

MEETING TITLE: Fulton County Workforce Development Board Meeting
MEETING DATE: Tuesday, May 19, 2020 **MEETING TIME:** 8:00 A.M.
LOCATION: ZOOM
MEETING SCRIBE: Alexis Leonard **EMAIL:** alexis.leonard@fultoncountyga.gov

BOARD MEMBERS ATTENDANCE:

Bell, Mike: Present	Albritten, Andrea: Present	Schofield, Kim: Present
Boatright, Kali: Present	Macke, Andy: Present	Seems, David: Present
Collins, Jim: Present	Nickerson, Amelia: Present	Stepakoff, Jeff: Present
Cook, Tom: Present	Norman, Elizabeth: Absent	Stokes, Fabiola Charles: Present
Darden Beauford, Yulonda: Present	Reid, Brent: Present	Thompson, Dr. Lanze: Present
Dover, Sanquinetta: Present	Rooks, Stephanie: Present	Tuggle, Anthony: Present
Ekanemesang, Itohowo: Proxy: Amerein, Bernadette	Ruder, Alex: Present	Washington, Regnald: Present
	Scott, Elizabeth: Present	Wences, Juan: Present

1. Call to Order

Meeting called to order by A. Macke at 8:06 A.M.

2. Roll Call:

Roll call by A. Leonard, LWDB Board Liaison. The presence of quorum met.

3. Opening and Introductions

Chairperson Macke opened the board meeting welcomed all attendees, with brief introductions of the LWDB members following.

4. Public Comment

No Public comments.

5. Regular Agenda

I. Regular Agenda:

Chairperson Macke requested a motion to accept the regular agenda.

Motioned: A. Nickerson

Seconded: K. Boatright

Required Action: N/A

Motion Acceptance/Declination: The motion was approved for the adoption of the agenda, as is, by a unanimous vote. All in favor. No oppositions. No abstentions. The motion carried accepting the regular agenda as presented.

II. Adoption of February 18, 2020 LWDB Meeting Minutes:

Chairperson Macke requested a motion to adopt the February 18, 2020 LWDB Meeting Minutes as presented.

Required Action: N/A

Motioned: S. Dover Seconded: R. Washington

Motion Acceptance/Declination: The motion was approved for the adoption of February 18, 2020 LWDB Meeting Minutes, as is, by a unanimous vote. All in favor. No oppositions. No abstentions. The motion carried accepting the adoption of February 18, 2020 LWDB Meeting Minutes.

6. Director's Report

Economic Impact of COVID-19

S. Abdullahi, Deputy Director of Select Fulton, provided an analysis of economic impact across industry and the labor shed of Fulton County. Select Fulton is the workforce and economic development arm of Fulton County. Development Authority of Fulton County focuses mainly on large-cap x projects related to real estate. Economic Development works to identify companies to bring to Fulton County. WorkSource Fulton aides in ensuring accessibility to the talent pipeline. The model is unique, and adding the workforce development component has been a value add as talent is a major deciding factor in a company's site selection. Fulton County is a Fortune 500 destination of about 4300 private industries. The leading industries are in the professional service's base focused on things such as technology, real estate, etc. The DFAC and Fulton Board of Commissioners put together a \$3 million small business loan fund. The program had to be closed in less than two days due to the massive amount of applications. All funds have been given out.

Key Industry Impacts

Dr. M. Looney, Superintendent of Fulton County Schools, explained the impact on the school system as that would also be an essential factor when considering reopening the economy. Fulton County has a two-part summer school program planned. Summer School One is a continuation of virtual learning. As of now, Summer School Two will be a hybrid format to limit the number of students in one building at a time. The hope is to return to a traditional school setting in fall, but Fulton has prepared two alternate scenarios. The first alternative scenario will be a continuation of remote learning. The second alternative and most complex scenario would be the blended/ hybrid scenario should there still be a requirement for social distancing. Every other day of the school week, half of the students would report to a physical campus. Fulton County School will follow CDC guidance concerning PPE. Standards for disinfection and hygiene have been modified to include disinfections during the day. The plan is to have employees and teachers wear a face mask, but as of now, there is no requirement for students to wear any.

