GEORGIA MOUNTAINS REGIONAL COMMISSION
WORKSOURCE GEORGIA MOUNTAINS
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April 27, 2023

Minutes

The Georgia Mountains Regional Commission, Workforce Development Board (GMWDB) met on April 27, 2023, at 4:00 p.m. The meeting was held at the Lavonia Railroad Depot at 1269 East Main Street, Lavonia, GA. The following were present:

Members Present
Bill Chafin
David Cagle
Ricky Carter
Shannon Cole
Amanda Edmondson
Christine Osasu
Mitch Griggs
Deborah Mack
Dana Skelton
Terry Merck
Juergen Moller
Tonya Powers
Shelby Ward
Tammy Rauch

Staff
Whitney Blair
Danielle Avelar
Heather Feldman
Diane Jackson
Dawn Bruce
Niki McPherson
Alicia Page
Ebony Tucker
Nona Turk
Judy Reynolds
Gina Kessler

Guests
Benjie Hopkins, Hopkins Associates
Greg Vitek, Workforce Strategies Group
Shelly Logan, WorkSource Strategies Group
JoAnne Taylor, Dahlonega Mayor

Members Absent

Vicki Boling. Chris Dockery, Jennifer Fleming, Timothy McDonald, Mike McGraw, Mary Overholt, Brooke Stall, Beth Truelove, Jon Williams, and Sandra Williams were absent.

Call to Order/Welcome

Tonya Powers, Board Chair, called the meeting to order. Due to the lack of a quorum, reports, and announcements were moved to the beginning to allow time for additional members to arrive. Chair Powers

welcomed Tammy Rauch, Business Services Recruiter with the Technical College System of Georgia (TCSG). Ms. Rauch will be filling the Wagner-Peyser seat on the Board.

Reports / Announcements:

Budget

Nona Turk, Senior Financial Assistant, informed the Board that they should have received the budget report in their agenda packet. The report was for the period ending March 31, 2023.

As of March 31, the available funds for the Adult Program were $881,430.78, with $119,721.78 of obligations. These funds are set to expire on June 30, 2024.

The Dislocated Worker Program had available funds of $72,436.61. These funds have just been received, and we are getting them obligated.

The Youth Program had $479,029.59 available with $154,831.34 of obligations. The Youth PY21 funds have been completely expended. The available youth funds are PY22 funds which will not expire until June 30, 2024.

Our National Dislocated Worker Grant has been completely expended.

The HDCI grant had a balance of $125,882.06.

One-Stop Update

Benjie Hopkins, One-Stop Operator, briefly updated Board members on the One-Stop office. Mr. Hopkins informed the Board that the Partner meetings are held every other month on the last Tuesday of the month at 11:00 a.m. The purpose of the meetings is to share information, collaboration, and referrals.

The core partners in attendance for the January 31, 2023, meeting were Lanier Tech, North GA Tech, Georgia, Vocational Rehabilitation Agency, and the Georgia Department of Labor. The Community Partners were Department of Community Supervision, Workforce Strategies, Habitat for Humanity, Ninth District Opportunity, Gateway, Gainesville City Schools, Good News at Noon, Salvation Army, Gainesville Housing Authority, and The Place. The Place of Dawson and Forsyth Counties presented the program. The Place offers food, clothing, shelter, financial assistance, and workforce services.

The core partners in attendance for the March 28, 2023, meeting were Lanier Tech, North GA Tech, Georgia Vocational Rehabilitation Agency, the Georgia Department of Labor, and Legacy Link. The Community partners were Boyes and Girls Club, Goodwill, Ninth District Opportunity, Good News at Noon, Gateway, and The Place. Joe Amerling of Overhead Covering presented the program. Overhead Covering offers those experiencing homelessness hot showers, meals, documentation, transportation, and job interviews.

The Next Partners Meeting will be Tuesday, May 30, 2023, at the One-Stop training room. The Minutes are posted on the One-Stop website: https://onestopworkgamtns.org

The Customer visits from January to March 2023 were 401, a 130% increase from last year's same quarter, and up 50% from the previous quarter.

Mr. Hopkins thanked Board member Ricky Carter. He has been a great advocate putting them in touch with people in the community that need to hear about the services that WorkSource Georgia Mountains offers. Ricky Carter stated that he has spoken with Habitat for Hart and Franklin County, Celebrate Recovery, Hart Domestic Violence, and Hart Life Pregnancy Center.

Workforce Strategies Group LLC Report

Greg Vitek with Workforce Strategies Group (WSG) gave an overview of their activities. Workforce Strategies have continued to have employer meetings and industry tours. They have also been working on the Phase 5 Grant submission.

