

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

**Friday, January 12, 2018
8:30 a.m. to 10:30 a.m.**

**Workforce Development Board of South Central WI
3513 Anderson Street, Suite 104, Madison, WI 53704**

Members present: Randy Guttenberg, Chair, Laura Cataldo, Alex Fralin, Rich Hands, Nick Lampone, Francis Langer, Melissa Monty, Brian Pulford, Elizabeth Roddy, Ed White

Staff present: Pat Schramm, Kim Larson, Jackie Hall, Seth Lentz, Danica Nilsestuen

Guests present: Linda Aroonsavanth, Josh Fassl, Jon Danforth, Julie Enloe, Greg Markle

Agenda Item 1 – Welcome & Introductions

Guttenberg called the meeting to order at 8:33 a.m. and welcomed everyone. Introductions followed.

Agenda Item 2 – Review and Approval of the December 7, 2017 Youth Committee Meeting Minutes

Guttenberg asked for a motion to approve the December 7, 2017 Youth Committee Meeting Minutes as presented. Ed White motioned to approve as presented; motion was seconded by Rich Hands. No discussion followed the motion. The vote was unanimous in favor of the motion.

Agenda Item 3 – Briefing on Tracking System for Children and Family – Aging out of Foster Care Program

Nilsestuen provided a brief overview of the tracking system used for the Aging out of Foster Care Program (Independent Living). She explained the need for a flexible data system to accomplish all of the reporting requirements. Nilsestuen noted a recent discussion with the WDBSCW's Salesforce vendor, LaunchPad to develop a project scope, timeline and cost a data system. Project meetings will continue and will include a demo to ensure data and reports can be developed within the Salesforce Platform. Schramm added that the only cost to this project will be the license fee for users as the original platform was developed as part of the Workforce Innovation Grant that recently concluded. She added that the partnering workforce development boards including WOW and Southwest will use this database as well.

Agenda Item 4 – Update on Youth Apprenticeship Program Advisory Committee and Champion Campaign



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Schramm provided an update on the new Youth Apprenticeship Advisory Council. She noted planning efforts to launch a YA Champions campaign in February which would build on the Bureau of Apprenticeship Standards' apprenticeship campaign and its materials. The Council will reconvene in early February to plan for the campaign rollout.

Agenda Item 5 – Staff Recommendations, Discussion and Adoption of Youth Program Features to Incorporate into the Program Year 2018 Request for Proposal for Youth Services and Overall Youth Program Activities

Schramm asked the members to reference the Draft Youth Recommendation document and the Summary document included in their folders, noting that each recommendation is an action item.

Schramm reminded the members that the Committee's work and recommendations influence the bid framework. The bid/procurement is scheduled for release in mid-February 2018.

Schramm introduced the first recommendation to sole-source with Madison College for Middle College (in-school youth) instructional services for the 2018-19 period; and, sole-source contract with Dane County School Consortium for the 2018-19 period for Middle College staffing to provide career services.

She continued citing that the in-school youth program is designed to offer technical instruction with approved certifications and transcript credits. The College currently carries out this instruction as designed. Schramm explained that Madison College has been the primary contact for in-school youth program (Middle College) instructional services. She added, Moraine Park Technical College's Beaver Dam campus, has been a partner in the past who delivered a Middle College program. Moraine Park Technical College has experienced leadership changes and at this point there is no recommended program design.

She pointed to data analysis of DCSC and its effectiveness in providing its unique services. She noted that Middle College participants are moving into postsecondary education with at least 55% of those students moving directly on to postsecondary after graduation, with a number of students choosing postsecondary at a later point. Recent data points out that only 4 Middle College students were left unemployed and that those who continue into postsecondary education, the majority are also working at least 20 hours a week.

Schramm noted goals and challenges with the program, including plans to more aggressively market the Middle College program, addressing transportation challenges and opportunities to connect students to American Job Center career services.

Lalor commented that the program's results are phenomenal considering the academic backgrounds of the students and their academic success now both in high school and at the technical college.



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Francis asked what the industry-focused marketing vision is for the program. Schramm explained the vision to involve company sponsors for internships. Francis commented that Nestle supports this kind of investment, but not on the manufacturing production side.

Roddy asked if the program name is changing. Schramm explained that we don't want to lose the brand, but find opportunities to call the program "Early College" to reference the dual-credit enrollment concept.

Fralin asked if the contract numbers remain the same, or increase with this recommendation. Schramm confirmed that the contract numbers would remain the same at this time, as they are limited by the financial investments. She added that more company sponsors would help us to expand and serve more students.

