

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)

Youth Committee Meeting

Thursday, May 30, 2024

11:45 a.m. (lunch starts); 12 noon – 1:15 p.m.

Goodwill Industries of the Upstate/Midlands, 115 Haywood Road, Greenville, SC 29607

ATTENDING:

ABSENT:

Agenda

** Denotes an action item*

- | | |
|---|---------------------------|
| I. Welcome and Introductions | Mr. Craig Kinley, Chair |
| II. Call to Order | Mr. Kinley |
| III. Quorum Validation (6 or more) | Mr. Kinley |
| IV. Minutes Approval (February 27, 2024*) | Mr. Kinley |
| V. Contractor Update (5 minutes) | Eckerd Connects |
| VI. Facilitated discussion on Eckerd's work with youth | Mr. Teachey; Dr. Bogardus |
| VII. Next Steps / Action Items* | |
| VIII. Adjourn | |

Upcoming meeting dates for your calendar (11:45 am – 1:15 pm):

July 25 (4th Thurs)

September 26 (4th Thurs)

November 28 (4th Tues)

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

Public Law 101-166, Section 511: The Workforce Innovation and Opportunity Act (WIOA) Adult Program is supported by the Employment and Training Administration of the U.S. Department of Labor as part of an award totaling \$537,820 with \$0 (0%) state, local, and/or non-governmental funds. The Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Program is supported by the Employment and Training Administration of the U.S. Department of Labor as part of an award totaling \$611,596 with \$0 (0%) state, local, and/or non-governmental funds. The Workforce Innovation and Opportunity Act (WIOA) Youth Program is supported by the Employment and Training Administration of the U.S. Department of Labor as part of an award totaling \$556,553 with \$0 (0%) state, local, and/or non-governmental funds.

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Youth Committee Retreat

April 23, 2024

1 – 4 p.m. 3 hours

NextGEN Office (In-person)

Attended: Jessica Allendorf (Gvl Tec), Zoraida Arroyo (SC DJJ), Nita Donald (Upstate AHEC), Craig Kinley (Wireless Prowess, Clemson U), Stacey McKinney (SC DEW), Crystal Noble (SC DJJ), Bradyn Roddy (SC Voc Rehab), Tina Zwolinski (SkillsGapp), Eva Anagnostis (GCWD), Dean Jones (GCWD), Laura Bogardus & Mike Teachey (Noble Aim Consulting)

Absent w/Notice: Tiffany Foster (Goodwill Upstate/Midlands), Tameka Brown (Gvl Tec)

Meeting Minutes

** Denotes an action item*

- I. **Welcome** provided by Craig Kinley, Chair.
- II. **Icebreaker** to share each person's "why" for participating in the Youth Committee.

A common theme emerged, that career paths are rarely a straight line. When opportunities present themselves, we make choices. It's critical to foster the self-affirming belief that you can do anything you want to with effort - resiliency.

- III. **Exercise: Team Building** exercise to illustrate that thinking differently, listening to each other, and working collaboratively can allow teams to find new and innovative solutions.

While oversight of baseline youth services are the committee's primary focus, discussion ensued about additional things the committee can do to leverage the interest and energy of this group, build on the momentum we've already established, and take a few more steps to improve services on behalf of youth in our community.

- IV. **Excellence in Performance** was discussed by Dean and Eva.

Dean shared that a state innovation grant is available, due July, to demonstrate new efforts in workforce development. Any ideas that you think would really work, but don't have the money or infrastructure, put on the table.

He shared some success stories from other areas with the thought that Greenville may be able to adapt these programs locally. He discussed the following:

- **Best Practice:** Greater Austin, TX – summer camp collaborative with multiple employers and nonprofits pooling dollars to provide youth employment. Summer employment as a best practice that would fit in Greenville. Greenville had a youth summer employment program when youth funds were more readily available. It has the potential to build momentum each

year. Youth learn soft skills on the job so by the point they graduate from HS or college, they have the foundation they need to succeed.

- **Best Practice:** Growing apprenticeship training models that focus on skill sets while helping smaller companies hire newly trained talent. It was noted that students sought by Apprenticeship Carolina tend to be juniors and seniors excelling in HS but don't necessarily plan to attend college. Strategy may be to back into the apprenticeships through the businesses' needs. Rather than focus on how many apprenticeship programs we can get registered, focus on how many students are actually in apprenticeships. Paperwork challenges can dissuade businesses as well as youth/families. This limits participation.
Opportunity: A technical assistance feature of apprenticeship training so that employers and youth don't drop out. **Opportunity:** Offer a training on how apprenticeships can help youth / businesses. **Opportunity:** Internships, recruiting and retaining youth in behavioral health profession.