Mr. Vitek informed the Board that the Sector Strategy website is now live. The website is designed to serve students, teachers, employers, and higher education. *www.Georgiamountainsworks.com* Workforce Strategies now has a Facebook presence. The newsletter now has a total of 432 recipients.

WorkForce Strategies has completed the Be Pro, Be Proud school visits planned for this year. Over 2000 students attended across the region. The participating high schools were Union, Dawson, Stephens, Gainesville, Banks, Towns, Franklin, White, and 6 Mountain Education sites. WSG also participated in Career Path Fairs.

WorkSource Strategies had the first Quality Control Apprenticeship Cohort Graduation on February 2, 2023. Cohort two is in progress, and Cohort three started on March 22, 2023. Lanier Technical College is now offering the Supervisor and Leadership Training. The first cohort started in February with nine participants from seven companies and will finish in May 2023. Mr. Vitek thanked WorkSource for their help with funding for these events.

Phase Five anticipated new activity highlights include Career pathway activity, industrial maintenance training, apprenticeship review and update, stronger local community focus, improved communications, and enhanced business support.

Chair Powers announced that additional Board members had arrived, and a quorum was established.

Performance

Ebony Tucker, Youth Program Supervisor, explained the most recent performance numbers for PY22. The most recent data was submitted on April 17, 2023. The performance is for quarter three of PY22. For the employment for quarter two, measure WorkSource is meeting or exceeding. The quarter four employment measure for the Adult and Dislocated worker programs is exceeding, and the Youth program is not meeting; however, the Youth program has increased its performance by 2.8% from the last meeting. The Adult program has exceeded the credential rate performance measure, and the Dislocated Worker and Youth are not meeting. However, Dislocated Worker has increased in this measure by 1.36%, and the Youth has increased by 3.9%. The Adult program is meeting the Measurable Skills performance measure, and the Dislocated Worker is exceeding. The Youth is not meeting; however, it has increased its performance by 21.8%, and hopefully, by the end of this program year, we will be meeting or exceeding all measures.

Consideration of Minutes

Chair Powers informed the Board that they needed to vote on the January 26, 2023 minutes. Chair Powers asked for consideration of the minutes. Terry Merck motioned to approve the January 26, 2023, meeting minutes. Shelby Ward seconded, and the motion passed unanimously.

Old Business

New Business

Non-Board Member

Chair Powers explained that the Board is required to appoint an individual who is not a Board member for the standing committee. These individuals are not eligible to vote but are encouraged to participate in committee discussions. These members must sign and abide by the Conflict-of-Interest provisions. Local Workforce staff may serve as the non-board member for standing committees.

Chair Powers asked if the Board would like to establish a nominating committee and bring a candidate back to the July Board meeting or would the Board prefer to vote to have a staff member serve as the non-board member. Chair Powers informed the Board that Georgia Mountains Regional Commission Executive Director, Heather Feldman has volunteered to be the non-board member. After discussion, Deborah Mack motioned for Heather Feldman to be the non-board member for standing committees. Christine Osasu seconded, and the motion passed unanimously.

Adult Program Update

Danielle Avelar, Adult/Dislocated Worker (DW) Program Supervisor, gave an update for the Adult and Dislocated Worker Program and informed the Board of the Provider Applications that have been received.

Advanced Medical Academy: 121 GA-59 Commerce, GA
Is not on the State Eligible Training Provider List (ETPL).
Phlebotomy Tech- $1,700; In person, six weeks + one -week internship. Includes all supplies, books, and testing fees, Industry recognized Phlebotomy Technician Certification. Completion Rate: 84% Training Related Employment Rate: 50% Credential Rate**:** 84% Avg pay: $15.86. **Recommendation:** WSGM Staff reviewed and, based on the training-related employment rate being below the minimum preference standard, recommended to deny the Provider and Program.

After discussion, Mitch Griggs made a motion to deny, Deborah Mack seconded, and the motion to deny passed unanimously.

Buckhead School of Medicine: 1755 The Exchange SE Suite 200 Atlanta, GA
Is on the state ETPL, through CobbWorks.

Medical Assisting- $7,110; In person, 20 weeks + four -week internship. Does not include all supplies, books, and testing fees; Industry recognized Medical Assisting Certification.
Completion Rate: 70% Training Related Employment Rate: 70% Credential Rate**:** 60% Avg pay: $16.
Recommendation: WSGM Staff reviewed and, based on the program cost being over the WSGM allowed amount for short-term programs and being offered at a lower cost by training providers within the region, , recommended to deny the Provider and Program
Juergen Moller motioned to deny the provider based on the staff recommendation. Terry Merck seconded, and the motion passed unanimously.

