

**Mountainland Regional Council  
August 27 2009  
Utah National Guard Headquarters  
12953 Minuteman Drive  
Draper UT**

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**PRESENT:**

Brad Whittaker, CEDO  
Brent Platt, DCFS  
Brian Wayment, United Way/Utah County  
Britt Mathwich, Homestead Resort  
Clay Christensen, MATC  
Dave Cook, Clyde Companies  
Debbie Fotheringham, DWS  
Deborah Van Leeuwen, Wasatch County Federation  
Gifford Briggs, Big-D Construction  
Jared Ferguson, Provo School District  
Jeff Lindstrom, Iggy's Sports Grill  
Julie Lay, DWS  
Julie Mohr, Childcare Resource & Referral  
Karlyn Norton, Xactware  
Kip Bromley, Alpine Adult Ed.  
Major Gerald White, National Guard  
Marlene Pelham, NuSkin  
Paul Kennard, Wasatch County Economic Dev.  
Ralph Clegg, Utah County Health  
Sam Jarman, Alpine School District  
Sharon Anderson, State office of Rehab.  
Shelly Ivie, DWS  
Susan Thackeray, Utah Valley University  
Tim Dahlin, Park City Christian Center  
Todd Herbert, Todd's CDL

**GUESTS:**

Al Yardley, DWS  
Bart Davis, National Guard  
Kim Watts, National Guard

**EXCUSED:**

Bill Hulterstrom, United Way/Utah County  
Brian Christensen, Utah School Employees Assoc.  
Darren Johnson, State Office of Rehab.  
Gary Anderson, Utah County Commission  
Kendall Crittenden, Wasatch County Council  
Pam Niece/Gina Olson, Intermountain Healthcare  
Rickie Bryan, AFL/CIO  
Todd Harris, NuSkin

**ABSENT:**

Gary Ashby, GHA  
Lacey Cherrington, Checknet  
Myla Dutton, Community Action

**WELCOME – Todd**

Thanks for attending and traveling to the National Guard headquarters. Thank you to Major Gerald White for hosting our meeting today.

Gifford Briggs from Big-D Construction has agreed to serve as vice chair of the council. Todd entertained a motion for approval. Karlyn moved for approval. Clay seconded the motion. The motion carried.

**APPROVAL OF MINUTES – Todd** entertained a motion for approval of the minutes. Brad moved for approval. Jeff seconded. The motion carried.

**GRANT APPROVAL UPDATE – Shelly**

Some of you aware ARRA (stimulus) dollars bringing grant opportunities in state. DWS has been trying to look at grant opportunities from DOL and pulling individuals in to form a consortium to pursue grants. Those grants have to do with continuing education, curriculum development, and developing workforce in area of green occupations. Council chairs have had conference calls discussing grants. Three grants are:

- 1) Transportation – train transportation engineers, bus drivers, TRAX engineers. There is new technology and in order for them to maintain viability as operator have to be educated and trained. Pursuing electrical journeymen education, renewable energy working on turbines to train 100 people in state. There is \$5 million for 5 states = Nebraska, Wyoming, Nevada and South Dakota. Energy field, turbine certification, wind turbine erection. Targeting new hires and incumbent workers. Grant focused mainly on transportation along the Wasatch Front. The chair of the Western Council asked for consideration for transportation needs in rural Utah. State will check into this. This week saw additional grant opportunities in healthcare and education. Will keep you updated on grant process.
- 2) Energy Training Partnership – Several electrical unions have formed a partnership to apply for grant. Intent is to get new and incumbent workers trained in wind, solar, and energy management in Utah with regards to transmission lines.
- 3) Ironworker’s National Training Fund – Training of new and incumbent workers for erection of wind turbines, tower climbing, high angle rescue, mechanical and hydraulic wrench torque certification.

**EXECUTIVE COMMITTEE UPDATE – Todd**

Finalized the letters to graduating students on employers’ expectations. Discussion about new hires needing time off at beginning of their employment. Should we add this bullet on the brochure regarding this? Applicant and employer should discuss the time off issue between them. Will not put in brochure. Idea of laminated wallet-sized cards to be provided to students as well if can feasibly find the proper plastic paper to print it on. Regional Youth Council will now finalize this process.

