



SWORWIB QUARTERLY MEETING
OhioMeansJobs Center
November 14, 2019
8:00 a.m. – 10 a.m.
Minutes

SWORWIB Members Present: Jackie Alf, Khurram Altaf, Michael Beck, Alan Bensman, Paula Brehm-Heeger, Scott Conklin, Chad Day, Renee Dean, Dwayne Dews, Mark Dierig, Margaret Fox, Shanel Gentry, April Gillespie-Hurst, DeJuan Gossett, Shawn Harter, Melissa Johnson, Laurence F. Jones III, Matthew Jones, Aimee Madliger, Diana Mairose, René McPhedran, Detries Miller, Matthew Owens, Michael Prus, Eric Rademacher, Jennifer Roeder, Trisha Rogers-Lowey, Diana Small, Harry Snyder, Carol Sorenson-Williams, Tyronne Stuckey, Stephanie Summerow Dumas, Roberta Thomas, Alicia Tidwell, Amy Waldbillig, Dani Watkins, Charles Wright

SWORWIB Members Absent: Karen Arnold, Leo Chan, Natasha Chesnut, Chris Fridel, Chris Xeil Lyons, Shirley May, Tim McCartney, Peter McLinden, Sharahn Monk, Bridget Patton, Jerry Porter, Eric Riddick, André Williams, Jennifer Winstel

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

Resources: April Barker, Kevin Holt, Lynn Murphy

Guests: Uche Agomuo, Heath Boucher, Jamie D'Agostino, Lyndsi Fitzsimmons, Stephanie Hall, Brandy Herrmann, Alex Hill, Joshua Hill, David R. Linger, Leo Peyronnin, Shawntay Mallory, Maureen Reilly, Aslyne Rodriguez, Mar Von Allman, Leta White

I. Opening - Welcome and Introductions

Having exceeded quorum, Chair Alicia Tidwell welcomed everyone to the November 14, 2019 Quarterly Board Meeting at 8:10 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 by the State, the Feds and the IRS as SWORWIB is a 501c3 nonprofit. 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 gave a special thanks to the caterer, Jeannette's Delicacies, for another great breakfast. Tidwell reminded everyone this is her last Board Meeting as chair but she would assist with the incoming Chair as a Chair Emeritus for a couple of meeting. She requested that all members introduce themselves, followed by the guests in the side seating areas, and calling on President Marshall to start the introductions.

II. Approval of Agenda

Chair Tidwell reviewed the agenda and reminded members that 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 educational or training 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. With no comments, concerns, questions or requests for agenda item changes, Jones moved, Snyder 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, changes or questions related to the consent agenda. There being no comments, corrections, additions or separate discussion about items on the consent agenda, Harter moved, Gentry seconded a motion to approve the consent agenda. Motion unanimously approved. The following materials provided in the board packet were therefore approved:

- 08.08.2019 Quarterly Meeting Minutes
- President's Report
 - 2020 Staff Holiday List
 - Audit and Grant Updates
 - FY2020 Scorecard
 - Contracts –One Stop Operator, Subgrant, Data Sharing (Separate Packet)
 - Policies; 15-07.2, 18-04 & 18-05 (Separate Packet)
- Committee Reports
 - OMJ Business Engagement Committee
 - WIOA Core Partners Council
- Administrative Entity/Fiscal Agent Report/Local Area Budget
- CCMEP/TANF Update Report
- OMJ Update Report
- NewsWIB's (Separate Packet)