Out-of-School Youth Program Recommendation:

Schramm asked the members to refer to the OSY core programming part of the systems during this portion of the discussion. She reminded the attendees that this is a career pathway platform with programming that includes postsecondary education, dropout recovery and career services for the population served. She explained the WDBSCW's focus on leveraging current career services and the hope to continue this effort. The model includes a "caring adult" focus through the student's program experience. The program offered six stages, beginning with recruitment. The final stage aims to connect the young adult with career services while keeping the caring adult connected to career services staff while helping the individual find employment.

White asked if the reference to the College includes the Reedsburg campus. Schramm confirmed it does. Schramm continued, noting that the platform also involves a Resource Specialist role to support this work. We are working with CACSCW and SCWCAC for staffing in this role/function. She citing that these staff are a critical investments for us to connect participants to services and resources like housing. Schramm pointed to data analysis showing that DCSC is moving to scale and has staff positioned for the scale of the work. She added that DCSC's relationship-building in the community is proving effective with 46 enrollees averaging a 4.6-month length-of-stay in program. Their model looks promising, she added. Schramm confirmed that Youth Training Navigators (TN) are also in place at Madison College campuses to support the system. She reminded the group that the TN role is to identify students in Adult Basic Education or developmental programs, and those at-risk for financial challenges and engage them in WIOA programming for postsecondary education supports. The Training Navigators also support the Academies (short-term trainings) and those moving into long-term training programming at the technical college. Schramm reminded the Committee of the current investment in the high school diploma recovery program called Gateway to College. She noted that recent reports indicate that the model isn't as successful for our students with just 4 of 28 WDB-funded participants completing the programming. She added that other programming at the College is proving more effective in supporting our students. Schramm suggested the Board reevaluate investment in the Gateway to College program in May 2018.



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Schramm offered a second recommendation to the committee to continue to fund the Youth Training Navigators at Madison College and part of the Youth Training Navigator at Moraine Park Technical College--as sole-source contracts; and, renew contracts with CWCAC and CACSCW for the Resource Specialist roles to serve the rural areas of the service region.

Schramm noted that the role for the Dane County service area will be competitively procured and that Out-of-School Youth (OSY) Program bidders will need to define outreach to high school seniors as part of their proposals for this work. Schramm added a forthcoming request to pursue an innovation fund in May 2018 to support the design and implementation of OSY programming in our rural communities.

Lalor commented that CESA 5 has not been a great partner for OSY recruitment in past years. He asked if the WDBSCW could have a discussion with this entity to discuss the partnership. Schramm confirmed that the WDBSCW will continue conversation with CESA 5, and also with CESA 6 as it continues its OSY programming.

Guttenberg asked what the response from contractors has been with the recommendations. Schramm explained that the recommendations were not released to the contractors prior to this meeting.

White asked how we define sole-sourcing. Schramm defined it as a contract that is not going out to bid.

Fralin asked if we anticipate specific vendors to apply in the upcoming bids. Schramm stated that DCSC will likely bid in, but that we may see school districts bid in as a consortium. She continued that this is a regional bid, but outside partners can bid in to deliver services.

Fralin asked if bidders are expected to serve the entire 6-county region. Schramm explained that vendors can bid in to provide services for a particular part of the region, or the whole region.

The third recommendation Schramm offered was for the alignment of WIOA pre-apprenticeship opportunities with DOL Youth Build, and optimize opportunity for integration.

Schramm outlined the historic design of Youth Build and the connection to WIA programming. She recapped changes to regulations impacting WIOA OSY program eligibility if a student receives state aid and the impact to enrollment processes.

Schramm segued into an overview of pre-apprenticeship. Schramm noted that while we are currently contracting with Operation Fresh Start (OFS) for their Pathways program which aligns with YouthBuild, the WDBSCW staff are recommending a change in the design and alignment. The recommendation is to have the WDBSCW staff work with OFS to package the Youth Build/Pathways program model into a pre-apprenticeship program immediately, upon Committee and Board approval. From there, Schramm continued, the WDBSCW staff would support the efforts to present the pre-apprenticeship program to the State of Wisconsin Bureau of Apprenticeship Standards (BAS) for review/approval. Once approved by BAS, the pre-apprenticeship training would result in an industry recognized credential. The WDBSCW staff would then work with OFS to become an Eligible Training Provider (ETP) to deliver the



Pathways program as a pre-apprenticeship program. She continued with the recommendation, noting that financially, the WDBSCW would support individual students pursuing this pre-apprenticeship program and credential. Schramm added that the recommendation would help the WDBSCW develop a financial model to support the work around YouthBuild and OFS programming geared to serve out-of-school youth/young adults. This change would also allow the WDBSCW more financial flexibility.

