

WORKFORCE DEVELOPMENT BOARD 21 SPECIAL MEETING

EAST BATON ROUGE PARISH

Location:

Turner Industries Group, LLC. (Training Center)
215 Highlandia Drive., Baton Rouge, LA 70810

Thursday, December 9, 2021 @ 10:30 a.m.

1. Welcome – Brett Simon, Aptim, WDB21 Vice-Chair

<i>Local Workforce Development 21 Members</i>	<i>Company</i>	<i>December 9, 2021</i>
1 Mrs. Elizabeth Beckham	Turner Industries	P
2. Mr. Steven Bomar	Performance Contractors, INC	A
3. Mrs. Winifred Brooks	Dept. of Children Family Services	A
4. Mr. Kenneth Champagne	US Agencies	P
5. Mrs. Maydel Chatelain-Schexnayder	Louisiana Rehabilitation Services	P
6. Ms. Ashton Lane – Duhon	Gerry Lane Services	A
7. Mr. Andrew Fitzgerald	Baton Rouge Area Chamber	P
8. Mr. Blaine Grimes	Financial	P
9. Dr. Dawn Hall Fleming	East Baton Rouge Parish School System	P
10. Mr. Joseph Hollins	Louisiana Offshore Terminal Authority	P
11. Mr. Kenny Lynch	Louisiana Workforce Commission (Wagner Peyser)	A
12. Mr. Joshua Perck	The Brock Group	A
13. Mr. Louis Reine	Louisiana AFL – CIO	A
14. Mrs. Anne Segura/Proxy Attended Judi Lefebvre	Baton Rouge General Hospital	P
15. Mr. Brett Simon (Vice-Chair)	Aptim	P
16. Dr. Willie Smith / Proxy Attended Dr. Girard Melancon	Baton Rouge Community College (BRCC)	P
17. Mr. Shanana Waters (Youth Committee Chair)	Laborers Local 99	A
18. Mr. Jonathan Waddell	Plumbers and Steamfitters Local 198	A
19. Mr. Devin Zito	Assurance	P

2. Introduction of Board Members, Staff and Guests – A quorum was met

Staff Present: Mr. John Williams, Mr. Philip Gore, Vernadine Mabry, Dr. Erica Thomas, Juanita Coverson and Tierra Small

Guests Present: Courtney Scott (ACAO), Mayor’s Office, Sheldon Perkins, CSRS, Jazzika Matthews, Mayor’s Office

3. Action Items:

a. Review and Approval of Previous LWDB 21 Meeting Minutes (October 21, 2021)

Mr. Brett Simon stated that Tierra had previously emailed out the minutes and the agenda and asked if anyone had any questions or comments.

A motion to approve the Previous LWDB 21 Meeting Minutes (October 21, 2021) was made by Kenneth Champagne and second by Andrew Fitzgerald. All were in favor. There were none opposed or abstained

b. Review and Approval of New Proposed LWDB 21 Policies

Mr. Gore stated that these policies were mentioned during our last meeting and that he does not need to elaborate much. He stated that these policies were not in place as a result of our audit from Louisiana Workforce Commission. He stated that these policies are required by the State. He stated that we do not have the close out report from the audit, but wanted to make sure these were in place. He stated that the Equipment Policy talks about how items are purchased and tagged. He stated that the Record Retention Policy refers to how long records are kept and proper storage.

(1) Conflict of Interest Policy

A motion to approve the Conflict of Interest Policy was made by Brett Simon. All were in favor. There were none opposed or abstained

(2) Equipment Policy

A motion to approve the Equipment Policy was made by Brett Simon. All were in favor. There were none opposed or abstained.

(3) Record Retention Policy

A motion to approve the Record Retention Policy was made by Brett Simon. All were in favor. There were none opposed or abstained.

c. Election of Local Workforce Development Board 21 Chair (Brett Simon)

A motion for approval to elect Brett Simon as the LWDB 21 Chairperson was made by Blaine Grimes and second by Kenneth Champagne. All were in favor. There were none opposed or abstained.

d. Election of Local Workforce Development Board Vice-Chair (Elizabeth Beckham)

A motion for approval to elect Elizabeth Beckham as the LWDB 21 Vice Chairperson was made by Brett Simon. All were in favor. There were none opposed or abstained.

