

Capital Region Workforce Development Board

Meeting Minutes for September 13, 2018

Category - Business Members (Total Members 19)	Member	Present		Category (Total Members 17)	Member	Present	
		Yes	No			Yes	No
		Auchmoody, William	✓		Community College (1)	Creamer, Elizabeth	✓
	Briggs, Cordell		✓	Economic & Community Dev. (3)	Aylward, Karen	✓	
	Dick, Robert	✓			Jones, Daniel		✓
	Easter, John	✓			Ryan, Matthew		✓
	Edwards, Scott	✓		Education (3)-	Beaton, Mac	✓	
	Gilbert, Danielle		✓		Eshelman, David		✓
	Harrington, Chris		✓		Smith, Barbara	✓	
	Harris, Drexel		✓	Employment Service (1)-	Woodard, Dennis	✓	
	Junod, Paul	✓		Labor, Apprenticeship & CBOs (7)	Horne, Kelly King	✓	
	Lyons, Larry	✓		-	Morrison, Patricia	✓	
	Maslanka, Joseph		✓	-	Mullins, William		✓
	Maurer, Ilene	✓		-	Purcell, Roy	✓	
	Rudisill, Mary	✓		-	Spicer, Gregg	✓	
	Stamper, Eric		✓	-	Watson, Danny		✓
	Thurmond, Jon		✓	-	Watson, Thelma	✓	
	Timmons, April	✓					
	Wheeler, William		✓	Vocational Rehabilitation (1)	Batten, Dale	✓	
	Willie-Surratt, Terry	✓		Other (1)	Mitchell, Valaryee	✓	
	Wood, Oneida		✓				
	Total Attending	10	9		Total Attending	12	5

Guests Attending		CRWP Staff
Danielle Johnson, ResCare	Mychael Lee, ResCare	Brian Davis, Director
		Carla Cosby

- I. Call to Order. Chair Bill Auchmoody called meeting to order at 3:00 p.m.
- II. Welcome and Introductions.
- III. Public Comments. There were no persons present for public comment.
- IV. Minutes from June 14, 2018 Meeting – Mr. Eric Stamper moved to accept the minutes as presented; Ms. Dale Batten seconded the motion. The motion carried.
- V. Connect: Partner Moment – Mr. John Dougherty, Vice President Community Workforce, Goodwill of Central and Coastal Virginia shared information on the new direction of Goodwill to change its image from a retail operation to a more social enterprise to fund mission services and measures they are taken to achieve goals.
 - Goodwill of Central & Coastal Virginia merged in 2006. It represents 39 cities and counties and has 35 stores
 - Employs about 1,400 individuals in either workforce development or are supporting a mission, teaching, coaching or training
 - Redefining brand to deliver a different experience
 - In order to rebrand, did a complete redesign of how they did they're mission services.

Pivots defined in restate purpose

1. Outcomes to impact. Individual return on investment to social return on investment
2. Data reporting to data based decision making
3. Revenue producing retail thrift to diversified revenue streams
4. Being all things to all people to aligning marketplace needs w/GCCVA's core competencies
5. Values based culture to values-based leadership in action

Looking forward 2018/2019

- Advancing a coordinated “workforce system of care
- Learning new ways to reach some of the most vulnerable populations of unemployed and underemployed
- Improving access through technology
- Delivering a quality, effective and delightful customer experience
 - For business owners, job seekers, collaborative partners and our communities

- VI. Spotlight on Youth Program – Ross/Career Advantage Program. Program Manager, Ms. Earlene Jones provided an overview of activities and services from July 1 - June 30, 2018. During this period, 165 persons were enrolled.

Work experience opportunities (WEX) can be paid opportunities. Approximately 480 individuals may benefit from this opportunity. This number may increase to 520. If the individual identifies a specific career goal, attaining occupational skills training to tie in with the work experience is experience is a greater benefit.

Areas of concentration going forward include:

- Project 100
- Outreach efforts
- Industry specific WEX Opportunities
- New Partnerships
- Increase occupational skills training certifications
- Staff professional development

- VII. Bylaws Revisions. Revisions are made to the officer elections and terms as attached in the meeting packet. The amendment creates a succession of officers from the 2nd Vice Chair to 1st Vice Chair to Chair. The amendment to election terms language is clarification language.

