
AGENDA

8:00 a.m. **Welcome & Introductions**

Jennifer DeBusk, Vice Chair

8:05 a.m. **Approval of 01.25.23 Meeting Minutes* (A1)**

10:00 am **Voting Items**

- ☐ **Review, Discussion of Consent Agenda (A2)**

8:30 **CEO Report**

Sonya Grant

- ☐ WIOA Performance Review
- ☐ ARPA Grant Status
- ☐ PowerUp! Goes Regional
- ☐ Strategic Planning
- ☐ Update on New Location

8:50 a.m. **Committee Reports**

- ☐ Finance & Administration
- ☐ Youth Committee
- ☐ Literacy Council Planning for AYS

Jennifer DeBusk
Daneea Badio-McCray
Tim Gordon

- ☐ Governance and Organizational Dev.
- ☐ Update on new Board members
- ☐ Board Engagement

- ☐ Cobb Workforce Partnership Committee

Dana Johnson

9:25 a.m. Other & Adjourn

ATTACHMENTS

A1: 09.22.22 Meeting Minutes:

A2 Consent Agenda

Workforce Development Board Minutes

Jennifer DeBusk, Chair

MEMBERS PRESENT	STAFF PRESENT	MEMBERS ABSENT	GUEST
Daneea Badio-McCray Jennifer DeBusk Daniel Cummings Dana Johnson Patricia Kellner Kimberly Roberts Bryant McDaniel Shane Evans Terri Seese Tra Moore	Sonya Grant LaDonna Huggins Lizett Royal Alisa Jackson Olivia Wilson Aida Jones	Francia Brown Joe Waldroup Lisa Cupid Matt Hoyman Patricia Horton Ralph Rehn Sandra Williams	William Tanks Sabrina Wright

I. Welcome & Introductions

The **meeting** was called to order at **9:07 a.m.** by Daneea Badio-McCray, Vice Chair.

II. Sonya Grant: Volunteered to facilitate the meeting as the Board Chair Jennifer DeBusk was held-up in traffic.

Other:

Sonya Grant: Introduced Sabrina Wright, Director of Economic Development for Cobb County, a proxy to our CLEO Chairwoman Lisa Cupid. Sabrina will be Chairwoman's replacement when the chairwoman cannot attend meetings herself.

Sonya Grant: Counted quorum, stating that we have **9** board members for this meeting. She stated that the meeting in December 2022 was canceled because the Board did **not** meet quorum.

III. Approval of Prior Meeting Minutes

After a review of the previous meeting minutes, the Minutes were approved.

Motion:

1st Daniel Cummings and **2nd Tra Moore**, and all in favor.

III. Voting Items: Sonya Grant: Walked through the Consent Agenda for voting and approval.

Item 1: Provide approval of the board officers in accordance with Cobb County Development Bylaws

- Ralph Rehn, Chair of the Finance Committee
- Daneea Badio-McCray, Vice Chair of WDB
- Patricia Kellner, Chair of the Governance Committee

Item 2: To authorize the bank account changes for CobbWorks and the CobbWorks Literacy checking account at Synovus Bank.

- Recommended by the bank because of significant fraudulent attempts on our account.
- The Executive committee came to an agreement to close the account based on the recommendation of the bank.

Item 3: Authorize new signatures from CobbWorks for the Synovus Account.

Remove from the account	Add to the account
Rich Moore	Jennifer DeBusk
Tim Gordon	Ralph Rehn
	Daneea Badio-McCray

Motion:

1st **Dana Johnson** and 2nd **Kimberly Roberts**, and all in favor.

Item Not on Consent Agenda:

Sonya requested vote on approval to post and RFP for a new payroll company for the work experience program. The existing payroll company has been with CobbWorks for more than 10 years and does not offer enough electronic options. Sonya would like to mitigate fraud and improve finance functions

Action: Request for proposal for a new payroll meeting.

Vote: A vote was made for a new payroll company.

- Daneea Badio-McCray: 1st
- Tra Moore 2nd
- All in favor

IV. CEO Reports- Sonya Grant

- **ARPA Grant:** Reported we are waiting for an update.

- **Strategic Planning:** The Executive Committee had been working over the last six (6) with Ms. Glenda Hicks to develop the organizational strategic plan. The final information and strategy session was completed December 2022. Ms. Hicks will provide the final plan for the next upcoming meeting to be reviewed and voted on. It will be a three (3) plan. CobbWorks has not had a formalized plan since 2014.
- **Update on a new location:** Sonya gave an update on the re-dedication ceremony and proposed program for the event, which would include speakers and success stories. She stated that she is still working with Local Initial Support Corporation (LISC) to secure additional funds to bridge the gap and mitigate potential cash flow issues. Currently the project costs are coming in at \$3.3 million. The cost does not include furniture, etc. She stated that the project could potentially need \$500,000 to 1,000,000 to be borrowed from LISC. She has significant concerns about the funding gap and potential interest. **Terri Seese:** asked if there could be an opportunity to develop a Capital Campaign. Sonya indicated that she thought this was a great idea, but did not have the capacity to implement. Dana Johnson stated that he agreed that he believed that a Capital Campaign would result in a significant amount of work.

