SWORWIB: The Southwest Ohio Region Workforce Investment Board

SWORWIB Quarterly Meeting
OhioMeansJobs Center
November 9, 2017
8:00 a.m.
Minutes

SWORWIB Members Present: Julia Abell, Karen Arnold, Michael Beck, Valarie Boykins, Brad Brezinski, Scott Conklin, Michael Conner, Margaret Fox, Natalie Galbato, April Gillespie-Hurst, Darrin Hall, Shawn Harter, Gregory Johnson, Laurence Jones, Matthew Jones, Tim McCartney, Detries Miller, Matthew Owens, Eric Rademacher, Jennifer Roeder, Harry Snyder, Carol Sorenson-Williams, Tyrone Stuckey, Roberta Thomas, Robin Throckmorton, Alicia Tidwell, Greg Toebbe, Amy Waldbillig, Charles Wright, Tessa Xuan

SWORWIB Members Absent: Omar Ahmad, Oscar Bedolla, Nick Buschur, Chad Day, Dwayne Dews, Catherine Dooley, Denise Driehaus, Kimber Fender, Chris Fridel, David Mann, Peter McLinden, Rene McPhedran, Donald Moffett, Mike Moroski, Bridget Patton, Terry Phillips, Gary Prater, Eric Riddick, Dani Watkins, Karen Wessel

SWORWIB Staff Team: Pat Bready, Wes Miller, Deborah Jordan, Sherry Kelley Marshall,

Resources: Kevin Holt, Lynn Murphy, Nicole Peace

Guests: Jackie Alf, April Barker, Elissa Bates, Kerrie Benning, Kelly Broscheid, Natasha Chesnut, Pam Green, Jane Keller, Megan Meyer, Sharahn Monk, Nate Simon (for Denise Driehaus), Sharon Thompson, Leta White.

I. Opening - Welcome and Introductions

Having exceeded quorum, Chair Brad Brezinski welcomed everyone to the November 9, 2017 Quarterly Board Meeting at 8:05 a.m. thanking all present for taking time out of their schedules to make the quarterly board meeting. He requested that all members and guests introduce themselves and reminded everyone to sign-in at the registration table, as attendance recordkeeping is required.

The following were recognized for their Board Service as they complete their term of service on the SWORWIB: Julia Abell, Oscar Bedolla, Valarie Boykins, Brad Brezinski, Nick Buschur, Michael Conner, Catherine Dooley, Natalie Galbato, Darrin Hall, Donald Moffett, and Greg Toebbe.

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 presentations and discussions. The practice is that everyone reviews the entire agenda before approval including a close review of the consent agenda items 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 noted that he would like to provide a Chair Report as part of the introduction of the Nominating Committee Report. There being no concerns expressed, questions or other requests for agenda item changes, Owens moved, Stuckey seconded the motion to approve the agenda as presented. Motion passed unanimously.
III. Approval of the Consent Agenda
Chair Brezinski asked if there were any comments or changes to the consent agenda. Marshall asked for by-law to provide some additional information on the Midwest Urban Strategies Consortium for which the October NewsWIB has lots of information on the site visit to Cincinnati in October. She further noted that there would be changes in partners in the OMJ Center that should confirmed and operational by Annual Meeting, specifically ResCare moving from the OMJ Center and Dohn Community School 22+ Program moving into the OMJ Center.

There being no other comments, corrections, additions or separate discussion about items on the consent agenda, Conner moved, Snyder seconded the motion to approve the consent agenda. Motion passed unanimously. The following materials provided in the board packet were therefore approved:

- 8/10/2017 Quarterly Meeting Minutes
- 2018 Calendar of Meetings
- President’s Report
  o Approved ETP List
  o Audit and Grant Update
  o Policies (See Summary)
  o Scorecard
- Committee Reports
  o OMJ Business Engagement
  o Emerging Workforce Committee
  o WIOA Core Partners
- OMJ Center Reports
- Fiscal Agent Report and Local Area Budget
- CCMEP/WIOA/Youth Report
- NewsWIBs (August 2017-October 2017)

IV. Nominating Committee Report and Nominating Committee Report
Chair Brezinski introduced Matt Jones, Chair of the Nominating Committee, for his report. Jones named the other members of the Nominating Committee and thanked them for their time and effort. He reported that Scott Conklin has agreed to serve on the Nominating Committee for 2018 and encouraged interested others to contact him as the effort will get underway in June of 2018.

