

WIB Meeting Minutes - October 19, 2010

By: WIA Staff

Contact: [Les Thompson](#)

Santee-Lynches Regional Council of Governments
Santee-Lynches Workforce Investment Board
Board of Director's Meeting
October 19, 2010 – 6:00 PM
Central Carolina Health Sciences Center
133 S. Main Street, Sumter, SC 29150

MINUTES

Members Present:

Clarendon – Beverly Moberg, Charlie Gavin, Dan Yount
Kershaw - Sid Isler (Chairman), Mike Bunch, Dr. James Coleman, Jean Duncan, Ed Garrison, Joe Redfearn, Dean Riddle, Craig Smith
Lee – Thaddeus Dickey, Dr. Cleo Richardson, Troy Santoscoy
Sumter – Ginny Dority (Vice Chair), Rob Fauvie, Tom Garrity, Dr. Tim Hardee, Rick Levy, David Merchant, Joe Perry, Sonia Spivey, Sharon Teigue, Gerald Vaughn, Anita White, Donald Witherspoon

Members Absent:

Clarendon – Gail Duke (Excused), John Tindal (Excused)
Kershaw – John Hornsby (Excused)
Lee – Jeff Burgess (Excused)
Sumter – Bobby Anderson, Ryan Cagle (Excused), Jeannie Gamble (Excused), George Kosinski (Excused), Hyacinth Kinley (Excused), Rev. William Randolph (Excused)

Staff Present:

James T. Darby, Jr., Executive Director, SLRCOG, Les Thompson, Workforce Development Director; Gwen Davis,

Workforce Development Deputy Director; Donna Thames, Workforce Development Administrative Assistant; Bruce Mills, Santee-Lynches Research Analyst

Guests:

Seth Duncan, Local Operations Coordinator, South Carolina Department of Employment & Workforce (SCDEW); Jim Riebolt, Consultant, Kaiser Group, Inc., Joseph Davis, Jr., Wateree Community Actions, Dean Page, Paxen Learning Corporation, Brenda Golden, Santee-Lynches Regional Education Center; Wayne McFadden, SCDEW.

I. Welcome and Call to Order:

The Santee-Lynches Workforce Investment Board of Director's Meeting was called to order by Chairman Sid Isler at 6:02 PM. Welcoming remarks were given by Chairman Isler and thanks to Dr. Hardee for allowing the WIB to meet in their wonderful facility. Invocation was given by Mr. Charlie Gavin followed by the Pledge of Allegiance. Ms. Gwen Davis, Workforce Development Deputy Director, introduced the new board members and guests.

Chairman Isler entertained a Motion to approve the Workforce Investment Board (WIB) Meeting Minutes of June 29, 2010. The Motion was made by Mr. Tom Garrity and seconded by Ms. Sharon Teigue to approve the minutes from the June 29, 2010 WIB Meeting. Chairman Isler asked if there was any discussion. Mr. Rick Levy called attention to Page 5 of the minutes. He stated that at the last WIB Meeting it was discussed that Board Members would generate a "wish list" of suggestions/ideas to use for incentive funds in the future. An amended Motion was made by Mr. Rick Levy and seconded by Mr. Gerald Vaughn to amend the minutes to include the discussion regarding Board Members generating a "wish list" of suggestions/ideas to use for incentive funds in the

future. There being no further discussions, Chairman Isler called for a vote. All were in favor and the amended motion passed unanimously.

II. Committee Reports:

A. Executive Committee (M):

Chairman Isler stated that the following motions are brought forth from the Executive Committee.

Motion 1: presented by Chairman Sid Isler
One-Stop Operator Memorandum of Agreement (MOA):

- MOA & Draft Contract to SLWIB
- One-Stop Operations Director hiring process and the process of acquiring remainder of One-Stop Staff.

