

# State Workforce Investment Board Meeting - Minutes

October 9, 2014 – 1:00 – 3:00 p.m.

Department of Workforce Services

1385 South State Street, Salt Lake City, Utah

**Members Present:** Ken Davey, Dave Dixon, Bruce Rigby, Joey Gilbert, Lou Sansevero, Blair Carruth, Wally Trotter, Lisa Liard, Deanna Hopkins, Joe Christopher, Marty Kelly, Russ Thelin, Danya Pasuszek, Barbara Munoz, Heidi Walker, Lana Stohl, Becky Edwards, Dale Cox, Connie Nielsen, Lance Lehnhof, Jon Pierpont, Daniel Marriott and Gary Harter

**Staff Support:** Karla Aguirre and Jennifer Domenici

**Others Attending:** Geoff Landward, Kathy Bounous, Alexia Murphy, Amber Johnston, Kimber Burks, Rachael Stewart, Sandy Terry, Carrie Mayne, Bruce Summers, Steve Leyba, Debbie Sparks, Greg Paras, Shelly Ivie, Nate McDonald, Johnathan Hardy, Bill Starks and Melisa Stark.

AGENDA	DISCUSSION	RECOMMENDATIONS/ACTION
<p><b>Welcome and Opening Business</b></p>	<p><b>Welcome and Opening Business (Daniel Marriott)</b>  <b>Acknowledgements and Introductions</b></p> <ul style="list-style-type: none"> <li>• Heidi Walker               <ul style="list-style-type: none"> <li>▪ Salt Lake Chamber- Director of Operations</li> </ul> </li> <li>• Kathy Bounous               <ul style="list-style-type: none"> <li>▪ Department of Workforce Services – Director of Legal Services</li> </ul> </li> <li>• Approval of July 31 Minutes</li> <li>• Approval of Economic Service Area Plan</li> <li>• During the July 31 meeting Jon asked the SWIB Board to review and approve the ESA Plan. We had a brief discussion and decided to make a few ESA specific modifications. The changes include:               <ul style="list-style-type: none"> <li>▪ In the Economic Analysis section, one Uintah Basin chart was updated (page 13).</li> <li>▪ A Key Strategic Initiatives by Service Area section has been added (pages 18 -28).</li> <li>▪ A more detailed UCAP Summary has been added- now included as Appendix E (pages 38 - 40).</li> </ul> </li> </ul>	<p>Daniel called for approval of the July 31, 2014 meeting minutes. Dave Dixon motioned to approve the minutes as written. Wally Trotter seconded the motion, and the motion carried.</p>

AGENDA	DISCUSSION	RECOMMENDATIONS/ACTION
<p><b>Executive Director's Dialogue</b></p>	<ul style="list-style-type: none"> <li>▪ The Table of Contents has been updated accordingly.</li> <li>▪ Daniel thanked Greg Paras and the Service Area Directors for all their work on the State Plan.</li> </ul> <p><b>Executive Director's Dialogue – Jon Pierpont addressed the group</b></p> <ul style="list-style-type: none"> <li>• IGP Report – The Third Annual Report on Intergenerational Poverty was sent to the Board back in September. This report included a lot more information about families we are supporting across agencies. We have begun interviewing families from inner city Ogden. We are currently working with 31 families and intend to add approximately 20 families to this group as part of the Ogden “Next Generation Kids” pilot.</li> <li>• TANF RFG Grants <ul style="list-style-type: none"> <li>▪ These grants are intended to fill gaps in the community for needy families - Prevention – Stabilization – Employment.</li> <li>▪ We received 800 letters of intent.</li> <li>▪ 103 potential organization providers.</li> <li>▪ \$50 million one-time funding over three years.</li> <li>▪ 15 Services under the 4 purposes of the TANF Block Grant.</li> <li>▪ Services will be offered in every County.</li> <li>▪ Contracts start November 1, 2014.</li> <li>▪ We are still negotiating budgets, outcomes and scope of work.</li> <li>▪ The list of Grantees will be posted on the DWS website in November.</li> </ul> </li> <li>• DWS has entered into a new partnership with the World Trade Center of Utah. <ul style="list-style-type: none"> <li>▪ This new partnership is designed to help rural businesses throughout the State become exporting businesses.</li> <li>▪ The World Trade Center of Utah will be working with DWS to host several meetings across the State in rural locations.</li> <li>▪ The World Trade Center will also be making more of their information available on-line and providing one-on-one technical assistance as part of this partnership.</li> <li>▪ In November 2014, we will start talking to businesses in the rural</li> </ul> </li> </ul>	<p>Daniel called for approval of the Economic Service Area Plan. Joe Christopher motioned to approve. Deanna Hopkins seconded the motion and the motion carried.</p>