Chair Jones reviewed the nominating process as it relates to collaboration with Mayor Cranley and City Council who formally appoint the Board members consistent with the Intergovernmental Services Agreement required for the urban cities/counties. Mayor Cranley approved a Board size of fifty. The Board must meet certain criteria according to state and federal law as well as Board values about diversity, city/county mix, and related workforce parties. Chair Jones assured the Board that this slate of new and renewing and continuing candidates meets the various expectations for diversity. He then reviewed the Nominating Committee Report, pages 42-53 of the Board Packet, noting the completing members, renewing-terms members and the newly-recruited and nominated members. He also reviewed the slate of officers recommended for the Board as well as the Chair(s) and Co-Chairs of the SWORWIB Committees, including several New Committees associated with requirements of WIOA for 2018, specifically Ad Hoc Committees for the Youth RFP/Procurement, One-Stop Provider RFP/Procurement and the OMJ Certification Committee required to submit a recertification application approving our OhioMeansJobs Center operations. Jones asked Marshall to elaborate on these committees. Marshall clarified that non-Board members can serve on a committee to broaden diversity and participation and encourage consideration of Board service after experience. She elaborated on the three new committees for 2018 for particular tasks that Chair Jones introduced: 1) Youth Request for Proposal (Youth RFP) Ad Hoc Committee to develop and implement the re-procurement process and select vendors for the next three to four years. Given the impact of Comprehensive Case Management and Employment Program (CCMEP) on youth services and the Governor’s success in advancing CCMEP into permanent state law, we must evaluate the timing of re-procurement with a new RFP that can more fully explain the CCMEP impact and requirements given the “merger” of Workforce Innovation and Opportunity Act (WIOA) Youth formula funds within Temporary Assistance for Families (TANF). 2) We also must reprocure the One Stop Operator
through the Request for Proposal’s process and with an Ad Hoc (OSO RFP) Committee led by the President and formal legal counsel as HCJFS cannot lend procurement staff to the one-stop procurement due to perceived conflicted interest. Taft Law will charge a modest fee of $10,000 for legal counsel to ensure the Board follows proper federal procurement process for the one stop procurement. 3) The third Ad Hoc Committee is to oversee OMJ Re-Certification. Recently, the Ohio Department of Job and Family Services (ODJFS) issued state WIOA Policy Advisory related to the re-certification of one-stop centers throughout the state advising that all Workforce Boards must form a Board Committee to oversight the certification process and evaluate the OMJ Center before submitting the documentation for certification. ODJFS will clarify the timing of this process and we will establish the Ad Hoc OMJ Certification Committee in alignment with their calendar notification.

Chair Brezinski congratulated Alicia Tidwell as the incoming Chair and assured the Board and incoming Chair that he would be available for transition and any advice and support. Chair Brezinski confirmed that as Chair of the Nominating Committee, Jones report served as a motion to accept the full report, including the funds reported for SWORWIB legal counsel to support the One-Stop Operator procurement process. Snyder seconded the motion to approve the Nominating Committee report and related fiscal component. Motion passed unanimously. Chair Brezinski thanked Jones for the tremendous work of the committee.

V. CCMEP Report
Chair Brezinski asked April Barker to review the Comprehensive Case Management Employment Program (CCMEP) report highlights. Barker reported that the county plan is being updated as required by the Ohio Department of Job and Family Services and including copies of all policies and procedures. Marshall noted that the Plan Document requires the signature of the Board Chair, thus requiring action that was not clear when the agenda was developed. Stuckey commented that he is glad to see this focus on working with young people who are parents and aren’t working so they could show their children a different way of life, but he is also concerned that there are unintended consequences for the very important summer work experience for the 14-24 age group. Barker noted as well as confirming comments from McCartney, that the CCMEP team including Marshall had advocated for more sensitivity to the summer youth opportunities and thought we had made an impact on policy but as things rolled out, it was clear that the project was not going to reconsider implications but rather test the prototype. Chair Brezinski noted that Marshall would review the final version of the plan modification and share it with him before he signed on behalf of the Board. Waldbillig moved, Conner seconded a motion to approve the CCMEP Plan modification and authorize the Chair to sign as required. Motion passed unanimously.