Santee-Lynches Workforce Investment Board (SLWIB) and the Santee-Lynches Regional Council of Governments (SLRCOG) are to enter into an agreement to provide One-Stop Operator Services and to pursue finalizing the agreement in a formal contract. A motion is brought forth to the WIB from the Executive Committee to authorize the WIB Chairman to sign the MOA and to authorize the Staff to proceed with drafting a formal Contract between the SLWIB and the SLRCOG. A motion was made by the Executive Committee and seconded by Mr. Ed Garrison to authorize the WIB Chairman to sign the MOA and to authorize the Staff to proceed with drafting a formal Contract between the SLWIB and the SLRCOG. Chairman Isler asked if there was any discussion. Ms. Ginny Dority stated that the MOA should be written simpler, so that everyone can understand it. Mr. Rick Levy questioned why there were no dates included in the MOA – i.e. beginning and end dates? An amended motion was made by Ms. Ginny Dority and seconded by Mr. Charlie Gavin to authorize the WIB Chairman to sign the MOA after it has

been revised and written simpler, so that it can be understood by all. This motion authorizes the Staff to proceed with drafting a formal Contract between the SLWIB and the SLRCOG. There being no further discussions, Chairman Isler called for a vote. All were in favor and the motion passed unanimously.

A second part of the motion is brought forth to the WIB from the Executive Committee to authorize the One-Stop Operator (SLRCOG) to interview and hire an One-Stop Operations Director and necessary staff for the One-Stops. A motion was made by the Executive Committee and seconded by Mr. Dan Yount to authorize the One-Stop Operator (SLRCOG) to interview and hire an One-Stop Operations Director and necessary staff for the One-Stops. Chairman Isler asked if there was any discussion. Mr. Charlie Gavin asked if there is a budget and if there is enough money to get the One-Stop up and running? Mr. Les Thompson responded that Staff has a better understanding of the training portion of the budget. He stated that he and Ms. Gwen Davis went to the One-Stop and reviewed training costs with each of the Case Managers. Chairman Isler responded that he met with Dr. Peggy Torrey, SCDEW, last week and she is also struggling with the budget. Mr. Gavin questioned: How do you run a business without a budget? Mr. Jim Darby responded by stating that we know a range of available funding for operations, but it is not finalized at this time, and the exact figures will not be available until the first of next year. Funds are available to hire staff. Dr. Tim Hardee asked if the employees will be employees of the COG as of January 1, 2011. Chairman Isler reminded the board that we do not have all of the facts at this point, but we must move ahead. Mr. Rick Levy asked if there will be a staggering hiring process. Mr. Darby stated that it would be desirable, because no one knew when we started this process that a budget would not be complete at this time. Mr. Rick Levy questioned if staff would

be hired now and then at some point would have to be let go because of the lack of funds. Mr. Darby assured him and the board that should not happen. Ms. Beverly Moberg asked Chairman Isler about his meeting with Dr. Peggy Torrey on last Friday. He explained that Dr. Torrey does not have a completed budget either at this time, but she is working on the budget. Ms. Moberg asked the question if other One-Stops know what funds are available. Mr. Craig Smith stated that he knew the funds available at the Camden One-Stop, but once he became Area Director at the Sumter One-Stop, he walked into a “train wreck” and had no idea of the funds available. He stated that the Sumter One-Stop had overspent their training dollars and the Camden One-Stop had not. He further reported that in his opinion training dollars should be under \$50,000, however the amount could be as low as \$20,000 or as high as \$90,000.

Mr. Les Thompson gave an illustration of a pie – 42% of the pie is for training and the remaining money is for staff. The problem the Staff has encountered with training dollars is due to the fact of the multiple semesters and trying to see how much money has been obligated for each client in training. After reviewing obligated funds with the Case Managers, it has been determined that approximately \$90,000 in funds will be needed to cover existing obligations. The WIB Staff will be requesting additional funds from the State, as you’ll hear a little later. The State has mandated additional staff to provide services previously handled by Wagner-Peyser, and at this point we don’t know how much of our training funds will have to be used for these new mandated staff. “We are in public service and that is how it is working”. Mr. Gerald Vaughn stated that “you are asking us to make a decision when we don’t have all of the information”. Chairman Isler stated that we are asking you to make a decision with stipulations and giving permission to proceed. We will not commit funds that are not available. Chairman Isler further explained that the Executive

Committee struggled with some of the motions, but felt it was the best way to proceed. Mr. Darby stated that he has no problem working with the Executive Committee and they have a responsible time line to follow. Chairman Isler recommends that the Board agree to proceed. Ms. Jean Duncan asked the question: Is this mandated by the State? Chairman Isler responded that by July 1st, 2011, SCDEW will no longer be in the business of being the One-Stop Operator. Mr. Darby stated that the staff is responsible and at this point we need to move forward. There being no further discussions, Chairman Isler called for a vote. All were in favor, except Mr. David Merchant who opposed. The motion passed.

