

## GEORGIA MOUNTAINS ONE-STOP PARTNERS MEETING

### Minutes

Georgia Mountains One-Stop Partners met on Tues., May 30, 2023, at 11:00 a.m. at the One-Stop Training Room, 1856 Thompson Bridge Rd. Gainesville, GA 30501. Participants were:

**\*Dr. Marshall Bruner**, Director, Brenau Center for Counseling and Psychological Services –Asst. Professor, Lynn J. Darby School of Psychology and Adolescent Counseling, Ivester College of Health & Science, Brenau Univ, 500 Washington Street SE Gainesville, GA 30501 [mbruner@brenau.edu](mailto:mbruner@brenau.edu)  
**Shelby Ward**, Dean of Adult Education, North Georgia Technical College, [sward@northgatech.edu](mailto:sward@northgatech.edu)  
**\*Donna Barrett**, Executive Director, Habersham Family Connection, [dbarrett@habershamschools.com](mailto:dbarrett@habershamschools.com)  
**Shannon Cole**, Dean of Adult Education, Lanier Technical College, [scole@laniertech.edu](mailto:scole@laniertech.edu)  
**Alisha Hontz**, Legacy Link, Participant Specialist, SCSEP, [ahantz@legacylink.org](mailto:ahantz@legacylink.org)  
**\*Fabersha Flynt**, Exec. Dir, Adult Ed. & Walton Campus, Athens Tech. College, [fflynt@athenstech.edu](mailto:fflynt@athenstech.edu)  
**Danielle Avelar**, Adult/Dislocated Worker Program Supv. WorkSource Ga. Mountains, [davelar@gmrc.ga.gov](mailto:davelar@gmrc.ga.gov)  
**Diane Jackson**, Intake Supervisor, Administrative Asst. WorkSource Ga. Mountains, [djackson@gmrc.ga.gov](mailto:djackson@gmrc.ga.gov)  
**\*Alex Balla**, Case Manager, Goodwill of North Ga., [aballa@ging.org](mailto:aballa@ging.org)  
**\*Davis Palmour**, Lumpkin Co. Family Connection (volunteer), [davispalmour@yahoo.com](mailto:davispalmour@yahoo.com)  
**\*AnnMarie Sheppard**, Ga. Mountains Health Services, [asheppard@gamtnhealth.com](mailto:asheppard@gamtnhealth.com)  
**\*Jocelyn Gray**, Manager, Zaxby's Dahlonega, [jocelynggray2019@gmail.com](mailto:jocelynggray2019@gmail.com)  
**\*Henry Boyd**, Asst. Manager, Zaxby's Dahlonega, [henry.carter.boyd@gmail.com](mailto:henry.carter.boyd@gmail.com)  
**Tara Hardwick**, Workforce and Education Mgr., The Place, Forsyth/Dawson [tara@theplaceofforsyth.org](mailto:tara@theplaceofforsyth.org)  
**Dr. Carroll Turner**, Development Authority, Dawson Co. and others, [carrollturner@windstream.net](mailto:carrollturner@windstream.net)  
**Ebony Tucker**, Youth Program Supervisor, WorkSource Ga. Mountains, [etucker@gmrc.ga.gov](mailto:etucker@gmrc.ga.gov)  
**Jennifer Bero**, Executive Director, My Sister's Place, [aives@my-sisters-place.org](mailto:aives@my-sisters-place.org)  
**Cindy Bryant**, Director of Advocacy, Gateway Domestic Violence Center, [cbryantgateway@yahoo.com](mailto:cbryantgateway@yahoo.com)  
**Abby Turner**, Director, The Compass Center, United Way of Hall Co., [aturner@unitedwayhallcounty.org](mailto:aturner@unitedwayhallcounty.org)  
**Parhis Howard**, Compass Center Social Worker, United Way of Hall Co., [phoward@unitedwayhallcounty.org](mailto:phoward@unitedwayhallcounty.org)  
**Keo Copeland**, Boys and Girls Club of Lanier, Social Worker, Emotional Health, [kcopeland@bgclanier.org](mailto:kcopeland@bgclanier.org)  
**Greg Vitek**, Partner, Workforce Strategies Group [greg@workforcestrategiesgroup.com](mailto:greg@workforcestrategiesgroup.com)  
**\*Madison Miller**, Marketing Assistant, Workforce Strategies Group, [madison@workforcestrategiesgroup.com](mailto:madison@workforcestrategiesgroup.com)  
**Shelley Logan**, Partner, Workforce Strategies Group, [shelley@workforcestrategiesgroup.com](mailto:shelley@workforcestrategiesgroup.com)  
**Yury Carmona**, Hall County Library System, [ycarmona@hallcountylibrary.org](mailto:ycarmona@hallcountylibrary.org)  
**Benjie Hopkins**, One-Stop Operator, Hopkins Associates, [hopkinsassociates77@gmail.com](mailto:hopkinsassociates77@gmail.com)  
**Dr. Marsha Hopkins**, One-Stop Operator, Hopkins Associates, [hopkinsassociates77@gmail.com](mailto:hopkinsassociates77@gmail.com)  
\*New participant with One-Stop Partnership