The second topic related to CCMEP dealt with randomized research of our CCMEP participants, aged 14-25. Barker and McCartney spoke about the requested randomized research model for this program. Many in the social service fields, including Marshall who objected to Area #13 participating, are concerned about randomized research of humans that could negatively impact the very people that we are supposed to be serving and are held accountable for successful performance. Barker and McCartney noted that Hamilton County had suggested several approaches to the control and tests groups that would be meaningful and would not “pick” youth to be removed or not to receive program benefits, but rather would use those who had self-selected out of the program for comparable purposes. Ohio State University (OSU) will aim for a small sample size their control group but still be random selection. McCartney reported that Hamilton County recommends passing on participation in the OSU study. Marshall concurred with their recommendation on expressed moral objection to justifying gold standard research at the expense of youth in need. Stuckey and Boykins raised questions about how Hamilton County is doing relative to the performance metrics that are now combined for WIOA and CCMEP. Holt responded that Area #13 is CMEP thriving compared to Columbus and Cleveland except for the new performance measurement that focused on the youth population maintaining employment for at least a year. In our market and elsewhere, youth and millennials as well are not keeping the same job for a whole year because they are recruited or themselves find better job opportunities and choose to switch to their perception of the “better job”. Toebbe moved, Boykins seconded a motion in support of Area #13 not participating in this research project at this time. Motion passed unanimously. Related to this discussion, Chair Brezinski shared with the Board that statewide Board Chairs had met in Columbus and
talked about how to share information, improve and adapt programs and work with the state agencies to get feedback on their new program designs before implementation.

VI. Presentation: Ohio Alternative High School & Adult Diplomas
Chair Brezinski asked Marshall to introduce the topic of this presentation. Marshall explained that Governor Kasich had proposed to the State Legislature a new approach to graduation options in the State of Ohio. Just as Ohio has expanded diploma options for adults, there are now diploma options for high schoolers, with middle school now including career exploration in order to help students select the best pathway for their high school choice. Marshall explained that there are four presenters representing both high school and out-of-school youth and adult options both in Cincinnati Public School and Great Oaks, which serves the rest of the schools in Hamilton County besides CPS. Marshall stated that this is a preliminary exposure of this content for the board and then the SWORWIB will consider developing a workshop to help employers understand the changes they will need to make in personnel policies and hiring practices to avoid challenges from candidates who know they have a legitimate Ohio diploma that is not being recognized during their application process. Chair Brezinski invited Kelly Broscheid from Cincinnati Public Schools to describe the Cincinnati Public School - high school diploma options.

Ohio Alternative High School Diplomas:
Broscheid explained that there are three ways to earn a high school diploma now versus the former way of taking the Ohio Graduation Test (OGT) that assessed the student in four core areas with three attempts possible – 10th, 11th and 12th grade. That ends in 2017. Now there are three pathways to choose from: 1) Ohio’s State Tests 2) Industry credentials and workforce readiness (taking WorkKeys, a work-readiness test) and college and career readiness tests. The industry credentials have point values and are listed on the Ohio Department of Education website. If a credential is worth less than 12 points, then the student must earn enough credentials to total 12 points. 3) College entrance exams. Broscheid shared examples of career technical programs already in process at CPS High Schools and others that are being expanded. She reported on manufacturing and construction at Woodward, code programming and healthcare at Hughes High School and most of it in partnership with UC and the hospitals in the neighborhood. She reported on a Career Technical Education Committee that meets to explore credentials and training programs to earn these credentials. Marshall remarked that Board Member Chris Fridel of the IBEW/NECA Electrical Training Center was not able to make the meeting but serves on the CPS Careers Committee and presents the electrical and other apprenticed trades in high schools for consideration by students. He is also working with CPS to devise a high school course on construction trades.

As the first speaker on this highly interesting topic that most board members were charged about, there were lots of questions and discussion that elongated this presentation beyond the fifteen minutes for each of the four presentations. The following summarized the key concerns and suggestions from Board members before Chair Brezinski closed discussion in order to allow the other three related presentations to be covered. Stuckey raised the issue whether workforce boards should be deciding these credentials rather than educators, since we have to stay on top of in-demand industries but schools haven’t and don’t. His question was supported by comments from myriad others concerned that educators won’t consult employers and workforce boards just as they largely haven’t for decades. Broscheid said that the credential application process is in February and the results are released in August or September. Several Board members commented that the time frame is off for the typical school calendar and sounds like it takes too long to go through the process so it could be helpful for workforce boards to be able to advance and confirm certifications based on their research and/or the Governor’s released list of in-demand occupations. Snyder commented that this time frame does not work to optimize aligning curriculum to the credentials. There was almost universal concern by Board members that this approach is a really good one for many in the State but it appears that there is a major disconnect between the Department of Education and the Department of Jobs and Family Services. Marshall noted that the Office of Workforce Transformation and Ohio Department of Education should come up with a new, transparent process for determining approved credentials and allow high school students across the state to co-enroll with the career technical school closest to them to achieve the credential training they want for their graduation diploma option rather than the school districts trying to piecemeal credentials and appropriate equipment and instruction within their high schools for which many
public high school systems largely abandoned career technical education in favor of the “everyone goes to college” mantra of the last many decades. Several board members asked whether a student can get these credentials on their own since some are not possible for high school students to earn based on age or criminal background as examples. Waldmiller said that every school district could join with others districts. She noted that the Great Oaks district serve 36 or so districts so they can share resources for programs like welding. She further noted that there is already open enrollment in the State of Ohio and we need to move beyond one size fits all and collaborate together to collectively serve our in-school and out-of-school youth. Broscheid commented that CPS has “career tech not vocational education” which is perceived as an advantage so the student can stay at their own school with their friends and won’t need transportation. The disadvantage is that programs aren’t in every school. Since most high schools are for grades 7 to 12, students are choosing their school in 6th grade when they aren’t considering career choices and aren’t required under Kasich’s initiatives to explore careers for themselves. Fox asked how these career tech programs fit with national certification. Marshall reported that they almost all use the National Career Readiness Credential that is aligned with employer research on critical skills for occupations and permit the skill-up of students through the WorkKeys component.

