

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
Tuesday, September 10, 2024
11:45 a.m. (lunch starts); 12 noon – 1:15 p.m.
Upstate AHEC, 104 South Venture Drive, Greenville, SC 29615

ATTENDING:

ABSENT:

Agenda

** Denotes an action item*

- | | |
|---|---------------------------|
| I. Welcome, Introductions, Sign In Sheet | Mr. Craig Kinley, Chair |
| II. Call to Order | Mr. Kinley |
| III. Quorum Validation (6 or more) | Mr. Kinley |
| IV. <i>Minutes Approval (July 16, 2024*)</i> | Mr. Kinley |
| V. Contractor Update (5 minutes) | Eckerd Connects |
| VI. Update on Action Items | Mr. Teachey; Dr. Bogardus |
| VII. Old Business | Mr. Teachey; Dr. Bogardus |
| VIII. New Business | Mr. Teachey; Dr. Bogardus |
| IX. Next Steps / Action Items* | Mr. Teachey; Dr. Bogardus |
| X. Adjourn | Mr. Kinley |

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

November 19 (3rd Tues), Greenville Tech Center for Manufacturing Innovation CMI) Exec Board Room

January 21 (3rd 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 \$497,007 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 \$631,222 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 \$512,831 with \$0 (0%) state, local, and/or non-governmental funds.

**Greenville County Workforce Development Board (GCWDB)
Youth Committee Meeting
Tuesday, July 16, 2024**

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

Truist Culinary & Hospitality Innovation Center (CHI), 556 Perry Ave Ste B114, Greenville, SC 29611

MINUTES

Attended: Crystal Noble (SC DJJ), Zoraida Arroyo (SC DJJ), Tameka Brown (Greenville Tech), Jessica Allendorf (Greenville Tech)

Members Absent: LaToya Dodson (Upstate AHEC), Craig Kinley (Wiprowess, Clemson; Chair), Nita Donald (Upstate AHEC), Tiffany Foster (Goodwill), Bradyn Roddy (SC VR), Stacey McKinney (SC DEW), Tina Zwolinski (Skills Gapp)

Staff Present: Eva Anagnostis and Dean Jones (GCWD)

Guests: Teresa Smith (Eckerd Connects), Robyn Knox (GCWD Board Chair), Laura Bogardus (Noble Aim Consulting)

ACTION ITEM: Teresa to add data about youth transitioning to employment or school after graduating from their program, including those that are hired by their work experience site.

ACTION ITEM: Robyn will share ReWa information after upcoming meeting.

ACTION ITEM: Everyone please express interest to Angela Smith (ASmith@greenvillecounty.org) if you would like to attend SETA Conference (fall or spring).

ACTION ITEM: Everyone please see assignment at end of minutes.

- I. **Call to Order:** The meeting was called to order at 12:02 p.m.
- II. **Welcome and Introductions:** Laura opened the meeting and reported that Committee Chair Craig had a last-minute conflict and asked Laura to facilitate the meeting in his place. Greenville Tech Culinary School's Chef was introduced and gave brief overview of CHI center.
- III. **Quorum Validation:** There was no quorum with only 4 of 6 minimum voting members present.
- IV. **Minutes Approval* (May, 2024):** Minutes will be voted upon by email. [NOTE Per July 19th email vote, May minutes were approved.]
- V. **Contractor Update (Ms. Teresa Smith, Eckerd Connects Program Manager)**
 1. Teresa shared an update on the Youth Program for PY23 including number of enrollments, participants in training, including GED and post-secondary trainings, and work-based learning activities, which include Work Experience and On-the-Job Training.
 2. Voter registration – Crystal suggested that Eckerd helps get the youth registered to vote.

9/4/2024

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3. Do the Work Experience sites hire? Often starts with youth as a work experience. Yes, the Humane Society. Two hired by Old Navy. **ACTION ITEM:** Teresa to add the outcome after work experience to the report.
4. Discussed ways to outreach to increase in-school youth participation beyond 1 enrollee. Eckerd met with School Guidance Counselors, Drop Out Prevention Officers, and is doing a school supply outreach meeting.
5. Youth Committee used to do a Conference with JAG, which involved school related project competitions, and youth would visit the JAG lab, etc. This involved in-school youth and there were many industry partners involved. Discussed that the SC Works Center tractor trailer goes around the state but to primarily rural / remote places. Connecting with the community and the parents seems to be missing.
6. Greenville Tech holds an Early College Summit with high school counselors in attendance together. Discussed that this could be a great opportunity for Eckerd to speak during this Summit. Then we can direct counselors to Eckerd through our website. We think about all of the students that want to go directly to non-degree training and work.
7. August 20th – partner day planned by Crystal at DJJ – if anyone wants a 15-minute slot please ask Crystal. Teresa will be presenting on Eckerd Connects opportunities. Teresa will try to bring a participant if possible.
8. Eckerd is always looking for new worksites. Worksite requirements are: approving timecards – it is a trial basis work experience that youth can put it on their resumes. Most times it is a first job opportunity to give them a first opportunity, knowledge, to decide if they like it or not. Also Eckerd provides support for any trouble shooting. **ACTION ITEM:** Robyn will share ReWa information after upcoming meeting. Does anyone have a Tesla contact since they are in Greenville now?

