SWORWIB QUARTERLY MEETING
OhioMeansJobs Center
May 11, 2017
8:00 - 10:00 a.m.
Minutes


SWORWIB Members Absent: Omar Ahmad, Karen Arnold, Michael Beck, Oscar Bedolla, Nick Buscott, Michael Conner, Dwayne Dews, Catherine Dooley, Margaret Fox, Chris Fridel, Shawn Harter, Gregory Johnson, David Mann, Peter McLinden, Donald Moffett, Mike Moroski, Bridget Patton, Gary Prater, Carol Sorenson-Williams, Alicia Tidwell, Greg Toebbe, Amy Waldbigler, Charles Wright, Tessa Xuan

SWORWIB Staff: Sherry Kelley Marshall, Patricia Bready, Natalie Hammer, Wesley Miller

Resources: Tim Dingler, Kevin Holt, Lynn Murphy, Brandy Scott-Herrmann, Bonita Wood

Guests: Azaria Carter, Alecia Franklin, Pam Green, Monica Hardman (representing Oscar Bedolla), Cheryl Hay, Jackie Meyer, David Romp, Tori Turner, Leta White, Josh Wice

I. Opening - Welcome and Introductions
Having exceeded quorum, Chair Brezinski opened the May 11, 2017 Annual Meeting at 8:05 a.m. thanking everyone for taking time out of their busy schedules to attend, requesting that all members and guests introduce themselves and reminding everyone to sign-in at the registration desk as attendance recordkeeping is required.

II. Approval of Agenda
Chair Brezinski 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. Chair Brezinski asked if there were any comments on the agenda. Stuckey moved, Rademacher seconded a motion to approve the agenda as issued. Motion passed unanimously.

III. Approval of the Consent Agenda
Chair Brezinski asked for any comments or changes to the consent agenda. Marshall noted that the NewsWIBs had been included as a separate attachment in the packet mailing and were therefore not paginated on the agenda. Chair Brezinski called for a motion to approve the consent agenda with this notation recorded. There being no other corrections, additions or requests for separate discussion about items on the consent agenda, Riddick moved, Snyder seconded a motion to approve the consent agenda. Motion passed unanimously. The following materials provided in the board packet were therefore approved:
  1. 2/09/2017 Quarterly Meeting Minutes
  2. President's Report
     a. FY2018 Consolidated Budget
IV. Chairman’s Report
Chair Brezinski informed the Board that the SWORWIB Executive Board would soon conduct President Marshall’s performance review. Chair Brezinski asked board members to submit any evaluative comments for inclusion in the annual review or any questions or suggestions for the review process or performance summary. He noted he would get an email reminder out immediately and asked that any feedback be submitted to him within the next week.

V. Nominating Committee Report
Chair Brezinski introduced Matt Jones to present the Nominating Committee Report. Jones began by thanking other members of the Nominating Committee for their work. He explained that the nominating process starts during May of each year and pointed out the nominating form that was included in the Board Packet of Materials. The SWORWIB is required by WIOA to send nomination notices to chambers, business associations, labor representatives and elected officials so those letters will be sent this month. Jones announced that so far at least ten current board members want to serve another term and six current board members will be completing their terms. He asked that any remaining board members whose terms will be ending this year submit their interest in serving another term. Although the exact number of openings is not yet known, it is clear that new board members will need to be recruited this year. Jones informed the Board that the Nominating Committee has already begun discussion with interested private sector representatives. Jones encouraged board members to contact him or Marshall with any potential candidates or fill out the nomination form and send it to him or Marshall. Jones noted that the board is required to have certain category representation, while it is also required to have a board diverse in race, age, gender, industry sector, company/employer size, and city and county representation so the Nominating Committee is looking for diversity in a variety of ways for potential candidates.

VI. Update on CCMEP and Summer Youth Jobs
Chair Brezinski introduced Tori Turner from Talbert House to give an update on youth programs in the Comprehensive Case Management Employment Program (CCMEP) the SWORWIB had agreed to cooperate with as part of Governor Kasich’s innovative initiative blending WIOA and TANF funding.

