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

SWORWIB Members Present: Jackie Alf, Jonathan Allen, Karen Arnold, Michael Beck, Paula Brehm-Heeger, Natasha Chesnut, Scott Conklin, Chad Day, Margaret Fox, Chris Fridel, Shanel Gentry, DeJuan Gossett, Chris Xeil Lyons, Peter McLinden, Detries Miller, Sharahn Monk, Jerry Porter, Michael Prus, Eric Rademacher, Jennifer Roeder, Harry Snyder, Carol Sorenson-Williams, Tyronne Stuckey, Stephanie Summerow Dumas, Roberta Thomas, Alicia Tidwell, Dani Watkins, Jennifer Winstel


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

Resources: April Barker, Kevin Holt, Lynn Murphy, Nicole Peace

Guests: Erica Fears, Lyndsi Fitzsimmons, H.A. Musser, Hannah Musser, Leo Peyronnin, Brandy Porter, Anthony Ricciardi, Tonya Saunders, Dr. Paul Sohi, Sean Stanbro, Erik Thomas, Michael K. Veh, Thanapat Vichitchot, Leta White, Bonita Wood

I. Opening - Welcome and Introductions
Having exceeded quorum, Chair Alicia Tidwell welcomed everyone to the August 8, 2019 Annual Meeting at 8:05 a.m. thanking all present for taking time from 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 does pick up some 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 of her appreciation of 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. Introduction of the Lucas County Workforce Board Visitors
Chair Tidwell asked President Marshall to introduce our visitors from the Lucas County/Toledo area. Marshall shared that the Lucas County team wanted to visit our WIOA Area #13 including attending the Board meeting, touring the OMJ Center and learning valuable lessons from the SWORWIB related to performance successes, additional grant resources, newsletter and annual report production and ongoing continuous improvement efforts. She introduced Tonya Saunders, Director of the Lucas County Planning and Development Department and the Lucas County Workforce Board and Michael K. Veh, Deputy Director. Marshall noted that the two visitors would be with us until later in the day and encouraged others to welcome them after the meeting.
III. Approval of Agenda
Chair Tidwell reviewed the agenda and reminded members the SWORWIB quarterly meetings have two Agendas. The First Agenda is for approval of the presentation of the order of business. The second agenda is "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. Porter moved; Snyder seconded the motion to approve the agenda. 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 requested separate discussion about items on the consent agenda, Fox moved; Fridel seconded the motion to approve the consent agenda. Motion unanimously approved. The following materials provided in the board packet were therefore approved:

- 05.09.2019 Quarterly Meeting Minutes
- President's Report
  - 1916 Building Projects – New conference Room/SKYPE Room
  - 1916 OMJ MOU 2019-2021
  - Audit and Grant Updates
  - FY2020 Scorecard
  - FY2020 1916 Building Budget
  - FY2020 Consolidated Budget
  - FY2020 SWORWIB Meeting Dates
  - Policies; 15-14.1, 15-16.1, 15-20.2, 16-02.1, 18-03 (Separate Packet)
- Committee Reports
  - Emerging Workforce Council and Youth Provider Roundtable (Sunset)
  - OMJ4PWD
  - WIOA Core Partners Council
- Administrative Entity/Fiscal Agent Report/Local Area Budget
- NewsWIB’s (Separate Packet)

V. Nominating Committee Report
In the absence of Committee Chairman Matt Jones, Chair Tidwell recognized Scott Conklin of the Nominating Committee to address the Nominating Report. Conklin referred everyone to Page 21 of the Board Packet and thanked the committee members besides himself: April Gillespie-Hurst, Melissa Johnson, Matt Jones, Matt Owens and President Marshall. He provided an overview of the nominating activities in order to present a slate of candidates for the November Quarterly meeting. He noted that the Committee had 30 nominees and thanked those members who suggested candidates. The work before the committee is to confirm those who are completing their terms and review and nominate from among the proposed candidates. He volunteered to talk individually with interested board members. Chair Tidwell thanked him and the committee members for such a strong recruitment effort.

