



UPSTATE WORKFORCE BOARD DISABILITIES COMMITTEE MEETING

August 30, 2018

8:30 A.M.

Vocational Rehabilitation Center – Bryant Center

Present:

- Ms. Jennie Thomas, Committee Chair
- Ms. Lisa Thomas, Committee Member
- Mr. Chris Sparrow, Committee Member
- Mr. Wayne Gregory, Committee Member
- Ms. Vanessa Pressley, Committee Member
- Mr. Eric McAbee, Committee Member
- Ms. Jackie Taylor, SC DEW
- Ms. Dana Wood, UWB
- Ms. Vicki Lawson, UWB

Welcome and Introductions

The meeting was called to order at 8:35 a.m. by Ms. Jennie Thomas, Committee Chair. Ms. Thomas welcomed committee members and introductions were made. Ms. Dana Wood shared that Mr. Chris Sparrow would be joining the committee and taking the place of Ms. Sandy Jordan. Ms. Wood also presented Ms. Thomas with a gift from the UWB for perfect attendance for the Disabilities Committee for the PY17 year.

Charter Review

Ms. Dana Wood reviewed the mission, membership and other information contained in the Disabilities Committee charter. Ms. Wood asked if there were any other individuals the committee felt would be beneficial additions to the committee. No suggestions were made.

Event Survey Results

Ms. Wood shared the results of the online survey that was distributed to all participants of the Disabilities Luncheon in May. Results were positive across the board. The committee discussed ways to better engage plant managers.

Overview of New Grant

Ms. Wood shared that ABLE SC was recently awarded a grant for capacity building and training regarding disabilities. Mr. Chris Sparrow reviewed the 3 components of the grant: Increasing the number of people going to SC Works including more outreach to community partners, quarterly employer training on disabilities, and SC Works staff training on engaging individuals with

disabilities. The first employer training is scheduled for November. The first staff training is scheduled for September.

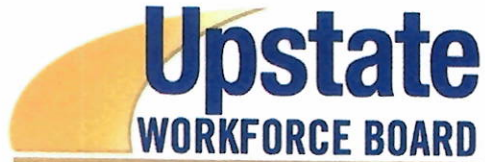
PY18 Committee Goals

Ms. Wood discussed what the committee would like to focus on in PY18. She stated that it does not have to be an event and could be to support a partner organization or even marketing. The committee discussed ways they can help with the ABLE SC grant components. Ideas such as marketing the meetings to the industry leaders, providing food for the meetings and hosting community forums were discussed. Working to grow the Project Search program through outreach to parents of high school students was also discussed. Ms. Wood informed the committee she would be sending out a survey in the following weeks to determine a starting point for discussion at the next meeting.

Other Business and Adjourn:

With no further business, the meeting was adjourned at 9:33 a.m.

The next meeting will be November 1, 2018, at the Bryant Center.



Advancing the Future of Business and Community

**Upstate Workforce Board
Disabilities Committee Meeting**

**August 30, 2018
8:30 a.m.
The Bryant Center**

Facilitated by Ms. Jennie Thomas, Committee Chair

8:30 AM
Welcome & Introductions

8:40 AM
Charter Review

8:50 AM
Survey Results

9:05 AM
Overview of New Grant

9:20 AM
PY18 Committee Goals

9:30 AM
Adjourn

**Next Meeting Date:
November 1, 2018**

**Upstate Workforce Board
DISABILITIES COMMITTEE
Charter**

The Committee's Objective and Scope of its Activities

The Upstate WIB Disabilities Committee will provide information to assist with operational and other issues relating to the provision of services to individuals with disabilities, including issues relating to compliance with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding providing programmatic and physical access to the services, programs, and activities of the one-stop delivery system, as well as appropriate training for staff on providing supports for or accommodations to, and finding employment opportunities for, individuals with disabilities.

The mission of the Disabilities Committee is to make recommendations to the full Upstate WIB on its full range of disability access issues and to suggest ways to facilitate the participation of consumers with disabilities. This Committee is intended to provide an effective means for participants with interests in this area to exchange ideas and develop recommendations for accessibility solutions, which will in turn enhance the board's policy making on disability access issues.

