

Greenville County Workforce Development Board (GCWDB)

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GREENVILLE COUNTY
Workforce Development Board

Preparing the workforce, growing our economy

**Greenville County Workforce Development Board (GCWDB)
Committee on Services to Individuals with Disabilities (CSID) Meeting
Thursday, October 28, 2021
10:00 – 11:00 AM**

<https://us06web.zoom.us/j/86104590925?pwd=Q09SWGlyS3pISGxWTWIKREx0enV2UT09>

Meeting ID: 861 0459 0925

Passcode: 923532

Agenda

** Denotes an action item*

- I. **Welcome and Introductions**
- II. **Call to Order**
- III. **Quorum Validation**
- IV. ***Minutes Approval September 16, 2021***
- V. **Visioning, Goals, Current State**
- VI. **Other Business**
- VII. **Adjourn**

Presentation Documents will be
made available via
<http://www.greenvillewib.com>

**Greenville County Workforce Development Board (GCWDB)
Committee on Serving Individuals with Disabilities (CSID)**

Thursday, September 16, 2021, 9 – 10: 30 am.

Virtual via Zoom and In-person at Foothills Conf Room A, SC Works, McAlister Sq., Greenville, SC

Attended by -----: David Turnipseed (Chair) ([SC Dept of VR](#)), Dean Jones ([GCWD](#)), Lara Ceisel ([BSF / GCAN](#)), Cheryl Johnson ([BSHSI / Project SEARCH](#)), Alex Garvey ([BSHSI](#)), Diane Thompson ([GCS](#)), Sandy Jordan ([Able SC](#)), Laura Bogardus ([Noble Aim](#)), Mike Teachey ([Noble Aim](#))

Absent: Tyler Rex ([Thrive Upstate](#)), Levetta Williams ([GCS HR](#)), Michelle Neeley ([Goodwill](#)), Julie Hollister ([YMCA](#))

Minutes

I. Welcome and Call to Order. David Turnipseed called the meeting to order.

II. Quorum Validation. David noted there was a quorum present.

III. Minutes Acceptance. Sandy moved to accept the April 14, 2021 minutes. Seconded. ***Motion carried.***

IV. CSID & Noble Aim Consulting, LLC.

- A.** David introduced Noble Aim Consulting co-presidents Laura and Mike. Laura and Mike provided a brief review of the 2020 merger of the Greenville CAN Single Point of Contact (SPOC) leadership group with the CSID.
 - a.** Both SPOC and CSID were made up of nearly the same members.
 - b.** The SPOC group was ambitious in it's style of leveraging members' authority to initiate systemic changes.
 - c.** The CSID (like all CSIDs throughout the country) is mandated to ensure Job Centers are accessible to individuals with disabilities, meeting ADA compliance requirements.
 - d.** The merger of SPOC into CSID streamlined meetings and expanded the scope of what the CSID could do. CSID continued to be facilitated by Greenville CAN until June 30, 2021.

- B. Laura and Mike founded Noble Aim Consulting in April 2021 on the concept of helping coalitions achieve their high-level goals through systems change in communities. GCWD contracted with Noble Aim Consulting to facilitate the group from Aug, 2021 – Feb, 2022. Goal is to “bake in the culture” of the CSID and establish a strategic playbook for moving forward with lasting, systemic change in support of people with disabilities and employment.
- C. Need to establish measures to show the progress of the CSID, which could become a model for others. Measures could include business engagement, business penetration, placements, more.
- D. Laura provided examples of some CSID group and member accomplishments to date:
 - a. GCS HR department waived the HS diploma and WorkKey requirements on case-by-case basis to allow for hiring of qualified students / former students. They also incorporated working interviews into their hiring process as needed. GCS developed internships that lead to employment within the school district in Food & Nutrition (FANS) as well as Building Services.
 - b. BSHSI changed HS diploma / WorkKeys requirements in HR to allow for hiring of qualified Project SEARCH students. Result is that numerous Project SEARCH grads now employed with BSHSI and other area employers.
 - c. Congressional aids have visited Project SEARCH to learn about the program and how such programs can help address workforce shortages.
 - d. Ability ASCEND was launched with support from the CSID. However, there is more to do. ***ACTION ITEM:** Laura to connect with Robyn Grable, Ability ASCEND, to set up trainings for Business Development Advisory Group members, Single Points of Contacts. Goal is to equip staff working with employers and staff working with job seekers with a solid understanding of how to use Ability ASCEND. ***ACTION ITEM:** CSID members to require attendance at Ability ASCEND training and advocate for its use.

V. Discussion.

- A. David: Opportunity can come from adversity. The timing may actually be perfect for binding us together to create a system where everyone with a disability that wants to work is going to find a job. David wants to see such infrastructure developed to create a seamless integration between business development, job coaches for a one-stop approach. This is more appealing and efficient for employers and service providers, to be able to fill jobs with an array of consumers represented by different service providers. He shared that Lifelock seeks to expand by 30 new hires (Martie Harris) but that it is not possible to fill those needs through one service provider. He wants to be able to formally communicate what we do to economic development, contributing to the growth and prosperity of the community.
- B. Diane: Reiterated that the CSID’s function is to break down the barriers that impede individuals with disabilities connecting with competitive employment. She’d like to see the CSID’s work publicized. She’d like to see employers take a hard look at their requirements and adjust where possible. For example, GCS method of using working interviews could be promulgated among area employers.

- C. If the Business Development Advisory Group is one key strategy to achieving the above, the CSID can prioritize the flow of communication between said groups.

VI. Other Business.

- A. Mike suggested the CSID has the opportunity to set a precedent among like committees. Noble Aim will help with development of a strategic playbook that is flexible to conditions. Suggested that the CSID identify a few primary priorities around which to focus their strategy. Identify some obtainable and measurable outcomes for the near term that will help build sustainable momentum.
- B. Discussed meeting monthly for one-hour intervals. Due to COVID, we will meet virtually until further notice. ***ACTION ITEM:** Laura will send a Doodle Poll to identify recurring meeting dates/times from Oct – February. Once set, Laura to notify Angela Smith (GCWD) to add dates to the county calendar.

VII. Next Meeting. The next meeting will be set once the Doodle Poll results are received. Location is virtual.

VIII. Adjournment. Meeting adjourned at approximately 10:15 a.m.

**Denotes an action item*