B. Reid, CEO of Winter Companies, explained the impact of the pandemic on the construction industry. Winter Companies is comprised of two companies: Winter Construction and Winter Environmental. Both are large construction arms that focus throughout the Southeast, but mainly in the state of Georgia. Construction has been deemed essential by the Governor; therefore, the majority of the projects have been continued. Production has been slowed down due to social distancing and other CDC Guidelines that are in place. There has not been any significant layoff. One of the key indicators is whether architects are working. Generally, if architects are drawing now, construction should have projects for months to follow. In speaking with architectural firms throughout Atlanta, there has been a slowdown. There have been some layoffs, but nothing significant. More layoffs will take place as things slow down and will most likely directly affect the construction industry. Equity and funding sources have also slowed down as they wait for the signs of an influx in the economy. Considering all factors, significant layoffs in the construction and skills trades are anticipated within the next 6-18 months if the recession does turnaround.

A. Albritton, Director of Service Delivery and Acquisition for Grady Health Systems, provided perspective on the state of the healthcare industry, specifically hospitals. Fortunately, there have been no significant furloughs or layoffs. The pandemic has created an increased demand for nurses. Over the next 6-18 months, there should be a minimal impact regarding unemployment. Hiring/ onboarding should remain steady.

T. Cook, COO of Flexible Technology Solutions, gave some clarity on the potential impact of the pandemic on niche IT/ Financial Services. Flex Tech provides financial services for retailers around the country by evaluating payments and determining flaws, getting the retailer money back. Deduct his amount of money that's paid by the retailer to their vendor. For a vast number of retailers, the purchases have gone to zero. As of now, the business has not slowed, but over the next 6-18 months, the ability to monetize on services provided may cause some layoffs.

[**Workforce Response to COVID-19**](#)

B. Lacy, WorkSource Fulton Division Manager, provided a director's report on the impacts of COVID-19 on WorkSource Fulton. In the middle of March, the One-Stop Centers closed and shifted to all virtual operations. Customers are now pushed through the ATLWorks website, creating a significant increase in April and May.

WorkSource Fulton has about \$2 million available in Dislocated Worker Funds, inclusive of the projected allocation to be received on July 1st. The final dollar amount will be determined, depending on how much is held back for state reserves. Governor Kemp's press release stated that TCSG was awarded \$12 million from a National Dislocated Worker Grant. Of that, WorkSource Fulton will receive \$650,000. All of standard services deliver lines available with the award, and access to the funds for the next two years. There are two additional bills being watched: Relaunching America's Workforce Act, projects anywhere between \$15 and \$50 billion, specifically for Workforce Recovery. It has not gained much attraction in the House but has been introduced. The H.E.R.O.S Act has cleared the House and is now in Senate for them to pass. It is the first bill that has any funding for workforce training. It is about \$2 billion nationwide. Should it be passed as is, the projected additional allotment would be equal to about 50% of the annual awards.

One primary concern for staff and the Youth Committee has been how the pandemic will impact Youth Summer Programs. Across the region and state, the typical summer programs that in-school and out-of-school youth would take the opportunity to learn and earn via internships have been canceled nationwide. Fulton County has also pulled all general funds allocated for summer internships and redirected it to COVID-19 Response. Engaging all youth through a virtual opportunity is the goal; fortunately, partners such as Metro Chambers, Aerotropolis, and Metro Atlanta Industry Partnerships are all having the conversation and have existing infrastructure that can be leveraged. Metro Atlanta Industry Partnerships will use the existing infrastructure and build a youth program for the region. DeKalb County opened a program with 800 slots and received over 8,000, shows the demand is there. WorkSource Fulton proposes to do a summer course of virtual webinars and curriculum with partners at Career Rise. Youth will be able to go to one of the centers where there will be a mobile hotspot, the mobile unit will be deployed to communities that may not have access to that career center, or they participate from home. The webinars will consist of panels that are set up with key industries across the region, inclusive of entry-level through C-Suite leaders talking about their industries creating career awareness. From that, a set of curriculums would be built for the youth to follow up and continue career exploration. As the program develops, board members will be asked to assist in making connections with speakers and possibly participate in some of the panels.

7. Committee Reports and Recommendations

Performance & Accountability Committee:

[**Adoption of WorkSource Policy & Procedures Manual**](#)

S. Rooks, Chairperson of the Performance & Accountability Committee, provided the committee report. The Performance & Accountability Committee assisted in the review of the Policy & Procedures Manual. The manual has been reduced from hundreds of pages to about 80, making it more fluid and efficient. Many new policies have already been brought to the board for review and approval. It was requested that the board approves the recommendation of the Performance & Accountability Committee to accept the WorkSource Fulton Policy & Procedure Manual.

