

**Governor's State Workforce Development Board
State Workforce Development Board Meeting Minutes
February 9th, 2017**

Members Present:

Mikee Johnson
Neal Getsinger
Cheryl M. Stanton
Valerie Richardson
Patrick M. Michaels
Howard Metcalf
James Warren Snead
Charles Brave, Jr.
Dr. Mike Mikota
Jay Holloway, III
Michelle Kelley
Mike King
Archie Maddox
Gregory Tinnell
Windsor W. Sherrill
Dr. Joseph Patton, III
Colonel Craig J. Currey
Edward Sturcken
James T. McLawhorn, Jr.
Roger Nutt *
Clifford L. Bourke, Jr.
Dr. Tim "Blon" Hardee
Michael Sexton
Dr. Windsor Sherrill
Trip DuBard *
Robert Friedman*
Thomas Freeland

DEW Staff Present:

Diana Goldwire
Michelle Paczynski
Susan Boone
Pat Sherlock
Grey Parks
Nithya Pramekumar
Mary jo Schmick
Towanna Hicks
Abby Linden
Amanda Lucas
Sheshauna Davis
Juana Gumbs
Marlin Bodison
Scott Ferguson
Egypt Bey
Zach Nickerson
Mark Hendrick
Patrick Thomas
Lisa Gowans
Dorothy Weaver
Greg Fluke
Gloria Cabarello

Guests:

Melinda Eagle, State Technical College System
Areatha Clark, Santee-Lynches*
Dean Jones, Greenville*
Bridgette Coates, Pee Dee*
Nicole Lawing, Catawba*
Andre Anderson, Lower Savannah
Dana Wood, Upstate
Trent Acker, WorkLink

Excused Absence

Nick Foong
David Dunn
Rep. Forrester
Glenda Page
John Uprichard
Eric Wages

*Via Conference Call**

Welcome and Opening Remarks, Approval of Minutes*

Mr. Mikee Johnson, Board Chair, called the meeting to order at 8:45 a.m. and welcomed Board members to the meeting. A quorum was present. A motion to approve the December 15th, 2016 meeting minutes with amendments was made by Mr. Charles Brave, Jr. and seconded by Colonel Craig J. Currey.

Legislative Updates

Mr. Mark Hendrick provided a report on several pieces of legislation related to workforce development. First, his report mentioned H. 3220 which would create the S.C. Education and Economic Development Coordinating Council. The council would bring education stakeholders together to advise, review accountability measures, issue reports on compliance and progress toward career pathways and its ability to provide better prepared workforce through postsecondary education.

Second was H. 3311, known as the Pathways Initiative. This would facilitate transition from education to employment and subsidize career training and job placement assistance in industries with critical workforce needs. Next was S.19, which would collect vocational and educational data on inmates and approve educational programs for them according to the demand for certain occupations. There were four bills mentioned to lower barriers for individuals with prior convictions, referred to as “ban the box”: S.191, S.192, H.3059, and H.3062.

There were two bills mentioned that provide tax credits for hiring former incarcerated individuals: S.360 and H.3101. In conclusion, Mr. Hendrick mentioned three regulations that the agency had proposed. One requires UI claimants to do two verifiable online work searches per week through SCWOS, one gives instruction on what to do if a quorum of the appellate panel is not present, and the last clarifies the use of hearsay in appeals hearing.

Repurposing of Funds

Ms. Michelle Paczynski announced there is almost two million dollars in funds to be repurposed. Not all the funds for the Apprenticeships for Priority Population were awarded and the one million dollars that the Board had originally committed for Incumbent Worker Training has been covered by another funding source. Ms. Paczynski stated the Board has the opportunity to introduce new methodologies while still sustaining current initiatives. Feedback was collected from partners and stakeholders in the workforce system to identify effective areas to repurpose the available funds.

