



Upstate Workforce Board Meeting Minutes
January 13, 2020 - 8:30 a.m.
Thomas E. Hannah- YMCA Spartanburg

Board Members Present

Mr. Curtis Anderson	Mr. Jim Cook
Mr. Wade Ballard	Mr. Chuck Ewart
Mr. Bill Brasington	Mr. Robbie Faucett
Mr. Wayne Gregory	Ms. Cherie Pressley
Ms. Betty Guzzo	Mr. David Wall
Mr. Craig Jacobs	Ms. Jennie Thomas
Mr. Shelly Blount	Mr. Evander Thomas

Guest Present

Ms. Kathy Bell
Ms. Michelle Hawkins
Ms. Rochelle Brown
Ms. Lynn Nodine
Ms. Helen Merriweather
Ms. Melissa Rodgers
Mr. Douglas Stephenson

Board Members Absent

Mr. Jay Coffey
Ms. Anne Brock-Trail
Mr. Carter Smith
Ms. Lisa Hannon

UWB Staff Present

Ms. Ann Angermeier
Ms. Nikoya Shaw

Welcome

Mr. Wade Ballard, Chairman of the Board, called the meeting to order at 8:31 a.m. Mr. Ballard welcomed members and guests.

Approval of Meeting Minutes

The minutes of the October 14, 2019 meeting were reviewed. *Mr. David Wall made a motion to accept the minutes as written. Mr. Chuck Ewart seconded the motion. There were no abstentions and the motion carried.*

Special Presentations- Gap Analysis Data

Mr. Cherie Pressley, SC Department of Commerce Upstate Workforce Advisor, presented comprehensive Gap Analysis data from 2019. Ms. Pressley shared that the data reveals that students are thinking differently about their future. Across Spartanburg, Cherokee and Union counties, over 16,000 students were surveyed for this analysis. Data showed that the top career focuses among students were Health Science, Arts, AV Technology and Communication. According to Ms. Pressley, the data shows that parents are no longer the number one influence for their child's career choice. Today, Social Media and Media outrank parental influence which is now the third greatest influence in choosing a career. Ms. Pressley noted that a significant number of students surveyed still showed interest in attending a 4-year college. However, many plan to work while in college and

a growing number are open to attending a 2-year college. She shared that students have taken career interest assessments and many want help with college and career planning, but the current student to counselor ratio is so high it is hard for students to receive quality aid with career planning.

Ms. Pressley shared that educators often do not know how to connect their students to careers as education shifts towards working to align with the workforce needs. The data reflects that more students are interested in Work-Based Learning, which will develop their soft skills. She stated that the problem with Work-Based Learning opportunities is that companies do not open their doors to students until they turn 18, which is usually too late. She reported that a few companies are currently working with their corporate attorneys to come up with a solution. With no questions, the presentation was concluded. A Gap Analysis Dashboard was provided with more detailed data.

One Stop Committee Report

Mr. Robbie Faucett, One Stop Committee Chair, reported that the One Stop Committee met January 6, 2020. Mr. Faucett shared that at the meeting, Mr. Brent Bishop, UWB CFO, reviewed finances through October 2019. He reported that Mr. Devis Henao, SC Works Greater Upstate, reviewed the Monthly Dashboard and the Just in Time Reports for December 2019. Mr. Faucett shared that business services staff are still working to increase the number of business surveys. If there is no substantial increase by June 2020, the Upstate Workforce Board will consider hiring an entity to conduct business surveys. He reported that discussion was held about a One Stop required partner who recently visited a local business to pilot a program without coordinating through the board designated business team lead, Ms. Johnnie- Lynn Crosby. Mr. Faucett shared with the board that Ms. Candace Quinn has been hired to oversee the Cherokee County Operation Educate Program and updated the group that the grant is still in implementation phase. Mr. Faucett reported that Ms. Dana Wood, UWB COO, reviewed a budget modification request at the meeting. A motion was made at the One Stop meeting to present the modification to the board. The request adds \$75,000 of unobligated Adult funds to ResCare's current budget and accommodates a transfer from Dislocated Worker to Adult in the amount of \$470,251.54. **The One Stop Committee recommended the board approve the modification as presented. There were no abstentions and the motion carried.** With no questions, the report was concluded.

Youth Committee Report

Mr. Evander Thomas, Youth Committee Vice Chair, reported that the Youth Committee met on December 9, 2019. Ms. Ann Angermeier, UWB Executive Director, covered the finances for this meeting and reviewed the ACHIEVE and YouthStop program budget reports, which reflected that both programs are spending on schedule for the first four months of PY19. Mr. Thomas reported that both Program Reports and Dashboards were briefly reviewed for information. Mr. Thomas shared with the group that at the meeting Ms. Angermeier informed the committee that the local area will be adding back forklift trainings and Cellbotics for WIOA youth participants. Mr. Thomas shared that Ms. Angermeier also informed the committee that Ms. Wood plans to meet with Dr. Rick Kalk with Skills USA. During this meeting, she plans to discuss a draft schedule, opportunities for employers and how to engage local high school seniors that are unsure of their career paths after high school. Mr. Thomas reported to the board that Ms. Wood arranged a webinar for the committee to

explore the Virtual Reality Job Shadowing, but due to technical difficulties and after several attempts to connect, the webinar will be shown at a future meeting. With no questions, the report was concluded.

Disabilities Committee Report

Ms. Jennie Thomas, Disabilities Committee Chair, shared that the Disabilities Committee met January 10, 2020. She reported that a video from University of Virginia (UVA) was viewed at the meeting. This opened a discussion about putting together a video for the Upstate. The goal of this video will be to highlight individuals with disabilities as a good investment for employers and to make sure they are provided with information about support and resources that are available if they hire individuals with disabilities. This video will also make a clear point that with unemployment so low, this is the perfect time to give workers with disabilities a chance. The committee will have further discussion on this topic at the next meeting in February. Ms. Thomas shared with the board that Mr. Chris Sparrow of Able SC, is planning two events. The first event will be held March 5th and will feature a panel of employees with various disabilities who will share their experiences with job searches. The second event will be held April 9th and will feature a panel of employers who will share what works and does not work regarding hiring individuals with disabilities. Ms. Thomas invited board members to attend the events. Ms. Thomas reported that the committee discussed an idea about an event to be held in the fall. She shared that Ms. Angermeier suggested an event which will focus on educating school Guidance Counselors and Career Development Facilitators about all of the resource available to help students with disabilities to prepare for their lives and careers after high school. Ms. Angermeier will get with Mr. Toney Farr and invite him to the next committee meeting for more discussion. With no questions, the report was concluded.

Executive Committee Report

Mr. Wade Ballard, Executive Committee Chair, reported on behalf of the Executive Committee. Mr. Ballard reported that the Executive Committee met January 6, 2020. He shared that Mr. Bishop reviewed the PY19 financials through October and there were no overall changes to the budget. Spending is tracking well through the first third of the year. Mr. Ballard reported that Ms. Angermeier shared information about the state insurance policy for WIOA participants with the committee. She expressed her concerns regarding the insufficient amount of coverage for participants especially youth in Work Experiences, after which the committee held discussion on this issue. Mr. Ballard shared that questions were presented to Ms. Angermeier regarding bonding. Ms. Wood shared with the group that participants are eligible for bonding, free of charge for six (6) months. Mr. Ballard reported that staff will inform programs about bonding. With no questions, the report was concluded.

Adjournment

With no other business or discussion, the meeting was adjourned at 9:19 a.m.

The next meeting date is March 9, 2020.

