SWORWIB

The Southwest Ohio Region
WORKFORCE INVESTMENT BOARD

SWORWIB QUARTERLY MEETING
OhioMeansJobs Center
February 13, 2020
8:00 a.m. – 10 a.m.
Minutes

SWORWIB Members Present: Uche Agomuo, Michael Beck, Heath Boucher, Paula Brehm-Heeger, Leo Chan, Natasha Chesnut, Scott Conklin, Jamie D'Agostino, Chad Day, Renee Dean, Dwayne Dews, Mark Dierig, Margaret Fox, Chris Fridel, DeJuan Gossett, Stephanie Hall, Melissa Johnson, Laurence Jones, Chris Xeil Lyons, Shawntay Mallory, Clara Matonhodze Strode, Tim McCartney, Peter McLinden, Rene McPhedran, Nick Milazzo, Matthew Owens, Bridget Patton, Denisha Porter, Jerry Porter, Kevin Powell, Eric Rademacher, Maureen Reilly, Jennifer Roeder, Trisha Rogers-Lowey, Diana Small, Harry Snyder, Carol Sorenson-Williams, Stephanie Summerow Dumas, Roberta Thomas, Amy Waldbillig, and Alicia Tidwell, Board Chair Emeritus

SWORWIB Members Absent: Jackie Alf, Khurram Altaf, Shanel Gentry, Matthew Jones, Diana Mairose, Detries Miller, Michael Prus, Samuel Ross MD, Tyronne Stuckey, Dani Watkins, Jennifer Winstel

SWORWIB Staff Team: Pat Bready, Deborah Jordan, Sherry Kelley Marshall, Wes Miller, Karen Saterfield

Resources: Tim Dingler, Kevin Holt, Lynn Murphy

Guests: Susan Adkins, Nigel Chalkley, Jules Camarda, Ricky Carter, Renee Cash, Emma Dewhurst, Sharron DiMario, Lyndsi Fitzsimmons, Dr. Richard Harknett, Kelly Herbers, Jason Hickey, Kimberly Lee, Janielle McCord, Judith Moore, Zak Nordyke, Stefan Pendergrass, Leo Peyronnin, Jason Reiscamp, Pete Rogers, Sharon Thompson, Vanessa White, Daniel Wilder, Leah Winkler

I. Opening - Welcome and Introductions

Having exceeded quorum, new Chair Laurence Jones welcomed everyone to the February 13, 2020 Annual Board Meeting at 8:04 a.m. thanking all present for taking time out of their busy schedules to attend the board meeting and asking for everyone to be kind as he chaired his first meeting. He reminded everyone to sign-in legibly at the registration table, as attendance recordkeeping is required by the State, the Feds and the IRS as SWORWIB is a 501c3 nonprofit. He further reminded all that the audio equipment can pick up side conversations so everyone needs to be mindful of their side talk. He recognized the caterers for their great food with a special thanks to the caterer, Jeannette's Delicacies. He thanked Chair Emeritus Tidwell for supporting him at his first Quarterly Board meeting as Chair. Jones requested that all

members introduce themselves, followed by the guests in the side seating areas and calling on President Marshall to start the introductions.

II. Induction of New Board Members

Chair Jones invited the new Board Members to the front of the room for their induction by Hamilton County Commissioner Summerow Dumas. Commissioner Summerow Dumas thanked them all for agreeing to serve, to help fulfill SWORWIB's mission, guard the public funds and ensure strong performance results. The following completed the pledge: Uche Agomuo, Heath Boucher, Jamie D'Agostino, Stephanie Hall, Shawntay Mallory, Nick Milazzo, Denisha Porter, Kevin Powell and Maureen Reilly. (New Board Member Samuel Jones, MD was absent and Stephanie Hall and Clara Matonhodze Strode missed the induction ceremony. After photographs were taken, they were welcomed with applause from the Board members and guests and returned to their seats for the Quarterly Board business.

III. Approval of Agenda

Chair Jones reviewed the agenda and reminded members that the SWORWIB has two Agendas at each meeting. The First Agenda approval is for the presentation of the order of business. The second agenda business item is for review and approval of "the consent agenda" which is used by larger boards to handle the business of the organization addressed in committee meetings or other venues in an efficient fashion in order to have time to focus on essential educational or training presentations and discussions. The practice is that everyone reviews the entire agenda before approval including a close review of the consent agenda items and then indicates during the "Approval of the Agenda" any consent agenda item they wish to move from the consent agenda to "Other Business" for separate discussion. With no comments, concerns, questions or requests for agenda item changes, Snyder moved, Brehm-Heeger seconded the motion to approve the agenda as presented. Motion unanimously approved.