Chair Brezinski asked Broscheid for any closing comments as the discussion had gone considerably past the planned time frame and three more speakers are planned to share their piece of this new “high school education” approach we are facing in Ohio. Broscheid closed by noting that in 2018 there will be adjusted requirements to graduate since many students are not yet tracking with the new requirements for either the common core-college bound option or the career technical option.

CPS Aspire Program
Chair Brezinski apologized to the other speakers and ask that everyone withhold their questions until the remaining three speakers complete their presentations. Roberta Thomas (Board Member representing Aspire-known as ABLE in WIOA) and Alisa Bates introduced themselves and shared some of the key changes occurring in the adult education world as well. Since many Board members and employers have not taken the equivalency tests, the team wanted to familiarize participants with the difficulty of some of the test questions using the website Kahoot. It. This exercise proved its purpose – to inform our Board members that the alternative high school options for a diploma are not easy and students are digesting information and it’s at their speed for their success. Several Board members confirmed their agreement with Thomas that the test questions are harder than they thought. The CPS Aspire Team shared several flyers and summaries of the options available for participants and volunteered to meet with any Board member to review the materials in more detail so these options are understood by the Board. Marshall noted that she has been working with the IBEW to connect with Aspire and explore options for math assessment for candidates and will hopefully have a great story to share about this approach.

Great Oaks Approaches for Adult Diplomas: Harry Snyder, President of Great Oaks Career Campuses
Introduced Great Oaks team members Kim Barron and Holly Lee who presented on High School Equivalency Options that Great Oaks is responsible to provide to its Career Technical High School students and adult education students. Choice 1 is for those 22 + or older. This is a credit recovery program where students must have a previous high school transcript. The program is offered through Dohn Community School.
Choice 2: Great Oaks is currently the only Adult diploma program (ADP) provider in the Greater Cincinnati area with adult training options for the required career credentials. Students must be age 22+ to earn a training certificate and an official high school diploma. This job-oriented diploma program was started three years ago. ADP is fully funded by the Ohio Department of Education. Great Oaks offers the following in-demand certifications: STNA, Health Unit Coordinator, Forklift/OSHA, Welding (1&2) and Phlebotomy. They no longer offer certification for EKG because graduates were not obtaining employment. When a student passes a WorkKeys Test, completes a training program, and passes a certification exam, s/he receives credential plus high school diploma without an academic test. The Class of 2017 at Great Oaks was the first class offered this high school diploma option. Every state-funded college must accept this diploma. Choice 3: The third choice was discussed in the previous presentation: HSE- High School Equivalency. If a person chooses an HSE, it may take a year to prepare and pass all parts of the test so employers need to understand that it is a challenging choice and there are not generally any quick results on employees acquiring an HSE.
Chair Brezinski asked Marshall what some next steps might be for further understanding on these new options and helping our community, employers, drop-outs, high school students and others to know their choices. Marshall responded that she is already working on a panel to outline the options to employers early in 2018 in partnership with Cincinnati USA Regional Chamber and the OMJ Center. She is also arranging for the out-of-school providers to understand and explore these options with their program participants. Lastly, she is preparing a paper on the alternative high school diplomas in Ohio to be developed into a white paper and partnering with ACT to do a joint research project on NCRC completers in Hamilton County. She recognized that there were board members during the presentations very engaged in figuring how to work with these new options and contribute to some employment relevance. Therefore she will approach Ryan Burgess of the Office of Workforce Transformation to bring together ODE and OWT with the workforce board leaders to discuss ways to better inform Ohio parents and students about the options. Furthermore the SWORWIB and OMJ Center as well as our in-school youth provider Cincinnati Youth Collaborative/Jobs for Cincinnati Graduates are already working with the high schools in Cincinnati and Hamilton County to understand how best to use the OMJ.com website for preparation and employment pursuit and bringing employers into high schools along with training organizations to expose high schoolers and their schools to resources they haven’t been involved with historically. Stuckey commented that this is a good approach and he hopes that the Office of Workforce Transformation and ODE can figure out a way to inform the general public better with locally held information sessions. Brezinski agreed with these approaches and will work with Marshall to make such a suggestion to OWT/Ryan Burgess.

