

STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE MEETING
April 4, 2018
OhioMeansJobs Stark

PRESENT:

B. McKain
D. Sciury
J. Sekely
D. Smith
D. Wheeler

ABSENT:

T. Beauch
E. Smer

STWDB STAFF

J. Meek Eells
D. Sipe
M. Fuller

FISCAL AGENT

BUSINESS MINUTES

CALL TO ORDER

Chair, D. Wheeler called the meeting to order at 11:33 a.m.

DIRECTOR UPDATES – J. Meek Eells, STWDB Ex. Dir.

- Testimony to House Ways and Means Committee
 - **Meek Eells** advised that she recently was asked to provide testimony May 9th to the House Ways and Means Committee in Washington DC around reauthorization efforts for the Temporary Assistance for Needy Families program (TANF). This is exciting to get to showcase what we are doing in our area.
 - Cheryl Vincent is now a professional staffer at the House Ways and Means Committee. She recently worked as Project Director at the Ohio Department of Job & Family Services for the Comprehensive Case Management and Employment program (CCMEP) that rolled out. This is the program that is funded with both TANF and WIOA Youth funding. She has been very impressed with what we have been doing in Stark and Tuscarawas Counties with our rollout of that program and how we utilized the co-enrollment and the program funding mechanism.
 - A report has been issued with final numbers for the fiscal program year that ended September 30, 2017, and out of an additional \$3.2 million dollars we received for the CCMEP program and TANF and we had a little less than 1 million in our WIOA Youth fund we spent all of the money less about \$175,000 for the first year we ran the program. Other areas hardly used their TANF money.
 - This would be non-partisan non-funding related testimony. It would be more engaging the committee on the broad array of services that we could provide if TANF would put their performance metrics and their participation metrics in coordination with other federally funded programs like WIOA. Our program metrics are performance based. Public Welfare System, the TANF program participation is just work somewhere for so many hours. It is not outcome based.
 - Will speak on the success that we have had in co-enrolling a lot of the low income mom's that are on TANF Assistance, but putting them in a workforce track so we do have outcomes. We are providing with the opportunity to go to school and get trained.
 - Last year had a small group with the first rollout of youth going through training with a number of LPNs that finished ages 18-24 and now have great jobs now making \$18-\$20/hr.
 - **Meek Eells** wanted to get feedback from this committee to make sure this is OK or if you have any concerns or questions.

Discussion: Kudos that **Meek Eells** has been invited to do this representing Ohio. The consensus was by all means doing this and that **Meek Eells** will do a great job. **Meek Eells** commented that all the contracted vendors in Stark and Tuscarawas Counties do a great job. This is a reflection of the whole programming piece. **Meek Eells** added that New York's Workforce Association recommended her to participate on a panel at the National Association Workforce Board

(NAWB) Conference around an advocacy workshop discussing the same thing - Having more public policy where these federally funded programs are mirroring the performance metrics around workforce. She had a lot of other states come up to her afterwards asking for more information.

APPRENTICESHIP POLICY – J. Meek Eells, STWDB

- **Meek Eells** would like to get an official OK to incorporate some apprenticeship policy language in our current individual training account (ITA) policy. With the push in WIOA towards coordinating better apprenticeship programs nationally, we have been looking at our Individual Training Account policy and the state recently put out some allowances to build in payment for the training components in the apprenticeship model. Met with Damus Cole, the new Training Director for the Electrical Apprenticeship Program who took over for Tim McCort who retired. Damus recently was at a meeting where state officials were talking about this allowance for workforce boards to pay for some of the training costs (books, boots, etc.) for eligible individuals going into apprenticeship programs. The Electrical Apprenticeship program runs 2 specific programs a 3-year program and a 5-year program. Their average age is 22 which would be a good fit for us to use some of our dollars. **Sciury** commented that the 3-year program is for someone who has worked in the electrical field and already has some experience. The complete program is 5 years. Anyone not planning to go to college, if you can get into a trade like this you will make a very good living. Most test to get into the program. The individual would have to be eligible either as a youth, adult or dislocated worker under WIOA. At intake when they first come into the program there would be no wages earned. If Damus would identify low income applicants, he would refer them to us and they would go through our eligibility process just as anyone else would that wants to go to school. Since they do have some earnings from day one, if they are eligible as a youth, low income adult or DLW and we brought them in we could fund the cost of the books, any other supports they might need and maybe just do it for the first year. We could still collect a performance metric for measurable skill gain and we would also get earnings.

