SWORWIB ANNUAL MEETING
OhioMeansJobs Center
February 14, 2019
8:00 a.m.
Minutes

SWORWIB Members Present: Jonathan Allen, Khurram Altaf, Karen Arnold, Michael Beck, Paula Brehm-Heeger, Leo Chan, Natasha Chesnut, Scott Conklin, Chad Day, Renee Dean, Mark Dierig, Margaret Fox, Shanel Gentry, April Gillespie-Hurst, DeJuan Gossett, Shawn Harter, Laurence Jones, Matthew Jones, Chris Xei Lyons, Aimee Madliger, Diana Mairose, Shirley May, Tim McCartney, Peter McLinden, Sharahn Monk, Matthew Owens, Bridget Patton, Michael Prus, Jennifer Roeder, Trisha Rogers-Lowey, Diana Small, Harry Snyder, Carol Sorenson-Williams, Tyrone Stuckey, Stephanie Summerow Dumas, Roberta Thomas, Alicia Tidwell, Amy Waldbillig, Charles Wright

SWORWIB Members Absent: Jackie Alf, Alan Bensman, Dwayne Dews, Chris Fridel, Melissa Johnson, René McPhedran, Detries Miller, Jerry Porter, Eric Rademacher, Eric Riddick, Dani Watkins, André Williams, Jennifer Winstel

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

Resources: Kevin Holt, Lynn Murphy

Guests: Doris J. Barnes, Russell R. Brogan, Denise Driehaus, Linda Fabe, Usher Friedman, Tina Gatto, Mason Gray, Melissa Harmeling, Kimberly Herrmann, Kathy Holzderber, H.A. Musser, Zachary Nordyke, Mira Smith, Randy E. Strunk, Sharon Thompson, Audrey Treasure, Leah Winkler, Louis A. Woerner

I. Opening - Welcome and Introductions
Having exceeded quorum, Chair Alicia Tidwell welcomed everyone to the February 14, 2019 Annual Meeting at 8:00 a.m. thanking all present for taking time out of their busy schedules to attend the board meeting. She asked new Board members to introduce themselves first and thanked them for joining the SWORWIB as volunteers. Chair Tidwell reminded everyone to sign-in legibly at the registration table, as attendance recordkeeping is required. She further reminded them that the audio equipment can pick up side conversations so everyone needs to be mindful of their side talk. She also thanked the caterer, Jeanette’s Delicacies, and the staff for the Valentine’s Day reminder with the “kisses” candies. Chair Tidwell requested that all members and guests introduce themselves.

II. Induction of New Board Members
On behalf of Mayor John Cranley, Chief Lead Elected Official, and Hamilton County Commission President Denise Driehaus with Hamilton County serving as Fiscal Agency & Administrative Entity for the combined workforce area of Cincinnati and Hamilton County, Chair Tidwell welcomed former SWORWIB Board Member and County Commission President Denise Driehaus to swear in the new board members present today. Driehaus noted that her term on the SWORWIB completed at the end of December and expressed what a privilege it had been to serve on this Board and announced that new Commissioner Summerow Dumas is the Commission representative to the SWORWIB beginning today. Marshall added that Driehaus is the first female president of the Commission and that Summerow Dumas is the first African American county commissioner in Ohio. Driehaus asked the new Board Members to come forward at the SWORWIB Banner to be recognized and be inducted to SWORWIB Board membership by agreeing to accept the duties of this nonprofit workforce
board in service to Cincinnati and Hamilton County: Jonathan Allen, Khurram Altaf, Paula Brehm-Heeger, s Driehaus is going off the Board, she Renee Dean, DeJuan Gossett, Chris Xeil Lyons, Aimee Madliger, Diana Maiose, Michael Prus, Diana Small, Stephanie Summerow Dumas, Andre Williams, Jennifer Winstel. There was a round of applause as Chair Tidwell welcomed everyone to the SWORWIB. A round of applause was also provided in appreciation of Commission President Driehaus for her service on the Board and for her service this morning to the Board’s welcoming of new members.

