

Workforce Investment Board (WIB) & Youth Council Joint Public Meeting

Local Workforce Investment Area # 51~ Calcasieu—Cameron—Jefferson Davis Parishes ~

2014/2015 Officers: Chairman - Mr. Lee Thibodeaux, Vice-Chairman—Mr. Carlos Perez, Secretary — Mr. Charles Achane

Thursday, January 22, 2015

11:30 a.m. ~ Elcie Guillory Room

Business and Career Solutions Center

2424 3rd Street ~ Lake Charles, LA

MINUTES

1. Call to Order & Roll Call for WIB Members

Chairman Lee Thibodeaux called the meeting to order at 12:00 noon. Ms. Poland called roll. A quorum of 16 of the 23 WIB members was present at roll call. A quorum of 7 of the 13 youth Council members was present.

WIB members present: Mr. Lynn Hohensee, Mr. Lee Thibodeaux, Mr. Richard Boenig, Mr. Dan Thompson, Mr. Toby Leger, Mr. John Nash, Mr. Darrell Henagan, Mr. Timothy Coffee, Mr. R.B. Smith, Ms. Mary Conway, Mr. Adrian Wallace, Ms. Deborah Doshier, Ms. Romona Guillory, Ms. Barbara Disnue, Ms. Juana Felton, and Mr. Justin Mahoney.

WIB Members absent: Ms. Karen Lambert-Clapp, Mr. Joseph Duhon, Ms. Jackie St. Romain, Mr. Charles Achane, Mr. Richard Paulk, Mr. Carlos Perez, Dr. Neil Aspinwall (Dr. Joseph Fleishman attended as a representative for Dr. Aspinwall)

Youth Council members present: Mr. Toby Leger, Mr. Anthony Celestine, Mr. Justin Mahoney, Ms. Romona Guillory, Ms. Amanda Hartley, Mr. Julio Galan, and Mr. Hayward Prudhomme (was present in proxy by Ms. Patricia Charles)

Youth Council members absent: Ms. Darlene Veillon and Mr. Carlos Perez. Other members who still count as members until replaced, include Ms. Dinah Landry, Ms. Linda Ned, Ms. Alexis White, and Ms. Terri Crump.

CPPJ Liaison absent: Ms. Elizabeth Griffin and Mr. Nic Hunter

WIB Staff present: Ms. Stephanie Seemion, Ms. Juanita Poland, Ms. Betty Washington and Ms. Jazelle Jones

Business & Career Solutions Center Staff present: Ms. Marty Stevens, Ms. Myra DelaCroix, Ms. Crystal Scott

Youth Service Providers Present: Ms. Jonnika Boutte and Ms. Erica Lawrence with the Calcasieu Workforce Center Youth Program and Ms. Tavia Bult with the Calcasieu Parish School Board Youth Program

A. **Update on WIB Member to Replace Dr. Charles Nwankwo.**

1. The Calcasieu Parish Police Jury appointed Dr. Neil Aspinwall to complete the unexpired term of Dr. Charles Nwankwo at its Public meeting on January 8, 2015. Dr. Nwankwo's term was from July 1, 2012 to June 30, 2015.

Mr. Lee Thibodeaux introduced Dr. Joseph Fleishman who is attending today in the absence of Dr. Neil Aspinwall who was called to a meeting in Baton Rouge.

Mr. Thibodeaux also introduced Mr. Dan Thompson who is replacing Ms. Carla Alcock from Jeff Davis Parish.

One other new member, Mr. Joseph Duhon from Cameron parish has also been appointed to the WIB.

- ### B. **FYI: State Ethics ANNUAL Training** WIB members are advised that the 1 hour Ethics training for the calendar year January 1, 2015 - December 31, 2015 is due. A copy of your Certificate that you print at the end of the completion of the 3 modules should be sent to Ms. Juanita Poland at jpoland@cppj.net. The Police Jury maintains copies of your completion of the one hour of training.

Mr. Thibodeaux reminded the members that the Ethics Training is an annual activity, and the 1 hour training is now due.

- C. **FYI: ANNUAL Financial Disclosure:** If you serve any part of a calendar year as a WIB member, even if it is just one month, you must file the Financial Disclosure forms by May 15 for the previous January-December Calendar year. If you fail to submit the Forms you can expect a letter from the Ethics Board giving you a deadline. A daily fine is assessed if you continue to fail to file.

Mr. Thibodeaux also reminded the members that the Financial disclosure forms for the calendar year January-December 2014 will be due by May 15, 2015. A notice will be given closer to time.

2. Welcome & Introduction of Guests

No other guests were present.

3. Consideration of Add-On Agenda Items

There were no add on agenda items.

4. Consideration on Approval of Minutes of the Meeting September 25, 2014

Mr. Lynn Hohensee moved to approve the minutes of the September 25, 2014 WIB/YC meeting. Mr. Toby Leger seconded. Carried

5. Consideration of Approval of Executive Committee Recommendations Mr. Carlos Perez

- Report on Action Taken at the October and November, 2014 meetings
- Due to the lack of Agenda items, the December meeting was canceled.
- Copy of Minutes from the August 19 meeting which were approved in October.
- Copy of Minutes from the October 21, 2014 meeting.
- Copy of Minutes from the November 18 meeting will be provided after they are approved in February.
- NOTE: Minutes for the November 18 meeting will be approved at the February 24 meeting (Feb 17 is Mardi Gras and Parish offices are closed). However the following items discussed at the meeting need ratification and approval as follows:

Ratification of Action Items from the November 18, 2014 meeting:

1. **Agenda Item #3** Mr. Thibodeaux stated that there was one add-on agenda item: The list of schools on the Eligible Training Provider List needed approval. **Mr. Toby Leger moved to add the item. Mr. Carlos Perez seconded. Carried. Mr. Thibodeaux asked for any public comment. There was none.** The matter will be taken up as Agenda Item number 6a.
2. **Agenda Item #5. Consideration on Expenditure Report for Month Ending October 31, 2014**
Ms. Betty Washington provided a review of the Expenditure report for the month ending October 31, 2014 as follows:
 - (1) WIA Adult Funds
 - Spending – \$192,408
 - Balance – \$311,783
 - Percent of total funds spent – 38%
 - Percent of Admin funds spent – 29%
 - Percent of Program funds spent – 41%
 - (2) WIA Dislocated Worker Funds
 - Spending – \$113,190
 - Balance – \$370,551
 - Percent of total funds spent – 23%
 - Percent of Admin funds spent – 31%
 - Percent of Program funds spent – 23%
 - (3) WIA Youth Funds
 - Spending – \$139,193
 - Balance – \$253,747
 - Percent of total funds spent – 35%
 - Percent of Admin funds spent – 96%
 - Percent of Program funds spent – 30%
 - (4) Disability Employment Initiative

- Spending – \$94,795
- Balance – \$100,205
- Percent of total funds spent – 49%
- Percent of Admin funds spent – 10%
- Percent of Program funds spent – 52%
- (5) Job Driven National Emergency Grant (JDNEG)
- Spending – \$13,343
- Balance – \$1,536,657
- Percent of total funds spent – 1%
- Percent of Admin funds spent – 3%
- Percent of Program funds spent – 1%

Mr. Toby Leger moved to approve the Expenditure Report. Mr. Lynn Hohensee seconded. Carried.

