SWORWIB QUARTERLY MEETING
OhioMeansJobs Center
February 09, 2017
8:00 - 10:00 a.m.
Minutes

SWORWIB Members Present: Julia Abell, Karen Arnold, Michael Beck, Oscar Bedolla, Valerie Boykins, Brad Brezinski, Michael Conner, Dwayne Dews, Catherine Dooley, Denise Driehaus, Kimber Fender, Margaret Fox, Chris Fridel, Natalie Galbato, April Gillespie-Hurst, Laurence Jones, Matthew Jones, David Mann, Tim McCartney, Peter McInden, Mike Moroski, Matt Owens, Bridget Patton, Terry Phillips, Eric Rademacher, Eric Riddick, Jennifer Roeder, Harry Snyder, Carol Sorensen-Williams, Tyrone Stuckey, Robin Throckmorton, Alicia Tidwell, Amy Waldbigill, Charles Wright, Tessa Xuan

SWORWIB Members Absent: Omar Ahmad, Nick Buschur, Scott Conklin, Chad Day, Darin Hall, Shawn Harter, Gregory Johnson, Rene McPhedran, Detries Miller, Donald Moffett, Gary Prater, Roberta Thomas, Greg Toebbe, Karen Wessel

SWORWIB Administrative Team: Sherry Kelley Marshall, Patricia Bready, Cheryl Brueggeman, Natalie Hemmer, Wesley Miller

Resources: Kevin Holt, Lynn Murphy, Brandy Scott-Herrmann


I. Opening - Welcome and Introduction of New Board Members

Having exceeded quorum, Chair Brezinski opened the February 9, 2017 Annual Meeting at 8:00 a.m. thanking everyone for taking the time out of their busy schedules to attend and requesting that all members and guests introduce themselves. He also reminded everyone to sign-in at the registration table, as attendance record keeping is required. The Board sang a chorus of “Happy Birthday” as the Chairman celebrated his birthday today.

II. Induction of New Board Members

On behalf of Mayor Cranley, Chief Lead Elected Official for the combined workforce area of Cincinnati and Hamilton County, Vice Mayor David Mann asked Denise Driehaus and Tessa Xuan as new board members to stand, be recognized and agree to accept the duties of SWORWIB board membership. He thanked all the current Board members for their service and welcomed Commissioner Driehaus and Chinese Chamber executive Xuan for their agreement to serve.

III. Approval of Agenda

Chair Brezinski reviewed the meeting 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. Fox requested that the status of Clermont County’s request be moved up in the agenda as she had a conflict with the City Manager’s Advisory Group meeting and it was important to her to be at both meetings to cover critical agenda items. Chair Brezinski suggested this item be discussed immediately after the presentation of the SuperAwards. Riddick moved, Conner seconded a motion that the agenda be approved with the change in order of items. Motion passed unanimously.

IV. Approval of the Consent Agenda
Chair Brezinski 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, Conner moved, Riddick seconded a motion to approve the consent agenda. Motion passed unanimously.

The following materials provided in the board packet were therefore approved:

- 11/10/2016 Quarterly Board Meeting Minutes
- 2017 Calendar of Board and Committee Meetings
- President’s Report
  - Audit/Grant Update
  - Scorecard
  - WIOA Regional Southwest Ohio Strategic Plan
- Committee Reports
  - Emerging Workforce Committee
  - OMJ4PWD Committee
  - OMJ Business Engagement Committee
  - WIOA Core Partners Council
  - WIOA Regional Strategic Plan Committee
- Treasurer’s Report: Independent Fiscal Audit FY 2016/IRS 990 for Tax Year 2015-2016; Ohio Charitable Solicitations Registration
- CCMEP Reports
- OMJ Center Report
- Administrative Entity, Fiscal Agent Report, Local Area Budget
- NewsWIBs

V. Presentation of SuperAwards by Vice Mayor David Mann
Chair Brezinski welcomed Vice Mayor Mann to join him for the presentation of the 2017 Annual SuperAwards. Marshall explained and introduced each of the winners of the 2017 Annual SuperAwards in the following categories:

- SuperEmployers: Amazon, Delta Global Services, Formica, Ingage Partners/Thrive Impact Sourcing, Petro Environmental
- SuperGrantPartners: America’s Promise Industrial Manufacturing Technician Employer Apprenticeship - Patheon; Kroger Corporate Brands & Manufacturing and TechSolve
- SuperOutreachPartners - Public Library of Hamilton County and Cincinnati, Fifth Third Bank/Public Library Work Readiness Series OMJ/HCJFS/Public Library Work Readiness Series; and OMJ/HCJFS Employer Services Technician Rosemary Peterson
- SuperPlanningPartners - Oscar Bedolla, Board Member and WIOA Southwest Ohio Region Strategic Plan Committee Chair, City of Cincinnati Economic Development Department
- SuperTrainingProvider - New Horizons/Scholarship Program

Awards were accepted and pictures were taken for press releases and sharing with the winners.

