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John Bel Edwards, Governor
Ava Cates, Secretary

Workforce Investment Council

Workforce Investment Council Meeting

Thursday, September 15, 2022

9:30 AM

Renaissance Baton Rouge Hotel
 7000 Bluebonnet Blvd., Baton Rouge, LA

I. **Call to order** **Call to order** - Chairman Bruce Busada called the meeting to order at 9:35am

II. **Roll call –**

WIC Director Jawanda J Givens Quorum: yes Time: 9:35am

15-September -2022				
First Name	Last Name	Member	Designee	Designee
Bruce	Busada	X		
Joseph	Ardoin	X		
Paul	Arrigo	X		
Valerie	Aymond			
Melissa	Bayham	X		Ken York
Ada	Bell			
Keith W	Brand	X		
Cade	Brumley		X	Jessica Vallelungo
Barbara	Carpenter			
Conrad	Carriere		X	Shamar Dixon
Jason	Cobb			
Ava	Cates		X	Sonya Williams
Michael	Danahay			
Stephen	David	X		
Jason	Dedon	X		
John Bel	Edwards		X	Sec. Ava Cates
Jason	Engles		X	Gary Warren
Thelma	French			Glenis Scott
Larry	Frieman			
Randy	Hayden	X		
Charles "Chuck"	Henderson, Jr.			

John	Hopkins		X	Mart Wood
Edward R	Jones			
Gina	Jones			
Leigh	King			
Norisha	Kirts -Glover	X		
Kirk	LaCour	X		
James "Jimmy"	LeBlanc		X	Rhett Covington
Robert J. "Bob"	Lobos	X		
Melissa	Mann			
Roy O.	Martin III			
Gerry	Mims	X		
Brent	Moreland	X		
Susan	Nelson		X	Nick Felton
Barrow	Peacock			Margaret Corley
Sonia A.	Perez	X		
Don	Pierson		X	Paul Helton
Kim	Reed		X	Lisa Vosper
Louis	Reine	X		
Ronald	Rosser Jr.			
Tracey	Schiro		X	Christina McKnight
Richard B. "R.B."	Smith			
Joshua	Sonnier			
David	St.Etienne	X		
Monty	Sullivan		X	Susie Schowen
Sandra	Thompson Herman			
Buck	Vandersteen	X		
Marketa	Walters		X	Lorrie Briggs
Thomas A.	Yura			
Z - Vacant	Z - Vacant			
Z- Vacant	Z - Vacant			
Z- Vacant	Z - Vacant			
Z-Vacant	Z - Vacant			

III. Comments from the Chairman, Bruce Busada

- a. Chairman Busada welcomes everyone and thanks the members for attending.

IV. Review and approval of previous minutes:

- a. Motion to approve minutes:

1st Louis Reine

2nd Jason Dedon

- b. None opposed. None abstained. Motion passes unanimously.

V. Public Comments:

- a. None

VI. Presentation and Review of IBCC Items: Presenter: David St. Etienne

- a. **IBC Application for Ag Ed. Commission & Grant Parish LEA – AG Mechanics to be added to statewide focus list – presented by Dr. Smith.**

- i. Questions from members

1. What types of jobs does this lead to? What type of pay?
 - a. Bus mechanics, electricians, welders, etc. There are various 4 and 5 star jobs that are available. Star ratings are based on job location and market.
 - b. Asst. Sec. Kellie Taylor-White gave in-depth explanation of algorithm as well as process for designation of 3-5 stars determinations. This included how various occupations are awarded “in-demand/high wage” jobs status both statewide and at the regional level.
2. Are there programs for alternative fuel vehicles?
 - a. Yes. This will cover a variety of the technologies that are currently being used. Many unmanned tractors are in use that are sensing potential problems and predicting maintenance. We will still need technical mechanic manpower to fix maintenance issues. There will be programs available for all types of vehicles including natural gas, propane, etc.
3. Any there employers signed on to hire?
 - a. Yes.
4. Who certifies the credential?
 - a. Dr. Smith is working with Future Farmers of America.

- b. Member Louis Reine expresses concern about the format of this specific credentialing.
- c. Vice-Chair David St. Etienne explains that while this is a different format, it's because farming is historically a legacy business. There has been very little outside training in farming. This is creating important in-roads to the farming industry.

5. Chairman Busada asks if Dr. Smith has looked at getting an outside accrediting body to do this?

- a. Dr. Smith explains that he did initially, but did not get anywhere. This is a grassroots organization Dr. Smith personally wrote this curriculum in collaboration with LCTCS and instructors as per Louisiana higher education practices. He will work diligently with testing sites to ensure it is rigorous and well-executed.

6. Is there an auto review period?

- a. Vice-Chair St. Etienne states that there are reviewed every 3 years.

ii. Motion to: approve IBC application

- 1. 1st Jason Dedon
- 2. 2nd Buck Vandersteen

Abstentions: Yes None x
 Opposition: Yes None x
 Approved: Yes x None

Unanimous vote

iii. Louis Reine asks for more information on the applications to be included in the binder next time.

Jawanda agreed, while other IBCC members noted that it was previously requested that we put less information and just a summary in the binders to save duplication of full packets.

iv. LWC Secretary Ava Cates recommends that when we look at the wage range for these, we need to take a look at the fact that there is a minimum salary threshold. This issue came up in a previous

IBCC meeting. The model we use for IBCs is not written into law. We may want to consider making a minimum starting wage for 3+ star ratings.

