



MINUTES

ROGUE WORKFORCE PARTNERSHIP WORKFORCE DEVELOPMENT BOARD

April 30, 2021

Zoom Conference Call

MEMBERS PRESENT:

Kelsy Ausland, Robert Begg, Susan Bruce, Alex Campbell, Lance Corley, Mike Card, Bret Champion, Mike Donnelly, Jessica Gomez, Brent Kell, Norm Kester, Kari Kingsolver, Linda Schott, Sherri Stratton, Kim Whitney, Trever Yarrish

All attendees (members and non-members) attended remotely via Zoom.

QUORUM PRESENT: Yes

OTHERS ATTENDING:

Jackson County Commissioner: Dave Dotterer

Oregon AFL-CIO: Josh Hall

HECC – Office of Workforce Investments: John Asher

Rogue Community College: Lisa Parks, Kim Freeze, Donna D’Inzillo

Southern Oregon Success: Peter Buckley

Veterans Administration - SORCC : Peter Weston

WorkSource Rogue Valley: Cindy Manning, Stephannie Krunglevich, Tammy Schroeder, Joe Spagnuolo, Diana Traylor,

Oregon Employment Department: Polly Farrimond, Guy Tauer

Project Youth+: Kurt Hildebrand, Jen Perry

Evolutionary Consulting: Tiffany Grimes

TP Trucking: Joe Anderson

Rogue Workforce Partnership: Tami Allison, Sherri Emitte, Jim Fong, Paula Glennon, Ida Saito, Jill teVelde, Greg Thweatt, Dana Shumate, Haylee Ulrey

CALL TO ORDER

The RWP - Workforce Board meeting was called to order by Vice-Chair Mike Donnelly at 8:03 a.m.

Welcome & Introductions

RWP Workforce Board Members introduced themselves and the non-members roll was documented through the Zoom meeting participants list.

CONSENT AGENDA

Robert Begg moved to approve the consent agenda, consisting of the meeting minutes from the January 15, 2021 RWP Workforce Board meeting. The motion was seconded by Mike Card. There was no discussion and the motion was approved unanimously.

INTELLIGENCE / SITUATION REPORTS

- **Economic & Labor Market Report**

PowerPoint Presentation by Guy Tauer, Labor Market Economist - Oregon Employment Department

- › PowerPoint link - [Employment in Oregon: A summary through March 20, 2021](#)
- › Employment and payroll numbers are still down in most industries
- › Relatively tight labor market despite the pandemic
- › Rogue Valley less impacted than other areas in Oregon
- › Wages have grown due to the loss of jobs in low wage jobs
- › UI benefits paid each month are still elevated – 10 times the amount from last year
- › Increased spending on home improvement
- › Many employers scrambling to find workers
- › Trend in online job postings is spiking
- › Concern that 30-50% of those on UI may not have jobs returning
- › Guy also shared an article – [“Why Oregon’s Labor Market is Tighter than you Think”](#)
- › The Employment Department will begin alerting people on unemployment that the job search component will be starting again in the next few months

- **Industry Sectors Roundtable**

Business leaders report-out on sector work, state of business, industry, workforce & economic outlook, etc.

- › **Rogue Transportation & Logistics Partnership** - Drivers, as well as diesel mechanics, are in high demand. This sector has been working on developing videos to recruit workers.
- › **Manufacturing** - Quantum reported that manufacturing is beginning to open up and grow across the US; however, growth seems to be a little slower in California.
- › **Construction** - Ausland is busy with new projects; however, finding labor continues to be a challenge.
- › **Technology** - Zeal and “The Hive” have experienced more demand than they ever have for software development. Consultancy demand is going up as well with senior talent for software developers being very competitive.
- › **Healthcare** - Many businesses have been testing as well as vaccinating which has caused an increase in employees of about 50% from last year. Hospitals are full (not with COVID patients) with a demand for services for those who were unable to get care during the pandemic. Entry level workers are in demand along with CNA’s, MA’s and Nurses.

- **Wildfire & COVID-19 Disaster Recovery - Status & Next Steps**

Alex Campbell of the Governor’s Office and Regional Solutions reported that Jackson and Josephine Counties will return to extreme level today and will continue to evaluate hospitalizations on a weekly basis. We are at the fourth wave right now and continued vaccination is needed to avoid the fifth wave. Walk-in and drive-in clinics are available at the Expo in Central Point as well as a mobile clinic for hard-to-reach populations. For information on the vaccine efforts in the Rogue Valley please visit <https://rogueworkforce.org/resources-for-covid-19/covid-vac-test-resources/>.