III. Approval of Agenda
Chair Tidwell reviewed the agenda and reminded members the SWORWIB has two Agendas at each meeting. The First Agenda approval is for the presentation of the order of business. The second agenda business item is for review and approval of "the consent agenda" which 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. Marshall reminded the Board to especially note IRS documents and the WIOA Regional Strategic Plan Update included in the Consent Agenda. With no other comments, concerns, questions or other requests for agenda item changes, Snyder moved, Jones seconded the motion to approve the agenda as presented. Motion unanimously approved.

IV. Approval of Consent Agenda
Chair Tidwell asked if there were any comments or changes to the consent agenda. Marshall noted the importance of the annual independent audit, required IRS documents and filings and the WIOA 2019-21 Regional Strategic Plan Update, one of the required WIOA Updates and Recertifications to complete in 2019. There being no other comments, corrections, additions or separate discussion about items on the consent agenda, Jones moved, Gentry seconded a motion to approve the consent agenda. Motion unanimously approved. The following materials provided in the board packet were therefore approved:

- 11.08.2018 Quarterly Meeting Minutes
- President's Report
  - Audit and Grant Updates
  - 2019 Calendar of Meetings
  - FY2019 Scorecard Update
  - Office of Workforce Transformation Success Report
  - Opioid Crisis Grant Update
  - WIOA 2019-2021 Regional Strategic Plan Update
- Treasurer's Report Independent Fiscal Year 2018/IRS 990/Ohio Charitable Solicitations Registration
- Committee Reports
  - OMJ4PWD Committee
  - OMJ Recertification Committee
  - WIOA Core Partners Council
- OMJ Operator Report
- Administrative Entity/Fiscal Agent Report/Local Area Budget
- CCMEP Report
- NewsWIBs

V. Presentation: 2019 SuperAwards Recognition Ceremonies
Chair Tidwell welcomed Commissioner Summerow Davis to join her at the front of the SWORWIB Banners for the presentations and pictures of the 2019 Annual SuperAwards winners. Marshall served as Master of Ceremonies describing this year's Annual Award Categories that recognize a variety of meaningful contributions to SWORWIB and introducing each of the winners of the 2019 Annual SuperAwards honorees in the following categories:
SuperEmployers
- Cargill - is based in Colorado and has been recruiting at the OMJ Center over the last year for well-paying positions, with over 13 hiring events and a minimum of 90 job offers. Teresa Gonzalez and Angela Creech were recognized but unable to attend today.
- Clippard - Kimberly Hermann accepted their Award for five hiring events and job fairs focused on dislocated workers.
- United Envelope – Tina Gatto was recognized for partnering with on-the-job training accounts and partnering for community and OMJ Center hiring events.
- Walmart – Doris J. Barnes was recognized for her leadership with nontraditional candidates and flexibility for scheduling to support their employment.

SuperApprenticeshipPartners
- CAA and Darqueze Dennard – Mason Gray and Mira Smith accepted an award as volunteer athletic leader Darqueze Dennard, Bengals cornerback, who encouraged and supported the CAA YouthBuild and construction apprentices.
- CPS Aspire – Adult 22+ and Career Technical Partnerships – Roberta Thomas was recognized for her long-time support for individuals needing a high school diploma and her development of various industry credential partnership for CPS participants.
- Job Corps and Brogan Tire – Sharon Thompson and Russell Brogan were recognized for Brogan Tire’s apprentices with Job Corp students for many years and training these young people for work and the honor of job well done and appreciated by customers.

SuperOMJPartners
- Paula Brehm-Heeger, Workforce Series in Hamilton County Library Branches in partnership with the OMJ Center thereby providing significant outreach within Cincinnati & Hamilton County.
- Melissa Harmeling and Randy Strunk, IKRON, leading local discussion and information sharing relative to marijuana legal changes for employers and service providers
- Zak Norderke, Dohn School 22+ Director for his pursuit of a school location within the OMJ Center thereby linking these students and ultimate graduates to be on site for hiring events and job pursuits.