VI. Workforce Board Recertification and Clermont County’s Due Diligence Response
(Moved per motion during agenda approval)
Clermont County’s Due Diligence Response: Chair Brezinski reminded Board members that Clermont County had made overtures to Hamilton County Job and Family Services Department and to Hamilton County Board of Commissioners about leaving Area #12 (Butler, Clermont and Warren Counties) and re-connecting within Area #13/Cincinnati-Hamilton County. He had met with Marshall and the Area #12 Chairman and Executive Director early in the WIOA regional strategic planning process and learned their unique challenges just as Area #13 has our unique challenges. He has subsequently met with the Area #12 Chairman when the Board had discussed this interest at the November meeting. Marshall had been directed to send correspondence relating our willingness to explore the consideration and also our due dilgience items. Chair Brezinski invited Marshall to begin the discussion. Marshall explained that under the Workforce Innovation and Opportunity Act of 2014, Governors have some discretion to reorganize their workforce system and structure as funded by federal dollars. Many Governor’s had already done so in states like California, Texas, Washington, Florida and others directly aligning the Workforce Boards and what they oversee with connections to TANF/ Public Assistance operations and/or economic development or high education. Governor Kasich had invested in rebranding all one-stops in Ohio under the moniker of OhioMeansJobs Center and had worked with the Governor’s Executive Workforce Board to ensure satisfaction with the public workforce system by employers and evaluated through measures that employers’ values. Marshall reminded the Board members that when the Workforce Investment Act of 1998 was authorized, business leaders encouraged local government in Butler, Clermont, Hamilton, Warren and the City of Cincinnati to organize one regional workforce board, aptly named the Southwest Ohio Region Workforce Investment Board, in order to maximize funding for training and direct services rather than for individual county board operations. The SWORWIB was officially designated and approved by all elected bodies but did not consummate the regional design and structure due to concerns by Butler, Clermont and Warren Counties about ability to organize a regional effort in the midst of the racial unrest of April 2001. Key business leaders reorganized to serve the City of Cincinnati and Hamilton County in combination and obtained gubernatorial agreement from Governor Taft to become an independent urban center workforce area separate from the Area 7 – Ohio Option approach of dozens of rural and suburban counties.

The new law, WIOA, requires initial designation of the local WIOA areas and workforce boards to give Governor’s time to consider their State plans and reorganization options. After July 2018, Governors are open to exercise considerations for reorganization based on renewed applications by workforce boards with information on their performance success and absence of any financial findings. Any alternation considerations in advance of the July 2018 time frame open the whole state up for reorganization because of the ripple effect of change with one Board on others. Marshall noted that there are benefits to combining counties as was originally considered under WIA but that the timing is not ideal because something could be redesigned by the Governor in July 2018 when it could take until then to design and implement a two county reconstruction.