The LTRG (Long-Term Recovery Group) is focused on meeting the unmet needs of those affected by the wildfires. There will be a comprehensive survey coming out soon. Progress has been made on interim housing through FEMA, and the Gateway site should be online soon. ODHS has contracted with some holdings for another hotel acquisition, and a number of single-family homes are under construction in the burn area. The residential building sector is maxed out, along with lumber shortages that are creating challenges. A

construction sector meeting will be held soon to talk about how we can collaborate between public and private partnerships.

Commissioner Dotterer spoke about the work that SOREDI is doing in partnering with various organizations. Using a grant that they received, SOREDI has hired an Economic and Business Recovery Coordinator and weekly meetings are being held at the Civic Center in Phoenix for businesses to attend and find out what their options are.

Alex indicated that although concerns are being voiced regarding converting motels into housing; it is an interesting interim solution. Rogue Retreat just received permission to double their camp.

Efforts are also underway to convene a group to focus workforce housing issues.

Employers are raising many concerns about the Federal \$300 unemployment bonus and the challenge of finding workers. Some states are offering money to rehire people and if they turn down jobs, they are being denied their benefits. **Alex will research to see if there are models we should be looking at.**

RWP STRATEGIC ROADMAP / OBJECTIVES & KEY RESULTS

- Click here to view RWP's [Strategic Road Map & OKRs](#)
Our focus is on two major objectives and five strategies. RWP staff have worked over the past few months to hone down the OKRs and establish a way to measure key results. If any RWP members are interested in these conversations, please contact RWP. A final draft version of the Strategic Roadmap and OKRs will be brought back to a future RWP - Workforce Board meeting.

EQUITY & HOLISTIC FOCUS

- **Lessons from RCC's [Southern Oregon Health Occupations & Poverty Elimination Program](#)**
 - Lisa Parks of Rogue Community College presented on the SOHOPE program
 - 5 year, \$15M to RCC from the U.S. Department of Health & Human Services.
 - To help low-income individuals get training in health occupations and step up and out of poverty.
 - 764 people participated in the program; 600 completed at least one healthcare training; 450 got jobs in our region. Majority on SNAP, 85% women.
 - There was strong focus on building both foundational skills and occupational skills to move folks into career pathways.
 - Majority of folks trained as Medical Assistants, CNA1 and CNA2s.
 - \$3.51 / hour wage increase on average.
 - Positive impact has been made on the region's healthcare workforce by increasing the number of workers in the industry.
 - **Big Picture Take-Aways:**
 - **Recruitment Strategies Matter** – have to balance incentives to recruit folks with expectations of what it means to work in healthcare and what it takes to get ready
 - **Reaching Goals Takes Time** - Folks coming from multi-generational poverty – it takes a lot of time to get folks ready to be working in healthcare, even for short-term training, to achieve their goals
 - **National Data & Regional Impact Differ** - The national program evaluation does not show the regional impact and talks about wages over time but does not recognize that many who entered into this program had zero dollars when they started. Qualitative pieces are missing

- **Building Teams is Energy Well Spent** – Having a cross-agency teams well-versed in Adverse Childhood Experiences, Trauma Informed Care, Motivational Interviewing, etc. is important to help folks move out from intergenerational poverty
- Lisa has lots of data points for those that want to dive into these details.
- **Additional Lessons Learned**
 - Found that those who were most ready to meet the expectations of the learning environment came through the WorkSource Rogue Valley centers. Highest success and the folks that came through our door the most were those from WSRV. Made sense since these folks were already getting help with employment.
 - Also found big success - 200% over our goals which didn't expect - for those not yet college ready, but who started in Adult Basic Skills and then continued through and completed training to get jobs in healthcare.
 - Holistic approach made a big difference too. Full integration of support with life coaching and academics was invaluable. Addressing personal barriers and barriers of living in poverty, helping them access community resources to allow them to be ready to meet employment demands. Have scaffolded all this (ACEs, TIC, etc.) into the education process.
 - How to scale this lesson? RCC has adopted the case management model, Advising Department has restructured and is making sure when folks come thru door first time that they're getting lots of these issues addressed.
 - Partnering with employers so they're coming into the education environment and providing this connection to work with students. Very beneficial so students get connected to real world of work and its opportunity, expectations, etc.
 - Bringing people into the workforce who have never before been in the workforce coming from multi-generational poverty was a big success.