It was proposed that the Board invest \$600,000 for QuickJobs Scholarships in partnership with the State Technical College System. The proposed QuickJobs Scholarships would provide job seekers access to quality training and occupations that align with regional demands. The scholarships would cover the cost of tuition,

books, and supplies. The QuickJobs Scholarships support the State Chamber of Commerce's 2025 education goal of a 10% yearly increase in technical college issued credentials in areas that support South Carolina sector strategies.

It was proposed that the Board invest \$150,000 to conduct a WIOA Evaluation. Under WIOA states are expected to conduct evaluations to identify continuous improvement through data-driven research. Tracking post-secondary graduate's employment and wage outcomes is increasingly important given the rising cost of post-secondary education.

It was proposed that the Board invest \$600,000 towards Transportation Demo Grants. The lack of transportation continues to be a barrier to re-tool our workforce and it is a significant barrier for many individuals seeking sustainable employment. With guided expertise from the South Carolina Department of Transportation, the Board will initiate public transit for workforce needs by issuing competitive grants for progressive approaches that are designed locally. This will create an opportunity to identify best practices that should be replicated in the future.

It was proposed that the Board invest an additional \$600,000 in Incumbent Worker Training (IWT). The original \$1 million investment resulted in 89 businesses being awarded IWT grants. However, many areas experienced a significant demand for IWT that exceeded the amount of funding that was available.

A motion to repurpose funds as described was made by Colonel Craig C. Currey, seconded by Dr. Joseph Patton and unanimously approved by the Board.

Committee Updates

Board Governance Committee

Committee Chair, Mr. Pat Michaels, reported that the State Workforce Development Board Roster was developed to align with term limits articulated in the bylaws. Upon completion of their term, Board members will be recognized for their efforts and contributions through a recognition program designed by Mr. Brave. Mr. Michaels reported the BGC envisions the Board will have conducted a Strategic Planning session and developed a plan for approval by the end of the current program year. Mr. Michaels urged Committee members to reach out to DEW staff for examples of strategic plans from other states.

The State Workforce Development Board Information Portal is now accessible. This will replace the current mass e-mail attachments, but e-mails and the SharePoint platform will run in parallel until the end of the program year. Mr. Michaels encouraged Committee members to utilize the SharePoint portal.

Mr. Michaels provided a brief update on EvolveSC, explaining many entities applied for the grants and data is being collated. Staff will have additional information to update once the outcomes can be fully assessed.

SC Works Management Committee

Committee Vice-Chair Mr. Warren Snead provided a report on the following items:

SC Works Frontline Staff Training

The Staff Training Task Group has initiated the identification of training needs for SC Works frontline staff. This group has garnered crucial stakeholder input to develop overviews of core programs operating within the system to educate frontline staff. This group also collaboratively identified learning outcomes and content for training at the Workforce Development Symposium.

PATh

A coordinator meeting was held where local area administrators of PATh identified a list of more than 40 system enhancements. This list has been forwarded to the development team for review and action. There are 105 providers of training offering 1,388 programs

Apprenticeships

Charleston Metro Chamber was awarded \$119,000 and has no expenditures to date. However, there are \$100,000 in obligations with the expectation that the training provider will prepare an invoice at the end of the semester. It is anticipated that 100% of the funds will be utilized within the timeframe.

Mr. Snead added that Tri-County Technical College received \$148,200 with \$8,270 in expenditures through December 31, 2016. A call is being scheduled to discuss a timeline for the rest of the grant period to ensure timely expenditures and successful performance.

Business Engagement Workgroup (BEW)

The BEW discussions led by John Uprichard have centered on establishing relationships with businesses that move beyond just job placements to a deeper understanding of their needs and providing solutions through SC Works services. Meaningful engagement starts with business awareness of SC Works, to being educated on how to access SC Works, to then utilizing SC Works services. In order for SC Works to successfully achieve effective business engagement, partners must work together strategically and tactically to design and deliver responsive solutions for businesses. Building off of the PY'15 Business Engagement efforts, the BEW recommends that SC Works focus on further developing and maintaining the relationships with the 11,635 newly engaged businesses and the 9,183 repeat businesses.