3. Agenda Item # 6 Consideration on Award of Youth Carryover Funds of \$ 57,872

1. Calcasieu Workforce Center
2. Calcasieu Parish School Board

Letters from each of the Youth Providers was received. The Calcasieu Workforce Center is requesting \$18,880 and the Calcasieu Parish School Board is requesting \$29,236 for a total of \$48,116. The unobligated funds according to the most recent Expenditure report was actually \$55,336. Awarding the requested amounts will leave an unobligated amount of \$7,250. These funds will remain available should either provider determine additional funds were needed. Unspent funds remain in the program as become carryover funds for the following program year. **Mr. Carlos Perez moved to award the funds requested from the Calcasieu Workforce Center in the amount of \$18,880 and to award the funds requested to the Calcasieu Parish School Board in the amount of \$29,236. Mr. Toby Leger seconded. Carried.**

4. Agenda Item #7. Update on JDNEG Program

1. Consideration on Revision to ITA Policy and Support Services Policy to change Cap on Dislocated Workers in Both Regular Dislocated Workers and the Job Driven National Emergency Grant to \$4000. Regular Dislocated Workers will be \$4000 per year and the JDNEG will be a one time payment. The Waiver Review Committee will receive and consider any request from a participant who is experiencing hardship to determine if more can be provided.
2. Enrollments in JDNEG to Date

Ms. Seemion said that the Board had asked staff to meet to determine if more assistance could be provided to individuals seeking supportive services along with training. After meeting, staff is recommending that the funding cap for Dislocated Workers be set at \$4,000. Regular dislocated workers can request these funds annually. Job Driven, National Emergency Grant individuals can request this amount only one time. The Waiver Review Committee may receive and consider any request from a participant who is experiencing hardship to determine if needs exceed the allowed \$4,000, then a waiver can be granted. **Mr. Toby Leger moved to approve the new \$4,000 cap as presented by the staff. Mr. Carlos Perez seconded. Carried.**

Mr. R.B. Smith presented the WIB Executive Committee report. He asked if there were any questions, and there were none. **Mr. R.B. Smith moved to approve the Executive Committee report and ratify the actions reported both in the report and those included as part of the Agenda 5. Mr. Toby Leger Seconded. Carried.**

6. Overview of Workforce Innovation & Opportunities Act (WIOA)

- The Act was passed July 22, 2014 and goes into effect July 1, 2015
- Requires States to align workforce development programs to ensure that employment and training services provided by the core programs are coordinated and complementary so that job seekers acquire skills and credentials that meet employers' needs
- Promotes accountability and transparency to ensure that Federal investments in employment and training programs are evidence-based and data-driven, and accountable to participants and taxpayers
- Fosters Regional Collaboration and promotes alignment of workforce development programs with regional economic development strategies to meet the needs of local and regional employers
- Improves the American Job Center (AJC) system and increases the quality and accessibility of services that job seekers and employers receive at their local AJC [our Business and Career Solutions Center]
- Improves services to employers and promotes work-based training (especially

apprenticeship programs) ensuring that the workforce system is job-driven, matching employers with skilled individual

- Provides access to high quality training helping job seekers acquire industry-recognized credentials for in-demand jobs
- Enhances workforce services for the unemployed and other job seekers by assuring access to high quality workforce services. Allows 100% of adult and dislocated worker funds to be transferred from one funding stream to the other- [current WIA allows 30% and waiver allows up to 50%]
- Improves services to individuals with disabilities by increasing access to high quality workforce services and prepares them for competitive integrated employment
- Makes key investments in serving disconnected youth and other vulnerable populations through increasing the use of proven service models. Increases the percentage of out-of-school youth funds to 75% (WIA was 30%)
- Enhances the Job Corps program by increasing performance outcomes and quality of Job Corps
- Reinforces connections with Registered Apprenticeship (RA) by promoting the use of Ras, a proven model that provides workers with career pathways and opportunities to earn while they learn.
- Streamlines and Strengthens the Strategic Roles of Workforce Development Boards by making them more agile and well-positioned to meet local and regional employers workforce needs

7. Report on Performance

Ms. Seemion called attention that LWIA 51 is meeting all 9 of the performance measures and exceeding 8 of the 9. Many thanks to the staff who help greatly to bring this about.

8. Youth Service Providers Report on Activities through December 31, 2014

1. Calcasieu Workforce Center Youth Program: Ms. Jonnika Boutte and Ms. Erica Lawrence reported on Youth activities as follows:

Documentation on Meeting	CWC	CWC	CWC
A. Program Performance - Carryover 13/14	'09 = 1 '10 = 0 '11 = 4 '12 = 7 '13 = 16 '14 = 6	'11 = 3 '12 = 0 '13 = 1 Total = 4	'10 = 1 '11 = 3 '12 = 4 '13 = 8 '14 = 10 Total = 26
(1) Number NEW Planned to enroll by 12-31-14 from Contract	5 In-School 5 Out-of-Sch.	0	0
(2) Number NEW Actually enrolled by 12-31-14	10	0	2
Total # Served 7/1/13 - 12/31/14	44	4	28
(3) Number exited	6	0	5
(4) Number positive outcomes	6	0	5
(5) Number negative outcomes	0	0	0
(6) Number Received Diploma/GED	0	0	0
(7) Literacy/Numeracy Gains (OSY)	100%	100%	100%

Documentation on Meeting	CWC	CWC	CWC
(8) Number Employed/Military	17	4	8
(9) Number received credentials	11	1	7
(10) Elements being provided	6	2	4
(11) # In Each ELEMENT			
1 Tutoring/Study Skills	0	0	0
2 Alternative School	0	0	0
3 Summer Work Opportunities	2	0	0
4 Work Experience/Internship	2	0	0
5 Occupational Skills Training	19	0	1
6 Leadership Development	33	2	12
7 Supportive Services	19	0	1
8 Adult Mentoring	0	0	0
9 Follow Up	5	1	9
10 Comp Guidance & Counseling	0	0	0
(12) Number in Post-Secondary	14	1	4

Success Story:

Alexis White is the ideal role model for her peers. Alexis attended classes on a regular basis, submitted her paperwork in a timely manner, adhered to all WIA policies, exhibited good work ethics, and is a very ambitious individual.