## **COUNCIL RECOGNITION - Todd**

Continuation from our last council meeting to recognize those members who have served for at least 4 hours consecutively on the council.

Karlyn Norton, since 2005

Marlene Pelham, since 2004 – Marlene is also resigning from the council as a full-time member due to her employment at NuSkin, but will attend in Todd Harris' absence.

Thanked her for her service.

Lacey Cherrington, since 2004

Sam Jarman, since 2004

Darren Johnson, since 2005

Brian Christensen, since 2005

Kendall Crittenden, since 2005

Brent Platt, since 2005

Julia Mohr, since 2004

## **MEMBER SPOTLIGHT – General Burton**

This National Guard building used to be ADDS that built adding machine. One of best buildings in country for the National Guard. Dual missions – federal mission wars on 4 continents. Soldiers went to Katrina and Mississippi to help in emergencies = important part of what we do. 7,000 guardsmen in Utah, majority Army. Fall under president but only when federalized in federal mission, usually just work under governor. 54% of entire force is made up of National Guard, which impacts employers. Located in about 23 locations in state, spread critical equipment and soldiers throughout state, can bring people in to help in areas not affected by emergency. Air Guard does air refueling in air, all over world. 19<sup>th</sup> Special Forces trains indigenous folks to fight in homelands to defend selves. 65<sup>th</sup> fire brigades, coordinates lethal and non-lethal combat. 97<sup>th</sup> Aviation, best known for black hawk helicopters. Civil support team, training with SL fire department. All full time. Prepared to respond to any incidence. 115<sup>th</sup> maneuver, engineers, search for mines. Only state in nation that has linguist brigade. 300<sup>th</sup> military intelligence brigade linguist used for interrogators and interpreters. 640<sup>th</sup> regiment training institute. Deployed guardsmen. 122 soldiers currently deployed. 65 airmen. Deployed since 9/11 have 5649 soldiers, 4289 airmen. Some of these guys have gone 3 times. Current mission overseas: offshore training in many countries with citizen soldiers.

Why would you want to hire a guardsman? They do ask for time off. Reason would want to hire is most are very mature, very committed, have real world experience, and have skills. Most have background check and many have security clearances that may aid in business. Currently have a partnership with nation of Morocco. Helps spread word by having involvement overseas.

Love being in guard, love camaraderie, makes strong bond. Question what is the educational requirement for guard? Officer needs a college degree, some fields have specific degrees, enlisted no requirement for college degree but push education. Put a lot of resources to get enlisted people college degrees. GEDs are ok for enlistment right now, but changes are coming. Many people are still joining and have now tightened

standards, fewer bonuses but still want to join. Some assignments are humanitarian such as building schools and medical clinics to do goodwill ambassador jobs for US.

Bart Davis has statement of support for posting in businesses. Email addresses will be collected if interested to keep posted on activities for National Guard and military.

Major Gerald White – units in every state are sent based on army test scores. Utah has requirement for higher score to do job. Why? Mississippi has infantry units. Utah has aviation, Special Forces, MI battalions, all major areas that require higher education. We require higher educated people. Once trained we push very hard for every soldier to go and get degree. Spent \$4.1 million educating Utah soldiers and airmen. What do you get in return? Very well educated soldier and educated citizen who now gives back to community because educated and get better jobs.

Reasons to hire vet: video

Major White asked that we share this message with others.

Kim Watts, employer support of guard committee for State of Utah. The Dept of Defense established in 1972 to create spirit of cooperation between employers and guardsmen. 50% of Guard makes up Army. Don't only serve National Guard, it serves all reserve components who have civilian employment. 48% of entire armed forces is found in guard and reserve. 3 main missions – employer outreach mission to contact employers of guardsmen and reservists to offer training for HR about what law requires for military mission. Free service. Brief each member of reserve component once a year to let them know responsibilities are to employers with regard to service and rights under Uniform Services Employment Act. Corp Ombudsmen to mediate difficulties between guardsmen when issues arise.

Facts and Figures = 160,000 veterans in Utah looking for employment. Military procures 400,000 new civilian workers annually. Long championed that the right thing to do is hire veteran. Veterans not looking for hand out, looking for hand up. Most of you have jobs because soldiers and airmen are fighting right now because of enemies trying to hurt country. If you have any opportunity to thank a vet, take it for keeping nation free.