VI. Recognition of Committee Volunteers & Providers of the Emerging Workforce Council
Chair Tidwell requested that President Marshall address the sunsetting of the Emerging Workforce Council and Youth Providers Roundtable and recognize the committee members for their service and dedication. Marshall referred members to page 22 of the Board Packet. She explained the decision to sunset these two committees as a result of the last couple of years of double duty for the provider agencies and the Board volunteers. This occurred due to the SWORWIB being assigned oversight of the...
Comprehensive Case Management Employment Program from the Governor and a formal merging of WIOA and TANF resources for which the SWORWIB had previously only been responsible for WIOA Youth Funds. With both providers and volunteers now having HCJFS meetings and inclusion of CCMEP reporting directly to the Board, the SWORWIB providers in particular had to double up on oversight meetings that may not have been the best use of time and commitment. Consequently, these two former SWORWIB meetings are sunset effective today so we have before you the list of all Emerging Workforce Committee volunteers, current SWORWIB youth providers and HCJFS and SWORWIB historic youth staff members for 88 individuals in the history of the SWORWIB’s youth program oversight since 2007 when Marshall returned as the SWORWIB executive. Marshall asked all Board and staff of the youth program committees “in the OMJ this morning” to come forward and be recognized: Michael Beck, Patricia Bready, Paula Brehm-Heeger, Erika Fears, Chris Fidel, Margaret Fox, H.A. Musser, Brandy Porter, Jennifer Roeder, Harry Snyder, Sean Stanbro, Tyrone Stuckey, Thanapat Vichitchot, Erik Thomas and Leta White.

VII. OMJ Annual Report & Performance Results
Chair Tidwell invited Kevin Holt to represent the OMJ Annual Report and Performance Results. Holt reviewed the highlights of the annual report stressing that Hamilton County exceeds Cuyahoga & Franklin Counties in almost all categories for performance and outcomes. After completing the highlight review of the Annual Report, Paula Brehm-Heeger thanked the OMJ Team for the OMJ/Library partnership delivering workforce content in alternating library locations. Stuckey and Fox both asked for more information about the Opioid Grant and how we intend to both help people affected by the Opioid Crisis and maintain the requirements of the WIOA Dislocated Worker funding. Fox noted that there are some dislocated workers who have yet to be able to retrain or be ready for employment due not just to their own opioid issues, but to others whom they live with and need to support. Holt noted that the OMJ Center uses a survey form that interested customers complete relative to opioid impact and also review each interested customer for satisfaction of the Dislocated Worker requirements. Marshall noted the challenge of full disclosure by eligible customers as well as concern about revealing data that could be a problem in a public record, such as being impacted by a family member or neighbor with addiction issues that affects ability to pursue re-employment. Stuckey expressed hopefulness that receiving these grant funds could be a big help to many in our community who need recovery assistance and support to both get and keep employment. Rademacher commented that the state data is not easy to obtain but he knows that Cincinnati has one of highest addiction statistics. Holt reported that the opioid grant funds are not very flexible, but HCJFS has collaborated with the OMJ Center to provide more funding through the PRC resources. Ohio's Prevention, Retention and Contingency (PRC) program that provides work supports and other services to help low-income parents overcome immediate barriers to employment; noting that these blended funds are the best combination of supports for employment. It is funded through the federal Temporary Assistance for Needy Families program. These additional supportive services are very helpful to success with retraining and with employment/re-employment. Holt reviewed the numbers relative to 60% of funding being for direct services as required by the SWORWIB. Chair Tidwell asked how Holt feels about incremental increases in the Board’s direct services requirements as a way to continue to push ourselves to serve more people. Holt shared that this year the OMJ Center has funding of approximately $3 Million in WIOA and another million in other grants, such as the opioid grants; as well as availability of additional funds for layoff support and layoff aversion support which Marshall has promoted for some time but we have yet to have an employer positioned for that option. Holt ended by summarizing services to employers and noting the high level of participating employer satisfaction with OMJ Services and thoughts about exploring texting for customer satisfaction. He further noted that the final determination of what the Employer WIOA Measurement will be is still undetermined. Chair Tidwell thanked Holt for the solid Annual Report and shared highlights report.
VIII. CCMEP/TANF & WIOA Youth Annual Report & Performance Results
Chair Tidwell welcomed the members of the CCMEP TANF and WIOA Youth team to present their Annual Report and performance results. April Barker reviewed the CCMEP/TANF Annual Report distributed at the meeting. Highlights are: 1) Enrollment – 1,508 youth and young adults between the ages for 14-24 enrolled in CCMEP. 2) Contract Spending – 87% as of 08.07.2019. 3) Barriers & Barrier Removal - Expenses of $245,000 was spent on client assistance/barrier removal services. Top barriers addressed were: transportation, utilities, rental assistance and background checks. 4) ITA's - There were 29 (not 25) individuals successfully completing training, earning industry recognized certifications for in-demand jobs at 89% success. Performance measures shared in the Annual Report were for the whole year whereas those included in the packet were for only up to the third quarter. Michael Beck shared the work he was doing with CCMEP relative to IT instruction and development of the CCMEP website and exploring linking with Tech Alliance/INTERalliance. Chair Tidwell asked about soft skills training available under CCEMP and especially about career exploration and job awareness training. Both Jackie Alf and Scott Conklin shared opportunities they would be interested in connecting with CCMEP providers to provide to the young people.