Ms. Dale Batten moved to approve the recommendation to amend the bylaws as presented; Mr. William Mullins seconded the motion. The motion carried.

- VIII. Officer Elections. The slate of officers presented are”
Chair – Mr. William Auchmoody, 1st Vice Chairman – Paul Junod (Strategy & Outcomes), and 2nd Vice Chair – Ms. April Timmons (Operations). Mr. Dan moved to accept the slate of officers as presented: Ms. Thelma Watson seconded the motion. The motion carried.

IX. Policies

- a. Tiered Business Services. Deputy Workforce Advisor, Ms. Sarah Dunnigan, did presentation with CLEOs and shared the Governor's strategies around workforce development and quality wages. In Richmond, quality wages would range between \$11 and \$18 an hour. The premise around the policy is to assign a tier menu of services based on wages employer is paying individuals. Tiers are Bronze, Silver and Gold.

Bronze supports positions with \$10 hourly wage or less.

Silver – related positions pay \$10 to \$13 an hour

Gold \$13 an hour or up – Would get the bronze level of service plus

Ms. Karen Aylward moved to accept the new Tiered Business Services and Wage Quality policy as presented; Ms. Dale Batten seconded the motion. The motion carried.

- b. Eligible Training Provider Process Policy revision. Brian stated this action serves as an administrative and process fix. In addition to processing the initial eligible training provider and program applications; there is also an annual renewal application. The renewal application provides information about performance and other outcomes. The change will create an annual renewal date in December for all providers. Providers that have not been on the eligible training provider lists for a year, their application approval will roll over to the next year. Ms. Elizabeth Creamer moved to approve the eligible training provider policy revision as presented; Mr. Dan Jones seconded the motion. The motion carried.

- c. Revisions to Incumbent Training Worker Policy Revisions

The current policy provides for allocation of 20% of funds for incumbent worker training. Over 3 years, 22 projects affecting 600 employees with an investment of \$183,000 have been realized.

The policy revision supports ResCare's reduced staffing levels. Participant data has to be entered in the state's system of record one by one; this is a time consuming process. Consideration is also given to creating a project cap of \$10,000. It is recommended to set a project size limit of 20 employees and a limit of no more than 2 projects for a company in the same year. Ms. Dale Batten moved to adopt the revised policy; Mr. William Mullins seconded the motion. The motion carried.

X. Eligible Training Provider Approvals

- a. Renewals of Training Provider Program Applications. Three providers, Dream Academy, Stepping Stones, and the Welcome Table submitted renewal application. None of the providers served participants in past year. If you have not served participants, you are still eligible to remain on the list but an application is still required. Ms. Karen Aylward moved to accept the renewal applications as presented; Ms. Dale Batten seconded the motion. The motion carried.

- b. New Eligible Training Provider Programs. VCU Center for Corporate Education has submitted applications for two training programs; Six Sigma and Project Management submitted two program for approval; Project Management Essentials and Project Management Professional exam Preparation. Mr. Cordell Briggs moved to accept the programs as presented; Mr. Chris Harrington seconded the motion. The motion carried.

XI. Director's Report

- Early termination of youth contract for services provided through Success by 25 and Born to be Great. The continuation of the contract was to provide follow-up series. There are no longer people in follow-up. Mr. Dan Jones moved to terminate the contract for follow-up services; Ms. Ilene Maurer seconded the motion. The motion carried.
- Customer count through June 30 were 40,442 compared to 28,777
- Chesterfield had the greater increase but maintain the lowest volume. VEC presence at the other location is the difference.
- State's data for active enrolled participants. Total Adult – 629. Total Dislocated Worker 437. Total Youth 241. Last year's combined total was 1,102.
- Fourth quarter performance for Adults was achieved. Employment placement target was 74.1% and the actual goal achieved was 82.7%
- Fourth quarter performance for Dislocated Workers was achieved. Employment placement target was 83% and the actual goal achieved was 93.3%

Of Note -

- Fall Fest will be held at the Henrico Career Works Center on Wednesday, October 3rd. A networking workshop for job seekers and a reverse job fair will be held
- Virginia career works brand launch will be held at the Cedar Fork location on Friday, October 19th at 11:45 a.m.
- Joint CLEO and CRWDB meeting is scheduled for Friday, December 14th. The location is not yet determined.

XII. Adjourned. There being no further business, the meeting adjourned at 4:39 p.m.