

West Virginia Workforce Development Board
October 16, 2019
WorkForce WV
1900 Kanawha Blvd E
Building 3, 1st Floor Conf. Rm
Charleston, WV 25305

Board Members: Stephanie Ahart, Penny Brown, Ray Burke Jr., Steve Cox, Mendy Marshall, Scott Adkins, Daniel Poling, Randall Rapp, Myisha Robinson, Roy Smith, Stephanie Smith, John Sorrenti, Diane Strong-Treister, Josh Sword, Marijane Waldron,

Attendees: Matt Boggs, Rachel Bowman, Regina Brogan, Jeff Green, Rosemary Guida, April Sanders, Michael Haney, Deb Harris, Jake Hunt, Chad Ketchum, Ken Milnes, Robin Morgan, Maureen Persons, Edwina Tanner, Amy Farley, Tia Welch, Susan Weinberger, Rachel Thaxton, Janet Drumheller,

Attending Via Phone: Maria Larry, Paul Espinosa, Bryan Johnson, John Moses, Geoffrey Sawyers, Brian Ulery, Reverend Matthew Watts

Guest Speakers: Steve Cox, Human Resource Specialist Toyota Manufacturer
J. Matt Boggs, Community Relations, Alkermes, Inc.
Deb Harris Lead Transition Agent, WV Department of Education &
Rachel Thaxton, DHHR, Office of Drug Control Policy
Michael Haney, LICSW Director of PROACT

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 July 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 and then began the update. Mr. Adkins explained that the theme of this meeting would be Recovery. The presentation will highlight important issues in the state and throughout the country. Scott mention how WorkForce WV was working with Jobs and Hope by having Career Specialists for Jobs and Hope to triage those coming in wanting to enroll in the program and to help them find a career once they are job ready. Scott mentioned that the Business Development unit was reaching out to employers to explain different ways they can hire employees considered a risk like being reimburse up to 6 months for an employee that qualifies.

John Sorrenti introduced the next speaker, Steve Cox.

III. HR Policy and Practices to Minimize Impacts of Addiction in the Workplace: Steve Cox, Human Resource Specialist Toyota Manufacturer

- Background – Mr. Cox gave an overall background of the history of TMMWV Toyota Plant; average wage, average age, average tenure; hiring process; total investment; team members; and donation amount.

- Substance Abuse Policy- Illegal drugs and paraphernalia prohibited; Legal drugs prescribed by accredited physician and taken as directed; Alcohol consumed and possession of prohibited on work time; working under the influence prohibited; Failure to submit to reasonable belief test may result in termination of employment.
- Voluntary Request for Assistance – One-time opportunity that is excused, unpaid time off for treatment; must be considered compliant w/treatment program; must have negative drug screen to return to work; on a 1-year monitoring

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

Steve Cox, SPHR
Manager, Human Resources
Toyota Motor Manufacturing West Virginia
1 Sugar Maple Lane,
Buffalo, WV 25033
304-937-7510
Steven.cox@toyota.com

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

III. Recovery is THE Probable Outcome: J. Matt Boggs, Community Relations, Alkermes, Inc.

Matt Boggs has been in Recovery since April 2012; he currently works for Alkermes which is a global pharmaceutical company that produces 1 of 3 FDA Approved Medications for opioid dependents. The medication acts as an opioid blocker. Matt shared his road to Recovery with the group. He highlighted major turning points in his life. Matt stated that Recovery is possible when the necessary support is there. When people reach out, Recovery is possible. Matt was able to get into a treatment center, Healing Place and transform his whole life. Matt now has a successful career, is married, and has children. Recovery is Possible and is the Probable Outcome.

For more information to the presentation, please contact:

J. Matt Boggs,
Community Relations,
Alkermes, Inc.
304-633-3823
John.Boggs@alkermes.com

A question and answer session was held after the presentation, John Sorrenti introduced Deb Harris and Rachel Thaxton as the next speakers.

V. Jobs & Hope WV: Deb Harris Lead Transition Agent, WV Department of Education and Rachel Thaxton, DHHR, Office of Drug Control Policy

The primary goal is putting WV back to work. Our Vision is providing West Virginian's in recovery from Substance Use Disorder the opportunity to overcome obstacles to enable them to lead successful lives with employment, families and communities. Empowering individuals in recovery to live up to their aspirations. What is Jobs & Hope?

Established by Governor Justice and the West Virginia Legislature to address the Substance Use Disorder Crisis through a statewide collaboration of agencies to provide linked services to participants.

Jobs&HopeWV has 12 Transition Agents statewide located in all 7 Workforce WV regions. Each agent is adverse in an area of expertise to include peer recovery services, DHHR knowledge, Workforce experience, Higher education background and etc.