Alexis was initially enrolled in 2011. Upon enrollment she was determined to be a “Basic Skills Deficient” younger youth with poor work history facing severe barriers to employment and lived in a household that received Food Stamps.

However, Alexis had the aptitudes and temperaments to successfully achieve her educational goal of becoming a Registered Nurse (RN). After being provided the necessary tolls to help increase her Tests of Adult Basic Education (TABE) score, she was retested and succeeded in increasing her grade levels. She also received Leadership Development, Support Services, and Occupational Skills Training. WIA staff provided Job Readiness (Resume preparation, interview skills, job search assistance) during Alexis’ last year of school.

December 2014, Alexis successfully earned her degree in Bachelor of Science in Nursing at McNeese State University.

Alexis next step in her career goal is passing the NCLEX-RN Exam.

2. Calcasieu Parish School Board Youth Program: Ms. Tavie Bult reported as follows:

Documentation on Meeting Performance:	CPSB
B. Program Performance - Carryover 2013/2014	23
(1) Number NEW Planned to enroll by 12/31/14	9
(2) Number NEW Actually enrolled by 12/31/14	5 & 5 in progress
Total # Served 7/1/13 - 12/31/14	

Documentation on Meeting Performance:		CPSB
(3)	Number exited	6
(4)	Number positive outcomes	6
(5)	Number negative outcomes	
(6)	Number Received Diploma/GED	14
(7)	Literacy/Numeracy Gains (OSY)	83%
(8)	Number Employed/Military	13
(9)	Number received credentials 1 Bachelor's Degree from McNeese	15
(10)	Elements being provided	5
(11)	# In Each ELEMENT	
	1 Tutoring/Study Skills	13
	2 Alternative School	0
	3 Summer Work Opportunities	0
	4 Work Experience/Internship	0
	5 Occupational Skills Training	5
	6 Leadership Development	8
	7 Supportive Services	2
	8 Adult Mentoring	0
	9 Follow Up	4
	10 Comp Guidance & Counseling	0
(12)	Number in Post-Secondary	5

Success Story:

Desiree has entered Sowela and completed her first semester with a 4.0 GPA. More than that, however, is the amazing growth she has shown in social skills. As you may recall, I spoke about the issues facing D. as they relate to her inability to look up and at people, to have a conversation, and to present in an acceptable manner. She and I have had several conversations about classes she is taking and teachers she has encountered. I am proud to hear that she has intelligent opinions and can express them. Desiree is now in her second semester at school.

Editorial Comment: Tavie Bult

The oldest traditional occupation is motherhood. Some of our participants have chosen to pursue this route at the present stage in their lives. Although this is not technically a 'positive outcome' as it relates to the Workforce policies, it is an honorable lifestyle choice. We must accept that not all people will enter the workforce as paid employees. Some will build other lives.

9. Report on Business & Career Solutions Center Activities

Ms. Mary Conway, Site Coordinator

Membership Team

Category	November 2014	November 2013
New Customers	200	308
Return Customers	507	949
Plant Applications	76	192 Paper Applications

Category	December 2014	December 2013
New Customers	213	294
Return Customers	596	940
Plant Applications	87	101 Paper Applications

Skills Development Team

Customers utilized the Skills Development Lab for a variety of services. Listed below are the services provided and the number of members that utilized each service:

Services	November 2014	November 2013
Quiz Pre-Employment Testing	0	0
On-line Assessment	0	0
Job Search	333	558
Resumes	59	81
Phones/Copier/Fax	97	124
UI Claims (Computer)	97	166
Literacy Council/GED Referrals/Computer Class	1	0
TABE/SAGE Assessment	0	4
Job Readiness Workshop	12	7
WIA Orientations	5	0
Job Fair/Hiring Event	25	37
Disability Employment Initiative	1	0
Disability Employment Initiative Job Fair	0	0
Louisiana Rehabilitations Services	0	0
SWLA Workforce Resource Guide Orientations	0	0
Literacy Council Computer Class	18	35
Password Re-Sets	3	0
JD-NEG Information Meetings	41	37
Special Employer Events	0	0

Services	December 2014	December 2013
Quiz Pre-Employment Testing	0	0
On-line Assessment	13	0
Job Search	421	558
Resumes	57	81
Phones/Copier/Fax	124	124
UI Claims (Computer)	111	166
Literacy Council/GED Referrals/Computer Class	1	0
TABE/SAGE Assessment	2	4
Job Readiness Workshop	16	7
WIA Orientations	39	0
Job Fair/Hiring Event	47	26
Disability Employment Initiative	0	1
Disability Employment Initiative Job Fair	0	0
Louisiana Rehabilitations Services	0	0
SWLA Workforce Resource Guide Orientations	0	0
Literacy Council Computer Class	22	42
Password Re-Sets	2	0
JD-NEG Information Meetings	60	23
Special Employer Events	0	0

(38) (111) Veterans were assisted in the Career Services in November 2014.

(77) (90) Veterans were assisted in the Career Services in December 2014.

One (1) (5) placement was recorded for November 2014 from a student that was awarded WIA classroom training scholarship:

Resthaven Nursing Home – C.N.A. 1 ~ 1 @ \$9.50 hourly

Five (5) (1) placements were recorded for December 2014 from students that were awarded WIA classroom training scholarships:

Diamond Wireless – Sales Associate ~ 1 @ \$8.25 per hour

Pinnacle – Food Server ~ 1 @ \$4.62 per hour

Leevac Shipyard – Welder ~ 1 @ \$22.00 per hour

Isle of Capri – Guest Room Attendant ~ 1 @ \$8.50 per hour

Cornerstone Healthcare – Certified Nurse Assistant ~1 @ \$ 11.00 per hour

NOVEMBER 2014:

Staff attended Associated Builders & Contractors (ABC) registration held on Monday, November 3, 2014 in an attempt to educate those individual registering for January 2015 classes about WIA financial assistance. There were forty three (43) in attendance. Of the forty three (43), five (5) attended the WIA orientation sessions that was held on Monday, November 17, 2014, at the Business and Career Solutions Center. Staff is currently working with these individuals to determine WIA eligibility. Final number will be reported in February 2015 report.

