

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

**Wednesday, February 20, 2019
11:00 a.m. to 1:00 p.m.**

**Madison College - Truax Campus - D1630C
1701 Wright Street, Madison
(Also via conference call)**

Members Present: Pam Christenson, Chair; Dave Branson, Kevin Gundlach, Todd Kearney, Nick Lampone, Alan Langeteig, Joe Ledger, Ann McNeary, Melissa Montey, Elizabeth Roddy, Ed White, Calvin White Eagle, Bryan Woodhouse

Members Present Via Phone: Mel Bruins, Marcia Christiansen, Michelle Eilbes, Alex Fralin, Randy Guttenberg, Lindsay Jones, Pam Korth, Francis Langer, Margaret Leitinger, Linda Mingus, Lisa Pollard, Dave Phillips

Staff Present: Pat Schramm, Seth Lentz, Erin Bechen, Jackie Hall, Danica Nilsestuen, Bri Shekels, Megan David, Kim Larson

Guests Present: Jason Frey, Rebecca Collins, Lisa Hollman, Julie Enloe, Jon Danforth, Jim Falco, Melissa Sanchez Cruz

Agenda Item 1 - Introductions & Announcements

Christenson welcomed everyone and everyone introduced themselves. Bri Shekels provided a quick update on the talking point cards enclosed in Board folders.

Agenda Item 2 - Review and Approval of December 7, 2018 Board Meeting Minutes

Christenson asked for a motion to approve the minutes of the December 7, 2018 Full Board Meeting minutes as presented. Ledger moved to approve and McNeary offered the second. No discussion followed on this motion. The vote was unanimous in favor of the motion.

Christenson stated that the Full Board will be moving into closed session to discuss personnel. Christenson asked for a motion to move into closed session. Langeteig moved, Ledger seconded. Schramm did a roll call vote of the members: Pam Christenson (yes), Dave Branson (yes), Kevin Gundlach (yes), Todd Kearney (yes), Nick Lampone (yes), Alan Langeteig (yes), Joe Ledger (yes), Ann McNeary (yes), Melissa Montey (yes), Elizabeth Roddy (yes), Ed White (yes), Calvin White Eagle (yes), Bryan Woodhouse (yes), Mel Bruins (yes), Marcia Christiansen (yes), Michelle Eilbes (yes), Alex Fralin (yes), Randy Guttenberg (yes), Lindsay Jones (yes), Pam Korth (yes), Francis Langer (yes), Margaret



Leitinger (yes), Linda Mingus (yes), Lisa Pollard (yes), Dave Phillips (yes) . The vote was unanimous the members moved into closed session.

Agenda Item 3 – Closed Session: Personnel Discussion

Agenda Item 4 – Report of the Executive Committee including Results of Board Closed Session

Christensen shared report of the Executive Committee and closed session. Christenson stated that over the past year the Executive Committee has been involved in succession planning for Pat’s upcoming retirement. Schramm presented to the full Board a packet of information prepared for the Board on the details that the Executive Committee had been working on over the past 12 months to assure a successful organizational succession as she leaves. Christenson also discussed that the success plans included the Executive Committee’s recommendation to promote Seth Lents to serve as the new CEO/Executive Director for the organization effective July 1, 2019.

MOTION: Christenson asked for a motion to approve the promotion of Seth Lentz to CEO/Executive Director effective July 1, 2019. Phillips moved to approve and Jones offered the second. No discussion followed on this motion. The vote was unanimous in favor of the motion.

Christenson also shared that at the last Executive Committee meeting, the committee also accepted the 990 and discussed the Youth Committee youth programming redesign.

Agenda Item 5 – Youth Committee Recommendation and Updates

Guttenberg stated that the Youth Committee met on February 8, 2019 to discuss upcoming programmatic changes. He reminded committee members that there were funding changes to the In School Youth (ISY) program and it is at a point in time where programmatic changes are needed. After much discussion at the Youth Committee level, today’s recommendation is to Full Board for consideration.