4. Discussion Topics (Brief Summaries of Discussion)

(a) Safe, Hopeful, Healthy BR Initiative- Courtney Scott, ACAO Mayor's Office

Courtney Scott started her presentation and directed everyone's attention to the slides she provided. She discussed working with the school system and Baton Rouge Area Chamber's Talent Action Committee. She discussed pillars and focus groups that are held in the 70802 and 70805 areas in Baton Rouge. She also discussed the School Outreach Dream Academy (SODA) and the Violence Prevention Task Force Initiative with the White House. Ms. Scott discussed partnerships with Glen Oaks High School and social and emotional learning. Ms. Scott stated that the frequency of participation for the youth would be for in school youth twice a month, after school four times a month and eight weeks during the summer. This is a brief summary of her presentation that will be continued at the next board meeting.

(b) National Disaster Dislocated Worker Grant

Mr. Gore stated that we currently have a federal National Dislocated Worker Grant. He stated that this grant is for individuals who have been affected by Covid-19 or long-term unemployed. He stated that this grant will expire in March of 2022, and we are trying to get the word out regarding this opportunity for participants to utilize these funds. He stated that Louisiana Workforce Commission is working to get this grant extended to March 2023. Mr. Gore stated that we still have a balance of 1.6 million dollars to utilize in the grant. Mr. Gore stated that in between September and October we spent a little over \$30,000 and in between September and December \$60,000. Mr. Gore stated that he feels that we are moving in the right direction. Mr. Gore lastly stated that CSRS would be able to help our efforts in using these funds.

(c) LWDB 21 Board Chair and Vice Chair

Tierra Small started with good morning and stated that on the email that she sent prior to the meeting she specified that we had a resignation. She stated that Mr. Kelly LeDuff resigned from the board as Chair and a member on October 28, 2021. She referenced Bylaws Section 6 as it relates to his resignation and the information being sent to Mr. Williams, ACAO (Mayor's Office) via email. She stated that we then notified Mr. Brett Simon according to the Bylaws, that the Vice-Chair would assume the position Interim Chair in the event of Chair vacancy. Tierra stated that we would need to start receiving nominations for Chair and contingent upon Mr. Brett Simon being nominated Chair we would still need to vote to fill the vacancy of Vice-Chair. Tierra stated to review the Bylaws if you have any questions and that we are now accepting nominations for Chair. Mr. Blaine Grimes stated he would officially like to nominate Brett Simon as Chair and Kenneth Champagne second. Tierra asked Mr. Brett Simon as Interim Chair to call for a motion for effective immediately Mr. Brett Simon becoming Chair of Local Workforce Development Board 21. Mr. Brett then called for a motion. Tierra then asked for nominations for Vice-Chair at this time. Mr. Brett Simon then nominated Ms. Elizabeth Beckham for Local Workforce Development Board Vice-Chair. All were in favor. Tierra lastly congratulated Mr. Brett Simon and Mrs. Elizabeth Beckham and thanked the Board for their participation.

(d) Ethics Training Deadline: December 31st 2021

Mr. Gore also stated that, as a reminder, Ethics Training is required for all Board Members once a year, and is due by December 31, 2021 and to please go to the link:<https://aethics.net/EthicsTraining/login.aspx>

(e) Proposed New LWDB 21 Policies

- 1. Supportive Services Policy**
- 2. ITA Policy**

Mr. Gore stated that the next slide is for upcoming policies that we need to create and bring before the board in our next board meeting. He stated that these are two policies that have been identified that we would like to update. He stated that these policies are required by the state. He stated that in our next meeting we will present these policies and vote on adopting them to fulfill our requirements.

5. CSRS Report – Sheldon Perkins

Mr. Perkins started with good morning and started his report. Mr. Perkins stated that CSRS has partnered with other local area offices around the state. He stated that they partner with them by being the Employer of Record. He stated that they start by having an agreement and MOU set up first. He stated that these partnerships have been working great and that in the beginning they had a slow start. He stated that it was challenging trying to get individuals off of federal unemployment and back to work. He stated that they have hired a total of 86 people around the State. He stated that the good news is that some of the individuals have gone on to accept full-time permanent employment with the worksites, where they were assigned or at another worksite. He stated that the ones that are still working are currently doing fine. Mr. Perkins stated that in CSRS's role, they handle all of the wages and documentation. He stated that he has begun working with the different boards and he has enjoyed working with Ms. Juanita, Ms. Tierra and Mr. Gore. He stated that he has begun working and meeting with them to get some businesses involved and is excited about that. He stated that once an individual is referred and eligible, CSRS handles all of the onboarding. He stated that the participants go through drug screenings and background checks and that once the information comes back he works with the Local Area Office to complete the process. He stated that these positions include cleaning and sanitizing. He stated that these are positions are needed in schools. He stated they recently signed a MOU with the City of Shreveport. He stated that they offer healthcare option for the participants receiving the temporary employment. He stated that most of the participants normally have other forms of healthcare. He stated that the participants work thirty hours a week for about \$15.00 per hour. He stated that CSRS's responsibility is Worker's Compensation as Employer of Record. He stated that the funding comes from the National Dislocated Worker Grant awarded to the Local Areas.