There was one student enrolled into Millwright training at Sowela Technical Community College which began, November 3, 2014. This individual was eligible for the JD-NEG grant therefore, was eligible for JD-NEG and DW funds.

Staff conducts weekly Job Driven-National Emergency Grant (JD-NEG) information meetings to advise and educate attendees of the opportunities being offered. Meetings were conducted on Mondays at 9:00am and 1:30pm and Fridays at 1:30pm. Total number of attendees for the month of November was 3.

DECEMBER 2014:

Staff scheduled WIA orientation for Monday, December 8, 2014, for individuals interested in WIA assistance for SPARC Academy. Two (2) individuals attended, but neither was aware they had to pay the portion of tuition over the \$2,000 WIA cap; therefore, the applicants were referred back to SPARC Academy.

Staff facilitated Spring 2015 WIA orientation sessions on Monday, December 15, 2014, for applicants seeking WIA financial assistance for the Spring semester. Thirty-one (31) applicants attended.

Staff also traveled to Sowela Morgan Smith campus on Tuesday, December 16, 2014, to conduct WIA orientation for applicants interested in WIA financial assistance for the upcoming Certified Nursing Assistant training which is scheduled to begin January 14, 2015. Nine (9) applicants attended. Numbers will be reported in February 2015 report.

Staff conducts weekly Job Driven-National Emergency Grant (JD-NEG) information meetings to advise and educate attendees of the opportunities being offered. Meetings were conducted as needed on Mondays at 9:00 a.m. and 1:30 p.m. and Fridays at 1:30 p.m. Three applicants attended.

Recruitment and Placement Hiring Events ~ November 2014

Firestone – interviewed on November 3, 2014. Three (3) Firestone representatives were present. The company was hiring for a Service Person Skilled/Utility. Five (5) job seekers were interviewed. Hiring decision is pending.

Firestone – interviewed on November 5, 2014. Three (3) Firestone representatives were present. The company was hiring for a Service Person Skilled/Utility. Five (5) job seekers were interviewed. Hiring decision is pending.

Cameron LNG – testing on November 7, 2014. One (1) Cameron LNG representative was present. The company was testing for an Instrument Technician. Two (2) job seekers were tested. Hiring decision is pending.

Firestone – interviewed on November 18, 2014. Two (2) Firestone representatives were present. The company was hiring for a Service Person Skilled/Utility and C-Operator. Four (4) job seekers were interviewed. Hiring decision is pending.

Ahern Rentals – hiring event on November 19, 2014. Two (2) Ahern Rentals representatives were present. The company was hiring for a Field Service Mechanic and a General Rental Mechanic. One (1) job seeker attended the event. Hiring decision is pending.

Labor Ready – hiring event on November 19, 2014. One (1) Labor Ready representative was present. The company was hiring for Stockers, General Helpers. Four (4) job seeker attended the event. Hiring decision is pending.
 Isle of Capri – hiring event on November 20, 2014. Eight (8) Isle of Capri representative were present. The company was hiring for several positions. Twenty (20) job seekers attended the event. Hiring decision is pending.
 Firestone – interviewed on November 20, 2014. Two (2) Firestone representatives were present. The company was hiring for a Service Person Skilled/Utility and C-Operator. Six (6) job seekers were interviewed. Hiring decision is pending.

There were 14 (64) hires for the month of November 2014.

Lofton Security – 1 Security Guard @ \$12.00 per hour
 SGS Petroleum – 1 Dock Loader/Unloader @ \$19.53 per hour
 The Medicine Shoppe – 1 Clerk @ \$9.25 per hour
 Randstad – 1 Driver @ \$15.22 per hour
 First Federal Bank of LC – 1 Loan Closer @ \$12.00 per hour
 Cameron LNG – 1 Lead Environmental Inspector @ \$67.31 per hour
 Calcasieu Mechanical Contractors – 1 Project Manager @ \$33.05 per hour
 Golden Nugget– 1 HR Generalist @ \$15.38; 1 Porter @ \$9.00 per hour
 Vigo Masonry Inc – 1 Construction Laborer @ \$12.00 per hour
 Brand Energy Solutions– 1 Painter/Blaster @ \$20.00 per hour
 Suddenlink – 1 Broadband Tech @ \$14.20 per hour
 Allen Parish Hospital District #3 – 1 Nurse Practitioner @ \$40.00 per hour
 Resthaven Nursing Home – 1 Certified Nursing Assistant @ \$9.50 per hour

Registered Employers

Total number of new employers registered from November 1, 2014-November 30, 2014 - ten (10) (5). None (2) were staff registered.

Job Orders

Staff entered seventeen (17) (47) of the total one hundred ninety six (196) (145) job orders entered from November 1, 2014-November 30, 2014

Hires Resulting from Staff Referrals

Total number of hires resulting from staff referrals from November 1, 2014-November 30, 2014- seven (7) (64).

Services provided to employers

Direct staff assisted services were provided to twenty five (25) (32) employers from November 1, 2014-November 30, 2014resulting in thirty six (36) (49) services.

Some of the services included: Job Order Assistance, Website Navigation, Recruitment Services, Refer Qualified Applicant to Employer Job Vacancies, Reviewed Resumes and Recommended Individuals, Provided Customized/Mass Recruitment Services, Hosting Hiring Events, Hosting Interview Events, Hosting Testing Events, Notification to Employer of Potential Applicant, Intensive Candidate Pre-Screening, Employer Based/Customized Training Consultation.

Recruitment and Placement Hiring Events December 2014

Primerica – interviewed on December 3, 2014. Two (2) Primerica representatives were present. The company was hiring for a Service Financial Representatives. Two (2) job seekers were interviewed. Hiring decision is pending.
 Advantage Resourcing – interviewed on December 3, 2014. One (1) Advantage Resourcing representative was present. The company was hiring for a Stockers, Loaders and Laborers. Six (6) job seekers were interviewed. Hiring decision is pending.

