

**State of Utah**  
**Wasatch Front North Council on Workforce Services Meeting**  
**Ogden Employment Center**  
**Wednesday, August 4<sup>th</sup>, 2010**  
**12:00 P.M. to 2:30 P.M.**

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**Attendees:**

Kathleen Alder	Alder & Associates
Melisa Freigang	Clearfield Job Corps Center, Director of Admissions Business & Community
Mark Gardner	State of Utah, Division of Rehabilitation, Weber District Director
Steven Hoellein	Felt Auto Parts
Randy Hopkins	State of Utah, Department of Workforce Services
Trenton Maw	Northern Utah Academy of Spanish, Weber
Brent Petersen	Davis Applied Technology College
John Petroff	Davis County Commissioner
Julie Snowball	Weber State University Director Applied Technology Education & Community Partnerships
Lisa Spencer	Clearfield Job Corps Center
Leslie Trottier	DWS Child Care Resource and Referral
Toni Ure	Chromalox
Randy Welsh (Chair)	Utah Transit Authority

**Excused:**

Byron Beck	Browning, Morgan County
Ken Bischoff	Weber County Commissioner
Darcy Blakemore	Manpower
David Dickson	Kelly Services
Paul Evans	Harmony Home Health & Hospice
Larry Facer	Plumbers Local 348
Gina Frew	Kimberly Clark Weber County
Tineka Hardwick	Ogden Clinic
Rodney Haslam	Council Member, Morgan County Commissioner
Wayne Kirk	Manufacturing Extension Partnership/United States Army
Gary Knapp	Enable Industries
Ron Kusina	Weber Economic Development Corporation
Rhonda Lauritzen	Ogden / Weber ATC
Dr. Muriel Mann	Davis School District
Kevin Mansfield	Davis Hospital and Medical Center
Richard McConkie	Neighborhood Development Division
Cecil Robinson	State of Utah, Juvenile Justice Services

**Department of Workforce Services Staff:**

Kathy Leiker	Ogden Employment Center Manager
Gaylene Pebley	Clearfield Employment Center Manager
Carrie Peterson	Administrative Secretary
Susan Wright	Regional Council Program Specialist

1. **Welcome**

Randy Welsh, Chair of the Wasatch Front North Council, called the meeting to order. All Council members, and Department of Workforce Services (DWS) staff were welcomed to the meeting.

2. **Consent Calendar**

Randy Welsh called for a motion to approve the minutes from the June 2<sup>nd</sup>, 2010 Wasatch North Regional Council meeting.

**Motion:** Julie Snowball made the motion, Toni Ure seconded, and the Council unanimously approved the June 2<sup>nd</sup>, 2010 meeting minutes.

3. **Regional and State Youth Council Reports**

Christine Mayne provided the Youth Council report.

1. Youth placed in employment is 65% which meets the requirement
  2. Degree or certificate is 60% which meets the requirement
  3. Numeracy or literacy gains was negotiated at 27% (DWS needs to meet 80% of that number) and reached 35%
- DWS staff members will be serving as Youth Council representatives.
  - DWS is serving 500 customers in the WIA Youth Program.
  - DWS is at 49%, which is close to the expenditure requirement of 50%.
  - DWS will be held to meeting the outcome for the youth placement, which is 66%; DWS is at 54%, which is in the margin.
  - DWS has approximately \$6 M for this year's funding. Additional carry-in funds may be available. The goal of the program is to get youth in school and help them obtain paid employment.
  - There are plans to reach the out-of-school youth and the youth in the community to identify those who are eligible for the program. There is an eligibility requirement as the WIA Youth program serves at risk youth / low-income youth. Youth must be between the ages of 14 to 21 to be eligible for the WIA Youth Program.
  - Gaylene Pebley asked Christine Mayne to share her ideas on how the Youth Team will do more outreach.
  - Christine Mayne reported the Team is thinking of renting billboards to advertise in coordination with the schools and ATCs. Also, they are considering using the news media to advertise what DWS is doing to help kids stay in school and get jobs.
  - DWS is partnering with Juvenile Justice Services Youth Visions program for youth exiting Mill Creek Secure Facility. Christine Mayne reported at the program is working well.
  - Melissa Freigang commented youth are competing with other job seekers during this economy. She recommended getting the youth into the training programs at the ATCs and Job Corps. Young people are more successful when they finish their education and gain the skills they need to enter the workforce and maintain their jobs.
  - The Back-to-Work program will provide on-the-job training and pay the employers up to 50% of the wage for the first six months.
  - Melissa Freigang reported she attended the State Youth Council meeting. She explained there was direction about not having the Youth Council functioning as a separate entity and it was recommended the Youth Council be a part of the Council to connect them to the Demand Driven concept for the service areas. She said it would be important to get the word out to employers about the youth programs.