IV. Nominating Committee Report

Chair Tidwell asked the chair of the Nominating Committee to report. Matt Jones explained the proposed slate of new nominees to the Board was the culmination of a process that started last spring in May. The committee had a broad list of contacts fulfilling the diversity, inclusion, federal law and local preferences guidelines in order to replace those leaving the Board. In fact, the slate included 35 highly interested and interesting candidates given that we can propose no more than 12 new candidates in light of the size of renewing board members. The result is a total of 52 Board members that will be sent to the Mayor for approval for next term, January 2020-December 2022. Owens then read the nominees for 2020-2022. He also highlighted the 2020 Board and Committee Structure with their leadership roles detailed in a separate document in the Committee report and noting the composition of the Executive Committee with Lawrence F. Jones III, becoming the new chair, Kevin Powell the new treasurer, Natasha Chestnut and Nickolas Millazo, new Vice Chairs and Khurram Altaf as Audit Advisor. He asked Marshall to explain the "sunset committees" with Marshall noting that WIOA used to have only WIOA funded youth providers so the SWORWIB had an Emerging Workforce Development Committee of the Board and a Youth Round Table Committee for the SWORWIB and HCJFS connections to the Youth agencies. However, with the creation by Governor Kasich of a required merger of WIOA Youth and TANF youth under the now Comprehensive Case Management Employment Program, we were inadvertently overburdening the SWORWIB's WIOA selected youth providers saddling them with another eight meetings more each year than required of the TANF group because our WIOA group also has to attend the TANF groups as all are under CCMEP now. Stuckey asked if there could be an evaluation meeting or two for our selected vendors so they can share with Marshall any issues that the Board would need to know and address. Chair Tidwell recognized this might be important and encouraged Marshall's consideration at least annually. Chair Jones then shared that it is worth noting the SWORWIB's participation in other workforce development related committees, task forces and associations. Jones asked those who were nominated who were present to stand and be recognized for which the following self-introduced: Uche Agomuo, Heath Boucher, Jamie D'Agostino, Stephanie Hall, Shawntay Mallory and Maureen Reilly. Chair Tidwell reminded everyone this is a working Board, serving the community. With no other questions M. Jones moved, L. Jones seconded the motion to approve the slate of Officers, Nominees, Committee Chairs and other workforce associations in which we are invested. Motion unanimously approved

V. Special Awards and Recognition of Board Members Completing Terms

Chair Tidwell asked Marshall to officiate with herself and Commissioner Summerow Dumas joining Marshall for presentations and photos. These are the term-completing members of the SWORWIB leaving the Board: Jonathan Allen, US Bank, Resigned – new job; Karen Arnold, David J. Joseph Company, Term Completer; Alan Bensman, Patheon/Thermo Fisher, Term Completer (present); April Gillespie-Hurst, Legal Shield Business Solutions, Term Completer (present); Shawn Harter, 5/3rd Bank, Term Completer (present); Shirley May, Cincinnati VA Hospital, Term Completer; Sharahn Monk, Worldpay, Resigned-New Job; Eric Riddick, Pridestaff, Term Completer; Alicia Tidwell, Genesis One Consulting (present), Term Completer; André Williams, GoNoodle, Resigned – Travel Demands; Charles Wright, United Way of Greater Cincinnati, Term Completer (present). All were thanked, given a SWORWIB paperweight and a hearty round of applause and remarks of appreciation. Marshall also took the opportunity to thank Mike Prus for Prus Construction filling in the City of Cincinnati's potholes in our "back street drive" while in the area.

VI. ETP Evaluation and Approved ETP list

Chair Tidwell asked ETP Team Leader Detries Miller who chairs the Eligible Training Provider (ETP) Evaluation Committee to present the Committee's efforts and requests. Miller noted that this process has been undertaken and improving every year since Marshall returned as the SWORWIB Director for Program Year 2008. The process of notification is available on the SWORWIB website. The OMJ Team confirms the funded individuals taking training. Marshall shared that Kevin Powell when he was Chair pushed for 60% success for every funded trainee and financed training providers. These criteria remain the same and were introduced into WIOA law, but state's requested waivers so they wouldn't have to do the evaluation work except for Area #13 for which Marshall rose to the task and the grief to establish a totally functioning evaluation of our training investment – for completion, credential, employment and pay rate. Miller noted that this year there were only 17 evaluation submissions. The committee reviewed the submissions based on the criteria already summarized and specifically: 60% completed the training, 60% obtained an industry-recognized credential, 60% were employed after completion and being paid at least \$12/hour and the ETP had no unresolved grievances or failure to refund at early drop out. The following are recommended to the full Board for ratification of the Committee's determination of those approved: Allied Construction, Breakthrough Performance Group, Dohn Community High School-22+; Elite Welding Academy, Eludicate Technologies, Flamingo Air, Great Oaks Career Campuses, Great Oaks Health Professions Academy, 160 Driving Academy, Max Technical Training, Mercy Neighborhood Ministries, Napier Truck Driving, and New Horizon Computer Learning Center. Two are approved conditionally awaiting completion results reports. Two are provisional because they have no experience in Area 13 so will be evaluated on the results of up to five customers. One was not approved, as their timeline for completion will be reviewed in January. Small moved, Snyder seconded the motion to approve the ETP list. Motion unanimously approved.