6. Special Presentation – Andrew Fitzgerald

Presentation was postponed until further meeting

7. One-Stop Operator Report – Juanita Coverson, One-Stop Manager | Eckerd Connects

Ms. Juanita Coverson started with good morning. Ms. Coverson stated that she would be brief and started her report with addressing activities that took place by quarter. She stated that in first quarter the Sherwin Williams Paint Class took place. She stated that these classes are held once in the fall and once in the spring. She stated that these classes usually hold about 15 participants per session. She stated that with this particular course, the participants leave out with tools, certifications and employment opportunities. She stated that if the participant would like to brush up on skills, they are free to participate in the next upcoming training. She stated that the participants have to be deemed eligible to participate in the training. Ms. Coverson stated that they have been working a little bit more with AMI Kids and their youth program and that they have also been sending referrals to the Housing Authority. Ms. Coverson stated that the Housing Authority had been having challenges with hiring and that they were able to refer about 12 participants to them. She stated that she has been working with staff since July in developing processes and training with the leadership team for privacy and information security and leadership development. Ms. Coverson stated that they have participated in job fairs with Louisiana Workforce Commission and that they have done virtual and apprenticeship job fairs. She stated that they had the opportunity to participate at a job fair that was held downtown with the entire City of Baton Rouge and was able to recruit for the National Dislocated Worker Grant. Ms. Coverson then stated that she was excited that both EmployBR North and South are now back open to the public and that partner services and presentations will start back in the new year. She stated that she sends out the Training Employment Guidance Letters (TEGLs) and Training Employment Notices (TENs) to the staff so they can ensure they are following them appropriately. She explained to the board how to access the United States Department of Labor, Employment and Training Administration's website. Ms. Coverson lastly stated that to get the word out about the recruitment for the National Dislocated Worker Grant that the process involves a cycle of word of mouth, advertisements, presentations, direct outreach, electronic outreach and formal referrals and concluded her report.

8. Program Report – Dr. Erica Y. Thomas, EmployBR Program Administrator

Dr. Thomas started with good morning and stated that she would be brief. She stated that EmployBR is now open to the public and there has been little traffic. She stated that a lot of the Case Managers have told her that the participants are just not willing to go back to work. She stated that she is looking at how she can further reach out to people to get them working and in the program. She stated that they have to be determined eligible and that she has had an increased interest in some of our On the Job Training Programs. Dr. Thomas stated that the top

training providers that they have been working with are CDL Mentors, Southern University, Coastal Truck Driving and Baton Rouge Community College. Dr. Thomas stated that last time they had a total of 1,640 applications received and since January 1, 2021 they have had an increase of about 181 applications. She stated that they have had about 21 ineligible applications since the prior meeting and they have a total of 122 unresponsive applications. She stated that they currently have a caseload of 281 participants and about 42 participants in the youth program. She is looking to increase those numbers with more job fairs in 2022. She stated that they still have 106 active worksites for EmployBR and 40 participants assigned to them. Dr. Thomas stated that they would be having a virtual job fair next week using the brazen platform and they have 14 people that would be participating. Dr. Thomas stated that she is still working with Mrs. Mabry with the Diversion Program and the 19th Judicial Court Judges to receive referrals. Dr. Thomas stated that we have a contract with Brazen and they are basically helping us to get the word out and assisting employers set up their virtual booths using their platform. Mr. Simon stated that he would like to participate. Dr. Thomas stated that she would be using the platform often and will be opening it up to a broader range of employers. Mrs. Mabry stated that she has been working with local Judges, Judge Johnson and the Police Department and that they would like to use EmployBR as a diversion to prevent sentencing and to help the participants get back to work. She stated that the Judges would be utilizing the CaseWorthy System to read case notes and follow up on the participants to make the decisions that they need to make. Mrs. Mabry stated that the background checks and drug screenings should not interfere with the process. Dr. Thomas stated that they have already began trying out the program. Mrs. Mabry stated that they are excited about the program and that she would like to see a policy in place that outline provisions for legal services to help the participants in the program and concluded the report.

