

July 17, 2019
WorkForce WV
1900 Kanawha Blvd E
Building 3, 1st Floor Conf. Rm
Charleston, WV 25305

Board Members: Stephanie Ahart, Michael Bombard, Penny Brown, Ray Burke, Bill Crouch, Mendy Marshall, Bryan Johnson, Randall Rapp, Myisha Robinson, Roy Smith, Stephanie Smith, John Sorrenti, Diane Strong-Treister, Chandler Swope, Kim Tieman, Reverend Matthew Watts

Attendees: Rachel Bowman, Nancy Bruns, Janelle Comstock, Jeff Green, Rosemary Guida, Stephanie Cyrus, Jake Hunt, Chad Ketchum, Maria Larry, Danielle Litwim, Debra Martin, Jill McClaury, Jamie Moore, Robin Morgan, Maureen Persons, Edwina Tanner, Mark Doyle, Kenneth Milues, Amy Farley, Linda Sansom, Bob Hardy

Attending Via Phone: Eunice Bellinger, Michelle Foster, Tim Mclean, Johns Moses, Geoffrey Sawyers, Todd Shell, Josh Sword

Guest Speakers: Debra Martin, State Director, WV Small Business Development Center
Nancy Bruns, JQ Dickinson Saltworks
Jill McClaury, Bright Futures Learning Center
Jamie Moore, WorkForce WV
Brian Weingart, Senior Director Financial Aid

I. Introduction, Opening Remarks and Approval of Minutes: John Sorrenti, Board Chair

Meeting brought to order at 10:00 am by John Sorrenti, first item on the agenda is the approval of the minutes from April 17, 2019 meeting. Motion to approve, moved and seconded. John welcomed and introduced Scott Adkins to speak first.

II. Welcome and WorkForce WV Update: Scott Adkins, Acting Commissioner WorkForce WV

Scott welcomed and thanked everyone for being present. He gave a brief update on WorkForce WV.

Scott explained the importance of knowing what WorkForce does and some aspects of the agency. The Agency itself has 300 full time employees and 100 temporary employees throughout the state, there are 22 different offices throughout WV. From January to June the agency had taken almost 20,100 job orders and 35,000 new positions. In 25 weeks of this year we had 26,000 new claims, which is 220 fewer claims than last year. We paid out almost 290,000 weeks of benefits, this time last year we were at 300,000 weeks, around 8,000 weeks down from last year. The total contributions general rate is 2.7%. Also did 141 million in payroll taxes from January to June last year we were at 104 million. Trust fund is at \$202 Million as of July, a year ago it was at \$132 million. The unemployment rate as of June is 4.7%, the lowest since October 2008. Total employment is up. The working individuals as of June in WV is 754,000 out of 1.8 million but is still lower than the national average. We still have a lot of work to do.

We were awarded an Opioid Grant worth \$10 million over 3 years, Jobs in Hope has kicked off, currently have 13 transition agents hired through the Department of Education but working in WorkForce offices to help those dealing with the opioid crisis, the agents address barrier before sending them to work.

John Sorrenti then introduced the next speaker, Debra Martin.

III. WV Small Business Development Center: Debra Martin, State Director, WV Small Business Development Center

1900 Kanawha Blvd. East * Building 3 Suite 300 * Charleston, WV 25305

An agency of the Department of Commerce
An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

www.workforcewv.org

A proud partner of the  American Job Center® network

- 98.7% of WV businesses are small and 49.2% of WV employees work for small businesses

Survival rated of WV Businesses

- After 1 year 80% of Businesses survive
- After 2 years 70%
- After 5 years 50%
- After 10 years 30%

Why Businesses Fail

- 90% of businesses fail for one of three reasons
 - Lack of knowledge
 - Lack of experience
 - Lack of capital

Businesses were asked “Who do you rely on most with assistance operating?”

- 50% rely on self
- 41% Business Associates
- 24% Family/Friends

Can't do it on our own, that's where SBDC comes in.

SBDC National agency is funded by the SBA for half the funding and hosted by the WV Development Office for the other half of the funding. SBDC is part of a network across the country. There are 62 SBDC's around the county, with one in every state, larger states have multiple.

Who we serve?

- 45% existing businesses
- 30% start ups
- 25% pre-venture

What we do?

- Information & Targeted Training
 - Basics to advanced topics
 - Current and expansive business information for better decision-making
- Connecting to other Resources
- Professional Business Coaching
 - One-on-one
 - Confidential
 - No cost to the client

Our Results

- 95% say that WV SBDC services were beneficial
- Clients gave 4.76 out of 5 on the knowledge and expertise of their coaches
- 100% indicated they would recommend WV SBDC services to others
- 3,200 Jobs created/retained
- 651 Businesses Started
- \$130,375,225 Capital Leveraged

A copy of the presentation was provided to each attendee. For more information to the presentation, please contact:

Debra Martin, State Director,
WV Small Business Development Center

A question and answer session was held after the presentation, John Sorrenti the introduced Nancy Bruns as the next speaker.