IV. Approval of Consent Agenda

Chair Jones commented on the importance of Board Members being prepared and having read through the packet. He asked if there were any comments, changes or questions related to the consent agenda. He also stated the Treasurer materials, audit and IRS items are critical to sustain our 501c3 nonprofit status. The budget would be voted on separately due to inherent conflicts with two Hamilton County board representatives that also review and refund the SWORWIB for our expenses under an intergovernmental agreement of the City of Cincinnati and Hamilton County. There being no comments, corrections, additions or separate discussion about items on the consent agenda, McPhedran moved, Tidwell seconded a motion to approve the consent agenda. Motion unanimously approved. The following materials provided in the board packet were therefore approved:

- 11.14.2019 Quarterly Meeting Minutes
- President's List
  - Audit and Grant Updates
  - 2020 Calendar of Meetings
  - FY2020 Scorecard
  - Updated Consolidated SWORWIB Budget/FY2020
  - Ohio's Workforce Priority
  - Policies 17-06.1 & 19-01, SWORWIB Employee Guide -w- Attachments, SWORWIB Financial Management Policy (Separate Packet)
- Treasurer's Report/Independent FY2019 Audit/Auditors Board Report/IRS 990/Ohio Charitable Solicitations Registration (Separate Packet)
- OMJ Operator Report

- Administrative Entity/Fiscal Agent Report/Local Area Budget
- Youth Report(s): CCMEP/TANF & WIOA
- NewsWIB's (Separate Packet)

In regards to the Updated Consolidated Budget, McCartney and Commissioner Dumas, both of Hamilton County, abstained from voting due to perceived conflict of interest. McCartney noted that the county's legal representation did not agree with the need for abstention. However, Marshall noted that as a nonprofit workforce board, rather than a county staff board, the SWORWIB under contract with Hamilton County and HCJFS for reimbursement management of the SWORWIB's incurred expenses, prudent separation of powers from budgets is understood and expected by the public. Day moved, Beck seconded a motion to approve the Updated Consolidated Budget. McCartney and Summerow Dumas abstained. Motion unanimously approved.

V. Presentation: SUPERAWARDS

Chair Jones and Commissioner Summerow Dumas moved to the front of the room to present the awards with President Marshall narrating the ceremonies. Marshall explained that this annual occurrence recognizes those partners who deliver great service and success for the SWORWIB and demonstrate the wide variances of creativity and success for all of our customers and partners. The following were recognized:

SUPER EMPLOYERS

CCHMC - Carol Sorenson-Williams
Fifth Third Bank - Shawn Harter and Nick Milazzo
Ford Motor Company – Pete Rogers
G4S Secure Solutions – Jeff Sisson
Terracon – Anne Hirschauer

SUPER BOARD MEMBER PARTNERS
SWORWIB & JA Inspire

Jackie Alf, Jurgensen Companies
Chad Day and Chris Fridel, IBEW Apprenticeship
Dwayne Dews, United Parcel Service
Harry Snyder, Great Oaks Career Campuses
Amy Waldbilling, Cincinnati State Technical & Community College
Jennifer Winstel, United Dairy Farmers

SUPER EMPLOYERS OPIOID GRANT AWARDS

- Beckett Ridge
- BrightView
- Pinnacle Treatment Services
- Shelterhouse

SPECIAL DATA GEEK – OPIOID GRANT AWARD

- Sharron DiMario

SUPER CCMEP PARTNERS

- CCMEP COLLABORATIVE
- HCJFS Staff Leadership: April Barker, Nicole Peace, Bonita Wood
- Jobs for Cincinnati Graduates: Judith Miller, Leta White

- ResCare: William Allen, Ethan Arguello, Michael Johnson, Brandy Porter, Bernadette Ruth, Sean Stanbro
- Santa Maria: Lyndsi Fitzsimmons, H.A. Musser, Thanapat Vichitchot

SUPER PARTNERS

- Opioid Grant Training Provider and Supporter: Dohn 22+ & GMB Properties – Zak Nordyke and Gary Brown
- Job Corps – Culinary Training
  Nigel Chalkley, Levy
- Job Corps – Automotive Technical Training
  ASSET, ACE, Ford Dealerships, SNAP-ON. Accepted by Fuller Ford employee, Jason Reiscamp

SUPER OMJ TEAM MEMBER

- Kelly Herbers, Employment Services Technician

SUPER BOARD MEMBER RESOURCE

- Michael Prus, Prus Construction, OMJ Parking Lot Access Pothole Rescue

The ceremony ended with a final round of applause and a thank you to all awardees by Chair Jones.