AGENDA	DISCUSSION	RECOMMENDATIONS/ACTION
<p><b>Chairman's Report</b></p>	<p>areas. The first visit will be in Vernal.</p> <ul style="list-style-type: none"> <li>• Homelessness Summit <ul style="list-style-type: none"> <li>▪ Utah's 11<sup>TH</sup> Annual Homeless Summit was October 8, 2014 at the Sheraton Hotel in SLC.</li> <li>▪ Jon gave the Board Members a copy of the Comprehensive Report on Homelessness that was given out during the 2014 Homeless Summit.</li> </ul> </li> </ul> <p><b>Chairman's Report</b></p> <ul style="list-style-type: none"> <li>• The Executive Committee met on September 11, 2014. <ul style="list-style-type: none"> <li>▪ We discussed vacancies and support the recommendation to invite Diane Lewis to replace Richard Kingery representing Labor.</li> <li>▪ We also discussed the completion of the Veterans Sub Committee. Daniel recognized Chris Healy and thanked the committee for all their hard work.</li> <li>▪ Blue Bunny is closing at the end of the year. Chris Healy has formally given her notice that she is no longer able to keep her commitment to the SWIB and asked to be released of her duties. Chris has relocated to Las Vegas, NV.</li> <li>▪ We are currently looking for a new replacement to represent Large Employers in the Western part of the State.</li> </ul> </li> <li>• Daniel introduced the new subcommittee on Apprenticeships. Joey Gilbert has agreed to chair this committee. This sub-committee will hold their first meeting on January 8, 2015.</li> <li>• Daniel talked about the DOL outcomes for PY 14. A handout was included in the packet. The Department of Workforce Services met all of their negotiated goals with the exception of the Dislocated Worker Entered Employment Rate and Retention. However the outcomes were within the 80% range allowed by DOL.</li> <li>• On September 25, 2014 we conducted new Board Member Orientations.</li> <li>• Last spring we reviewed and approved two entities to submit grant applications for the TAACCCT grant from DOL. The SWIB supported both proposals. Unfortunately the consortium did not get the grant, but SLCC did.</li> </ul>	<p>Action: If Board Members need an updated SWIB manual, please contact Jennifer Domenici.</p>



AGENDA	DISCUSSION	RECOMMENDATIONS/ACTION
<p><b>Update on Women in the Economy Commission</b></p>	<p>efforts preventing and detecting UI fraud.</p> <ul style="list-style-type: none"> <li>• Utah recently received a \$2.7 million grant award from the U.S. Department of Labor (USDOL) to make further improvements in the integrity of the UI Program. Fictitious employer schemes and identity theft episodes have escalated significantly locally and nationally.</li> <li>• Utah received a \$328,000 USDOL award for being the 2<sup>nd</sup> highest rated state detecting the misclassification of workers. We have collaborated extensively with the Tax Commission, Labor Commission, Commerce and the AG's office through the Worker Classification Coordinated Enforcement Council since 2011. This coordination has also included coordinating law enforcement efforts and conducting educational outreach related to misclassified workers.</li> <li>• In the past four and half years, UI completed over 6,800 audits on Utah employers resulting in the discovery of \$138 million in unreported wages representing 24,000 workers. These efforts help ensure a level playing field for employers to conduct business, a healthy trust fund, and protection of employee rights.</li> <li>• Utah (Salt Lake City) is hosting the 2014 National Unemployment Insurance Directors Conference October 20-23, 2014. This event will bring together UI Administrators, Information Technology Professionals, and Attorneys from most states to learn best practices, innovative technologies, and strategies for connecting the unemployed to employment opportunities.</li> <li>• The Board presented an award and thanked Bill Starks for his service to the State of Utah.</li> </ul> <p><b>Update on Women in the Economy Commission</b></p> <ul style="list-style-type: none"> <li>• During the 2014 Legislative Session, the Commission on Women in the Economy was created (HB90). The Governor signed the legislation and it became law May 2014. The commission is composed of representatives from the legislature (both House and Senate), the Department of Workforce Services, the Salt Lake Chamber, labor organization, non-profit sector, academia, and the private sector.</li> <li>• One of the legislative statute requirements is to provide an annual report to</li> </ul>	