Marshall noted the materials in the Board packet sent to Clermont in December and their response also included, as well as a more recent letter providing clarification that funds be spent for Clermont residents. She asked that members express their thoughts and these would be noted on flip charts not for the purpose of recording every comment but to be seen by members for comments already made and for review relative to the direction of the comments and possible motion. Fox explained that she had asked for the agenda item to be advanced so she could be present to express that she was not in favor of the merger due to the limited funds for SWORWIB to serve our existing population and now its workload would be consumed in merger activities that detract from our pattern of solid management and additional grantwriting to be able to serve more from the City and Hamilton County. She further expressed concern that spending too much time even exploring this request with all the additional work on a small staff during the WIOA transition could mean opportunities to serve Cincinnati residents could be overlooked. Abell made the point that her company is one of the largest employers and when hiring, they do not stop at county lines. Since there is a heavy healthcare industry in Clermont, from an employers’ perspective, the merge would be beneficial. McCartney added that he has worked in both counties and would expect Clermont to contribute towards administrative costs if the merger took place. He also wondered if the course of action back in 2001 has any impact now.
Marshall responded that she believed the African American community would be surprised at a re-merger with one of the counties that withdrew in 2001 and encouraged those who were knowledgeable then to address the concern. Stuckey questioned whether or not the addition of Clermont would place a burden on implementation of CCMEP or any other functions that Hamilton County has already moved forward on. Marshall answered that Clermont is also implementing CCMEP but has only a few eligible candidates while Hamilton County currently has several thousand eligible TANF customers to assess for enrollment in CCMEP and unfortunately she is not aware how involved the workforce team is in CCMEP or the Board is in CCMEP. This would definitely need to be well understood considering its impact on our three WIOA youth providers and on the whole system now. Dooley questioned if the merger would negatively affect the underemployed and the unemployed in Cincinnati and Hamilton County or more importantly how could it not impact our service to these residents while our operations are in shift for the merger. Marshall stated that she is confident our providers would eventually be able to navigate through the shift and continue to deliver service, but it does raise questions about working with two prosecutor’s offices for procurement and bidding and she did not know Clermont’s youth contract schedule, but our youth service contracts are renewable through June 2019. Moreover, the SWORWB has conducted procurement of the one-stop operator since 2004 but Butler/Clermont/Warren have never conducted one stop procurement so reprocurement of the one-stop center operators would also be required and our procurement and contracting for the one-stop center operator also are renewable through June 2019.

Bedolla expressed support in general for regionalized approaches and organization but wondered about the largest county reorganizing with just the smallest county of the four in Southwest Ohio. He also suggested there should be more a coordinated effort on the Board’s part to further explore in more detail Clermont’s request and its implications, perhaps in a set of stages of consideration and that it would be premature to make a decision at this time. He suggested that revisiting Clermont’s request in 2018 after gathering more information would be a more realistic timeline. Sorenson-Williams brought up the concern about customer cultural population differences and just the sheer size comparison between Hamilton County and Clermont County. Moreover she expressed concern that there are also organizational cultural values and whether Clermont County’s cultural values will align with those of Hamilton County. She stated that the SWORWB Board is unique since it is a tax exempt nonprofit which contracts out direct services and therefore has real oversight and authority as well as closely working with the OMJ Center on new funding, programs and partners. Stuckey questioned if Clermont County would be able to transition through the implications of such demographics for expectations of broader service and higher volumes and real results for training completion, OJT’s, things that their numerics don’t seem to support.

Waldbiillig stated that if the decision is made to not merge with Clermont then there needs to be discussion about how Hamilton County can help Clermont become more successful; almost a moral imperative. Rademacher expressed that he was unclear how this merger would benefit Hamilton County’s residents. He stated that there would at least be short term harm to the very people this Board serves while under exploration and then again with any changes that occur at the state level that seem to be constant now. Clermont has disappointing performance data for training, completions, employment and wages – something the SWORWB has been nationally recognized as a frontrunner in evaluation of these investments and something we have required our contractors to spend more funds for than infrastructure and staff. Moreover, he feels Clermont County has not outlined how the merger would benefit Hamilton County clients in the long term. Wright added that Hamilton County has impressive numbers in the state and its procured providers are solid in their performance results and the merger would change the already implemented processes and tactics. He suggested that giving Clermont County helpful advice and support as well as exchanging ideas would be beneficial but merging would be harmful to the clients that Hamilton County serves.

Brezinski asked if there were other comments different than those already expressed. He stated that in summary this potential merger must be mutually advantageous for both counties and that the SWORWB Board has an obligation to the community and customer demographics this Board currently serves. He explained that the SWORWB Board must stay focused on the mission at hand and while it is clear how this
merger could benefit Clermont County, it is unclear how this merger would benefit Hamilton County in the short term and long term. Mann proposed a motion that SWORWIB not continue merger conversations at this time with Clermont County; however, staff is directed to explore ways in which SWORWIB and Clermont County might cooperate in mutually advantageous ways. Throckmorton moved, Riddick seconded the motion. Motion passed unanimously.

**Workforce Board Recertification:** Relative to the application for recertification of the SWORWIB for Area #13, Marshall announced that the SWORWIB received an extension of the deadline to submit all conflict of interest forms and the Mayoral appointments as posted on the City of Cincinnati website. Once these last documents are provided to ODJFS, the SWORWIB should be approved through June 30, 2018.

