

Youth Committee Meeting

Randy Guttenberg, Chair—Youth

Laura Cataldo, Chair

Francis Langer, Secretary

Michelle Eilbes, Jim Falco, Fred Hebert, Rich Hands,

Chuck Klein, Pam Korth, Melissa Montey,

Charles Poches, Lisa Pollard, Elizabeth Roddy, Ed White, Calvin White Eagle

Thursday, May 6, 2021

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

Workforce Development Board

via Conference Call

(301) 715-8592

Meeting ID: 976 1445 8562

Members Present: Randy Guttenberg, Chair; Michelle Eilbes, Fred Hebert, Jen Klein, Francis Langer, Melissa Montey, Charles Poches, Lisa Pollard, Elizabeth Roddy, Ed White, Calvin White Eagle

Staff Present: Seth Lentz, Lameece Tyne, Jackie Hall, Chris Ziegel, Becca Collins, Jeff Westra, Jeff Kennedy

Guests Present: Jon Danforth, Julie Enloe, Chan Stroman

Agenda Item 1 – Welcome and Introductions

Guttenberg called the meeting to order at 10:03 a.m. and welcomed everyone. Everyone introduced themselves.

Agenda Item 2 – Review and Approval of the November 12, 2020 Youth Committee Minutes

Guttenberg asked for a motion to approve the November 12, 2020 Youth Committee minutes as presented. Poches moved to approve the motion as presented. Roddy offered the second. No discussion followed on this motion. The vote was unanimous in favor of the motion.

Agenda Item 3 – Update on Grants and Contracts

Lentz highlighted updates on the Apprenticeship State Expansion (ASE) Grant addressing training and supportive service needs. \$34,000 has been provided in supportive service payments to Registered Apprentices.

Lentz proceeded with updates to pending grants.

- The State Apprenticeship Expansion (SAE) Grant connects Youth Apprenticeship with Registered Apprenticeship, with the State's Department of Workforce Development (DWD) pursuing a \$10 million grant to expand apprenticeship into additional industries.
- The South Central Wisconsin Youth Apprenticeship Partnership has submitted their application for the 2021-2022 Youth Apprenticeship (YA) Grant to DWD with a proposed increase in individuals served (477 in 2020-2021 increasing to 490 students for 2021-2022) for a total requested amount of \$441,000.
- The Department of Children and Families (DCF) has offered the Chafee Grant to support youth in the Independent Living program. Housing and education continue to be the largest barriers to the youth population.

Hebert requested additional information on the grant writing process.

Lentz clarified that grant writing is handled primarily with WDBSCW staff in addition to collaborations with DWD and other Workforce Development Area (WDA) staff in the State, most recently Employ Milwaukee (WDA 2) for the submission of the Department of Labor's (DOL) Pathway Home 2 Grant offering.

Agenda Item 4 – Local & State Monitoring

Lentz provided an overview of the monitoring processes conducted at the State level as well as at the local level.

Hall articulated that DWD monitoring occurred in December and results from the process were received in February. The report documented 2 positive practices with rapid response initiatives; speed networking; and reverse job fairs, 4 areas of concern, and 12 findings. Most observations focusing on expanding opportunities to improve consistent participant reporting practices and improvement of CRC/EO sign postings and language adjustments. Additionally, there were no instances of disallowed costs reported.

Hall outlined the local monitoring process which evaluates the local system operations. The Safer at Home Order provided many lessons learned and confirmed the vision behind the design initiatives setup prior to COVID-19. Diversification of funds and the braiding of resources provides individuals with additional supports.

Lentz stressed virtual fatigue amongst youth is increasing and the braiding of funds has allowed for a broadened spectrum of supportive services for individuals.

Hall continued with an explanation on the federal scorecard, detailing WDA 10 meeting and exceeding goal expectations.

Lentz acknowledged a decrease in participation due to accessibility of services and provided the Committee with recommendations for Program Year 2021. DWD has released expected allocation amounts for the new program year and resources appear to be increasing.

Agenda Item 5 – Contract Renewal and Funding Recommendations

Lentz provided the Committee with contract renewal recommendations.

Employment & Training Association (EATA) - \$126,588

- Conduct Career Planner services to minimally serve 125 OSY (Including new and continuing program participants) as well as those in follow-up;
- Provide WIOA Career Services and Career Planner staff through the Dane County Job Center
 - Regional and programmatic development to be clarified in contract
- Provide staffing consistent with the proposed model which includes:
 - 2 Career Planners in Dane County
- WIOA Out-of-School Youth program services for the 2021 Program Year (PY21 – July 1, 2021 to June 30, 2022).

Operation Fresh Start (OFS) - \$64,123

- Provide resource referrals to minimally serve 75 OSY
 - 40 WIOA OSY youth participants; 10 IL youth; 25 WIOA registrants served; 30 WIOA participant referrals
 - 270 resource/service referrals
 - 75 Community Outreach Activities
- Provide WIOA Resource Specialist staff through Operation Fresh Start
 - Programmatic data reporting and tracking to be further articulated in contract
- Provide staffing consistent with the proposed model which includes:
 - 1 Resource Specialist
- Resource Specialist services in Dane County for the 2021 Program Year (PY21 – July 1, 2021 to June 30, 2022).

