KENT COUNTY ESSENTIAL NEEDS TASK FORCE
ECONOMIC AND WORKFORCE DEVELOPMENT COMMITTEE MEETING
West Michigan Works 215 Straight St.
Thursday November 3, 2016
8:30-10:00

Minutes

1. **Welcome/Introductions**

2. **Presentation**- City of Grand Rapids Human Resources Dept.
   City of Grand Rapids, Human Resources Department came to present. They spoke about a program they are looking to implement to encourage the City of GR to hire returning citizens. The city is looking to partner with community organizations who can provide trainings. It will be a pilot program that will start in a couple of departments (public services, fleet and facilities management). Pay ranges $30-40,000 for entry level position. They are still deciding how the first hire will go, will it be a direct hire or a temporary hire transitioning to a permanent hire. Human Resources hopes to have feedback from departments soon, then present this to the city commission for support and be ready for a hopeful unveil the program by spring of 2017. Initial pilot looking to target 2-5 participants total. Looking to join the 30-2-2 (30 employers hire 2 returning citizens and track for 2 years).   Question was posed about what the City plans to do around the internal personal bias with hiring managers. The response was yes, they are aware of this and they are trying to think through how to work with staff. An education was posed, with the response that there are some positions in the City that do not require a high school diploma, only 10th grade. City of GR also does an in-house CDL training. There are some conversations about trying to eliminate the civil service test for some jobs, but this is only in discussion.

   Tracie will share the contact information for the City of GR representatives (Ralph Mason and Alex). Once the internal plan is complete they will share it to this group for feedback as well.

3. **Systems Work-** Danielle and Shavon facilitation

   - Final Feedback on Intake Points:
     Danielle began by talking about the intake and out-take data points. What data points do we all need to agree to measure our effectiveness? Danielle shared some of the

target numbers that were submitted to Kellogg. What are the most essential pieces of data to share to evaluate our work against our success measure:

W-1: percentage of working-age households earning income in excess of 200% of poverty

Danielle went through the agency's responses on data points that they "always", "sometimes", "never", and "unclear". Explained that the ESC's reason for collecting data is different from ours. They collect data for a referral, we want the data to track system wide performance.

IPS asked for five volunteers for an advisory council to take a deeper dive into these intake data points. They will meet twice and bring a draft back to the regular group

- Completion of the Calvin assessment form
Tracie will email the group asking for a contact person from the Qualtirics survey from Calvin.

4. **Agency Updates**

5. **Adjourn**