9. Director's Report – Mr. Philip Gore, WIOA Chief Administrator

Mr. Gore stated that he would like to start off with giving out some “Kudos” and recognizing Ms. Elizabeth Beckham and Turner Industries for having us. Mr. Gore also stated that he would like to thank Ms. Small and Ms. Coverson for everything they have been working on especially with policies and he also thanked Mr. Williams for being a great resource especially dealing with contracts and policies. Mr. Gore then introduced Mr. Joseph Hollins, who is our newest member to the board. Mr. Hollins stated that he was happy to be here and definitely add what he could to the apprenticeship piece. Mr. Blaine Grimes and Mr. Williams reiterated sentiments and the values and fresh perspectives that he will bring to the board. Mr. Gore stated that the next slide shows a Financial Snapshot of our current WIOA Budget. He stated that the budget is split into three funding streams: Adult, Dislocated Worker and Youth. He stated that this shows each funding stream's “allocation”, or budget, current year to date expenditures, and the balance of that funding stream. He stated that we have \$15,000.00 left in the admin adult budget and the program adult budget is fully utilized. He stated that we are currently starting to go into our new budget. He stated that in dislocated worker, there is \$685,000 remaining and in youth \$672,000. He stated that we are doing good.

Ms. Beckham asked if the new budget would be effective July 1, 2022 for the adult program and how it would work? Mr. Gore stated that the next budget became effective July 1, 2021 and that every budget they receive, they have two years to spend. He stated that there is a one year overlap with the budget. Ms. Beckham asked if we do not spend the funds do they get sent back. Mr. Gore stated yes. Mr. Fitzgerald asked how is the funding split between in-school and out-of school youth? Ms. Gore stated that the federal government approved the 50/50 waiver. Mr. Hollins asked if we have any partnerships with Cristo Rey? Mr. Gore stated no. Mr. Fitzgerald asked if the expansion has increased opportunities and if we were still working with Casey Phillips? Ms. Coverson stated yes. Dr. Thomas stated that she would also give some updates with her meetings with Mrs. Galloway at the next meeting. Mrs. Mabry stated that we need to focus on the guidance counselors in the schools to work with us. Dr. Melancon stated that he would be happy to work with EmployBR to reach the school system. Dr. Fleming stated that the guidance counselors would be the major key to reach the students with barriers in the school system who are disconnected. Mr. Gore thanked everyone for the discussion and that this would be a great lead until Courtney Scott's (ACAO) discussion at the next board meeting and concluded his report.

10. Public Comments

There were no public comments.

11. Adjournment

The meeting was adjourned at 12:28 p.m.

Next Meeting Date: Thursday, February 10, 2022; Virtual; 10:30 A.M

02.10.2022 Board Meeting

Meeting began 10:32am

Meeting Location: Virtual – WebEx

Meeting called to order and started at 10:30am by Board Chair, Brett Simon

WELCOME AND INTRODUCTIONS

Roll Call conducted Brett Simon

Members Present: Elizabeth Beckham, Kenneth Champagne, Andrew Fitzgerald, Dr. Dawn Hall Fleming, Blaine Grimes, Kenny Lynch, Anne Segura, Shannon Waters, Jonathan Waddell

Staff/Other Present: Leslie Ricard Chambers (Assistant Chief Administrative Officer – ACAO, assuming the role of John Williams, former ACAO), Courtney Scott (Mayor’s Office), Angela Day (Louisiana Community and Technical College System – LCTCS), Vernadine Mabry (Department of Human and Development Services – DHDS), Dr. Erica Thomas (EmployBR), Juanita Coverson (Eckerd Connects), Philip Gore (LWDA 21), Tierra Small (LWDA 21)

Quorum Met

INTRODUCTION OF LESLIE RICARD CHAMBERS, ESQ. ACAO (MAYOR’S OFFICE)

Introduction of the new Assistant Chief Administrative Officer (ACAO) – Leslie Ricard Chambers provided by Tierra Small. Mayor Sharon Weston Broome has stated that she has an impressive career and will be a valuable asset to the team. Her history includes: JD from Southern University 2008, served as Assistant Executive Counsel for Governor Jon Bel Edwards, and Assistant District Attorney under District Attorney Hillar Moore for nearly 10 years. This information can be found on www.brla.gov. Tierra extended the welcome on behalf of the Board, WIOA, and LWDA 21.

