

Planning & Development Committee Meeting

Kathy Cromey, Co-Chair—Planning & Development
Margaret Leitinger, Co-Chair—Planning & Development
Pam Christenson, Past Chair
Paul Dietmann, Treasurer
Marcia Christiansen, Julie Enloe, Lynn Forseth, Kevin Gundlach,
Lindsay Jones, Todd Kearney, Barb LeDuc, Ann McNeary, Linda Mingus,
Nikia Morton, Dave Shaw, Jac Weitzel, Bryan Woodhouse

Tuesday, May 4, 2021
10:00 a.m. to 12:00 p.m.

Workforce Development Board
via Conference Call
(312) 626-6799
Meeting ID: 959 7300 9413

Members: Margaret Leitinger, Co-Chair; Pam Christenson, Paul Dietmann, Julie Enloe, Lynn Forseth, T Lindsay Jones, Barb LeDuc, Ann McNeary, Linda Mingus, Nikia Morton, Dave Shaw, Jac Weitzel, Bryan Woodhouse

Staff: Seth Lentz, Lameece Tyne, Jackie Hall, Chris Ziegel, Jeff Westra, Erin Bechen, Becca Collins

Guests: Jon Danforth, Jason Frey, Melissa Sanchez Cruz

Agenda Item 1 – Welcome & Introductions

Leitinger called the meeting to order at 10:03 a.m. and welcomed everyone.

Agenda Item 2 – Review & Approval of the November 10, 2020 Meeting Minutes

Leitinger requested a motion to approve the minutes of the November 10, 2020 Planning and Development Committee meeting as presented. Jones 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 – Update on Dislocations and Business Services

Lentz directed Committee Members to the dislocation handout summarizing the dislocation activity for our workforce development area between March 2020-2021, and provided an overview of the data.



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Westra explained that 83 rapid response sessions were performed in 2020 and 7 performed thus far in 2021. Drive-thru job fairs are scheduled for May 5th in all six of our WDA counties with the goal to serve between 750-800 participants. The positions will then be hosted on WDBSCW's website for 30 days. A separate, virtual event in January 2021 coined as a click-thru job fair provided 1,284 unique views to WDBSCW's website. In addition, we will be utilizing the Premier Virtual job fair platform the state previously purchased, and hosting an event on May 11th.

Leitinger requested additional details behind follow-up with registrants.

Westra clarified the follow-up information which will be obtained.

Lentz noted the Premier Virtual platform collects and tracks registrant's data for metrics and additional follow-up after the event.

Leitinger inquired on patterns or trends with employee transitions.

Westra reported services of partner agencies are decreasing. The Food service and hospitality industries are facing many barriers getting staffed to pre-pandemic levels.

Christenson confirmed the food service industry as one of the hardest hit from the pandemic with many positions vacant and many employers adjusting their hours of operations.

Leitinger commented remote position offerings and acceptances are drastically increasing, yet positions which are advertised with on-site placement are struggling to be filled. Employers are becoming more receptive to remote working accommodations.

Christenson suggested the Wisconsin Workforce Development Association (WWDA) research a currently proposed bill in the state of Michigan that is incentivizing individuals to discontinue unemployment insurance benefits.

Lentz responded dialogue is ongoing about retracting the work search waiver for unemployment insurance benefits. Job centers continue to remain close. The suggestion to incentivize individuals to discontinue unemployment insurance benefits will be communicated tomorrow with the WWDA.

Agenda Item 4 – Update on Grants and Contracts

Lentz articulated the Apprenticeship State Expansion grant provides support service reimbursements for individuals, up to \$600. The Bureau of Apprenticeship Standards (BAS) are helping with communication and outreach, with over 60 enrollments and \$34,000 spent thus far. The addition of supportive service reimbursements has helped to increase participation.

Lentz continued with the Department of Corrections' (DOC) Adult Reentry and Employment Strategic (ARES) Implementation Grant, which offers resources for professional development and capacity-



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building training. Work is underway of establishing an application where an individual can have access to their assessments and placement tests pre-release so they are ready for better referrals and service assistance post-release.

Lentz pointed out the National Dislocated Worker Grant (NDWG) focuses on providing resources to support hosting work experiences with community agencies, primarily food distribution. About 20 individuals have participated with a priority on those affected by COVID-19.

Lentz summarized the Department of Labor (DOL) Employment Recovery Dislocated Worker Grant. Funds were received to augment the WIOA Dislocated Worker platform. The first installment of \$275,000 has been expended and additional resources are being pursued.

Lentz highlighted the H1B Rural Healthcare Grant is a collaboration between seven Wisconsin workforce boards. Regional focus will be Dodge County in collaboration with Moraine Park Technical College (MPTC) to introduce a Tele-health platform offered to individuals in the healthcare industry and similar programs.