Chair Tidwell asked Marshall to address a concern shared with the Officers about the mindset of our Department of Labor (DOL) Monitor. Marshall explained that the DOL monitor believes that WIOA law was designed to promote college degrees for those who needed to join the workforce. During the monitoring review and subsequent challenges to Area #13, Marshall reported she had been very clear that the higher education system in this country has other federal promoters for college scholarships and programs for college debt management, and programs that delay college debt and programs that forgive college debt – none of which are available for those customers who want and need to obtain industry-recognized credentials that employers are recruiting for and don't take 2-8 years to obtain. Marshall held firm that the Department of Labor should be focusing on "workforce training and education" not "worrying about the demise of high priced college educations and 2-8 years of study before full-time employment" for which we agree with the federal separation of DOL for workforce. This board has had a different philosophy than the DOL monitor since the formation of the SWORWIB. College tuition is much higher cost and delayed timing to fulfill in-demand jobs rather than obtaining industry credentials, a good job, then later consideration of college perhaps even with employer tuition assistance. She reported that she wrote a challenge to the DOL that their role is different than the Department of Education's role. Holt seconded what Marshall said in wanting to fund more people getting into the workforce for less time and cost than college. He gave the example of Dohn School that helps people 22+ gain their high school diplomas. A group of graduates were trained in addictive services counseling (an

industry recognized credential in the addiction field) through the Opioid Grant at \$1500 a person and are now gainfully employed meeting, even exceeding the criteria the Board has set, maintained, monitored and raise the bar for success with our ETPs. Chair Tidwell thanked everyone for the discussion and specifically the ETP Evaluation Committee for honoring the process we have developed and refined over a decade of learning. Tidwell called for other questions on this topic and Gentry clapped for the Board to be strong and not yield to “everybody goes to college bullying” as there are a lot of professions and skillsets that create a good income and quality of life. Stuckey noted that the Board needs to support Marshall’s tenacity when confronted by a federal bureaucrat bully pushing his agenda not the SWORWIB’s.

VII. Educational Presentation: Manufacturing 4.0

Chair Tidwell shared that Marshall has recruited two educational, informative presentations on important topics for 2020 and beyond. She stated the first presentation would be about what’s happening in Manufacturing and the second will hopefully offer some solutions for the transportation challenges address last year in the August Quarterly Board Meeting with the Metro executive who has now left the area. Chair Tidwell ask the first presenter to come forward and introduce himself.

David Linger, an engineer and President/CEO of TechSolve, introduced himself and thanked the Board for being interested and willing to understand the impact of Manufacturing 4.0 on all of us, our community, the state of Ohio and the nation. Linger presented a short video overview of TechSolve’s work in advanced manufacturing since 1982. He also told folks where to find the video on-line because it really needs to be viewed multiple times to understand how critical to our society and life style manufacturing is and will be moreso given the digital revolution and biological advances with manufacturing. Humans are an important part of this process as well. TechSolve has a 40 plus member team that uses machining, data extraction, and manufacturing knowledge to translate emerging technologies into manufacturing and business solutions. Their solutions include: manufacturing process solutions, “IIoT” (Industrial Internet of Things) solutions, business advisory and cybersecurity challenges that can take our country down. Located in Bond Hill, the company is a State and Federal Manufacturing Extension Partnership Center with a lab. Linger was proud to note there is lots of manufacturing in Hamilton County and throughout Ohio making Ohio one of the top manufacturing states in the USA. He noted that they are working across almost every sector and looking to help young people understand the opportunities of the industry and many different jobs for the industry to continue and to grow. ‘