### Welcome and Introductions

Benjie Hopkins welcomed everyone. He reminded the group of the purpose of these meetings – that is: to encourage collaboration between Partners and to facilitate referrals for workforce development in our region.

### Minutes

Minutes from the March 28, 2023 Partners Meeting were emailed previously, and these are posted at [www.onestopworkgamtns.org](http://www.onestopworkgamtns.org) 'Our Partners' Contact Marsha Hopkins: [hopkinsassociates77@gmail.com](mailto:hopkinsassociates77@gmail.com)

**Focus Topic: Mental Health in the Workplace.** Dr. Marshall Bruner is a licensed psychologist in Georgia with a specialization in working with children and families. He is a native of Gainesville, GA and passionate about providing care for the people of Northeast Georgia. Dr. Bruner is the director of Brenau University's Center for Counseling and Psychological Services in Gainesville, teaches in Brenau's graduate psychology program and has a small private practice, Lanier Psychological Services.

This month's topic reflects that May is Mental Health Awareness Month. This year's theme is: 'More Than Enough'. The National Alliance on Mental Illness (NAMI) states: *"This is an opportunity for all of us to come together to remember the inherent value we each hold – no matter our diagnosis, appearance, socioeconomic status, background, or ability."*

**Mental Health in the Workplace - May 30, 2023 – Dr. Marshall Bruner**  
Notes from Presentation to Georgia Mountains One-Stop Partners Meeting

**General Statistics on Mental Health**

- 1) CDC: 1 in 5 adults experience some form of mental illness and 1 in 25 have a serious mental illness such as schizophrenia, bipolar disorder or major depressive disorder
- 2) APA's 2022 Work and Well-Being Survey: 71% of employees believe their employers are more concerned about their mental health than in the past. 81% said how employers support mental health will be an important factor when looking for work in the future (with 30% saying they strongly agree). 41% want flexible work hours, 34% want a workplace culture that respects time off, 33% would like the ability to work remotely and 31% want a four-day work week.

**Top Reasons Employers Care about Mental Health:**

- 1) Avoiding burnout – Loss of a good employee due to mental illness creates problems and lowers morale (time to hire, train and integrate in the workplace)
  - 49% of supervisors report experiencing intense stress
  - Job satisfaction - #1 reported factor is Work Schedule (86% satisfied when flexible scheduling options are offered, reasonable number of hours), #2 reported factor is being able to be innovative and creative (84%)
- 2) Maintain productivity – 04/7/2023 Article from McLean Hospital – Employees with unresolved depressive symptoms suffer a 35% reduction in productivity with a resulting \$210.5 billion dollar loss across the US (absenteeism, reduced productivity and medical costs)
  - Good news – With proper care 80% of employees report an increase in work effectiveness and satisfaction
- 3) Care for employee wellbeing
- 4) Decrease liability for the company?

**Signs an Employee Is Experiencing Mental Health Issues:**

- 1) Calling out sick (more often than usual)
- 2) Abrupt change in behavior (change for them)
- 3) Depression – Irritability, insomnia, depressed mood, difficulty concentrating, feelings of worthlessness, thoughts of suicide
- 4) Stress/Anxiety – Worry over and above what is considered useful for the task at hand,

**What to Do:**

- 1) Offer an EAP (Employee Assistance Program)
- 2) Ensure that mental health is covered at the same rate as physical health with your company insurance plan
- 3) Assess employee workload on a regular basis – When you notice productivity lagging, take the time for a non-confrontational conversation. **MAYBE ROLE PLAY THIS**
- 4) Encourage brief breaks for employees – A short walk, talking with a co-worker, stepping away from a demanding task – All of these can actually improve productivity and mental health
- 5) Provide opportunities for healthy eating while at work
- 6) Model the behavior for your employees – If you as the manager, supervisor, owner are not engaging in pro-mental health behaviors, how can you expect your employees to do so?