IV. JQ Dickinson Saltworks: Nancy Bruns

Salt was the first industry in WV. The salt comes from Pangea times when the Lapetus Ocean was near Pangea. Early salt production was built on the back of slaves. Dickinson Salt Production Facility was the longest producer in the industry from 1817-1945. The birth of a new era in Kanawha salt started in 2013. The salt is sustainably made and harvested.

Our Products

- Produced 20,000 pounds of salt
- 20 different products
- Partner with other Artisans to create products
- Farm to table dinners
- Subscription Box with products from all over Appalachia
- Interactive tours

Employee Growth

- Opened in 2013 with 1 employee, my brother and myself
- 2014 2 employees, my brother and myself
- 2015 4 employees
- 2019 10 employees (2 managers + 7 full time and myself) We also contract with about 6 individuals for event help

Challenged in the WorkForce

- Finding employees that are clean
- Employees with a work ethic
- We do seem to attract a lot of applicants
- We start every employee at \$10/hour unless they are hired for a particular skill
- We offer health insurance at 90 days of employment. We pay 50% and they pay 50%
- We have offered one key employee profit sharing as a bonus

Worked with SBDC in 2014 working on growth and long-term planning with a helpful outside opinion. Saltworks still touches base with the SBDC to plan and grow more.

A copy of the presentation was provided to each attendee. For more information to the presentation, please contact:

Nancy Bruns,
JQ Dickinson Saltworks

A question and answer session was held after the presentation, John Sorrenti then introduced Jill McClaury as the next speaker.

V. **Bright Futures Learning Center:** Jill McClaury

Applied Behavior Analysis partnered services include:

- CARES
- Mountaineer Autism Project
- WVU Medicine Children's Neurodevelopmental Center
- WVBAA

A wise investment

- The average per capita lifetime costs of autism have been estimated to range between \$2 and \$4 million
- The average lifetime savings for a child who receives early intensive ABA services has been estimated to be \$1.6 million

Early ABA 90% Effective Rate

- 50% best outcome
- 40% significant gains

Autism Prevalence in WV

- US 2018 Census Data
 - Approximately 365,000 under age 18
 - 1:59 w/ ASD+ 6,190 children in WV
 - Mountaineer Autism Project generously estimated access to a Board-Certified Behavior Analyst is less than 10%
- WV's Current Return on Investment
 - PEIA 2016 Annual Report to the Joint Committee on Government & Finance

- PEIA Autism Total Expenditures 2012-2016 = \$1.3 Million
- Assume 100 received the recommended dosage of ABA
- Lifetime cost savings on average of \$1.6 Million per child

Why don't we have more providers?

- New industry
- Limited reimbursement rates are inadequate
- Lack of awareness for the profession
- Lack of Provider Training Programs
- Behavior Analysts are in high demand, but WV cannot compete with out of state offers

A copy of the presentation was provided to each attendee. For more information to the presentation, please contact:

Jill McClaurry,
Bright Futures Learning Center

A question and answer session was held after the presentation, John Sorrenti the introduced Jamie Moore as the next speaker.

Lunch Speaker - Opioid Grant Update: Jamie Moore, WorkForce WV

WorkForce WV received an opioid-crises Dislocated Worker Grant for up to \$10,000,000 over 3 years with \$3.3 million released initially. A project Operator will be selected to train and employ 234 temporary workers as Career Advocates and/or recovery coaches. Career Advocates and participants in the affected communities/areas of Huntington, Charleston, Beckley, Bluefield, Parkersburg, Wheeling, Morgantown, and Martinsburg. A bidder's conference was held on July 9, 2019, in which 4 organizations were in attendance. Those who were in attendance have until July 31, 2019 to submit an application to be a Project Operator. In addition to 234 temporary workers, 300 participants will be referred to be WDB's for appropriate training. The eligibility criteria for the participants under this grant will follow TEGL 4-18. We will work with two populations; individuals impacted by opioids and dislocated workers and/or long-term unemployed individuals who do not claim to have been impacted. WV will inquire how the individual has been impacted by asking this question: "Do you, a friend, or any member of your family have a history of opioid use?"

Individuals Impacted by Opioids will be provided the following services:

- Career Advocate training
- Recovery/Peer Coach service training
- Career and mentoring services
- Clean-up or public space (2 Areas only)
- Temporary Employment
- Development of service strategies
- Occupational skills training for occupations in demand

Dislocated workers and/or long-term unemployed individuals who do not claim to have been impacted by the opioid crisis will be provided the following services:

- Career Assessment
- Disaster Employment
- Work Based Training
- Supportive Services
- Occupational Skills Training in mental health, addiction, pain management

The plan to serve:

- If someone contacts the local office wanting to take advantage of the Opioid grant, they will be screened to determine whether they are a member of the media, a potential worker or a potential employer. If they are a member of the media, they will be provided information to go through the proper channels to get their questions answered. Once they are identified as a potential worker or potential employer, they will receive information about the grant and will be transferred to our Central Office at 304-558-1138. Central Office staff will gather contact information to ensure they can be contacted once a Project Operator has been selected and has a process in place to serve participants and employers.