VI. Training Presentation: Ohio Cyber Range Project

Chair Jones introduced Professor Richard J. Harknett PhD, Chair of the Ohio Cyber Range Institute (OCRI) Executive Staff. Harknett said his new goal is to partner effectively so he wins a SuperAward. He introduced his talk by reminding us how much we rely on cyberspace to be effective in the 21st Century and the necessity of guarding against bad consequences. To address this challenge, University of Cincinnati is partnering with the state to position the workforce we need to leverage cyberspace without succumbing to the vulnerabilities. First, we must realize that this isn't just about a technical fix or a workforce development opportunity with 7000 job openings currently. He also emphasized how each one of us make us all more or less secure and need to be cybersecurity aware. This project has made the State of Ohio aware of their role in making our workforce more competitive and integrating this information into school curriculums in high school and beyond.

With small businesses being the basis of Ohio's economy, many do not have IT departments and want experienced hires only. This project will help trainees build experience and competence for such jobs. Harknett is asking that companies virtualize their networks so trainees can work on real situations without changing them. The term cyber range is based on a military understanding of anticipating hackers by using a virtual lab where trainees can practice and be put to the test. His PowerPoint showed the infrastructure of the OCRI with U.C. and University of Akron being Core Service Sites and Regional Programming Centers. This project will officially launch March 3rd followed by an 18-month pilot. There are already 3000 users. The project is reaching out to underrepresented minorities and veterans. Statewide dissemination will be aided through creating ready-to-use modules, other age-appropriate materials for high school teachers and other educators. Harknett's hope is that all of these issues will be integrated into existing training programs.

Chair Jones welcomed questions for Dr. Harknett. One question was about the biggest threat. Harknett replied that would be that we don't realize there is a threat. We need a response from all levels: government, businesses and an engaged citizenry. The internet was started due to fears about having a centralized source of information which could be attacked so a decentralized network was created. This open system allows for misinformation to be rapidly spread and could threaten us in different ways such as our concern that an illegitimate election process could undermine our democracy. Marshall asked about getting help with cyber-literacy to which Harknett responded affirmatively that the OCRI will address this training across age groups. Beck thanked Dr. Harknett for the prepared materials that are a strong presentation of the OCRI and the challenges before us all. Several other board members expressed appreciation for the Training Presentations to the Board and particularly to Dr. Harknett for his strong knowledge, humor and concerns for us all as technology changes so quickly. Chair Jones expressed special thanks to Professor Harknett for being able to present this critical informative as a kick-off training for 2020.

VII. President's Report

Chair Jones asked Marshall to report.

- Questions on President's List: There being no questions, Marshall responded to the identified topics.
- 1916 Building Lease: The lease is up in December 2020. Renewing the lease is a critical 2020 task.
- Federal Funding Increase in WIOA: More money has been passed for workforce development. We're hoping to find out the allocations soon and would like to address the cybersecurity issue with some of these additional WIOA funds.
- Great Oaks Lease Update: We obtained a Great Oaks board vote to extend our Hamilton County office lease with Great Oaks through July 2022.
- Junior Achievement Inspire Expo March 10-11: Please let Marshall know if you want to be involved in engaging with 5500 9th graders about work opportunities. 2019 was both a fun and successful event.
- Incumbent Worker Training Policy: The Governor has been encouraging public funds for incumbent workers. Our Board has not supported training investments from local funds due to wanting to support on-the-job training with our limited funds plus doing well with that focus. Marshall recommends against SWORWIB shifting our priorities away from the unemployed, those without diplomas and challenged youth. She highly recommends the OMJ and SWORWIB promote the State's incumbent worker programs to employers. Beck commented in favor of investing in those who don't have a job over those who already do have a job and the employer can use state funds for training costs or can work with the OMJ Center for on-the-job training funds with hiring new people.
- Opioid Crisis Grants Update: Marshall reported that we have been the only large city to enter into this new area. The downside has been that one monitor did not like that we were not using workforce dollars to pay for college tuition, even though our approach to workforce development has worked for 15 years. Only 27% of those who start college finish plus the average person ends up with $30 – 35,000 in debt. We have also encouraged higher education to add industry recognized credentials so individuals who do decide to leave college can have credentials that will improve their hiring opportunities. Due to this issue with the monitor's opinion, we have backed out on the opioid grant until there is federal clarification that the SWORWIB is not a college funding institution but a workforce development organization. Several board members expressed opinions that there is a federal department for education that funds college expenses and entities, not the workforce dollars that are dramatically less funds to local areas.

