

Meeting started 9:10am

- Meeting minutes approved

Introductions –

Express Employment Presentation

- The work force is changing, and it isn't the same as it once was. Birthrate was 26.6 per thousand but now is down to 11 per thousand.
- The largest work force is retiring. The ratio of skilled workers to skilled demand is lopsided. There is more demand than workers available and the knowledge is quickly leaving the work force. The next generation entering the work force is being pushed towards skilled trades rather than college.
 - Miller has noticed that the youngest work force has some background and skills, most come from the farm schools. CTC schools are great places to recruit.
- Barriers to Work
 - Lack of transportation
 - No Skills
 - No Affordable Childcare
 - Substance Abuse
 - Criminal Records
 - Language
 - Mental Health Challenges
 - Lack of Education.
- Hiring Risks
 - Desperation hires often fail
 - As a W-2 employer you operate under more HR regulations than the are tax laws (when payroll laws are included)
 - Workers Comp claims that arise from hiring people not hardened off to your work
 - Turnover costs (more on this next slide)
 - Damaging company reputation
 - Decreased team morale
 - Accepting the wrong work authorization documents
 - Keeping workers is that are skilled is difficult. Incentivize the work to keep the worker. The time investment from a worker has never been more acknowledged by the workers than any other time. Free time is valued above all. Balance between money earned and time off is important
- Turnover Cost
 - Average time to fill a position is 42 days.
 - \$4700 is the average cost per hire.
 - Workers are now “test driving” the employers.
- Hiring Costs
 - Posting the job
 - Screening resumes and phone calls
 - Getting back to applicants quickly

- Interview time
- Reference Checks
- Indeed, Zip Recruiter
- Facebook ads
- Google ads
- Doing it all again for no-shows and short termers
 - Geofencing to target new hirers.
- Recruiting today requires more tech
 - Generational Makeup of the U.S. workforce 2024
 - 36% of the work force are Millennials
- Hire Smart
 - Contract – A Contract role is for a specific length of time, it could be 2 weeks, or 2 months or more
 - Contract to Hire – Also known as “try before you hire” offers candidates and clients the opportunity to ensure an effective match
 - Direct Hire – For a direct hire position, you interview and decide if the client
- How do clients benefit from working with staffing firms?
 - Access to talent with specialized skills
 - Flexibility to easily change size of workforce as needed
 - Ability to fill positions quickly
 - Access to more candidates
 - Opportunity to gauge the fit before hiring
 - Express does not make promises because its hard-to-find quality candidates that fit the job. It’s not a quick process.
- ISO Registered Selection Process
 - Applicant Information Verification
 - Interview
 - Skills Evaluation
 - Employment verification
 - Hiring Decision
 - Matching and assignments to meet client’s needs
- Express Recruiting.

Safety Message –

- Look Twice Save a life Motorcycle safety.

Virtual Meetings –

- First attempt

811 Day

- August 10th DayAir Ballpark
- Party Deck and Suite

Locate Discussion

- USIC mislocated fiber by 8'
- USIC is not marking in time and not working with contractors. Feels like they are just refusing.
- Joint Trench – New facilities and utility companies are not wanting to locate the new facilities because the mapping system hasn't been updated yet. Lack of back flagging.
 - Damage bills seem to come in even when not at fault.

Industry News

- MetroNet to be acquired by T-Mobile
- CenterPoint Energy announced the sale of Ohio assets.

Damages / Near Misses

- Make sure when a damage is made call in damage ticket into 811. Don't call the facility owner.

Project Updates:

- Metronet working in Centerville and Washington Township
 - Working towards Xenia.
- CenterPoint retiring 4500 services in the Dayton area and beyond
- Fiber is going strong. Metronet going from Indian Ripple to Xenia.
- Lead water service investigation

Christmas Committee:

- Jim Wooten, Chris Tobe, Quinn Millsop, Kevin Campbell, Brad Shoemaker.

O.U.P.S. News and Coalition News

- June up 10% and YTD 7% over last year
- 811 Eldora July 15th.
- Golf outing 8/8 at Legendary
- Touch a Truck 8/9
- 8/13-8/15 membership meeting
- 9/16-9/18 Farm and Science
- New Excavator Manuals are out and updated. Will be distributed soon.
- HB227 still in progress.
- Kentucky 811 October 20-22 Safety Convention