Membership

A board member of the Upstate WB must chair the Disabilities Committee. Members could represent a wide variety of entities with interests in disability access issues, including, but not limited to, relay services, closed captioning, video description, access to emergency information, accessible user interfaces on video programming apparatus, access to program guides and menus provided by navigation devices, communications access, hearing aid compatibility, access to emergency services, and other network transitions as they impact individuals with disabilities.

Members could include representatives of organizations and other entities representing people with disabilities, including people who are blind or visually impaired, people who are deaf or hard of hearing, people with intellectual disabilities, people with multiple disabilities, including those who are deaf-blind, and people with speech disabilities.

Members could also include representatives of state or local governments and industry.

Together, these members should be selected to represent a balance of viewpoints. Membership should not exceed eleven (11) members.

Committee Meetings

The Disabilities Committee shall meet a minimum of two (2) times per program year.

Subcommittees

The Disabilities Committee is authorized to facilitate its work as needed through informal subcommittees, which shall report their activities and recommendations to the full Disabilities Committee. It is anticipated that the work of subcommittees will be conducted primarily through telephone calls, e-mail correspondence, and e-mail discussion lists. Recommendations of subcommittees must be reported to the Disabilities Committees as a whole.

Recordkeeping

Meeting minutes will be maintained in the Upstate WB office for all meetings Disabilities Committee Meetings. Sub Committee Meetings do not require meeting minutes.

Constant Contact Survey Results

Survey Name: 2018 Disabilities Luncheon Survey

Response Status: Partial & Completed

Filter: None

8/29/2018 4:16 PM EDT



*Was the Invisible Disabilities Luncheon helpful?

1 = Very Helpful, 2 = Somewhat Helpful, 3 = Not Helpful

	1	2	3	Number of Response(s)	Rating Score*
				27	1.1






*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

*Did hearing the individual topic presentations give you new insight for future hires and or ideas on how to be more responsive to current staff?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			25	92.5 %
No			0	0.0 %
N/A			2	7.4 %
No Response(s)			0	0.0 %
Totals			27	100%

*Please rank the topics from most helpful to least helpful (with 1 being the most helpful and 5 being the least).

1 = most helpful

Answer	1	2	3	4	5	Number of Response(s)	Ranking Score*
Mental Health Overview						26	2.8
Post Traumatic Stress Disorder (PTSD)						26	2.6
Intellectual Disabilities						26	2.6
Depression and Anxiety						26	3.3
Occupation Therapy						26	3.7

*The Ranking Score is the weighted average calculated by dividing the sum of all weighted rankings by the number of total responses.

***Was the length of the event:**

1 = Too Long, 2 = Just Right, 3 = Too Short

	1	2	3	Number of Response(s)	Rating Score*
				27	2.1

*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

***Were you able to take away some best practices?**

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			23	85.1 %
No			4	14.8 %
No Response(s)			0	0.0 %
Totals			27	100%

***What are some other topics related to disability employment that you would like to see discussed in this format?**

27 Response(s)

***Were the vendors in the lobby helpful?**

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			25	92.5 %
No			2	7.4 %
No Response(s)			0	0.0 %
Totals			27	100%

Please use this space to add any additional feedback on the event.

11 Response(s)

2018 Disabilities Luncheon Survey

[Survey Details](#) | [Overall Results](#) | [Individual Results](#)

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Comment(s) for:

- 2 *** Did hearing the individual topic presentations give you new insight for future hires and or ideas on how to be more responsive to current staff?**

7 Responses

10 per page ▼ Update

Answer

Respondent

Hearing the topics will help me better on the rehabilitation side of preparing a workforce

rskinner1@scvrd.net

I loved the practical tips and accommodations that the individual from Clemson Life gave. Very good resources!

sjordan@able-sc.org

Everyone had a similar message. Those with disabilities are a powerful work force. Dr. Craig Burnette's talk was of special interest.

jthomas@scvrd.state.sc.us
patuleib@gmail.com

As someone that works at a University, the information was very helpful. It's good to know that companies are interested in hiring people with disabilities and that there are services to help ease the transition.

