



**Strategic Policy & Planning Committee Meeting**  
**May 12, 2021**  
**3:30pm – 5pm**

**Present:** Beth Cicchetti, Scott Watson, Shelly Bell, Erin Gillespie, Missy Rudd, and Kevin Vaughn

**Absent:** Renisha Gibbs, Amber Tynan, Antonio Jefferson and Cristina Paredes

**Staff:** Jim McShane, and Dee Robinson

**Recording:** Patricia McCray

**I. Welcome, and Call to Order:**

Vice Chair, Kevin Vaughn welcomed everyone and thanked them for joining the meeting. She then proceeded to call the meeting to order.

**II. ACTION ITEM I – Meeting Minutes Approval February 10, 2021**

Vice Chair Vaughn brought everyone's attention to the February 10, 2021 meeting minutes. He asked if anyone had any questions or comments concerning the minutes. There were none.

**Motion:** Vice Chair Vaughn entertained a motion to approve the February 10, 2021 minutes. Missy made the motion, and Beth seconded. **Action Item I Approved.**

**III. INFORMATIONAL ITEM I – Common Exit Policy and Potential Impacts**

Dee Robinson reported that in 2020, the USDOL conducted a program review and, based on their results, began drawing attention to egregious cases of extending participant exits across multiple workforce programs. In some instances, participants remained in programs for up to seven (7) years. As a response, DEO began the process of drafting policy to address concerns cited which include:

- A program exit must occur when a participant has not received any WIOA or partner-funded services for 90 consecutive calendar days, has no planned gap in services, and is not scheduled for future services.
- Staff must not prolong exit by extending service dates or opening new services with the career seeker asking for or agreeing to the service
- Prolonging exit due to the inability to contact a participant

As such, this Common Exit Workgroup was created to serve as the platform to effectively engage LWDBs in the policy development process. Dee stated there were several CSCR staff that participated in meetings over two months to help draft the policy, which requires staff to:

- Provide point-in-time services by only opening a service when a career seeker has requested or agreed to service. The service will be opened and closed on the same day. The only service that may be opened with a future date is training services.

- Define contact as an exchange of information between staff and the career seeker. Contact is not considered leaving a VM, sending an email (unless a response is received), talking to family/friends instead of the career seeker, etc.

With these changes, the LWDBs have been asked to clean up our cases and discontinue the practice of extending services to manage performance. This is a prevalent practice in WIOA across the state. Over the period of April through June, all LWDBs will be closing WIOA cases of those who are disengaged. CSCR determined that any case that had not received a service or had any mutual contact of over a year would be closed and allowed to exit using the instructions provided in the policy. Any cases that had not received a service or had contact for 90 days or less would remain open and additional analysis would be conducted on any cases that fell in between the two timeframes. To date, it is anticipated that CSCR will be closing 150-175 of the open 341 cases between the Adult, DW, and Youth program. The staff has been instructed to take every action to find information that will positively allow cases to be closed out. However, there will be a negative impact to our performance spanning a three-year period ending in 2023. DEO has provided a chart that CSCR can follow to determine the quarter, year and measures of performance that will be impacted. At this time, there are no plans to provide any leniency due to COVID-19, which means all regions are in jeopardy of negative performance as well as sanctions, including the state as a whole from DOL. Going forward, our conversations regarding our performance will be that much more critical because this is the first year that DOL is counting performance, and this is also the first year the common exit process will begin to impact our performance.

#### **IV. INFORMATIONAL ITEM II – Performance Improvement Plan Update**

Dee Robinson provided an updated on the Performance Improvement Plan that is currently in effect with DWFS for the Youth program. She stated the majority of required work by the service provider has been done and submitted. Although timeliness is not an issue, there have been some issues with the quality of work submitted which required a meeting with DWFS senior leadership. DWFS senior leadership has vowed to ensure additional support is provided for this project to make sure that CSCR's expectations are met going forward. ROPC continues to work through the submissions and provide feedback and instruction on the next steps. Additionally, we continue to provide additional support with creating procedures, training, efficiencies and corrective action steps. The decision has been made that the PIP will be extended beyond December 2021 to cover the full 2021-2022 program year to allow the CSCR staff to determine, as much as possible, whether the changes being made are having the desired impact on staff, training, monitoring and performance. At this time, there is not an update on our next quarter's performance as this information will likely not be available until next week. She stated that the earliest performance update may be the Executive Committee.

