

Board of Directors Meeting

Wednesday, September 23, 2020

10:00 a.m. to 12:00 p.m.

Conference Call

(929) 205-6099

Meeting ID: 994 0698 5530

Members: Laura Cataldo, Chair; Francis Langer, Chair-Elect; Pam Christenson, Past-Chair; Paul Dietmann; Treasurer; Elizabeth Roddy, Secretary; Michelle Eilbes, Richard Hands, Michael Hernandez, Chuck Klein, Jennifer Klein, Alan Langeteig, Joseph Ledger, Barb LeDuc, Ann McNeary, Linda Mingus, Melissa Montey, Charles Poches, Lisa Pollard, Calvin White Eagle, Ed White, Bryan Woodhouse

Staff: Seth Lentz, Lameece Tyne, Erin Bechen, Jackie Hall, Briana Shekels, Chris Ziegel, Alex Maves, Becca Collins, Jeff Westra, Jeff Kennedy

Guests: Jon Danforth, Julie Enloe, Jason Frey, Melissa Sanchez-Cruz

Agenda Item 1 – Introductions & Announcements

Cataldo welcomed everyone, called the meeting to order at 10:06 a.m., and noted there was no one registered for public comment.

Agenda Item 2 – Review and Approval of the May 13, 2020 Board Meeting Minutes

Cataldo asked for a motion to approve the minutes of the May 13, 2020 Full Board meeting minutes as presented. Langeteig moved to approve and White 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

Cataldo briefed the Board on agenda items covered at the Executive Committee meeting on August 26th. The Memoranda of Understanding for the south-central region's three job centers as well as a Memorandum of Understanding for WIOA youth have been submitted to the Department of Workforce Development (DWD). Proposed performance standards have been conditionally accepted for program year 2021 (July 1, 2020 – June 30, 2021). Board member appointments and reappointments were also discussed for January 1, 2021.

Agenda Item 4 – Report of the Audit Committee

Kearney noted the Audit Committee met on September 17th. Wipfli is performing the annual audit which started on September 21st. No significant changes from last year and no concerns were presented.



Lentz noted the audit is being conducted virtually and summarized the logistics behind accomplishing the process.

Agenda Item 5 – Report and Discussion on Program Year 2019 (July 1, 2019 through June 30, 2020) Programs, Initiatives, and Impacts

Lentz pointed out the uniqueness of the year in review with the impact of the COVID-19 pandemic. Strategic Planning was conducted based on the economy’s trajectory prior to the pandemic. Engagements have been redesigned to better accommodate the current environment and we continue to see success with our initiatives.

Hall outlined the service delivery platform for individuals seeking services throughout the south-central’s regional job centers and community-based organization partners. Services continued to demonstrate steady movement up to March 18th when the safer-at-home order was released. The One-Stop service delivery model has proven advantageous to help maintain active communication with partners during the shutdown. Service volumes have decreased since that time.

Hall reported out participation numbers relating to the system design for the WIOA Adult, Dislocated Worker, and Youth programs and acknowledged the increase in diversity for these programs. Low-income and justice-involved continue to be the most reoccurring barriers for participants within the WIOA Adult program, Low-income and single parent continue to be the most reoccurring barriers for participants within the WIOA Dislocated Worker program. Low-income and disabled continue to be the most reoccurring barriers for participants within the WIOA Youth program.

Hall noted the COVID-19 pandemic has introduced additional barriers to education and employment, particularly with the Out-of-School Youth (OSY) population in regards to housing and supportive service needs. Training and career services were also affected with the pandemic, providing us with the opportunity to work with our partners to loan out technology to participants in need. With education shifting to more of a virtual platform, we are able to help students who would need additional technology to complete their classwork, while we also see some students elect to delay their education for one semester. Many programs have adapted to the need for virtual learning and are coming back online, including our pre-apprenticeship programs and technical college programs.

Hall provided Board Members with statistics on overall earning metrics and comparisons to the prior program year. WIOA Youth earnings went up about \$0.60 per hour. WIOA Dislocated Worker earnings went up more than \$2.00 per hour. WIOA Adult earnings saw an increase upward of \$1.00 per hour.

Hall spoke on unemployment insurance filing levels trending down at the start of the 2020 year with a large spike occurring in March due to the COVID-19 pandemic. We anticipate filings will return to their pre-pandemic levels in the coming months.

Hall continued explaining the impact of COVID-19 in regards to our participant service levels. Participant volume remained steady prior to March. The impact of the pandemic affected the latter two quarters of program year 2019. Staff continued to find innovative ways to engage participants and we are seeing an increase in volume with the start of program year 2020.