1. Asst. Sec. Kellie Taylor-White states that we can do economic analysis and bring that up in a meeting before completing stars for the next forecast.
- v. Louis Reine suggests considering regionally what is an acceptable wage range for different areas. We should make sure there are available opportunities regionally.
 1. Vice-Chair St. Etienne agrees, noting also that even if we look regionally, there should be a threshold for what the pay will be.
 2. Kellie Taylor-White will put together that report for next meeting.
- b. **APP Development with Swift – Certified User IBC Application to be added to Statewide Focus List.**
 - i. Certified User IBC Application was presented to the IBCC and approved. The application was approved by the IBCC and approved.
 - ii. Chairman of IBCC recommends that IBC applications be approved.
 - iii. Motion to approve:
 1. 1st Louis Reinie
 2. 2nd Susie Schowen

Abstentions: Yes None

Opposition: Yes None

Approved: Yes None

Unanimous vote

VII. Presentation and Review of Short-Term and Long-term Occupational and Industry Forecasts: Presenter Dr. Julian Hwang, Chief Economist

a. Short Term:

- i. Dr. Hwang highlighted various outliers (highs and lows) in the projections.

- ii. Louis Reine asks how are we projecting that education is losing jobs?
 - 1. Dr. Hwang explains that this is a national trend. Schools are having trouble finding teachers. This is not specific to Louisiana.
- iii. Jessica Vallelungo asks if the reason the decline in education jobs is because the jobs cannot be filled?
 - 1. Dr. Hwang says yes.
- b. **Long Term:**
 - i. Dr. Hwang highlighted various outliers (highs and lows) in the projections.
 - ii. Sonia Perez notes that BR manufacturing is shown as losing jobs. Are those being replaced elsewhere or is this an area of concern?
 - 1. These are not being replaced elsewhere but there is almost no change overall statewide.
 - iii. Kellie Taylor-White clarifies that the short term forecast information includes a more accurate reflection of what is currently occurring in the state, taking qualitative and quantitative data into account. Long range projections are more rigid, based on federal requirements.
- c. Secretary Cates asks Asst. Sec. Kellie Taylor-White to speak about how all states use the federal BLS model but adjustments for Covid have not been made.
 - i. Kellie Taylor-White explains that because the federally mandated process is for all states, all have taken a hit in their forecasts based on Covid years. However, this does give a stable readout across all states. All states are essentially “off” by the same amount in their data.
- d. Sonia Perez recommends maintaining a mindset that allows us to react and respond quickly to situations that impact the job economy of the state.
- e. Secretary Cates comments that perhaps it is a good time to look at these numbers from a different perspective. Being very granular may not serve us best, perhaps instead we focus on certain core skills that are needed rather than a specific job. When we use the SOC codes and force

employers into a box, it perpetuates the problem of steering students into occupations that may not fit their skills. This is an outdated system. The credential without the employment is just a piece of paper. We are going to the NASWA conference next week. This is a topic of interest. We can certainly get a longer meeting with people from other states to discuss best practices and other alternatives. Funding also needs to be aligned.

- f. Louis Reine asks if possible to do a 5 year forecast for us that we can put our own chosen criteria in?
 - i. Kellie Taylor-White responds that we cannot spend federal money on state projects that do not report out. We are glad to do this if the legislature will fund it.
 - ii. Secretary Cates adds that we are a state workforce agency that does not get any state dollars for workforce. Lack of funding should not be a reason we cannot do this work. We can look at a threshold in the next OFC meeting in January. If we can incorporate methodology changes as soon as possible, we will.
- g. Buck Vandersteen asks if there are other states that have developed a better methodology?
 - i. Kellie Taylor-White notes that every state is mandated to use the federal model for reporting. There are 2 or 3 states that do additional projections above and beyond the federal projections. There is now a bank of models that can be used.
- h. Dr. Hwang adds that forecasting employment over the next 10 years is difficult. Every forecasting model has errors. Having the same model across states ensures that the error is consistent among them.
- i. No public comments
- j. Motion to: approve short and long term forecasts
 - i. 1st Louis Reine
 - ii. 2nd Keith Brand

Abstentions: Yes None x
Opposition: Yes None x
Approved: Yes x None
Unanimous vote

VIII. Presentation from Local Workforce Development Boards, Presenter Melissa Kirsch, Executive Director Workforce Development Board.

- a. Navigating Difficult Times – refer to powerpoint presentation.
- b. Louis Reine asks if money is available in infrastructure and green jobs?
 - i. Melissa Kirsch says yes, that is being worked on.
- c. Secretary Cates notes that registered apprenticeship is the biggest program available for this.
- d. Jason Dedon asks is there a consensus among directors as to which type of money is the hardest to spend?
 - i. Ms. Kirsch states that adult money has the least restrictions but is the smallest pot. There are a lot of people that are eligible but we want them to be successful and help move the needle. Youth funding can be the toughest because of the restrictions.
 - ii. Secretary Cates adds that disaster money is extremely difficult but when we get it we work very hard to try to spend it as soon as possible.

IX. Other Business

- a. None

X. Adjournment

- a. Louis Reine moves to adjourn
- b. Buck Vandersteen seconds
- c. Meeting adjourned at 11:40am

Minutes submitted by: Staff

Minutes approved by: Quorum of WIC meeting on December 14, 2022