RWP Members Comments & Dialogue

- ☑ **Norm** - Would like to get the statistics and dive into the data. Trying to do the ROI on this and comparing with the cost with SNAP, etc. When you start backing into the numbers, \$20,000 per person cost is low if it helps people get out of intergenerational poverty, especially since over 55% engaged in SOHOPE never worked before. Would like to take a deeper dive into this.
- ☑ **Mike Card** – Combined Transport calculates the cost of hiring experienced drivers is over \$15,000 per employee. Agrees that the cost of the program sounds like a great deal.
- ☑ **Robert** - Asante has hired people through SOHOPE, but never paid attention to that they were coming from this program. Never understood that we as employers could be feeding something back, if someone was tracking this in a broader space. For example, if CNA becomes an RN, or MA kept working for us, or this person quit and we don't know what happen to them. Would be really, really interesting to do this analysis. To do a more longitudinal study from beginning of program to outcomes, and what employees do next.
- ☑ **Norm** – Doesn't think \$20,000 is a lot. Cost is really low. We can marry a couple of pieces. If we track and see how people can keep going forward. And we as employers can come alongside these people as well, it would really impact multi-generational poverty. Then we have an opportunity to break the cycle and make some really long lasting changes. That's a huge impact.

Jim - The purpose for focusing on this today was to tee-up this exact conversation, so interested RWP members can dive more deeply into this work.

Next Steps:

- ▶ RWP staff will follow-through on today's feedback and guidance from Workforce Board members and keep this conversation and work moving forward, engaging interested members to dive into the data.
- ▶ Lisa will pull together more data and send to Jim to forward to interested RWP members.

- **Our Next Innovations to Grow Personal Effectiveness & Essential Employability Skills**

Jim teed-up the conversation by walking through a PowerPoint on Essential Employability Skills presented to the state Workforce & Talent Development Board in June 2020. Particularly the slide on the U.S. Department of Labor's Competency Model / Skill Pyramid, to which RWP added an even more foundational layer of social / emotional well-being, mindfulness, grit, emotional intelligence, etc.

Tiffany Grimes of Evolutionary Consulting presented on the innovative work being done to grow Personal Effectiveness and Essential Employability Skills in our region.

- ▶ Starts with an inverted leadership pyramid, underneath the Skills Pyramid. For us as workforce development professionals to teach mindfulness, grit, etc. - we have to be an organization that is those things. Can't teach it without being mindful or emotional intelligent ourselves as leaders.
- ▶ Not about what we deliver to participant. It's an infinite mindset. Starts with leadership. Are we as leaders running emotionally intelligent organizations? Are we being mindful leaders? This directly effects our culture and staff, and what they're delivering. Then this work begins to move up into the Skills Pyramid. Moves into the inverted pyramid of Leadership Training, Staff Training, Participant Well-Being.
- ▶ In putting together this training program, we didn't start with what services can we deliver to participants on grit and mindfulness. But focused on how can we shift and change organizational culture. So we built this training that started in July 2019 and transitioned to virtual format with COVID.
- ▶ Changing the face of multi-generational poverty and employment and how all that is functioning is example of a infinite mindset, based on Simon Sinek's work – "The Infinite Game." For so long we've been teaching finite skills; e.g., a class on soft skills, or my job is get you into a job or off assistance; I see my role as temporary. We're beginning to realize this is a long-term lifetime shift. About building a brain that's about self-development; this constant place of how do I skill up, what's my next step – an infinite mindset.
- ▶ **Empower Program** provides direct individual 1-on-1 Life Coaching and LaunchPad Workshops – which is based on the Essential Employability Skills Rubric.
- ▶ When first saw Rubric, so excited thought: "Yes, this is a way to skill up and measure how we are delivering these soft skills."
- ▶ Empower Team (see website) of certified Life Coaches, each with own specialties – neuroscience and building new brain pathway, certified parenting coach, working with young people, neurolinguistic programming (power of language and how we effect change), Trauma, human services / child care expertise.
- ▶ **LaunchPad:** Series of 6 workshops, 1 hour each, based on Essential Employability Skills Rubric. 3 days / week, doing it all weeks with varying times to allow access. Community building approach with participants, they all contribute with their own wisdom.
 - January attendance: 1-2 per session; now to 25-30
 - People sign up for 1 or 2, then want them all
 - Then asking: "What's next" - connecting them to Wings seminars and/or individual coaching
- ▶ **Life Coaching:** most popular offering; 1-on1 professional coaching; package of up to 6 sessions, 45 minutes each. Meet every 7 to 10 days. Based on soft skills development, but based on what person

