

SHREVEPORT LOCAL WORKFORCE DEVELOPMENT BOARD

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KATRINA EARLY
CHAIRPERSON

Phone (318) 673-7500

ADRIAN PERKINS
MAYOR

The Shreveport Local Workforce Development Board held its regularly scheduled meeting on March 11, 2021 at 11:45 a.m. The meeting was held virtually.

LWDB 71 MEMBERS PRESENT

Julie Bass
Janice Brown-Sneed
Sandy Cimino
Katrina Early
Robert Ewing
Patrick Harrison
Johna Hayes
Michael Joiner
Jacques Lasseigne
Brent Moreland
Adam Sistrunk
John "Chuck" Vaughn
Keonia Thomas-Walker
Reginald Wells
Angela White

REPRESENTATION

Goodwill Industries of North Louisiana
Southern University at Shreveport
Community Bank of Louisiana
State Farm Insurance
Red Ball Oxygen
Sound Fighter Systems
AEP SWEPCO
Shreveport Pipes Trade
Louisiana Workforce Commission
Shreveport Area Electrical JATC
Bancorp South
Louisiana Rehabilitation Services
Calumet Packaging
United Parcel Service (UPS)
North Louisiana Economic Partnership

LWDB 71 MEMBERS ABSENT

Matt LaFisca
Victor McGee
Alynia Roberson
Jim Shockley
Daphne Smallwood-Smith
Shelli Ulrich

REPRESENTATION

Shreveport Area Electrical JATC
Shreveport Job Corps Center
Honeywell
Gordon Incorporated
Dept of Children and Family Services
Bossier Parish Community College

LWDB 71 STAFF PRESENT

Herman Vital
Bridgette Clark
Kathy Brown
Bonnie Moore
Penny Butler
Celena Strickland
Sheila Gipson
Mark King
Pamela Freeman
Iva Youngblood

REPRESENTATION

City of Shreveport
City of Shreveport

CALL TO ORDER AND INVOCATION

Mrs. Katrina Early welcomed everyone and called the Local Workforce Development Board Meeting for LWDB #71 to order. She asked Mr. John Vaughn to give the invocation.

ROLL CALL & INTRODUCTION OF GUEST

Ms. Kathy Brown called the roll and noted every member, and staff in attendance. She also noted that no guests were attending the meeting.

Ms. Brown introduced the newest member of board #71, Mr. Adam Sistrunk who is with Bancorp South representing the Private Sector. Ms. Brown informed the board that there was a quorum and Mrs. Katrina Early welcomed Mr. Sistrunk to the Board.

COMMUNICATIONS

Ms. Brown received a letter of resignation from Ms. Susan Evans due to the plant closure of Libbey Glass.

Ms. Evans stated that she has thoroughly enjoyed meeting everyone, the friends she has gained and the working relationships she has formed with private sector and city employees. She also stated that her new path is still before her and she will meet everyone again in the future.

OLD BUSINESS

Medical Assistant Training

Mr. Herman Vital gave an update on the Medical Assistant (Customized Training Program).

He stated that they have been in conversations with Ochsner Medical and Bossier Parish Community College in trying to develop a Medical Assistant Program but they've been having some issues as it relates to contracting. The issue is that City requires that the contract provide a board resolution indicating that the person who signs the contract is approved by the board, but Ochsner Medical stated their Board doesn't do this.

Mr. Vital state that he is hoping that the training will still take place starting May 18th and he is in continued conversation with Ochsner Medical and the City to see what can be done and worked out. Mr. Vital also mentioned that it's a very good career development type program. He thinks most of the training will take place at Bossier Parish Community College and the On the Job Training will be at Ochsner Medical and the participants are almost guaranteed a job once they complete the course successfully.

Ms. Early asked if there were any questions and there were none.

⬇ Roles & Responsibilities of Executive Committee Policy

Ms. Antoinette Livingston gave a brief discussion and explained the roles and responsibilities of the executive committee. She defined the Executive Committee Policy as basically a policy that has been put together to facilitate decision making between members in urgent or emergency situations.

