

**East Central Georgia Consortium  
Workforce Investment Board  
Workforce Development Center One Stop – Thomson, GA  
Tuesday, January 29, 2013 – 5:30 PM**

**Meeting Minutes**

**WIB Attendees**

Michael Boardman  
Ted Dezenski  
Anthony Griswell  
William Irwin  
Art Johnson  
Ginger Carrington  
Dorothy Glisson  
Jesse Mitchell  
Lloyd Horadan  
Brian Henderson  
Dorothy Parrish  
Morris Beard  
Wanda Jordan  
Angela Collins for Meg Thompson

**ECGC Staff**

Leon Fields, Director  
Carrie Edwards  
Wanda Stewart  
Sue Richards  
Mary Stein  
Sondra Randall  
Karen Abron  
Vivian Stewart  
Carrie Lokey

**Guests**

Georgia Parrish – Screven County  
Jeff Rice – Local 150  
Adela Kelly – GDECD  
Robin Scott – Jenkins County  
Ashley Williams – GOWD  
Sarah Riley – Augusta Coating  
Dale Arnold – GVRA  
Larry Collins – Thomson Plastics  
Helen Reddick – Screven County  
Wanda Davis – Glascock County Family Connections  
Ralph Staffing III – McDuffie County

**Welcome/Opening**

Leon Fields, Director of the East Central Georgia Consortium welcomed everyone and also shared a success story about one of our Customer Care participants, Ms. Olivia Lewis.

**INVOCATION**

Leon Fields, Director

**Call To Order**

Chairperson Goodwin called the meeting to order and asked for introductions from everyone.

### **Review/Approval of Minutes**

Chairperson Goodwin presented the minutes from October 30, 2012 for approval.

Dorothy Glisson made a motion to approve the minutes as presented and Jesse Mitchell seconded the motion. There being no discussion, the motion carried.

### **Offender Workforce Development Program and Project M-PACT Report:**

Carrie Edwards provided the following update on the Offender Workforce Development program and Project M-PACT for July – October 2012:

- As of the beginning of this year, we have four participants in Work Assignment. Two of our participants are employed at Augusta Coating and Manufacturing, one is employed at Before and After Barber Shop and he has obtained his Georgia State Board of Barbers License and one participant is employed at Alternative Cleaning.
- We are currently working with twenty-one individuals from the State Probation Office.
- On January 4, 2013, the OWD Department met with the Governor's Office of Workforce Development to inform them of three initiatives that are being discussed. Following are the three initiatives: 1. Waivers for offenders in the OWD Program 2. A proposed one day Offender Employment Specialist Overview (OES Training) for other regions 3. To assist with Governor Deal's Criminal Justice Reform in any capacity needed
- We had a conference call with Mary Wright, Associate Director of The Conference Board in New York, New York. She was interested in knowing how the OWD Program operates. The state would like for this program to be duplicated in every region.
- We are currently in the process of developing additional workshops for our participants, community and region. These workshops will also involve the youth in our community.
- Currently Carrie Lokey and I are working with Augusta Technical College as interim case managers and we have nineteen occupational training participants.

### **OJT Report**

Carrie Lokey provided the following updates on the OJT Program:

- There was a correction made to Mrs. Edwards report on occupational training participants. The correct total of participants is twenty-one.
- Some companies are getting ready to hire new employees and adding new lines.
- The policy and procedures manual for our Training and Employment Program has been completed. Incumbent Worker and Customized Training were the two items that were added to the policy.
- The Incumbent Worker program is for employers who are interested in training current employees. The employer will be reimbursed after the employee has successfully completed the training.
- The Incumbent Worker Program with Thomson Plastics was approved.

### **One Stop Report**

Karen Abron provided the following updates for the One Stop (July 01, 2012 thru Sept. 30, 2012):

- Total visits per location – Oconee Fall Line Technical College (273), Screven County WIA One Stop (994), and Thomson One Stop (2336) helping with Job Search Assistance, Resumes and Cover Letters, Assessments and Referrals to other agencies.
- We are also partnered with the DOL under Rapid Response. Currently there are two active trade petitions with Evercare Company DBA OneCare, in Waynesboro, Georgia (135 employees) and Thermo King, in Louisville, Georgia (271 Employees).
- We currently have two special programs in place. There was a CNA Training Program at Augusta Technical College, Thomson Campus. Five participants completed successfully and took their boards. Also there was a Customer Care Training Program at Augusta Technical College, Main Campus. Three participants successfully completed and training and are currently employed.