Super OMJ Volunteer
- Kathy Holzderber, OMJ Recertification Committee, for her “super committee volunteer” commitment to the task of fully vetting the status and recertification application for WIOA OMJ – Phase II status. Marshall called to the front of the room for recognition, and mini-star awards for all those members from the OMJ Business Engagement Committee, OhioMeansJobs For People with Disabilities Committee and the WIOA Core Partners Committee, all of whom contributed additional hours to jointly serve on the combined OMJ Recertification Committee for evaluation and completion of the application.

Super OMJ Employee
- Marshall called Cindy Frietch, Front Desk/Resource Room & Career Coach to the front of the room for her award based on her strong service at the front desk and resource room and her caring and commitment for jobseekers who must bring their children with them and who are kept occupied by the many books and supplies available in the front lobby that are purchased, cleaned and provided to youngsters through the spirit and kindness of this employee.

Super OMJ Team
- Marshall highlighted the Junior Achievement Inspire event by showing slides from the event. She noted the new and current board members who are working the Inspire event and therefore not at the Annual Meeting. She thanked 5th/3rd Bank, Shawn Harter for advancing the grant and André Williams who encouraged Mercy Hospital participation as joint partners with the SWORWIB so as to include our Super OMJ Team members who staffed the OhioMeansJobs booth and demonstrations of the OMJ.com/BackPack resources. There were nearly 4000 9th graders and some 8th graders present supported by the SWORWIB for bus service and lunch. Marshall called all the team members to the front for pictures and recognition of their contribution to the event success, the student interest-building and the teamwork. In closing,
Marshall asked for a final round of applause for all the SuperAward winners each and all of whom contributed to our success in helping youth and adults understand and pursue and obtain work.

VI. Presentation: Census 2020
Chair Tidwell shared an update that the U.S. Census Bureau presentation by Emmanuel Smith was postponed until the May 9, 2019 Quarterly Board Meeting.

VII. Presentation: Spotlight on Mid-Year Performance
Chair Tidwell introduced this presentation on Mid-Year Performance and asked Marshall and Holt to present. Marshall noted that all of the WIOA recertifications, data management adjustments and CCEP ongoing implementation has been challenging since July 2018. She noted that overall, there is good news on the state level with Cincinnati outperforming Columbus and Cleveland. With the good sometimes comes more work responding to both state and other counties and answering more surveys. Holt shared that although his heart is in the data and budget, the successes happen one person and one family at a time. From his perspective, when the performance measures are met, the team can concentrate on service to our customers. Also, we can either win by outperforming our metro peers or, if not, we can learn from them. Marshall noted that in either case, performance results are tied to funding, the Board’s ongoing support and local autonomy to pursue our best thinking for solutions and results. Holt reviewed the highlights: in the first quarter of 2018, Area #13 is highest performing among metro areas in 8 of 11 measures, and second in the remaining 3 measures. Scores are generally up relative to the prior quarter except for displaced workers, as our community has not had the kind of relocation challenges that the northeast Ohio area is addressing.

Marshall asked about which upcoming measures are of concern. Holt indicated that measures of employer satisfaction and retention are still unclear for how they will be measured, even though we are 4.5 years after the passage of WIOA of 2014. Tidwell wondered if someone can be upwardly mobile and keep a job, not just the same job, why can’t we make that the measure of success. Stuckey asked about influencing the Department of Labor through partnering with career and college educational leaders so results are meaningful for all entities involved in workforce that is key to applied education. Marshall informed Board members that understanding employers is not the DOL’s strength so their proposed measures are academic and theoretical because they are relying on college recommendations rather than employer interests and investments. She also reminded members that the DOL themselves once advanced that as we all live longer; the newest generations will have 29.5 jobs over 40 years of work – which is certainly not what employers are hoping to be the common retention time frame. Yet DOL leaders want to hold the workforce system to a different standard of employee retention.

