SWORWIB QUARTERLY MEETING
OhioMeansJobs Center
May 9, 2019
8:00 a.m.
Minutes


SWORWIB Members Absent: Jackie Alf, Khurram Altaf, Michael Beck, Chad Day, Renee Dean, Mark Dierig, Shanel Gentry, Melissa Johnson, Diana Maiose, Shirley May, Tim McCartney, Peter McLinden, René McPhedran, Sharahn Monk, Bridget Patton, Eric Riddick, Trisha Rogers-Lowey, Diana Small, Harry Snyder, Carol Sorenson-Williams, Roberta Thomas, Amy Waidbillig, André Williams.


Resources: April Barker, Kevin Holt, Lynn Murphy

Guests: Ethan Arguello, Kathleen Busemeyer, Ericka Copeland-Dansby, Samantha Meredith, Goldeci Petersen, Brandy Porter, Brandy Taylor, Lauren Taylor, Sean Stanbro, Judith M. Tucker, Ross Wales, Leta White

I. Opening - Welcome and Introductions
Having exceeded quorum, Chair Alicia Tidwell welcomed everyone to the May 9, 2019 Annual Meeting at 8:07 a.m. thanking all present for taking time out of their busy schedules to attend the board meeting. 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, Jeannette's Delicacies, for breakfast, the most important meal of the day. She reminded everyone that she appreciates everyone’s time, that we cannot redeem time, so let us not waste time. Chair Tidwell requested that all members and guests introduce themselves.

II. 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 commented that the 2019 Board and Committee Meeting dates was included in the board packet not the 2020 schedule that will be included for the August meeting. With only Marshall’s notation, there were no other comments, concerns, questions or requests for agenda item changes, Harter moved, L. Jones seconded the motion to approve the agenda with the correction of the 2019 not 2020 Meeting Schedule noted as a correction. Motion unanimously approved.
IV. Approval of Consent Agenda

Chair Tidwell asked if there were any comments or changes related to the consent agenda. There being no comments, corrections, additions or separate discussion about items on the consent agenda, Brehm-Heeger moved, Harter seconded a motion to approve the consent agenda. Motion unanimously approved. The following materials provided in the board packet were therefore approved:

- President’s Report
  - Audit and Grant Updates
  - FY2019 Scorecard
  - FY2020 1916 Building Budget
  - FY2020 Consolidated Budget
  - FY2019 SWORWIB Meeting Dates – as corrected earlier
  - Policies; 15-07.2, 16-09.1, 16-11.1, 18-01, 18-02, (Separate Packet)
- Committee Reports
  - Emerging Workforce Council
  - OMJ Business Engagement Committee
  - WIOA Core Partners Council
- CCMEP & WIOA Youth Report
- OMJ Operator Report
- Administrative Entity/Fiscal Agent Report/Local Area Budget
- NewsWIB’s (Separate Packet)

IV. Presentation: Youth Award Winner: Goldeci Peterson, North College Hill HS

Chair Tidwell affirmed that Jobs for Cincinnati Graduates (JCG) managed a stellar local and state skills competition program where one of their students took first place locally plus in the state. She promised we would hear more from this student in the future. Marshall introduced JCG which is a robust and successful collaboration between Cincinnati Public Schools and Cincinnati Youth Collaborative and substantially underwritten by the SWORWIB for in-school youth. The program’s goal is to lead selected students with significant challenges to graduation, a successful career and life-long learning. The Ohio program is Jobs for Ohio Graduates; the national program is Jobs for America’s Graduates. Marshall reminded the Board members of the importance of a practice work experience which they might be able to provide with eight-week summer job opportunities. Marshall noted that Leta White from JCG has available a list of twelve jobs where JCG is looking for summer work experiences for students. They also brought handouts on the High School to Career Program Overview and summer work experience information. Marshall encouraged Board members and guests to consider a JCG Summer Work Experience. She reminded the Board that Shanel Gentry was so impressed with one of last year’s youth presenters that she offered her a summer job working with Gentry’s beauty parlor business and now that young woman is pursuing business training for her own future salon.

Marshall also provided an update on the other winner and presenter, Brian Madrid, who is a first-year apprentice electrician “earning as he learns”. Please see the recent newsletter for photos and commentary. Marshall also thanked Chris Fidel for his role with recruitment. Brian says hi and wishes the current winner well. Marshall then introduced Goldeci Peterson from North College Hill High School as the local and state winner of public presentation. Peterson proceeded to give a powerful speech about new beginnings and his goal to become a lawyer or broadcaster with his college scholarship. When completed, Peterson received a standing ovation from the Board and attendees.