AGENDA	DISCUSSION	RECOMMENDATIONS/ACTION
<p><b>WIOA Update</b></p>	<p>the State Workforce Investment Board. Carrie Mayne, Director of Workforce Research and Analysis, went over the report with the Board. A copy was given to the Board.</p> <ul style="list-style-type: none"> <li>• The Women in the Economy meetings are open to the public and recorded.</li> </ul> <p><b>WIOA Update</b></p> <ul style="list-style-type: none"> <li>• The new Workforce Innovation and Opportunity ACT (WIOA) was signed by President Obama and will replace the current Workforce Investment Act (WIA) which is the Federal law under which the Board operates.</li> <li>• The draft regulations are scheduled to be released for public comment in January 2015 and finalized by January 2016.</li> <li>• Part of the intent of the law is to mandate or encourage more collaboration. DWS has several programs in-house and a good working relationship with other partners. However, this is a great opportunity to work more closely with our partners and ultimately to gain better outcomes.</li> <li>• Four "core programs" require coordination under the act: WIOA, Wagner Peyser, Voc Rehab, and Adult Ed. These core programs will be required to submit a Unified State Plan, which will be due in March of 2016. DWS, Voc Rehab (USOR), and Adult Ed are in the planning stages.</li> <li>• Other required partners include: Temporary Assistance to Needy Families (TANF), Trade Act programs, programs under state unemployment, programs under the Older Americans Act, Career and Technical Education programs (CTE), and programs under the Second Chance Act (reduce recidivism).</li> <li>• "Sequence of Service" (Core, Intensive and Training services) goes away under WIOA and is replaced with Career Services and Training Services. Career Services are similar to Core and Intensive services, but we are still waiting on guidance to determine how this will affect the day-to-day operations of our employment centers.</li> <li>• There will be an increased focus on obtaining credentials that lead a customer on a pathway to a career, reducing barriers to employment, and improving relationships with employers.</li> <li>• There will be an increased focus on career pathways, which are very broadly</li> </ul>	

AGENDA	DISCUSSION	RECOMMENDATIONS/ACTION
<p><b>Labor Exchange (Year 2)</b></p>	<p>defined today. Utah Futures has a good foundation for career pathways that can help meet this requirement.</p> <ul style="list-style-type: none"> <li>• Under WIOA, a performance outcome measure for serving employers will be added. We are awaiting guidance around this new measure. DWS currently has internal measures on serving employers.</li> <li>• WIOA has an increased focus on serving veterans, active military members, and spouses of active military members. DWS and the SWIB have been focused on this for the past couple of years.</li> <li>• The law changes the age of youth from 14 - 21 to 14 – 24.</li> <li>• The law increases the focus on serving Out of School Youth (OSY) to 75%. Currently, WIA requires states to serve 30% of OSY, but Utah and the SWIB have always had a goal of serving at least 50% of OSY. WIOA also changes the definition of OSY somewhat to be more inclusive.</li> <li>• There will be an emphasis on the outcomes of Training Providers. The law states that the Secretaries of the USDOE and the USDOL will determine this measure.</li> </ul> <p><b>Labor Exchange (Year 2)</b></p> <ul style="list-style-type: none"> <li>• On October 1, 2014 the second year of the Labor Exchange system was released.</li> <li>• Employers can perform a keyword search to see the number of active job seekers in the database before posting a job.</li> <li>• Employers can now upload employer information to their company profile for job seekers to view.</li> <li>• An employer may now include a company website and links to social media.</li> <li>• Company logos can be uploaded that will be automatically displayed with each job posting.</li> <li>• Job postings can be formatted for a more personalized look.</li> <li>• Job postings are viewed as they will appear for job seekers just before posting.</li> <li>• Lists of potential candidates who have viewed specific jobs are displayed.</li> </ul>	

AGENDA	DISCUSSION	RECOMMENDATIONS/ACTION
<p><b>Economic Service Area Report WFS</b></p>	<ul style="list-style-type: none"> <li>• Job seekers can identify how far they are willing to travel for employment allowing a more targeted list of potential candidates to be displayed for employers.</li> <li>• Upload job instructions have been simplified making the process easier.</li> <li>• Resumes are displayed full page and potential candidates can upload customized resumes.</li> <li>• Job seekers can share jobs with others outside of the system using email and social media.</li> <li>• Additional help features have been added these include: YouTube help videos and frequently asked questions. Live online help is available during regular business hours.</li> <li>• Employers can manage who has access to the company account including who is allowed to post jobs.</li> </ul> <p><b>Economic Service Area Report WFS</b></p> <ul style="list-style-type: none"> <li>• Jonathan Hardy, Wasatch Front South Service Area Director, provided an update as to the events taking place in Salt Lake and Tooele counties.</li> <li>• The West Valley Employment Center closes next week. Staff and customers will be redirected to other SLC Employment Centers (located in Taylorsville, Midvale, and downtown SLC).</li> <li>• Jonathan Hardy and Karla Aguirre will be attending the Partnerships for Opening Doors Summit in Washington on October 16, 2014.</li> <li>• Jonathan Hardy gave the Board a handout covering the following: <ul style="list-style-type: none"> <li>▪ A snapshot of economic conditions and how the Department of Workforce Services supports the economy.</li> <li>▪ Employer and Educations Connections, Partnerships, and Activities.</li> <li>▪ Unemployment Rates.</li> <li>▪ Job Placements.</li> <li>▪ Non-Farm Employment.</li> <li>▪ Community Connections, Partnerships, and Activities.</li> </ul> </li> </ul>	



AGENDA	DISCUSSION	RECOMMENDATIONS/ACTION