Community Action Council of South Central Wisconsin (CACSCW) - \$56,514

- Conduct Career Planning services to minimally serve 15 OSY (Including new and continuing program participants) as well as those in follow-up;
- Provide WIOA Career Services and Career Planner staff in Jefferson County
 - Regional and programmatic development to be clarified in contract
- Provide staffing consistent with the proposed model which includes:
 - 1 Career Planner in Jefferson County
- Career Planner services in Jefferson County for the 2021 Program Year (PY21 – July 1, 2021 to June 30, 2022).



Central Wisconsin Community Action Council (CWCAC) - \$44,068

- Conduct Career Planning services to minimally serve 15 OSY (Including new and continuing program participants) as well as those in follow-up;
- Provide WIOA Career Services and Career Planner staff in Sauk, Columbia, Marquette, and Dodge
 - Regional and programmatic development to be clarified in contract
- Provide staffing consistent with the proposed model which includes:
 - 1 Career Planner to serve northern counties
- Career Planner services in the northern counties for the 2021 Program Year (PY21 – July 1, 2021 to June 30, 2022).

Dane County Schools Consortium (DCSC) - \$140,211

- Conduct Career Planner services to minimally serve 45 ISY (Including new and continuing program participants) as well as those in follow-up;
- Provide WIOA Career Services and Career Planner staff through the Dane County School Consortium
 - Regional and programmatic development to be clarified in contract
- Provide staffing consistent with the proposed model which includes:
 - 1 Career Planner in Dane County
 - 1 Support Staff
- WIOA In-School Youth program services for the 2021 Program Year (PY21 – July 1, 2021 to June 30, 2022).

Moraine Park Technical College (MPTC) - \$3,592

- Conduct Career Planning and Training services to minimally serve 2 Youth (Including new and continuing program participants) as well as those in follow-up
- Provide WIOA Training Navigator staff through the MPTC Beaver Dam Campus
 - Regional and programmatic development to be clarified in contract
- Provide staffing consistent with the proposed model which includes:
 - 1 Training Navigators (.75 FTE)
- WIOA Out-of-School Youth program 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 \$68,257 in included in the Adult and Dislocated Worker funding recommendation.

Guttenberg requested a motion to approve the recommendations for contract renewals as presented. White moved to approve the recommendations as presented. Poches offered the second. Pollard abstains. Hebert abstains. No discussion followed on this motion. The vote was unanimous in favor of the motion.

Agenda Item 6 – Policies for Consideration

Lentz proposed policy considerations in regards to supportive services incentive payments with a maximum annual limit of \$500 per participant.

Hall specified the details, limitations, and amounts surrounding *Education and Training Incentives*, *Work Readiness Activities*, and *Employment Retention Incentives*. Limitations and amounts can be adjusted accordingly.

Roddy questioned the amount of staff time to implement and estimated return on investment.

Lentz responded the process would not be any more cumbersome for service providers. Most of the workload will be administrative and financial.

White proposed increasing the *Education and Training Incentives* and inquired on any set priority level in regards to accomplishing these activities.

Hall thanked White for the suggestion and posited example scenarios that demonstrate increased staff efficiencies and participant motivation.

Tyne added the policy was drafted to be broad to allow for alternative logistics in implementation if needed.

Guttenberg highlighted similar processes utilized within post-secondary schools with students and the successes behind such programs.

Pollard agreed and stated the technical college system also has increased participation with incentives such as school-branded merchandise, gift cards, and bigger ticket items such as iPads.

Lentz affirmed prioritization of the *Education and Training Incentives* and further analysis on the incentive amounts will be conducted.

Roddy suggested the *Employment Retention Incentives* provide larger increments for longer-term goals.

Jennifer Klein concurred and provided further insight to increased participation with incentives.

Langer emphasized the incentive will help prioritize the paperwork needed for outcomes.

White commented employers provide hiring bonuses currently and may be beneficial to approach some about a tiered-system for incentives.

Lentz outlined potential policy considerations in use by other areas, such as a stipends policy for individuals to offset living expenses, a needs-related payments policy to help individuals with living expenses, and an incumbent worker training policy for individuals who are underemployed.

White commended Board staff for the work performed in the past year.

Agenda Item 7 – Adjournment

With no additional business for the Committee, Guttenberg motioned to adjourn at 11:29 a.m.

Adjourned: 11:29 a.m.

Respectfully Submitted:

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

Attachments for Board Records:

- Minutes from November 12, 2020
- Youth Presentation PowerPoint
- Grant Update & Timeline Handout
- Youth Program Services Recommendation Handout
- WIOA Youth Incentive Policy Draft