MOTION: SCIURY MOVED TO INCORPORATE APPRENTICESHIP POLICY LANGUAGE INTO THE CURRENT INDIVIDUAL TRAINING ACCOUNT POLICY FOR ONE YEAR AND CONTINUE ON A CASE BY CASE SITUATION AS LONG AS CERTAIN THINGS ARE MET. THEN GET FULL BOARD APPROVAL FOR THE FINALIZED LANGUAGE. SEKELY SECONDED. MOTION CARRIED.

REGIONAL MONITORING CONTRACT - D. Sipe, STWDB

- Recommendation to work with Real Workforce Solutions, Sharon Parry, who was the Executive Director of Job Training Partnership before Alice Stephens. The monitor that we had has moved to the CCMEP program full time and has left a void for our monitoring of agency programs. This will allow us to have someone come in and monitor what needs to be monitored without actually hiring another staff person. Received three quotes: 1) Real Workforce Solutions, 2) Accelerating Higher Achievement, 3) The Workforce Institute. All three were highly qualified reputable organizations.
- Reviewed the summary sheet of how they scored and the detail of each person's scores for each program.
- It is the committee's recommendation that we go with Real Workforce Solutions not only did they get the highest score but also was considerably less expensive than the other two programs. The other two organizations were bidding \$40,000 per year and Real Workforce Solutions came in at \$20,000 per year for a \$40,000 total over a 2-year period.
- This is a regional quote. We are working with Mahoning, Columbiana and Trumbull counties together on this. The state would like to see more regional things done.

Question: Area 6, 17 and 18 is the fee split. Yes, it will be split; however, we (Area 6) will probably use it more than the other two areas and it will be prorated. We are required to be monitored both programmatically and fiscally every year. It is like an audit, they will come in and review case files and actually go out to our programs especially the youth programs and actually talk with the youth

and vendors and their files. We think it will be more cost effective to go in with the other two workforce areas and contract with an outside vendor.

MOTION: SEKELY MOVED TO ACCEPT THE RECOMMENDATION OF THE EAST OHIO REGION WORKFORCE MONITORING QUOTE REVIEW COMMITTEE FOR THE PROVIDER REAL WORKFORCE SOLUTIONS. SCIURY SECONDED. MOTION CARRIED.

- **MEEK EELLS** added an agenda item:
 - Talking about other policies, in years past we have also engaged in what's called Incumbent Worker Training where we could use so much of our funding to help existing businesses train current workforce with the hopes that workforce would be promoted up and we could backfill jobs that they would vacate at a company.
 - Recently Department of Labor issued a training and employment guidance letter. They are going to provide up to \$21 million for a National Health Emergency Demonstration grant. The state has to apply for this grant and have already applied then they will partner with the local areas that want to be a part of the project.
 - It appears that this money can be used to train eligible DLWs to be some type of attachment to help with the OPIOID crisis. They could be trained as entry level counselors, maybe staff that work in those types of settings. There also is a large component that allows us as a workforce area to use some of this money to do incumbent worker training. Instead of us finding eligible people, we could contract with some of our local agencies in both counties to give them additional training to help their counselors get better equipped to help with the OPIOID crisis.
 - Reached out to John Aller who is the Director of StarkMHAR in Stark County and Natalie Bollon the Director of ADAMHS Board in Tusc. to get their ideas about programming.

Discussion: Good idea. Any money we can get into our communities to help with this crisis is good. If we want to use some of this money to do incumbent worker training, we would have to recreate the contracts and build a policy specifically for this project. Good idea for school counselors and hospital social worker staff.

