundation. Anticipated launch is January 2018
        4. Successful Life Enrichment programs include Zumba, Aqua Zumba and 2D Animation (for ages 12 to 17).
      - ii. Technical Training Services
        1. Ben Ash is completing the CNC Operator Program material to support client's request for it to be delivered as custom training ...



- target date is February 2018
2. Josh O'Keefe continues progress to bring a nationally accredited fiber optics course series to the Groves ... Instructors (including Josh) have been identified ... most of the equipment was purchased through the CCSTEF grant ... target date is Q2 2018
  3. National Safety and Training standards are now in place for the telecom industry ... 25% of all telecom technicians will have to be certified by 7/1/2018 ... 50 % by 7/1/2019 ... only 138 have taken the practical exam to-date ... we will be one of 12 testing locations throughout the US to offer the practical exams once our staff and site have completed the necessary certification ... we will begin issuing practical exams in January 2018
  4. Currently pursuing a WTTA instructor to fill a vacated position.
- b. Patricia Schroeder reported the following corporate training updates
- i. Skilled Trades Training Fund (STTF Grant)
    1. \$27.6 million dollars available to meet technical training needs via a competitive application process
    2. Applications and Training plans due to the state by October 6, 2017
    3. Awards to be announced the week of Thanksgiving 2017
  - ii. Michigan Community Health Worker Association (MiCHWA)
    1. 126 hour program to prepare community health workers to provide in home care and follow-up for patients
    2. Program started on October 2<sup>nd</sup> and will conclude on November 13
    3. 4 organizations enrolled a total of 15 participants in this first offering
  - iii. Kalamazoo Promise
    1. Corporate Training is exploring the expansion of Kalamazoo Promise funding to the Non-Credit Technical and Soft skills Certificate Training Programs.
    2. The Promise funds are available for 10 years after graduation from Kalamazoo Public Schools
  - iv. Free Lean Workflow Improvement Seminar
    1. November 2, 2017; 1:30-3:30pm
  - v. Understand the Lean Process to simplify, standardize and improve the workflow
- c. Vivien McCurdy provided updates related to Food Safety & Nutrition
- i. Working with the Michigan Food Safety Workgroup to help growers and buyers understand their roles and responsibilities on food safety compliance issues
  - ii. Partnering with the Kalamazoo County Health Department, a Kalamazoo Childhood Obesity discussion was kicked off on September 29th. It was a great success and more community-wide discussions / collaboration opportunities will be pursued.
- d. Board Discussion / Industry Needs / Ideas
- i. Continued discussion on the possible growth of companies in the medical marijuana industry. Skills required are similar to the Greenhouse Technician Academy being explored at the FIC.

- ii. Severe teacher shortage is becoming a major problem. Numbers are also down in universities - particularly in non-elementary education majors. More discussion needs to occur to identify ways KVCC could help address this issue.
  - iii. Shortages also being experienced in child development centers. Potential certification program, Child Development Assistant, could be an opportunity for an academy.
  - iv. Entry level manufacturing openings exist but they have difficulty attracting interest. A recent career fair at Schupan & Sons drew 63 attendees but only 3 offers. Ideas to increase interest include "special interest days", restarting a marketing campaign, increasing internship opportunities. It was also noted that employer response to this year's Career Quest is down from the same time last year.
  - v. Part-time shifts were discussed as a way to increase interest in entry level positions while accommodating life situations.
  - vi. Another suggestion is to target marketing/recruitment at the workforce that has been "early retired" ... typically these are middle level employees within the 45 - 60 age range and anxious to get back in the game.
  - vii. Key to peaking interest in the marginalized population include gaining a better understanding and adapting the work environment to attract and retain the population impacted by generational and social circumstances. For example, ways to build trust to those that, possibly, have never had anyone trust or empower them. Hope and belief are low. We need to meet these candidates "where they are."
  - viii. A novel approach to recruitment could be establishing a consortium among companies to guide employee rotation. It is recognized that employees tend to "jump ship" quickly for slight pay increase or change in scenery. Could this consortium develop a collaboration to jointly plan to provide employees with a variety of opportunities for a period of time before settling into longer-term employment?
5. Rachel Bair provided a narrated tour of the Food Innovation Center to highlight educational, business and community programs that link and augment other initiatives within KVCC and, specifically, Strategic Business and Community Development.

**Next Meeting: Friday January 12, 2018, 7:30 – 9:00 a.m.**

**Kalamazoo Valley Groves Campus**

**7107 Elm Valley Drive**

**Kalamazoo MI 49009**