Marshall noted that the monitor threatened to require we reimburse all dislocated workers who obtained credentials even though they "loss their job through no fault of their own. Several Board Members offered to have the Board talk to the monitor as well. Marshall proposed that we invite elected federal officials to hear our concerns about Chicago monitors who forget that the local areas determine their priorities not the DOL. Rademacher shared that the Opioid Grant approach may have taken too long to get organized at the state and federal levels given that opioid overdoses are reducing while a large shift to newer, cheaper drugs is growing. Narcan has also helped reduce deaths. Marshall thanked Rademacher for the update on these critical trends. Marshall noted that by the May Quarterly Board Meeting, we will be clear about continuing with these dislocated worker source of funds "retranslated for Opioid treatment" under three different grants.

- Procurement Issues for Lay-Off Aversion: The conversion to a worker-owner business is on hold as the company has had to focus on the impact of tariffs on their product in order to survive and HCJFS fiscal leadership is unfamiliar with this funding and therefore resistant to the SWORWIB receiving these funds.
- SWORWIB System Management Contract Renewal: Marshall reported that historically the SWORWIB has had a two year/plus two one-year extensions and has also included the ability to move funds readily as long as there was no more than 10% changes per line item unless permission by HCJFS was obtained in advance. Currently, these practices are also concurrent for all of our contracts with the OMJ Center as procured and with the youth service providers as procured. Marshall expressed concern that HCJFS is neither honoring these practices for contract review or budget adjustment. She is meeting with HCJFS contract and budgeting departments to discern this rationale for this changes that affect only the SWORWIB but not our contracted WIOA service delivery procured selections. Marshall noted that the SWORWIB contract for management of the 1916 Central Parkway building and MOU budget utilization has not yet been mentioned for these kinds of changes.
- WIOA Ongoing Compliance & State of Ohio Plan/Regional Plan: Relative to ongoing compliance under WIOA for the Workforce Boards, Marshall referred everyone to the document on Page 53 and dated as of 1/15/2020. Area #13/Cincinnati-Hamilton County is up-to-date on all these implementation and on-going compliance requirements. We have until Winter 2020 to file for subsequent area designation and will complete these as we have previously for Cincinnati/Hamilton County. We also have to obtain subsequent Workforce Board certification by 3/31/2021. Both of these are critical to the maintenance of the local area as Cincinnati/Hamilton County. Relative to the Ohio Plan, Marshall referred to pages 52-59 of the released Board Packet. Marshall suggested the Office of Workforce Development at Ohio Department of Job and Family Services require that combined areas take their turn in leading the regional planning process just as SWORWIB did last time, covering all four counties with little contribution of efforts from Local Area #12.
- Performance Change: Marshall shared that Area #13 has been very productive for the last twelve years particularly in comparison to other areas/cities around the state. She reminded Board members who have served for some time and shared with the newest members, that local areas and states have come under "interesting mathematical" processes in the past because DOL likes to change up the performance evaluation systems periodically. Back in 2015, DOL undertook Performance Regression Model that failed fantastically across the county. Now DOL is leading another initiative for performance review rather than stick with the tried and true measurements instead of mathematical experimentation. Marshall reported that we have recently been evaluated unfavorably by the DOL's newest performance formula. Various board members

questioned the purpose of changing the methodologies so frequently. Marshall asked Holt to share the "failure aspects" the new system has determined for Area #13. Holt explained there are two reasons we are failing: we dropped from an 80% graduation rate to 76-77% and fewer people with more barriers are going for training. Marshall noted that the economy has been strong for a while and many who couldn't get to work previously now can, so they choice employment over school or training many times. Holt noted that the good news is that this is considered a baseline year so we can continue forward from here. An interesting new twist is that the State fails though if anyone fails. Marshall closed noting that in her term with the SWORWIB, every time DOL seeks a new measurement paradigm, the economy has shifted and the methodology is setaside "in light of the economy".

VIII. Public Comments and Announcements

Chair Jones asked if there were any other questions, announcements or comments from the Board
members and invited any from the general public in attendance. There being no other requests, Chair Jones moved to final business items.

IX. Next Board Meetings

Chair Jones reviewed the upcoming 2020 Board meetings and reminded others to check on their Board Committee schedules:

May 14, 2020: Quarterly Board Meeting 8:00 - 10:00 am
August 13, 2020: Quarterly Board Meeting 8:00 - 10:00 am
November 12, 2020: Quarterly Board Meeting 8:00 – 10:00 am

X. Adjournment

Chair Jones apologized for the meeting running over a bit as he thanked everyone for coming, and asked if there was anything else for the good of the order. There being no other comments, Xeil-Lyons moved, Fridel seconded a motion to adjourn. Motion unanimously approved. The meeting ended at 10:08 a.m.

Respectfully,

René McPhedran
Secretary