- brings to table, their stuck point – e.g., mindset, procrastination anxiety. Coaching about looking at our own brain, mindset, habits – what’s working for me, what bits need to change.
- ▶ Currently have contracts with WorkSource Rogue Valley and ODHS – TANF to provide these two services. Serving a continuum of need. Different readiness levels. WSRV customers more ready, less challenges of homelessness, transportation, child care, etc. Working with them is more about mindset, belief systems, creating infinite mindset that says: “I’m worthy of carving out time to do this work, or to get this raise, etc.” Profound impacts. Capturing through videos and written testimonials.
 - ▶ From July 2020 to March 2021 have done: 83 Coaching Packages, 350 Workshops for participants, 115 Workshops for staff, 554 staff experiences with Mindful Minutes - 15 minute sessions with staff.
 - ▶ Written testimonial shared and video testimonial of a participant was viewed of Heather, a Dental Assistant for 17 years, struggling for past 3 years bouncing around jobs. Coaching helped her become a better person, and helped her get through things/blocks she didn’t know how to get through. Understanding yourself better and believe in yourself better. Plus have someone else who believes in you too. Highly recommend. Gives you the courage and confidence that sometimes people lack.

RWP Members Comments & Dialogue

- ☑ **Mike** – Is there a cost?
Jim - Covered through the contracts right now, so no cost to participants. But there are limits to what we can currently fund. So we’re engaging all the workforce partners and need to engage all the K-20 education partners to help fund and scale this capacity to serve many more people
- ☑ **Norm** – Through employers on call today, we all have people who are great workers but who lack soft skills. We can deliver the hard skills. But hard for us to do soft skills. Like with the video of Heather who got the coaching. Would be advantageous to explore and scale this. Supplement what companies already do with this Life Coaching. All employers are trying to offer emotional intelligence training. The coaching would augment.
Jim – Yes, we can do this, and it affirms what we’re learning from this work, that Life Coaching is most powerful tool
- ☑ **Trever** – This is something traditionally grossly undervalued. We as culture and society have paid little to no attention to it. Have discovered over many years is how important these skills are. And how much of an impact they can make on person’s ability to not just flourish once, but continue to grow. It’s the skill of self-introspection or looking at why a result was produced and repeat that. Really excited to see this work happening at a more integrated level and opportunities for that. And for those to which this sounds foreign, fluffy or maybe a bit like snake oil – would encourage you to take a deeper dive into it.
Tiffany – We’ve have been talking about soft skills for decades, and we’ve taken stabs at teaching at it. We train and practice with hard skills. This is elevating these soft skills to same level as the technical skills. We can trained folks to both run a machine and train them in these skills.
- ☑ **Mike C.** – Can you teach me how to be patient?
Jim – Yes, we can schedule some life coaching with you. We’d make services available to all RWP members so you can get a first-hand experience of this work.
- ☑ **Trever** – See question on chat from Robert “when should it start?” This foundational skill set is what I focus on almost entirely with my kids. These are core fundamental things kids get at a very young age. They have no preconceived notions. So, I’d say as early as possible. And sooner the better because this is especially hard for people to get once they’re successful.
Dana – This needs to start in elementary school.

Jim – Would say even younger. Start with our early learning partners. From CEO's to parents with young children.

- ▶ **Norm** – Go back to 4-5 years ago and us creating the Rubric at Business-Education Partnership. Idea was to create this change and push it down into grade school. But you have to create a pull-based system and the necessity for change. Pull starts with employers. Which we all already do. We vet for hard and soft skills and we turn people over to find these skills. So if you push it down. And say: "you have to be a good person, have to work well with others, and be a good listener." Push it down, and say "you're not going to get a job unless you have these skills." Love that this is happening in a pull-based system. Fruition of all the hard work at BEP.

