

**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, February 24, 2022**

**9:00 – 10:00 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. January 27 Minutes Approval**
- V. Visioning Discussion: Developing the Plan**
  - Shared project – further discussion and assignments
  - Data Collection status update
  - MOA status update
- VI. Other Business**
  - Update on Business Development Advisory Group
- VII. Adjourn**

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

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**Greenville County Workforce Development Board (GCWDB)  
Committee on Services to Individuals with Disabilities (CSID) Meeting  
9:00 – 10:00 AM. Tuesday, January 27, 2022**

**Meeting Minutes**

*\* Denotes an action item*

**Attended:** Dean Jones (GCWD), Cheryl Johnson (BSHS), David Turnipseed (SCVR), Diane Thompson (GCS), Levetta Williams (GCS), Julie Hollister (YMCA), Tyler Rex (Thrive Upstate), Mike Teachey (Noble Aim – Facilitator), Laura Bogardus (Noble Aim – Facilitator).

**Absent:** Alex Garvey (BSHS), Sandy Jordan (Able SC), Michelle Neeley (Goodwill), Lara Ceisel (BSF/GCAN)

- I. **Meeting called to order by David at 9:00 a.m.** A quorum was present. Dean made a motion to accept the December 23 minutes. Motion was seconded. Motion carried. David asked Cheryl to close the meeting as he will have to leave early.

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

A. **Laura reviewed disability and employment statistics for Greenville County.**

- a. **ACTION ITEM:** Dean will forward pertinent information from the Census Bureau's Public Use Microdata System (PUMS) that can address smaller data units.
- b. **ACTION ITEM:** Sandy to check with Able for stats on the # of Ticket to Work participants in Greenville County / South Carolina.

- B. **CSID Member Data.** Dean and Cheryl spoke with their staff and provided Laura with baseline information on the following. Consumers will be defined by each organization so may not be rolled into one "master" number. Still, the data provides important insights. Ability ASCEND data is also needed. **ACTION ITEM:** all CSID members with consumers or students to provide the following as defined by their individual organization in May, 2022.

# consumers (or students) served by the organization (include organization's definition)  
# consumers (or students) that are "job ready" (include organization's definition)  
# consumers (or students) with skills profiles in Ability ASCEND  
# employers enrolled in Ability ASCEND

- C. **MOU or MOA.** Dean is working on MOU / MOA information and will provide further details after he hears from the state on outcomes of grant proposals.

- D. **Discussed the Employability Credential.** Diane stated that there are approximately 12,000 special needs students between ages 3 and 21, and 8,000 between ages 5 and 17 in Greenville County Schools. Most receive the occupational diploma, an attendance certificate, or the employability credential. 100 students with the employability credential will be completing in

May. Those that don't earn the employability credential will receive job skills training. Employers generally remain unaware of its value, further contributing to the poverty rate in Greenville County. **Recommendation:** We need to continue to educate businesses.

E. Discussed "buckets" or areas of impact per 11/21 meeting notes, repeated here. **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.

F. Group discussed the answer to, **"What can we design internally where we are connected and increasing our collective power of influence? What is our strategy as a group?"** The following three suggested actions emerged:

- a. Create a talk / presentation on all our organizations' services and include information on the employability credential. Have a "sales pitch" that any one of us could deliver to employers, others. One presentation for the CSID members to give, that is consistent and carries a unified voice. Common language.
- b. Develop a shared standard. Define best practices for disability inclusion at work. Businesses want to do include, but don't know how to go about it.
- c. Develop a real, local video showing what students accomplish. She has seen this be a very powerful approach for parents. They are often in awe and emotional after viewing the Project SEARCH videos. Families set high or low expectations, which impacts ability to thrive.

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

IV. **Meeting adjourned by Cheryl at 10:00 a.m.**

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# Committee on Services for Individuals with Disabilities (CSID)

9 am, February 24, 2022

Facilitated by  
Noble Aim Consulting

# Agenda



PROGRESS OVER 6 MONTHS



MOVING FORWARD



# Goal & Objectives

- Establish plan for lasting, systemic change in support of PwD and employment.
  - Develop our culture toward seamless integration
  - Break down barriers
  - Establish measures to show the progress (business engagement, business penetration, placements, etc.)
  - Serve as a model to other CSIDs (publicize, share)



# Discussed

- Vision: *All people with disabilities that seek employment can find employment [measures are employment rate, unemployment rate].*
- Gap between vision and reality
  - Ongoing barriers of transportation, job fit, attitudes, benefits misconceptions
- Spheres of Interest and Control



# Potential Actions

- Use labor exchange system to map job locations and customer home locations to guide work transportation solutions
- Establish a snapshot of current numbers of PwD in and out of the labor pool
- Fully utilize and promote Ability ASCEND, other pertinent technology / tools
- Define best practices for disability inclusion at work.
- Document, publicize success stories (videos) to reduce bias
- Support van pools
- Create presentation on our services, include employability credential





# Progress

- Ability ASCEND: Set up and delivered training for staff
- Support for Business Development Advisory Group
- Produced data on Greenville County # PwD, employment status



## Measures – By May CSID Meeting

- # consumers (or students) served by the organization. Overall or subsets?
- # consumers (or students) that are “job ready”
- # consumers (or students) with skills profiles in Ability ASCEND
- # employers enrolled in Ability ASCEND



## Future – Decide on Actions (slide 5)

- Resiliency Grant
- Objectives for Ability ASCEND
- MOUs
- BD Advisory Group