

Governor's State Workforce Development Board Minutes September 21, 2016

Members Present:

Mikee Johnson
Patrick Michaels
Clifford Bourke, Jr
Fred F. Dubard
Nick Foong
Thomas Freeland
Neal Getsinger
Cheryl Stanton
Michelle Kelley
Archie Maddox
J.T McLawhorn Jr.
Howard Metcalf
David Stout
Dr. Michael Mikota

DEW Staff Present:

Scott Ferguson
Michelle Harris
Michelle Paczynski
Marlin Bodison
Dorothy Weaver
Egypt Bey
Mary jo Schmick
Greg Fluke
Mark Hendrich
Brenda Lisbon

Dr. Windsor Sherrill*
Jay Holloway*
Michael Sexton*
James W. Snead*
Gregory Tinnell*
Charles Brave Jr.*
Robert Friedman*
Colonel Craig Currey*
David Dunn*
Dr. Tim Hardee*
Valerie Richardson*
Dr. Joseph Patton*
John Uprichard*
**Via Conference Call*

Pat Sherlock
Zach Nickerson
Abby Linden
Susan Boone
Grey Parks
Towanna Hicks
Nithya Pramekumar
Amanda Lucas
Ray Davidson
Tiffany Jaspers

Members Absent:

**Representative Forrester
**Willis Ponds
**Edward F. Sturcken
**Eric Wages
**Senator Bryant
**Roger Nutt
** Glenda Page
***Excused absence*

Guests:

Billy Morgan, Upper Sav. COG
Esmonde Levy Lower Sav. COG
Tammy Beagan, Midlands WDA
Kevin Hill, Midlands WDB
Areatha Clark, Santee-Lynches, COG
Michael McInerney, DOC
Michael King, SCDE
Melissa Deets, Monster.com
Catherine Oates, Senator Bryant's Office

Darlene Graham, SCVRD
Nicole Lawing, Catawba COG
Michael Butler, Low. Co. COG
Joette Dukes, Pee Dee COG
Ayla Hemeon, WRCOG
Margaret Alewine, SCVRD
Dana Wood, Upstate WB

Welcome and Opening Remarks, Approval of Minutes

Board Chair Mr. Mikee Johnson called the meeting to order at 10:00 a.m. and welcomed Board members. A quorum was present. *A motion to approve the June 16, 2016 minutes was made by Mr. Jay Holloway, seconded by Mr. Fred Dubard and unanimously approved by the Board.*

PY'15 Performance

Ms. Mary jo Schmick provided an overview of the preliminary performance report for PY'15. Ms. Schmick reported that the state exceeded seven measures and met the other two measures. She also indicated that as a state, South Carolina increased all of the nine measures from PY'11 to PY'15. Ms. Schmick concluded that out of 108 measures from the 12 local areas, 61 of those measures were exceeded, 46 were met, and only 1 was not met. Ms. Schmick also announced that new performance measures will be discussed in the December Board meeting

Collaboration and Partnership

Approved: 12.15.2016 by SWDB

Ms. Valerie Richardson, Committee Vice Chair, reported the Department of Commerce, the Department of Employment and Workforce, the State Technical College System and the Department of Education partnered to address the talent pipeline gap through the alignment of public policy programs and resources. A data team was developed, an intensive data dive was conducted and Diversified Manufacturing, Construction, Healthcare, Information Technology and Transportation and Logistics were identified as high-growth, high demand industries. Ms. Richardson noted that each of the four regions; Upstate, Pee Dee, Central and South Coast formed a planning team with representatives from education, economic development and workforce. These teams were responsible for identifying how they could address the workforce gaps. Ms. Richardson explained the end result was a State Sector Strategies Report which provides an overview of the state and regional data analyses, as well as methodologies for moving forward with implementing Sector Strategies.

Ms. Richardson provided an update on Phase II of the State MOU. She explained that the U.S Department of Labor and the U. S Department of Education have indicated that additional guidance regarding infrastructure funding will be released in the near future. Ms. Richardson announced that it is not clear when the guidance will be released.

Ms. Richardson announced all counties are now officially Certified as Work Ready, which makes South Carolina the first and only state to have all counties certified as work ready. All counties are now in the maintenance stages.