There will also be a focus the following foundational components necessary for a business services framework:

1. Utilization of a Customer Relationship Management (CRM) tool that allows all partners to enter and view business engagement data
2. A policy to address the roles and responsibilities for business services team members
3. Sector leads where industry subject matter experts work within specified industries
4. Training for staff who are responsible for business engagement

Collaboration and Partnership Committee

Committee Vice-Chair Ms. Valerie Richardson provided a report on the following items:

Resource Sharing

Ms. Richardson reported that federal guidance regarding infrastructure funding of the one-stop system was issued by US Departments of Labor and Education on January 18, 2017. In preparation for issuance of state guidance, the state partner infrastructure funding workgroup will be reconvening. This policy issuance will be the basis for Phase II of the State Partner MOU.

Certified Work Ready Communities

Ms. Richardson discussed the following ACT® changes to WorkKeys®, effective June, 2017:

- Applied Mathematics will be Applied Math;
- Locating Information will change to Graphic Literacy; and
- Reading for Information will change to Workplace Documents.

The State taskforce with representation from the State Technical College System, Department of Vocational Rehabilitation, Adult Education, and Department of Education will reconvene for a debriefing to strategize on ways to move towards changes announced by ACT®.

Sector Strategies

Ms. Richardson explained that the State Data Team has reviewed the high demand occupational data and is determining how to format the supply gap analysis. The preliminary stages have led to the following conclusions:

- a. Extensive amount of publically accessible, aggregate data is available and the team is deciding how to organize the data for clear understanding of our workforce.
- b. To ensure that everyone is working with the same “target”, occupations will be mapped from the designated sectors to the 16 clusters.

The following conveys the progress made by each of the four regions:

Greater Upstate Region has identified diversified manufacturing as the initial target industry. The Region has developed a workgroup structure to focus on the key areas of Data, Business and Industry Engagement Strategies, and Best Practices for Operationalizing Strategies.

PeeDee Region has identified health care and diversified manufacturing as the initial target industries. The Regional Leadership Team is exploring priorities for the regional data team and business services framework. This team plans to create workgroups to tackle identified priorities.

SouthCoast Region has identified health care and diversified manufacturing as the initial target industries. The first priorities include facilitating industry focus groups to gather employers input on workforce needs, and utilizing reports generated by the state data team coupled with the Charleston Regional Labor Gap Analysis to determine next steps for the region.

Central Region has identified health care and diversified manufacturing as the initial target industries. The Regional Leadership Team has been meeting quarterly and is actively recruiting additional economic development representation.

Priority Populations Committee

Mr. Jay Holloway reported the State Workforce Development Board has granted nearly \$400,000 to organizations that will provide training and apprenticeship opportunities for priority populations. This initiative aims to increase training and employment opportunities for priority populations such as individuals with disabilities, ex-offenders, youth and others. Organizations that received grants include Aiken Technical College, Piedmont Technical College, SouthernCarolina Alliance and Lexington/Richland 5 Adult Education.

Mr. Holloway added the Board had set-aside \$1.5 million dollars for the development and implementation of reentry employment and training programs in county jails and state correctional facilities. The solicitation has been released and there is a good bit of interest that has already been expressed. There will be a webinar conducted to provide interested parties with technical assistance and guidance.

Mr. Holloway also stated baseline data for engaging Priority Populations was extracted from South Carolina Works Online Services. This data will be instrumental in developing strategies to increase engagement of Priority Populations for employment and training services.

Mr. Holloway concluded one of the overarching goals of the PPC is to promote the merits of hiring an inclusive, diverse workforce. As such the Committee will continue to identify and develop strategies to meet this goal.

Other Business/Adjournment

Meeting was adjourned at 9:48 a.m.