Schramm shared we are talking about the In School Youth (ISY) program. When legislation changed to the Workforce Innovation and Opportunity Act (WIOA) four years ago they switched the youth funding, ratio to 25% to In School Youth (ISY) and 75% for Out of School Youth (OSY), instead of 75% ISY and 25% OSY) Out of School Youth (OSY) can be in drop out status or beyond the secondary educational level.

The ISY program has been laser focused on the Middle College concept. This program has become very expensive and served fewer and fewer people. Schramm stated that 7 years ago we had Middle College in the north, Fort Atkinson and Madison. We were serving more than 100 youth each year. Transportation became as expensive as the instructional costs. Madison College did start to allow us to use shuttles but the program costs keep increasing to the point that the program is not financially sustainable. In addition, our portion of the cost for instruction with Madison College was going to go up. Madison College needs to pull out the leveraged portion (leveraging \$30,000 per training area –



approximately \$60,000). Also, the Board met with the culinary program lead and found that students weren't going on to the culinary after Middle College which was the purpose of the program instructional design.

Schramm stated that on January 16, after understanding the financial picture, the staff started to think about what we have done that has really worked and how did we need to redirect our program focus on our customers that we are funded to serve. She reminded the members that we have the Independent Living Grant (aging out of foster care) youth and that is a \$300,000 plus contract annually. She shared that we are at a point where we need to stop Middle College and start a new model.

Schramm directed members to Page 2-8 of the PowerPoint handout. She stated that the plan is to basically redesign the beginning of the Career Pathway framework and give more options for those coming into the pathway. We have prototyped this work.

Recommendation 1 (ISY) – On July 1, 2019, transition WIOA funded In School Middle College Model to a multi funded Career Services Model.

Build a series that would be delivered in two different increments.

Career Services Academy Part 1

Core audience would be students who are at their senior year in high school.

Goal: Each young person is exposed to career opportunities, learns how to apply skills in current employment or attain new employment to advancing their future options, participates in technical skill related instruction if at all possible; set post high school career pathway goal(s) and graduates from secondary school level.

Schedule: Part 1 series would be offered 3 to 4 times per year to align with the recruitment into Youth Apprenticeship Program and other programming options.

Career Services Academy Part 2

Core audience is students who are completing their senior year or youth who have recently graduated from high school.

Goal: Make the transition from being a high school student to an independent young adult.

We are looking at the Aging out of Foster Care Youth that we have in hand. These customers are assigned to us by the counties. We hope to work with them in August or September of their senior year.

We are looking at disabled students including those students who fit within the WIOA PreETS definition but have not become DVR WIOA customers yet. These individuals may not have applied yet to be DVR customers.



We are looking at economically disadvantaged rising senior level students who are expressing an interest in Youth Apprenticeships including MMSD economically disadvantaged Personalize Pathway students who are completing their Junior Year.

Schramm reviewed a client profile – Andre – and how the customer’s engagement in Career Services Academy could be beneficial.

Schramm stated that this will give us an opportunity to go back out into the region. We will anchor this on our Independent Living staff, Central Wisconsin Community Action Council (CWCAC), Community Action Coalition for South Central Wisconsin Inc. (CACSCW) and Board staff. We also have Youth Training Navigators funded by the colleges in those areas for those who want to go into post-secondary education.

In addition, the Youth Apprenticeship coordinators are set up the same way and staff are in place. This is another avenues of funding which is positive.

Schramm reviewed the logistics to make the programming happen.

