

WORKFORCE DEVELOPMENT COUNCIL

Board Meeting Minutes

May 17, 2005

Georgia Nelson called the meeting to order at 6:50 p.m. Members and guests were introduced.

Mike Bolander of Columbia Colstor was welcomed to the board. Colstor is a company where on-going employee training and development is an essential part of their business plan. Mike handed out Colstor's newsletter and training brochure. Don McGraw started Columbia Colstor about 20 years ago. The original and largest facility is in Quincy. It is the largest plant of its type west of the Mississippi and has about 100 employees. The Quincy building is shared with Norpac. Colstor leases a facility in Warden with about 20 employees. The Wenatchee plant is the smallest, but supplies refrigeration to the City's ice rink.

Othello is the newest plant and has a 6,000 square foot training facility with two full time trainers. It is primarily used to certify employee forklift operation. The classroom accommodates 20 and the facility includes a warehouse simulation area. Staff is also trained on customer service, records management and refrigeration. All supervisors attend leadership development every year. The company is committed to maintaining a quality work environment so employees enjoy work and satisfy customers. A second Quincy plant is planned by the summer of 2006 and will transport frozen product via train instead of truck. This will add 35 to 40 jobs at over \$13 per hour with benefits that include insurance coverage for the entire family. A new inventory system is being planned utilizing scanners and wireless terminals to allow immediate and current information to staff and customers.

Meeting Minutes

Kathy Mertes moved and Duane Johnson seconded to approve the February 22, 2005 meeting minutes. Motion passed.

2005-2006 Budgets

Lisa provided a summary of allocation and position histories.

Fiscal Year	Annual Budget	Total Positions	Executive Positions
1993-94	\$3.8 million	46	6.8
1998-99	\$7.1 million	67	5.6
2002-03	\$8.4 million	86	9
2005-06	\$6.2 million	63	6.8

Area budgets and plans were also summarized.

<ul style="list-style-type: none"> • Total budgets decrease \$1 million (15%) • Human resources decrease 15% • Physical resources decrease 13% • Basic education reduced by 9% • Employer paid training decreases 9% • Vocational payments decrease by 9% • Program income goals increase 18% 	<ul style="list-style-type: none"> • Total participants are reduced 15% • Total staff is reduced by 15% • Basic education enrollments are down 3% • Enrollment in employer paid training down 1% • Vocational training is reduced 10%
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Efficiency was analyzed by comparing local average costs to state-wide average costs where information was available. Local youth costs are lower even though the rate of dropouts enrolled is higher (43% locally vs. 32% state-wide).

	North Central WDA Average	State-wide Average
Adult Trained and Placed	\$9,000	\$16,000
Youth Enrolled	\$2,600	\$3,200

Mike Wade asked if \$9,000 is the average, what is the most spent on one individual. In the recent past, the maximum was as much as \$15,000 if the individual needed basic skills preparation before receiving vocational or technical education, and followed by workplace training. Total length (and cost) depends upon the skill-level of the applicant and the job goal. With funding reductions, we are more restrictive about paying for on the job training after vocational or technical education. Resources are spread out more, but not so thin we impact no one. Now the maximum is closer to \$7,500. Dislocated worker funds are the most plentiful.

Okanogan Committee

Dave shared responses from Wenatchee staff about which services are most valuable and why. Dan Brudevold was curious about the value of the summer youth program compared against other services. Erin said summer projects (which aren't in the budget this year) are valuable and have been successful, but so are other aspects of summer such as credit catch up and work experience. It's hard to choose because it depends on what each applicant needs.

Gene Schmidt said he laments over the loss of the summer program and would urge adding if funding increases. In 1995 the summer program was threatened and two things happened. Thousands wrote Congress not to rescind the funds and the State appropriated \$4 million. That summer we placed 600 impoverished teens into public and private sector jobs. It is truly unfortunate that today we have neither. Delinquency, pregnancy and illiteracy go down when youth employment goes up.

Duane Johnson moved and Marcia Henkle seconded to approve the Okanogan 2005-2006 Operating Budget. Motion passed. Kathy Mertes abstained from voting.

Grant/Adams Committee Report

Terry Brewer moved and Gary Park seconded to approve the Grant/Adams 2005-2006 Operating Budget. Motion passed.

Chelan/Douglas Committee Report

Marcia Henkle moved and Peggy Gill seconded to approve the Chelan/Douglas 2005-2006 Operating Budget. Motion passed. Kathy Mertes abstained from voting.

Executive Committee Report

Mike Wade said it was a good meeting and well attended. Gary said they talked about salary planning. Attrition will resolve some of the eliminated positions. Dave said there will still be staff layoffs. He hopes for a change upward next year, or it will be difficult. Staff will continue applying for grants that become available. The research Lisa presented was a result of the meeting.

Mike Bolander moved and Mike Wade seconded to approve the Executive 2005-2006 Budget. Motion passed.

Strategic Plan

Ken presented the final draft of the Strategic Plan. The Plan coordinates the State Plan, Workforce Board strategies, and local goals and objectives. The next step is the public review period before submission to the state on June 30. The Council will be asked to take action at the August meeting.

The Strategic Plan challenges every business to provide employees an average of 40 hours per year of training. Dave wants to feature a Council member in every quarterly newsletter describing how they meet this goal. More companies need to incorporate employee training into their business plans. Rich said he is all for the 40 hour per year standard, but recommended using business people with that mind set to lobby others. They can explain the benefits to business and that is the best way to convince others.

Dave distributed an invitation from Bill Bonaudi to attend an executive briefing on training and conferencing opportunities available through Big Bend Community College at the new Advanced Technologies Education Center May 25. This is an ideal opportunity for local employers to start planning next year's employee training.

Moses Lake One Stop

Dave distributed documents from the USRDA to formally request funds for the one stop building in Moses Lake. The loan application is already complete. If a loan is offered, bids will be solicited to determine if the loan can cover costs. The purchase option on the land has expired. If another buyer comes along, the owner is under no obligation to us. Much of the loan application is based on the site.

Mike Wade asked how much of the building will be SkillSource. The space is split between SkillSource and WorkSource with DVR occupying a small area.

Meeting adjourned at 8:30

Members Present:

Kathy Mertes
Mike Bolander
Georgia Nelson
Rich Davies
Peggy Gill
Gene Schmidt
Gary Park
Duane Johnson
Terry Brewer
Marcia Henkle
Steve Chestnut
Mike Wade
Karl Allison
Oscar Garza
Dan Brudevold

Staff:

Dave Petersen
Lisa Romine
Ken Kelnhofer
Laura Hennigh
Yolanda Rios
Georgene Ford
Erin Munding
Cindy Blaufuss

Guests:

Todd Dixon, Moses Lake WorkSource

Members Absent:

Mike Baird
Bill Bonaudi
Mel Hansen
Shaun Koos
Dimitri Mandelis
Teresa Martinez
Frank Noble
Cheri Rayburn
Roger Thieme