CCMEP (WIOA/TANF) YOUTH CONTRACT EXTENSION-D. Sipe, STWDB f/ E. Smer, Youth Committee

- Reviewed the list of all of our current youth providers that we have and they have all been procured competitively within the last 2 years. We are happy with performance with all of them and the state put out a policy recently that lets us have contracts with a provider for up to 4 years between procurements. Since all of these are at 2 years now we would like to renew them for their 3rd year with a possible 4th year as well based on the continuing positive performance.
- Once this is approved we will revise budgets for the next year. Each year we will do a new budget that will be very similar to the funding that we have in place now.
- Each year we have its own separate budget so they are not accumulative year to year but will be very similar to the previous year but we do revise based on need. They are varying levels of funding. What we are finding with the CCMEP population is because it's the hardest to serve population; the staff to participant ratio needs to be smaller than what we have. Over the past year, we have revised several contracts to add more staff for crowd control. With more referrals we get 30 kids in one class that becomes unmanageable unless you have other staff or separating out into 2 groups of 15. We will be adding to the existing budgets.
- All the youth contracts are comprehensive year round.

MOTION: SMITH MOVED TO ACCEPT THE YOUTH COMMITTEE RECOMMENDATION THAT ALL OF THE CURRENT PROVIDERS WERE COMPETITIVELY PROCURED WITH THE LAST TWO YEARS AND ARE ELIGIBLE FOR CONTINUATION AGREEMENTS THROUGH JUNE 30, 2019, WITH AN OPTION FOR ONE ADDITIONAL YEAR. SCIURY SECONDED. MOTION CARRIED WITH McKAIN ABSTAINING.

Meek Eells added that Rollin Seward, City of Canton's Workforce and Economic Development Director, has \$40,000 in community services block grant money and this year they do not want to run their own summer program. The City of Canton had a CCMEP contract last year to do just summer work experience. He is offering to give the \$40,000, possibly through the Board, and he has been talking with Stark County Community Action Agency to provide the summer work experience. **Meek Eells** has had conversations with the state because the Board has not procured SCCAA. The state said because Area 6 would only be using TANF money not WIOA, Workforce Initiative Association, who is the lead agency for the youth programming, if they would agree to use the TANF money with SCCAA, Workforce Initiative Association could do this without having to do a procurement because there is no procurement requirement for the TANF funding. To maximize CCMEP money, and the ability to put roughly 50 more youth to work would be good thing to do. We have in writing from the state that there is no procurement requirement.

Discussion: SCCAA would oversee these youth and the Board would actually not have a role. It would be Workforce Initiative Association who is the lead agency for the CCMEP program. It would be the TANF funding going to the kids to pay for their work experience and the \$40,000 that the city may want to utilize the Board to distribute these funds to Workforce Initiative Association and the funds would cover SCCAA for their administrative costs.

- Questions: 1) Why doesn't the City of Canton contract directly with them; why do they want the middle man? (**Meek Eells** will have further conversations with Seward about this.)
- 2) Do we get an administrative fee for those dollars as they come through?
Yes, if the money would come through us. The Board could take a little as well as Workforce Initiative Association.
 - 3) Concern that this is an attempt to direct money into a certain organization because of some other background, cause or reason.
 - 4) Does your staff have the ability to take on these additional funds and the additional administrative burden? Dan is the overseer of the invoicing and there wouldn't be any other with SCCAA actually running the program there would be no burden on our case managers. Workforce Initiative Association would be processing payment to the kids. If The Board took in the \$40,000 it would go to Workforce Initiative Association.
 - 5) How do they find the population? If we agree to do this, they will put it out to Canton City School system to get kids.

Sipe explained that TANF requirements are very specific. Board staff and Workforce Initiative Association staff are familiar with it we know what we are doing with TANF and the city doesn't feel experienced enough in their ability to run a TANF program on their own. **Meek Eells** added that we just want to get this committee's thoughts on doing this. **Wheeler** commented we are capable and have the ability and if it is not a burden. **Sciury** added to try it for a year. **Meek Eells** added don't know if this would be an ongoing thing and thinks the city is trying to spend up some of this block grant money. Decided it would be a good idea to go forward.

MEETING ADJOURNED AT 12:22 p.m.