It was further reported that the Wage Pathway Program is being undertaken for both In-School and Out-of-School youth. Marshall noted that the Wage Pathway Program is the closest to “replicating normative positive rewards and family supports in parenting their children through meaningful rewards.” She encouraged Board members and guests to review the NewsWIBs for stories of the impact of wage pathway on some of our youth customers. Key data points were also reviewed: 1) WIOA Youth had $1.9 million in funding for 725 participants. 2) 176 earned a diploma or equivalent, 104 obtained unsubsidized employment, 53 completed a training program and earned a certification. Several Board members asked for more information in the future about what kind of work young people are getting once they get basic credentials such as STNA’s, CNA’s, and at what starting rates? The biggest challenge is related to reliability of transportation to work. Youth are being supported up to certain limits for the use of Uber, Lyft, bikes, scooters, bus passes but the limited Metro schedules and routes does impact ability to keep a job that is not on a standard bus line, unless using these other alternatives which is not weather-friendly or reasonable for transportation outside the city core. Commissioner Dumas agreed about the need to advocate for transportation options and partnerships and noted new transportation considerations with Metro/SORTA that could advance a county-wide transportation levy in the near future. With no other questions from board members. Chair Tidwell thanked the CCMEP team for their Annual Report and responsiveness to the variety of questions and requests from Board members.

IX. President’s Report
Chair Tidwell asked Marshall to provide her report noting no questions raised about the written report included in the consent agenda:

- **America Promise Grant - Apprenticeship Final Round**
Marshall reported on the success of the Patheon/Thermo Fisher apprenticeship program and several organization’s adoption of the first step recommended by Marshall, specifically the Journeyed Professional Coach and OJT Administrator. Marshall reported on her work with the Midwest Urban Strategies Consortium and the National Institute for Metalworking Skills (NIMS) for the Industrial Technology Maintenance credentials. The SWORWIB’s MUSC projects will be completed successfully by December for all Journeyed Professional Coaches and by the end of November 2020 for the Kroger Apprentices.

- **American Graduate: Getting to Work**
Marshall reported on the statewide documentary that is being release on September 5th for The Career Less Taken, a documentary involving youth choices to pursue career options that do not necessarily require a college route to a bachelor’s degree in order to “get to meaningful, well-paying work”. The interviewed young people are amazing and compelling about their choices. The SWORWIB is an original partner on this grant through the Corporation for Public Broadcasting. The website resources for young
people, parents and educators is exceptional and she encouraged all Board members to check out the information at http://www.cincy-americangraduate.org/home/.

- **Governor DeWine – Tech Training Legislation & Funding:**
  Marshall reviewed Ohio House Bill #2 authorizing the TECHCRED program, funding and application process for employers in Ohio to apply to be funded to train and upskill their current workforce, known as incumbent workers, for up to $2000 per employee to a max of $30,000 per employer. In-demand occupations are priority and the SWORWIB’s identified in-demand occupations are mirrored in this funding program. Applications are on line, first come-first served, and the opportunity closes on 10/31/2019. Marshall volunteered to work with any employers on the Board who want to consider this opportunity for their employees.