Lentz briefly spoke on pending grants which include the Youth Apprenticeship (YA) grant submission, targeting to serve over 400 individuals, and the DOL Pathway Home 2 grant in collaboration with Employ Milwaukee with a goal to expand the Windows to Work program to the Thompson Correctional Center. This will allow for pre- and post-release work, and establishes a job center in their facility, similar to the Oak Hill Correctional Institute job center.

Leitinger requested information on expansion capability surrounding the Pathway Home 2 grant.

Lentz outlined the partnership with Milwaukee is due to the similarities with their ongoing work in correctional facility job centers. Thompson Correctional Center has adequate space for a job center but historically never had the resources to create it. This grant opportunity provides the resources needed.

Lentz expanded on Apprenticeship initiatives, the State Apprenticeship Expansion (SAE) Grant 2020 which will extend the Apprenticeship Navigator position, and the State Apprenticeship Expansion Equity and Innovation Grants (SAEEI) which is a \$10 million dollar, multi-year grant to build off previous initiatives.

Lentz finished pending grant updates with the Department of Children and Families (DCF) Chaffee Grant, which will help to stabilize the budgets of Independent Living individuals and support their post-secondary education.

Agenda Item 5 – Local & State Monitoring

Lentz stated enrollment numbers are down for the program year (July 1st to June 30th) as expected with the COVID-19 pandemic.



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Hall briefed the Committee on the annual Department of Workforce Development (DWD) monitoring, which was conducted virtually from December 14th through the 17th. Guidance was received from DWD in February which summarized 2 positive practices, 4 areas of concern, and 12 findings with no disallowed costs. Areas of concern were articulated for data reporting and consistency.

Hall emphasized contractor monitoring provided many takeaways with the pandemic. The need to be dynamic, flexible, and responsive under a hybrid service model must be prioritized along with digital access and literacy. The pandemic has provided additional collaborations with new partner agencies.

Leitinger asked if the COVID-19 pandemic sped up the need for technology advancement.

Hall confirmed and provided examples such as increased barriers with transportation and access with many job center locations closed.

Lentz added diversification of grant sources is required to stay financially-feasible. Training platforms now needs to be further diversified.

McNeary expressed concerns of individuals who are unable or hesitant to utilize digital platforms and suggested further collaboration with the libraries and additional community-based organizations.

LeDuc articulated the necessity for employee well-being on behalf of employers for hiring and retainment.

Mingus put forward the view that the demand for employment within the healthcare industry has drastically decreased as healthcare providers do not typically offer remote work.

Leitinger ingeminated the sentiment that many employers cannot compete with the assistance given to individuals on Unemployment Insurance.

Morton stressed that digital training and education is critical. Self-care for staff is essential and needs to be addressed.

LeDuc affirmed. Employees are working overtime and are exhausted. The pandemic and federal assistance has allowed individuals the time to reassess their career goals and find more suitable employment.

Agenda Item 6 – Contract Renewal and Funding Recommendations

Lentz provided a brief summary on the federal scorecard and the just-in-time scorecard for updated performance perspectives as well as organizational recommendations for contract renewals.

Lentz presented contract recommendations for Program Year 2021 (July 1, 2021 – June 30, 2022). Allocations for the upcoming program year reflect a 30% increase for WIOA Adult and Dislocated

Workers and a 6% increase for WIOA Youth. Contract amounts will reflect a 1.3% increase based on the cost-of-living adjustment.

Employment & Training Association (EATA) - \$68,792

- Contract to serve as the One-Stop Operator (OSO) for the South Central Wisconsin Workforce Development Area
- WIOA Adult and Dislocated Worker services for the 2021 Program Year (PY21 – July 1, 2021 to June 30, 2022)

Note: Total position funding is \$94,209 with the balance of \$25,417 included in the Youth funding recommendation.

Employment and Training Association (EATA) - \$410,302

- Conduct Career Planning services to minimally serve 300 Adult and/or Dislocated Workers (Including new and continuing program participants) as well as those in follow-up;
- Provide WIOA Career Services and Career Planner staff through the Dane and Sauk County Job Centers
 - Regional and programmatic development to be clarified in contract
- Provide staffing consistent with the proposed model which includes:
 - 4 Career Planners in Dane County
 - 2 Career Planners in Sauk County
- WIOA Adult and Dislocated Worker services for the 2021 Program Year (PY21 – July 1, 2021 to June 30, 2022)

Note: In the event that additional program resources are received (example: Special Response, WIOA, or other funds with related services), these contractors will be engaged to negotiate the expansion of their contracts to augment the current staffing model.

