SWORWIB QUARTERLY MEETING  
OhioMeansJobs Center  
August 13, 2015 • 8:00 a.m.  
Minutes

SWORWIB Members Absent: Douglas Arthur, Steve Browne, Chad Day, Timothy Devine, Kimber Fender, Jennifer Graft, Darin Hall, Greg Hartmann, Matthew Jones, Joseph Kramer, Robert LaMothe, Andrew Lotter, Carol Maxwell, Kathy Maybrier, Peter McLinden, Mike Moroski, Terry Phillips, Kevin Powell, Dan Ripberger, Jennifer Roeder, Safi W. Safi, Harry Snyder, Mark Stoeber, Alicia Tidwell, George Wilson, Pamela Wilson.  
SWORWIB Staff: Sherry Keley Marshall, Cheryl Brueggeman, Wesley Miller, Tamara Nared.  
Resources: Casie Hollis, Kevin Holt, Brandy Scott-Herrmann, Lynn Murphy, Carolyn Reynolds  
Guests: Tim Dingler, Mark Fay for Jennifer Roeder, Farn Green, Kate Lindsey for Kathy Maybrier, Chellie McLellan, H.A. Musser, Lisa Slutskey, Jon Quatman for Harry Snyder, Debbie Smith, Dorothy Smoot.

I. Opening – Welcome and Introductions
In the absence of Chair Powell and having exceeded quorum, Vice Chair Oshita opened the meeting at 8:05 a.m., and thanked everyone for their commitment to the SWORWIB and requested that all members and guests introduce themselves as well as reminding everyone to sign-in at the registration desk as attendance record keeping is required.

II. Approval of the Agenda
Vice Chair Oshita reviewed the agenda and reminded members that the consent agenda is used by larger boards to handle the business of the organization addressed in committee meetings or other venues in an efficient fashion in order to have time to focus on essential discussions. The practice is that everyone reviews the entire agenda before approval including a close review of the consent agenda and then indicates during the "Approval of the Agenda" any consent agenda item they wish to move from the consent agenda to "Other Business" for separate discussion. There being no agenda corrections noted, requests for changes or consent agenda items elevated to discuss on items, L. Jones moved, Fridel seconded a motion that the agenda be approved as previously distributed. Motion passed unanimously.

III. Consent Agenda
Vice Chair Oshita called for a motion to approve the consent agenda items. There being no corrections, additions or requests for separate discussion about items on the consent agenda, Toebbe moved, Conner seconded a motion to approve the consent agenda. Motion passed unanimously.  
The following materials provided in the board packet were therefore approved:
• 5/14/2015 Quarterly Meeting Minutes
• Chair’s Report
• President Report
• Fiscal Agent Area Budget

IV. Nominating Committee
Vice Chair Oshita recognized the Nominating Committee members: Chair Karsten Sommer, Steve Browne, Jennifer Graft, Darin Hall, and Matthew Jones and thanked them for their work over the summer and fall with the nominating process. Sommer reported that nominating has been underway throughout the summer with identification of key target companies for recruitment to round out the board for next year. Nomination forms were included as part of the board packet. Several members completing their terms have agreed to renew and others are
still considering. Sommer reported that Marshall has been working with Mayor Cranley on expectations for size of the board and number of nominated candidates. Stuckey encouraged the committee to target small and minority owned businesses for the Board. Sommer asked members to refer nominees to himself and Marshall.

V. President's Report

Questions on President's Written Report

Marshall asked if there were any questions on her written report and there being none reported on the following:

Committee Formation/Inaugural Schedule

Marshall reported that new committees have been formed – Eligible Training Provider Evaluation, Emerging Workforce, OJM4PWD, OMJ Business Engagement and WIOA Core Partners Council. Marshall reviewed the meeting schedule and advised that this will be an ambitious year and thanked those who have chosen to serve on these new committees, as well as the continuing Executive and Nominating Committees. She further again thanked the committees which sunset by June 30, 2015 at the expiration of WIA federal legislation.