The members of the Executive Committee will include the Workforce Development Board Chair, Vice-Chair, Chairs of standing committees and three or more voting members of the Workforce Development Board.

Ms. Livingston reiterated that the Chair of the Board will also be the Chair of the Executive Committee

She also stated that the duties of the Executive Committee will consist of them having authority to take actions on behalf of the Workforce Development Board when time-sensitive correspondence or approvals of compliance documents are required before the next regularly scheduled meeting of the Workforce Development. The limitations of the Executive Committee are that the Role of the Committee should be defined in the By-laws, not by the Committee itself.

Ms. Livingston went on to say that the Committee is **accountable** to the full Board but does not **replace** the full Board - even though the Committee may be granted special authority. Such action should be reported and confirmed by the Workforce Development Board at its next regularly scheduled meeting.

The Executive Committee will not be in charge of amending by-laws, they cannot elect or remove board members, approve or change the budget and they cannot make major decisions or change. Ms. Livingston asked if there were any questions and there were none.

Ms. Clark reiterated that if anyone had any comments as they review the draft of the Roles and Responsibilities of the Committee or if they think of anything to be added or need to be deleted to please let them know because they are open for discussion.

Ms. Angie White stated that she does think having an Executive Committee to handle things between the Board meetings could save a lot of headache. She thinks it's a good idea to move forward.

Ms. Early also mentioned that four volunteers were at the last meeting, Mr. Reginald Wells, Ms. Sandy Cimino, Ms. Angie White and Ms. Keonia Thomas-Walker.

Ms. Clark stated this committee will consist of the WIB Chair, WIB Vice-Chair, and any chairs of any other standing committees that we establish along with additional voting members on this committee including the four that Ms. Katrina mentioned earlier.

👤 Roles & Responsibilities of Executive Committee Policy – cont'd

Ms. Early then asked if everyone would like to make this a formal and vote or would everyone like to leave it as discussed.

Mr. Reginald Wells informed the board that two members, Ms. Johna Hays and Mr. Jacques Lasseigne had volunteered in the chat messages.

Ms. Sandy Cimino said that she think they should vote on it to make it official in the minutes.

Ms. Julie Bass mentioned that she would volunteer to help out anyway that she could. She asked if there were any preferences by the number they have to have either legally from an organizational prospect.

Ms. Clark explained that right now with the volunteers they have - the WIB Chair, Vice Chair and the four members that volunteered at the last meeting, puts them at six members. She stated that at the moment they didn't have any other standing committees unless one more person volunteer to make it an odd number.

Mr. Brent Moreland then stated that he had a couple of questions. He asked since the by-laws have not been adjusted in recognizing an Executive Committee, do we need to wait until our by-laws are changed to put this in writing to vote on it, or if what actions were taken today be sufficient until they change the by-laws.

Ms. Early stated the By-laws can be updated and it would be brought before the Board at the next meeting June and then a formal voting would be done.

Mr. Moreland then mentioned that if they needed one more person, he would volunteer to be on the committee.

Mr. Moreland also asked for clarity on any action taken by the Executive Committee- would it will be read before the board and the board will have to vote on it. Would it have to be a unanimous vote to carry or would it be just a majority?

Ms. Early replied the majority and asked if there were any other comments.

Mr. Robert Ewing asked what consisted of a quorum to vote for this committee. If there was a minimum number that accounts for a quorum for this committee to have authority to vote.

Ms. Early answered that for a quorum it needs be 51% and that with seven members we would need four to vote together to agree.

Ms. Early commented that we will work to update our bylaws for the Workforce Development Board and then we will vote at the next meeting on the Executive Committee and the volunteers.

↓ **Roles & Responsibilities of Executive Committee Policy – cont'd**

In the chat messages a question was asked should there be a time limit to serve on the Committee?