Isle of Capri – hiring event on December 10, 2014. Four (4) Isle of Capri representatives were present. The company was hiring for several positions. Thirty Nine (39) job seekers attended the event. Hiring decision is pending.

Firestone – interviewed on December 11, 2014. Two (2) Firestone representatives were present. The company was hiring for a Service Person Skilled/Utility and C-Operator. Four (4) job seekers were interviewed. Hiring decision is pending.

Primerica – interviewed on December 17, 2014. Two (2) Primerica representatives were present. The company was hiring for a Service Financial Representatives. Zero (0) job seekers were interviewed.

Advantage Resourcing – interviewed on December 23, 2014. One (1) Advantage Resourcing representative was present. The company was hiring for a Porter. One (1) job seeker was interviewed. Hiring decision is pending.

There were 47 (33) hires for the month of December 2014.

Sasol – 1 Senior Engineer @ \$10008.00 per year, 1 Unit Manager @ \$155004.00 per year; 1 Shift Supervisor @ \$99000.00 per year; 3 Shift Supervisor @ \$98004.00 per year; 2 Shift Supervisor @ \$108180.00 per year; 1 Shift

Supervisor @ \$110004.00 per year; 1 Operator @ \$21.22 per hour; 1 Shift Supervisor @ \$93421.68 per year; 2 Shift Supervisor @ \$110,004.00 per year; 1 Senior Engineer @ \$92,004.00 per year; 1 Logistics Analyst @ \$65,004.00 per year; 1 Engineer @ 116,004.00 per year; 1 Senior Research Chemist @ \$97,008.00 per year; 1 Senior Research Chemist @ \$80,004.00 per year; 1 Research Scientist @ \$110,004.00 per year; 1 Associate Chemist @ \$55,000.00 per year; 1 Shift Supervisor @ 108,000.00 per year; 1 Unit Manager @ \$142,000 per year; 1 SHE Director @ \$199,999.00 per year
 Inner Parish Security – 1 Security Guard @ \$9.00 per hour
 Leading Health Care of Louisiana – 1 Human Service Assistant \$7.25 per hour
 Home Depot – 1 Retail Salesperson @ \$12.00 per hour
 Albertson's – 1 Laborer @ \$10.00 per hour
 Isle of Capri – 2 Janitors @ \$8.50 per hour
 Axial Corporation – 1 Helper @ \$14.21 per hour
 Advantage Staffing– 3 Stock Clerks @ \$8.41 per hour
 TEAM Industrial Services – 1 Security Guard @ \$18.00 per hour
 Best Western Hotel & Suites – 1 Housekeeper @ \$9.75 per hour
 Firestone– 2 Service Person Skilled @ \$16.01 per hour; 2 Operators @ \$29.66 per hour
 Leevac Industries – 1 Welder @ \$22.00 per hour
 Goodwill Industries – 1 Training & Development Specialist @ \$13.46 per hour
 McDonalds – 1 Food Prep @ \$7.25 per hour
 H&R Block – 1 Tax Preparer @ \$4119.53 per hour
 Cornerstone Hospital of SWLA – 1 Certified Nursing Assistant @ \$11.00 per hour
 Pinnacle – 1 Food Server @ \$4.61 per hour
 Diamond Wireless – 1 Sales Associate @ \$8.25 per hour

Registered Employers

Total number of new employers registered from December 1, 2014 to December 31, 2014 - ten (10) (4). None were staff registered.

Job Orders

Staff entered twenty one (21) (2) of the total two hundred thirty-three (233) (128) job orders entered from December 1, 2014 to December 31, 2014

Hires Resulting from Staff Referrals

Total number of hires resulting from staff referrals from December 1, 2014 to December 31, 2014- nineteen (19) (32)

Services provided to employers

Direct staff assisted services were provided to twenty-five (25) (7) employers from December 1, 2014 – December 31, 2014 resulting in forty two (42) (33) services.

Some of the services included: Job Fair Services, Job Order Assistance, Website Navigation, Recruitment Services, Refer Qualified Applicant to Employer Job Vacancies, Reviewed Resumes and Recommended Individuals, Provided Customized/Mass recruitment Services, Hosting Hiring Events, Hosting Interview Events, Hosting testing events, Notification to employer of potential applicant, Intensive Candidate Pre-Screening, Employer Based/Customized Training Consultation.

WORKKEYS ASSESSMENT

WorkKeys assessment was administered to seventeen (23) (0) applicants during November 2014 (twenty (20) for Firestone, two (2) for Volunteer Pastille, and one (1) JD NEG).

WorkKeys assessment was administered to twelve (12) (0) applicants during December 2014 (four (4) for Firestone and eight (8) JD NEG).

CALCASIEU WORKFORCE CENTER YOUTH PROGRAM NOVEMBER 2014

Cameron Parish – 4 (4) participants enrolled

- 3 Active
- 0 Occupational Skills Training
- 1 Job Search/Placement
- 2 Leadership Development
- 1 Follow-up Services

Calcasieu Parish – 44 (45) participants enrolled

- 35 Active

19 Occupational Skills Training
2 Work Experience
35 Leadership Development Services and/or Job Search\Placement assistance
7 Employed
4 Follow-Up
5 Officially Exited

Jeff Davis Parish - 28 (17) participants,

14 are active
6 Occupational Skills Training
14 Leadership Development Services, Adult Mentoring, and/or Job Search\Placement Assistance
2 Employed
11 Follow-up
3 Officially Exited

DECEMBER 2014

Cameron Parish – 4 (4) participants enrolled

2 Occupational Skills Training
1 Job Search/Placement
1 Follow-up Services

Calcasieu Parish – 43 (41) participants enrolled

33 Active
19 Occupational Skills Training
2 Work Experience
33 Leadership Development Services and/or Job Search\Placement assistance
5 Follow-Up
5 Officially Exited

Jeff Davis Parish - 28 (17) participants,

14 are active
6 Occupational Skills Training
14 Leadership Development Services, Adult Mentoring, and/or Job Search\Placement Assistance
10 Follow-up
4 Officially Exited

The Youth Skills Development Specialists daily assist youth members in Career Services. Upon the youth's initial visit to the Center, they receive a Youth Service brochure and a Get A Job Kit to enhance their job seeking skills. The Youth Specialists provide each youth job search assistance, resume preparation, and job referral information as needed. Twenty (20) (33) youth visited the center during the month of November 2014 and thirty-three (33) (33) youth visited the center during December 2014.