Next Steps:

- ▶ **RWP staff will implement today's feedback and guidance from Workforce Board members and keep this conversation and work moving forward, including:**
 - Scale-up these Life Coaching and LaunchPad workshop capacities as early as possible for children, youth and families - into early learning, elementary to high school, as well as higher education.
 - Work with employers to make Life Coaching and LaunchPad workshops available to their employees.
 - Elevating soft skills development to the same level as technical skills.
- **Addressing the Benefits Cliff**

Due to time limitations, this item was not discussed at this meeting.

COMMUNICATIONS, OUTREACH & ENGAGEMENT

- **Rogue Careers Website** - *update/coordination on partners, students & adults who are engaging*
 - ▶ Giving students and job seekers a place to go to develop a career, maintain their career, skill up
 - ▶ Relationship with school districts are expanding to grow their ability to help students find out what they are interested in
 - ▶ Job seekers can go here to build their resume
 - ▶ One-stop shop for all
 - ▶ Interested employers contact Greg Thweatt to have your hiring link added to the website
 - ▶ Data received to date is impressive and directly connected to the marketing efforts leading participants to the webpage
- **Social Media & TV Posts, Ads, Email Blasts**
 - ▶ Demographic data to date on those engaging:
 - Women 75% - Primary age group 35-44
 - Men 24% - evenly spread across age groups from 25-64
 - ▶ Campaigns to Date
 - Talent Maker City – 1247 reached on social media, 11,323 via email (20% opened)
 - RCC Construction Training – 1350 reached on social media, 11/349 via email (25% opened)
 - ▶ **Everyone attending the meeting was encouraged to go to the Rogue Careers YouTube channel to look at the playlists and subscribe to the channel.**
- **Creating "Communications Co-investment Model" with Industry & K-20 Education**

Preliminary conversations with sector groups has shown interest in leveraging and co-investing to create a place to augment employer's recruitment efforts.

HANDS-ON CAREER EXPLORATION EVENTS

- **Caregivers** – recent caregiver training held at Pacific Healthcare Training with mostly high school students attending (14 of the 15 attendees were students). Currently working with the schools for students (mainly seniors who are in the healthcare exploration programs) to attend another training in June. Waiting for approval of a grant from OHA to create an on-call pool of caregivers to pull from to backfill and stabilize this workforce.
- **RCC, Talent Maker City, and CraterWorks** – TMC recently held hand tools class, paid internships for high school students, introduced students to Rogue Careers website. Welding, Manufacturing and design will start their 2-day sessions at RCC this weekend. These are career exploration events. The hope is that the students will continue to show initiative and develop a relationship with a WorkSource Rogue Valley Career Coach to take their next step in joining the workforce. Work is continuing with CraterWorks to create another set of workshops. These events are funded through the Disaster Dislocated Worker Grants to create easier access and career on-ramps for workers.
- **Medford Urban Renewal Agency & Medford School District + Regional Partners** – Bret Champion reported that Medford School District is working through details with MURA to create the Rogue Technical Education Center that will start out focusing on construction trades and grow from there. This project will be a regional partnership with RCC and other school districts, not just focused on Medford School District students. Jim suggested that Bret consider focusing on manufacturing at the same time as construction, since many skillsets overlap.
- **Child Care / Early Learning** – Child Care / Early Learning leaders has identified the dire need for workers and profound systems transformation. Immediate hiring needs for summer programs have led to the request to convene a job fair. Conversations are taking place to get this scheduled and the plan is to invite all targeted industry sector employers.

REIMAGINING WORKSORCE ROGUE VALLEY

- **Reopening WorkSource Rogue Valley One-Stop Centers**
 - WSRV is the first region in the state to partially reopen to customers
 - WSRV is the first region in the state to implement Podium, an all-in-one communications platform that allows customers to connect with staff via phone, text, email, and webchats (*Thanks to Brent Kell for his invaluable help with this*)
 - Starting to see impact of social media, flyers, etc. with an increase in the number of customers calling-in
 - The way customers are counted changed since 2018/2019; however, WSRV is looking into whether or not we can count virtual interactions with customers
 - Phones, as well as video platforms, are being used to connect with customers which also allows more flexibility
 - Job Search requirements for Unemployment Insurance claimants will be reinstated in the coming months in 3 phases
 - Emails going out to over 23,000 UI claimants messaging that services are available and promoting the available resources
 - Letter will go out the beginning of June that work search requirements are coming back and to be sure to register
 - By July, registration will be required to continue receiving benefits
 - WSRV has coordinated partnerships with the libraries in each county to offer NCRC testing (National Career Readiness Certificate)