V. Committee Reports-Jennifer DeBusk

• Finance & Administration - Review of KPIs

Jennifer gave a brief review of the financial KPI, stating the following: WIOA Funds Expire in 2023. All the funds have been expended or obligated. The balance on those grants is zero. She stated that as of September, enrollment was stopped to not over expend 2024 funds. The enrollment list was back open in December 2022. There are currently 489 people on the waiting list waiting for services.

Aida Jones stated we are the last resort of funding, Individuals seeking assistance must exhaust all funding before reaching us. **Alisa Jackson** stated we can provide information about other programs, but we are not allowed to steer participants to a specific program. **Shane Evans** asked if Cobb Chattahoochee Tech would assist with enrolling students from the CobbWorks waiting list. **Aida Jones** stated that CobbWorks is not permitted to tell students where to attend.

Terri Seese – asked if it is an option to assist participants with relocation. **Sonya replied** stating that relocation funds come from Trade Agreement Act (TAA). No, we don't provide relocation services. **Shane Evans** asked if the number of people that were affected by Covid numbers will increase in receiving or requesting resources. **Sonya** stated no, the numbers will not be the same as before Covid due to several reasons; death, retirement, etc. The influx of people is different. Employers must look at other strategic ways of fulfilling talent needs. For example, the Re-align – Re-start program.

Dana Johnson asked about the United Way Grant and if we are reapplying for more funds. **Sonya** replied yes and stated she will apply to use the grants from youth to adults as well. We are open to employers participating as well. She stated that a QUEST grant \$700,000 was applied for and awarded. We can now use for the PowerUp! initiative, which is the same program funded by the United Way, but for adults. We will also expand to other job industries aside from the plumbing program.

Dana Johnson stated a large employer group business has reached out for assistance from the electric, and utility industries such as Marietta Georgia Power, and Cobb Inc. to collaborate. **Sonya** stated are here to support you and are happy to use the funding if they are interested. We are looking to expand.

VI. Discussion on ReAlign and ReStart program.

Sonya stated that two graduations were held: in November and December of 2022. **Michelle Baker-Williams** stated that there were 22 graduates in all from program. Some of them have not been released from jail; However, we follow up with them until they are released. She also stated that inmates experience significant barriers when they are released. Some are not from Cobb County, and they experience homelessness or lack of food. We have created a resource packet to assist them. Our second round of classes is starting on January 22, 2023, with welding and Chattahoochee Tech, and GED preparation. Listen out for us when it comes to networking. Upon release, we are the team of hope that they are looking for.

Jennifer DeBusk asked if there is a process in place to know when inmates will be released. **Michelle Baker-Williams** replied stating that the process is not simple process, sometimes inmates are being released but placed on hold because they must serve time somewhere else. We are working to find out more information from the sheriff. **Sonya** stated that we want to focus on individuals that will be released. **Terri Seese** stated that she is working on a similar collaborative, providing training.

Action: Terri Seese: Will set up a conference call to discuss best practices with the jail.

VII. Youth Committee

Ladonna Huggins gave an update on the upcoming Power-up graduation, scheduled for February 8, 2023. She stated that an invitation was sent. Jennifer walked through KPIs stats for Young Professionals enrollment is currently active.

VIII. Literacy Council Planning for AYS

Olivia Wilson discussed the GED graduation held in December 2022. She thanked the Board members who were in attendance.

- 5 students graduated.
- Graduates were ages 19 to 57 years of age.

Patricia Kellner: Asked what percentage of inmates do not have a high school diploma. **Olivia Wilson** stated based on the poll about 70% percent. **Sonya Grant** stated there was about 80% percent of inmates do not have a high school diploma and this is the first time that a GED program has been offered onsite at the jail.

Terri Seese asked where HR professionals align within the overall process. **Daneeza Badio-McCray** suggested that we should host an HR Summit to discuss ongoing problems. **Patricia Kellner** suggested including SHRM. SHRM is in Atlanta GA and is one of the largest HR Groups. **Tra Moore** suggested focusing on employers who are hiring and speaking with the decision-makers of the company. **Shane Evans** suggested hosting job fairs etc.

Sabrina Wright stated that Economic Development was hosting a quarterly industry meeting and reaching out to 500 businesses each year as a primary complaint is the lack of talent for employers to hire. **Tra Moore** suggest an HR subset for board members that are in HR.

Daneeza Badio-McCray and Tra Moore Offered to join the HR sub-committee.

Olivia Wilson stated that the CobbWorks fundraiser AYS is coming up. Truist stadium has notified us that they will host us. The tentative date is May 18, 2023. Please save the date. We have a goal for tickets to be sold. This year we have a goal of 10 teams. Different levels of sponsorship each team being \$2,500. We are pushing for donors. We will auction off experiences, golf, tennis, etc. Last year we brought in \$50,000.

Daneeza Badio-McCray stated that lack of literacy is the root cause of a lot of issues. She stated that we must get the business community on board to understand that we need their support at the literacy and foundation levels.

Action: Daneeza Badio-McCray agreed to compose a short elevator speech for the literacy program.

Jennifer DeBusk, and Daneeza Badio-McCray Offered to join the Literacy committee.

Patricia Kellner asked about the status of new Board Members. **Sonya Grant** stated the 1st lunch went well with Marty Hughes. Karen Hill was not able to make it to the meeting. She is the 2nd vice president of the Plumbing Heating and Cooling Contractors Association. She is interested in joining our Board. The plan is to meet with everyone before moving forward to the BOC.

Adjourn: Meeting adjourned