

GEORGIA MOUNTAINS REGIONAL COMMISSION  
GEORGIA MOUNTAINS WORKFORCE DEVELOPMENT  
2481 HILTON DRIVE, SUITE 8 ♦ GAINESVILLE, GEORGIA 30501  
PHONE (770) 538-2727 FAX (770) 538-2730  
**July 30, 2015**

Minutes

The Georgia Mountains Regional Commission Workforce Development Board (GMWDB) met on July 30, 2015 at 3:30 PM. The meeting was held at the Lanier Technical College Forsyth Conference Center located at 3410 Ronald Reagan Blvd., Cumming Georgia. Handouts were made available as visual aids. Also, a sign-in sheet was distributed and the following were present:

**Members Present**

Lee Alexander  
Tim Bala  
Mike Berg  
Thomas Bridges  
David Cagle  
Bill Chafin  
Andrea Gibby, Chair  
Pat Freeman  
Dr. Ray Perren  
Mark Ivester  
Danny Lewis  
Deborah Mack  
Danette Smith  
William Wade, Vice Chair

**Staff**

Nona Turk  
Diane Jackson  
Jessica Williams  
John Phillips  
Ginger Little  
Heather Feldman  
Dan Thornton

**Guest**

Ricky Carter  
George Nolan  
Tom O'Bryant for Travis Turner

**Call to Order/Welcome**

Will Wade, Vice Chair called the meeting to order and informed the Board that he would be filling in for the Board Chair, Andrea Gibby. He explained that she was in route to the meeting. He thanked Lanier Technical College for allowing GMWD to meet at their facility and welcomed the attendees. A quorum was established.

Will Wade, Vice Chair stated that the agenda would need to be amended to add On-the-Job Training and Youth Eligibility and Definitions as topics for discussion. Bill Chafin made a motion to amend the agenda and Pat Freeman seconded and motion passed.

## **New Business**

### **New Board Members**

Vice Chair Wade announced that GMWD had several new Board members. He introduced Dr. Ray Perren, Lanier Technical College President and Lee Alexander, Director Workforce Planning and Employment, Northeast Georgia Health System. Also two additional members that was unable to attend the meeting were Tony Hoyle, Welding Director with Mechanical Trades Institute and Cassandra Hunter, Career Transition Specialist with Job Corps. Cassandra was replacing Nikki Simmons.

### **WIOA Update**

John Phillips, GMWD Director informed the Board that as of July 1, 2015 WIOA was implemented. He stated that GMWD was currently working on the One Stop system. The One Stop would be a place where all individuals can receive services at one location. The services include, career services, unemployment insurance and follow up services. WIOA requires integration of electronic systems between all partners of the One Stop. It also requires that the WIOA partners have a physical presence at the One Stop. He explained that the One Stop must be procured by a competitive process rather than by designation as in the past. This process could be procurement by sealed bids, competitive proposal, and procurement by sole source is permitted under limited conditions. However, it is required that the Governor approve the sole source.

There was nothing in the law that prohibits the WIOA area from submitting a bid to become a One Stop. In that case, the Board would have to have a robust conflict of interest policy and firewalls would need to be in place to ensure that development and conduct of the Board competition are kept separate and apart from the local agency. A MOU must be completed by the CLEOs, WIOA area, and the Governor. The MOU must contain the physical location of the One Stop and the services that would be provided as well as how the services would be delivered and paid for by the partners. All partners either pay or contribute time to the One Stop.

John also informed the Board that GMWD did well on the PY14 fourth quarter performance. The Adult entered employment rate was 96.43%, Adult retention was 85.71%, and the average six month earnings for Adult was \$17,515.79. The Dislocated Worker entered employment rate was 93.33%, employment retention was 90.91%, and average six month earnings \$14,728.37. Youth Common Measures Placement in employment or education was 87.50%, attainment of degree or certificate was 78.95%, and Literacy or numeracy 33.33%.

Jessica Williams, Youth Case Manager Supervisor explained the Literacy and numeracy.

### **Performance on Cosmetology Training**

Vice Chair Wade referred to the information in the Board handouts regarding the results of having cosmetology on the growth and demand list. The information shows performance numbers for the cosmetology program. Information from Lanier Technical College and North Georgia Tech showed the job placement rate for students that completed the program. The job placement rate for Lanier Tech was 9% and 3% for NGTC.

The GMWD's negotiated performance level for entered employment for Adults was 79% and Dislocated Workers 88%. WIOA implementation, TEGAL No. 29-14, highlights that State and local leaders ensure

investments in employment and education and training programs are evidence-based and data driven. GMWD asked the Board to review and make a decision as to whether or not this program should be considered as an approved program. GMWD has had 25 participants in the Cosmetology Diploma program. John explained that GMWD has had several students to take cosmetology that have not been able to find a job, and then they come back and want assistance in a different field. GMWD has to turn them down because GMWD can only assist with one program.