Motion 2: presented by Mr. Les Thompson:
Information Technology (IT) issues affecting workforce services:

Twenty (20) computers were purchased April 2010 to be installed at the Bishopville and Manning One-Stops. These sites are opened part time. Delays in the installation due to scheduling conflicts with the South Carolina DEW IT staff have been encountered. The One-Stop Transition Consultant has suggested that consideration be given to installing the newer computers at the Sumter and Camden sites. Computers currently at the Sumter and Camden One-Stops site could be relocated to replace older computers at the Bishopville and Manning sites. This recommendation is made considering the fact that the higher volume of traffic is experienced at the Sumter and Camden One-Stop Workforce Centers. A motion is brought forth to the WIB from the Executive Committee to authorize the installation of the computers purchased in April 2010 at the Sumter and Camden One-Stops and to relocate the older computers from Sumter and Camden to the Bishopville and Manning sites. A motion was made by the Executive Committee and seconded by Mr. Charlie Gavin to authorize the installation of the computers purchased in April 2010 at the Sumter and Camden One-Stops and to relocate

the older computers from the Sumter and Camden One-Stops to the Bishopville and Manning sites. Chairman Isler asked if there was any discussion. Mr. Gerald Vaughn questioned the problems with the IT Personnel from SCDEW. Chairman Isler stated that he met with Dr. Peggy Torrey last Friday and the IT problems have been resolved. There being no further discussions, Chairman Isler called for a vote. All were in favor, except Mr. Gerald Vaughn who opposed. The motion passed.

Motion 3: presented by Chairman Sid Isler:
Authorization to proceed with the hiring of the Youth Program Director:

The Executive Committee, upon the recommendation of the Leadership serving on the Youth Council, recommends the hiring per previous discussions with Santee-Lynches Regional Educational Center (SLREC) Board, the joint employment of a Youth Program Director. Funding for this new hire will be made available beginning November 1st. The staff will be housed and supervised by the SLRCOG. A motion is brought forth to the WIB from the Executive Committee to authorize the hiring of the Youth Program Director via a Memorandum of Agreement (MOA) as a joint employee of the SLRCOG and SLREC. A motion was made by the Executive Committee and seconded by Ms. Ginny Dority to authorize the hiring of the Youth Program Director via a Memorandum of Agreement (MOA) as a joint employee of the SLRCOG and SLREC. Chairman Isler asked if there was any discussion. There being no discussions, Chairman Isler called for a vote. All were in favor and the motion passed unanimously.

Motion 4 presented by Mr. Les Thompson:
Paxen Learning Center Contract Extension or Youth Program RFP:

Mr. Les Thompson explained that WIA Staff went out and monitored Paxen. He reminded the Board that Paxen is on a six-month probationary status through December 2010 due to significant lack of performance and having a limited amount of youth enrollments in Clarendon and Lee Counties. He stated that with Paxen's current program manager, they have improved, but current enrollments are not where they need to be. (i.e. – 80 participants were projected to earn a GED and to date, there has only been 18). Based on staff monitoring and previous sanction documents, the Committee adopts a recommendation per the terms and conditions of the contract cancelling future services with the Paxen Learning Corporation and procuring other contracts for Youth Services via the immediate release of a Request of Proposal (RFP). A motion is brought forth to the WIB from the Executive Committee to authorize Staff to issue an RFP for youth program services immediately. The contract would not be renewed with Paxen Learning Corporation for the next six months. A motion was made by the Executive Committee and seconded by Ms. Beverly Moberg to authorize Staff to issue an RFP for Youth Program services immediately. Chairman Isler asked if there was any discussion. Mr. Gerald Vaughn made the comment that a recommendation has been made recently to purchase new computers for the Paxen office. What will happen with these computers? Mr. Les Thompson responded that the new contractor will use the new computers and all the furniture, etc. that is being used now at the Paxen site. Mr. Rick Levy asked Ms. Beverly Moberg, Youth Council Chairperson, if the Youth Council is backing this recommendation. Mr. Ed Garrison stated that he was on the Youth Council and this was the first he had heard of this decision, other than reading in the WIB packet information. Ms. Moberg responded by stating that because this was a time sensitive matter, she and the past chairman met with WIB Executive Committee and were informed that Paxen had not made a great deal of