- Consider rebranding our in school youth work to Career Pathways Academies that will provide pre-college and pre - apprenticeship experience with the opportunity for credit for prior learning at the college level.
- Build all programming and services so they are on a flexible schedule, compatible with students’ academic schedules at home schools.
- Expand the Career Pathway brand to training and program opportunities that may earns post-secondary credentials and/or credit for prior learning, but also provide opportunities for entrance to a registered apprenticeship (traditional and non-traditional) or employment.
- In PY19 shift coordination of all Dane County “In School “work youth work to WDB Youth Program Manager and Program Assistant and the Dane County Schools Consortium. Assign Coordination outside of Dane County to the WDB Independent Living (IL) Coordinator and the IL Career Planners sponsored by the Community Action Commissions and the Madison College and Moraine Park Technical College Training Navigators.
- Move the coordination of Career Pathways work (all populations) to our office (place with Danica Nilsestuen, Director for Business Services). Connect the work closer to Madison College Educational Program Deans and Business and Industry Services Staff/Faculty as needed.
- Establish the connections with Madison College and possibly Moraine Park Technical College for student’s to earn credit for prior learning. We would need to utilize the Madison College and Moraine Park Technical College WIOA funded Training Navigator staff to help make this happen for students. Need to budget the assessment fees for students to apply for credit.
- Leverage the Youth Apprenticeship Program staff to create a better on ramp to the Youth Apprenticeship Program for economically disadvantaged youth. There are 459 young people in the YA program and only 14% are disadvantage. We want to bring that number up.

- Work with our Technical College partners to leverage the Career Pathway Academies content that has been developed for Adults and Dislocated workers and modify and deliver on a schedule that will be compatible with student's senior year academic schedule.
- Keep a focus on building infrastructures that will support both the in school and out of school youth.

Lastly Schramm reviewed the financials needed to support the re-design.

MOTION: Christenson asked for a motion to move forward with the recommendation to move from Middle College program to a multi-funded youth design as articulated by Pat. Guttenberg moved to approve and White offered the second. No discussion followed on this motion. The vote was unanimous in favor of the motion.

Lentz reported on the OSY recommendation.

He stated that the recommendation involves not pursuing the Contract approved in September 2018 with Madison College that was to hire an additional staff to establish a Career Services Academy built on the Independent Living Career Services model. (Funding: \$89,795 to serve up to 60 students.)

Instead the WDB will incorporate this work into the efforts that we will pursue under the in school recommendation #1 with the goal of building a Career Services Academy model that is targeted to both in school and out of school youth. The WDB would dedicate financial and staff resources to create a strategy that is organized and delivered multiple times per year. The strategy will serve students who are beginning that last stage of their high school engagement and also young adults who are moving to the next phase of life after high school, whether it is for a job and/or post-secondary education.

MOTION: Christenson asked for a motion to not pursue the hiring of additional staff with Madison College to support the establishment of a Career Services Academy. Guttenberg moved to approve the motion as presented. Kearney offered the second. No discussion followed on this motion. The vote was unanimous in favor of the motion.

Successfully Implemented the Youth Career Specialist as a member of the Workforce Smart team. The collaboration with the Youth Career Services Specialist, Operation Fresh Start (a Pre-Apprenticeship training provider) and the Dane County Job Center has proven to be successful in engaging and serving Out of School Youth participants. Since July 1, 2018, we have served 88 participants; 37 of the 88 youth went to Operation Fresh Start. We are on track to serve an additional 11 youth at OFS by June 30, 2019.

WDB staff is continuing to discover the best strategy to provide services to Out of School Youth in our rural areas.

- The WDB staff is talking with the Director of Madison College Business and Industry, the Executive Dean for the School of Health and the School of Applied Science, Engineering and Technology and the Associate Dean of the Regional Madison College Campuses to strategize on post educational options on which we can collaborate.



Partnerships and pathways for economic growth

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- Additional progress in our rural area from funding investments made on July 1, 2018: Moraine Park Technical College (MPTC) has successfully hired a Training Navigator that was approved in the July 1, 2018 budget. This position was vacant for 6 months. The Training Navigator has started to engage Out of School Youth participants in the Dodge County region

Agenda Item 6 – Presentation on the Aging Out of Foster Care Program

Larson directed members to the Independent Living (IL) map. The map shows the regions that the Department of Children and Families received aging out of foster care funds. South Central operates in a consortium of 3 Boards including Southwest and Waukesha-Ozaukee-Washington Workforce Development Board (WOW). She explained that we function in three pods and are a blend of Training Navigators, Resource Specialists and our internal Board staff.