Opportunities Incorporated (Opp Inc) - \$137,307

- Conduct Career Planning services to minimally serve 100 Adult and/or Dislocated Workers (Including new and continuing program participants) as well as those in follow-up;
- Provide WIOA Career Services and Career Planner staff through the Workforce Development Center of Jefferson County
 - Regional and programmatic development to be clarified in contract
- Provide staffing consistent with the proposed model which includes:
 - 2 Career Planners in Jefferson County
- WIOA Adult and Dislocated Worker services for the 2021 Program Year (PY21 – July 1, 2021 to June 30, 2022)

Note: In the event that additional program resources are received (example: Special Response, WIOA, or other funds with related services), these contractors will be engaged to negotiate the expansion of their contracts to augment the current staffing model.



Madison College - \$405,200

- Conduct Career Planning and Training services to minimally serve 203 Adult and/or Dislocated Workers (Including new and continuing program participants) as well as those in follow-up;
- Provide WIOA Training Navigator staff through the Madison College Campuses
 - Regional and programmatic development to be clarified in contract
- Provide staffing consistent with the proposed model which includes:
 - 2 Training Navigators in Dane County
 - 1 Training Navigator in North
 - 2 Training Navigators in East
 - 1 Support Staff
- WIOA Adult and Dislocated Worker services for the 2021 Program Year (PY21 – July 1, 2021 to June 30, 2022)

Note: In the event that additional program resources are received (example: Special Response, WIOA, or other funds with related services), these contractors will be engaged to negotiate the expansion of their contracts to augment the current staffing model.

Moraine Park Technical College - \$68,257

- Conduct Career Planning and Training services to minimally serve 36 Adult and/or Dislocated Workers (Including new and continuing program participants) as well as those in follow-up;
- Provide WIOA Training Navigator staff through the MPTC Beaver Dam Campus
- Provide staffing consistent with the proposed model which includes:
 - 1 Training Navigators (.75 FTE)
- WIOA Adult and Dislocated Worker services for the 2021 Program Year (PY21 – July 1, 2021 to June 30, 2022)

Note: Total position funding is \$71,849 with the balance of \$3,592 included in the Youth funding recommendation.

Note: In the event that additional program resources are received (example: Special Response, WIOA, or other funds with related services), these contractors will be engaged to negotiate the expansion of their contracts to augment the current staffing model.

Employment & Training Association (EATA) - \$143,650

- To serve a minimum of 50 new participants (minimum of 20 transfers)
 - Approximately 25 new per institution
- Provide staffing consistent with the proposed model which includes:
 - 2 W2W Coaches
- Windows to Work (W2W) services for the 2021 Program Year (PY21 – July 1, 2021 to June 30, 2022)

Leitinger requested a motion to approve the recommendations for contract renewals as presented.

McNeary moved to approve the recommendations as presented. Christenson offered the second. LeDuc abstains. Woodhouse abstains. Pollard abstains. Enloe abstains. No discussion followed on this motion. The vote was unanimous in favor of the motion.

Agenda Item 7 – Policy Considerations

Lentz acknowledged the reevaluation of current strategies, processes, and policies due to the feedback received from monitoring engagements in addition to the lessons learned from the pandemic environment. Staff have put together policy considerations in regards to technology and supportive service requests. Demand for technology devices rose sharply amongst customers during COVID; customers lacking adequate devices or internet connectivity to receive WIOA services. The WDBSCW office would provide devices to customers for limited-time use.

LeDuc took the view that employers are willing and able to help individuals with technology-related barriers as necessary however employers are not able to attract individuals to their location(s) for services.

Leitinger pointed out costs associated with technology use in some states, such as Montana, where an employer is required to pay for internet services for remote employees.

Woodhouse outlined the technology loan program which started in March 2020 at Madison Area Technical College that provides students with laptops and hotspots as needed. Additional work is in progress to project internet access to greater regions, such as campus parking lots.

Lentz inquired with Woodhouse if MATC has a forgiveness program related to technology and if the program is open to all students.

Woodhouse responded that technology is in a check-in/check-out process and is open to any student enrolled with the college.

McNeary added that the Emergency Broadband Benefit Program administered by the Federal Communications Commission allows for subsidized internet services and discounted technology.

Christenson suggested setting up a fact sheet or guidelines for individuals unfamiliar with technology specifications.

Leitinger expressed specification sheet requirements are unique for certain industries or positions, and inquired with Committee Members on how their respective organizations handled technology-related needs for their positions.

Morton responded that Dane County is providing all technology needs for staff.

Woodhouse confirmed staff at MATC can bring their work-issued technology off campus for remote use.

Christenson voiced that furniture needs were also a factor, such as computer chairs and desks.



Agenda Item 8 - Adjournment

With no additional business for the Committee, Leitinger motioned to adjourn at 11:39 a.m.

Adjourned: 11:39 a.m.

Respectfully Submitted:

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

Attachments for Board Records:

- Minutes from November 10, 2020
- Planning & Development PowerPoint
- Dislocation Handout
- Grant Updates & Timeline Handout
- Program Service Recommendations Handout



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