**Motion:** Melisa Freigang made the motion to approve the Youth Council report. Steve Hoellein seconded, and the Youth Council report was approved.

4. **State Plan & 2011 Activities**

Randy Welsh directed the meeting attendees to the DWS Advisory Group recommendations "Looking Toward the Future" included in the meeting packets. The 2010-2011 Service Area Council Advisory group recommendations were presented, as they will be used to support the direction of the Wasatch Front North Council.

The Council will work to -

- Identify Service Area Issues
- Identify Council Member Projects
- Market "Back to Work" Program

- The Department of Workforce Service (DWS) has developed an initiative to provide Utah employers with an opportunity to re-employ approximately 3,200 Utah workers. The Back-to-Work Program will target two groups: 1) 2,500 Unemployment Insurance (UI) claimants who made \$15 per hour or less at their last job, and are currently receiving Unemployment Insurance benefits; and, 2) 700 18-24 year old youth who are unemployed.
- A wage subsidy of up to \$2,000 per eligible participant will be provided to the employer for each employee they hire and retain for three months. DWS proposes to fund the program primarily with American Reinvestment and Recovery Act (ARRA) TANF funds. This program will provide DWS with a unique opportunity to leverage our resources, stimulate job growth, and help ensure the UI trust fund remains solvent.
- Participating employers may be able to combine this subsidy with the recently enacted federal "Hiring Incentives to Restore Employment" (HIRE) act, which provides employers with a temporary waiver of the 6.2% share of Social Security taxes (for each newly hired worker between February 3rd and December 31st of 2010), and up to a \$1,000 general business tax credit for each worker retained for one year. For more information on the HIRE act, employers can visit the [IRS website](#). Employers that hire from a targeted group of job seekers may also be eligible to receive the [Work Opportunity Tax Credit \(WOTC\)](#) on their federal tax return.
- The Program Objective is to provide an incentive to Utah employers to hire targeted UI claimants and unemployed youth while also providing job seekers with an opportunity to become re-employed.

#### Benefits to Participating Employers:

- A \$500 payment during the first month of hire, per qualifying new hire.
- A \$1,500 payment at the completion of three months of employment, per qualifying new hire.
- Employers can choose how to utilize the subsidy.
- Employers may combine this subsidy with the Federal HIRE act incentives and WOTC.
- If a participating employer re-hires a previous eligible employee, there may be future UI Contribution Tax Rate benefits.
- Opportunity for business expansion.
- Opportunity to observe potential permanent employees.

#### Employer Eligibility Requirements:

- Active employers, registered with DWS UI Contributions Division.
- Employers who are current with UI taxes and required reports.
- Non-governmental, private sector and higher education (institutions) employers.
- Employers who will pay a minimum of \$9.00 per hour starting wage.
- Employers who guarantee full-time (35+ hours per week) employment.

#### Next Steps for Employers to participate:

- Participating employers must sign an agreement with DWS before hiring.
- Participating employers must complete a DWS-approved invoice for payments.
- Employers can visit the DWS Employment Centers for additional information or call 1-888-920-9675.
- Temporary help companies, professional employer organizations and government employers are not eligible to participate in the subsidy program. Employers may not displace or partially displace existing workers.
- Employer fliers will be made available to employers and job seekers at each of the centers.

## 5. **Council Chair's Report**

Randy Welsh informed the Council of the issues that were discussed at the July 8<sup>th</sup> State Council meeting. He reported the Council would need to identify issues in the service area and Council projects. He would like to set SMART goals for the Council and establish a project plan with a beginning and end.