### **Youth Council Report**

Sue Richards and Ginger Carrington provided the following update for the youth council:

- Ms. Richards stated that all youth service providers are on track and doing well.
- Today a youth service provider meeting was held. Mr. Fields and Carrie Edwards conducted a successful Anger Management Workshop.
- Ginger stated that the approval for the additional \$9000 for each youth contract has taken place and this addition should be used to serve more youth.
- The youth council voted to increase the youth contracts by an additional \$5000. This will allow the service providers to extend their summer youth program. This is carryover money from the previous year that needs to be expended.
- Ms. Carrington asked the board to approve the additional \$5000 for youth contracts.

Ted Dezenski made a motion to approve the additional \$5000 for Youth Service Providers and William Irwin seconded the motion. There was no further discussion and the motion carried.

### **Education Department Report**

Vivian Stewart provided the following update on the WorkKeys assessments and the Learning Center:

- In our Learning Center we had 398 visits. We had three students who successfully obtained their GED.
- We administered the WorkKeys assessment to twenty clients.
- We also test the participants who are in the Customer Care Training.
- In our Medical Bridge Program we had five participants that graduated and successfully completed the NCLEX exam. These individuals are now board certified Registered Nurses and two of the participants are employed. We currently have six participants enrolled.
- This program is for individuals with a medical background who are interested in becoming a certified Registered Nurse.
- We offer computer based TABE testing onsite.

### **Financial Report**

Sondra Randall provided the following update on finance:

Percentage of spending as of December 31, 2012: Adult (27%), Dislocated Worker (23%), Youth (24%), Administration (18%) and all other grants, including Project M-PACT & Bi-Lo Afterschool (26%).

### **Director's Report**

Leon Fields, Director stated that we have gone through annual monitoring through the Governor's Office in which some things have arrived that we will cover in our new business. The audit with Bill Kennemore has been completed and all things were well. We are looking into forming an alliance with trade because Ms. Patricia Cooper is a state employee. This will allow us to work with trade. We are still in the process of seeing how that will work out. Mr. Fields further stated that we approached the Governor's Office concerning a particular need in Hancock County and some additional funding was provided for Customized Training with Saint Gobain. Since that time Leigh Evans who was helping coordinate this project has made some career changes, so now we are trying to move forward in making this project a success. Lloyd Horadan stated that he would be covering Ms. Evans duties for the next six or eight months. Now that we have funding for Customized Training, they want to work with Saint Gobain to get this training completed. Mr. Horadan further stated that Saint Gobain is currently going through some changes therefore they want to postpone the training. They are encouraging them to move forward because this training will meet an important need for the facility. Mr. Field explained that we have until June 30, 2013 to expend the monies for this Customized Training.

### **Old Business**

Leon Fields, Director asked for a vote allowing the Executive Director to select a proxy in the absence of the Chairperson and Vice Chairperson. Dorothy Glisson made a motion to approve the Executive Director to select a proxy in the absence of the Chairperson and Vice Chairperson and Jesse Mitchell seconded the motion. There being no discussion, the motion carried.

Mr. Fields stated that a vote is needed for third party payee. This item was discussed in our last meeting and was tabled due to the fact that more information was needed. We have spoken to other Directors in different areas. Currently all areas are second party payees which allows a student to keep his/her PELL. Karen Abron explained that currently the student would use their HOPE first and WIA pays second therefore this allows them to use their PELL for living expenses. Ginger Carrington asked if it was written in the law that we should be third party payee. Mr. Fields stated that he didn't find it in the law. Angela Collins clarified that this is not in the law, it's a decision made by the local area. Mr. Hoardan stated that he agrees we should be second party payee to allow the students to keep their PELL. Adela Kelly asked if a student has a remaining balance in PELL could WIA receive their funding back. Mrs. Abron replied by saying that the student would keep the monies. Ms. Kelly asked for clarification on exactly what the vote is concerning. Mrs. Edwards explained that currently HOPE pays first, then WIA and PELL pays last. If there is a remaining balance for PELL the student receives a check for that amount from the school. Ms. Kelly asked if WIA is using any other funds for a student to go to college besides HOPE or is it all HOPE and PELL. Mrs. Edwards stated that the students are not