Ms. Early asked - Would they like a time limit? She then explained that it is the Board's decision and they could it as well make it a part of policy.

Ms. White stated that it's generally based on who the Chairman is. She feels that they could structure it how they like, but she would think to term it annually and let someone renew up to one term.

Ms. Early clarified that our Board does not have any additional committees set forth and the time frame for an Executive Chair is usually two years but due to the COVID, we went longer.

Ms. Sandy Cimino suggested staggering the terms so you don't have the same people all the time. She said, you don't have to have all new people every time you renew. She noted that if you stagger the terms, you will get new people but you still have some old members to assist the new ones.

Ms. Clark stated that they appreciated the comments and will incorporate them into the policy.

Mr. Adam Sistrunk mentioned that the board will always supersede the Executive Board, you don't want to get them out of sync.

Ms. Early said that we will go back and update everything for our next board meeting in June, where they view the new information as what was just presented and then vote as a whole board.

Ms. Early asked if there were any questions or concerns on the Executive Committee Policy topic. There were none.

↓ **On The Job Training Flyer**

Ms. Early stated that all members should have received the OJT Flyer by email.

She mentioned that one thing that she wanted to bring to the board's attention was that the last bullet under "requirement that's the employer must provide wage of at least \$10.00 per hour". She asked if anyone like to discuss an increase the amount.

She explained that if the wage for self-sufficiency for any person is \$25,760.00 which averages about \$12.38 per hour on a 40 hour work week, then they wanted to make sure that after the person is trained, that at least they are self-sufficient in their living as well as their income.

👇 **On The Job Training Flyer – cont'd**

Ms. Clark reminded everyone that at the last meeting, the Board expressed the importance of having an OJT Flyer. She presented the flyer. She brought it before the board to make sure everyone was okay with it and to see if anyone had any comments or questions relative to "On the Job Training". She then informed the Board that our Job Developer, Mr. Mark King was in attendance, if they had any questions.

Mr. Sistrunk asked if there was data of what salary a person would be starting with after the training.

Ms. Clark replied that it depends on the employers that you are working with because each employer is different.

Mr. Adams stated that they would hate to lose participants, but it may be a point that if everyone started with the \$25,700.00, then it wouldn't affect any of them. He asked again if there was any data.

Mr. Mark King answered that they didn't have any current data, but data with past jobs showed that participants paid less than the average wage rate, they don't see enough of a wage increase to get them to self-sufficiency. Traditionally within the timeframe that we follow-up on those participants, if we don't start them close to self-sufficiency, it may take out some employers that don't traditionally pay anything but minimum wage. For performance measures, we do need to have these participants coming in at the starting wage rate at least at self-sufficiency, if not higher. The wage rate at 40 hours a week at \$12.37 an hour is really not that high a wage rate in the community.

Ms. Cimino stated that she thinks it would be good to see what the starting wage is because she don't want to lose anyone. She stated she would like to see what they are starting at before they jump in and change, because they could also lose some of the employers that's helping us now.

Mr. King said that one of the things that they have in the stipulations under OJT is that the wage rate that they pay the OJT participants must be the same wage rate they pay their normal individuals in the same positions.

He went on to explain the reason why is so that the people that's already hired has the experience, they are probably paying self-sufficient wage rates to them already and the individuals being put into training do not have the skill base yet to make that, so that's the incentive for the employer to hire and train those individuals to get that reimbursement from us against that \$12.50 or higher an hour.

Ms. Cimino asked if the employers don't start their employees at \$10.00 an hour, are they going to hire new employees to start them at \$10.00?

👇 **On The Job Training Flyer – cont'd**

Mr. King stated that he has written contracts before with companies that have positions that pay less than self-sufficiency, but he try not to write those positions into contract. He only write the positions that pay the higher rate in the contract. He then explained that employers are always willing to do the training to get the reimbursement. They are going to receive several thousand dollars back for each individual that they train and get them to self-sufficiency for us.