Board Governance Committee

Mr. Thomas Freeland reported the state exceeded the goal of 10,000 businesses by engaging 11,635 businesses in South Carolina. All areas worked hard and the areas that met their targets successfully include Worklink, Greenville, Upper Savannah, Pee Dee, Lower Savannah, Catawba, Santee-Lynches, Waccamaw, and Lowcountry. He explained next steps involve transitioning business engagement to the SC Works Management Committee by the end of calendar year 2016. Mr. Freeland also mentioned the possibility of recognizing the efforts and celebrating the success of all involved with this initiative at the PY'16 Workforce Symposium scheduled for February.

Mr. Pat Michaels explained the flowchart that was included in the distribution packet outlines the official process of obtaining a letter of support from the State Workforce Development Board. Mr. Michaels asked that Board members adhere to the process to ensure the Board is represented favorably.

Mr. Michaels walked through the results of the annual Board survey highlighting the increase of respondents from 14 in 2015, to 20 in 2016. He noted the increase may be due to the fact that the survey was conducted electronically for 2016. Some comments referenced requests for a list of acronyms, advance notice of meetings, and a more comprehensive onboarding process. He added that plans are already in place to address these gaps. He also encouraged Board members to reach out to him to discuss concerns.

Mr. Michaels added the Committee is developing a member recognition program to recognize outgoing Board members completing their term.

The Committee is also working on developing a Board member job description utilizing examples from other states such as Kentucky, Utah and Texas as well as Committee feedback.

Approved: 12.15.2016 by SWDB

Mr. Michaels concluded by reporting the Board Strategic Planning session will be planned and executed within the next few months.

SC Works Management Committee

Mr. Foong reported the WIOA staff training task force has identified an initial learning goal. Core and required partners are working on individual program overviews to be incorporated into one central repository for local access. The goal for completion is July 2017. Options for conducting trainings such as Case Management and Business Engagement are being considered, with the potential of launching these training sessions at the Workforce Symposium in February.

Mr. Warren Snead reported the Program Analysis Workgroup is looking at data, performance, and expenditures. This workgroup will identify best practices to share with the rest of the state.

Mr. Foong reported on the status of the apprenticeship awards. The Charleston Metro Chamber of Commerce was awarded \$119,000 to serve the youth population and have enrolled twenty five youth. These students are attending high school while also attending classes at Trident Tech and working part-time with participating employers in the area. They are currently earning \$8 to \$10 an hour and are working in manufacturing, computer networking, hospitality and tourism management, and other high demand fields.

Tri-County Technical College received \$148,000 to serve the offender population. In July Tri-County Technical College began to work with the Department of Vocational Rehabilitation to recruit students to the program. An initial intake event resulted in an expectation to enroll 5 students for entry level industrial, 1 for entry level mechanic, 9 for flagger, 1 for CDL-A, and 4 for CDL-B training. VR set up a date for the soft skills training to take place before the students start their programs at TCTC. Anderson and Oconee VR both held their first soft skills classes on Friday August 12th, now those applicants are ready to begin training at TCTC. TCTC classes have not yet been scheduled, but will be scheduled for the end of August and early September.

Mr. Foong reported that GED Grants were allocated last year and ended June 30th 2016. The Board awarded \$53,716; to four local areas; \$39, 272 was expended. 171 participants were projected to be served, four local areas served 421 total participants and 84 earned their GED.

Mr. Foong stated Committee members have begun to align themselves with projects and initiatives within the Committee. Warren Snead is heading the Program Analysis Workgroup and John Uprichard will be heading the Business Engagement Workgroup.

Priority Populations Committee

Dr. Mike Mikota, Committee Vice Chair, reported that the Committee has reviewed and modified the original charter. He added the Committee has analyzed data and identified the target priority populations for services in South Carolina. The Committee members have leveraged individual knowledge, experience and expertise to identify the key barriers to employment for priority populations.

Dr. Mikota announced the Committee intends to conduct meetings at various locations to enhance outreach efforts. The Priority Populations Committee will conduct its October meeting at the Walgreens distribution

center in Anderson, which is a national model for inclusive hiring. The following Committee meeting will be at the Vocational Rehabilitation Department.

Dr. Mikota reported the Committee is also attempting to analyze the SC Works engagement rate of priority population, as a means to develop baseline measures.

Lastly Dr. Mikota announced a State Instruction was recently issued on legal aid services for WIOA Title I participants. The guidance was issued to the 12 workforce areas regarding the use of WIOA funds for legal aid services as a supportive service for eligible participants. But as with other supportive services, local procedures must ensure that WIOA funds are only used when services are not available through other agencies and those services are necessary for the individual to participate in Title I activities.

Other Business/Adjournment

The meeting adjourned at 11:17 a.m.