- Mr. Simon also extended a welcome and look forward to the guidance Mrs. Chambers will serve in the same capacity as Mr. Williams did which includes all functions of DHDS.
- Mrs. Chambers thanked everyone for such a warm welcome. The work that she has done as a Public Servant allows her to be very excited to serve as a part of the team and to work with those that create opportunities for those in our area. She is excited to be a part of this work and this team, and look forward to making contributions and implement action where necessary.

ACTION ITEMS

Review and Approval of 12/09/2021 Minutes

Review and approval of minutes with no corrections

Motion by Kenneth Champagne, second by Andrew Fitzgerald. Motion carried

Review and Approval of Supportive Services Policy

Brief synopsis provided by Tierra Small. She stated that it provides comprehensive guidance to ensure compliance for support for Adult, Dislocated Worker, and Youth programs.

-Change: Definition updated for Legal Aid Services due to it being so broad

-Change: Limit for Supportive Services to \$2,500

Question (Brett Simon) – Is the \$2,500 coming out of funds that are already obligated or is this a separate line item dedicated explicitly to legal aid services? Response (Tierra Small) – This is a line item for supportive services that is already in the budget that is already allocated for individuals receiving services for Individual Training Accounts (ITA).

Question (Brett Simon - BT) – In the past, have we had success in utilizing these funds and provide benefits to our clients? Response (Tierra Small - TS) Yes, but in the past there was no amount or limit set that would be appropriate for us to utilize the services. Response (BS) Is it the assumption that this amount puts us in compliance to what the audit was recommending from this past summer? Response (TS) Yes.

Motion by Elizabeth Beckham, second by Blaine Grimes and Anne Segura. Motion carried

The Board has accepted the Supportive Services Policy 01-22, with an effective date of January 7, 2022 to be implemented into our policies

Brett Simon thanked the Vice-Chair of the Board, Elizabeth Beckham, for chiming in.

DISCUSSION TOPICS

Safe, Hopeful, Healthy Presentation – Courtney Scott, ACAO, Mayor’s Office

Brett Simon asked Ms. Courtney Scott to pick up where she left off from the previous presentation and provide a brief overview of the discussion from the previous meeting and go back into the rest of the presentation.

Courtney Scott

Overview: We shared information on the Mayor’s Safe Hopeful Healthy initiative that has a component that is focused around stabilizing youth, family, and community. Within that, there is also focus surrounding education, employability, career readiness, and preparing our students for a successful future.

Partnership: Working with EBR Schools, BRAC, and a host of other organizations to establish a continuum of providers to work together for EBR Schools. Courtney and John visited Miami with EBR Schools, BRAC, and other stakeholders from the community to view the Talent Action Collaborative to determine best and promising practices and bring back to Baton Rouge. It was noticed that Baton Rouge already has many of those components and just need to collaborate and provide access sharing and resource sharing.

Re-establish the vision: Build opportunities, stronger quality of life, and reduce negative outcomes primarily violence reduction through public health

-Create a sustainable wellness plan that is rooted in prevention strategies that aligns resources and fruitful partnerships with stakeholders

3 Touchpoints: In-School / After School (including weekends) / Summer

-Pathways to Bright Futures is what the school systems have identified five career paths that they think are the focus area that work in Baton Rouge – 1) Technology; 2) Construction and Manufacturing; 3) Medical and Pre-Med; 4) Transportation and Logistics; and 5) Liberal Arts and Management.

BRAC has put together a Talent Action Collaborative that consists of leaders from each of these tracks and stakeholders that have resources to get our youth to these careers. There will be 15-20 experts from businesses in each sector and will work to provide pathway learning, internships that align with colleges and universities that is specific to industry needs. It is broken up into two work groups: 1) CEOs for Education; and 2) Strategic

Operations Committee. Vernadine Mabry sits on this committee for EmployBR, Courtney Scott, and Leslie Chambers will take John Williams place on the committee.

Much of these efforts already exist and there is an entity within EmployBR that should be at the hub of this conversation. We should drive in-school and out-of-school youth to this resource and building these best practices. Then, allow BRAC continue to drive our business leaders to create those job opportunities and internship opportunities for our students.