Turner explained that Talbert House which manages the consortium of service providers for CCMEP are in the process of hiring 600 youth ages 16-24 in Hamilton County and are currently in the process of assessing youth as mandated under CCMEP. The assessments have been very lengthy but the process is almost completed. The assessment includes questions addressing youth barriers, education, housing, social issues, and a variety of other challenges. Turner stated that youth are placed in a 3 day job readiness training program and once the youth have completed a certain number of hours in training they are placed into a job position. The 18-24 year old age group will be completed at the end of May and then job assignments for ages 16-17 will begin on June 5, 2017. Turner said that if any board member is interested in having a youth at their job site then she has the sign up forms and will further explain the program. The focus of the program is to mentor youth and give them skills to find and keep their own job. The program
also provides training on how to interviewing skills with practices. Turner explained that they want to place youth in work sites for in-demand sectors. Stuckey asked how Talbert House was reaching out to the community and to parents in order to spread awareness about this program. Turner responded have a marketing plan in place for community outreach but it was never executed because so many parents came to Talbert House first to inquire about the jobs for their children that they already have a full waiting list. Rademacher asked if there are ways this board can help make it known to the community about how youth employment opportunities are being affected because of lack of budget and programs requiring intense case management when young people and their parents are more interested in summer jobs rather than years-long programming. McCartney added that implementation by Talbert and the consortium agendies is limited by the CCMEP assessment guidelines that the Board has been very vocal about without success. Marshall noted that there had been a recent meeting in Cincinnati for which she understood there would be leeway with 14-15 year olds who just want summer employment not a lifelong commitment; but that has not materialized. McCartney explained that more youth could be served if they did not have to complete such a massive assessment at the beginning of the enrollment process. Marshall noted that results might not mirror state expectations so maybe in the future experience and knowledge will be considered in the design phase of innovation. Chair Brezinski thanked Turner for presenting this information to the Board and the Board for their strong engagement in services to youth, particularly younger youth who can benefit dramatically from early employment experiences.

Chair Brezinski asked Marshall to introduce a new May board meeting feature involving recognition of our high school graduating youth example. Marshall introduced Leta White of Jobs for Cincinnati Graduates (JCG) one of our youth services contract agencies with a long history of success with high school completion and advancement to college, the military, in-demand occupational training and employment. White thanked the Board members for supporting JCG program funding. She announced that there are currently 48 youth enrolled in the JCG leadership program and introduced Azaria Pittman-Carter, a JCG youth who will be graduating in 20 days and is in the top 10 of her class. Pittman-Carter is JCG Chapler President at Aiken and public speaking winner for the JCG skills competitions. Pittman-Carter spoke to the Board about her experience as a JCG youth and how the JCG theme of "getting ahead by getting started" has changed her life and motivated her to choose the best pathways that will lead her to success. Pittman-Carter's passion and commitment were obvious and inspiring to the Board members who commented their understanding of her winning a public speaking competition. Various Board members also expressed their hopes for her future and asked that she return to share her next stage story. Marshall recognized Pittman-Carter with a $100 Amazon Gift Card and also recognized the JCG Career Coaches Team for their hard work and their participation in a recent career assessment effort in several JCG high schools for which Marshall had obtained a grant from PNC Bank who wants to support young people in learning more about themselves and their interests so they can identify best careers for their consideration. Several Board members suggested inviting an interesting graduating student our funding has served to each May Board meeting to refresh each of us on the importance of our mission for youth.

VII. Presentation on Talent Development in Ohio
Chair Brezinski introduced David Romp of REDI Cincinnati and Cheryl Hay of JobsOhio to deliver a presentation on Talent Development, a significant issue in our region and across Ohio. Romp provided an overview of the JobsOhio Talent Program explaining that JobsOhio Cincinnati is responsible for economic development in five southwestern Ohio counties. JobsOhio Cincinnati works jointly with local economic develop to drive and support job creation and capital expenditure in Southwest Ohio. Romp reported that the goal is to attract organizations to come into Ohio and into the region with new employment opportunity as well as work with existing organizations to create new jobs. According to Romp, Cincinnati was able to attract GE Global to come to the area since Cincinnati has a compelling value, strong infrastructure, work system, academic system, competitive wages and an affordable cost of living. Talent has become a key driver for decisions about what locations businesses determine for new operations. Romp stated that highly skilled labor is in immense demand and businesses are looking for a good labor pool and strong skill sets in the local labor pool in order to choose new locations. Romp pointed out that the focus is for cities to be confident that they can find the talent they need to come to market. Other states offer talent and workforce
services to companies in order to attract development. Romp stated that Ohio created the JobsOhio Talent Services Team to compete with other states. A talent director has been placed in all six of Ohio's regions. He is managing the Southwest JobsOhio talent effort and is working with Marshall and the OMJ Center on a use agreement for collaborating on assessments and interviewing here in the Center.