He reported that TechSolve entered activities in a federal portal in October for a Manufacturing Month Contest, and Hamilton County won. He also testified in Congress last spring about the impact of cybersecurity on small manufacturing. Being hacked almost put a small local company out of business, so not just the big companies are targeted. Linger added the company gives free assessments. There was a question about certification and multiple Board comments about how technology has helped people with disabilities. Marshall reminded the Board members that the SWORWIB has been hacked twice – one in 2010 on the SuperJobs.com website where China hackers redesigned our website logo to serve as a portal into Paramount Pictures streaming for free across China. She noted she was able to work with the Paramount legal team who eventually helped the SWORWIB and Chamber who transferred the website to the SWORWIB to be better shielded and also not to be sued for the millions stolen from Paramount through our website logo. Then just last year, Marshall had to again address legal aspects of Russian hackers streaming pornography through our front pages which we addressed by closedown and then bid for a webmaster who would monitor, clean and sweep and conduct performance studies on our website – not cheap by the way but hard to not have a website in the world today. Beck asked about how to engage the school systems in both manufacturing and cybersecurity. CPS does IT, and asked if any high school or college addresses the burgeoning need for cybersecurity management. Linger agrees that high school and college need to be addressing this field not just for manufacturing but for everyone on a cell phone or website – he noted “look at how the SWORWIB got hacked twice and now realizes there is a price in business for being on-line and part of the price is a competent webmaster who can monitor and recognize patterns, and eliminate the openings for these abuses”. Linger noted, I have to give compliments to Marshall who jokes with me about what will happen when all this reliance on the internet of things crashes, and meanwhile, despite her self-disclosure of distain and dismay about technology and websites, acts expediently to get abuses shut down, obtain webmaster competencies and constantly monitor the website resource.

Could you have jumped as quickly if you had a lawsuit from Paramount delivered or the chamber person who called to tell her what was showing on the Board's website and then she got it shutdown and corrected. With no other questions, Tidwell called for applause and thanked Linger for helping us understand the speed of change in manufacturing and the "Industrial Internet of Things".

VIII. Educational Presentation: EmpowerBus

Chair Tidwell reminded everyone that at the May 2018 Quarterly Board Meeting she had invited Dwight A. Ferrell, Metro CEO and General Manager to help us understand the ongoing transportation challenges for our community when service doesn't always go where the jobs and people for the jobs are. She thanked President Marshall for inviting our next speaker who presented at the Governor's Workforce Board meeting and has an "improved technology" to address the transportation challenges. Chair Tidwell introduced Aslyne Rodriquez, co-founder and CEO of EmpowerBus, who would help educate the board and attendees about this new version of "ride-sharing". Aslyne Rodriquez thanked Marshall, Tidwell and the Board members for caring about the challenge of transportation impacting employers and those who want to work. She provided the history of her company and their use of technology for advancing improvements for employers and employees. She reported EmpowerBus is now operating in Columbus to help recruit and retain a dependable workforce. This problem can be costly in terms of not retaining workers. One barrier for working people is efficient and reliable transportation to and from work. There are many reasons workers might be carless. Without a car, commute times can drastically increase or be impossible. The goal of EmpowerBus, a for-profit social enterprise, is to positively impact low to moderate income communities. They use 15-passenger vans to provide dignified, reliable, on-time transportation to clusters of workforce ready citizens that are located through a data exchange with the employer. This information may also help recruit more workers in these neighborhoods. The riders receive a welcome letter with agreed upon rules and access to educational technology on the van with the employer paying most of the cost. This benefits all involved and currently is just used for full-time workers with benefits. There were many positive comments about how this lowers barriers to employment and how this could be used in Cincinnati. Various board members suggested companies that EmpowerBus could market these services to and if really effective, might motivate a similar service on a part-time basis if the labor pool continues to shrink and baby-boomers continue to retire. Other Board members noted this approach as being far more likely to help any given employer than waiting until the City and County and tri-state region get realistic about commuter challenges. Marshall requested Rodriquez and she meet to talk about this topic being presented to some of our participating employers who provide hiring events at the OMJ Center as well as our Business Services Unit (BSU) that offers important topic workshops for our employer customers. Chair Tidwell asked Marshall and Holt to explore this as a workshop with the HR representatives that work with the BSU. Chair Tidwell called for applause for the EmpowerBus presentation and thanked Rodriquez for her sharing this approach with our business representatives and workforce team members.