A pilot program was developed this year at Glen Oaks High School. From October to December, with Glen Oaks' 9th graders, Big Buddy came in and organized the opportunities for the subject matter experts to expose the students in these tracks. The students identified interest in areas that they would want to work. These opportunities for students were connected directly with partners.

Proposed Measures of Success: How do we develop the continuum? How do we build a pathway from school system to EmployBR to partners and stakeholders, all working together to make sure that we are leveraging the resources that EmployBR has to enroll students and then engage the EBR School System to be one of our biggest referral sources to EmployBR, building this opportunity for our students to work together. The Mayor's vision is one thing. She wants to create an opportunity to build the Dream Passport for our students. This is a document that they are able to have that tracks their academic participation, family engagement, academic achievement, career readiness, attendance, social/emotional well-being, health/wellness, cognitive development, self-awareness, and leadership development. This document will show employers that they are employable, ready for the workforce, and that they are a quality resident in Baton Rouge ready to contribute to our society.

The hope for today is that we walk away with next steps and actions for the EmployBR team and the Mayor's office so we can work together so we can really start to build a pathway of success for our students, using all of these programs.

- Anne Segura (Baton Rouge General) – Working closely with the BRAC group that has the health group. Met with Tenisha from BRAC and Summer with EBRPSS and started with Pathways and can obtain licenses and certifications, with understanding that everyone is not built for a 4-year college and university and that's what is so great about EmployBR and WIOA. This is going to be a great success and amazing feeder. Courtney: We have to figure out how to get that information to the students early on so that they know how to navigate directly to EmployBR. Too much ownership is being put on the student. We need to work more on recruitment for these students. We can get every student in EBR to apply for EmployBR to determine eligibility early. They then have a reason to go to EmployBR. We have all of the tools and we want to keep pushing everyone Ms. Vernadine's way, as she is ready to accept them all.
- Vernadine Mabry (DHDS) – Would like to add that they do not physically have to come to Plank Road. They can complete everything electronically through Case Worthy and upload documents from where they are and the staff can retrieve them from the online applications. Courtney: That's something that we want to continue to try to connect to the school system and work with this group to build strategies on how we get this information to the teachers and guidance counselors before they exit those school doors. V. Mabry: It would be nice if there were dedicated Counselors at each school that can be trained on Case Worthy and they can put the information in the system from where they are with the documentation and that can expedite the process expeditiously.
- Anne Segura – Had students from CTEC to come in and be exposed to the healthcare/medical pathway, even if they were not interested in the pathway, for exposure. It is very practical and fulfilling as to what it looks like in the real world. This would be great for different industries for this to happen for students and see what it looks like to work in these different jobs and industries. V. Mabry: In New Orleans, there is almost a 2-week required orientation that youth have to participate in because it is a commitment. Everyone that enrolls that does not complete the program is a negative in our performance. Courtney:

Would like to look at if there is an opportunity from the Guidance Counselors, being able to adopt these students when they are out of school. They will have their Guidance Counselor that they are accountable to in school, but Big Buddy is ready to position them with their Program Advisors that would become their Guidance Counselors for after-school and weekends and that would help in family support as well (transportation, supportive services, etc) and these are the conversations that come up so that we can fill the gaps. EmployBR can continue on the workforce side of things and any gaps that are there, everyone else is there to support.