Mr. King went on to state that Yes, he could write for less, but traditionally in the past, follow-up on those individuals showed they did not meet self-sufficiency, even after a year in the program.

Ms. Early asked if there were any other comments or concerns. They were none. She then asked if everyone wanted to stick with the \$10.00 an hour or would they like to do more research and bring it back to the group at the next meeting.

Ms. Clark mentioned that we can always propose the \$10.00 and we can always go up, it just depends on the entry level of the position that the person is being placed at. She stated that it is not set in concrete that it's \$10.00 or \$12.00, but it depends on the employer and what they are paying.

Mr. Brent Moreland made a motion to approve the OJT Flyer as written and the motion was seconded by Mr. Jacques Lasseigne.

Ms. Sneed asked if they were they voting to keep it at the \$10.00 an hour or voting to increase.

Ms. Early stated that they were voting to keep the flyer as written.

Ms. Sneed said that she approved but stated that she feels they should have further discussion based on the industry. She thinks it may vary by industry.

Ms. Clark stated that it will vary by industry, but this is just a flyer that we were tasked to put in place so that we can introduce the OJT opportunities that it provide to the different employees that are out there that need the labor and unable to pay the individuals.

Mr. Vital stated that our purpose is to help the people that come into our office as well as the employers.

Mr. Robert Ewing agreed with Mr. Vital. He feels that if you called out \$10.00 an hour that's the number they are going to gravitate to. You can scare away those that aren't willing to pay the \$10.00 and you may cause those that will pay more than \$10.00 to go down when they see the lower rate.

✚ On The Job Training Flyer – cont'd

Ms. Moore asked is it necessary to have that sentence there and could it be an internal decision. She agrees that when they see \$10.00 that's going to be their starting point for employment.

Ms. Early said that it's up to the Board and we do not have to have that sentence and we can vote to delete it.

Ms. Sneed then stated that someone commented in the chat section "What she was thinking and that it needs to be a competitive rate of pay".

Ms. Julie Bass then commented that it could be competitive for the position because positions vary from low wage to high wage, it just depends on what the person does. She went on to say that they have taken people in on training programs that made more than the current employees. Then they start talking and the older employees got upset because someone younger than them come in making more than them. She feels that if they could remove the sentence and just leave it in as competitive wage for the position, then they can have a discussion with the employer.

Ms. Clark said that a discussion is going to have to take place.

Ms. Livingston asked if we can say according to Labor Market Information.

It was also asked why not restate it to say that the employer will provide a wage inquiry with a normal starting wage?

Mr. Sistrunk asked how long the flyer was good for.

Ms. Clark said that it was an in house flyer, so whenever the Board wants to update it, they could.

Mr. Sistrunk asked if an employer can use it for all of 2021, he's thinking more on the employer's side of it.

Ms. Clark said they can make it valid for an annual update annually just based on the different Labor Market Information we received.

Mr. Vital asked do we need to put anything in there at all. Can we leave it open and just negotiate as we go?

Ms. Sneed agreed with Mr. Vital to negotiate per contract.

Ms. Early stated that she is hearing that the board needs to vote to remove the last bullet on the OJT flyer concerning the minimum of \$10.00.

Mr. Moreland disagreed because they had a motion that was accepted and he asked if it would have to die or be voted down before they can offer that.

✚ **On The Job Training Flyer – cont'd**

Ms. Early answered that it does.

Mr. Moreland said he's speaking in favor of it because he made the motion, because we are all here to help the individual. He went on to explained that a first year Electrical Apprentice, whether they are 18 years old straight out of high school or 50 years old doing electrical for a long time can start at their beginning wage of \$14.63 an hour plus benefits. He stated that it costs a contractor \$22.47 an hour of man power and we're here talking about \$10.00. He then stated that if we are really talking about helping an individual, would we really being sitting there arguing about \$2.75 when the employer is actually getting 50% of that paid back for the first six months.

