Greenville County Workforce Development Board (GCWDB)
Committee on Services to Individuals with Disabilities (CSID) Meeting
Tuesday, December 23, 2021
9:00 – 10:00 AM

https://us06web.zoom.us/j/86104590925?pwd=Q09SWGlyS3pISGxWTWlKREx0enV2UT09

Meeting ID: 861 0459 0925
Passcode: 923532

<u>Agenda</u>
* Denotes an action item

    I.   **Welcome and Introductions**

    II.   **Call to Order**

    III.   **Quorum Validation**

    IV.   ***Notes Approval October 28, 2021 and November 23, 2021***

    V.   **Visioning Discussion: Developing the Plan**

    VI.   **Other Business**

    VII.   **Adjourn**

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

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GREENVILLE COUNTY
Workforce Development Board

Preparing the workforce, growing our economy

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<u>Meeting Minutes</u>
* Denotes an action item
Attended: Dean Jones (GCWD), David Turnipseed (SCVR), Tyler Rex (Thrive Upstate), Lara Ceisel (BSF/GCAN), Sandy Jordan (Able SC), Mike Teachey (Noble Aim – Facilitator), Laura Bogardus (Noble Aim – Facilitator).

Absent: Cheryl Johnson (BSHS), Alex Garvey (BSHS), Diane Thompson (GCS), Levetta Williams (GCS), Michelle Neeley (Goodwill), Julie Hollister (YMCA)

I.   **Meeting called to order by David at 9:04 a.m.** A quorum was not present. October 28 notes approval was tabled until additional members joined, or until a vote is called via email, or until a vote is called at the next meeting.

II. **Visioning Part II: Bridging the Gap Discussion**

1.   **During the previous meeting, we discussed and developed a draft vision, that** *All people with disabilities that would like to work can find work [measures are employment rate, unemployment rate].*

2.   **Discussion of current reality.**

- Due to the current labor shortage, the time is now – this is the best environment we've seen for employment of people with disabilities (PwD). Supply and Demand is a driving force. The open environment may be due to advocacy efforts, labor needs, a combination. Time will tell if employment of PwD worsens with a future labor surplus.

- More employers are open and willing to hire PwDs, especially when disability is tied back to diversity and inclusion efforts.

3.   **Discussion of current / ongoing barriers.**

- Finding the right transportation and proximity for home to work.

- Finding the right job type and job fit for the diverse skills of PwDs. Fit, desire, different stages of rehabilitation. Employers looking for specific skill sets that are difficult to fill.

- Population with more significant disabilities are often left out of employment conversation; they may not be considered employable by service providers, employers, families, etc.

- Identifying and connecting with PwD that are not already working but are in or wanting to be in the labor pool.

- PwD that receive benefits on how they can go back to work lack trust in the system despite education efforts.

- Ongoing collaboration to foster candidate needs (PwD) and leads (employer) sharing.

- Ability ASCEND challenges – adoption and use lagging, resulting in not enough candidates (50 minimum) to launch to employers. Also lagging in employer entries.

- Employment longevity can be a challenge. Employer and employee "on their own" after a few months.

- Safety nets provide extended assistance as needed for PwD in supported employment, but many others do not have or are unaware of safety notes, such as PwD that are not connected with a service provider, or their family is the "provider" of service.

- Lack of clarity on the potential size of the PwD labor pool. While every organization has data on the number of individuals served, it is not aggregated. A previous effort to do this was not successful.

- The process to outreach to PwD receiving SSI / SSDI in Greenville is different / has challenges.

- SC Works wants to embrace this population but lacks data based on numbers of / info about PwD.

- Service providers may use different definitions of disability, disclosure (whether working or not), etc.

4. **There are several buckets or impact areas.**

   The following are within CSID's sphere of interest but not within CSID control

   - COMMUNITY – Transportation challenges, perceptions

   - EMPLOYERS – Fit for skills, bias / stereotypes, labor shortage

   - PEOPLE WITH DISABILITIES – perceptions, skills, interests, parameters

   - FAMILIES – perceptions of what PwD can do may be limiting

   The following are within CSID's sphere of interest AND control

   - SERVICE PROVIDERS – how individual organizations operate, their scopes of work, expertise areas

   - INTERAGENCY – coordination between CSID members and other organizations. We can be supporting the organizations that take the lead on impact areas within their spheres of influence.

5. **Proposed ways to bridge the gap between vision and reality.**
   - GCWD is considering on the use of the labor exchange system as a tool to map out job locations and customer home locations to guide work transportation solutions.

   - CSID can document, publicize success stories to further expand perceptions, reduce bias.

- GCAN / BSF and the BD Advisory Group can continue pursuing van pools [Laura – is this something the CSID can get behind?]
- Fully utilize and promote Ability ASCEND and any other pertinent technology / tools
- Establish a snapshot of current numbers of PwD in and out of the labor pool.

ACTION ITEMS BY DEC 1 / DEC 15 / JAN 15

- Mike / Laura to develop a simple data dictionary by December 1.
- By December 15, Each CSID partner to provide # of overall consumers, # specifically engaged in employment prep (as per forthcoming data dictionary). For GCS, number of students annually.
- By January 15, Greenville CAN, as a platform for service providers and individual inquires, to use its network to gather snapshot data from organizations outside of CSID.

6. **Ability ASCEND.**
   - Site can be used as a facilitated process by service provider employees as they interact with employers and consumers.
   - Each service provider can refer 3 employers for free subscriptions.
   - Each service provider can enter consumers / assist consumers with entering skills profiles
   - Robyn has been asked to give us monthly information on #s of skill profiles, employers. Need at least 50 skills profiles entered before we can open the site to employers.
   - Dean's office will be providing additional communication on implementing AA.

   ACTION ITEMS BY DEC 15:
   - Each CSID member to identify a single point of contact for recruiting at least 3 employers
   - Each CSID member to identify a single point of contact (could be the same SPOC) to educate key staff and assess progress in skills profiles added to AA per month.
   - Key Performance Indicators: # employers registered in AA, # skills profiles completed per month, # CSID members participating, # additional service providers participating
   - Other future KPI for consideration: # interviews, # offers, # jobs accepted, # jobs retained

III. **Other Business. There was no other business.**

IV. **Meeting adjourned at 10:03 a.m.**

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