Fralin asked if this change would require a shift in the program design beginning July 1? Schramm stated that it should not. She added that it would actually help to stabilize the financial model. The YouthBuild competencies will remain the same, she noted, and that this adjustment would better the alignment between WIOA and YouthBuild.

Roddy asked if the registered apprenticeships have agreed to participate. Schramm stated that they have not yet agreed, but that this helps us to invest in more pre-apprenticeship model programming to align with registered apprenticeships.

Roddy commented that it makes sense to support this alignment, but noted that elements have to be in place to support the work. Schramm referenced the recommendation for the WIOA adult system and its ask for support (wraparound) services to help with the Accuplacer test, which is a challenge.

Roddy suggested that it'd be good to support wraparound services and resources to support driver's license recovery.

Markle stood and commented on the pre-apprenticeship recommendation. He stated that he welcomed the opportunity to make this pre-apprenticeship concept work but shared concerns about barriers. He continued stating that through OFS programming, roughly twenty percent of participants go into fields of construction or conservation. He stated that if there's an expectation that the participants move into the that industry/field, that OFS's focus is on the participant's work readiness. The reality is that it's not directed toward the next step of something like pre-apprenticeship. He added his concern of the transition of a financial model that's not in place as part of this recommendation.

Schramm explained that the WDBSCW is not funded to solely be a high school diploma recovery program—and that this is a cornerstone of Youth Build's mission. She noted that Title I does this work and has a significant financial resources to do so, but the work with Youth Build needs to be integrated. She explained that this is a complicated conversation around pre-apprenticeship development, adding that she hopes that the WDBSCW can work with OFS to explore pre-apprenticeship opportunities in other areas.

Guttenberg pointed out that this is a different model for us. He contrasted it to school models and the requirements for multi-funding streams and unique processes. To education folks, he noted, it's different language and as the financial resource shift, impacts such as these result. He reminded the Committee that it must look at federal language and the requirements. Often investments flow through a state model and define or determine how we are able to navigate that charge and requirements locally. He



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closed citing that we need to have flexibility and must use innovation to address the challenges facing this youth population through collaboration.

Schramm remarked that the WDBSCW are charged to financially support individuals, not programs. She said that this a completely different model than how other vendors operate and that the WDBSCW has a responsibility to report performance outcomes on an individual level. She further explained that the WDBSCW needs to structure its work and resources to best report and track this information to our federal funder, the U.S. Department of Labor. Schramm pointed to the fact that the federal agency is scrutinizing investment in staff roles and the work.

Lentz commented that the legislative change has impacted financial efforts. He added that, historically, the WDBSCW focused on in-school youth programming and pipeline development. He confirmed that the resources have shifted and we don't want to lose or abandon the great work we have accomplished. Now, he added, the Committee and the WDBSCW have to figure out new strategies and work within the guidelines set forth by our federal funders. Lentz explained that the WDBSCW is trying to diversify and seek clarification on what's allowable in the new rule framework and that it's challenging. He added that if we collaborate and diversify, we can potentially expand the work even with this federal change.

Cataldo pointed to Markel's concern that we're forcing a model on them.

Markel stated that he is interested in this work, but if this change is to take effect July 1, he is unsure that the agency may not be positioned financially.

Schramm followed stating that Markel cannot lobby the Committee at this time. She stated that we will make a recommendation at a later time if it warrants.

Guttenberg reminded the Committee that recommendations made today will be offered the Board at the January 18, 2018 meeting.

Lalor asked if we can offer all three recommendations. Schramm said yes, but that a motion is needed to do this.

Guttenberg noted that he will abstain on vote if the Committee made a motion.

MOTION: Pulford made a motion to take all three recommendations as proposed; the motion was seconded by Lalor. Guttenberg abstained. No discussion followed the motion.

Agenda Item 6 – Adjournment

With no additional business for the committee, Guttenberg motioned to adjourn at 9:47 a.m.

Adjourned: 9:47 a.m.

Respectfully Submitted:

Brian Pulford
Board Secretary
Workforce Development Board of South Central Wisconsin, Inc.

Attachment for Board Records:

- Agenda
- Draft Minutes from January 12, 2018
- Recommendation Handout



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