Mr. Moreland expressed that he is extremely passionate about the \$10.00, he does not think that it's unachievable. He entertains everyone opinion, but if they are truly trying to help both sides of the field, the employee and employer, the 50% reimbursement is there in place to help the employee first, the employee will do diligence at \$10.00 an hour.

Ms. Early stated that they were going to finish voting. She reiterated on that Mr. Brent Moreland made a motion to approve the \$10.00 minimum and accept the OJT Flyer as written. The motion was seconded by Mr. Jacques Lasseigne.

She asked if any member wanted to abstain from voting or if there were any members that opposed to the approval of the \$10.00 an hour as a minimum on the flyer.

She asked the members to raise their hands on zoom so we can take count. The majority won to keep the \$10.00 on the flyer.

✚ **Youth Request for Proposal Review Volunteers**

Ms. Clark shared from the last meeting that they are going sending out "Request for Proposals" to the public for their WIOA Youth Services. She wanted to let the Board know that on March 2nd, the proposals went out and they are now looking for volunteers to help read and rate the proposals.

She also stated that some of the members that just volunteered and weren't able to participate due to the maximum number for the Executive Committee being seven, so she wanted to know if they could utilize them as youth proposal reviewers.

Ms. Hayes volunteered and stated that if they could keep the meetings virtual it would be very helpful to her.

Ms. Cimino asked if they could do both, meet in person or on zoom virtually.

👤 Youth Request for Proposal Review Volunteers – cont'd

Ms. Early answered that yes we can do that for the next meeting and if they feel comfortable, we can have a combination meeting where they can come in person or join by zoom.

Mr. Vital asked if they could inform us if they would like to attend in person to allow time to plan accordingly.

Ms. Early then stated that correspondence will be sent out by email giving the option to choose, but still needed everyone to respond if they will attend in person or virtual so they can be more prepared for the people coming in person.

Ms. Clark mentioned that in the chat message section, she saw that the other volunteers were Angie White, Jacques Lasseigne, Julie Bass and Brent Moreland.

The deadline for the proposals submission is Friday, April 9th, so the volunteer review dates will be Monday, April 12th through Monday, April 19th so everyone will have a full week to review the proposals.

Ms. Clark informed the volunteers that they will be contacted and she will let them know how many proposals were submitted and remind them of the review dates.

There were no other discussions on the Youth Request for Proposals.

NEW BUSINESS

👤 Approval of LWDB Meeting Minutes (12/17/20)

Ms. Early stated that everyone should have received the minutes from the last meeting on December 17, 2020 by email.

She asked if there were any questions or concerns about the minutes they had received and there was none.

Ms. Sandy Cimino made a motion to approve the minutes as written. The motion was seconded by Ms. Janice Sneed. Every member was in favor of approving the minutes from the last board meeting as written except for Mr. Adam Sistrunk due to being a new member and not receiving the minutes. The vote won by majority.

Approval of Program Policies

Ms. Early noted that at the last board meeting, the Board voted as a whole to approve ten WIOA Policy and Procedures. The policies that were approved on December 17, 2020 were as following:

- ❖ Operating Procedures for Providing WIOA Youth Services
- ❖ Operating Procedures for Request for Proposals for WIOA Youth Services
- ❖ Operation Parameters for rating Youth Request for Proposals
- ❖ Operating Procedures for Awarding Youth Incentives for Program Participation and Retention of Youth during their enrollment in services
- ❖ Operating Procedure for the adoption of WIOA Definitions governing Youth Barriers
- ❖ Operating Procedure for the Youth Work Experience Program
- ❖ Operating Procedure for the development of an Incentive Plan for GED Preparation and Acquisition
- ❖ Operating Procedure for WIOA Timesheet Verification Process
- ❖ Operating Procedures for the provision of Supportive Services
- ❖ Operating Procedures to establish Regulation Procedures and Guidelines relating to Procurement Management and Property Control.

Ms. Early stated that in addition to the ten Policies and Procedures that were previously discussed and approved by the Board, there were ten more Policies and Procedures that was forwarded to the Board by email for their review and discussion.