A copy of the presentation was provided to each attendee. For more information to the presentation, please contact:

Jamie Moore,
WorkForce WV

A question and answer session was held after the presentation, John Sorrenti the introduced Brian Weingart as the next speaker.

VI. UPDATE: Senate Bill 1, The West Virginia Invests Grant; Passage to Program Start: Brian Weingart, Senior Director
Financial Aid

Overview:

- Must complete WV Invests application and FAFSA
- No deadline for 2019-20
- Priority deadline of April 15, 2020 for 2020-21 & Application will become available October 1, 2019 for 2020-21
- Must be a WV resident at least 12 months prior to applying; High school diploma or equivalent; Not in default on a federal student loan; US citizen or eligible non-citizen
- Cannot have a prior degree of associates or higher or have attempted 90 or more credit hours
- Be enrolled in an eligible major at a participating institution
- Must maintain SAP
- No age limit
- Current college students without a college degree and under 90 attempted hours can apply
- No income limit, not based upon need

More Requirements:

- Must pass a drug screen 60 days prior to each term in which funding is received
- Complete 2 hours of community service during term in which funding is received as approved by the college
- Must reside in WV 2 years, which begins once a student is no longer enrolled half-time, or else pay the funds back
- Requires student to complete promissory note
- Last dollar program that covers tuition and mandatory fees;
- Does not cover other fees, program fees, special fees, lab fees, books, supplies, etc;
- Tuition and mandatory fees minus any federal grants, state financial aid (PROMISE, WV Higher Education Grant and HEAPS), and tuition waivers;

The Process:

- Student applies
- College certifies eligibility
- Eligible students will receive award notification
- Students will go to "Participate in Program" app or web site to complete the drug screen requirement. Instructions will be in the award notice.
- Students who pass the drug screen will receive an email from Heartland ECSI to sign promissory note
- Once the promissory note is signed, funds will be sent directly to the college at the beginning of the term

Drug Screening:

- For the drug screen there is a mobile app or web site where student will create an account using WV Invests ID assigned in your award notice, pay for the drug screen, find closest location, make an appointment or walk-ins are accepted
- Credit or debit card only
- Must have a driver's license or government issued photo ID
- 10 panel drug screens
- Cost is \$34 per test
- Costs \$175 for a retest
- Results are sent directly to the WV Invests Grant program

If applicant fails, the drug screen:

- They can take the retest
- There is an appeals process

- Will have a process where student can try again for the following term

Renewing every year:

- Students will receive notification within 60 days of the spring term to take the drug screen again
- Students must reapply every year
- Must continue to meet eligibility criteria, including SAP
- Must have a cumulative GPA of 2.0 at the end of spring term to be eligible to renew

Other Requirements

- Must update contact information with WV Invests Grant
- Upon graduation or dropping below half-time enrollment, student must reside in WV for 2 years
- We will attempt to confirm residency with DMV and WV tax department, but if not, then recipient will need to provide proof of residency, which would defer payment for a year, must continue process, after 2-year obligation is fulfilled then WV Invests remains a grant
- If student transfers and/or continues enrollment at least half-time, student must complete enrollment verification form every term

A copy of the presentation was provided to each attendee. For more information to the presentation, please contact:

Brian Weingart,
Senior Director Financial Aid

A question and answer session was held after the presentation, John Sorrenti the introduced Brian Weingart as the next speaker.

VII. Other Business/ Adjournment

Reverend Watts:

Excited about the WorkForce West Virginia Development Board Labor Force Participation Rate committee, I have been writing about this for over a decade. It is important to move the economy forward by looking at the LFPR. Things that need addresses to improve LFPR, some are more challenging than others. Last meeting, we got a committee. We are going to send out information and analysis that I and my staff have done, including ideas to move things forward. We haven't met yet due to some health challenges, but we will soon have a conference call then look to put together a meeting. Major things depleting our WorkForce, we are looking at:

- 18-24 need to target that age group to improve and get them into training and into employment and that's the key parts
- Declining population, low immigration
- Age of workforce with age comes health challenges
- General poor health, we have 5 cities have lowest life expectancy.

Its going to take an attitude change for businesses to not penalize someone for life, give them a chance. We need to work on specific solutions as a team and comeback and present the ideas to this group and see what this group has to say and see how to move forward. I think this could be a game changer and in 2020 when we do our 4-year plan that's when we will have the opportunity to engage. We need to engage the private sector and the Governor's office and more employers. I look forward to working with the group. Let Jeannie know if you want to work with the LFPR Committee.

Jim's Dream: Rachel Thaxton DHHR:

Jobs in Hope, we are still working on getting the details ironed out, Meeting with the Governor on Friday to solidify the name so we can launch a website that should go live next week. Jobs in Hope will provide free vocational training and college education to people in recovery from substance abuse, anyone can take part, but the main focus are people in Recovery.