Lentz added our program offerings were structured around one-on-one, in-person meetings consisting of many paper forms and documents to acquire the required information set by the Department of Labor (DOL) and Department of Workforce Development (DWD). Program offerings and requirements have been restructured to tailor to virtual meetings and electronic documents where applicable, helping to provide the increase in participation.

Hall outlined additional targeted initiatives supported in program year 2019. The Windows to Work program had 224 participants served, the Independent Living program had 94 participants supported, and the Apprenticeship program contained 771 participants served between youth apprenticeship, pre-apprenticeship, and registered apprenticeship.

Westra presented on business service initiatives, noting that there were 3 rapid response sessions conducted within program year 2018, with 35 sessions conducted in program year 2019. We are working on how to creatively engage individuals within the COVID-19 environment. Presentations have been made virtually and videos have been created and posted to our website. Website traffic has increased with the addition of resources for individuals who are encumbered by the COVID-19 pandemic. Presentations were created with partner organizations and include information on DWD's Job Service, resources available through the United Way, Unemployment Insurance information, and WIOA-program enrollment.

Westra explained job fairs and business events were halted with the COVID-19 pandemic. In order to engage individuals with potential employment while the job centers remain closed, a Drive-Thru Job Fair concept was created. Individuals may acquire employment opportunities through the use of flyers which are compiled into packages available for pickup at a centralized location, all while remaining in their vehicle. Future drive-thru job fair events are planned for Sauk County and the west side of Madison.

Hall noted the drive-thru job fairs offer the advantage of accessing the public regardless of weather conditions.

White thanked Jeff Westra and Julie Enloe for their services in the upcoming drive-thru job fair in Sauk County.

Hall informed the Board with Program Year 2019's Federal Scorecard. All performance goals have been exceeded apart from the credential attainment rate for WIOA Youth. Contractor transition and recent policy guidance changes affected this measurement along with timing configurations of placement between program years.



Lentz noted the current environment has created an interesting shift with the food service industry and retail industries being the hardest hit at the onset of the COVID-19 pandemic. Strategies and outreaches are continually evolving to provide accessibility to individuals.

Agenda Item 6 – Breakout Discussions Encompassing COVID-19 Workforce Opportunities

Lentz briefed Board Members on breakout sessions and the intentions of the sessions.

Board Members broke into breakout sessions to further discuss workforce lessons learned, opportunities within the COVID-19 environment, and future initiatives.

Board Members reconvened and summarized the information conveyed within the sessions.

Cataldo summarized topics of discussion involved the critical need to broaden internet access to all individuals, the lack of availability for skilled labor, employee burnout, cost savings with fewer meetings and travel expenses, and companies reevaluating their workspace needs.

Ledger pointed out the need for continued investment in the literacy of technology for individuals and making sure they have the skillsets for remote working, telecommuting, time management, and task management.

Langer detailed the obstacles of upscaling within industries and the importance for job shifting, addressing direct worker care and the services which are currently being provided remotely having demonstrated success, and broadening internet connectivity. The nonexempt workforce may not be experiencing the full benefits or flexibility as their exempt colleagues.

Dietmann reported discussion surrounding sick leave usage increasing with the concern of COVID-19 transmission, balancing current job needs and future job needs, addressing how to keep people engaged with their employment, and the increasing demand for childcare as more schools are going virtual. Restaurant and retail construction are declining and employers within the construction industry are concerned with future uncertainties. Opportunities that have arisen and discussed include schools implementing virtual classrooms and industries accelerating the transition to remote work when applicable. With kids out of school, people are kept out of the workforce.

Cataldo opened up discussion for any additional feedback for COVID-19 Workforce Opportunities. No additional feedback was presented.

McNeary inquired on upcoming meeting logistics.

Lentz noted meetings will be continue to be conducted virtually for the foreseeable future.

Agenda Item 7 – Meeting Adjournment

Cataldo reminded Members the next meeting has been set for Wednesday, December 9th.

With no additional business for the board, Cataldo asked for a motion to adjourn at 11:53 a.m.

Adjourned: 11:53 a.m.

Respectfully Submitted:

Elizabeth Roddy
Board Secretary
Workforce Development Board of South Central Wisconsin, Inc.

Attachment for Board Records:

- Minutes from May 13, 2020
- PowerPoint Presentation
- Dislocation Activity Handout
- Proposed Meeting Schedule 2020-2021
- Financials Ending June 30, 2020



Partnerships and pathways for economic growth

WDBSCW
3513 Anderson St, Ste 104
Madison, WI 53704 USA

+1 608 249 9001
info@wdbscw.org
www.wdbscw.org