Gerald White provided information on Work Opportunity Tax Credit (WOTC) for veterans. Tax credit if hiring veteran. If you have an opportunity share this information with others.

#### **YOUTH COUNCIL UPDATE – Jared**

Almost completed the fliers for students at risk of not graduating from high school and those who have dropped out. Will finalize these and distribute to students and counselors. Will share with group upon completion.

Continue to do education piece at each meeting, positive feedback based on sharing information and what each organization does. Work skills – piloted a class with MATC to teach critical work skills. Piloted class was very well received and interest from other

partners on class. DWS bought the curriculum and will offer to other agencies' customers.

**STATE OF THE REGION-** Shelly (handout)

This handout shows the number of Unemployment Insurance (UI) recipients by county for Jul 08 – Jul 09. Utah is still below national average, hovering around 6.2% currently. With economy stimulus money is flowing in. Received from DOL for training services and summer youth opportunities. Able to secure 114 slots to put summer youth ages 18-24 on worksite for the summer, been extended through end of March. No additional money but can now spend the money with additional timeframe.

Debbie Fotheringham stated that attended a part time UVU job fair today. It was extremely busy with different attendees - retirees, professionals, not just entry level. Utah has young workforce so employers are still contacting Utah for relocation opportunities.

Shelly reported State Council made push for money to support young parents for childcare while they were out looking for jobs. Finalized and utilized a lot according to Julia.

Stimulus money – approx \$600,000 for our region, totaling all together for adults, youth and dislocated worker, have \$1.3 million in region to serve education. Went out and talked to some of the financial aid offices about stimulus money and options for students to qualify for stimulus money. PEL grant changes through UI that won't look at income for last year to qualify for PEL grant. Seeing enrollments up, more people in centers needing support. Susan Thackeray stated that PEL grants will be continued through summer, which is a change.

Our Department is going through restructuring which we anticipate will save \$6 million. How do we interface with employers, public, partners? In process of going through research and focus groups to put together demand driven approach on what is our business (employment) and who is going to be supplier (employer). Are we meeting needs of employers? Need to be sure that employees have skills and education to be productive for employees. Looking at structure, changes, in how structure looks - hoping to see more interaction with Education, employers. Hoping to see more local autonomy to meet local needs better. Hoping to keep council structure to meet those needs and issues that are local driven.

How was stimulus list created? Worked in conjunction with DOL to identify what is considered green occupations or in demand in the future. Use stimulus dollars for these occupations. Can train for occupations not on list with separate money, but stimulus dollars need to be spent on this list.

**ROUND TABLE – Julie**

No October meeting was scheduled because of Council of Councils the same month. Because of departmental changes there will be no Council of Councils. Members agreed that we should not try to schedule an October.

Council will be sponsoring two events before the end of the year. Will need volunteers to help set up, greet, man registration tables, etc., at each event. Both events will be held at the Provo Employment Center, 1550 North Freedom Blvd., Provo, in the basement conference rooms.

**October 28, 9:00 – 12:00 Vendor Fair** – vendors who are on the stimulus list will be invited to have a booth and showcase their companies to DWS employment counselors, Rehabilitation employment counselors, and school guidance counselors.

**November 18, 9:00 – 11:00 Employer Seminar – Immigration Law and ICE** – Roger Tsai, Immigration Attorney, will present on new laws affecting immigration. He will bring a rep. from ICE with him for questions pertaining to immigration enforcement.

Julie will be contacting council members for opportunity to volunteer for either event.

**OTHER BUSINESS** - Paul Kennard reported there is a career open house for St. Regis hotel in Heber at UVU. Appreciated Tom Anderson from DWS to help them. About 400 people attended, hiring about 300. Happy with turnout and quality of applicants. Working with Homestead to gear up for winter season. Also have on 15<sup>th</sup> of September an economic summit. Deborah Van Leeuwen and Mike Richardson will be helping session table discussions on building human capital with HR people. If interested we'd love to have you participate. Go to [www.whatsinoutback.com](http://www.whatsinoutback.com)

Meeting Adjourned