Romp introduced Cheryl Hay, Talent Director for JobsOhio statewide. Hay thanked the Board for the time to explain the importance of workforce strength for retaining current employers and attracting new ones. She recognized Marshall with whom she had worked when Marshall was first recruited by the Cincinnati Chamber to lead workforce efforts and establish a new workforce board under WIA. Hay expressed being excited to be able to work with the SWORWIB for future projects and explained that JobsOhio helps to guide companies to talent services, show companies resources in the region and develop a plan for a company to come to the region. Furthermore, JobsOhio brings in resources to service a companies' recruitment pan, fills gaps in resources and services and funds services for expansion. Hay discussed talent attraction in Ohio and provided an example of how JobsOhio partnered with a company to monitor people online to find potential hires and move job ads to those people. This allowed JobsOhio to have access to 4,000 development tools to attract talent that has left Ohio back into the region. Hay reported that JobsOhio works with entities that offer diploma programs and job training and with people that have barriers and get them into proper training to succeed in an interview. Hay discussed how JobsOhio is in the process of trying to benchmark creative strategies, working to promote people coming back to the region and displaying and promoting opportunities in major cities like Cincinnati during special events and media-attention activities. Brezinski asked what the typical lag time was when JobsOhio first speaks to a company to the operator actually coming to Cincinnati. Romp answered that it all depends, some businesses come within a year and some have taken up to three years because of construction costs and other limitations. Miller asked how JobsOhio markets themselves to reach companies considering a move. Hay answered that JobsOhio has a strategy team across the US who market to consultants that companies have hired to look for potential expansion locations, known as site developers or relocation specialists. REDI and JobsOhio have met with these consulting groups to present what Ohio has to offer highlighting the infrastructure, distribution routes and supply chains. Stuckey questioned how big a typical expansion might be. Hay answered between 200-300 jobs with a company. She stated that JobsOhio looks at each region, what is available, what is needed and which companies would most benefit the region. Marshall stated that the governor has arranged for alternative diploma programs but many employers are unaware of these alternative programs. Marshall stated that she has been working certain manufacturers about the NCRC as an option. Hay responded that JobsOhio has been having the same type of disconnect conversation when discussing options with employers. Stuckey asked if JobsOhio could increase employment for African American and Hispanic people for the businesses coming in. Hay answered that many businesses already ask for a diverse workforce and many businesses are making diversity a requirement for their hire-ups in new locations. Brezinski apologized for needing to move ahead on the agenda and thanked REDI and JobsOhio for sharing their strategies with the Board and all their efforts to work with the SWORWIB and OMJ Center for opportunities in our region.

VIII. President's Updates
Chair Brezinski thanked Marshall for her written report featuring the key priorities and then short updates on important activities and matters between meetings, then asked Marshall to present her updates.

Policies
Marshall apologized for bringing 19 different policies for the Board's consideration while noting that ODJFS has a backlog of policies to get into implementation and with the third year anniversary of the passage of the Workforce Innovation and Opportunity Act of 2014, federal expectations for full implementation are underway. Marshall explained that the policies were divided into three kinds of policies: ODJFS WIOA Implementation Policy, SWORWIB Policy and Workforce Innovation and Opportunity Policy Letter (WIOAPL) adaptations for CMJ operations and Youth/CCMEP providers. She announced that the SWORWIB is one of only three workforce boards in Ohio that has met every WIOA implementation requirement and WIOA implementation reporting to the US DOL will begin in July 2017. Marshall
highlighted the purpose for each policy in each grouping and noted that for many of the policies they are so prescriptive that the complete WIOAPL is embraced and the summary page details how it works in Ohio Local Area #13. Marshall provided a strong example of “adaptation” by explaining that since 2004 when the Super Job Center was opened, the SWORWIB had always negotiated an MOU for shared cost for one-stop operations but most of the other Ohio workforce boards within government operations that also managed the one-stop centers, did not have shared cost MOUs. This has become difficult for most of Ohio to deal with which is why that one policy is so long and detailed; but really doesn’t apply to our local area experience, hence the short summation page to satisfy monitors that the policies was reviewed and we addressed our approach. The third group of policies relate to the SWORWIB as a 501c3. Marshall stated that the SWORWIB had to update supportive services, retention, ETP policies and industry sector policies. She said that the SWORWIB has an employee guide and that the Chamber of Commerce was audited by the DOL and the DOL concluded that the Chamber and the SWORWIB must continue with separate policies for these categories. Marshall added that additional items were added into the recruitment policy such as social media pages belonging to a potential hire must be thoroughly checked before the hiring process is continued. Several board members asked questions about policies of particular interest to them for which Marshall provided additional information. Chair Brezinski asked for any other questions or concerns before seeking approval. Day moved, Jones seconded a motion to approve the policies as distributed and presented. Motion passed unanimously.

