

Workforce Development Board of South Central Wisconsin, Inc. Full Board Meeting

**September 22, 2016
11:00 a.m. to 1:00 p.m.**

**Anderson United Way
2059 Atwood Avenue
Madison, WI**

Members Present: Alan Langeteig, Chair; Turina Bakken, Dave Branson, Pam Christenson, Kathy Cromey, Nancy Elsing, Kevin Gundlach, Rich Hands, John Lalor, Nick Lampone, Francis Langer, Joe Ledger, Ann McNeary, Melissa Montey, Dave Phillips, Brian Pulford, Ryan Pulvermacher, Dave Robinson, Steve Rush, Howard Teeter

Members Present via Phone: Lynn Severson

Guests Present: Chan Stroman, Aliana Ehers, Julie Enloe

Staff Present: Pat Schramm, Seth Lentz, Erin Bechen, Lameece Tyne, Danica Nilsestuen, Tia Rice, Michael Stluka, Jackie Hall, Kim Larsen

Langeteig called the meeting to order at 11:02 am. He noted a quorum was present and the meeting was properly noticed.

Agenda Item 1 - Introductions and Announcements

Langeteig welcomed everyone. He noted that Board members were seated with Board partners today and reminded the membership that each member is teamed with 3-4 people who will serve as their Board partners. The groups are composed of senior members, members who have served for a couple years and new members. The purpose is to help with onboarding of new members and provide opportunities for networking and questions.

He explained that the start of the meeting will be a working lunch to discuss a focused topic. Under the Workforce Innovation and Opportunity Act (WIOA), entrepreneurship is a theme that runs through all facets of the legislation. We are going to focus our Annual Meeting on November 1, 2016 on the many facets of entrepreneurship. Today's goal is to discuss what entrepreneurship means to members. He shared that staff will be taking notes and the plan is to include the thoughts we put together for our panel and presentation for our annual meeting.

Agenda Item 2 - Review and Approval of May 24, 2016 Board Meeting Minutes

Langeteig asked for a motion to approve the May 24, 2016 meeting minutes as presented. Phillips moved to approve the minutes as presented. McNeary offered the second. No discussion followed on this motion. The vote was unanimous in favor of the motion.

Agenda Item 3 – Report of the Executive Committee

Langeteig reported that the Executive Committee met on June 2, June 29 and September 9, 2016. Copies of all of the meeting minutes are in the packets.

He reviewed the work of the Executive Committee which included:

1. Briefing on the Tyson and Kraft/Heinz dislocation activity.
2. Follow-up on the grievance from the WorkSmart System procurements.
3. Completed Pat Schramm's evaluation.
4. Approved new Fiscal and Accounting Policies and Procedures Manual and Personnel Policies and Procedures.
5. Approved a contract with Madison College for computer literacy/adult basic education for dislocated Tyson workers.
6. Agreed on a recommendation of WIOA PY16 performance standards to State of Wisconsin Department of Workforce Development – he noted this is still in negotiations.
7. Update on WIOA allocations and new grants received.
8. Selected theme for Annual Meeting.
9. Started conversation on 2017 competency goals for Executive Director.

Agenda Item 4 – Report on Program Year 2015 Outcomes

Cromey shared that the Planning and Development Committee met on August 29, 2016. The meeting was a refresher and presentation on the current state of the program.

Lentz shared that annually we do a reflection on the past years work. We are trying a new format recognizing the amount of work with WIOA programming and other initiatives. Together this is one big body of work and it is driven by all the work that was done in strategic planning over the past year. Before starting the presentation, Langeteig shared that the program year is July 1, 2015 to June 30, 2016.

Lentz reviewed the PowerPoint presentation in detail.

Career Pathways

Lentz stated that we operate in a Career Pathway framework to support a talent development system.

He noted the driver industries and sectors which include construction; manufacturing; health care and social assistance; professional/scientific/technical services; and tourism.

Industry engagements include sector alliances and industry partnerships. Sector alliances deal with industry wide challenges like talent pipeline, where industry partnerships are focused around a project or event. He reviewed the Board's Sector Alliances and Industry Partnerships.

Schramm shared that we have a new grant called WAGE\$ which is looking at Healthcare and IT apprenticeships. On October 14, 2016, we are convening a group to plan around apprenticeships in health care. We are also working on connecting young people in Youth Apprenticeship (YA) and getting individuals skills to jump to registered apprenticeship.

Sector Trainings

Lentz reported that academies are customized trainings to get people skills and connect them to positions that are out there and available. We identify industries where training is needed. He reviewed the data.

Lalor asked if we could do a longer study on the wages – to follow up on these people – 1-3 years out to see the difference in immediate salaries and employment.

Lentz shared that Fast Forward funds are State of Wisconsin funds that we are investing state resources for workforce development strategies. These are targeted toward industries. The funds have a matching requirement by industry. The goal is to work with businesses to advance and skill up the workforce. We worked with companies that had smaller sets of skill need per worker.

Overview of Our Work

Lentz reported that we administer initiatives to support business skill/workforce needs via Career Pathway strategies. We developed a deliberate model for staff to deal with the various levels of service for adults, dislocated workers and youth.

