



The Southwest Ohio Region
WORKFORCE INVESTMENT BOARD

ANNUAL MEETING
SuperJobs Center
Thursday, February 12, 2009
8:00 a.m. – 10:00 a.m.
Minutes

WIB Members: Frank Becker, Steve Browne, Beth Casto, Michael Conner, Paul Heldman, Margaret Fox, Jennifer Graft, Brenda Gumbs, Gail Holloman, Mike Kelly, Crystal Kendrick, Sherry Kelley Marshall, Ron McKinley, Walter McLarty, Rene McPhedran, Doug Moormann, David Pepper, Ric Powell, Rob Reifsnyder, Paul Reynolds, Gwen Robinson, Jennifer Roeder, Jim Schwab, Jeffrey Startzman, Doug Sizemore, Simon Sotelo, Pete Strange, Tyronne Stuckey, Vijay Sud, Amy Tanaka, Robin White

Staff: Kevin Holt, Pat Massey, Amy Nock, Tim Riordan (Consultant)

Others: Julia Abell, Denise Becker, Shawn Butler, Paul Clark, Kent Friel, Gretchen Genung, Sarah Gideonse, Jamilah Hackworth, Beth Honadle, Eileen Hopkins, Kim Hopper, Atala James (for Paul Magnus), Tina Kavanaugh, Corrie Madden, Mayor Mark Mallory, Kathryn E. Merchant, Ross Meyer, Andrea Newbill, Darla Olson, Cynthia Price, Jon Quatman, Wayde Smith, Harry Snyder, Jennifer Spohr, Angela Stanton, Diane Thomas, Sandi Vest,

I. Opening – Welcome and Introductions

With a quorum present, Chairman McLarty opened the Annual Meeting of the SWORWIB at 8:03 a.m. on February 12, 2009 at 1916 Central Parkway. Everyone present introduced themselves. During introductions Startzman informed the Board that because of reorganization at HCJFS he would remain assigned to the SWORWIB for the current time. Marshall thanked Michael Conner and Frisch's for providing breakfast and thanked Cincinnati Cooks for their excellent food and service. McLarty noted for the members that the February meeting is the Annual Meeting of the Southwest Ohio Region Workforce Investment Board and this Annual Meeting would include the inaugural SuperAwards presentations.

II. Introductions of New Board Members

Chairman McLarty warmly welcomed new board members. McLarty noted that the SuperAwards presentation would be undertaken upon the arrival of the Mayor as a joint presenter and asked a by-leave of the members to adjust the agenda order to accommodate the Mayor's arrival. There being no objections, consensus to adjust the agenda order was achieved.

III. Approval of Agenda

McLarty reviewed the agenda and reminded members about the consent agenda explaining that the consent agenda is used by larger boards to handle the more routine business of the organization in an efficient fashion in order to have time to focus on more essential discussions. The practice is that everyone review the consent agenda and indicate during the "Approval of Agenda" item any consent agenda item they wish to remove from the consent agenda for separate discussion. There being no requests, Moorman moved, Conner seconded a motion that the agenda be approved as previously distributed. Motion passed unanimously.

IV. Consent Agenda

There being no discussion about items on the consent agenda, Strange moved, Schwab seconded a motion to approve the Consent Agenda as presented. Motion passed unanimously. The following materials provided in the Board packet were, therefore, approved:

- November 13, 2008 Minutes
- Chairman's Report on December Executive Committee
- Measurements and Continuous Improvements Committee Report
- Emerging Workforce Development Council Report
- Required Partners Leadership Council Report

- SuperJobs Center Report
- Policies & Resolutions as noted in Chairman's Report
- Audit and Management Response

V. Nominating Committee Report

Reynolds welcomed the new board members to the board. He congratulated President Marshall on her very hard work adding new members and increasing business representation. With the resignation of Ron McKinley Reynolds noted the vacancy for Board Secretary which he recommended be filled by board member Rene McPhedran. Tanaka moved, Startzman seconded a motion to accept the report of the Nominating Committee for transmittal to Mayor Mallory as the Lead Elected Official under the WIA legislation. Motion passed unanimously. Reynolds also informed the board that in order to remain in compliance with the requirement of 51% business member composition that he and President Marshall would be seeking four new business members for the board, which would provide room for any other resignations without becoming noncompliant.