Required Action: No further action required

Motioned: A. Nickerson Seconded: Y. Darden Beauford

Motion Acceptance/Declination: The motion was approved to accept the WorkSource Fulton Policy & Procedure Manual by a unanimous vote of the board members. All in favor. No oppositions. No abstentions. The motion carried accepting the Policy & Procedures Manual.

[**Approval of Pilot Waiver**](#)

The Performance & Accountability Committee reviewed the waiver for the Human-Centered Design Pilot program. It is a process that has been adopted by all five Metro Atlanta boards. The program uses a single process centered on the customer allowing for more equitable and inclusive access to W.I.O.A. programs. The Performance & Accountability Committee recommends accepting the Pilot

Waiver. A copy has been provided to each board member in the document packet. It was requested that the board approved the recommendation of the Performance & Accountability Committee to accept the Pilot Waiver

Required Action: No further action required

Motioned: K. Boatright **Seconded:** T. Cook

Motion Acceptance/Declination: The motion was approved to accept the Pilot Waiver by a unanimous vote of the board members. All in favor. No oppositions. No abstentions. The motion carried accepting the Pilot Waiver.

Youth Committee:

Y. Darden- Beauford, Chairperson of Youth Committee, provided the Youth Standing Committee report. ResCare has continued to engage youth, providing individualized services through virtual content. Both the G.E.D. Essentials and Computer Training Essentials have also transitioned to virtual learning.

The Youth Committee has voted and approved the process of engaging youth-centered Community-Based Organizations. Over 15 participation and criteria forms have been sent out. As they are returned, updates on new partnerships will be provided to the board. In addition to C.B.O participation, several youth participants have been asked to participate in the committee, ensuring a youth perspective is included.

Finance Committee Report:

Adoption of PY 2020 Budget

B. Reid, Chairperson of the Finance Committee, provided the committee report. The Finance Committee has been meeting monthly since February. The financial reports for the period ending March 30, 2020, have been included in the board packet. To-date, WorkSource Fulton is on track to meet committed expenditure deadlines. As discussed at the previous board meeting, the Finance Committee has implemented a formal and structured budgeting process. The PY20 Budget Narrative is also included in the board packet.

The Finance Committee and WorkSource Fulton staff have gone through a rigorous review and Q&A on the proposed budget. The Finance Committee recommends the adoption of the PY 20 Budget. It was requested that the board approved the PY20 Budget.

Required Action: No further action required

Motioned: R. Washington **Seconded:** J. Collins

Motion Acceptance/Declination: The motion was approved to adopt the PY 2020 approved by a unanimous vote of the board members. All in favor. No oppositions. No abstentions. The motion carried accepting the PY 2020 Budget.

Strategic Partnerships and Outreach Committee:

A. Nickerson, Chairperson of the Strategic Partnerships and Outreach Committee, provided the committee report. The first goal of the committee is to create an inventory list of current partnerships. The inventory of preexisting partnerships has been developed, and the committee is now working to gauge what the relationships accomplish regarding referrals, supportive services, etc.

Executive Committee Report:

Approve the PY20-PY23 Local Plan for Public Comment

B. Lacy, WorkSource Fulton Division Manager, explained every four years, the plan has to be approved. It has not materially changed outside of updated labor statistics per state administration requirements. The plan has to be made available for public comment for the next 30 days. The plan and public comments will then be reviewed by the Executive Committee, affirmed, and later submitted to the State by June 30, 2020.

Required Action: No further action required

Motioned: K. Boatright **Seconded:** Y. Darden Beauford

Motion Acceptance/Declination: The motion was approved to post the PY20-PY23 Local Plan for comment approved by a unanimous vote of the board members. All in favor. No oppositions. No abstentions. The motion carried accepting the posting of the PY20-PY23 Local Plan for comment.

8. Chairperson Report

B. Lacy, WorkSource Fulton Division Manager, informed the board that the new Conflict of Interest form had been included in the board packet. Each member is to complete and submit to A. Leonard, LWDB Liaison.

9. Human-Centered Design Initiative

S. Flesher, Founder of the Endurance Project Management, provided a report highlighting the Human-Centered Design Initiative.

10. Closing Remarks and Adjournment

The next meeting is scheduled for August 18th. The location will be determined at a later date, pending changes due to COVID-19

Meeting adjourned by Chairperson Macke at 9:27 A.M.