VI. Old and New Business

Performance Measures

1. Dean reported that GCWD will not be passing the Youth Credential measure. Though we have done a great job getting HS or GED, the youth need to be employed or in school on the one day that the follow up is identified. One quarter to go and then we will have a final report completed. We are passing our indicators but not passing this particular performance measure. We are taking corrective action for that. So the state took no action last year, and this year the results are the same, we passed our indicators but not one of the performance measures.
2. Performance Negotiation: Dean reported that we are in the midst of 2024-25 negotiations. The handout shows the accepted measures and the counter proposals from DEW. The state has to pass its goals. If we accept the goals currently proposed by DEW it will be against what Dean recommends, but it may happen if DEW chooses to not accept Dean's recommendation.
3. Discussed timing of data collection for employment / in school measure. The DOL allows 6 to 9 months to collect post program data. But it is crucial that the service providers know when to put the exit date in, so that they can match up with where they need to be at follow up to get the performance. This requires collaboration with the service provider and with the youth's expectations. Teresa notes that there are alternate contacts listed for youth to get in touch, with mothers being the best connector typically.

9/4/2024

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Innovation Grant

The grant was submitted on time with three youth projects. Dean may have application update tomorrow. Funds are good starting September 1. But may not have access to funds until 3 or 4 months afterwards.

1. **Non-traditional work experience.** Focuses on careers / assignments that are 25% or less occupied by gender. Hoping to do this with ReWa as well as with an Ecommerce project with Old Navy.
2. **Summer camp program.** Dean is staying in touch with Gvl Center for Creative Arts.
3. **RIZE Prevention Program.** Martine Helou is the executive director. This is a preventative, wholistic, mentoring program. We want to see if this helps with follow up activities because we will have someone reaching out in addition to Eckerd to help keep youth engaged, and participating.

Professional Development

1. GCWD applied for 75K in planning and development funds. Some will be used for professional development for Eckerd, and some could be used to develop the Youth Committee.
2. SETA Conference – the Apring 2025 conference will be in March in Myrtle Beach. GCWD will send youth and adult staff, board members, and committee members and cover costs for the conference. **ACTION ITEM:** Please express interest to Angela Smith (ASmith@greenvillecounty.org) if you would like to attend SETA Conference (fall or spring).
3. Dean is interested in presenting at SETA on use of consulting resources to reduce overhead and do innovative work, leveraging funds efficiently to get the work done. Also inclusive of the regional strategy we use, such as partnering with Upstate SC Works.
4. Discussed adding a vice chair. Complicated by the need for this person to serve on the GCWD board.
5. Discussed ways to promote the work of the committee. Perhaps develop an (online) booklet about who we are, what we do, our partners, letting people know what we do. QR codes to share any publications, communicate what it is that we do. Equipped with the right information and communicating the same message. Suggested we revamp a youth committee webpage to include youth committee members' pictures, bios, and strategies.
6. Social media is a useful tool if someone is willing to manage it – use it to engage regularly, or it is not worth it. Has to be consistent or else it looks mismanaged.
7. Discussed whether the committee has goals and objectives. We plan to focus on youth in the Eckerd program now, with a focus on youth that could qualify for youth programming later but are not yet engaged. We decided our areas of focus would be mentoring and / or summer programming during our May retreat, which is why those items were written into the Innovation grant. If we do not get the grant, we will regroup to determine our path forward.
8. As far as engaging with each other, it could be advantageous to have an official strategic plan and then leverage the strengths and skills of the members. Robyn suggested that we complete a predictive index behavioral assessment as a group. We can look at where everyone is on the workstyles framework. We can overlay that with some key strategies and identify where there are gaps. Robyn also mentioned the Leadership Game Experience, which is a teambuilding card game where everyone learns a lot from and about each other.

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9. We need to figure out what resources / services are missing and address that. Where are the youth that need our help? Let's work on identifying other organizations or groups working with the youth. We could investigate what other youth committees are doing and find out if there is any synergy with us. Are they working with the same youth that we are? Some programs mentioned were RIZE Prevention, Pendleton Place, and Snap ENT program (DSS).
10. Potential additional board members representing: Greenville County Schools, DSS, Pendleton Place [Suggested by Robyn Knox 7/19: Nacole Hause is a member of the RECAB, and she is a huge advocate for youth initiatives. She is very engaged and loves volunteering. She is vocal in her advocacy of youth with both local and state legislators.

ACTION ITEM: Everyone selects an organization to research, in addition to answering about your own organization:

- Crystal Noble: DSS
- Zoraida Arroyo: Pendleton Place
- Tameka Brown: Greenville Recreational District
- Jessica Allendorf: RIZE Prevention
- LaToya Dodson: Fostering Great Ideas
- Craig Kinley: Legacy School
- Nita Donald: Just Say Something
- Tiffany Foster: YMCA of Greenville County
- Bradyn Roddy: Urban League
- Stacey McKinney: City of Greenville
- Tina Zwolinski: Phyllis Wheatley, other community centers
- Robyn Knox: RECAB

Questions to Answer:

1. Brief overview of the organization (what they do, who they serve, where they serve)
2. What services / resources are offered specifically to youth that may also qualify for GCWD youth programming? Describe any overlap or potential synergies.
3. Which organizations do they currently partner with?
4. Who is the primary contact for youth services and how do we contact them?
5. Any additional comments or information.

Next Meeting: Tuesday, September 17, 2024. 11:45 a.m. (lunch starts); 12 noon – 1:15 p.m. Held at Upstate AHEC, 104 South Venture Drive, Greenville, SC 29615

Adjourn: Motion to adjourn made. Seconded. Being there was no other business, the meeting was adjourned at 1:17 p.m.

9/4/2024

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