VI. Presentation of The Inaugural SuperAwards

Mayor Mallory prefaced the presentation of the awards by telling the Board Members how pleased he and City Council are with the production numbers and quality of work being undertaken and achieved by the SWORWIB and the SuperJobs Center. He recognized that times are getting tougher but urged the board and staff to keep pursuing excellence on behalf of those who need these services. Mayor Mallory asked Commissioner Pepper for remarks. Commissioner Pepper expressed his support of the SWORWIB and mentioned his advocacy for the board and the work of our vendors, especially noting that he talks about the work of the SuperJobs Center everywhere he goes. He shared the point that he believes best communicates the quality of the work at the Center by noting that there are businesses that have been using the SuperJobs Center for screening that have a better retention rate than when they conduct the screening themselves. Following these brief remarks Mayor Mallory with the assistance of Chairman McLarty and President Marshall presented the inaugural SuperAwards as follows:

SuperFounder	David C. Phillips
SuperBoard Member	Dr. Ronald McKinley
SuperConnectors	Kathryn E. Merchant, Patricia Bready, Tina Kavanaugh
SuperEmployees	Deborah Rose-Milavec, Sheila Roth, Denise Becker, Candace Jones, Paul Clark
SuperEmployment Partners	Julia Abell, Darla Olsen
SuperFunders	Pete Strange, Michael Conner
SuperPartners	Sandi Vest, Jennifer Spohr
SuperTrainingProviders	Great Oaks – Diane Thomas, Cincinnati State – Jamilah Hackworth
Super Youth System Building Team	John Quatman, Sarah Gidonese, Cynthia Price, Corrie Madden

The press release related to the SuperAwards is attached to these minutes. As this was also the last Board meeting for Ron McKinley as he heads off to Texas for his new position, President Marshall also presented him with a jar of fresh frozen snow to remind him of his days in Cincinnati's winters when it gets too hot in Texas.

VII. President's Report

Staffing Update

Marshall informed the Board of Deborah Rose-Milavec's resignation from the position of Coordinator of Youth Services effective 3/31/2009. Marshall noted that Milavec's award would be presented at her farewell party at the SuperJobs Center on 3/31/2009 but she also wanted publically thank Milavec for her hard work and remarked that the strides made in cooperation among providers, organizing new performance objectives and guidelines for funding have been achieved through Milavec's hard work with volunteers and service providers. Marshall announced that she would be recruiting for Milavec's replacement, while also recruiting for a new position of Construction Industry Advocate underwritten by a grant from The Spirit of Construction Foundation. This new position is to work with middle schools to interest students in the many construction careers available and to encourage them to stay in math and English and obtain their diploma. Job Descriptions for both positions have been widely disseminated and advertised. Copies of both positions were available for Board members to take with them.

SuperJobs Center Facility Update

Marshall noted painting has recently been done throughout the center giving a brighter look to the facility. Relative to the parking structure, however, Marshall informed the Board that plans for repairing the parking deck have

been impacted by HCJFS fiscal staff interpreting these repairs as capital improvements rather than WIA fundable maintenance. Marshall assured the Board that she was working with HCJFS, Commissioner Pepper, and the real estate and construction division of the county to resolve this issue. Stuckey asked for clarification on the ownership of the facility and Commissioner Pepper explained the county's ownership with the WIB leasing and then subleasing to Arbor. Stuckey and Strange both noted that the proposed work on the parking structure is not a capital improvement by any system they know of and wondered if the county couldn't repair the lot themselves utilizing the WIA resources since having a center is a required WIA activity and having it be safe must be a priority. A meeting is scheduled for Friday, February 13, with several representatives from different county offices to hopefully resolve this issue.

Grant Updates

Marshall informed the board that the WIB has been awarded \$160,000 from the Spirit of Construction Foundation for a two year period. Announcements have been made that a \$500,000 Community Based Job Training grant has been awarded to Cincinnati State and the partnership the WIB pulled together for which some resources will be contracted to the SuperJobs Center to work with employers. Marshall noted that a variety of local and federal grant notices have been issued and she is coordinating collaborative approaches to these grant submissions in order to improve our region's success in being selected. She specifically noted coordination of efforts for the Green Jobs with UC and Cincinnati State; for two Youth Build grants one working with CAA and another working with ESWRC; for the Young Parents program working with the Urban League; stackable certificate programming and scholarships in partnership with the Region 5 Workforce Coalition of the Ohio Skills Bank, and a joint proposal to United Way from the Youth Employment Services Success Network and Connect2Success Network. The SWORWIB and SuperJobs Center are connected to all of these proposals, and are key partners noted in the grant applications. Pursuing additional resources for the community will be critical to the ability to respond to the ever increasing demands on the SWORWIB and the SuperJobs Center.

DOL Audit Update

A US Department of Labor Audit for FY 2006-2008 has been scheduled for the week of April 13. This is a comprehensive audit involving nine auditors in program areas funded by statewide WIA resources, Program Reporting and Data Validation for WIA, Wagner-Peyser/Vets and Trade, Unemployment Insurance and the State Quality Service Plan, Trade Adjustment Assistance program, alternative Trade Adjustment Assistance, Trade Readjustment Allowances, Worker Profiling and Reemployment Service System/Reemployment and Eligibility Assessment (REA) Programs, OH 17 Flood disaster NEG and Title 1 WIA Adult, Dislocated Worker, Youth Formula Grants---all for Area 13. Marshall and Hamilton County will coordinate the various audit sessions over the scheduled time frame.