Intergovernmental Service Agreement (IGSA)

Marshall reviewed a short history of the implementation of WIA from 1998 and noted the decision of local elected officials, through the leadership of the SWORWIB, to combine the City and County into a single workforce development area for which an Intergovernmental Service Agreement (IGSA) was approved by both units of government in 2004 and continued until the passage of WIOA. Subsequently, Marshall has worked with the Mayor, City Solicitor, City Manager and Hamilton County Board of Commission to enter into a new IGSA in order to maintain a combined workforce area. Marshall reviewed the highlights of the IGSA and noted that the agreement was signed and effective July 1, 2015, and shall remain in effect until termination by any of the Parties, or until WIOA is repealed or expires. Having this signed agreement demonstrates the commitment of the local governments to continue to serve a combined workforce area and strengthens the continuation of the area’s re-designation application.

Ohio Re-Designation Delay

Governor Kasich hopes to better align economic development regions and workforce boards as was noted by John Weber of the Ohio Department of Job and Family Services when he spoke at the November 2014 Quarterly Meeting. Marshall has met with the Hamilton County Board of Commissioners and Commission President Hartmann in particular as well as Mayor Cranley relative to completing the Ohio Re-Designation Application which Mayor Cranley signed in April. Marshall had worked extensively with HCJFS and Commission President Hartman and key staff members to obtain Board of County Commission resolution and signature for the application. Several board members questioned how the area can proceed if the Governor does not accept the application and Marshall noted that the area should continue to operate and serve our community pending gubernatorial action. She noted anticipating that the process would not be as automatic as outlined in the new law but continuing as currently constructed is the preferred direction while the Governor examines options. Marshall reported that the application was properly submitted but Governor has not signed for any areas and a formal protest has been issued by Area 7 which is the subject of much of the Governor’s concern about alignment with economic development. If the Governor rejects Area 7, which meets the criteria but raises an internal conflict in the law relative to economic alignment, the Governor may not designate areas but continue the delay through his own formal protest with the Department of Labor. To her knowledge there is no other state in the country acting as aggressively to not follow the basic elements of WIOA and also adding other complicating state initiatives but there is logic to the alignment with economic regions and statewide programs. Marshall advised that we should continue with services and adjust to new requirements as readily as possible pending resolution of these state actions and their resultant implications. Several board members commented on the difficulty of leading WIOA implementation when simple things like redesignation of our combined City-County area is left unresolved for months. Several other board members complimented Marshall on keeping the board members apprised of these roadblocks and maneuvering to continue effective services in the midst of such unsettled change. Marshall noted that she expects that Area #13 will continue as a City/County combined workforce area since we met the criteria outlined in WIOA and are already engagement in regional workforce strategic planning with Ohio Area #12/Butler, Clermont, Warren Counties.

Scorecard PY2016

Marshall reviewed the PY2015 Scorecard and advised board members to remember that the organizations fiscal year (FY) and the WIOA Program Year (PY) are the same – July 1 through June 30. The Scorecard is expanded at the request of the Board who wanted to keep track on implementation of WIOA relative to direct services and administrative operations. She reminded the Board that we decided not to add any additional local-specific measures for the One-Stop performance but instead asked for a routine reporting on all socio-demographics and spending along with the adjustment to expanded performance measures both this year and again in 2017. This is
also the focus of services for Youth which may dramatically change next Program Year with the implementation of Governor Kasich's combined WIOA and TANF Co-Case Management Employment Program. Miller expressed appreciation for adapting the former MCI Scorecard for a shorthand summary of all the new responsibilities of the SWORWIB board members.

Tech Hire
Marshall advised that Cincinnati was one of ten cities selected for recognition in the area of information technology. The designation as a Tech Hire Community under President Obama's partnerships across America is the first stage in being able to apply for up to $10 Million in Tech Hire Grants expected to be released for application by the end of 2015 or early 2016.

