

North Central Illinois Logistics Council
Meeting Minutes
January 15, 2009

The North Central IL Logistics Council members were welcomed to IVCC by Ray Gatza.

MEMBERS PRESENT: Pam Furlan, Ray Gatza, Sue Isermann, Debb Ladgenski, Kevin Lindeman, Pete Nelson, Mike Neubauer, Boyd Palmer, Louie Sekula, Karen Taylor-White, Dan Thompson

OTHERS PRESENT: Jeff Dankert

Ray Gatza reminded the members present that the meetings will continue to take place at IVCC, but the room will vary. A sign-up sheet was sent around for sponsors to help cover the cost of the breakfast.

Ray Gatza then introduced Mike Neubauer who presented a power point presentation about recruiting and retention.

Mike Neubauer distributed handouts with additional information about recruitment and retention. Some highlights from the presentation include:

- Results from 1 distribution center to demonstrate that these ideas work –
Annualized Turnover went from 120.54% to 16.56%
Fact: Labor pool demographics are changing
Fact: Greater demand for unskilled and semi-skilled labor
Huge growth in logistics industry, flat growth in population
Fact: New Technologies will affect all of us
- The task force developed the following best practices –
 1. Recruiting
 2. Orientation
 3. Training
 4. Retention
- Generational Outlooks – www.gentrends.com
- Recruiting – review current methods, check job service, consider group meetings for assessing job interest, explore associate referral, recruiting brochures, Internet, job fairs, Unicru, measure and report, brand
- Retention – Communicate (expectations, rules, value of benefits package), educate, train, be flexible (scheduling, etc.), recognize accomplishments including peer recognition
- Orientation – program specific and resource specific
- Training – use a comprehensive program, identify a good trainer (not a person good at technical skills of the job), take advantage of all resources available

- Other Considerations
 - Additional training technology (flight simulators for warehouse equipment)
 - Equipment modifications (wheel chair access for lift trucks)
 - Weight modifications (work with vendors to lower case weights)

Ray Gatza opened the meeting to discussion and questions:

- Sue Isermann shared that the IVCC Warehousing and Distribution program did not have the minimum enrollment necessary for the 1st 8 weeks; IVCC will try to run the program again mid March. **Sue stressed that if you have someone that comes in to apply for a warehousing position and you do not hire them – you could refer them to our program and perhaps they could re-apply after successful completion. The program needs 10 students to run.** Sue asked if brochures or flyers could be distributed to human resources contacts and given out with applications. IVCC is considering creating a one-page survey to send to this group about the program. IVCC has a new dean in this area and perhaps now the brochure could be revised. Sue noted that we are currently in a situation where a lot of people are getting laid off and all Dislocated Workers Center funding for the year is gone. Sue will work with Ray to gather testimonials from employees he has had go through the program. Jeff Dankert was present, from the News Tribune, and he was asked to link the article he is working on to the program at IVCC.
- Website update – we are moving forward, but no timeline is available right now.
- Next month, Bill Gahlberg will be present to discuss the future of logistics in this area.
- Next month, this meeting will be held in C316, on the third floor of IVCC.
- The meeting was adjourned at 9:20 a.m.