- **Redesigning the Customer Experience in the Age of COVID-19**

- › RWP and WSRV staff have launched this effort to redesign, reimagine and reinvent the customer experience at the WorkSource Rogue Valley centers. Tools, methods and principles from Human-Centered Design, Lean and System Thinking will be used to create a more customer-centric service experience. These efforts will be coordinated with other statewide efforts to integrate virtual service delivery capacity into the in-person “bricks and mortar” experience. There are plans to contract with Co-Creative Consultants to help facilitate this redesign process.

Sherri Stratton shared that because WSRV never stopped offering employment and training services to participants (*unlike other WorkSource Oregon centers in the rest of the state*), our region is very well positioned to implement these service delivery improvement quickly.

- **Disaster Recovery Dislocated Worker Grant Update**

Grant update document reviewed.

- 18 local governments and non-profit organizations have been engaged
- \$3.5M in funds requested ; 157 temporary workers requested
- We are still trying to recruit these workers. Only 4 to 5 are placed right now.
- List of organizations requesting workers is on the update document
- A few of the requests to new start-up organizations are needing more scrutiny and community consensus before we approve funding
- For those potential workers who don't qualify as Dislocated Workers, we're using other funds to put them in in a shorter-term internships or on-the-job training
- Humanitarian aid positions are submitted to the U.S. Department of Labor for approval
- A finalized copy of the update document will be sent out to RWP members.

REIMAGINING HIGHER EDUCATION

- **Reimagining Higher Education Update**

- › Southern Oregon Education Leadership Council ongoing work on these objectives and key results
- › Progress being made on common course numbering between RCC and SOU
- › New Osprey to Raider Transfer Program in place that will make transfers easier
- › SOU is talking to students as soon as they get to RCC to create seamless system
- › Data sharing agreements between RCC, SOU and high schools are being approved so RCC and SOU will have contact info for students and families to get them information about opportunities
- › Microcredentials being developed at SOU. These are targeted on topics such as project management and various other topics. Please Google: SOU Micro-Credentials for more information. If employers see a need for these specific short-term trainings, let SOU know.

- **SOU Updates**

- › Budget is benefitting from Federal relief dollars
- › SOU has taken advantage of the Unemployment WorkShare program
- › Furloughed staff are planning to be back in the fall
- › Numbers of students has increased for the fall
- › Applications are down across the country
- › Waiting to see what the Governor and OHA will require as far as requiring vaccinations for fall term

BIG DATA / PREDICTIVE ANALYTICS

- RWP staff is helping to facilitate getting a data sharing agreement in place between Oregon Employment Department and Oregon Department of Human Services - Office of Reporting, Research, Analytics and Implementation. This will allow wage data to be connected to the other state administrative data bases from multiple agencies, as part of our region's predictive analytics pilot effort. This essential next steps is needed before any additional progress can be made applying this analytic capacity to improving education to workforce outcomes.

STATE & FEDERAL POLICY ALIGNMENT

- **Oregon**
 - › **SB 623 - COVID Recovery & Workforce Modernization Act**
Passed unanimously in the Senate and is now headed to House.
 - › **HB 2820 - Prosperity 2000:**
Would provide for additional workforce services for SNAP participants and would provide \$68,000 to our region for additional training. Working its way through legislature.
 - › **SB 420 - Community Benefit Contracts & Apprenticeships: [Info/Status Update](#) + [1 Pager](#)**
This legislation is seeking support. Lance Corley submitted application to run 270 pre-apprentices through the program. Then have pre-apprentices apply to programs throughout the state and even out of the state. The goal of the grant is to have an instructor/coordinator.
- **Federal**
 - › In partnership with other regions and states, RWP staff are continuing advocacy efforts at the federal level to get additional funding through the COVID-19 relief legislation currently working its way through Congress. In addition, advocacy is also underway for policy improvements/alignment in the upcoming reauthorization legislation for the Workforce Innovation & Opportunity Act (WIOA) and Temporary Assistance to Needy Families (TANF).

ADJOURN

With no further discussion, the meeting was adjourned at 11:01 a.m.

Respectfully Submitted,



Tami Allison
Senior Project Manager
/tka

APPROVED:


Chair

07-21-2021
Date