The new policies up for approval are as following:

- WIOA Customer Co-Enrollment Policy and Procedures
- WIOA Exit and Follow-Up Policy and Procedures
- WIOA Additional Assistance for Youth Policy and Procedures
- WIOA Basic Career Services Policy
- WIOA Career Planning Policy
- WIOA Budget Control Policy
- WIOA Records Retention Policy and Procedures
- WIOA Procurement Policy (Revision)
- WIOA Budget Modification Policy
- WIOA Youth Incentive Policy and Procedure (Revision)

Ms. Early asked Ms. Bridgette Clark if she would like to explain the policies that were revised.

Ms. Clark briefly explained that the revision to the Procurement Policy, was that in order to purchase equipment, anything \$2,500.00 and above, approval was needed through the state. At one time, the amount was \$5,000.00 and over.

Ms. Clark also briefly explained that the revision to the WIOA Youth Incentive Policy and Procedure included identifying the individual incentives given to the students who obtained a High School Diploma, a Hi-SET, or Leadership Development and

👇 Approval of Program Policies – cont'd

Financial Literacy. In the last policy they were not outlined, but in the revised policy, we outlined and listed a breakdown of the incentives rewarded for the students completing these services successfully.

Ms. Clark asked if there were any questions and there were none.

Ms. Early asked for a motion a motion to approve the WIOA Policies and Procedures.

Mr. Reginald Wells made a motion to approve and adopt the aforementioned policies that was read to the board and the motion was seconded by Mr. Jacques Lasseigne. The vote was unanimous.

👇 WIOA Performance Report

Ms. Clark briefly discussed the WIOA Performance Report and explained that the Workforce Development Boards across the stated are provided funds to service Adults, Dislocated Workers and Youth under the Workforce Innovation and Opportunity Act.

She went on to say that the purpose of these funds are to help Job Seekers and Workers access employment, education, training and support services to develop careers and succeed in the labor market while matching employers with the skill workers they need to compete in the global economy.

She stated that the Performance Report shows the number of participants served and the categories mentioned for the period of October 2020 through December 2020 which is the 2nd quarter of our performance. The report also shows we have exceeded most of the performances that we are tasked to meet.

Ms. Clark explained that in the Adult Category, the chart shows that we've exceeded the five performances. We are tasked to meet 90% of our goal which we exceeded all of those for that particular program. In Dislocated Worker, we exceeded the five performance measure in this program as well. She continued to explain that in their Youth Program, they exceeded the employment rate at 78.2%. The employment rate 4th quarter after exit we were at 69.6%, which is right below the 90% mark.

Ms. Clark mentioned that the Employment Rate 4th quarter individuals are those that have completed training and they have to follow-up with those individuals a year after they complete training. The credential rate is low at 38.5%. This rate is determined by (1) if an individual complete training AND if they have obtained a High School Diploma or HISET. And in order for it to count, it has to be coupled with a job or college.

Ms. Clark stated that they fell short in this area, but they are working diligently with their providers to try to get this performance up. They are meeting with them

👇 **WIOA Performance Report – cont'd**

regularly to meet with students on coupling these attainments. The measureable skills gain is at 51.1%.

Ms. Clark continued to explain that the bottom portion of the chart is Wagner-Peyser performances. State merits staff are tasked to meet these performances and account for the same measures as WIOA. She stated they have to follow up with the participants and if they are not employed during the quarters after exit, then it's their job to work with these individuals by bringing them in and trying to help them find employment, training or whatever they may need to become employable.

Ms. Clark asked if there were any questions and there were none.

👇 **Business Service Report**

Mr. Jacques Lasseigne mentioned that the state is still pushing the "On the Job Training" program.

He stated that The Louisiana Workforce Commission and the Department of Correction had a 30 minute webinar and during that assessment, they received one good employer prospect. He added that another big push is the Industry Sector Partnership. Area 83 held a zoom task force meeting kicking off their Health Care Alliance partnership this year.