Two (2) Youth participants were administered the TABE and SAGE assessments in December. Calcasieu Workforce Gazette newsletter (Volume 4, Issue 11) was mailed to all youth participants and emailed to WIB and State officials. The newsletter was also posted on Facebook and the Calcasieu Parish Police Jury's website.

The Youth Staff conducted the following orientations for WIA youth applicants:

General Spring Orientation, December 2015.
 Sowela-Morgan Smith CNA Orientation, December 16, 2014

The Youth Staff attended the following events in November/December 2014:

Associate Builders & Contractors (ABC) open registration November 3, 2014 (recruitment)
 LWC Statewide training "Details of Service Delivery," November 5, 2014.
 Executive Committee Meeting, November 18, 2014 (Request for Additional Funds)
 KRONOS training (Using Computer to Clock In/Out, Request Leave, etc.)
 Sowela-Morgan Smith Campus, CNA Graduation, November 20, 2014.
 Human Resources – Vacation and Sick Leave Policy Education Session, December 11, 2014.

RE-EMPLOYMENT ASSISTANCE OF LOUISIANA/WORKER PROFILE RE-EMPLOYMENT SERVICES (REAL/WPRS)

The REAL Staff conducted fifteen (15) (4) REAL/WPRS Orientations and scheduled 80 case management

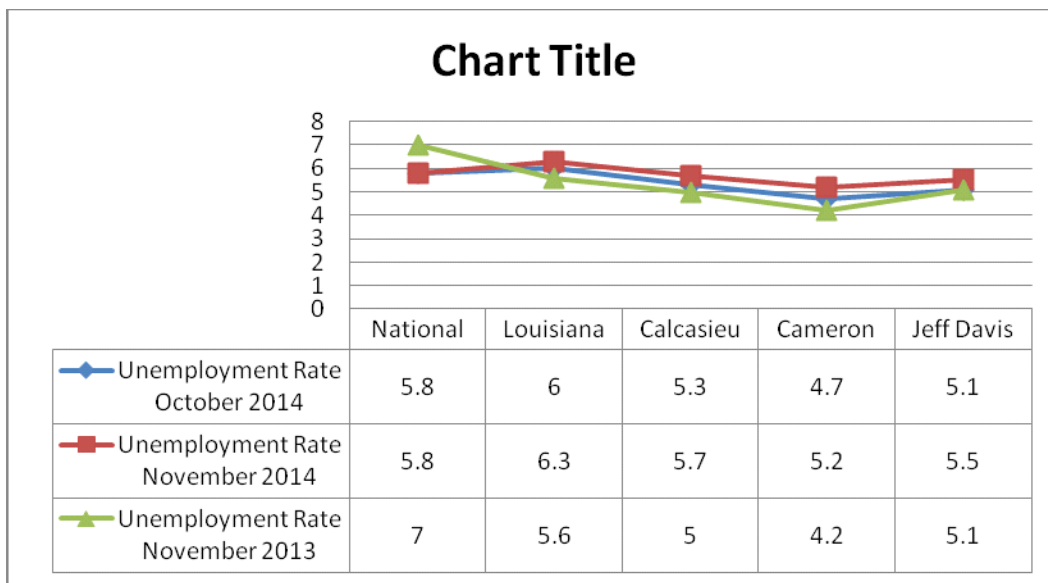
appointments during the month of November. Two hundred ninety-one (233) (119) letters were mailed and (44) (26) UI profilers attended the orientations.

The REAL Staff conducted ten (10) (3) REAL/WPRS Orientations and scheduled 94 case management appointments during the month of December. Two hundred six (206) (103) letters were mailed and (76) (46) UI profilers attended the orientations. REAL Orientations are now scheduled every Tuesday at 1:30 p.m.

The WPRS program began June 19, 2014. WPRS participants are UI claimants profiled as most likely to exhaust their UI benefits. Orientations are held every Tuesday and Wednesday at 9:00 a.m. and 1:30 p.m. WPRS profilers will have up to five service points to complete. WPRS profilers will receive intensive services and case management to further assist them in becoming job ready and obtaining employment. As with REAL, WPRS profilers that fail to comply with service point letter instructions, will be disqualified for UI until requirements are met.

UNEMPLOYMENT RATE:

Categories	Unemployment Rate October 2014	Unemployment Rate November 2014	Unemployment Rate November 2013
National	5.8	5.8	7.0
Louisiana	6.0	6.3	5.6
Calcasieu	5.3	5.7	5.0
Cameron	4.7	5.2	4.2
Jeff Davis	5.1	5.5	5.1



This data for November 2014 was taken from “Louisiana Workforce at a Glance,” (release date: December 30, 2014) may be found at www.laworks.net.

JUDICIAL CORE OPPORTUNITY REFERRAL FOR EMPLOYMENT (J-Core)

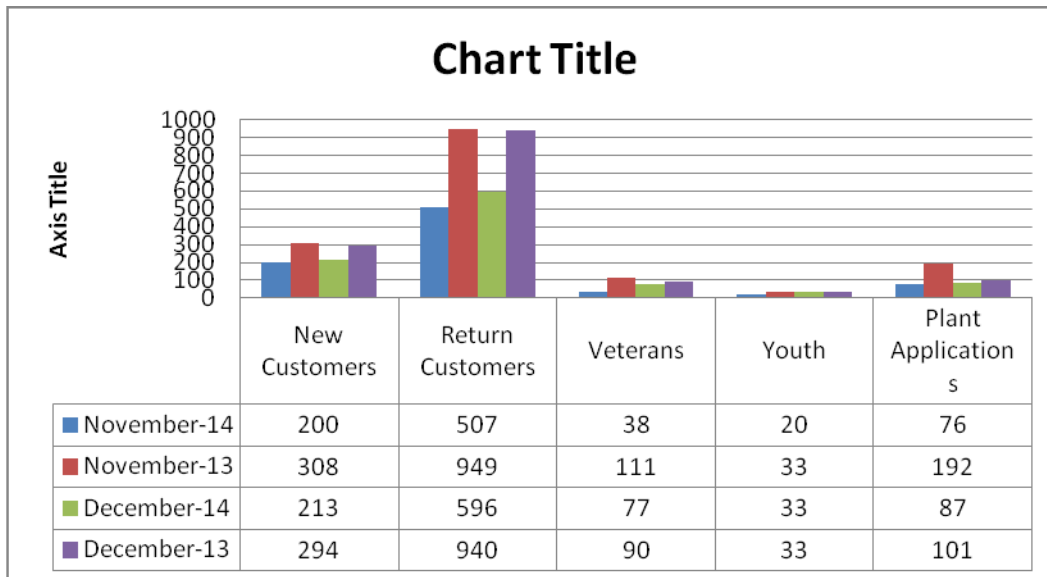
The purpose of the J-Core Program is to assist Ex-Offenders that face many challenges after their release from prison. It also, provides career counseling, training and job placement services to ex-offenders, to help them secure meaningful and gainful employment that pays a decent wage. This component is intended to help curtail the revolving door of recidivism.