- **Jobs Act/Pell Grant Discussions:**
  Marshall reviewed the highlights of the Jumpstart Our Businesses by Supporting Students (JOBS) Act introduced by U.S. Sen. Rob Portman (R-OH). This bill is designed to help students access training for the millions of vacant jobs that are unfilled in part due to a shortage of qualified workers. The bill is designed to close the “skills gap” by expanding Pell Grant eligibility to cover short-term job training programs. Marshall asked Snyder to comment on the bill with Snyder noting the importance of providing Pell Grant eligibility for short-term training programs that can lead to employment from which individuals can then build additional training and credentials with employer support for advancing in their careers.

- **IRAP Funding-OMA Workforce Summit:**
  Marshall reported that the Ohio Manufacturer’s Association has announced the grant they received from the U.S. Department of Labor for the Industry-Recognized Apprenticeship Program and will host a workforce summit on October 29 at the Columbus Convention Center to introduce workforce and manufacturing partners to the details of the $12 Million for apprenticeship training developments with Ohio’s manufacturing companies. Marshall thanked Fridel and Day for their work with the SWORWIB and OMJ to promote apprenticeship programs and support apprentices to be able to select apprenticeship as their career pathway.

- **NAWD Business Academy Denver August 2019 -w- Chris Xeil Lyons and Sherry Kelley Marshall & Board Term Completion:**
  Marshall reported the completion of her Board Term as a Midwest regional representatives for the National Association of Workforce Development Professionals at the national August Board meeting and Denver Business Academy. She thanked Chris Xeil Lyons for joining her to present a business academy course on Workforce and Economic Development Partnerships for which there were over 90 attendees who provided high evaluation scores for the day-long training session. Xeil-Long commented on the strengths of the training academy and the unique opportunity to demonstrate the critical connections between workforce and economic development in today’s tight market.

- **Opioid Grant State Meeting, Quarterly Report, and Audit August 25-26, 2019:**
  Marshall reported on the State of Ohio training meeting for the Opioid Grants received for the State of Ohio. For one grant, Cincinnati is the only urban workforce board and OMJ Center participating and for the second grant, all workforce boards are provided a share of the funding. The all-day grant meeting included most Board executives and OMJ Center directors and included a 400 pages resource guide. The team for the grant is responsible for quarterly updates to be submitted to ODJFS for inclusion in the statewide DOL reporting. Marshall shared that Hamilton County Health Department personnel wanted to arrange for the OMJ Center to become a NARCAN® Center with training and supplies for all OMJ partners to be able to administer NARCAN®. Marshall indicated the unintended consequences that could befall our business partnerships for Hiring Events and recommendations for such centers to be declared for health-related entities as a better option. Lastly, Marshall reported that we have barely gotten underway with the first of the Opioid Grants (nicknamed Grant 2, but technically Trade and Economic Transition Grant) and as the only metro city grant recipient we are already being monitored by Region 5/Chicago Department of Labor at the end of August. The second grant is called Opioid Grant 3
(but technically known as Opioid Emergency Recovery Grant) and focuses on Transitional Jobs for which we are exploring options with our Opioid Grant Council at our September meeting.

- **OSO Contract 2019-2021 Status:**
  Marshall reviewed the process of reprocurement of the One-Stop Operator as challenging and multifaceted. In the past, the SWORWIB has been able to confirm a contract with the selected bidder within a reasonable period and always before the end of the current contract time frame. Unfortunately, with this reprocurement, under very clear authority within the WIOA legislation, negotiations with Hamilton County Job and Family Services and the Prosecutor’s Office have been extended beyond the June 30, 2019 completion of the prior contract closing date and into August without resolution for contract completion. Marshall reported working with our legal counsel from TAFT Law to consummate the contract. Hopefully for the November Quarterly Meeting, we will be properly under contract for one-stop center operations.

- **Outstanding Contracts | Data Sharing Agreement & Subgrant Agreement:**
  Marshall further reported that Area #13 has yet to obtain completion of two routine and essential agreements for data sharing and receiving federal WIOA funding under the subgrant agreement. Chair Tidwell noted that all three of these contracts are essential to ongoing operations and asked what is holding up these standard annual documents. Marshall responded that like many other employers, Hamilton County has changing personnel without specific experience associated with a critical federal legislative directive that changed dramatically in 2014. Marshall expressed expectation that all three agreements will be completed by our next Quarterly meeting.

