

Governor's State Workforce Development Board
State Workforce Development Board Meeting Minutes
September 28, 2017 ▪ 10:00 a.m.

Participating Board Members:

Pat Michaels
Warren Snead
Cheryl Stanton
Dr. Mike Mikota
Valerie Richardson
Dr. Windsor Sherrill
Colonel Craig Currey
J.T. McLawhorn
Representative Mike Forrester

Charles Brave
Thomas Freeland
Robert Friedman
Michelle Kelley
Archie Maddox
Nick Foong*
David Dunn*
Clifford Bourke*
Jay Holloway*

Michael Sexton*
Trip DuBard*
Edward Sturcken*

Excused:

Mikee Johnson
Dr. Joseph Patton
Greg Tinnell
John Uprichard
Eric Wages
Mike King
Dr. Tim Hardee
Howard Metcalf
Glenda Page
Roger Nutt

**Via conference call*

Welcome and Opening Remarks, Approval of Minutes

Mr. Pat Michaels Board Vice Chair, called the meeting to order at 10:00 a.m. A quorum was present. A motion to approve the June 27, 2017 meeting minutes was made by Colonel Craig Currey, Jr., seconded by Representative Forrester and unanimously approved by the Board.

National Update

Mr. John Culbert, from the National Association of State Workforce Agencies provided an update on legislative priorities for 2017.

He announced that key fiscal issues include to:

- Ensure sufficient, flexible workforce development investment
- Reform unemployment insurance
- Expand support for Reemployment Services and Apprenticeships

He outlined key authorizing issues including:

- Safeguarding veterans programs
- Ensuring successful WIOA implementation

Board Strategic Plan

Mr. Tom West of T.P. Miller & Associates explained in Phase I of the process, the State Workforce Development Board (SWDB) developed a Mission Statement, a Vision Statement, Guiding Principles and four key Strategic Objectives. In Phase II, the SWDB developed strategies and key performance indicators, in support of those four key objectives.

Mr. West outlined strategies specific to the Board Governance Committee:

- **Strategy 1:** *Develop and maintain a strategic alliance between state and local workforce development board members to support system thinking and establish influence across workforce system partners.*
- **Strategy 2:** *Support the structure of a high profile governing body to communicate awareness on regulation and policy concerning workforce development.*

- **Strategy 3:** *Increase engagement and develop awareness with business and industry, jobseekers and workforce stakeholders.*
- **Strategy 4:** *Identify and implement promising practices to develop and maintain cohesiveness and coordination across the workforce system.*

Strategy specific to the Priority Populations Committee:

- Identify, develop, and support policies that highlight or focus on priority populations in the workforce system.

Strategies specific to the Collaboration and Partnership Committee:

- **Strategy 1:** *Identify pathways to access in-demand jobs through credentials and work-based learning required by industry and align training providers and resources to meet those needs.*
- **Strategy 2:** *Create tools and templates to better understand and communicate the growth of South Carolina's talent pipeline and available workforce resources.*
- **Strategy 3:** *Encourage business and industry driven approaches to strengthen Sector Partnerships.*
- **Strategy 4:** *Develop and implement Career Pathways initiatives based on employment need to enhance value for jobseekers and businesses.*

Strategies specific to the SC Works Management Committee:

- **Strategy 1:** *Enhance existing business services by creating, promoting and further improving the model of business services.*
- **Strategy 2:** *Develop data driven standards for system performance and accountability.*

Mr. Pat Michaels announced that Mr. West presented the strategic plan to the Executive Committee where the Committee voted unanimously to present the plan to the Board for approval. The Board voted unanimously to approve the State Workforce Development Board Strategic Plan Content.

SWDB PY'17 Proposed Funded Initiatives

Ms. Nithya Pramekumar noted that the SWDB worked as a collaborative team to analyze data, draw from national best practices, as well as what peers from other states are doing. The Board also reviewed gathered feedback from key stakeholders and partners in the workforce system. Ms. Pramekumar explained the proposed funded initiatives are a reflection of needs identified in the strategic plan, stakeholder and partner feedback, and the aim for continuous improvement.

Proposed investments:

- \$1.5 million towards Incumbent Worker Training (IWT)
- \$250,000 towards the development of business and industry driven career pathways in South Carolina
- \$150,000 towards the Unified Plan Revisions
- \$400,000 towards Out-of-School JAG Pilot Grants
- \$200,000 towards Computer Literacy Demo Grants
- \$100,000 towards Talent Pipeline Phase III

- \$1.8 million towards Innovation Grants
- \$75,000 towards ROI Evaluation
- \$75,000 towards SC Works Outreach
- \$100,000 towards Refining O.J.T.
- \$1,214,364 towards SC Works Data System

The Board voted unanimously to approve the proposed funded initiatives for PY'17.

PY'16 Fiscal Performance

Ms. Mary jo Schmick provided an overview of PY'16 fiscal performance to the Board. Ms. Schmick reiterated that the Board set a policy that required a fund utilization rate of 70%. Local workforce areas that did not meet the requirement will have to provide a corrective action response to the SC Works Management Committee.