He reviewed the re-entry initiatives which include Windows to Work, DOL-LEAP and DOC pilot.

Windows to Work: Pre and post release program working with inmates to do employment prep and corrective thinking. This also helps them as they enter into the community. He reviewed the data.

DOL – LEAP: Replicating the Windows to Work program in the Dane County Jail.

DOC Pilot: Funding in the amount of \$78,000 to run an industrial maintenance academy. The content is very difficult and all 15 inmates completed the academy.

Dislocated Workers

Dislocated worker efforts include Rapid Response services made available to affected workers impacted by a company downsizing or closing. Companies include: Kraft, Tyson, Old National and New Hampshire. He reviewed the dislocation activity by program year graph and noted that the areas of dislocations were mainly in food processing related manufacturing and insurance/finance areas. Dislocations are coming from corporate mergers.

Rush added that they are seeing more of that in health care as well.

Program

Lentz reviewed the programmatic activities in program year 2015 and noted that we are seeing a reduction in the volume. Schramm added that we are seeing people being willing to dedicate time to go to training again. Lalor asked that the graphic be redone for better understanding.

WIOA Customer Volume

Lentz shared that there are more adults seeking services. He reminded the members that adults are unemployed or underemployed individuals who are low income (250% of poverty level) and are 18 and older.

WIOA Program Employment Outcomes

We are seeing wages increasing from years past; especially those who completed training.

Youth

Schramm noted that our youth program has two different groups of people. First, Middle College – these are students who have 2.5 or less GPA. Faculty identify that they are becoming disconnected from schooling and recruit them in their junior year. Students start in their senior year. They go to high school in the morning and college in the afternoon to study manufacturing, health care, or culinary. She reviewed the data.

The curriculum is applied and basic skills are embedded. She added that if we could afford it for all students, we would continue it at a greater level.

Pulford asked about the high school dropout rate. Schramm said it varies. In our region, less than 80% graduate with their cohort.

Lalor shared that he met the 8 graduates in Portage and all of them were going on to post-secondary. He mentioned speaking with them and most stated they would not have graduated high school without the program.

The next group of youth include Youth Apprenticeship (YA) students. Schramm shared we are the administrator for the YA program. The subcontractors are Madison Metropolitan School District, Dane County School Consortium and Jefferson County School to Work.

All students' wages are paid by the companies. This year, we will have 390 students and this year they are going to try to give YA credit for registered apprenticeships.

Foster Care Youth Transition Program

Schramm shared that this is the Independent Living Program Grant from the State of WI Department of Children and Families. The goal is to help vulnerable youth become self-sufficient as they transition into adulthood. Schramm added that we are working with 15 counties to identify high school seniors who are aging out of foster care. Once you complete 12th grade, you are on your own. There is deep work with human service to identify these individuals to help them transition to the adult world. We will assist with the pre-employment transition platform. DVR customers will also be eligible.

The focus of the grant includes creating a pro youth region network, creating a working resource bank and providing direct services.

Schramm shared this is a four year initiative and if it is successful, we may have it for a long time.

Out of School Youth Programming

Schramm reported that the Out of School Youth programming was under development in PY15. We are working with the Dane County School Consortium, Madison College, Moraine Park Technical College and Operation Fresh Start. The program has been redesigned to support new elements under WIOA. She noted that under WIOA, each student needs to have an adult mentor called Transition Coordinators along the way.

She reviewed the WIOA Youth Program Employment Outcomes. Schramm noted the data shows very small numbers of people participating in training.

Federal Report Card

Lentz shared the Board is responsible for performance that is reported to the State of WI then the Department of Labor. We are accountable for this every program year. He reviewed the data from the past year.

Youth

Lentz shared that we have been historically challenged with literacy numeracy gain and we met it this year! We received technical assistance from the state and we managed the data that contributed to this performance. Therefore we have met or exceeded all performance measures this year.

He explained that the literacy numeracy gain is a test for basic skill competency in math and reading. For those deficient, we have to retest each year however Out of School Youth don't care for school so getting them to retest every year is difficult. If we can't get the retest, our performance gets compromised. We have figured out strategies to build that into programming. The numbers are small so there are significant impacts on performance.

Industry Partnerships

Schramm shared we have a lot of partnerships going in the region. Nilsestuen provided an overview of the Dane, Sauk/Columbia/Marquette and Dodge manufacturing groups and upcoming activities including Manufacturing Day.

Schramm spoke about health care and Pathways to Prosperity work. She noted that pipeline continues to be a big conversation – who is the workforce and how can we make sure all high school graduates are ready.

Agenda Item 8 - Adjournment

With no additional business for the Committee, Langeteig asked for a motion to adjourn at 12:57 p.m.

Adjourned: 12:57 p.m.

Respectfully Submitted:

Laura Cataldo
Board Secretary
Workforce Development Board of South Central Wisconsin, Inc.

Attachment for Board Records:

- Agenda
- Draft Full Board Meeting Minutes from May 24, 2016
- Executive Committee Meeting Minutes
- PowerPoint Presentation
- Board Mentor Assignments
- Financials