Regional Strategic Planning
Marshall reported on the progress with WIOA Regional Workforce Strategic Planning, a required element under WIOA for a four year plan that includes the regional perspective with local delivery strategy and is revised at the two-year mark. There will be an open forum the morning of October 30, 2015 hosted by the Employers First Regional Workforce Network and Partners for A Competitive Workforce. Topics include System Alignment, Addressing Skill Gaps, Employer Services, Youth Services, Sector Initiatives Policy & Advocacy Plan and Economic Development and Chamber Partnerships. After the Regional Forum is conducted, we will draw down the draft of the SWORWIB plan and address its finalization at a strategic planning board session in January 2016. The October 30th Forum has been included in recent NewsWIBs and another announcement will be sent as a reminder.

WIOA: Implementing Change Training
Marshall reported that the Ohio Department of Job and Family Services (ODJFS) is hosting four-days of educational sessions for Ohio's workforce development partners providing the latest information about WIOA policy and implementation. The date for WIOA: Implementing Change is October 20-23, 2015 at the Columbus Convention Center. There is no cost for attendance at the training event and although it is scheduled at the same time as the SWORWIB's independent fiscal audit site visit, staff will be in attendance for key sessions so if Board members are interested in attending they were advised to follow the flyer details in the Board packet or contact Marshall for possible carpooling arrangements.

WIOA Policies
Marshall advised that now that WIOA implementation is actively underway, ODJFS has begun reissuing WIA policies updated as WIOA policies. There were fourteen policies modified by WIOA and all are highly prescriptive with the State defining both policy and procedure with little local adaptation permitted. Marshall pointed out the summary sheet that identified the purpose of each of the 14 policies and any local adaptations were noted on the individual policy cover sheets. McPhedran asked if these changes pose any problem for implementation at this time, or the prescriptive nature poses any problem from the executive or Board perspectives. Marshall reported that she had been reviewed the policies with other SWORWIB staff and OMJ and HCJFS staff and any policy adjustment had been noted on the SWORWIB individual policy cover sheet which is shared with all vendors and staff. There were also two other policies both related to Rapid Response (Layoff Aversion and Closing Layoffs) which were distributed at the meeting so they could be approved as transmitted by the State to the workforce boards. A summary sheet for WIOAPL 15-15 and 15-16 were also provided which Marshall reviewed as there was an expectation for the Board on how to conduct evaluation by and of the Regional Rapid Response Team which was detailed in the summary page in front of each policy. Toebbe moved, Fox seconded a motion to approve the WIOA policies as submitted with the coversheets detailing additional local area implementation matters. Motion passed with no objections and one abstention by Mann who was concerned about how the Board monitors all these policies. Marshall noted that the Board is expected to insure strategic policy and oversight of detailed policy letters from the State of Ohio, but the individual procedural components of workforce federal legislation are a level of detail that is not an effective use of Board member time or meeting agendas. Most policies are vetted by particular committees before being included in the consent agenda, but with the rapid implementation of WIOA, the dramatic change in committee structures required under WIOA and the need for policies to be advanced to our OMJ Center director and youth services contractors, this was an unusual presenting of policy, but waiting until November would not be the best course of action as these policies inform the direct service providers about changes resulting from the passage of WIOA. She asked the board members for understanding and patience about the large volume of materials that will need to be digested between now and July 2016 from WIOA specific policies to regional and local workforce strategic planning as well as our Scorecard adjustments and massive change in performance measures.

IT Update
Marshall reported that ISOCNET has not been an effective IT choice for the SWORWIB and had failed in migrating
over Marshall’s email historic records for the organization. The SWORWIB will move onto the Great Oaks network which IT specialists believe they can manage the massive migration of data even though it will also have two parallel records systems due to the migration from the Chamber (representing records since 2007) and the migration from ISOCNET (approximately one year of data). Additionally the Great Oaks system is accustomed to handling large daily amounts of data and record retention for longer periods of time much of which is required under federal record retention protocols.

