

WORKFORCE SOLUTIONS COMMITTEE MEETING
Partners for Performance, 920 Water St, Ste 32B, Meadville, PA 16335
Tuesday, November 20, 2018
3:03 pm

ATTENDANCE

Caryl Unseld ☎
Brad Tisdale ☎
Bill Clark ☎
Terra Gaines ☎
Frank Staszko ☎
Jody Dixon ☎
Amanda Hetrick ☎

ABSENT

Commissioner John Amato
Tyrone Clark

WELCOME/ROLL CALL

Roll call was conducted. Mr. Tisdale called the meeting to order at 3:03 pm. There was no public comment.

APPROVAL OF MEETING MINUTES – SEPTEMBER 27, 2018

The Workforce Solutions Committee minutes for the September 27, 2018 meeting were presented for approval.

MOTION

It was moved by Dr. Clark and seconded by Ms. Unseld to approve the September 27, 2018 meeting minutes as presented. All were in favor. Motion passed and carried.

REVIEW OF PREVIOUS ACTION ITEMS

1. Ms. Shaffer will add the Tech After Hours initiative to the next meeting agenda for discussion.
Complete.
2. The PUC utility occupations and training will be added to the next meeting agenda for discussion.
Complete.
3. Ms. Dodeci will pull data for the number of participants that are successful completers of training, the timeframe for participants to enter employment following training, and the number of participants that get employment related to their training to provide a report at the next meeting of the committee. Ms. Dodeci provided these reports which included the information requested. She noted that more extensive reports are available. Most completers not employed within a month are working to mitigate other barriers to employment, such as poor interviewing skills.

INDIVIDUAL TRAINING ACCOUNT POLICY

REVISED ITA POLICY

Ms. O’Neil noted that the only change to the policy includes adding language to accommodate trainings offered through grants: “When additional grant funding outside of the WIOA formula funding has been received and budgeted in the local workforce development area that allows for training eligible individuals, the limitation on the maximum funding cap to be paid per participant can be lifted.” Mr. Staszko offered his support for the change.

STAFF

Janet Anderson
Deb O’Neil
Erin Shaffer
Ramon Rodriguez
Jackie Hamilton

GUESTS

Sara Dodeci, ResCare ☎
Carmine Camillo, ResCare ☎

MOTION

It was moved by Dr. Clark and seconded by Mr. Staszko to approve the Revised ITA Policy as presented. All were in favor. Motion passed and carried.

ITA TRAINING SCORECARD

Ms. Shaffer noted that some workforce areas in the state have implemented ITA scorecards to track training outcomes. Currently, the Northwest does not have a plan for this in place, but its usefulness was acknowledged by the committee and staff, particularly to aid in consumer choice. Ms. Unseld noted it would be especially useful for clients with barriers to help determine if they are academically ready to enter a particular training. Ms. Hetrick noted that one-on-one mentoring when entering training would help the many first-generation post-secondary students in the region understand the flow, requirements, and “language” of training entities. The committee requested that board staff research what other areas are doing to implement an ITA scorecard in their area.

****ACTION****

- **Board staff will research ITA scorecards implemented in Pennsylvania.**

ITA DISCUSSION – REFERRAL FROM GOVERNANCE COMMITTEE

Board staff explained that the Governance Committee referred to the Workforce Solutions Committee the discussion of drug testing for ITA clients before funding is provided. Reception was mixed due to multiple reasons including limiting funding opportunities for clients and increased liability of PA CareerLink®. Ms. Dodeci noted that currently, it is only done at the request of employers and mostly for specific occupations, such as CDL, for which being drug-free is a legal prerequisite. The testing is a 6-panel saliva test that is administered by staff and mailed to a lab. Mr. Tisdale noted that his training program uses an 11-panel urine test, observed, and offers drug counseling at an additional cost if the result is positive.

Mr. Staszko noted that with the recent legalization of medicinal marijuana, employers are still trying to determine where their “line” exists, pertaining to a drug-free workplace. It was also noted that there is a cost associated with testing. Ms. Unseld noted that perhaps drug testing be left to professional discretion on an employer case-by-case basis. Drug tests are not fool-proof and sometimes do not detect all dangerous substances. The committee agreed that the current policy is responsive to employer needs and no changes were needed at this time. Ms. Anderson will inform the Governance Committee of this recommendation and inform the Executive Committee of the discussion.

Mr. Staszko suggested that there is an opportunity to educate clients by making them aware of what drug usage can mean to their opportunities and offering referrals to agencies that may be able to help.

****ACTION****

- **Ms. Anderson will inform the Governance Committee of the recommendation to leave the ITA Policy as is, without additional specifications related to drug testing.**

OTHER BUSINESS

GRANT WRITER/RESEARCH SPECIALIST UPDATE

Mr. Rodriguez noted that there are several grants that are being considered from October through the end of the year. These include a Business Education Partnership grant, NextGeneration Industry

Partnership Grants, an additional Teacher in the Workplace grant, a Dislocated Worker Grant, and a Student Internship grant.

RESCARE UPDATE – TECH AFTER HOURS, PUC UTILITY OCCUPATIONS AND TRAINING

Mr. Camillo reported that mobile services are present every Tuesday at Tech After Hours. Information on PUC Utility Occupations is available at pautilitycareers.com but are mostly available in central and eastern Pennsylvania.

NEXT MEETING – JANUARY 15 @ 3PM

REPORT FOR THE EXECUTIVE COMMITTEE

As discussed previously, Ms. Anderson will inform the Executive Committee of the discussion on possible drug testing.

REVIEW OF ACTION ITEMS

- 1. Board staff will research ITA scorecards implemented in Pennsylvania.**
- 2. Ms. Anderson will inform the Governance Committee of the recommendation to leave the ITA Policy as is, without additional specifications related to drug testing.**

ADJOURNMENT

MOTION

It was moved by Dr. Clark and seconded by Ms. Unsel to adjourn the meeting. All were in favor. Motion passed and carried.

The meeting was adjourned at 3:47 pm.

Respectfully submitted,
Jackie Hamilton
NWPA Job Connect