IX. President's Report

Chair Tidwell asked Marshall to report.

- 1916 Building Contract Issues: Marshall, Chair Tidwell, and upcoming Chair Jones met with Director Hall of ODJFS and added cybersecurity to the list of needs from the State of Ohio. Our camera system has been determined by HCJFS to be violating FCC guidelines and we have been asked to purchase new cameras with MOU funds. Beck suggested that other areas must have similar problems so why not ask at the state level to see if a multi area-joint bid could improve the pricing and the spend of delivery. Marshall noted that she saw no reason to change the cameras if HCJFS and the State would allow for locally controlled equipment downloaded only at the OMJ Center in a separate storage unit. Linger offered free consultation to Marshall for his cybersecurity review of the situation and possible solutions. Marshall noted she would gather Linger's advisor and HCJFS advisors and further explore options before taking action on this expense endeavor. L. Jones shared that he requested Marshall invite UC to talk about the Ohio Cyber Range project that is underway from Cincinnati to Cleveland. Marshall noted this could be our Annual Meeting educational presentation.
- Annual Report: The FY2019 SWORWIB Annual Report was distributed to Board members and guests. Marshall noted there are four extra pages one of which is our first-time ever record of performance numbers by all required Partners. There's also more information on more projects and efforts

undertaken since July 1, 2019. With 19 signatories, we have the most of any Workforce Board in Ohio and now we have what Marshall believes is the first Annual Report inclusive of the efforts of the WIOA required parties being presented simultaneously.

- Layoff Aversion Grant: Holt and Marshall wrote a \$30,000 grant for training to help small a particular company transition to worker-ownership. There is a new line item in the consolidated budget for this grant to be managed by the SWORWIB with the company so approval is requested. L. Jones moved; Fox seconded a motion to approve the added budget item. Motion unanimously approved.
- Opioid Grant Update – DOL Monitoring Report Issues: The issues of not funding customers to go to college as well as the funding of engineers laid off and seeking Six Sigma and Project Management credentials to improve their current relevance skillset in order to become re-employable remain philosophical differences between Area #13 Ohio and the federal monitors. WIOA provides for local area control in program design and implementation, but our monitor is challenging us to only work with “opioid related” customers – as if well-paid people don’t get depressed and sick when laid off or there are no laid off middle to upper class Opioid-taking customers. Holt expressed hopefulness this mindset shifts and resolves. Marshall reported riding on his hope and optimism while she discerns an impactful alternative should this challenge not be resolved by the Annual Meeting.
- Satisfaction of all WIOA Recertifications and Schedule for Next Recertifications: Marshall reported that the SWORWIB has met all requirements for re-certification and we will have a year’s break before the re-certifications renew. Since the SWORWIB has had to take the lead on the WIOA Regional Strategic Plan for Butler/Clermont/Hamilton/Warren, Marshall made a formal request of ODJFS Director Hall to required other Workforce Board areas to “take their turn” at the regional recertification requirements rather than always required SWORWIB to cover and include Butler/Clermont/Warren.
- SWORWIB & New Horizons Scholarships: Six full scholarships were granted after 27 people applied. Applicants were reviewed and selected by the New Horizons/SWORWIB Scholarship Committee. The candidates were diverse as were the winners. Marshall thanked Crystal Kendrick for picking up our website announcement and getting it into a variety of chatrooms and websites since 20 of the candidates identified Kendrick’s sites as how they found out about the Scholarships. Marshall formally thanked New Horizons for their generosity and inclusion of SWORWIB leaders for selection decisions.
- SuperAward Nominations Form: Marshall reminded everyone that now is the time to nominate for the Annual SuperAwards recognition at the Annual Meeting in February. The form was included in the Board packet to nominate an individual, employer, partner or other who has demonstrated excellence and a commitment to the public workforce system. Board members and SWORWIB staff and contractors cannot be nominated. Additional nominating forms are at the registration table.
- 2020 JA Inspire: Marshall reminded everyone of the awesome photographs we shared of the event in 2019. The 2020 JA Inspire is scheduled for two days, March 10-11 at the Northern Kentucky Convention Center and approximately 5000 9th graders are signed up from 45 schools. Marshall submitted another grant request to 5th/3rd Bank, with many thanks to Nick Milazzo allowing for OMJ participation again at the March event. Since it won’t be on our Annual Meeting date, more board members’ companies might be able to participate. Six employers participated last year from our Board. Flyers are available at the registration desk for employers to take with them and consider participating in the event to educate young people about in-demand industries and occupations.
- Other: Chair Tidwell asked if there were any other questions or suggestions for Marshall. Stuckey commented that both of the educational presenters were excellent and their information important although for him transportation remains a game changer for getting to work. He asked if the event was only for 9th graders because younger people needed the same exposure to the in-demand occupations. Marshall reported that the SWORWIB used private funds to support Jobs for Cincinnati Graduates to attend but it was not as easy and somewhat surprising how much more mature 9th graders are than 7-9th graders. Beck expressed similar thoughts relative to the information on the IT of manufacturing and the growing challenges with cybersecurity.