VII. Presidents Report
Chair Brezinski asked Marshall to quickly highlight key points associated with her report. Marshall asked if there were any questions based on her written report in the consent agenda. ETP Committee Chair Gregg Toebbe asked that she explain the Eligible Training Provider (ETP List). Marshall referred the members to page 11 of the Board Packet and noted that the Eligible Training Provider Evaluation Committee had reviewed performance submissions from the training providers and determined those that met the Board’s performance criteria. Additionally they considered new providers for provisional status in 2017-2018 who would need to provide performance results in the summer of 2018 in order to be determined eligible. Toebbe thanked the members of the ETP Evaluation Committee and thanked Detris Miller for agreeing to serve as the next Committee Chair as he completed his term.

Marshall encouraged nominations for the Annual SuperAwards and pointed out the form is page 82 in the Board Packet. Marshall also share an update on the Midwest Urban Strategies Consortium, which visited Cincinnati in early October for TechHire Training and granted the SWORWIB funds for apprenticeship development with manufacturer’s for which Marshall is working with Great Oaks and three companies to begin in-house employer sponsored apprenticeship programs in the next quarter. Marshall announced that there will be an amendment to the OMJ Center Memorandum of Understanding due to the departure of ResCare from the building and also the negotiations with Dohn Community School to expand their high school locations for their Adult 22+ Diploma Program to the OMJ Center. She will complete negotiations in time to bring services to the OMJ Center by January. Marshall thanked the board and contractors for the OMJ Center services and youth services for a solid year of ongoing high performance amidst ever-changing program requirements and adjustments. The Annual Report for 2016-2017 was distributed to all in attendance to review.

VIII. Chair Report
Chair Brezinski remarked on his experience as Chair over the last two years and expressed great appreciation and partnership with the members of the Board. He commented that many had come to tour General Tool Company and understand the challenges for manufacturing in these times and he was glad to be supportive of several grants pursued by the SWORWIB for additional training dollars. He thanked everyone for their suggestions and support for adjustments to the agendas and reports. He reviewed the demanding efforts for the regional strategic planning under WIOA and the state’s assignment of Area #13 to lead a four-county effort with Area #12, as well as manage the consideration and decision related to interest by a portion of Area #12 wanting to align with Area #13. He commended Marshall for her commitment, energy and long hours and also acknowledged the massive amount of work that Marshall does to support the
Chair in their job—besides the task of going to Columbus a few times for meetings and handling calls from State leaders for statewide efforts. He confirmed he will continue as an ex-officio for a few more meetings as well as finish up some projects over the next year. He thanked all the board members past and present for their commitment to the organization and to optimally deploying the limited funds to help employers, jobseekers and the community.

As he was coming to the end of this last Board Meeting, Chair Brezinski again thanked everyone and President Marshall for her tireless efforts on the Board’s behalf and noted this is the only meeting he has chaired in the two years of his Chairmanship that went overtime this much. In response there was a good round of smiles and laughter and applause.

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. In honor of Veterans Day this weekend, Matt Owens thanked all veterans for their service. There being no other comments from the public or the board members, the Chair proceeded to the next agenda item.

X. Next Meetings:
December 14, 2017 Executive Committee Meeting 8:00 – 10:00 a.m.
December 14, 2017 OMJ4PWD 10:30 – Noon
January 18, 2018 Emerging Workforce Committee 8:00 – 9:30 a.m.
January 25, 2018 New Member Orientation 8:00 – 10:00 a.m.
February 8, 2018 Annual Board Meeting 8:00 – 10:00 a.m.
February 22, 2018 WIOA Core Partners Council 10:00 a.m. - Noon

XI. Adjournment:
Chair Brezinski asked if there was anything else for the good of the order. There being no further comments or requests, Fox moved, Boykins seconded a motion to adjourn. Motion passed unanimously. The meeting ended at 10:14 a.m.

Respectfully,

René McPhedran
Secretary