Other
Apprenticeship Grants: Marshall announced that the SWORWIB had been part of two National Apprenticeship Grant applications, one for $3 Million which was not selected and one for $5 Million covering Indiana, Kentucky and Ohio for one-year industrial maintenance program apprenticeships in partnership with Jobs for the Future. The first national meeting for the Apprenticeship Grant rollout will be in October with outreach to manufacturers beginning in 2016.

Conflicting State Policy Impacting Youth Performance: Regarding performance measures, Marshall advised that the new GED test is designed for common core in Ohio and is very difficult to pass. In 2013, the SWORWIB was aggressive in encouraging GED passage by December when the old test was eliminated. In Ohio, there were 15,021 who obtained their GED by 12/31/2013. Results for 2014 were dramatically different with only 2,164 GED test takers passing the GED 2014. So far in 2015, there were less than 1400 passing the GED test. The dramatic changes in price, use of technology and content are now well-known among those in the community who dropped out of high school and need a GED – so much so that the amount of test takers is almost as drastic a reduction as the number of those who pass – and community messaging has already been strong suggesting that folks not even try. Additionally, school districts were able to get a change in policy through the Governor’s budget bill resulting in 16 and 17 year olds not being able to even legally take the GED in Ohio but instead being required to return to school which is highly unlikely. With WIOA focused disproportionately on out-of-school youth, aged 16-24, we now have state policies which will dramatically impact out-of-school youth performance for credential attainment – both denying 16 and 17 year olds the GED option and making the GED driven by full Common Core when most of those who might prepare to pass the other graduation options being used in other states are provided only the non-phased GED option in Ohio. Fox shared that her organization had sought information on the new GED and been advised that it would take students up to five-years of instruction and testing to be able to pass the non-phased GED. She mentioned that public schools in the region were also predicting dramatic graduation impact as the students who were not educated for the new Common Core also will fail to graduate in large numbers. The SWORWIB has invested in encouraging GED pursuit for out-of-school youth because for the short term, it is the best thing to do for the individuals, community, and employers. Thomas suggested lobbying for more options in Ohio – other assessment tests for example. Marshall noted that there were other diploma options being developed in Ohio for high school students and adults using the National Career Readiness Credential, but the Department of Labor does not recognize the NCRC as an option for a credential under WIA or WIOA. Rademacher asked if the SWORWIB is able to anticipate the changes and challenges to new performance measures for which Marshall advised that we have been ahead of the pact just raising questions on these "presumably system failure designs" there isn't anything easy about these changes and this flaw in the system is clearly destined for design failure in her opinion. The only favorable point is that WIOA is pushing nationally for more attention for out-of-school youth than in-school youth and these state laws are similarly problems in other states and will likely yield negative performance for each state and the whole country and then, instead of now, will be reconsidered. Meanwhile, the SWORWIB will continue to work with youth providers to assist youth with alternative options (taking the Indiana or West Virginia alternative tests, scoring well on the NCRC, pursuing the alternative Adult 22+ options and getting into stable full-time employment with industry recognized credentials). We will also work with Great Oaks on the Adult 22+ Diploma option and pursue funding to pilot this high school alternative credential within the City of Cincinnati borders.

Local Area Budget Document: Marshall directed members to Page 21 of the board packet for the document labeled “Expected Area #13 Budget July 1, 2015-June 30, 2016”. This report covers the expected budget and changes in the expected budget for all aspects of our WIOA Allocation in each program year. In this way the Quarterly Board Meeting includes a review of the full allocation of funds to our Ohio Area #13 and how they are dispersed for services from the SWORWIB to the OMJ Center to Youth Providers, and from all sources of federal and state funds. Oshita called for a motion to approve the Local Area Budget. Conner moved, Stuckey seconded a motion to approve this local area budget and request updates at each Quarterly Board Meeting. Motion passed unanimously.
VI. PRESENTATION: WIOA YOUTH PROGRAM
Vice Chair Oshita noted that the August Board Meeting is reserved for an annual focus on youth programming and the OhioMeansJobs Center service delivery. He introduced Cheryl Brueggeman, SWORWIB Youth Program Contractor and Timothy Dingler, Youth Program Coordinator under Hamilton County Job and Family Services. They presented the PowerPoint update included in the Board packet covering new youth programming aspects under WIOA including the major change in eligible youth definitions; specifically as ages 14-24, with in-school as 14-21 and out-of-school as 16-24. They noted that for our service area, these significant changes in federal policy and direction will be more easily implemented than most of the rest of the state and country as a result of SWORWIB’s prior and current focus on youth services. WIOA youth service providers are ResCare and Santa Maria/Literacy Center West for out-of-school youth and CYC/JCG for in-school youth. Dingler also advised that we have met all youth performance measures in placement in employment or education, certificate or diploma and youth literacy and numeracy.