**Resources:**

- 1) Mental Health First Aid – Training for Supervisors/Managers – 94% of employees who work for companies where someone on site has mental health training found their support to be helpful
- 2) US Department of Labor 2021 - “Mental Health at Work: What Can I Do?” PSA

Note: additional local resource: NAMI, (National Alliance on Mental Health), <https://namihall.org/>  
Offering sessions for individuals and for family members.

**Lunch and Conversations:** Opportunities for collaboration and information exchange among Partners.

## **Partner Updates:**

**WorkSource Georgia Mountains (WSGM)** <https://www.gmrc.ga.gov/wsgm>

Check WSGM Facebook site for updates: <https://www.facebook.com/WorkSource.GM>

**Ebony Tucker:** bootcamps were held in May. Five of the six participants are working, and one is continuing education. Beginning bootcamps at North Forsyth and Chestatee in early June. Accepting applications for work experience and accelerated training pathways will be accepted, beginning July 1<sup>st</sup>.

**Danielle Avelar:** BTD program for welding with Dawson and Lumpkin County High Schools and Lanier Tech  
\*Electro-mechanical Bootcamp with poultry industry has been filled, begins mid-June \*Career Meet & Greet – Forsyth Co., June 2<sup>nd</sup> at Chamber, Career Meet & Greet – Rabun Co., June 7<sup>th</sup> \* Be-Pro, Be Proud, mobile training lab will be on display \* On-the-Job Training and Internship funding available to offset training costs. Available for non-profits, businesses, and educational institutions.

**Lanier Technical College: Shannon Cole** <https://www.laniertech.edu/>

Description of programs of study- LTC catalog <https://laniertech.smartcatalogiq.com/en/2022-2023/catalog/>  
106% of enrollment target met \* 300 GEDs since July 1, 2022 \*State EAGLE winner, Kayla Hill will be featured in some publications/videos with TCSG. Now working for LTC as a GED proctor and a welding instructor assistant. \* ESL in massive expansion \* Closing Stallworth location, after 30 years, and moving to Gainesville campus \* Workplace Literacy programs (work in progress) \* GED Graduation set for 9/7/2023.

**North Georgia Technical College: Shelby Ward** <https://northgatech.edu/> NGTC catalog

<https://northgatech.edu/about-us/college-catalog/> \*Ending fiscal year. At 145% of high school equivalency goal. Automotive and Light Repair is On-the-Go Training offered at correctional facilities. Also, OSHA 10 and Welding is offered. Currently developing an Advanced Manufacturing training option. Partnering with Open Door Ministries in White Co., a new organization that will offer skills workshops and resume assistance.

**Athens Technical College: Fabersha Flynt** <https://www.athenstech.edu/> ATC catalog

<https://athenstech.smartcatalogiq.com/en/2022-2023/Catalog> IET – Industry Ready (OSHA 10)/Forklift \* Hart AE classes – Mon.- Thurs. 8:30 – 1:00 p.m., Hart County Library \*GED testing every other Fri. in Hart. Co.

**Compass Center, United Way of Hall County: Abby Turner & Parhis Howard, 678 989-5336.**

<https://www.unitedwayhallcounty.org/compasscenter> Need for client support services to guide them as they are beginning to seek employment. Some clients have a felony background or other barriers to employment. Would like to discuss this more with partners.

**My Sister's Place: Jennifer Bero** <https://www.my-sisters-place.org/> Hiring for a Development Coordinator

position, New Shelter Manager is Letricia Idleberg. Resale boutique located in the Washington Square Shopping Center 130 John Morrow Parkway, Suite A, 30501. <https://www.mysistersresaleboutique.com>

**Habersham County Family Connections: Donna Barrett** <https://habersham.gafcp.org/>

Focus on young parents. Encourage them to complete their education and to obtain training for employment. Also, distribute information about insurance and health resources available through health departments, etc. Baby & Me Community Resource Fair – one time with 3 smaller events. Back to School Bash, Newsletter, Camp and VBS. Resources brochure available online <https://habersham.gafcp.org/resources/>  
(Also available in print and through a QR code (mounted on promotional ballpoint pens).

**Lumpkin County Family Connections: Davis Palmour** (volunteer) <https://lumpkin.gafcp.org/>

Parent Educator, working with Wellroot <https://wellroot.org/>

**Boys and Girls Club of Lanier: Keo Copeland** <https://www.boysgirlsclubs.com/> Therapy offered for social

and emotional wellbeing. A new club has opened in Buford for the summer. Boys and Girls Clubs of Lanier has 22 locations, with 9 open in the summer. Remodeling is taking place at Downy Center. The summer program began on May 30<sup>th</sup> with 146 teenagers attending. Serving students K-12. Need interns and volunteers to work with students in fall. Financial assistance available for participation for some families in need.