- Brett Simon – On the employer side, do you know about how many existing relationships you have, that present opportunities for the youth we enroll in the program? Courtney: Will need to connect back to BRAC but at this point each of those committees have about 15-20 individuals from different partners, so nearly 100 providers that are able to work and start. The goal is to work with those providers for summer opportunities. Each of the groups are starting to form programs as Anne previously mentioned, and work to develop a track. The group will work to obtain information on how many programs have been created over the 90 days and bring back to EmployBR to see if we can recruit students to move into these different tracks from EBR schools starting with the 9th graders for in-school youth and seniors will become out-of-school youth but will be spoken to very early on but they are the focus that we want to apply very early so we're getting their eligibility very early on so we can connect by graduation. The goal is to build at least 100 students per track. Brett: Is BRAC spear heading the effort to identify employers to participate in the program? Courtney: Yes, they are. Anne, can you speak about how BRAC connected to your organization? Anne: All of the healthcare CEOs are on this particular healthcare steering committee. After breaking out for some deliverables, all of the healthcare organizations are represented as well as some of the schools. There are also off-shoots, which are has the School of Radiology or other program attached to it. They are able to look at the pathways as more of a continuum and able to scale up. There is an ability to really affect lots of students at one time. The same thing is happening with IT, Construction and Management. BRAC reached out and said they needed the CEOs to step up and assist. Andrew: Would like to give a quick overview of the Talent Action Collaborative with the 5 tracks. Essentially, BRAC put together a group of CEOs and leaders in the community from all of those industries and there is also a level CEO council. There's also a council that determines what we need, skills needed, curriculum. BRAC provides analytical postings to reach industry of what the job postings are saying regarding skill levels. The third level is the Teacher/Practitioner level which incorporates the information from the HR level into their lesson plans.
- Courtney – How do we connect to the resources, fueling this dynamic? The program would like to explore dollars from EmployBR for in-school youth that if a person is eligible, what boxes can we check and move them forward in the summer or on the weekend and not just focusing on the 8-week summer time so students can get their certifications. Who else can do certifications so we can put all of our resources to the best and highest use? Some of the conversations that Leslie, Philip, Tierra, and Courtney have had are around engaging an opportunity to develop a strategic planning team with EmployBR's team, DHDS team, school system, and Mayor's office. So just imagine what success would look like for this continuum and putting a plan together that we're able to bring back to BRAC and the school system to trial a new level of this programming. That would look like the case planning or career planning that Anne mentioned would bring to the EmployBR team to determine where EmployBR can plug in at the in-school and out-of-school level and what are the needs from these community partners that can bring more referrals to the doors. This is key dialogue to use for next steps and best practices, and looking forward to future dialogue and action.

Brett Simon thanked Ms. Scott for the oversight of the continuum and we do need a bit more dialogue. Brett will get with Andrew to see how we're engaging employers so that the Board can support this as an agenda. It would be a shame to enroll people in the program and not have enough seats to meet the needs of the program. We really need to focus on getting some participation from employers that way it's really a viable option for the youth and look at putting together some type of marketing campaign for recruitment and be able to gain their trust and

interest in the program. Andrew: Looking forward to setting Brett up with Tenisha in the BRAC office, who's heading up the Talent Action Collaborative.

ONE-STOP OPERATOR REPORT

Traffic Count – Quarter 1 – 630

-July, 147 -August, 294 -September, 412

Traffic Count – Quarter 2 – 1,817

-October, 493 -November, 692 -December, 632

The deviation in the traffic count is attributed to the streamline in processes on the Board and Program side. The numbers will continue to be utilized to better our processes and services and push more people to Case Worthy and eradicate any barriers to success, as a client.

Outreach and Recruitment – As Courtney mentioned in her presentation, we're all talking about the same people that we're trying to help. We want to look forward to leveraging our resources and collaborate on our efforts between EmployBR, the school system, and all of our partners. As you know we have mandated partners at EmployBR through WIOA and we want to ensure that all partners are providing said services to our clients.

We are happy to say that we have attained our MOU with CSRS. With the National Dislocated Worker Grant, we will work cohesively to increase the number of participants and recruitment for this grant. The One-Stop Operator (OSO) will work directly with Sheldon Perkins of CSRS on this endeavor.

The OSO will reach out to Courtney Scott and Andrew Fitzgerald to look at other ways to collaborate and leverage resources for our clients.

We are working to reach out to some of our other untapped areas of the parish, including Gardere, Baker, Zachary, and Central.

Brett stated that the traffic count from the two areas of substantially increased and tripled. We're slowly getting back to pre-pandemic standards and flow. How did the staff handle the increase in traffic? Were they able to cope with it? Were the resources allocated properly? Do we need to look at realigning some things from Plank over to the satellite site? Is it good or do we need to look at realigning to ensure the centers are covered properly? Juanita: Dr. Thomas will talk about this a bit more as well but I feel as though the staff that have been here have handled it well, as the services has never stopped. Everything that they were doing prior to the pandemic has been the same level of service and resources that they've been providing during the pandemic. We want to always ensure that what we're doing at one office, we're doing at the other office as well.

Brett wanted to see if there are any success stories under the CSRS MOU. Have they been able to get any wins? Juanita: Yes, there is a new contract with Here Today, Gone Tomorrow and ready to get the ball rolling for warehouse positions.