Boykins expressed concern about whether the SWORWIB is underwriting healthcare educational costs for students who are felons and complete healthcare programs for fields that they cannot get positions due to federal laws about the healthcare community. Marshall noted that our two primary healthcare training organizations are aware of these prohibitions and work closely with students who have certain backgrounds to understand that they will not be considered in the hospital and some other healthcare employment options. We do not include the more proprietary healthcare providers who are not adequately concerned with employment results among our evaluated eligible training providers. Robinson noted that more training and employment opportunities are needed for men returning back to the community since they are the larger group of returning citizens. Marshall commented that additional engagement of employers is needed to be able to redress alternative approaches for those with criminal backgrounds and comment that the Ohio Justice & Policy Center had been making some in-roads which will be beneficial for individuals and employers in this more tightly developing labor market. Beck asked that the SWORWIB not forget about students in elementary and high schools that are having difficulty reading and writing and in particular needing a voice of reason such as the SWORWIB relative to improving the K-12 education system. Marshall responded that the SWORWIB is limited in its WIOA funding support to 14-24 year olds but is working through the three youth providers discussed in the presentation to serve the WIOA youth population.

VII. PRESENTATION: ONE-STOP CENTER REQUEST FOR PROPOSALS (RFP) PROCESS AND RESULT
Vice Chair Oshita asked that Marshall introduce the next presentation speaker. Marshall reminded the board members of the special arrangements we had with the Pro Bono Partnership of Greater Cincinnati which arranged for pro bono services by Taft Law to support the SWORWIB in undertaking the procurement process for the one-stop center which is now required under WIOA to be managed by the SWORWIB if HCJFS is interested in providing these services. Marshall introduced Casie Hollis who is a federal procurement specialist in the Taft Law firm, based in Dayton, OH. Hollis reviewed the One-Stop Center RFP process, procedures and result with the members. She added that the process was taken very seriously by all committee members and overall ratings were good for the RFP responses with more points scored for the provider whose design and budget aimed for the highest dedication of resources for direct services. Hollis advised that after much consideration, the SWORWIB One Stop RFP Evaluation Committee recommendation was presented at the June 11, 2015 Executive Committee meeting. Based on the criteria set forth in the RFP, the RFP Evaluation Committee found that HCJFS’s proposal was the most advantageous to the local area, with price and other factors considered. Hollis reported that the Executive Committee accepted the recommendation of the One-Stop Center RFP Evaluation Committee and contract negotiations are underway. Harter moved, L Jones seconded a motion ratifying the action of the Executive Committee. Motion passed unanimously. Hollis commended the SWORWIB for its responsible and dedicated work on procurement, thanked the RFP Evaluation Committee members for their tireless participation in the procurement activities and thanked the SWORWIB for the opportunity to serve as legal counsel and process advisors during this critical procedure. Marshall complimented Attorney Hollis for her service to the SWORWIB and expressed hope that we be able to obtain such a partnership when needed again in the future. Marshall also thanked McPhedran again for her recommendation of the Pro Bono Partnership last year when the reality of this required procurement was made apparent at a time when the SWORWIB had dedicated $200,000 in WIA Admin away from the SWORWIB budget and into the OMJ Center budget to provide dollars for supportive services.

