

Region 2000 Workforce Development Area VII

Serving the City of Lynchburg, and Counties of Amherst, Appomattox, Bedford and Campbell

Workforce Development Board Meeting

8:30 a.m., Tuesday, January 10, 2017

Hilton Garden Inn

Minutes

Members Present: Nat Marshall – Chair, Blondie Anderson, Sierra Carvajal, Mike Davidson, Nathan Dowdy, Scott Francis, Danny Grimes, Sonny Harvey, Phillip Jamerson, Dennis Jarvis, Bobby Johnson, Christine Kennedy, Dennis Knight, Ron Lovelace, Susan Martin, Ed McCann, Kimberly McIvor, Marjette Upshur, John Redding, Heather Reynolds, Tamara Rosser, Luke Saechao, Roxanne Slaughter, Wendell Walker

Members Absent, Excused: Scott Gillespie

Members Absent: Des Black, Traci Blido, Selina Elswick, Georgia Fauber, Ruth Hendrick, Cheryl Toler, Jan Walker, Sterling Wilder

Staff Present: Ben Bowman, Gary Christie, Susan Cook, Lori Cumbo

Others Present: Kenneth Campbell – Amherst County, Keith Cook – HumanKind, Kenny Craig – Liberty University, Tracey Dixon – Daily Bread, Mary Ann Gilmer – Goodwill, Bob Good – Campbell County, John Hardie – Campbell County Schools, Denny Huff – BCHF, Sharon Johnson – SVWDB, Alvin Jones - Goodwill, Beverly Reid – Lynchburg College, Rita Reilly – Horizon, Joan Rowe – HumanKind, Clay Stein – Goodwill, Rebecca Sturm Clausser – Retail Merchants Assoc., Treney Tweedy - Goodwill

1. Welcome and Introductions

Nat Marshall welcomed everyone and opened the meeting at 11:40 a.m.

2. Approval of the October 11, 2016 Meeting Minutes

The motion was made by Dennis Jarvis, and seconded by Ron Lovelace, to approve the minutes of the October 11th meeting as presented. The motion was unanimously approved.

3. Review of YTD Financial Report

Ben Bowman reported that the Finance Committee met last week and approved the transfer of up to \$100,000 if necessary from Dislocated Worker to Adult. Concerns were also addressed regarding not having met the requirement to spend 40% of funds on training last year, and also ongoing concerns about spending on Youth. Under new regulations there is a requirement to spend 20% of Youth funds on work experience, and this also was not met.

Ron Lovelace explained for new members that moving funds among Dislocated Worker and Adult categories is standard procedure.

4. Memorandum of Understanding with City of Lynchburg Economic Development

Ben Bowman explained that the City of Lynchburg has been designated as the only city in Virginia as a Tech Hire Community. Because Lynchburg did not receive grant money with this designation, and there are significant concerns about how to help people in poverty move into a living wage job, he has been exploring ways to work with the Tech Hire Initiative. The MOU Mr. Bowman presented between Goodwill, the Economic Development Authority of the City of Lynchburg and the Workforce Board, will allow the three entities to execute the Tech Hire workforce model designed by the Lynchburg Office of Economic Development. However, Mr. Bowman did add that this is a pilot program.

The motion was made by Dennis Jarvis made to approve the MOU, with a second by Ron Lovelace. The motion was unanimously approved. Abstaining were Nat Marshall and Marjette Upshur.

5. Training Provider Approval

Mr. Bowman informed the Board that the full application from ECPI is on the Workforce website. Danny Grimes voiced concerns about the high cost of the training programs provided by ECPI. Mary Ann Gilmer explained that there is a customer choice element, and Goodwill is required to provide program participants with training provider performance data, as well as cost information. Some programs do exceed limits and may require loans or other types of funding. However, customers are presented with their options and in the end it is their decision.

Dennis Jarvis made a motion to approve ECPI as a training provider. The motion was seconded by Scott Francis and was approved with one nay vote by Danny Grimes.

6. Operations and Performance Committee Report

Susan Martin reported that the committee last met on December 8th. At this meeting the committee was presented with an overview of the Workforce Board and its responsibilities. They also reviewed the performance of the current operator. Performance numbers for 2015 were reviewed and the committee expressed concern with the overall performance of the operator. These concerns had been expressed to the operator in a letter from Mr. Bowman, and a response was received. After discussion by the committee, a motion was presented by the committee and approved to issue an RFP for a new service provider. Mr. Bowman advised that the RFP would need to be published by early February, with RFP's in by early March. The motion was approved, with Luke Saechao, Kimberly McIvor, and Roxanne Slaughter abstaining.

7. Adjourn – There being no further business the meeting was adjourned at 12:10 p.m.

Following the meeting, lunch was provided and Bridges out of Poverty presented an overview of their program.

Regional Convening for Strategic Planning

Attendees broke into groups to discuss strengths and weaknesses of the Workforce in Region 2000. The groups came together to discuss what they felt were some of these strengths, weaknesses and threats.

Weaknesses

- 1) Marketing
- 2) Restrictions
- 3) Transportation
- 4) Complicated system for employees
- 5) Funding
- 6) Retaining college students
- 7) VEC – filtering employers
- 8) Apprenticeships
- 9) Cost of doing business
- 10) Technical Institutions
- 11) Rural High Speed Internet Access

Opportunities and Strengths

Marketing and Branding
Marketing in K-12 ed. programs
Partnerships w/Social Services
Workforce Navigator
Educational programs
Variety of employers
City Tech Hire Program
Cost of education
United Way 211

Threats

- 1) Temp Agencies
- 2) Businesses leaving the region for lack of workforce

Goals

- 1) Possible relocation of the One-Stop Center to the Community College
- 2) Marketing
- 3) Organization of the Workforce system
- 4) Education of programs among employers and other agencies
- 5) Integrate the CEDS document into future plans
- 6) Seek Incorporation and non-profit designation
- 7) Fulfill the role the Regional Workforce Convener

Presentation/Input on Strategic Board Development with Sharon Johnson, Chief Executive Officer with Shenandoah Valley Workforce Development Board

Sharon Johnson, Chief Executive Officer with the Shenandoah Valley Workforce Development Board spoke briefly to the group, and explained that she is conducting a survey with all fifteen Workforce Development Boards in Virginia. This survey is part of a research project on the Workforce Development Boards alignment of operational and behavioral characteristic indicators. The purpose of the study is to determine how Virginia's local boards align with the exemplary local board operational indicator.

From the survey results she will look at

- Effective non-profit board behavioral characteristics and operational behavior
- All fifteen boards in Virginia from board members' perspective
- Perceptions of public sector and private sector board members, to look for any alignment or misalignment in that area

Survey results from all fifteen Workforce Development Boards in Virginia will be entered into statistical software for computation, data will be analyzed, and the results will be documented and recorded.

Ms. Johnson then asked everyone present to complete the survey. Results of the survey will be provided to the Region 2000 Workforce Board when results are available.