

# **SALT LAKE & TOOELE EMPLOYER COMMITTEE MEETING**

**Wednesday, December 2, 2009**

**Kelly Services**

**181 E. 5600 S., SLC UT 84107**

**Attendees:** Debbie Pazos, Roberta Williams, Julia Bench, Paul Ledesma, Amy Davis, Christine Kronkow, David Heier, Jared Smith, Donna Gonzalez, Jennifer Bastian, Tracy Taggart, Sean Morris, Jill Boyle, Kim Lam, Vicki Giesler, Tala Lakin, Faye Martell, and Laurel Morris.

**Excused:** Craig Sandberg, Anne Marie Wood, Joe Tate, Sarah Gloyn, Brent Anderson, Jeff Erickson, and Laurie Adair.

Paul welcomed everyone and thanked Debbie Pazos for hosting the meeting.

**Gary Newren, DWS, Program Specialist, State Refugee Services Office and Maggie Boehly, Asian Association, Employment Specialist** presented an overview on the Refugees in Utah and the available services provided. There are approximately 25,000 refugees settled in Utah with approximately 50 different languages. Many refugees do speak English when they arrive in the U.S. and English classes are made available to those whom are in need. Refugees are considered to be the New American Workforce in America.

Discussion on the many advantages in hiring Refugees was provided. Employers are eligible for tax incentives and assistance from the resettlement agencies to assist them with any barriers that may occur. DWS has also partnered with the Salt Lake Community College to provide training to prepare Refugees for the workforce if needed. Refugees are fully authorized to begin working in the U.S. immediately upon arrival. Refugees are also known to be very dependable, hard working, and knowledgeable.

**Jill Boyle with Intermountain Healthcare** was our company spotlight for the month. Intermountain Healthcare is an organization driven by a mission of excellence in the provision of healthcare. There are 23 hospitals and over 150 clinics in Utah and Southern Idaho. They have approximately 3200 employees. Jill provided some brief history on the origination of Intermountain Healthcare. In 1975, the LDS Church donated 15 hospitals for Intermountain to administer. Scott Baker, Salt Lake native was chosen to be their first president.

In closing, Paul Ledesma addressed the discussion on the re-election of the Chair and Vice President for the upcoming New Year. It was suggested that any volunteers and voting will take place via email. Paul briefly reviewed the minutes from the retreat and the future of the committee. Discussion on the value and suggestions of future meetings was addressed. The Networking and Educational component of the committee seem to be the priority request. Everyone agreed that the ongoing Economic Outlook is always beneficial. Tracy Taggart mentioned he would like to see a discussion on what best practices are working for employers regarding on-boarding success. Another suggestion was a possible site visit to the Humanitarian Center to help educate employers on the activities taking place with training individuals.

Tracy Taggart offered to host our next meeting at 12300 S. 900 E., in Draper. Tracy Taggart and Jill Boyle will provide a presentation on their recruiting process and candidate flow along with retention techniques that are working.

Laurel ended the meeting with a special thanks to Paul Ledesma for being our Chair for the year 2009 with a “manly” gift basket.

**The next meeting will be February 3rd at Zions Bank in Draper.**