**Legacy Link: Alisha Hontz** <https://legacylink.org/> Actively recruiting host sites at non-profit locations for age 55+ trainees to work in the SCSEP (Senior Community Service Employment Program)\* Seeking low-income seniors to refresh skills at training sites so they can then gain employment \* Always looking for new participants and for host sites. Eligible host sites include non-profit organizations and government agencies. Funding is provided to pay seniors while they are training at host sites.

**Workforce Strategies Group, Madison Miller** <http://workforcestrategiesgroup.com/>  
<https://www.facebook.com/georgiamountainworks> Currently leading workforce strategies in the region with focus on manufacturing \* In the process of renewing grant to expand strategies \* Calendar available on website and on Facebook \* Job listings can be posted on website \* Newsletter issued monthly.

**The Place at Forsyth/Dawson: Tara Hardwick** <https://www.theplaceofforsyth.org/> Flyers distributed with information about upcoming programs. These are also attached to email for minutes of this meeting \* GED Summer Study Hall, Mon. & Wed., earn \$50 \* ESOL Summer Series, Weds. in June/July for families\* All are welcome \* Starting financial literacy sessions in July.

**Goodwill Industries of North Georgia: Alex Balla** <https://goodwillng.org/> Offering Forklift and Welding certifications \* Feel free to contact us to use our Career center space for any business-related activities \* Job seekers can come and meet one-on-one with us if they need assistance in the process of finding a job \* We also offer training support for people that need more intensive assistance in order to be able to go to work \* Anyone interested can contact me directly for more details. **678 863-1335**. 3715 Mundy Mill Rd. Oakwood, GA 30566

**Hall County Library: Yury Carmona,** <https://www.hallcountylibrary.org/> Blackshear Place Branch closed for 2 weeks for renovations \* New East Hall branch approved \* Chromebooks, Launchpads, Hotspots now available to check out – Hotspots can be renewed \* Mobile Computer Lab available to take out to community for programs or training \* Free Summer Meals for children under 18 every Thurs. starting June 8<sup>th</sup> at 11:45 a.m. after summer reading story times – low cost for parents \* Community calendar on website

**Gateway Domestic Violence Center, Cindy Bryant,** <https://www.gatewaydvcenter.org/> Serving survivors of domestic violence \* Residential services and support groups offered \* **Crisis hotline: 770 536-5860**

**Georgia Mountains Health Services: Ann Marie Sheppard,** <https://gamtnhealth.org/> 706 701-5001  
Dahlonega Same day/5 p.m. last appt. Family Practice \* Behavioral Health \* Family Planning \* VA Urgent Care \* Medicaid, Medicare \* Sliding Fee Plans \* New School Based Clinic in Lumpkin \* Back-to-School Bash, July 15<sup>th</sup>, 9-12 p.m., School supplies, backpacks, screenings, etc. at Lumpkin Middle School.

**Dawson County Dev. Authority: Dr. Carroll Turner** <https://www.developdawson.org/development-authority> Business consultant - pleased to be part of the regional partnership to share information together.

**Zaxby's, Dahlonega:** Jocelyn Gray and Henry Boyd (members of Lumpkin Co. Family Connections) Sponsoring discounted food and spirit night for schools and other community organizations in Lumpkin Co.

**One-Stop Center** <http://onestopworkgamtns.org/> 1856 Thompson Br. Rd., Gainesville. 8:00 am until 6:00 pm Mon.- Fri., call: **770 538-2727** \* Connections/referrals for Partner services including: WorkSource Georgia Mountains, Lanier Tech. College, North Georgia Tech. College, Athens Tech. College, Ga. Dept. of Labor, Ga. Voc. Rehabilitation Agency, The Legacy Link, plus other organizations in the region \* GED classes on site \* Contact Benjie or Marsha Hopkins, **470 577-0823** or [hopkinsassociates77@gmail.com](mailto:hopkinsassociates77@gmail.com)

#### **Announcements:**

##### **Date for Next Meeting**

**Next One-Stop Partners Meeting scheduled for Tues, July. 25, 2023 at 11:00 a.m. One-Stop Training Room**

##### **Adjournment**

The meeting was adjourned at approximately 1:00 p.m.