The Business Services Specialist (BSS) facilitated three (3) J-Core workshops for November 2014. Eleven (11) (11) J-Core participants attended the workshop.

The Business Services Specialist (BSS) facilitated four (4) (3) J-Core workshops for December 2014. Sixteen (16) (7) J-Core participants attended the workshop.

The Catholic Charities has assisted twenty-eight (28) applicants with Twic Cards for the month of November. No Supportive Services were provided for J-Core participants in December.

CUSTOMER COUNT – November/December 2013/2014



VETERAN ACTIVITIES NOVEMBER

New Registrations	203	(8) Vet Rep did not submit in 10/2013
Enrollments Previous	117	(30) Vet Rep did not submit in 10/2013
Services Provided by Staff to Veterans	30	(54) Vet Rep did not submit in 10/2013
Veterans Referred to Job Vacancies	1	(6) Vet Rep did not submit in 10/2013
Veterans Hired Thru HiRE Job Vacancies	0	(3) Vet Rep did not submit in 10/2013

VETERAN ACTIVITIES DECEMBER

New Registrations	250	(16) Vet Rep did not submit in 10/2013
Enrollments Previous	44	(31) Vet Rep did not submit in 10/2013
Services Provided by Staff to Veterans	428	(47) Vet Rep did not submit in 10/2013
Veterans Referred to Job Vacancies	5	(9) Vet Rep did not submit in 10/2013
Veterans Hired Thru HiRE Job Vacancies	4	(3) Vet Rep did not submit in 10/2013

<u>Veteran Hired</u>	<u>Employer</u>	<u>Job Title</u>	<u>Pay Rate</u>
Gloria Henderson	Inner Parish Security –	Security Guard	\$9.00 per hour
Cade Eastman	Firestone	Operator	\$29.66 per hour
Justin Cannon	Goodwill Industries	Training & Development Specialist	\$13.46 per hour
Gerald Pullin	Sasol	SHE Director	\$199,999.00 per year

The B&CSC staff provides “Veterans Priority of Service” to all veterans that seek employment and training services. Veteran job seekers services are available in Career Services and Business Services departments. Currently, the Center does not have an assigned DVOP or LVER. However, one is still available in Region 5 and will service Calcasieu Consortium Veterans as needed.

BUSINESS SERVICES OUTREACH

The Business Services Specialist (BSS) continues to provide outreach services informing community businesses, agencies, and residents of the services provided at the Business and Career Solutions Center. The BSS works in partnership with Catholic Services, CSBG, HeadStart, etc. to provide BCSC clients the necessary support (housing, TWIC/Safety Cards, training, uniforms, etc.) needed to become and/or retain gainful employment.

The BSS provides a Job Readiness Workshop for BCSC members on the 2nd and 4th Friday of each month.

Outreach

- 11/04/14 – Mr. Hoskins – LeeVac – JD/NEG.
- 11/05/14 – LWC Statewide Training.
- 11/06/14 – Better Business Writing – Aminah Trahan
- 11/06/14 – Business After Hours/2014 Business Summit and Showcase III
- 11/14/14 – Job Readiness Workshop

11/19/14 – Labor Ready – Hiring Event
 11/21/14 – CPPJ Kronos Employee Training
 11/22/14 – ZTBC Bayou Classic Christian Fellowship of SWLA – Career Fair
 12/04/14 – 1st Annual Homeless Veterans Event – “Stand Down”/Moss Bluff.
 12/11/14 – Human Services Annual WIB Staff Equal Opportunity Training, Ms. Jazelle Jones, presenter.

Training/Conference Call/Staff Development

12/11/14 – Equal Opportunity Training/Ms. Jazelle Jones/Presenter

DISABILITY EMPLOYMENT INITIATIVE (DEI):

The Disability Employment Initiative began May 2013 in LWIA51. The purpose of the DEI program is to improve coordination and collaboration among employment and training and asset development programs implemented at state and local levels, including the Ticket to Work Program, and to build effective community partnerships that leverage public and private resources to better serve individuals with disabilities and improve employment outcomes. The LADEI will capitalize on best practices learned from the state’s Disability Program Navigator initiative and will address the way employment services are delivered through state agencies and provide these services in a way that is effective for people with disabilities and responsive to the needs of business. The LADEI proposes to increase the number of persons with disabilities and significant challenges utilizing Job Center services and becoming gainfully employed; increase the number of exiters with disabilities retaining employment; and increase the average earnings of people with disabilities utilizing these services.

NOVEMBER: The Center, in its role of employment network, now has sixteen (16) Tickets that have been assigned to LWIA 51 for Ticket to Work activities and two (2) Tickets are pending confirmation. Three (3) ticket holders are currently employed. The Disability Resource Coordinator (DRC) participated in six (6) webinars five (5) conference calls regarding DEI, Ticket to Work and disability-related matters.

DECEMBER: The Center, in its role of employment network, now has a total of twenty (20) Tickets that have been assigned to LWIA 51 for Ticket to Work activities. Five (5) of these tickets Tickets are pending confirmation. Four (4) ticket holders are currently employed. The Disability Resource Coordinator (DRC) participated in three (3) webinars one (1) conference call regarding DEI, Ticket to Work and disability-related matters.

The DRC also provides local level activities to promote capacity building for DEI. Strategic Service Delivery Components addressed include:

Integrated Resource Team Approach
 Integrating Resources and Services, Blending and Braiding funds.
 Self Employment
 Asset Development Strategies
 Partnerships and Collaboration

DRC notable activities for November:

Participated in wrap-up meeting following the 2014 Diversity Works Job Fair
 Performed wrap-up actions (thank you letters, compiled summary of exit surveys from employers and job seekers, produced DRC Update to report and share information on results of activities of National Disability Employment Awareness Month.