improvement and she reminded the Board that Paxen is now on probation. A decision had to be made on whether to renew the contract with Paxen or go out for an RFP. Ms. Ginny Dority asked the question whether or not Paxen could submit a bid to the new RFP? Ms. Gwen Davis responded that they could, but the Rating and Ranking Committee would rate them accordingly on past performance. There being no further discussions, Chairman Isler called for a vote. All were in favor, except Ms. Sharon Teigue and Dr. James Coleman who abstained. The motion passed.

Mr. Les Thompson asked that a motion be made to empower the Executive Committee to work with the Youth Council and Rating and Ranking Committee to approve the hiring of the new Youth Program Provider(s). A motion was made by Mr. Charlie Gavin and seconded by Ms. Jean Duncan to empower the Executive Committee to work with the Youth Council and Rating and Ranking Committee to approve the hiring of the new Youth Program Provider(s). Chairman Isler asked if there was any discussion. There being no further discussions, Chairman Isler called for a vote. All were in favor and the motion passed unanimously.

Motion 5: presented by Mr. Les Thompson:
State Reserve Fund Request: (3 motions will be required)

The SC Department of Employment and Workforce (SCDEW) has advised the local areas that State Reserve Funds are available on a limited basis for local areas that are experiencing a shortfall of funds for training services. Although the available training funding amount is to be determined, a recommendation is brought forth to authorize the request of the available funds. A motion is brought forth to the WIB from the Executive Committee to authorize Staff to request State reserve funds from SCDEW and to expend these funds upon

receipt. A Motion was made by the Executive Committee and seconded by Ms. Sonia Spivey to authorize Staff to request State Reserve Funds from SCDEW and to expend these funds upon receipt. Chairman Isler asked if there was any discussion. Mr. Dan Yount asked if Staff was sure funds were needed. Mr. Les Thompson replied that we do know that funds are needed. There being no further discussions, Chairman Isler called for a vote. All were in favor and the motion passed unanimously.

A second part of the motion is brought forth to the WIB from the Executive Committee to authorize Staff to request available Dislocated Worker funds via Rapid Response Funds and to expend these funds upon receipt. A motion is made by the Executive Committee and seconded by Mr. Tom Garrity to authorize Staff to request available Dislocated Worker funds via Rapid Response funds and to expend these funds upon receipt. Chairman Isler asked if there was any discussion. Mr. Joe Redfearn asked the question: Are these funds needed? Mr. Les Thompson responded that “yes” the funds are needed. There being no further discussions, Chairman Isler called for a vote. All were in favor and the motion passed unanimously.

A third part of the motion is brought forth to the WIB from the Executive Committee to authorize Staff to transfer up to 50% of Dislocated Worker funds to the Adult Fund stream, if deemed necessary, to maximize training services. A motion is made by the Executive Committee and seconded by Ms. Beverly Moberg to transfer up to 50% of Dislocated Worker funds to the Adult Fund stream, if deemed necessary, to maximize training services. There being no discussions, Chairman Isler called for a vote. All were in favor and the motion passed unanimously.