V. One-Stop Operator Selection

Chair Tidwell introduced our procurement attorney, Ross Wales of TAFT, Inc. who was recruited by Marshall in collaboration with Pro Bono Partnership of Ohio that both President Marshall and Secretary McPhedran negotiated for a $10,000 non-profit supported arrangement. The engagement includes for a multi-month time frame, review of the Request for Proposals (RFP), subsequent processes, Committee Scoring and subsequently interviewing and re-scoring through to the One-Stop Operator selection, notification to the other bidders, address of any Freedom of Information Requests and current one-stop operator contract negotiations for which Wales and Marshall are still active. Wales noted that the process started in September of 2018.
After draft and finalization of the RFP Booklet, there was a Bidder's Conference with seven bidders including two conference call-ins. The Bidder's Conference involved a review of the massive RFP booklet (210 Pages that Marshall drafted), a tour of the Center, questions and answers related to clarification of the work detailed in the RFP. Three respondents bid for the entire program: United Labor Agency (ULA), KRA Corporation and Hamilton County Job and Family Services (HCJFS). Two bids for only the business services: Workplace and ResCare. Two others elected not to submit a bid. All were interesting and informative bids with strengths to consider. The decision was difficult because all the bidders were top quality and strong performers already in the marketplace. The Evaluation Committee made a tremendous contribution to the SWORWIB in reading, scoring, interviewing, re-interviewing, and scoring throughout the process. Ultimately, HCJFS, the current operator, was selected. Negotiations are underway with the new contract beginning July 1 for a two-year contract with an option for two more years. The next selection process would then be in 2023. The Evaluation Committee members who were confidential throughout the process can now be thanked: Alf, Chestnut, Montgomery, Powell and Tidwell. There were three non-voting members: Marshall, Saterfield and Wakes. Wakes said it was a pleasure to work with the SWORWIB leadership and the Committee members. KRA Corporation has sought clarifying information, which is a natural part of the process after a decision is made. Fox asked what KRA Corporation stood for and was told that is the legal name of this nationally active workforce organization. Stuckey asked what "clarification" meant. Wakes stated and Marshall reiterated that their clarification requests under the Freedom of Information Act (FOIA) would not stop the process moving forward with HCJFS but could require some additional time in meetings with them. Walt resolute assured the SWORWIB members that the process was well-managed, communications were clear and appropriate, and nothing was done improperly; KRA just wants to know why their business wasn't selected. Chair Tidwell expressed gratitude for going through the process and learning a lot. She thanked Wakes for his key services, thanked Marshall for a true overload of work in excess of the 210 pages of the RFP and all the other preparation and effort and gave appreciation to McPhedran for her assistance to Marshall connecting with Pro Bono for a fabulously low fee for such an extended and time-consuming legal project. There being no other comments or questions, Fox moved, Fridel seconded a motion to approve the recommendation by the One-Stop Procurement Committee of HCJFS as the OJM Operator. Motion unanimously approved.

VI. Presentation: Census 2020:

Lauren Taylor, Partnership Specialist, U.S. Census Bureau - Cincinnati and NKY

Chair Tidwell introduced Lauren Taylor and reminded everyone of the importance of the decennial census that influences millions from federal taxation to address needs in the community. Taylor introduced herself as a partnership specialist who serves as a liaison between Hamilton and Clermont County. Taylor presented an information-packed PowerPoint overview of the history of the census and highlighted the four uses of census data: apportionment of congressional seats, redistricting, funding and planning. When a person isn't counted, there is a potential to lose $1814 federal funds per person per year. Historically, undercounted groups are: children under 5, immigrants, young adults 18 to 24, veterans, persons with a disability, non-English speakers and seniors. Taylor also showed a map of low response areas and emphasized that participation in the census is easy, safe, and important. People have been fearful about what is done with their information but the information can only be used to produce statistics and is confidential otherwise. There is a robust outreach campaign with an option to respond online for the first time. The survey takes 10 minutes. Census Day is April 1, 2020 with most census offices opening in the fall. The 2020 Census will be complete by April 1, 2021. Her final slides were about how to support the census: let people know about the variety of jobs, establish Complete Count Committees (CCC) to increase the response rate by spreading awareness and motivating individuals to respond.