Tierra stated that there was a change with the Agenda and that she would move forward with her report.

ASSISTANT WIOA CHIEF ADMINISTRATOR REPORT

Board Membership Matrix – Tierra brought awareness regarding compliance of board membership. Currently, there are 11 private-sector members and 8 public sector members. There is optional membership and currently looking at 5 vacancies which include 4 private-sector members and 1 public-sector member. For the private-sector members, Tierra is working closely with Baton Rouge Area Chamber, Mr. Fitzgerald, who has put her in

connection with Ms. Tenisha Ellis and have reached out to the Board and Executive Committee team who came up with the idea of being intentional with recruiting and identifying industries that we would like to target to have seats on our Board.

Upcoming LWDB 21 Proposed Policies

Individual Training Account (ITA) Policy – This policy has not been updated since 2016 and work together to ensure that we are in compliance with our federal statutes, regarding this policy. It will take a bit of work, but the team is working to streamline those processes. We would like to look at the provisions to training services and monitoring.

Youth Eligibility – Box 7 language – Includes youth that needs additional assistance within the Youth Eligibility policy to enroll/maintain with an education program or secure employment. Section A focuses on out-of-school youth eligibility criteria, and Section B focuses on in-school youth eligibility criteria.

The statutes that were added: 1) A child of an incarcerated parent/guardian; 2) a child living with their grandparent(s); 3) a child/parent that is unemployed; 4) a victim of sex trafficking; 5) a person that is 18 years or older that is not enrolled in school and is having to repeat core courses; 6) A resident of a federally declared disaster area within the last 5 years.

PROGRAM REPORT

Applicants - We are at a great starting point and have received about 113 applications since January and there are 8 ineligible applications and 32 eligible applications.

Youth Incentive Program – There are 35 participants and we are getting ready to begin advertising for the Summer Employment Program so those numbers should rise. Marketing will take place via radio, social media, and billboards to boost the youth program.

Virtual Job Fair – The Virtual Job Fair will take place on February 23rd, focusing on healthcare and transportation and will be held through our vendor, Brazen and they will help host that job fair. There will be a job fair at our Wooddale location on 02/11 through Schneider Trucking, from 9am-2pm.

19th JDC – Ms. Mabry and Dr. Thomas are still working on their efforts with the 19th Judicial District Court to receive direct referrals with the court system.

DIRECTOR'S REPORT

Welcome everyone and welcome again to Mrs. Chambers and it's been a pleasure working together thus far.

WIOA Budget Financial Snapshot

- Budget is split into 3 funding streams – Adult, Dislocated Worker (DW), and Youth
- Adult – all funds spent
- DW - \$382,333.18 (balance)
- Youth - \$310,114.56 (balance)
- The funds have to be expended by July. Once the funds are spent, we go directly into the new budget for the next year.

Dislocated Worker Grant – Spent \$382,355.71, with a balance of \$1,561,533.79.

We are currently working on a Hurricane Ida grant with LWC and working on getting the contract finalized and should be finalized by the end of March.

Met with the Executive Committee and spoke regarding revamping our Youth Standing Committee. The Chair, Shannon Waters, was in that meeting and the committee spoke about goals to attain and looking forward to get success from those goals.

Board Member Training – Will be held 02/16/2022. We received an email from LWC and an email will be sent to all Board Members. This is not a mandatory training, but is strongly advised to attend by LWC.

CLOSING COMMENTS

(Brett Simon) Youth Committee - Thanks to Shannon Waters for chairing the Youth Committee. We've always wanted to get the committee up and moving but we've slowly got it moving. Dr. Melancon has many great ideas that he can pass along. For the rest of the members on the call, if you would like to serve in a greater capacity, please reach out to Mr. Waters and also anyone that may be in your organization or new to the industry, especially if they are a Youth and can bring about some fresh ideas. It helps them out. It helps your organization out. It will ensure that we have qualified workforce in the future.

(Brett Simon) Next Meeting – Tentatively scheduled for April 21st. Mr. Simon expressed to Philip and Tierra that he wanted to have the meeting at his facility but they are transitioning to the Water Campus, next to LSU, in May. Hopefully, he will get everyone to the new campus after May and meet in the beautiful facility, located in the heart of downtown and experience what Aptim does.

(Elizabeth Beckham) Thanks for keeping everything on track and we look forward to seeing the new facility at the Water Campus.

Meeting adjourned 11:37am

