

Greenville County Workforce Development Board (GCWDB)

225 S. Pleasantburg Drive, Suite C11, Greenville, SC 29607

Tel 864-467-3620 Fax 864-467-3601

WIOAinfo@greenvillecounty.org

greenville.scworks.org



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, March 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. February 24 Minutes Approval**
- V. Old Business**
 - a. Resiliency Grant**
 - b. MOU Status**
 - c. Ability ASCEND Update**
 - d. Other**
- VI. New Business**
- VII. Adjourn**

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

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Committee on Services to Individuals with Disabilities (CSID) Meeting
9:00 – 10:00 AM. Thursday, February 24, 2022**

Meeting Minutes

** Denotes an action item*

Attended: Dean Jones (GCWD), Diane Thompson (GCS), Sandy Jordan (Able SC), Julie Hollister (YMCA), Tyler Rex (Thrive Upstate), Lara Ceisel (BSF/GCAN), Mike Teachey (Noble Aim – Facilitator), Laura Bogardus (Noble Aim – Facilitator).

Absent: Alex Garvey (BSHS), Cheryl Johnson (BSHS), David Turnipseed (SCVR), Levetta Williams (GCS), Michelle Neeley (Goodwill)

- I. **Meeting called to order by Dean at 9:00 a.m.** A quorum was present. Minutes were accepted.
- II. **Recap of Past Six Months via PowerPoint:**
 1. CSID seeks to establish a plan for lasting, systemic change in support of PwD and employment; break down barriers; establish measures to show the progress; and serve as a model to other CSIDs.
 2. CSID established a vision that, *“All people with disabilities that seek employment can find employment [measured by employment rate, unemployment rate].”*
 3. CSID acknowledges there is a gap between the vision and current reality due to multiples factors including but not limited to ongoing barriers of transportation, job fit, attitudes, benefits misconceptions.
 4. CSID seeks to work within its spheres of interest and control to affect systemic change.
 5. Potential actions the CSID has discussed taking could include, among other ideas:
 - a. Use labor exchange system to map job locations and customer home locations to guide work transportation solutions
 - b. Establish a snapshot of current numbers of PwD in and out of the labor pool
 - c. Fully utilize and promote Ability ASCEND, other pertinent technology / tools
 - d. Define best practices for disability inclusion at work.
 - e. Document, publicize success stories (videos) to reduce bias
 - f. Support van pools
 - g. Create a shared presentation on our services, include employability credential
 6. Progress the CSID has made thus far, in addition to greater understanding and collaboration through dialogue, include:
 - a. Ability ASCEND: Delivery of training for staff
 - b. Support for the Business Development Advisory Group, a subcommittee of CSID
 - c. Produced data on Greenville County PwD population and employment status based on Census data, though we know it is an underrepresentation of actual numbers.

- d. Identification for 4 common measures for data collection to show current state and progress, which the committee agreed to produce by the May CSID meeting using their own definition descriptions:
 - i. # consumers (or students) served by the organization. Overall or subsets?
 - ii. # consumers (or students) that are “job ready”
 - iii. # consumers (or students) with skills profiles in Ability ASCEND
 - iv. # employers enrolled in Ability ASCEND

III. **Moving Forward**

- a. Dean has secured funding through a Resiliency Grant. Among other things, the grant will fund 18 months beginning Jan 2022 of facilitation for the CSID and Business Development Advisory Group for moving forward with the Ability ASCEND pilot project, and technical upgrades to Ability ASCEND.
- b. Dean emphasized that this is a pilot project and while we do not yet know the outcome, there will be lessons learned from the best efforts we will undertake to launch and utilize Ability ASCEND.
- c. Discussed whether to “register” job ready consumers first, or recruit 3 employers per organization first. Though we may not realize the fruits of our labor at first, entering all job-ready consumers should be the first goal while also identifying and inviting employer participation as a close runner-up.
- d. Discussed that there is a large pool of PwD that are not currently engaged in the labor force, as well as PwD not working through service providers to find employment.
- e. Hospitality and restaurant sectors have numerous unfilled positions due to the pandemic. While there are 21,000 more workers now in SC than before the pandemic, there are 100,000 vacant jobs in SC.
- f. Potential to engage with job seekers and employers virtually, perhaps with a virtual job fair that leverages Ability ASCEND.
- g. Capitalizing on the Great Resignation that everyone is talking about, we discussed a call to action to educate our community on why employers should hire PwD. Lara spoke about the BSF / GCAN new UP Initiative that is working with Hospitality America. Julie, Diane, Lara note that small businesses are in great need and don’t have access to a lot of supports. Diane explained the groundwork Transition Specialists undertake to place students with small businesses.
- h. Discussed launching a public relations effort to inform candidates AND inform employers. Dean has some funding to support marketing and outreach. **ACTION ITEM:** Laura and Mike to meet with Robyn Grable to review existing marketing

materials and PR activities, make recommendations on how CSID can support or augment PR efforts.

- i. Tyler shared feedback that it is difficult to ask employers to add Ability ASCEND as an additional task, when the ask is already tenuous. Also, he noted that Ability ASCEND may not be a fit for all PwD. **ACTION ITEM:** Laura and Mike to discuss with Robyn a way to gather more information from coaches and job candidates w/disabilities to see where there may be room for improvement in technology and/or in communications.
- j. Mike suggested reaching out to employer partners where solid relationships have been formed and work one's way into broader asks for newer, more tenuous employer relationships. Suggested we appeal to the company's desire to reach more PwD in their applicant pool, diversity and inclusion, etc.

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

IV. **Meeting adjourned at 10:09 a.m.**

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