The presentation was followed by questions. Marshall laughingly asked if April 1 had always been the census date and someone's idea of a bad joke. The April Fool's Day connection had not been considered by the Census Bureau as a concern. Several were interested in how the Complete Count Committees are formed. Taylor responded that the state, the county and larger cities usually form such a committee to get as many completed surveys as possible. Commissioner Summerow Dumas expressed the importance of this information and indicated the Commissioners will probably organize for the Census. Jones commented that the funding outcome of the census would be a motivator for a Complete Count Committee (CCC). Taylor offered to provide studies about impact of census resources for communities. Marshall asked Rademacher as a data
expert for his view. Rademacher stated that people with the greatest stake are not counted; they are not necessarily evading but may have changed residences, telephones, or have a different work schedule. He added that since U.C. is affiliated with the state, U.C. will be involved. Right now, their activity is primarily promoting jobs in the region via twitter. Next year, there will be more activity with students and lots of opportunity for participation with a role for the U.C. Data Center. A guest raised a concern about immigrants. Taylor suggested another partner specialist who works with the immigrant population could help advice the Complete County Team on strategies to get immigrant participation. Rademacher noted that there are politics about what questions to ask about immigrants. Taylor noted that all questions had to be resolved by June.

Marshall wondered when Cincinnati and Dayton would be considered as one metro region and whether the Census influences that action. Rademacher stated that the Office of Management and Budget determines, partly based on transportation patterns. The two cities are meeting about forming one Metropolitan Statistical Area (MSA) but there would be implications for how the money flows. Stuckey asked if homeless children can be counted in school where their parents could then be included. Taylor said they could get data at colleges but not schools. Fox asked if there was a count of the homeless. Taylor answered no official count but this is a key rationale for the Count Committees to be formed and develop strategies to count everyone. Commissioner Summerow Dumas liked the convenience of being able to complete the survey online but wants other strategies for those who have not been reached and who may not be well informed for on-line completion. Taylor mentioned that people might do it online to avoid someone coming to their home and that the CCC is important since these people know the community. Brehm-Heeger added that the public library did a big push in the past because the library is a place those who are homeless trust. Marshall promised to connect our Regional Library and OMJ Collaborative outlined in our WIOA Regional Strategic Plan Update to talk about OMJ and Library collaboration to raise participation in the 2020 Census. Chair Tidwell thanked Taylor for her presentation and the Board applauded the information and the proactive discussion.

VII. Chair Report
Chair Tidwell reminded the Board members that it is time for the annual evaluation of our executive. She talked numbers about Marshall's work strengths, commitment of time and ongoing and creative new efforts, grants, projects, and just plain hard work. She shared that she knows herself that Marshall puts in 300 or more hours each month; sends emails almost 24/7 and leaves voicemail even at very late at night demonstrating she is truly vested and invested. Her work from beginning to end for the One-Stop RFP Process was extensive and ultra-demanding and amazingly well-done and complete. She added that the funding is stable, all bi-annual recertifications are complete, she had to take point on the WIOA Regional Strategic Plan for all-four counties in order to get it completed, the NewsWIB confirms all the projects and efforts she leads and/or collaborates and Harry Snyder knows her hours better than any of us as she has required code access and also manages the security codes at Great Oaks for Building 100 and is contacted by the Security Team any time someone tries weekend and late evening access. Tidwell said that she would send out two email reminders for commentary, evaluation and growth opportunities for President Marshall and hopes to hear from a large percentage of the Board members.

VIII. Nominating Committee Announcement
Matt Jones reviewed the timeline of the Nominating Committee from May to November when the new Board slate is announced for Board action and Mayoral appointment discussions. He had three requests: First, join the Nominating Committee as we need a few new members. It's not labor intensive with only two to three meetings but draws on connections. Diversity inclusion is a top priority. Second, some of the Board members will expire out in 2019 and not renew. Marshall will be reaching out about continuing for another term. Please respond to emails. Third, the Executive Committee is losing some key members to term completion. This is a critical component of board involvement and necessary to be handled very specifically in order to meet the review of the Nominating Process and required periodic recertification of the Area and Board. He asked for anyone interested to contact him or President Marshall. There was laughter about the compensation being bagels and cream cheese at meetings. Jones then brought up the Board attendance requirements for which 50% attendance, 2 of 4 quarterly meetings, 3 of 5 (with orientation for new members) is required. Jones said the Board was steeped in federal regulation. Chair Tidwell added there was also a lot of vetting through the
Commissioners, City Council and the Mayor. Those present were encouraged to see Tidwell, Jones or Marshall to get involved, confirm reappointment or nominate a candidate.