smcadams@uscupstate.edu

Quite an array of topics with helpful tips for the workplace.

sebastiena@sccsc.edu

Ideas on how to be more responsive to staff and participants.

wgraham@worklinkweb.com

10 per page ▼ Update

[Have Feedback?](#)



2018 Disabilities Luncheon Survey

[Survey Details](#) | [Overall Results](#) | [Individual Results](#)

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Comment(s) for:

4 * Was the length of the event:

6 Responses

10 per page ▼ Update

Answer

Respondent

It's difficult to stay on schedule with a lot of speakers but all things considered I think it worked out well.

rskinner1@scvrd.net

Could have been a little longer to allow more time for outreach and connection with the vendors.

sjordan@able-sc.org

We can never have enough time to cover all topics completely, but this was perfect for a lunch time presentation.

jthomas@scvrd.state.sc.us

I would have liked to hear more from a couple of the speakers, but I know they had a time allotment.

vstapleton@scworksgreaterupstate.com

The information/presentations were very focused topics. All presenters stayed on task and kept my interest.

sebastiena@sccsc.edu

Could have been a little longer; the speakers seemed to be pressured for time.

hmerriweather@uscupstate.edu

10 per page ▼ Update

[Have Feedback?](#)

2018 Disabilities Luncheon Survey

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Text answer(s) for:

- 6 * What are some other topics related to disability employment that you would like to see discussed in this format?

27 Responses

50 per page ▼ Update

Answer	Respondent
More Company Success Stories Testimonies of Managers and Supervisors Advice and input from Supervisors Risk Management Concerns	inlown@sccsc.edu
Disability Etiquette - the "We" not "Them" concept	rskinner1@scvrd.net
How to connect better with businesses. Sharing of resources with other organizations.	terry.bolda@gmail.com
ADA accommodations and accessibility	tlambert1@scvrd.net
Event just for employers. Accessibility concerns, benefits of hiring people with disabilities, showcase and connect with employers that are doing this well.	sjordan@able-sc.org
More topics on intellectual disabilities	jpitts@charleslea.org
Employment Connections. They differ from business to business. We need to know more.	jthomas@scvrd.state.sc.us
nothing that I can think of right now.	mack@upstaterworkforceboard.org
Billing and Ticket to Work	antrey.frazier@comop.org
I'm willing to learn anything presented.	keasler@spartanburgcounty.org
Take the topics presented this year and in 2017 and present them at different venues in our service area.	cewart@theewartgroup.com
Insights that employers need in order to support veterans with service dogs.	patuleib@gmail.com
More on Veterans outreach and services	eric.holland@kobelco.com
I think the ones you had were great and timely. To me the most important thing would be to provide information on current issues.	smcadams@uscupstate.edu
none	india.thomas@charleslea.org
Vision and hearing impairments	vstapleton@scworksgreaterupstate.com
NA	shmcbec@sharesc.org
unsure	lmagaha@ghs.org
N/A	elmcabee@dew.sc.gov
Application questions related to disability and veteran status. What is the impact and can this information be used against you.	lmoe@dew.sc.gov
see #1	jdugaw@srhs.com
More about OT	gloriaa@aran-us.com
Covered everything	jlee@dew.sc.gov
Bipolar disorder Chronic Pain	sebastiena@sccsc.edu



2018 Disabilities Luncheon Survey

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Comment(s) for:

7 * Were the vendors in the lobby helpful?

8 Responses

10 per page ▼ Update

Answer

Respondent

I did not stop to view their information.

inlown@sccsc.edu

I didn't stop by

tlambert1@scvrd.net

Could allow for more time with vendors and space to collaborate/network.

sjordan@able-sc.org

Those who took time to get brochures and information will greatly benefit.

jthomas@scvrd.state.sc.us

I didn't speak with them as I was already familiar with them.

smcadams@uscupstate.edu

Vocational Rehabilitation provided excellent information on their services.

sebastiena@sccsc.edu

Didn't visit

douglas.stephenson@rescare.com

I did not get to attend any.

hmerriweather@uscupstate.edu

10 per page ▼ Update

[Have Feedback?](#)