Jones commented that the “gig economy” is the next wave and asked if SWORWIB is looking at how this will employment system will function. Holt noted that there is a “grey market” where people are paid under the table and don’t report taxes; however, we want to fund living wage jobs that are tax reported. Chair Tidwell asked for more information on employer satisfaction. Holt responded that if there are 100 people who are making a living wage in demand jobs, what percentage are in those jobs one year from now. If we outperform Columbus and Cleveland, we’re fine by comparison, but what if the employees are stuck in a job rather than moving up in advanced manufacturing or information technology or trucking with understanding of advanced technology for transportation. Stuckey suggested that measuring unemployment and those who are receiving unemployment in a year might be a better measure. Holt expressed that many of these realities are important to determining how employer satisfaction will be assessed but the most important aspect is that the Board and the one-stop center teams need to be part of a national conversation on this measure.

In a related note, Marshall added that technology training is important in many jobs – including manufacturing, construction, transportation/trucking, distribution and logistics, healthcare and more. She shared about a new organization, Apprenti Cincinnati, in partnership with the Chamber to help to build tech talent in the region. Cincinnati Public and the Oaks are also doing their part in training for the future. Sorenson-Williams commented that this was a robust conversation, and what could the Board do to support this concern. Holt
responded, “hold us accountable.” To achieve the results the SWORWIB wants for the local area, expect the OMJ Center to explore solutions. Fox asked if we are penalized with less money for doing well on performance measures. Holt noted that the current is a hard time to do well in performance measures since opportunity is so expansive and many seeking employment or changing employment don’t need our help in this economy. Marshall commented that if Cincinnati, Columbus, and/or Cleveland are unable to be successful, then Ohio falls so we not only try to achieve results for our area but for the whole system. McCartney shared that Area #13 is the envy of the metro areas throughout the state because of the work Holt leads and Board’s accountability for results. He further noted that the other metro areas make frequent visits to Hamilton County for observations and discussion.

VIII. President’s Report
Since there were no questions on the President’s Written Report, Marshall discussed the following topics:

- **In-Demand Jobs Week 2019**: May 6-10 is the scheduled week for this second annual statewide celebration. Those who want to be involved in activities for this week were asked to contact Marshall. Marshall also shared that there is some discussion about moving this event to the fall, when young people in particular are starting back to school rather than distracted by spring activities, proms and upcoming graduations.

- **Junior Achievement Inspire**: Even with the excellent first event, we are deciding on the best time to hold this next year given the not great weather and its complications for students. Once again, contact Marshall if you want to participate in the 2020 event.

- **Library Partnership Activities**: With all Workforce Boards required to have Memorandums of Agreement with local employment centers, these working partnerships are expanding in some creative ways and reaching more citizens through broader outreach. The schedule for local library and OMJ job search assistance was included in the packet. The next scheduled event is at the Oakley library and focused not on first jobs but next jobs.

- **Status of WIOA Recertifications**: Marshall reported on the status of various recertification requirements, specifically the local area designation remains, the Regional Plan update is approved, Workforce Development Board certification was held up by the Council elections but should be approved by May. The OMJ Center Recertification will be included for a Board vote and subsequent submittal to ODJFS at the May Board meeting.

- **Marshall Disputes on New Audit Requests**: Marshall explained a strong negative reaction to more audits that are not being expected of Columbus and Cleveland. The Auditor of State wanted the SWORWIB to audit Hamilton County for the flow of funds so Marshall had to explain procedures as outlined in the Intergovernmental Services Agreement (IGSA) between the City and County, and the Local Governance Agreement (LGA) among the SWORWIB, City and County and consequently disputed the requirement for the SWORWIB to be required to audit the County our costs. Then we had an ODJFS Auditor who wanted a third party to audit the parking lot repair procurement and procedures, and Marshall had to explain the role of the SWORWIB having a lease from Hamilton County for the building and the MOU resources to maintain the facility including explaining basic construction terms. Marshall provided an extensive set of procurement documents including terms available on the internet, and has not heard back from the ODJFS auditor. Marshall noted that the number of retiring experienced personnel and the inadequate coaching of new hires without experience sometimes leaves the workforce boards with training demands for staff who are supposed to be helping the locals.