IX. President’s Report
Chair Tidwell asked Marshall to report.

- **WIOA Recertifications:** All recertifications are complete except 1) Recertification of the Board due to data not being correct on Clerk of City Council’s website and the State must have a match between the City Council’s records and what we submit. 2) OMJ Balanced Scorecard Resolution: There was an adjustment by the State in the scoring system so that our OMJ received a Superior rating overall. The results of the “secret shopper” were helpful but with lack of local signage ordinances. For example, there was negative feedback with one mystery shopper who could not find signage on the back of the building. There are no plans to correct that issue since the signage ordinance does not support too much building signage, especially if not a main entrance. There is, however, a Corrective Action Plan to deal with the ESOL issues. Chair Tidwell asked for a motion to advance the resolution submitted for our OMJ Recertification Part II. L. Jones moved; Arnold seconded a motion to advance the Board Resolution Approval Balanced Scorecard for OMJ Recertification Phase 2. Motion unanimously approved.

- **OMJ Partner MOU:** The MOU is complete with 19 signatures locally and ready to be signed by the State. Fridel moved, Porter seconded a motion to forward the OMJ Partner MOU to the State. Motion unanimously approved.

- **New Policies**
  - **CCMEP Assessment Options:** Having our in-school youth taking too many tests and assessments in addition to those required by their high schools and by the state to achieve graduation is over-challenging. SWORWIB authorizes some other options already being used.
  - **Eligible Training Providers for the Opioid Crisis Grant:** SWORWIB has asked for provisional status for training providers for addictive services training. They will apply next June during the regular cycle to be ETP approved if they meet the criteria.
  - **Policies Related to Opioid Grant Supportive Services & OJ Training:** We are the only grant recipient in the state who has started to spend some of our allocated funds that may mean we receive more funds in the future. We are the only large city as well. We have formed an Opioid Crisis Council to help us become familiar with the addiction services training credentials and workforce options as well as benefit from their work in the field for identification of customers and efforts. The policy would bump the $5000 training amount to $8000 for the addictive services training and/or On-the-Job Training along with other services these individuals might need. Stuckey asked if these programs are open to all in our region. Marshall noted that if they meet the Opioid Grant eligibility, then yes because there is not a requirement that the individual be addicted – it might be a family or friend impact or consequence. Chair Tidwell asked for these policies to be considered and moved on together. Fox moved, Fridel seconded a motion to approve these policies as distributed. Motion unanimously approved.
  - **Military Signing Day:** Marshall recognized Ethan Arguello from ResCare who was passionate about SWORWIB supporting adding a signing day activity to high schools that already do College Signing Day and Athletic Signing Day. Colerain and Norwood had such events before we all gathered to coordinate a Signing Day. Princeton High School collaborated to host eleven signers with five different branches of the military (including the Ohio National Guard). There was TV coverage and support for this after high school choice. The SWORWIB will work with Public School Officials to outreach for this additional recognition of post-high school career choices.
  - **New Horizons Scholarship Partnership Program:** Marshall recognized Brandy Taylor from New Horizons Computer Learning Centers. There are six possible programs available and we will select six scholarship winners for courses valued at $7500 each. An application was distributed and the SWORWIB website has a navigational section for application completion.
  - **Other:** Marshall congratulated two Board members who authored books: DJ Gossett wrote 22 Ways to Tackle Success. Margaret Fox wrote a book of poetry, Touched by the Stars. The SWORWIB Board Member authors received a big round of applause!
X. 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.
  o Lawrence Jones announced that many are retiring in the insurance community where the barrier to entry as a profession is not significant for many insurance occupations. When you pass the exam for licensure, you can make significant revenue. Jones further shared that he is on the insurance board and could help make contact with industry leaders for events and training explanations. Gossett also is supportive of recognizing the finance and insurance industry sector. Marshall supported a group of folks to gather and determine a course of action for this field. Holt welcomes this consideration and stated that the OMJ Center highlights living wage jobs and markets to our partners.
  o Kathleen Busemeyer, Business Service Representative for OMJ, announced an upcoming free Medicare 101 Workshop for Friday, May 17th with the involvement of one of our newest Board member partners, Amy Madliger. She also encouraged attendees to share this free workshop with others they know.
  o Fridel announced they are looking for new trade-skills talent and interest. The IBEW conducts an informational session every 2nd Tuesday of the month at the International Brotherhood of Electrical Workers (IBEW) Training Center at 9 am and 5 pm. They have been very successful with information and a tour. High school students are asked to bring their parents to find out about their 5-year apprenticeship program.
  o Marshall asked the guests to introduce themselves before the end of the meeting as we had a large group.

XI. Next Board Meetings
Chair Tidwell reviewed upcoming Quarterly Board Meetings as below:
**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, Fridel moved, Chesnut seconded a motion to adjourn. Motion unanimously approved. The meeting ended at 9:57 a.m.

Respectfully,

[Signature]

René McPhedran
Secretary