

DAVIDSONWORKS BOARD MEETING
Minutes

DATE: Thursday, January 28, 2021

TIME: 8:00 A.M.

PLACE: Go-To Meeting - Virtual

MEMBERS: Board Chair - Brian Hughes, Vice-Chair- Jane Murphy, Don Clinard, John Clowney, Lee Comer, LaRue Cribb, David Davis, Steve Googe, Dr. Darrin Hartness, David Hiller, Michael Holmes, Jeff McIntyre, Dan Mathews, Sandy Motley, Hal Routh, Barry Sink, and Beverly Swing

MEMBERS ABSENT: Craig Goodson, Darrick Horton, Derrick Swink, Fred McClure, Kat Berrier, Kevin Chapman, Mike Sharpe, Randy Everhart, Stacy English, and Steve Shell

GUESTS: Chris Kennedy, Thomasville City Schools; Diane Roberts, Thomasville City Schools; and Joe Wallace, Lexington Chamber

STAFF: Pam Walton, Beth Mitchell, Cris Waugh, Sondra Willis, and Will Fulbright

EMAIL: Agenda and Minutes

RECAP of January 28, 2021 Meeting

1. Board Chair, Brian Hughes, called the meeting to order
2. Roll call of members and guests
3. Minutes from the October 29, 2020 meeting were approved
4. Vote - Incumbent Worker Grant Application
5. Closing Remarks

I. Welcome / Introductions

Pam welcomed everyone to the virtual meeting.

It is required that a roll call be made at the beginning of the meeting and for every vote. This process is done in order to stay in compliance with Senate Bill 704. This Bill addressed how to conduct business during quarantine. Thank you for your patience during these times.

II. Item for Approval

Minutes

A motion to approve the minutes from the October 29, 2020 was made by Don Clinard and a second by Steve Googe, followed by unanimous approval by the full board. The October 29th minutes were approved as written.

III. Incumbent Worker Grant

Incumbent Worker Grant are funds made available through the Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker programs. These funds are received from the U.S. Department of Labor and passed through the N.C. Department of Commerce's Division of Workforce Solutions. Local grants are administered by the DavidsonWorks WDB.

WIOA defines incumbent worker training as:

a) designed to meet the special requirements of an employer (including a group of employers) to retain a skilled workforce or avert the need to lay off employees by assisting the workers in obtaining the skills necessary to retain employment and

b) conducted with a commitment by the employer to retain or avert the layoffs of the incumbent worker(s) trained

Pam stated, that in the past, the process that a business had to go through to receive these funds were more difficult. The approval process had to be approved by the WDB, then commissioners, and then the state. Over the last couple of years, the process has changed to be less cumbersome for businesses to receive funds. Now, the only approval for these funds is through the Workforce Development Board.

Business and Industry Manager, Cris Waugh, stated that the Incumbent Worker Grant is a way to stimulate the growth in the economy and provide a competitive workforce solution. The Incumbent Worker Grant applicant, the ARC of Davidson County, will help upskill its employees, maintain retention, and improve their ability to recruit future staff overall. ARC of Davidson County has provided advocacy and direct service for people with intellectual and developmental disabilities for over 60-years. ARC supports people of all ages in the following services: group homes, day programs, supported employment, respite, and other. The training will consist of an open learning modular and at the end of training staff will receive a National Alliance for health professional certificate. This training will help train ARC staff to provide better service to its customers. After staff complete this training, they will receive \$2.00 more per hour in pay, which should help with retention.

ARC has requested \$9,879.20 for training and ARC will provide their in-kind federal share, which is \$12,068.80. Total training cost is \$21,948.

Cris left time for Q&A:

A question was asked about current wages of ARC employees. Cris stated that employee's average pay is \$10.74 per hour and after training they will receive an additional \$2.00. There was a question around the new administration in Washington to push minimum wage being increased to \$15.00 per hour.

A question was asked if there would be a way of tracking employees who go through this training to see if they remain with the company or if they will get their training and leave for more pay at another company. Cris stated, the hope is that once employees are trained they will be in a better position to move up within the company and make more money. The employees who will be going through

training will be enrolled in our WIOA program and we will be able to track their performance.