990 Filing

The IRS 990s have been submitted and all IRS reporting obligations for the year have been met.

VIII. Economics of Our Region

Marshall explained that the Board meetings throughout 2009 would include strategic presentations and discussions on topics that impact the operations of the SWORWIB and its vendors for which the thinking and considerations of this uniquely diverse Board would be assistance to the work of the organization. To start off the year, two presenters will share information on the regional economic climate and results from a recent employer survey.

What Employers Are Looking For

Presentation by Beth Walter Honadle, Ph.D., Professor, UC Department of Political Science.

Honadle presented the highlights of a study commissioned by the Workforce One WIB in Butler, Clermont and Warren Counties at the end of 2007. Basic skills highlighted by employers were attendance, strong work ethics, and strong interpersonal traits such as friendliness, honesty, patience, common sense, ability to listen and retain information. Good computer skills and writing abilities were stressed as givens in today's workplace market. Primary results showed that employers are looking for tailored training targeted for their worksite. They want this training to combine both technical skills and behavioral work skills. The top three areas of growth where most new hires were predicted were advanced manufacturing, healthcare, and sales. (PowerPoint Presentation attached).

2009 National and Regional Economic Outlook

Presentation by Doug Moorman, VP Regional Economic Development, Cincinnati USA Regional Chamber

Moorman reviewed the Regional Economic Outlook prepared by the CincinnatiUSA Regional Chamber for its annual Economic Outlook event. This year's Economic Outlook event was jointly sponsored by the Cincinnati

USA Regional Chamber and the Northern Kentucky Chamber of Commerce. Moorman noted that there continue to be sharp readjustments downward in housing values, a prolonged increase as well as instability in energy costs and high personal debt rates has combined to contribute to the recessionary-like effects. The nation and the area are experiencing increasing job losses, no credit improvement and loss of consumer confidence. Individuals are responding by decreased spending and increased savings. Businesses are responding by freezing plans for growth and reducing workforces to trim costs. The pace of job declines has been accelerating since November 2008. The depth and length of the recession and when recovery will start are unclear but what is clear is that it will take time for the conditions to improve. Regionally the housing market has demonstrated weakness over the past year, however, not at the rate or severity of the national housing market. The diversity of the regional economy as well as the relatively low cost of doing business and affordable housing positions the region well for new business opportunities, particularly in biotechnology, plastics, and motor vehicle industries. Moorman reminded everyone that he represents the Chamber whose outlook on the possibilities for recovery remains optimistic and noted that none of the variables which produced the great depression are present now in the economy and there is every expectation that the recovery is forthcoming. (Presentation attached)

Board members asked questions of and made comments about both presentations, noting in particular, some of the issues with what employers express as the work skills requirements against those employers who accept that they too must make adjustments to accommodate workers, particularly the younger workers and particularly around use of technology. For the May meeting, two board members involved in human resources who will facilitate follow-up discussion on "jobs for the future".

IX. State Initiatives Updates

At the last quarterly board meeting Ron McKinley reported that the State of Ohio Department of Development published its first divisional business plan as part of the Governor's *TurnAround Ohio* strategic plan which includes strategies to move Ohio forward and prominently features workforce talent development. Copies of the executive summary were distributed to the Board members. McKinley served on the Governor's Workforce Policy Advisory Board and chaired the Workforce Talent sub-committee. Because of McKinley's resignation, Marshall has been approached by state staff to recommend a replacement from the SWORWIB for the Governor's Board. Although there were no members interested in being considered for the Governor's Board, Marshall asked that any one who becomes interested call her so she can make the nomination to the state staff.

X. Other or New Business

Marshall reported that she had been featured as one of the Wise Women in a January 100 Wise Women symposium. Marshall had been able to include Deb Rose Milavec, Sheila Roth, Candace Jones, Amy Nock and Krishna Chapatwala as guests for this women's mentoring event. Marshall thanked US Bank for their sponsorship of the 100 Wise Women symposiums.

XI. Public Comment

There was no public comment requested.

XII. Next Meeting and Adjournment

The next Quarterly Meeting of the SWORWIB will be held at the SuperJobs Center on May 14, 2009, 8:00-10:00 a.m. There being no further questions or business before the Board, McLarty accepted a motion by Pepper, seconded by Moorman to adjourn the meeting. Motion passed unanimously. The SWORWIB Annual Meeting adjourned at 9:45 a.m.

Respectfully submitted,



Rene' McPhedran
Secretary