VIII. PRESENTATION: OMJ REPORT JUNE 30, 2015 AND OMJ PLANS FOR 2015-2016
Vice Chair Oshita asked Holt to present the OMJ Report ending June 30, 2015 and plans for this current year. Holt distributed a handout on his PowerPoint presentation. He featured the OMJ’s best statistic reporting that the OMJ Center exceeded both local training measures and average wages which reached $13 per hour up from $12 last year. All six state performance measures should reach a “Meets” with none in danger of failing but we still have another two months before final measure reports will be issued by ODJFS. Holt reported that he expected
substantially stable funds for this year. Regarding the operating budget for OMJ, the vast majority of items like supplies, travel, IT support, mail service, MOU payments, fiscal/contracting/HR support and equipment are included as "shared costs" in staffing budget lines. Direct service costs (ITA, OJT, supportive) are the only costs included under Miscellaneous. Future supplemental allocations will be entirely or almost entirely devoted to direct service funds. Fixed costs are covered in this budget version. Holt reminded everyone that for this WIOA Implementation time frame, performance measures do not include any additional local measurements, but the OMJ Reporting includes socio-demographics such as former-offenders served, 18-24 served, ITA’s and OJT’s, zip codes, race, gender, age, employer size and minority and women owned employers. Holt advised that a great deal of change is anticipated over the next year from OMJ operator contract negotiation, Area #13 Re-designation, roles for OMJ Operator, Workforce Board, Fiscal Agent, WIOA allocations, policies and measures, Intergovernmental Agreement and Combined Case Management Employment Program (CCMEP). Priorities are to avoid overspending, avoid audit findings, add value for local employers and jobseekers, WIOA partnerships, CCMEP expectations and incremental improvements. Holt responded to questions from Board members related to the handout materials and noted that his quarterly report to the board would reflect these reporting components.

Marshall commented that as a Workforce Board, we are ahead of most of the other Ohio, Kentucky and Indiana Workforce Boards relative to implementation of WIOA but there is still a lot of change to digest and more to come with 2016’s implementation agendas that may be impacted by changes relative to the Presidential election and all subsequent secretary changes in federal departments. Furthermore, there is sure to be in the next months’ a Continuing Appropriations Resolution for 2015 that may or may not sustain the budget improvements for WIOA and may or may not exact sequestration reductions.

IX. Announcements and Public Comments
Oshita asked if there were any other announcements or any one from the public had comments or questions for the Board. There being none, Oshita shared a story about "three ropes walking into a bar" which raised questions about how to present one’s self and what one’s brand is. After the comic relief of the joke, Oshita commented that what he values most on the Board is input and learning from the members and our promoting the importance of the brand of what we are doing and trying to achieve. He expressed his belief that our brand is strong because of each member’s commitment and leadership and the dedicated work of our delivery systems staff.

X. Next Meetings
Vice Chair Oshita reviewed the upcoming meeting schedule:
September 10, 2015 – Executive Committee 8 a.m. – 10 a.m.
October 8, 2015 – Executive Committee 8 a.m. – 10 a.m.
October 15, 2015 – Emerging Workforce Committee 8:00 a.m. – 9:45 a.m.
October 15, 2015 – Youth Providers Roundtable 9:45 a.m. – 11:00 a.m.
October 15, 2015 – WIOA Core Partners Council 10:00 a.m. – Noon
November 12, 2015 – Quarterly Board 8 a.m. – 10 a.m. – 10:00 a.m.
December 10, 2015 – Executive Committee 8 a.m. – 10:00 a.m.
December 10, 2015 – OMJ4PWD 10:00-11:30 a.m.
December 10, 2015 – OMJ Business Engagement Committee 3:00 p.m. – 4:30 p.m.
December 17, 2015 – WIOA Core Partners Council 10:00 a.m. – Noon

XI. Adjournment
There being no further business, Harter moved, L.Jones seconded a motion to adjourn at 9:59 a.m. Motion passed unanimously.

Respectfully submitted,

René McPhedran
Secretary