Motion 6: presented by Ms. Gwen Davis:

Local Plan Modification:

The Local Workforce Area annually submits a Local Plan Modification to the SC of Department of Employment and Workforce. The PY'10 Plan will be submitted on October 22, 2010. The SCDEW requires the Board's approval of the Plan and the WIB Chairman to sign the Plan. However, the Staff was informed today via email that the 30-Day public response period and the signing of the Plan by local elected officials have been waived by SCDEW for this year. A motion is brought forth to the WIB from the Executive Committee to authorize the WIB Chairman to sign the Local Plan Modification for Program Year 2010. Ms. Davis explained that the Plan serves as an Administrative Plan unlike the Strategic Plan. The Plan this year consisted of a short questionnaire and an update of the System Documents. The Plan is to be submitted to SCDEW on Friday, October 22nd, 2010. A motion is made by the Executive Committee and seconded by Mr. Donald Witherspoon to authorize the WIB Chairman to sign the Local Plan Modification for Program Year 2010. Chairman Isler asked if there was any discussion. There being no discussions, Chairman Isler called for a vote. All were in favor and the motion passed unanimously.

Motion 7: presented by Ms. Gwen Davis:
IWT PY10 Grant Award:

The Santee-Lynches Workforce Area has been awarded \$111,800 in Incumbent Worker Training (IWT) funds for Program year 2010. Based on the IWT Rating and Ranking Ad-Hoc Committee's recommendation, the Santee-Lynches WIB's Executive Committee's voted on August 3, 2010 to award IWT grants to the following businesses/industries:

- Sumter County - BD Company \$19,000
- Kershaw County - Covidien \$26,000
- Ahlstrom Non-Woven \$38,800

Kershaw Health \$28,000

A motion is brought forth to the WIB from the Executive Committee to ratify the IWT awards as stated above. A motion is made by the Executive Committee and seconded by Ms. Beverly Moberg to ratify the IWT awards as stated above. Chairman Isler asked if there was any discussion. There being no discussions, Chairman Isler called for a vote. All were in favor, except Rick Levy, Rob Fauvie and Mike Bunch, who abstained. The motion passed.

Motion 8 presented by Ms. Gwen Davis:
Incentive Grant Transfer:

Based on the WIA staff's recommendation, on August 3, 2010 the Santee-Lynches WIB Executive Committee approved modification of the PY'09 Incentive Fund budget. Funds allocated to the following line items in the amount of \$34,000. are to be modified for use to procure a portion of the cost for a One-Stop Transition Consultant and to purchase a new computer for the WIA Research Analyst:
Staff and Board Training \$20,000,
Job Profiles for OJT Linkages to Businesses \$9,000, and
Youth/Paxen Marketing \$5,000

A motion is brought forth to the WIB from the Executive Committee to ratify the Incentive Grant transfer as stated above. A motion is made by the Executive Committee and seconded by Ms. Jean Duncan to ratify the Incentive Grant transfer as stated above. Chairman Isler asked if there was any discussion. There being no discussions, Chairman Isler called for a vote. All were in favor and the motion passed unanimously.

Motion 9: presented by Ms. Gwen Davis:
Quick Job Training:

The State awarded the technical colleges funding for teacher salaries and the local WIB's and One-Stops funding for training under the Quick Jobs program. The State has agreed to let the technical colleges use the funding for tuition (it was not all used) and is requesting local WIB staff approve the use of the tuition funding. On September 20, 2010 Staff gained approval via email from the Executive Committee to use the tuition funding for welding training based upon a team (WIA Staff, One-Stop Staff & CCTC Staff) interview of candidates and candidates' willingness to travel for available jobs after receiving training. A motion is brought forth to the WIB from the Executive Committee to authorize the approval for the technical colleges to use the Quick Job training funds for tuition. A motion is made by the Executive Committee and seconded by Ms. Ginny Dority to authorize the approval for the technical colleges to use the Quick Job training funds for tuition. Chairman Isler asked if there was any discussion. Mr. Rick Levy stated that the past experience with training in the welding program was not successful because of the limited positions available. What was the status now on available jobs? Ms. Davis replied that based on recent local market research there are approximately 149 welding jobs available, but the participants must be willing to travel and the participants would have to commit to traveling prior to being enrolled in the welding training program. There being no discussions, Chairman Isler called for a vote. All were in favor, except Dr. Tim Hardee who abstained. The motion passed.