Eligible Youth

Anyone who was in court-ordered placement who is 18, 19, or 20 is eligible for both supportive services and postsecondary funding. Additionally, the post-secondary funding extends for 21 and 22 year olds. In Region 5, there are 213 eligible individuals – 117 are in South Central. There are an additional 65 who are 21 and 22 years old and eligible for post-secondary funds.

Post-secondary funding, Educational Training Voucher (ETV) funds may cover (\$5,000 every school year): Tuition, fees, books; room and board; school supplies; transportation; tutors; childcare; and test fees. Chafee funds help with security deposits which has been huge.

Supportive service funds may cover: basic personal needs; furniture and small appliances; rent and security deposits; childcare; groceries; emergency funds; insurance; job training or work readiness; work related expenses.

Larson explained that we work with individuals at 17.5 (senior year) through a county partnership including social workers and IL specialists. We have started to work with individuals at 17 which has helped logistics. When county case close, they become ours. When we started this grant, we heard that 10% of these individuals had jobs. For our recent report – 92% of youth working with have part or full time job.

We have a few youth age out of care during middle of senior year – 10 of 18 people which is very positive. There is a 90% retention rate during the first six months of service.

Christenson asked if the 213 is triple counted by the region. Schramm shared we are 50% of the action.

Langeteig asked about the 18 age and if they can do whatever they want. Larson shared that yes. Up until 18 they have to work with county organizations. All is voluntary after 18.

Lastly she noted that funds are not limited to in state so some people go to other states. Chafee and Pell funds are federal funds.



Agenda Item 7 – Update on Apprenticeship Work

Nilsestuen shared that her primary focus is to serve the business community. She explained that we do referrals to companies with job seekers we are working with. We do Rapid Response – working with companies dealing with closures. We are doing marketing campaigns. We do industry sector work.

She shared we don't talk much about the individual consulting work we do. This is where the apprenticeship piece comes in. We are finding that people aren't going to tech colleges because companies are hiring and training. We are using apprenticeship as a strategy for all industries we work in. We received a grant two years ago to work in this space called WAGE\$. This grant targets IT, health care and manufacturing and biotech. We are also covering other areas. We are working with partners on their workforce needs and how we can use apprenticeship to solve workforce problems and get people in the door.

Nilsestuen explained that apprenticeship is training – earn while you work. A company can hire a worker and train on the job. People can get good paying jobs more easily. Using apprenticeship in non-traditional occupations can create more diverse talent pools. Making occupations accessible to people who usually don't have access to them. Create entry level trainings (preapprenticeship) to pull in diverse populations – promote from within to apprenticeship pathways. Stack apprenticeships. Work and gain college credits.

Companies are able to customize the training to the work the person will actually be doing. Create brand new apprenticeships that have never existed before (i.e. MA apprenticeship, IT apprenticeship). Lab tech program.

Manufacturing is more traditional, especially in maintenance. There is a maintenance tech program at Truax – four days at the facility and one day at college. A lot of companies are thinking of this as an option.

IT – there are three apprenticeship in this space – software developer, data analyst, service desk technician. Working on two more – cyber security and infrastructure. In South Central there are companies doing great work in pre-apprenticeship training in the three spaces listed above. We will continue to outreach to companies, and working with community partners to get offerings prepared.

Schramm thanked Chuck Klein on his work in the biotechnology apprenticeship space. Langeteig asked what a Microcredential is. Schramm explained that in apprenticeship – this is the pre-apprenticeship space. i.e. at Urban League, they have a customer service training.

Schramm added that it is the first set of skills that individuals attain. Things done in community articulate to real programs where there are real credentials.

Agenda Item 8 – Adjournment

With no additional business for the Committee, Christenson asked for a motion to adjourn at 12:53 p.m.
Adjourned: 12:53 p.m.

Respectfully Submitted:

Francis Langer
Board Secretary
Workforce Development Board of South Central Wisconsin, Inc.

Attachment for Board Records:

- Agenda
- Draft Full Board Meeting Minutes from December 7, 2018
- Youth PowerPoint Presentation
- Financials Ending in December 31, 2018
- Independent Living Handout