Update on Clermont
Marshall explained that Area 12 issued required for procurement for One Stop operations in all three counties and Clermont decided to bid with Butler and Warren counties as a consortium approach for operating the area’s One Stops. Therefore the topic of Clermont merging with Hamilton County is currently tabled until the One Stop procurement is determined and may or may not resurface depending on Area 12’s procurement selection decision.

Update on Federal Funding
Marshall reviewed the notice from the Washington Post about the avoidance of a government shutdown. A budget bill is under consideration for October 1 as the federal start of their fiscal year cycle. Marshall speculates that if the DOL takes a cut, WIOA funding would be one of the first to be impacted, along with prior federal special grants that may not have expended funds expeditiously. Some sources in the lobbying community in DC anticipate a most cut for WIOA in the 10% range, but others indicate the White House team is looking at a 25-40% cut for DOL. Marshall reassured the Board that there is stable funding through September but adjustments in budgets and services are possible by the fall.

Update on TechHire Grant
Marshall explained that the TechHire Grant is part of the Midwest Urban Strategies Consortium (MUSC) and the SWORWIB’s portion of funding is aimed at consulting with St. Louis, Milwaukee, Chicago and Minneapolis and to learn how some of the other national code programming camps/schools are achieving success for youth. Marshall shared that the Cincinnati TechHire partnership is ahead of other Midwestern cities in employer engagement, diverse recruitment and educational partnerships for recruiting into the information technology fields region-wide. The InterAlliance high school programming is also unique. Quarterly meetings of MUSC are scheduled with the first one set for Board and staff leadership in Milwaukee July 5-8 to meet with the DOL Region 5 representatives to discuss the Midwest’s interest in private funding and experimental opportunities. The next meeting will be in October and Cincinnati will host the 12 cities’ executive and board leadership to learn about our TechHire team.

Update on TechSolve and America’s Promise Manufacturing Grants
Marshall announced that the SWORWIB is working with Patheon and Kroger manufacturing plants with the TechSolve and America’s Promise Manufacturing grants. Union interest in a national adoption of the Industrial Manufacturing Technician (IMT) Apprenticeship has delayed work with individual plants while a national sponsorship for the IMT is developed and rolled out simultaneously. Consequently Patheon implementation is the priority now locally as well as collaborating with Partners for A Competitive Workforce
to identify other manufacturers who might want to combine efforts for the Related Technical Instruction delivery.

IX. Public Comments and Announcements
Chair Brezinski asked if there were announcements from the board members or general public, or any questions, or comments from any in attendance. There being none from the public or the board members, he proceeded to the next agenda item.

X. Next Meetings
Chair Brezinski reviewed upcoming meetings before the next quarterly board meeting on 8/10/2017:
- 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.
- June 8, 2017 - Executive Committee Meeting TBD
- July 20, 2017 - Emerging Workforce Committee 8:00 a.m. - 10:00 a.m.
- July 20, 2017 - Youth Provider Roundtable 9:45 a.m. - 11:00 a.m.
- August 10, 2017 - Quarterly Board Meeting 8:00 a.m. - 10:00 a.m.
- August 24, 2017 - WIOA Core Partners Council 9:00 a.m. - 11:00 a.m.

XI. Adjournment
Chair Brezinski asked if there was anything else for the good of the order. There was not, so he called for a motion to adjourn. Jones moved, Conklin seconded a motion to adjourn. Motion passed unanimously. The meeting ended at 10:05.

Respectfully,

[Signature]

René McPhedran
Secretary