

GEORGIA MOUNTAINS REGIONAL COMMISSION  
WORKSOURCE GEORGIA MOUNTAINS  
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**July 26, 2018**

**Minutes**

The Georgia Mountains Regional Commission Workforce Development Board (GMWDB) met on July 26, 2018 at 4:00 PM. The meeting was held at North Georgia Technical College - Blairsville Campus, located at 121 Meeks Avenue, Blairsville, GA 30512. A sign-in sheet was distributed and the following were present:

**Members Present**

Thomas Bridges  
David Cagle  
Bill Chafin  
Chris Dockery  
Pat Freeman  
Andrea Gibby  
Tony Hoyle  
Mike McGraw  
Robert Long  
Dr. Ray Perren  
Shelby Ward  
Jon Williams

**Staff**

John Phillips  
Heather Feldman  
Diane Jackson  
Andrea Newsom  
Dawn Bruce  
Jessica Williams  
Whitney Williams  
Nona Turk

**Guest**

Benjie Hopkins  
Marsha Hopkins  
Mary Margaret Garrett  
Debbie Howard  
Janet Chapman

**Members Absent**

Tim Bala, Tim Lee, Mitch Griggs, Deborah Mack, Rhonda McLean, Sam Norton, William Wade, Beth Williams, and Mark Winters were absent.

**Call to Order/Welcome**

Andrea Gibby, Board Chair, called the meeting to order and welcomed the attendees. Guest Debbie Howard with Vocational Rehabilitation and Janet Chapman, Business Services Recruiter with the Department of Labor gave brief introductions. A quorum was established.

## **Consideration of Minutes**

Chair Gibby asked for consideration of the April 26, 2018 and the May 31, 2018 Workforce Development Board meeting minutes. Motion to approve the minutes was made by Chris Dockery. Shelby Ward seconded and motion carried unanimously.

## **Amended Agenda**

Chair Gibby requested to amend the agenda to add Incumbent Worker Training Policy to New Business. A motion was made by Bill Chafin to amend the agenda as requested. Chris Dockery seconded and motion passed unanimously.

## **Old Business:**

### **Board Officer Elections**

The Board elected a Nominating Committee for Board Officers at the April meeting. Chair Gibby explained that the officer terms would be ending in October. Due to the Committee members being absent, a called meeting may be requested.

### **Move from Department of Economic Development to TCSG**

John Phillips, WorkSource Georgia Mountains Director explained the move has not been seamless. However, as of July 1, 2018, the Technical College System of Georgia (TCSG) is now the State Workforce agency. Joe Dan Banker is the Assistant Commissioner. WorkSource Georgia Mountains had some issues that included the Finance Department drawing down WIOA funds. WorkSource will be changing some policies and will be making some changes to the WD Board composition.

Dr. Perren, President of Lanier Technical College welcomed WorkSource Georgia Mountains to TCSG.

## **New Business**

### **WorkSource Georgia Academy**

John Phillips informed the Board of the WorkSource Georgia Academy to be held at the Classic Center, located at 300 N. Thomas Street, Athens Georgia on August 13<sup>th</sup> thru August 15<sup>th</sup>. The information to register was previously emailed to the Board and was included in the Board packets. WorkSource Georgia Mountains could assist with any Board members that would like to attend. The cost to attend is \$200.00. Board member Shelby Ward stated that she would be attending the Academy.

### **Interactive School of Technology**

Jessica Williams, Youth Program Supervisor stated that Interactive School of Technology had applied to become an approved provider for WorkSource Georgia Mountains. The application review was emailed to the Board prior to the meeting. Based on the review, the application scored below the minimum score

of 12, which is required for consideration for approval by the Board. The concerns were the performance completion rate was very low and the cost of the programs was high compared to Technical Colleges and other similar programs. The references contacted had some of the same concerns.

### **New Adult Internship**

John Phillips stated that WorkSource Georgia Mountains would like to start a paid Internship for Adults and Dislocated Workers. A paid Internship for Adults is a planned, structured learning experience that takes place in a workplace for a limited period of time. The intention of a paid internship is to enable participants to explore career options and gain exposure to the working world and its requirements and not to benefit the employer.

WIOA customers placed on paid internships would be compensated at \$10.00 to \$11.00 per hour based on the prevailing wage of employees with similar training, experience, and skills for similar occupations.

An individual receiving work relief or work training, such as a WIOA paid internship, is not considered “employed” for the purpose of qualifying for Unemployment Insurance benefits. Participants are provided Worker’s Compensation coverage while enrolled and active in this activity.

WorkSource Georgia Mountains will actively monitor the worksite and activities described in the paid internship agreement/contract to ensure that the legal and performance requirements, as well as the paid internship goals are met. Chair Gibby requested consideration of the new program. Shelby Ward made a motion to approve the new Adult and Dislocated Worker Paid Internship Program. David Cagle seconded the motion. After a detailed discussion, motion passed unanimously.

