

State Workforce Investment Board
Jackson Hilton Hotel
Full Board Meeting Minutes
June 21, 2016

The public meeting of the State Workforce Investment Board (SWIB) convened at the Jackson Hilton Hotel in Jackson, Mississippi on June 21, 2016.

Board Members in attendance:

Ron Aldridge	Mark Henry	Mike Monk
John Arledge	Cheryl Millender (for Billy Hewes)	Jay Moon
Jackie Beasley	Charles Holder	Robert Mullins
Steve Bishop	Billy Taylor (for Chris Howard)	Michael Thomas
Brad Bounds	Edmond Hughes	Shari Veazey
Glenn Boyce	J.R. Jones	Jean Massey (for Carey Wright)
Robert Clark	Ed Langton	
Cathy Sykes (for John Davis)	Shawn Mackey (for Andrea Mayfield)	
Mary Graham	Glenn McCullough	
Steve Gray	Garry Mercer	

There were approximately 27 guests in attendance.

Call to Order

- An Executive Committee meeting was held at the Hilton Hotel prior to the Full Board meeting. Lunch was provided before the Full Board convened. Chairman Jay Moon called the Full Board meeting to order at 1:00 p.m. Ms. Yolonda Boone, Senior Policy Analyst for the SWIB, conducted roll call and it was determined a quorum was present.

Approval of Minutes

- Chairman Moon directed the members to the minutes in the packets for the Full Board Meeting on February 22, 2016. He called for a motion to approve the minutes.
- **MOTION:** Michael Thomas made a motion to accept the minutes and the motion was seconded by Robert Clark. The motion passed unanimously.
- Chairman Moon directed the members to the minutes in the packets for the Conference Call Meeting on May 19, 2016. He called for a motion to approve the minutes.
- **MOTION:** J.R. Jones made a motion to accept the minutes and the motion was seconded by Robert Clark. The motion passed unanimously.

Officers' Reports

- Chairman of the SWIB, Jay Moon, reported that the Executive Committee met prior to the full board meeting and approved the agenda and actions for today's meeting. Chairman Moon then deferred the remainder of the Chairman of the Board Report to the end of the meeting.

- Mr. James Williams, Executive Director of the SWIB, presented a power point presentation of Senate Bill 2808, MS Works Fund, referred to as the Jobs Bill. He reported that the bill became effective on the day of passage, March 21, 2016. This bill directs the SWIB to establish a Rules Committee which has the sole authority to promulgate rules and regulations for distribution of MS Works funds. The bill outlines who must serve on the committee, how funds shall be used, where priority shall be given, and parameters for funding caps. The SWIB is also responsible for implementing performance metrics and reporting annually on the performance of the fund to the Governor, Lieutenant Governor and Speaker of the House of Representatives. Mark Henry and his team at MDES will collect funds and monitor how funds are used.
- Chairman Moon reported that this fund is a new component that will allow Mississippi to remain competitive for new and existing businesses and will become the workforce of the future. It provides \$10 million dollars the first year and \$5 million every year after that. The caps per company will provide enough money to serve individuals and allow flexibility to move forward. Members were given a hard copy of the presentation in their member packets.

Committee Reports

- Chairman Moon elaborated on the four partners who are working together on the State Combined Plan. He reminded members of SWIB responsibilities and stated, “We are getting to the fun stuff now.” Chairman Moon asked Yolonda Boone to report on the Committee Assignments.
- Ms. Yolonda Boone informed board members that committee assignments were based on the Board Member Profile that each member submitted indicating where they preferred to serve. She directed members to the list of committee assignments located in each member packet.
- Ms. Boone informed members that Michael Thomas had been removed from the Branding and Marketing Committee, and now serves as the Chairman of the Performance and Outcomes Committee.
- Chairman Moon encouraged members who had not submitted a Board Member Profile to volunteer to serve on a committee. Please notify Yolonda Boone with your committee preference. He also asked members to think about groups they know that can provide services and/or training. “We want those folks at the table. We want to use those resources to help people in our state reach their goals and provide for their families.”

Financial Status Reports

- Mr. James Williams thanked board members for attending and for making a quorum. He directed members to the SWIB Annual Budget located in each member’s packet saying, “The budget is a roadmap. It is not in stone and the board can change things around.” Mr. Williams reported on SWIB fund usage and plans: career awareness through the P2P program, career exploration through the nSPARC app, Smart Start training through coordination of funds from partners, and Branding and Marketing. SWIB funds will be used to fill the gaps in sector strategies.
- The floor was opened for questions and discussion.