Board Chair Andrea Gibby arrived and Vice Chair, Wade yielded the meeting to Chair Gibby.

Bill Chafin made a motion to remove the cosmetology program from the approved program list. Will Wade seconded the motion. After a detailed discussion, the motion passed unanimously. Dr. Ray Perren abstained from voting.

### **Growth and Demand Occupations**

Board Chair Gibby stated that e-mails were sent to all Department of Labor Career Center Managers and Economic Development within the thirteen county Georgia Mountains area. Based on the responses received, no suggestions or additions were recommended. Will Wade made a motion to approve the Growth and Demand list with the exception of removing the cosmetology program from the list. Bill Chafin seconded and the motion passed unanimously.

### **New Training Provider**

Chair Gibby directed the Board to the Provider Application in their hand out. GMWD had received this application from Heavy Equipment College of Georgia. Jessica Williams, Youth Case Manager explained that GMWD management staff reviewed the application and recommended approval. The school is located in Conyers, Georgia and offers four different certificate programs in Heavy Equipment Operations.

The cost of the program would be \$9,700.00 per program. However, for WIOA students the school only charges the maximum amount allowed per WIOA area. The school provides scholarships to the students for the remaining balance. Also, if needed housing would be provided by the school. Their completion rate was 96% and the employment placement rate is 64%. The school is currently on the State approved Provider list. After a detailed discussion, Danny Lewis made a motion to approve Heavy Equipment College of Georgia. Tim Bala seconded and motion passed unanimously.

### **Budget**

Nona Turk, Billing Specialist directed the Board to the Budget information in their handouts. The spreadsheet showed the balance of funds as of June 30, 2015. She also explained the Georgia Department of Economic Development, Workforce Division did not recapture any of the PY14 funds due to the implementation of the WIOA Act. The Accounting Department has officially changed to a new accounting system, and thus far was working well.

Mike Berg asked if GMWD had a plan to spend the money. John Phillips explained that GMWD would like to be able to assist more individuals. Dan Thornton would be discussing the new program.

## **Rapid Response Update**

Dan Thornton, Rapid Response Coordinator stated that GMWD recently had a dislocation at a company named Opti Loop. The company manufactured fiber optic storage components. It was a small dislocation. The company offered the employees the opportunity to relocate to Alabama and if the employee would relocate they would be given a \$10,000.00 moving package. There were a total of seventeen people that lost their job. A Rapid Response meeting was held on July 8, 2015. Mark Winters with the Gainesville Career Center attended the meeting. About 55% of the employees were located in Hall or Forsyth County. Employee job skills consisted of welders, machinists, painters and maintenance workers.

Dan Thornton also stated that two companies will be laying off employees. Crystal Springs Call Center will be closing. This will affect 140 people and the dates of layoff will be August 7 through 12. Caterpillar would be laying off in December.

Dan Thornton also Training Program would allow GMWD to train employed workers. GMWD would be able to pay up to 50% of the training cost. GMWD is currently working with Eaton Aerospace located in Toccoa Georgia.

## **On-the-Job Training (OJT) Revision**

Chair Gibby directed the Board to the Overview of On-the-Job-Training in their handouts which included the revision to the program. GMWD's OJT program assists employers with training cost while putting Georgians back to work. OJT provides employers with the opportunity to train new employees and receive up to 75% reimbursement for their salary during the OJT training period. It also helps employers fill the gap between a potential employees current skills and what is required to fully perform the job. Bill Chafin made a motion to approve and Deborah Mack seconded. Motion passed unanimously.

## **Youth Eligibility and Definitions**

Jessica Williams, Youth Case Manager Supervisor directed the Board to the information included in their handouts regarding the Youth Program. This information explains the definition of In-School and Out-of-School Youth. One of the changes in the Law for the Youth Program was that WIA GMWD was allowed to spend 80% of the funds on In-School Youth and 20% for Out-of-School Youth. With WIOA, the funds have switched to 25% In-School and 75% Out-of-School. With this change GMWD has had to change their intake process. One of the big changes for Youth is that now a student attending a post-secondary institution qualifies as "attending school" (In-School Youth). Therefore, GMWD will have to enroll the student prior to them getting accepted to a college. After a brief discussion, Danny Lewis made a motion to approve the definitions and Mike Berg seconded. Motion passed unanimously.

## **Old Business**

### **Approval of Minutes**

Mike Berg made a motion to approve the Minutes from the April 30, 2015 Board meeting. Danny Lewis seconded and motion passed unanimously.

## **Adjournment**

Bill Chafin made a motion to adjourn, Deborah Mack seconded and motion passed unanimously.  
Meeting adjourned at 4:45pm.