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.

- Beck announced a December 9th coding event as part of his ongoing work with younger people for IT experiences.
- Gillespie-Hurst announced an HR Collaborative meeting on April 22nd. There will be 300 attendees. Speakers should apply by Friday.
- Alf spoke highly of the JA conference and encouraged employers to sign up for the 2020 event. She also brought up Build America as a key resource for helping young people and adults understand the size and diversity of skillsets needed to continue the construction and repair efforts for our infrastructure and new opportunities. She also shared that the Mining Asphalt and Construction Tech credential has been approved at the state level for inclusion in the high schools and completion will put students to the top of the hiring list.

Chair Tidwell closed with some parting comments. She thanked everyone for supporting her for this opportunity to lead. She shared she is a product of the neighborhood and CPS. Although her Dad told her she could be anyone she wanted, she never thought she would become the chair of a critical and successful local, county and state influenced Board. She encouraged everyone to look at people individually, not just their resume. She thanked everyone for the opportunity to hone her skills and for her being part of work that makes a difference and people who care and brought her humor and gratitude. The Board Members responded with appreciative applause for her service.

XI. Next Board and Committee Meetings

Chair Tidwell reviewed the upcoming Board meetings and reminded others to check on their Board Committee schedules:

January 23, 2020: New Board Member Orientation 8:00 – 10:00 am

February 13, 2020: Annual Board Meetings 8:00 - 10:00 am

March 12, 2020: Executive Committee Meeting 8:00 – 10:00 am

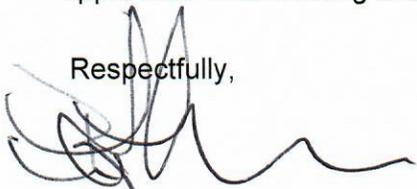
March 12, 2020: OMJ Business Engagement Committee 2:00 – 4:00 pm

March 13, 2020: Opioid Grant Council 3:00 – 4:30 pm

XII. Adjournment

Chair Tidwell thanked everyone for coming and asked if there was anything else for the good of the order. There being no other requests, L. Jones moved, Fox seconded a motion to adjourn. Motion unanimously approved. The meeting ended at 10:08 a.m.

Respectfully,



René McPhedran
Secretary