- Mr. Edmond Hughes inquired whether P2P would expand into other areas. Ms. Jackie Turner responded that the program had no plans to expand at this time due to financial restraints, but were certainly open to expansion in the future if funding were available. P2P will provide a report of this year's results to the Board.
- Mr. Ed Langton praised the leadership of the SWIB. He said, "This is where the rubber meets the road and ya'll are making a real change." Mr. Langton questioned why the budget is on a cash basis instead of accrual. Mr. James Williams responded by saying that accrual could be considered.
- Mr. Ed Langton voiced concerns on a lack of funding for marketing which would tell the public what we have to offer and where to go to find help. Mr. Glenn McCullough responded that the legislature is very supportive. He encouraged members to be a part of a committee, to take ownership, and to help tell Mississippi's story. The SWIB will lead marketing with MDA.
- Chairman Moon reported on Metrics and Performance which is an opportunity to focus on the resources we have. Legislature requires the SWIB to continually analyze workforce. The State Plan focuses on groups that are hard to serve. "We have to think about prisoner recidivism and families where no one has held a job before. We understand what works in moving us forward. We've got the money and the capability. The only thing holding us back is us and a lack of imagination," said Moon.
- **MOTION:** Ms. Shari Veazey made a motion to approve the budget. It was seconded by Mr. Edmond Hughes. Motion passed unanimously.

Performance Reports

- Dr. Domenica Parisi reported on the State Workforce and Education Alignment Project (SWEAP). He stated that data is like a light that illuminates what is happening and can be used effectively for many things: to show that this is the best place to site a company, to show career pathway evaluators which training programs are most effective in preparing for specific jobs, to show how career pathways are working, to provide an analysis for which entrance points and exit points give the best market value, and to provide skill gap analysis with demand, potential, number in training pipeline, and time needed to close the gap. Mississippi has a data collection system that provides "real time" data that can help close the gap from where people are to where industry needs them to be.
- Ms. Sandy Crist presented "Career Ready 101: Globally Positioning Students for Life in the 21st Century". This innovative program is an Internet based learning system that is aligned with the Smart Start Program and focuses on sector strategies and career pathways. It emphasizes Key Train foundation skills, career skills, job search skills, necessary skills. The website has two sides: a learning side and a teaching side. This learning side has modules where students receive individualized assignments based on gaps identified on pre-test. The teaching side has imbedded lecture guides, presentations, handouts, remediation, tests, and class management tools. The site tracks performance, time spent working, and level of achievement. The entire

program can be completed online or within a classroom. All modules end in the student passing the Career Readiness Certificate exam.

- The floor was opened for questions about the Career Ready 101 program.
 - Mr. Ron Aldridge asked if the program is available to high school students. Mr. James Williams responded that no, it is for the ABE/GED students.
 - Mr. Robert Clark inquired as to why this program is not offered to high school students. Mr. Williams responded that the big issue is a lack of funding. Ms. Jean Massey agreed that exiters from K-12 should have access to the program. Hopefully, they will in the future.
 - Mr. Bill Renick reported that the Mississippi Partnership Local Workforce Development Area is piloting this program to 125 high school students in Benton County this year. Students must have a 3.0 GPA and meet the poverty guidelines to be accepted. Students will receive paid work experience as part of the program.
 - Ms. Mitzi Woods reported that Washington County Foundation will fund testing of all high school students in the area this year as they work toward being a Work-Ready county.
 - Mr. Edmond Hughes asked how long does it take an individual to earn a Bronze CRC score and would the CRC levels and amount of money each level will qualify a person to make drive people to want to work?
 - Mr. Ed Langton asked, "How are we getting people off the bench and to feel good about being employed and going to work?"
 - Ms. Crist responded to both questions. Individuals reach CRC levels at differing rates depending on their skills and part of the Career Ready 101 program is to provide career counseling to help kids get excited about careers and their future.
 - Ms. Cathy Skyes also reported that DHS has a component to learn about work for SNAP and TANF participants. If they don't comply, they will lose their benefits.

Old Business

- There was no old business for SWIB members to discuss.

New Business

- Chairman Moon announced the next SWIB meeting will be October 19, 2016. There will be three Full Board meetings per year. He encouraged committees to work through the months between meetings.
- Chairman's Report: Chairman Moon gave an overview of SWIB and how far they have come. He reported that Career Awareness has to be the focus in order to deal with the dropout rate and the workforce participation rate. "We must understand the challenges." The Board has done great things and will continue to move forward: Senate Bill 2958 provided money for the SWIB to hire staff and complete projects, Senate Bill 2808 will provide new resources to compete in a world-wide economy, and the State Combined Plan came together due to a tremendous collaborative effort.

- Chairman Moon announced that he has tendered his resignation as SWIB chairman to the Governor. He thanked Leigh Janous for keeping the SWIB straight in legal matters and Yolonda Boone and James Williams for their professionalism. Chairman Moon will continue to pay special attention to this board and workforce issues. Chairman Moon was thanked for his years of service with a standing ovation from board members and guests.

Adjourn

- Chairman Moon adjourned the Full Board meeting.