Webinars and Conference Calls:

Webinar: Sector Strategies and WIOA
 Webinar: Case Management Series 2
 Webinar: Case Management Series 3
 Webinar: Lessons Learned in Serving Ticketholders in the American Job Center
 Webinar: The ADA, FMLA/Leave of Absence & The Rehab Act: An Update
 Webinar: Credit: Accessing it, Understanding it, Using it Wisely
 Training: Express Yourself – Business Writing
 2014 Diversity Works Steering Committee Call (1)
 DEI/DRC-NDI Conference Call (3)
 Participated in monthly conference call with Manpower’s Access2Ability project

DRC notable activities for December:

Attended and participated in staff development meetings—EO Training and Vacation/Sick Leave Enhancements
 Attended PIT Committee meeting to review options for participating in homeless count Supported T2W customers in two hiring events activities for 2015
 Attended Mayor’s Commission on Disability Awards Luncheon – Parish received Employer Recognition Award for hiring, accommodating and supporting people with disabilities and Catherine Thomas received the MCOB

Outstanding New Member Award.**Webinars and Conference Calls:****Webinar: The ADA: Back to Basics****Webinar: Boosting Financial Stability through Tax Credits****Webinar: Introduction to Custom Reports****DEI/DRC-Bi-weekly conference call (1)****INDUSTRY SECTOR COORDINATOR**

The Industry Sector Coordinator helps plan, implement and direct key Sector Initiatives for Business Solutions within Region 5. The Industry Sector Coordinator (ISC) plays a key role in improving customer satisfaction, meeting regional performance objectives, partnerships, and agreements with the Regional Workforce Investment Boards (RWIBs). The ISC also serves as an industry specialist. The incumbent reports regularly to the Louisiana State Office of Workforce Development.

This position is independent and strategic, consisting of both technical and management level tasks requiring interaction with various departments in all levels of the OWD, LWIB, Local Area Coordinators & Directors, the Louisiana Workforce Commission (LWC), Business and Career Solutions Centers, Dept. of Economic Development, Chambers of Commerce, regional training providers, employers, and industry associations.

Training for the Industry Sector Coordinator (ISC) continued with multiple, specialized courses. Training completed in November included:

Express Yourself (Better Business Writing) – 11/6**Sector Strategies & WIOA Planning (Webinar) – 11/4****LWC & HiRE CRM Module Training (Webinar) – 11/12****Helping Job Seekers & Workers find Affordable Healthcare (Webinar) – 11/12****OWD Open Enrollment Benefits Seminar (Civic Center) – 11/17****Other Job-Related Activities:**

Meetings attended during the month of November included the following:

Meetings with interested employers: LEEVAC, Polaris Construction, Mistras & Vigo Masonry to answer any final questions concerning participation in the JD-NEG training initiative.

Received commitments from each of them, submitting the necessary documents for board approval and eventual posting of grant specific job orders.

Education & Workforce Investment Board Meeting**SEED Center – 11/13****SWLA “GO” Group Economic Impact Research Results Symposium****Civic Center – 11/7**

Along with Ms. Scott, I met with Brian Teagardin to begin brainstorming potential agendas for 3 quarterly events to be held in SWLA next year and sponsored by his Veterans division.

Incubator & Small Business Tenant Open House – SEED Center 11/18**JD-NEG Logistical Meeting with all stakeholders in the Calcasieu Business & Career Solutions Center****Attended multiple networking events including the SEED Center “After Hours” professional event**

Due to the shortened holiday schedule for the December, nearly all training pertained to the state LWC Winter Conference held in Baton Rouge. Training completed for the month included:

Industry Coordinator & Business Consultant Symposium for Training & Strategic Usage of new HUDDLE: Digital File Sharing, Networking, Discussion & Forum Hub. Beta testing began the following day – 12/11**JD-NEG “Best Practices” & “Lessons Learned” Statewide – 12/13****Continued HiRE CRM Module Training (Recorded Webinars) – 12/18****LWC Labor Market Data Integration w/ Case Studies – 12/19****Other Job-Related Activities:**

Meetings attended during the month of December included the following:

Continue to attend WPRS Job Seeker Orientations and give a 5-10 min presentation on the particular aspects of the JD-NEG Program relevant to the Job Seeker. This is a continued effort to generate supply side interest in program participation.

Meetings with interested employers: Fluor (New Regional HR Director), Deep Woods Landscape Mgmt (Owner/Operator), Isle of Capri (HR Director & New HR Reps) & SPARC Academy (Owner, District Mgr & Location Mgr) to discuss details of the JD-NEG training initiative, as well as our other available employer services.

Received commitments for OJT and Job Orders from most, have a follow up with SPARC leadership next week for JD-NEG eligibility Q&A.

Held a specialized hiring event for Isle of Capri and an upcoming event for Fluor.

Had an informal networking lunch with several mid to upper level leaders in the Manufacturing, Gaming & Hospitality Industries.

Mazen's – 12/4

Deridder B&CSC for an in-depth discussion/Q&A regarding JD-NEG with the office's leadership. Presented "lessons learned" thus far and began brainstorming on strategies to effectively approach large, JD-NEG eligible employers in region – 12/16

All of this was for preparation & planning purposes once LWIA50 regional JD-NEG MOU is agreed to and signed (expected to be soon).

JD-NEG Logistical Meeting with all stakeholders in the Calcasieu Business & Career Solutions Center – 12/2

Attended multiple networking events including the SEED Center "After Hours" professional event

UPCOMING EVENTS:

Quarterly Job Fair – Wednesday April 8, 2015, 9:00 a.m. – 12:00 p.m. – Lake Charles Civic Center

10. Advise on the Next Regularly Scheduled Meetings of the WIB (Mark Your Calendar)

- April 23, 2015
- June 25, 2015 - (Note: Election of Officers & Executive Committee Members) (Funding Awards)
- September 24, 2015
- January 28, 2016

Mr. Thibodeaux reminded members to record the dates of the upcoming meetings on their calendars. In addition, the upcoming Job Fair was announced for April 8, 2015 from 9 a.m. to 12 Noon at the Lake Charles Civic Center. He reminded all members that as employers, they should be participating in the Job Fairs to recruit employees.

11. Adjournment

All business conducted Mr. Thibodeaux declared the meeting adjourned at 12:47 p.m.