- **Satisfaction of all WIOA Recertifications through 2021:**
  Marshall reported that the SWORWIB has submitted documentation for all WIOA Recertifications required in 2019 and all have been approved. She hopes to share a confirmation document at the November Quarterly Board Meeting that confirms the deadlines for the next round of re-certifications: 1) New four-year WIOA Regional Strategic Plan (for which she joked that Area #12 should have to take their turn at coordinating the Southwest Ohio regional plan process rather than Area #13 having to manage it a second time); 2) Local Area Re-certification; 3) Local Board Re-certification; 4) OMA Center re-certification and 5) Library/SWORWIB/MOU updating. Marshall reminded the Board and attendees that the SWORWIB has had a MOU for a decade and long before the State of Ohio required bi-annual agreements.

- **SWORWIB/New Horizons Scholarship Program:**
  Marshall asked Brandy Taylor of the New Horizons Computer Learning Center to stand and be recognized and appreciated for her leadership in building an expanded scholarship partnership with the SWORWIB. For 2019, the SWORWIB will select six winners from among the scholarship applicants. The SWORWIB Scholarship Committee members will evaluate, score and rank the winning applications. Marshall will communicate award winners and the SWORWIB and New Horizons will host a scholarship selection dinner with the winners and their family and friends at a time to be scheduled in September.

- **Other:**
  **Podcasts:** Marshall reminded everyone that there are several podcasts available on [www.SWORWIB.org](http://www.SWORWIB.org) focused on CCMEP and the various research projects for which Area #13 has been invited to participate.

  **Manufacturing Month:** Marshall shared that the manufacturing industry has successfully connected youth and interested candidates to participate in a variety of manufacturing events as part of their national workforce promotion. The MFG Day activities are noted on a special website where employers can share their efforts with teachers, youth and each other.

  **Eligible Training Provider (ETP) Evaluations:** Marshall thanked Detries Miller, ETP Evaluation Committee Chair and committee members Elissa Bates, H.A. Musser, Eric Rademacher, Robbie Thomas and Charles Wright along with Karen Saterfield, SWORWIB Admin, for their upcoming efforts to review ETP results and present the approved ETP list for Board approval in November.

  **MACC TECH:** Marshall shared information on a new construction related training program, “Mining, Asphalt, Concrete & Construction Technology”. She credited Jackie Alf with significant leadership in
development of this training program and encouraged other employers to connect with Jackie for involvement in this educational option for junior and senior high school students.

X. Public Comments and Announcements
Chair Tidwell asked if there were any other questions, announcements or comments from the Board members and/or the general public in attendance.
- Peter McLinden shared that the SORTA Board is preparing a Comprehensive Plan for Transportation Funding including a possible funding election choice.
- Paula Brehm-Heeger announced a meeting working with CAA and the Public Library and thanked the SWORWIB and Cindy Frietch for the development of the "honor book collection" of donated books and puzzles that are now located at the OMJ Center through the donated support from The Friends of the Public Library,
- Ty Stuckey commented on his participation in the board for many years and his ongoing amazement at our performance results and creativity and attempts to address workforce challenges collaborative and creatively. But he also expressed concern that we are not advertise our success as much as we should so more people will know the good work and the strong results of the SWORWIB. He asked everyone to share with Marshall what ideas they have for the SWORWIB to do to reach more customers and be recognized for the excellence of our work and results.
- Eric Rademacher spoke to the important balance of efficiency and effectiveness producing the "bang for the buck" that is the true measure of success delivery which is happening in the Board’s work but could be evaluated and written about to raise awareness.
- Carol Sorenson-Williams complimented the OMJ operator and the CCMEP management for the strong and clear results portrayed in the Annual Report presentations and agreed that the work under the SWORWIB leadership could expand if we figured out how to bring more attention to these results.

XI. Next Board Meetings
Chair Tidwell reviewed upcoming Quarterly Board Meetings as below:
November 14, 2019 - Quarterly Board Meeting 8:00 am – 10:00 am
January 23, 2020 - New Board Member Orientation 8:00 am – 10:00 am
February 13, 2020 - Annual Meeting 8:00 am – 10:00 am

XL. Adjournment
Chair Tidwell thanked everyone for coming and asked if there was anything else for the good of the order. There being none, Alf moved; Chesnut seconded the motion to adjourn. Motion unanimously approved. The meeting ended at 10:05 a.m.

Respectfully,

[Signature]

René McPhedran
Secretary