Ms. Schmick also shared an update on the SWDB PY'16 Funded Initiatives.

Post-Secondary Evaluation

Dr. Erica Von Nessen presented an overview of a report: Graduates at a Glance, which details employment outcomes of post-secondary graduates in South Carolina. Dr. Von Nessen announced the report is a first look at connecting post-secondary education information with employment and wage records. The purpose of this report is to identify if we are educating people to take jobs in our state and what percentage of graduates are remaining in the state, post education, who secure employment and show up in the wage records. This report was a joint effort between The Department of Employment and Workforce and The Commission on Higher Education, funded by the State Workforce Development Board.

Mr. Jeff Schilz, Interim President and Executive Director of The Commission on Higher Education (CHE), stated in the last year CHE has been working with the Department of Employment and Workforce, The Department of Commerce, The Education Oversight Committee, The Technical College System and Department of Education to develop a public agenda for higher education. The public agenda of CHE is not just an agenda for higher education as it is traditionally thought of in South Carolina, but also a recognition that a postsecondary education that connects the talent pipeline between the K-12 system and the workforce. Mr. Schilz provided an overview of the following initiatives that will move SC towards achieving this goal.

COMMITTEE UPDATES

SC Works Management

WIOA Participant Cost Rate Policy

Mr. Warren Snead, Committee Vice Chair, provided an overview of the recommendation for a policy that would set a benchmark for participant expenditures to more effectively focus federal resources on talent development and meeting employer needs. Mr. Snead stated that the Program Analysis workgroup has analyzed expenditure data of local workforce development areas over the last several program years. A policy is recommended that sets a minimum expenditure percentage on participant costs for each local workforce area at an initial target of 30% of total adult and dislocated worker expenditures. The effective date would be July 1, 2018. The SC Works Management Committee has unanimously voted to approve and present this policy to the Executive Committee and the Board for approval. The SWDB voted unanimously to approve the WIOA Participant Cost Rate Policy.

Business Engagement

Mr. Snead reported that the Business Engagement workgroup is developing a blueprint on business engagement. The goal is to build a framework that would improve business access to the workforce system and to ultimately address their talent needs. The workgroup identified that while there is a role for the regions in the state when it comes to business engagement, success of the framework, is based on the already developed business engagement efforts deployed by the local business services teams.

Collaboration and Partnership

Representative Michael Forrester, Committee Chair, provided the following updates:

ACT

- The new assessments for the ACT: Rapid Literacy and Workplace Documents will be available to South Carolina in October.
- ACT will distribute communication (Site Agreements) to all the testing sites by the end of this month, which will speak to the details and logistics of the new assessment.
- Career Ready 101 will continue to be available along with a new product from ACT, called the ACT Curriculum, which will be available in the fall, date to be determined. The ACT Curriculum will be the practice for the new big three assessment: Graphic, Literacy, Math and workplace documents.
- ACT announced that Applied Technology, Workplace Observation and Business Writing will remain available moving forward, which will make some of the business users happy.

Phase II MOU

Each local workforce board is required to enter into an MOU with required federal partners. The MOU must include an Infrastructure Funding Agreement (IFA). Since the issuance of federal guidance on this requirement, there have been workshop and webinar opportunities to ensure understanding of expectations prior to issuing state guidance. Meetings have taken place with state representatives from the core program partners (Wagner-Peyser, Adult Education, Vocational Rehabilitation, Commission for the Blind) and DSS. State guidance was issued to all the local workforce areas on June 14, 2017.

Priority Populations

Dr. Michael Mikota, Committee Vice Chair announced the SWDB has recently funded a number of innovative projects, including:

- Apprenticeships for Priority Populations, rounds 1 and 2
- Reentry Employment and Training Grants
- Transportation Demonstration/Pilot projects
- Talent Pipeline Scholarships
- Regional Implementation Grants

These projects represent 19 unique grants awards totaling more than 2.3 million dollars.

Through Apprenticeships for Priority Populations, Reentry Employment and Training grants, and Talent Pipeline Scholarship grants, approximately 380 individuals have received classroom training, and nearly 25 percent have also participated in on-the-job training.

Dr. Mikota reported that in line with the Strategic Plan, future goals for the Committee include:

- supporting the creation and development of policies for priority populations
- connecting priority populations to employment and training resources,
- increasing engagement of priority populations in the workforce system

Board Governance

Mr. Pat Michaels reported that the Committee has been working the Strategic Plan and will be implementing the strategies and objectives that are assigned to the Committee. The Committee will also be reviewing Board policies, and will bring the Board Satisfaction Survey data to the next meeting to discuss areas of improvement and sustain areas that are successful.

Other Business/Adjournment

Ms. Cheryl Stanton provided an update on SCUBI the Southeastern Consortium for Unemployment Benefits Initiative.

Meeting was adjourned at 11:30 a.m.