### **Performance Negotiations**

John Phillips explained that Performance Negotiations are completed once a year. This is the first negotiation under WIOA. The PY18 and PY19 Performance Targets were included in the packets and emailed out to the Board for their review prior to the meeting. John informed the Board of the PY18 and PY19 Performance Targets for Adults, Dislocated Workers and for Youth Funds. Chair Gibby asked for consideration of the PY18 and PY19 Performance Targets and explained this information would be included in the WorkSource Georgia Mountains Plan. Robert Long made a motion to accept the performance targets. Dr. Perren seconded and motion passed unanimously.

### **Youth Center Development Project**

Jessica Williams explained that WorkSource Georgia Mountains wants to develop a one-stop for youth services. There are services that WorkSource is required by law to provide to the youth. WorkSource feels that this would be very beneficial to the youth and would help them succeed. We have spoken with Goodwill and they are willing to come to the facility and offer certification training. Information on the purpose and need was included in the Board packets and emailed prior to the meeting. The vision is to have classrooms for tutoring and instruction, a training room for workshops, library, lab space, and a café. We would also like to offer mentoring. Chair Gibby requested a motion to allow WorkSource to begin working on the Youth Center Plan. A motion was made by Bill Chafin. After a brief discussion, Robert Long seconded and motion passed unanimously.

## **One-Stop Update**

Benjie Hopkins, One-Stop Operator gave an update on the WorkSource Georgia Mountains One-Stop Center. Benjie stated that he has been focused on getting the word out about the One-Stop. John Phillips and Benjie attended the Manufacture Alliance that was held at Lanier Technical College. Workforce Development Board member, Mike McGraw is the Northeast Chapter Director of the Manufacturer's Alliance. Other places visited were United Way in Gainesville and Hall County, the Housing Authority in Gainesville and Hall County, Salvation Army and Chamber of Commerce in several of our counties. John and Benjie also visited Economic Development Directors. Since the last Board meeting, they visited Banks, Lumpkin, Rabun, Stephens, and White Counties. The number of people that have visited the One-Stop Center for the period of April - June was 625, which does not include 127 people that attended the Overview Sessions. Compared to 2017, this is an increase of 53%. Benjie is also continuing to work with the Partners and conducting Partner meetings. The next Partner meeting is scheduled for July 31, 2018 at 11:00 a.m. and will be held at the One-Stop Office located at 1856 Thompson Bridge Rd., Gainesville, GA. At the last Partner meeting Department of Labor gave an overview of Disabled Veteran Services. At the next meeting, North Georgia Technical College is going to speak about the Robotics program.

## **Budget**

Nona Turk, Financial Assistant explained the budget showed we are on target for obligating or spending the Adult and Youth Grant funds with the exception of the Dislocated Worker Grant funds. The Youth Grant was received yesterday. Therefore the negative amount listed on the budget spreadsheet for Youth is now positive.

Heather Feldman, GMRC Executive Director announced that the WorkSource Georgia Mountains had surpassed the 10,000 mark of people being served on the Career Coaches/Mobile Training Units. WorkSource is definitely making a difference for the customers we serve.

## **Southeastern Employment and Training Assoc. (SETA) Conference**

Chair Gibby informed the Board of the upcoming SETA Fall Conference on September 16 - 18 to be held in Mobile, Alabama. Information on the conference was included in packets and emailed out. Board members were encouraged to attend. The SETA conferences are very beneficial. The conference allows networking with other people throughout the region as well as helps to better understand what WIOA.

## **Incumbent Worker Training Policy**

John Phillips explained that the reason for the increase in the Incumbent Worker training limit from \$10,000.00 to \$15,000.00 was to provide more money for training. This money does not go to employees because the employees are already getting paid by employers. This is strictly paying for training. Twenty percent of Adult and Dislocated Worker funds may be used for Incumbent Worker training. WorkSource is requesting to raise the amount of WIOA funds to \$15,000.00 per apprentice for the Apprenticeship 101 program over a three year period. WorkSource would be assisting 20 small businesses. Dr. Perren, and Mike McGraw excused themselves from the meeting prior. After a detailed discussion, Bill Chafin made a motion to increase the training amount from \$10,000.00 to \$15,000.00. Thomas Bridges seconded and motion passed unanimously.

Andrea Newsom, GMRC Finance Director and Revolving Loan Fund Representative has been working on trying to partner services with the WorkSource Business Services customers. Andrea and Executive Director, Heather Feldman attended an event at Jaemor Farms. Andrea was able to speak with several people at this event and explained WorkSource Business Services as well as the Revolving Loan Program. She plans on attending other events next month.

**Adjournment**

Dr. Perren made a motion to adjourn. Thomas Bridges seconded and motion passed unanimously. Meeting adjourned at 5:00 PM.

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Board Chair

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Secretary