using PELL, its all WIA money. Ms. Kelly asked if we could receive money back from the students after they have received their PELL refund. Mrs. Edwards replied that we could not ask for any of their PELL. Ralph Staffing asked if money could be saved in WIA if we allowed PELL to pay before us. Ms. Edward responded by saying yes, this would make us third party payee. Sue Richards explained that WIA is dealing with dislocated workers, youth with different barriers and low income. These people are coming because there is a true need for WIA money. Ms. Edwards stated that there is a \$6000 lifetime limit to the funding that a participant can receive. Chairperson Goodwin stated that the participant can't use WIA as discretionary funds. These funds have to be paid directly to the school. Mr. Staffing asked if WIA is moving from second party to third party or from third party to second party. Mrs. Edwards responded that we are currently second party. Chairperson Goodwin asked how the conversation arrived about WIA being third party. Mr. Fields replied that the Governor's Office stated that we should be third party. Ashley Williams from GOWD stated that to her understanding, the language in the bill says that WIA should always be used as a supplement, never to replace anything else. This topic will be discussed at their next meeting to clarify the policy for this issue. Mr. Fields asked Chairperson Goodwin if we could table the discussion for third party payee.

Jesse Mitchell made a motion for the third party payee discussion to be tabled until we receive further information, Dorothy Glisson seconded the motion. There being no further discussion, the motion carried.

### **New Business**

Vivian Stewart stated that in addition to our finding with the Governor's Office of Workforce Development, there were ten observations that they issued to help improve and re-write some policies. We have completed and re-written all necessary policies, which will be added to our ECGC Manual. These observations did not have to be submitted to the Governor's Office. We completed these policies in order for them to be in place when we have our next monitoring review. Chairperson Goodwin asked for a motion to approve the policy changes for GOWD observations.

Mike Boardman made a motion to approve the policy changes for GOWD observations, Jesse Mitchell seconded the motion. There was no discussion, the motion carried.

Karen Abron presented an Individual Training Account Provider Application for Plumbers and Steamfitters Local Union 150. Mrs. Abron stated that this vendor is currently on the providers' list but they are interested in adding an Accelerated Welding Program to their ITA account. This application will also be submitted to the Governor's Office for approval. The cost for this program is \$4723 per student. Program duration for this program will be eighteen weeks. It will consist of 720 curriculum hours, 640 shop hours and 80 classroom hours. All students that complete this training successfully will receive a credential.

Jeff Rice stated that they are currently an ITA provider for WIA, with their Apprenticeship Program. Plumbers and Steamfitters have several worksite contracts with different companies, which include Plant Vogtle and Savannah River Site. Currently there are 187 students in the Apprenticeship Program. Mr. Rice further stated that this welding program is eighteen weeks.

The student will attend classes from 7:30 am until 3:00 pm. They are allowed three absences in the development program, which is very strict on absences and cell phone policies. Once the program is completed, the student will receive a credential for testing with one of the worksite contractors. Recently there were twenty-one students in Accelerated Welding, of those, sixteen completed successfully and are currently employed. They earn \$1096 per week, after passing the welding exam. Mr. Rice informed the board that Plant Vogtle will require 600 pipefitters and welders of that number 200 will be welders. Currently they have four welders working with Plant Vogtle. Plumbers and Steamfitters have a national network. There are 330 locals that perform the same activities. They incur expenses of \$100,000 to continue this training for ten years.

Mike Boardman asked what caused some participants to not successfully complete the welding program. Mr. Rice replied that welding requires a lot of hand and eye coordination. Those students who did not pass the welding exam were still placed on worksites for different positions. Ginger Carrington asked was the education portion the cause for some students not completing successfully. Mr. Rice replied that is not the education.

Lloyd Horadan stated there is a great need for welders but the technical colleges can provide the same training at a lower cost. Dorothy Glisson asked if Plumbers and Steamfitters was a more accelerated program. Mr. Horadan replied that it is the same program. Mr. Rice stated that the skills learned at the technical colleges do not meet the needs for nuclear plants. Dorothy Glisson asked what exactly is the board voting for. Ms. Abron explained that Mr. Rice is asking to add and Accelerated Welding Program to their ITA account. Chairperson Goodwin asked for a motion to approve the Welding ITA addendum.

Mike Boardman made a motion to approve the Welding addendum, Anthony Griswell seconded the motion. There being no further discussion, the motion carried.

### **Adjournment**

Chairperson Goodwin asked for a motion to adjourn the meeting. Jesse Mitchell made a motion to adjourn and Dorothy Glisson seconded the motion. The motion carried and the meeting was adjourned.