Email Vote Update to Public Record: Presented by Ms. Gwen Davis

Via email vote on August 6th, 2010, the WIB (by majority vote) approved the hiring of the Kaiser Group, Inc. to provide One-Stop Transition Consulting Services. In keeping with the WIB By-Laws, that action is now part of this meeting as public record.

II. Committee Reports

B. One-Stop Committee – by Chairman Joe Redfearn

Chairman Joe Redfearn reported that there had not been an One-Stop Committee Meeting since the last WIB Meeting, however he felt we were moving in the right direction. He reported that the consultant had been hired and the SWOT Analysis was included in the Board packets. Chairman Redfearn stated that he had served on the AdHoc Committee with members of the WIB and the SLRCOG and he had some concerns over the salary for the One-Stop Director, but stated that we must be prepared to go forward next year and thanked everyone for their vote. He informed the Board that the One-Stop Consultant will be reporting later in the program.

C. Youth Committee – by Chairman Beverly Moberg

Chairman Beverly Moberg reported that there had been no Youth Council Meeting since the last WIB Meeting, however the Youth Program Consultant, Corporation for a Skilled Workforce (CSW), has held focus group meetings and is expected to have a strategic plan drafted by the end of November.

D. Healthcare Ad Hoc Committee – by Chairman Rob Fauvie

Chairman Rob Fauvie reported that his group had not met, but were planning a meeting in November with the private sector.

III. One-Stop Consultant –Demand Driven Concept: (M)

The following report was given to the WIB Members by One-Stop Consultant, Mr. Jim Riebolt with the Kaiser Group, Inc.:

Subject: The Demand Driven One-Stop – Using Customer Focus to Serve the Business, Job Seeker and Funding Source Customers.

Coinciding with the Santee-Lynches WIB and Regional COG

desire for improvement in services to regional business customers is the Kaiser Group's recommendation to adopt a "demand driven" approach to service provision within the One-Stop system. What follows are their thoughts regarding serving two distinct customer groups through a common commitment to customer focus.

First, to be "demand driven" means to shift the focus of the workforce development system to address the primary demand of employers: the need for qualified candidates that meet their hiring requirements. Being "demand driven" means that Business Services team members are in regular communication with their business customers in order to understand their business and their requirements for qualified workers. Business Services team members communicate these requirements to their colleagues in the One-Stop Centers, One-Stop staff focus on finding and qualifying candidates.

The stated goal of a "demand driven" system is to work directly with employers to identify their stated needs, recruiting and qualifying jobseekers that match those needs and working within the context of WIA to ensure proper registrations in order to appropriately credit WIA with the positive outcomes these efforts produce. This approach leads to a win-win-win situation for employers, jobseekers and workforce development.

What this means from the Job Seeker customer's point of view is that One-Stop staff are there to assist them with qualifying for the job opportunities that the Business customer's hiring needs have created. In fact, perhaps the best context in which to understand One-Stop services such as core, or universal services as well as WIA intensive and training services is to see them as a range of services intended to help job seekers qualify for employment opportunities.

Staff that interact with job seeker customers at the core, or universal services level in the One-Stop are introducing customers to the process of qualifying themselves for job opportunities. At the same time, they are beginning the screening and assessment process necessary to identify prospective candidates for the job opportunities that currently exist. The essentials of this process involve assessing their current qualifications as they relate to stated work and job interests.

In the process of qualifying candidates, Staff will identify individuals that need services beyond those at the core or universal services level in order to qualify for employment opportunities. This includes intensive and training services. In our view, this is the point at which the WIA registration decision is made, and it depends on the suitability, relevance and appropriateness of available WIA services to resolving the stated needs of the job seeker. Once these three criteria have been satisfied, then and only then does WIA eligibility proceed.

Coincident with these activities, staff in a “demand driven” environment are actively recruiting qualified candidates to satisfy business customer demand. This effort can be understood as seeking to make customers of the One-Stop those who are not now One-Stop customers. As these individuals are identified and qualified for business customer demand, we also proceed with WIA eligibility and registration in order to ensure proper program credit is obtained for the recruitment effort on behalf of the business customer.