A question was asked if ARC had any type of customer/client survey? Cris was unsure if ARC had any type of follow-up with its customers, but she would find out. Cris stated that there would be a follow up with the employees who go through this training.

A question was asked if ARC was a non-profit; they are. Who pays ARC staff? ARC is paid by Medicaid and Medicare.

A comment was made that the ARC training would be a good investment whether the trainees stayed employed at ARC or simply stayed in that field of work. By having this training, they would improve the quality of life for the county and the people they serve.

A comment was made that the ARC does great work and there will always be incidents that could have been handled better. ARC has very difficult clients and when staff are unskilled and are not trained to handle combative, vocal, and physically disabled it makes things even more difficult. Anything we can do to help with this type of workforce and get them more skilled whether they stay in that job or not, it will be preparing them for the future wherever they may go.

A question of how many employees have been through the CNA program at DDCC supported by ARC. That information was not available.

A comment that ARC has a number of group homes for people with disabilities and low function abilities who needs constant assistance. ARC has four group homes with twenty-three adults they serve, this training is very much needed.

Having a more skilled workforce is better for the overall economy, Dave Hiller is in favor of providing more training opportunities through grant funding to help train ARC staff. Staff will be trained to be a CNA 1 & CNA II.

Workforce Development Board member, Steve Googe, made a motion to approve the Incumbent Worker Grant with ARC with the caveat to follow the participants as a case study; Sandy Motely made a 2nd with a unanimous approval by the full board and there were no objections.

IV. Board Membership

Pam stated the board has lost some of its board members and new appointments need to be made. LeeAnn Tuttle-Thomas was a board member who represented the school systems and Pam would like to fill her position with someone else from another school system. Pat Phillips retired from DDCC in November 2020. Pat was a member of the WDB and Youth Council for many years, she helped with getting the Get REAL program started. Pam has been in contact with staff at DDCC concerning Johnathan Brown replacing Pat's position on the board. Johnathan has attended WDB meetings in the past and is very familiar with DavidsonWorks. Pam stated that there were several other members whose terms will expire at the end of June and that she is getting the list ready to present to the Executive Committee in February to presented to the WDB in March.

Pam asked board members to let her know if they had any recommendations for board membership. Pam reminded members that the WDB membership has to stay at 51% private business representation.

Pam left time for Q&A:

One member mentioned inviting someone from Bradley Personnel, Inc. to join the board. Bradley is a temporary agency. Sondra will mail out a WDB member job description to share with current and potential members.

V. Service Update

Pam stated that both NCWorks Career Centers in Thomasville and Lexington are operating well. Some NCWorks Centers in other parts of the state have opened and had to close back down due to COVID. However, in our NCWorks Career Centers we are not seeing as many customers as pre-COVID, but staff have been working hard to provide as many services virtually as possible. Pam collaborates with other WDB Directors across the state to share best practices, one of the things that was shared during this collaboration was promoting DWS virtual workshops for RESA appointments. RESA are clients who are receiving unemployment funds and need to do reassessment appointments with DWS staff, so these virtual workshops help with this process. These workshops will be advertised through DavidsonWorks social media. Although DavidsonWorks is promoting virtual services, the centers are also doing in-person services. If a customer needs to job search, needs help with a resume, or to do an assessment staff are available to help. Staff are able to help customers in a safe way by only assisting 3 or less people at a time, mask are worn, and all equipment are being cleaned after each visit. We continue to be fortunate in that no one on staff has contracted COVID.

Pam stated that we are still having success stories with people obtaining employment and completing school. Cris, our Business and Industry Manager, is reaching out to employers concerning the Incumbent Worker Grant and upcoming On-the-job training.

VI. Closing Remarks

Barry Sink stated that he has been working with Diane Roberts at Thomasville City Schools helping with developing an advanced manufacturing program. Barry stated that there is a lot of excitement and energy in the educators at Thomasville as far as development opportunities for the students. One of their biggest challenges is connecting with business people. It would be nice to have business people to visit students, and now it is more convenient than ever through virtual means. Thomasville City Schools are struggling and need the workforce's help. This is the time to help develop the workforce by getting students into apprenticeship, etc. Cris offered to join the committee to help connect the school with employers.

The next WDB Board meeting is scheduled for Thursday, March 25, 2021.

VII. Adjournment

Time having expired the meeting was adjourned.