**VIII. Focusing on Performance (Moved per motion during agenda approval)**

**No WIOA Youth Data – Changing CCMEP/WIOA Youth Measures**

Holt discussed WIOA Youth Performance Measures. The three WIA measures (youth placement in employment or education, youth certificate or diploma and youth literacy and numeracy) have been expanded into six WIOA measures. There is currently no WIOA youth data because Program Year 2016 served as a baseline year for WIOA Youth Performance as the change in performance measures were being implemented. Therefore WIOA Youth Performance will be measured in FY2017 which begins 7/1/2017. Marshall commented that the new WIOA measures expand the time frame for followup with youth and defy the Department of Labor’s own predictions of the length of service averages and spans by Millennial and subsequent generations. Holt and Marshall reviewed the measures for CCMEP, which is one and the same since the Board agreed to blend the WIOA Youth funding with TANF for the Governor’s innovative approach to focusing on 14-24 year old youth to support them into employment. There are consider process measures with CCMEP and also the WIOA 14 elements of action and result that are blended for purposes of CCMEP, but this year is also establishing the baseline for future measurement.

**OMJ Measures**

OMJ made specific changes to participant intake, exits, follow-up services, quality assurance, and supplemental data entry. For the most recent year of performance measures, the OMJ Center received five exceeds and one meet. The OMJ Center drove state performance scores up by an average 11.6 percentage points over the prior year. Holt reported that they have received no updates on state performance since July of 2016; typically updates would have been received in September and December.

**DOL/WIOA/State of Ohio Measure Changes**

Holt reviewed OMJ performance measures under WIOA and noted that state and federal performance measures are increasingly important for certification of the local area, the local OMJ Center and the local workforce board. Ohio Department of Job and Family Services (ODJFS) will re-designate Ohio Workforce areas in the summer of 2018 and performance success will be especially critical. There will be a transition to a new set of performance measures and there will be 14 measures instead of 9. ODJFS is currently working on how to implement the new federal mandates. Holt explained that there are a new pair of performance measures that are anticipated and several versions of implementation have been proposed, specifically an efficiency measure and the use of regression analysis to verify that the most difficult to serve are being served. Efficiency measures will be based on the volume of services delivered per allocated dollar. Each service rendered must be documented in the state database. This will increase the career services participant count by ensuring that every service performed is counted. Holt reviewed the purpose of regression analysis, which will ensure that all enrollee barriers are documented at the time of enrollment. There will be case notes to support each stated barrier and each barrier will be addressed in the customer’s case plan. The main challenge will be enrolling more customers that have higher amounts of barriers. Holt explained that they will do poorly in meeting regression analysis barriers unless there is a change in the type of customers that are enrolled. Holt pointed out that the Board’s input on this anticipated new measure would be beneficial. Marshall added that the customers OMJ typically serves everyday have more than one barrier and it may be found that identifying more barriers may prove better than identifying just one or two.
VIII. Public Comments and Announcements
Chair Brezinski asked if there were any other questions, announcements or comments from the Board members or the general public in attendance. There being none from the public or the board members, he moved on to the next agenda item.

IX. Next Meetings
Chair Brezinski reviewed upcoming meetings:
March 9, 2017 - Executive Committee 8:00 a.m. - 10:00 a.m.
March 9, 2017 - OMJ Business Engagement Committee 3:00 p.m. - 4:30 p.m.
March 23, 2017 - WIOA Core Partners Council 10:00 a.m. - 12:00 p.m.
April 13, 2017 - Executive Committee 8:00 a.m. - 10:00 a.m.
April 20, 2017 - Emerging Workforce Committee 8:00 a.m. - 9:30 a.m.
April 20, 2017 - Youth Provider Roundtable 9:45 a.m. - 11:00 a.m.
May 11, 2017 - Quarterly Board Meeting 8:00 a.m. - 10:00 a.m.
May 18, 2017 - OMJ4PWD Committee 10:00 a.m. - 12:00 p.m.
May 25, 2017 - WIOA Core Partners Council 10:00 a.m. - 12:00 p.m.

X. Adjournment
Chair Brezinski called for a motion to adjourn. Jones moved, Stuckey seconded the motion to adjourn. Motion passed unanimously. The meeting ended at 10:03 a.m.

Respectfully,

[Signature]

René McPhedran
Secretary