#### **V. INFORMATIONAL ITEM III – House Bill 1507 (Training Provider Impacts)**

Jim discussed potential impacts for CSCR related to House Bill 1507. At this time, the local areas are aware that there will be impacts to how we operate with our training providers to include ITA payments, the need for contracts with the providers, state-level performance standards, etc. These changes will be effective July 1, 2021, but will not occur until rulemaking and policy creation occurs by DEO/CSF.

## **VI. INFORMATIONAL ITEM IV – Strategic Vision Discussion**

### **a. Board Strategic Retreat**

Jim stated that the board had not had a retreat in approximately four years. Jim acknowledged current situations such as Covid, the legislators focusing on the systems, employers being unable to find employees, and the expectations of the return of the employees who left the job last year. He recommended the board having a one-day retreat in fall or early winter. This retreat would also aid in the board coming up with ideas to move forward. By this time, it is assumed that relevant data will be available to guide the board on how many staff members have returned, the pressure points for businesses, and the strategies that can be developed based on the funds available.

There is hope that CSCR will receive additional federal funds because the projection for next year is not a positive one as far as reserved funds from the governor to be given to the workforce areas are concerned, as was done in the past. The budget went down by 11.5%, which is a significant loss. However, the considerable amount of funds rolled over has helped to counteract the reduction. This will enable CSCR to function normally for approximately 6-8 months, after which decisions will have to be made, which may lead to a career center closing.

## **VII. INFORMATIONAL ITEM – EDO Quarterly Reports (All Counties)**

Beth outlined that yesterday in Wakulla, they had an industry sector meeting for the aquaculture industry, and they're going back to basics and creating camaraderie. A session was held to outline the challenges and opportunities for an aquaculture industry to ascertain if they can create a common voice and issues that they want to tackle. It was reported that the meeting went well. In Gadsden County, 75 business visits were done, including large, medium, and small businesses. A summer youth program will be held in Gaston County; this will be a partnership with everyone.

This is very similar to the Dynamic Future program. The age group is between 16 and 18; orientation will be done, soft skills training, industry sector overviews, career pathways and certifications. Between July 18 and August 18, they will work for 100 employers across the county. We hope to receive 100 applicants. We have a lot of existing projects and a lot of existing businesses looking to expand. They want to buy equipment, renovate buildings, need more space and need labor and construction materials.

The co-chair, Kevin, commended Beth on the report she gave. He further stated that there are 8.1 million jobs available right now, so the region has many opportunities. Kevin asked Patricia if there is a quorum at this point, to which she responded yes.

## **VIII. Any Other Business**

Dee outlined that the targeted occupations list was completed earlier than usual, and members should look out for the email after today's meeting. After the board has reviewed the document, please reach out to Dee to ask any questions you may have.

Scott asked Dee how much bearing does the low unemployment rate affect the measures that were considered? Dee responded by stating that there is a methodology that factors in different situations that arise over a 5-year timeframe. She is not sure when the factors will be taken into consideration. Scott also asked Dee about the youth program and asked if there's a way to partner with TCC to provide credentials at the end (i.e. OSHA). Dee responded, stating that the training must meet the USDOL definition of credential for program purposes; CSCR has been instructed that OSHA does not.

## **IX. Adjourn**

**Motion:** Vice Chair Vaughn asked if anyone had any more updates for the Committee. No one responded, and the meeting was adjourned at 4:38 pm.

**Next meeting**

**TBD**