- There are 30 employers signed-up for the Back-to-Work program. DWS will pay the employer \$500 dollars for hiring job seekers who meet the eligibility criteria. After 90 days the employers will be paid an additional \$1,500 dollar incentive for hiring a youth or a job seeker who is receiving Unemployment Insurance.
- Randy Hopkins commented on the transition of Regional Councils to support the new economic service model to meet the needs of employers. The goal will be to identify the needs of employers. The Service Area Director will be working with the industry led advisory groups who are responsible for the service area and/or statewide coordination. The outcomes are to meet the needs of each service area and build stronger partnerships.
- Randy Welsh recommended meeting more frequently when issues or projects are being decided.

The next steps:

- Clarify and prioritize focused industries in each service area
- Prioritize occupations
- Identify education tools/resources (asset mapping)
- Identify any gaps
- Engage community partners and resources
- Monitor progress

Randy Hopkins asked that the Council members contact him if they have any ideas about ad hoc committees. DWS has funds for economic development that can be used to increase jobs. He asked that if the Council members have ideas they contact him. The Wasatch Front North Service Area has \$250,000 dollars that can be used for job creation.

Melissa Freigang recommended forming an Ad Hoc Committee that could become a steering team for DWS. The suggestion is to work towards forming the steering committees that are pliable and flexible. She recommended forming the first Ad Hoc Committee to work as a "think tank" to help DWS move forward. She added that there are many different groups that are meeting regarding the same topics (i.e. job creation, training, employment). DWS could serve as a hub for bringing the groups together. She recommended aligning with the Chamber of Commerce and let the Chamber pull the groups together and the task force could essentially become the steering committee for the Wasatch Front North Council.

Brent Petersen recommended working with companies like ATK and developing a training program. He reported that for the Davis Applied Technology College, funding was cut 29% and enrollment went up 60%. Brent would like to identify a project locally.

Julie Snowball commented that the Council should have applied for the health care grant. The new grant was not to provide education but build a program.

Randy Welsh would like to establish a committee to look at projects and determine how to get committee members to support the projects.

Melissa Freigang, Brent Petersen, Lisa Spencer and Julie Snowball offered to serve on the committee

Jan Zogmaister reported the Weber County Chamber of Commerce and Economic Development could help the small businesses. She added that the task force for the Chamber is moving in the same direction as they are looking at how to write grants to help small businesses. They have their own funding and the DWS funding could be tied to the Chamber of Commerce.

**Motion:** Steve Hoellein made the motion to form a Wasatch Front North Council Executive Committee. Representatives will include Melissa Freigang, Julie Snowball, Brent Petersen, and Randy Welsh. The motion included the recommendation to schedule a meeting and develop a plan to move forward.

Randy Hopkins explained that DWS is considering using Work Keys program as an assessment tool. The work keys program is fairly inexpensive and it measures work skills to identify the skills needed to be successful in the work place.

Melissa Freigang asked, "If DWS choosing work keys what does that mean to the Council?"

Randy Hopkins explained DWS would be defining how the work keys would be used. They are still wrestling with how this will be used. The ultimate use will be to determine if the job seekers have the skills to do their job. DWS would like to pilot the Work Keys program.

Julie Snowball commented that Weber State University considered using the Work Keys for student testing. She reported it is used in most states and it is similar to ACT testing. Job seekers can use the information on their

resumes. The company that provides the ACT testing develops the Work Keys program. She commented that it wouldn't be beneficial unless employers are educated with how to use it.

6. **Service Area Director's Report**

- Randy Hopkins, DWS Wasatch Front North Service Area Director, was provided with an opportunity to comment on Departmental issues.
- Randy Hopkins is interested in developing partnerships with employers. Three full-time Workforce Development Specialists (WDS) have been hired. Their full-time jobs are to be in the community to inform customers of the DWS services that are available. Susan Wright will be working as a Workforce Development Specialist. They will be working to use a new demand driven program and will be contacting employers who don't have open job orders to invite them to use DWS services.
- Randy Hopkins reported employers would be contacted about the Back-to-Work program that is available. Employers can call Susan Wright if they would like additional information.
- Leslie Trottier commented that the Office of Child Care will offer 300 paid hours for child care when DWS customers are engaged in job search activities. Parents will now receive 300 hours of childcare instead of 100 hours of childcare.
- Susan Wright asked the information be shared with her and the center managers.

7. **Other Business**

- No other business was conducted at this meeting.

8. **Public Comment**

- No public comments were offered.

10. **Adjourn**

- The meeting was adjourned at 2:30 p.m.

The next meeting will be scheduled after the Executive Committee meeting.