- **OMJ One Stop Operator RFP Update**: Five bids have been received in response to the formal posting of the extensive One Stop Operator procurement for which decisions are expected for a start date of July 1.

- **Report on Education Resolution**: Marshall had previously asked the Board to join in supporting a resolution to extend graduation options offered to the class of 2018 to the classes of 2019, 2020, and 2021 since high school is a four-year cycle. The bill allowed for the cycle of these diplomas to continue through 2021.

- **Other**: Marshall reported on plans to convert some unused second floor space into small conference rooms that could be used for meetings or for hiring event interviews. A water main break impacted several areas of the front footage sidewalk creating a safety issue at the front door and along the
sidewalk as if the work shifted the sidewalk lower or touched off a sinking reaction. Marshall will work on options to address the changes. A Duke gas shutdown is planned for early spring and Marshall has received notice that a Duke electrical shutdown will be scheduled thereafter and will require complete “unplugging” before the shutdown is executed.

- Marshall asked that the Board members to return now or send to her the Information form for updating out records. She explained that the Board members are listed on www.SWORWIB.org but only with names and employer/other association. Private information is not share.
- Stuckey asked about how to get an in-demand job added to the approved list such as credentials for childcare jobs for which there are many openings. Marshall offered to provide a document on how In-Demand Occupations are classified. She offered to share the document with others who wanted to better understand the data.

IX. Public Comments and Announcements
Chair Tidwell asked if there were any other questions, announcements or comments from the Board members or the general public in attendance.

- Snyder explained that the Ohio Tech Center is requesting $16.9 to $23 million on the state level to offer more short-term certificate trainings (under 600 hours). He moved that the Board approve for Marshall to advocate for this funding. Snyder moved, Waldbillig seconded the motion to approve this proposal.
- Motion unanimously approved. Marshall also shared that Senator Portman is working on a national Pell Grant renewal that would allow changes for shorter-term career technical training and credentials.
- Marshall will be in DC late March for the National Association of Workforce Boards and will schedule appointments on Capitol Hill with Ohio leadership in support of this effort at the national level.
- Gillespie-Hurst announced that an African American Human Resources Association has reactivated professionals in the organization and will be meeting February 28th. Anyone interested in additional information can connect with April Gillespie-Hurst.
- Beck announced the 2019 Tech Olympics event for high school students at the Millennium Hotel for February 22-24th and encouraged employers to attend and participate in judging various technology projects by young people. If interested go to INTERAlliance of Greater Cincinnati for details about the weekend demonstrations and activities.
- McCartney explained the need for the state to make robo-calls to help clients understand they will receive food stamp benefits on different days with 50% Feb. 22 and 50% for March.
- Stuckey asked for leeway to go off topic in order to announce that his son is now a pastor at Immanuel Baptist.

X. Next Board Meetings
Chair Tidwell reviewed upcoming Quarterly Board Meetings as below and noted that the complete 2019 calendar of all committee meetings was approved under the consent agenda and included in the packet:

- May 9, 2019 – Quarterly Board Meeting 8:00 am – 10:00 am
- August 8, 2019 - Quarterly Board Meeting 8:00 am – 10:00 am
- November 14, 2019 - Quarterly Board Meeting 8:00 am – 10:00 am

XI. Adjournment
Chair Tidwell thanked everyone for coming and asked if there was anything else for the good of the order. There being nothing else, Jones moved, Lyons seconded a motion to adjourn. Motion unanimously approved. The meeting ended at 9:40 a.m.

Respectfully,

René McPhedran
Secretary