Funding for Jobs & Hope WV comes annually through the State Legislative budget process allocating state tax dollars. Each agency has a piece of funding in order to maximize statewide support. Transition Agent employment falls under the West Virginia Department of Education.

- Where does the money go?
 - Workforce WV to provide paid work experience for people who do not qualify for the WorkForce Innovation Opportunity Act (WIOA) that reimburses 100% of the participant's wages.
 - DHHR to provide statewide transportation, Peer Recovery Support Specialist services, recovery residences and supports, childcare, dental and vision, and drug screening services.
 - National Guard to provide training programs similar to the pilot course held this past April and May.
 - Pilot Course to train participants on heavy construction equipment. Eight participants graduated with 224 total hours of hands-on training.
 - Future Endeavors to provide participants with valuable skills in heavy equipment operations. They work with the Contractors Association to interview students toward the end of the course and hopefully hire on the spot.
 - WV Community and Technical Colleges and Career and Technical Edu Education to expand the number of training and certifications needed to fulfill high need areas in the state. Expansions include Welding, Heavy Equipment Operations, and FANUC Manufacturing Arm training sites.
 - WV State Police – to cover expungement fees for participants and administrative assistance for processing.
 - Legal Aid – to dedicate one full time attorney to assist participants with expungement free of charge.
 - Catholic Charities – to support funding to assist with obtaining IDs, birth certificates, other vital records, utility shutoff assistance, transcripts, etc.
 - WV CTCS – to provide assistance for program fees and other costs not typically funded through financial aid options.

To be Eligible you must be 18 years of age or older; a resident of WV; seek employment as a long-term goal; have a barrier to employment; have been identified as ready for career training or job placement; committed to maintaining recovery; and test negative for drug screenings

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

Deborah Harris
Lead Transition Agent
Jobs and Hope WV
drharris@k12.wv.us
c. 304-730-5622

Rachel Thaxton
Assistant Director
Office of Drug Control Policy
Rachel.M.Thaxton@wv.gov
c. 304-590-1682

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

VI. Our Past is Not a Liability, It is an Asset: Deborah Harris, Transition Agent, WV Department of Education

Deb Harris has been in Recovery since November 2008. She shared her story with the group. She became daily user by the age of 17. After many hardships in her life due to substance abuse, Deb went into treatment at the Ray of Hope Fellowship. She spent 15 months at Ray of Hope in their apartment complex. Deb was able to recover, start a career, and finish school. Deb is now a Transition Agent working with Jobs and Hope. Deb reminded the group that your past does not define you and that addiction has no discrimination.

For more information to the presentation, please contact:

**Deborah Harris, Transition Agent,
WV Department of Education
drharris@k12.wv.us
304-730-5622**

A question and answer session was held after the presentation, John Sorrenti introduced Michael Haney as the next speakers.

VII. Substance Use and the Workplace: Michael Haney, LICSW, Director of PROACT

Main points of this presentation covered What drugs we use; The Impact of substance use on the workplace; and Employer Alternatives. The most commonly used drugs are Alcohol (52%), Tobacco (26%) and Marijuana (7.5%). Substance use abusers are more likely to file worker compensation claims and file 300-400% more costly medical claims. Users are 3-4 times more likely to have an accident on the job; are absent an average of 3 weeks more per year and tardy 3 times more often than non-users. Substance abusers are 33-50% less productive; an estimated 50-80% of all pilferage, theft and loss is due to substance using employees.

Substance users have an impact on the Workplace causing tardiness/sleeping on the job. The after-effect of substance use (hangover, withdrawal) affects their job performance. There is a loss of efficiency, causing interference with attention and concentration. Illegal activities at work including selling illicit drugs to other employees, lower morale of co-workers, and higher turnover.

Our employer alternative is CORE – Creating Opportunities for Recovery Employment – this program provides the resources and support necessary to help individual in recovery re-enter the workforce. CORE's goal is to create a ready workforce within its 12-county region of southwestern West Virginia. The analysis clearly demonstrates that achieving paid employment constitutes one of the most important factors in sustaining recovery from alcohol and drug addiction. Our CORE Hubs are located in the following areas: Hub One: Cabell, Wayne, Lincoln; Hub Two: Kanawha, Mingo, Logan, Boone; Hub Three: Fayette, Mercer, McDowell Raleigh, Wyoming

For more information to the presentation, please contact:

**Michael Haney, LICSW,
Director of PROACT, Division of Addiction Sciences**

**Department of Family and Community Health
Joan C. Edwards School of Medicine
Marshall University Medical Center
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Haney6@marshall.edu**

A question and answer session was held after the presentation.

Other Business/ Adjournment:

N/A

Meeting Adjourned: 2:00pm