In this Northwest Louisiana region we are looking at kicking off a Healthcare Sector Partnership this year as well. He stated that Ms. Angie White has already spoken to a couple of key players in this region.

Mr. Jacques continued to report that Job fairs are being pushed both in person and virtual. He stated that an In-Person Manufacturing Job Fair will be held Friday, March 12th from 9am to 2pm in Bossier City, LA. They will partner with Area 70, Jean Simpson, Sabre Industries, Frymaster, Centric Pipe and Hardware Resources.

Baton Rouge is gearing up for a future virtual job fair. He stated they are still obtaining job orders to post on their website and to spread the word to area Educational Institutions.

He said this week looks like each Region will get another business service rep to help with business services in the next few weeks. He stated they are going to release these hiring positions now. Mr. Lasseigne stated that he would be happy to answer any questions if there were any, but there were none.

FINANCIAL REPORT

Ms. Sheila Gipson mentioned that the financial report was forwarded to the Board members earlier that morning.

She briefly informed the Board members that the Budget for the year was funded at \$4,103,338.00 and this covered all areas. She reported that \$531,436.00 has been expended, \$438,532.00 is obligated, leaving a balance of 3,133,370.00.

She also presented before the board, "Authorization and Appropriations of our PY20 – FY 21- Allocations for Appropriations" on the City's budget and asked that the Board vote and approve that as well.

She asked if there were any questions. There were none.

Ms. Early asked for a motion to approve.

Mr. Jacques Lasseigne made a motion to approve the "Authorization and Appropriations for the PY20-FY21 Allocations for Appropriations" on the City's budget. Mr. Reginald Wells seconded the motion. The vote was unanimous.

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FINANCIAL DISCLOSURES AND ETHICS TRAINING

Ms. Early mentioned to the board that the Financial Disclosure Forms are due every year by May 15th and the Ethics Training is due by December 31st. She asked the Board to please not forget to complete the Financial Disclosure because they can be fined up to \$10,000.

Mr. Vital said that he has gotten two inquiries about board members that have not turned in the form as of yet. Louisiana Workforce Commission is serious about the return of the Disclosure Forms.

Ms. Early asked if there were any questions or concerns about the Financial Disclosure Forms. There were none.

Ms. Clark interjected to make a correction from an earlier statement were she quoted that summer workers made \$10.00 to \$15.00 an hour when actually In-School students made \$10.00 an hour and Out-of-School and college students made \$12.00 an hour. The \$10.00 to \$15.00 an hour wage rate was for Work Experience participants. Mr. Reginald Wells thanked her for the correction.

NEXT MEETING

Ms. Early commented that this has been a productive meeting and our next meeting is scheduled for **Thursday, June 10, 2021**. They will have options to come in person or continue to do virtual.

She asked once again that once the email comes out concerning the meeting that members please respond so that they can make sure they are prepared for those attending in person.

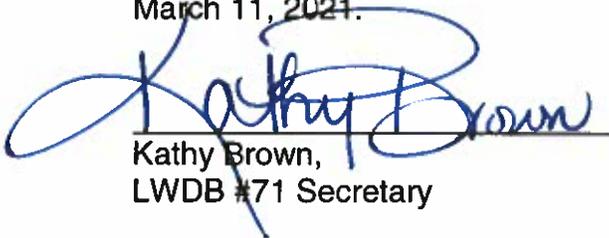
ADJOURNMENT

As Chairperson of the board, Ms. Early thanked the Board members for participating and for all of their feedback.

Being that there was no other business or concerns, Ms. Early adjourned the meeting.

CERTIFICATION

I, Kathy Brown, Administrative Assistant for the City of Shreveport, Bureau of Workforce Development, and the Secretary for Shreveport's Local Workforce Development Board LWDB #71, do hereby certify that the above and foregoing are the minutes of the Workforce Investment Board meeting, with a quorum present, for March 11, 2021.



Kathy Brown,
LWDB #71 Secretary