Eva reviewed performance measures. Greenville is doing great in every other area but failing in the employment / military / post-secondary education credential. **Opportunity:** Stacey suggested putting on a hiring event for particular employers – for example, summer hiring event. **Opportunity:** Transportation provision for summer employment could be provided through this grant. The school district activity buses used to run through the summer. Maybe restart this.

Nita suggested we focus on getting out of the failing performance issue – something we can do now on a smaller scale with the Eckerd students. Then we could leverage the Innovation Grant to make it larger. Number of students involved in Eckerd may be around 80-100. Committee asked the question, "Can we tell which students are most at risk of not engaging? Are they all at that risk?" Through Eckerd services, the age range is generally 16 – 24. Things that Gvl Tec offer that no one knows about, but some are 18 and up.

There are many resources in our community, but students and parents don't know what they are. Students may be connected to Eckerd, but there are other challenges that are not being addressed. Housing instability is becoming a huge problem. Greenville is #3 but fast approaching #1 in active eviction. No housing eviction court yet in Greenville but they are trying to create this. This is a boiling issue. Students becoming homeless in the midst of youth employment activities.

Eckerd's primary focus is workforce development; also they are tasked with building partnerships that can offer needed supports to students.

- V. **Discussion: Target Audience.** Choices include:
- a. Youth Receiving Services
 - b. Youth Eligible for Services, Currently Not Engaged
 - c. Youth Throughout Community (Eligible or Not)

DECISION: Focus on Youth Receiving Services (via Eckerd) now, with the aim of assisting youth outside of Eckerd as we expand. We want to ensure these youth are getting employment / credentials / military after completion of HS. Want to ensure they are successful and meet the performance measure while we are at it. After that, include focus on Youth Eligible for Services, Currently Not Engaged in the program.

GOAL: Better connect them with employers and credentialed programs while alleviating some stressors through partnering with supportive programming, the grant, etc.

Opportunities: Employer Job Fair with employers with connection to Eckerd and employers interested in summer employment type opportunities. Could include soft skill building

opportunities. Could include mentoring opportunities. A mentoring collaborative was discussed as a potential development option for the grant.

Greenville Tech is adding more approved programs after some had been removed, so the potential to connect more Youth with these programs is now available again.

What does Eckerd need to support the Youth in attaining / retaining employment, military, or credential enrollment? Committee seeks to assist them to meet the measures while also holding them accountable to the measures – all in service to better outcomes for Youth. Committee asked if the measures used are really measuring Youth success.

Questions for Eckerd: ask them to help us understand why the performance measure deficit exists:

- How is the program meeting Youth needs well and where does it struggle?
- What partnerships are needed? What other needs does Eckerd / the program have?
- What barriers to success are Youth facing?
- What metrics beyond what is currently collected will assess real student achievement?
- Would incentivizing for outcomes reporting help? (Can we do that through the grant?)
- How does Eckerd identify Youth that may not be progressing as expected? Can there be additional interventions at this stage? How can we help make that happen?

Eckerd Eligibility: Any at-risk Youth should be considered for **eligibility and suitability** – a Youth in immediate crisis is not necessarily suitable. They are in emergency mode and need support to get out of emergency mode and then come back to training opportunities.

Brief discussion about Youth in foster care at Pendleton Place.

***ACTION:** Eva / Stacey / Laura will work on set of questions. Eva will outreach to Teresa at Eckerd. Stacey will talk to Teresa concerning these questions, bring feedback back to committee during the May 28 meeting. Then the committee can consider potential solutions and whether solutions are applicable for the grant funds, or some other effort should be identified for the grant.

Talked about mentoring as an option for the grant.

Committee decided to meet in person at lunch with lunch provided, every other month, with concerted effort to be there to discuss / work together.

***ACTION:** need to determine location for May 28.

***ACTION:** Eva to work on a new schedule for meetings.

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ATTACHMENT A: from Flip Chart

“It’s hard to be what you don’t see” and “What is your hustle? What motivates you?”

Show students how to be networkers / to build relationships but be true to yourself. Build transferable skills. A session on soft skills prior to employment. Ability to seek out relationships.

Greenville County Mentoring Collaborative – Nita. Legacy School Mentoring Program.

Important to hear from peers that have had mentors before.

- Sessions
- Mentoring
- Current Eckerd Students
- Students to Come
- Job Fair

End Result / Vision: Youth Are:

- Working
- Economic mobility
- Independence
- Sustainability
- Know how to access resources
- Skills for life
- Self advocacy, self reliance
- Leadership skills
- Strength-based perspectives – strengths outside of the norms; cultural strengths; what you bring to the table
- Adaptability
- Soft Skills developed
- Resilience
- Intrinsic Motivation
- Credentialed

Action: June – possibly a smaller task force to work on grant strategy for July submission, to expand efforts beyond Eckerd youth to eligible youth.