In summary, “demand driven” is a shift in focus. The overall purpose of connecting employers and job seekers remains unchanged; a “demand driven” focus seeks to achieve this purpose by continually improving our knowledge of businesses’ workforce needs, recruiting and qualifying candidates and providing this intelligence to job seekers in

order that they can work on improving their ability to qualify for current and future opportunities.

Mr. Jim Riebolt, consultant from the Kaiser Group, thanked the Board for the opportunity to speak to them. He held up his visual aid – a diagram of the One-Stop Operations Challenge. He stated that the challenges are compliance, customer focus and WIA performance and the “sweet spot” is in the middle and with proper focus on customers, the outcome will result in WIA performance.

Points that were discussed:

- Expand the sweet spot Unify the purpose.
- Demand driven – As a workforce system, focus on the customers. All activities – focus on the customer’s demands. Send qualified people when a job position is available.
- The area businesses must be redefined....
- What are your qualifications?
- What do our business customers need? We need to communicate back to the customers.
- Recruitment efforts.
- Most One-Stops exit as a facility ... you have an advantage ... recent unemployment. If someone is not a customer, enroll them as a customer. Understand what employees want and need. Bring in customers. Take further advantage. Generate performance credit...
- What will help us over time? Demands of our customers – employers and the ones who need a job... If we do this, the rest will fall in place...
- Focus --- Purpose ---

Mr. Jim Riebolt asked if there were any questions.

Mr. Jim Darby asked that Mr. Riebolt speak to circumstances in which WIA funds are limited and a priority of training

services has been identified. Mr. Riebolt explained that local workforce areas may chose to implement a Priority of Service policy when funds become limited. When put into effect, this policy targets training funds to a specific segment of customers. He added that the customer base can be improved including enforcement of a Priority of Service policy.

i. In closing, Mr. Jim Riebolt stated that the employees at the One-Stops need leadership. If we change the behavior, it will change the customer base.

Following Mr. Riebolt's presentation, a motion was made by Chairman Isler and seconded by Mr. Troy Santoscoy to adopt a "demand driven" approach to service provisions within the One-Stop system. There being no further discussions, Chairman Isler called for a vote. All were in favor and the motion passed unanimously.

IV. One-Stop Operator (MOA)

Mr. Jim Darby stated that the One-Stop Operator and the MOA had already been discussed during the Executive Committee report and asked if there were any additional questions. There were no additional questions.

V. Chairman's Comments

Chairman Sid Isler reminded Board Members that travel expense forms are available and Board Member can submit the form for reimbursement for mileage to and from the meetings. Completed travel expense forms are to be turned into Ms. Donna Thames.

Chairman Isler stated that he attended two joint meetings with the SLRCOG and WIB members regarding the transitioning of

the One-Stops Operations to the SLRCOG, and he felt the discussions were favorable. Secondly, he was pleased that the Board went with hiring Ms. Brenda Golden as the WIA Youth Program Director. Third, Chairman Isler reminded the Board that our region was elected to be the pilot group for development of the Local Board Standards. During a conference call last week, Chairman Isler was informed that our region did a great job, even though we have not received a copy of the report. He commended the WIA Staff. Additionally, Chairman Isler also referenced the great consulting job that Mr. Jim Riebolt has done thus far.

Chairman Isler raised the question on the WIB meetings being held quarterly versus every other month. He called on Mr. Rick Levy for his opinion. His reply: "I think we can do more as a Board than just vote on motions. We could be more productive". Chairman Isler called on Mr. Charlie Gavin for his option. His reply: "For those of you who are here for the first time, this was not a normal meeting and our meetings are not always like this". Mr. Gavin informed the Board that by being on the Executive Committee, they have put a lot of thought in the motions presented tonight and he was comfortable on what the Board voted on tonight.

VI. Adjournment

There being no further business, the Santee-Lynches Workforce Investment Board Meeting was adjourned at 7:18 PM.