Dental Assistant School of Atlanta, LLC: 1690 Stone Village Lane, Suite 922/321 Kennesaw, GA
Is on the state ETPL, Northwest Georgia
Dental Assisting- $3,400; In person, 13 weeks + 75-hour internship. Does include all supplies, books, and testing fees; Certification of Completion awarded by the school.
Completion Rate: 100% Training Related Employment Rate: 95% Credential Rate**:** 80% Avg pay: $17.
Recommendation: WSGM Staff reviewed and, based on students not receiving a recognized credential, , recommended to deny the Provider and Program.
Terry Merck made a motion to deny based on a recommendation from staff. Christine Osasu seconded, and the motion passed unanimously.

Atlanta Academy of Dental Assisting: 365 Villa Rica Way SW, Suite 100
Is on the state ETPL, Atlanta Regional
Dental Assisting- $7,000; In person, 20 weeks + 40-hour internship. Does include all supplies, books, and testing fees; Diplomas and certificates are awarded by the Academy.
Completion Rate: 100% Training Related Employment Rate: 100% Credential Rate**:** 100% Avg pay: $19.
Recommendation: WSGM Staff reviewed and, based on students not receiving a recognized credential, recommended to deny the Provider and Program
Christine Osasu made a motion to deny based on the staff recommendation. Deborah Mack seconded, and the motion passed unanimously.

Business Services Update

Niki McPherson, On-the-Job-Training (OJT) Program Coordinator, informed the Board of Business Services activities. In February WorkSource Georgia Mountains held its first Career Meet and Greet. It was held at the Hall County Department of Labor. Polystone Creations, an aeronautics company located in White County, participated. At the event, they met a gentleman named Dan Southern. Dan was a dislocated worker seeking employment after his position was eliminated at his previous job. Through the On-the-Job training program, Polystone hired Mr. Southern. By the end of the training WorkSource will have paid Polystone $12,000 to compensate Mr. Southern's wages while he is being trained.

Since July 1, 2022, WorkSource has placed $44,924 back into the area's businesses through temporary work experiences, On-the-job training, and internships.

Niki McPherson informed the Board that WorkSource is requesting to change the wording of the current OJT Policy to say that an OJT along with an ITA can be completed in any order and OJT and ITA requirements for current customers were also updated. After a brief discussion, Jurgen Moller made a motion to approve the changes to the OJT policy. Christine Osasu seconded, and the motion passed unanimously.

WorkSource Georgia Mountains Report

Whitney Blair, WorkSource Georgia Mountains Director, updated on WorkSource Georgia Mountains activities. The Meet and Greet that Niki McPherson mentioned earlier was very successful. We had over one hundred participants attend that event. WorkSource will have a similar event in Rabun County on June 7, 2023, at the Food Bank. Flyers for the event were made available for anyone that would like them. WorkSource has turned in the application for the Sector Grant requesting $191,000.00 to continue the sector strategies work for the following year. WorkSource has also been working hard to make Boot Camps happen this spring. Ebony Tucker, Youth Program Supervisor, has spearheaded the efforts to make those happen. Currently, there are Boot Camps planned in Dawson, Forsyth, and Lumpkin Counties. White County is interested in an HVAC boot camp, and Chestatee High School has enough students interested to have two welding boot camps. WorkSource will share the graduation dates on the constant contact information the Regional Commission sends out.

One-Stop Certifications

Whitney Blair explained that Federal Law requires that we ensure that anywhere our services are provided is ADA-accessible and secure, among other requirements. The One-Stop Certifications for all affiliate sites and the One-Stop were emailed to the Board prior to the meeting. WorkSource Georgia Mountains asks the Board to approve the Certification packet before submitting the TCSG. Christine Osasu made a motion to approve the One-Stop Certification packet. Deborah Mack seconded, and the motion carried.

One-Stop Operator RFP

Whitney Blair explained that the One-Stop Operator request for proposal was released on March 27, 2023, and was due by April 26, 2023. WorkSource received one proposal, which was opened today by the review team. The proposal was from Hopkins Associates. All required elements were included, and they are the recommendation. Hopkins Associates excused themselves prior to the vote. Ricky Carter made a motion to approve Hopkins Associates as the One-Stop Operator. Shelly Ward seconded, and the motion passed unanimously.

Adjournment

Chair Powers requested a motion to adjourn. Mitch Griggs made a motion to adjourn. Shelby Ward seconded, and the motion passed unanimously.

The meeting adjourned at 5:00 p.m.

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Board Chair, Tonya Powers

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Secretary, Deborah Mack