

Workforce Development Board of South Central Wisconsin, Inc. Planning and Development Committee Meeting Minutes

Ed Clarke, Chair; Kathy Cromey, Co-Chair; Pam Christenson, Marcia Christiansen, Turina Bakken, Paul Dietmann, Nancy Elsing, Lindsay Jones, Bob Kellerman, Joe Ledger, Barb LeDuc, Ann McNeary, Dave Phillips, Ryan Pulvermacher, Steven Rush, Lynn Severson, Howard Teeter

**Monday, August 29, 2016
1:00 p.m. to 3:00 p.m.**

**Madison College
Health Building
1705 Hoffman St,
Madison, WI 53704**

Members Present: Ed Clarke, Chair; Turina Bakken, Kathy Cromey, Pam Christenson, Marcia Christiansen, Paul Dietmann, Nancy Elsing, Lindsey Jones, Bob Kellerman, Ryan Pulvermacher

Via Phone: Dave Phillips, Lynn Severson

Staff Present: Pat Schramm, Seth Lentz, Jackie Hall, Danica Nilsestuen, Erin Bechen

Guests: Julie Enloe, Jason Frey

Agenda Item 1 - Welcome & Introductions

Clarke called the meeting to order at 1:09 p.m. and welcomed everyone.

Agenda Item 2 - Review and Approval of the May 17, 2016 Planning and Development Committee Meeting Minutes

Prior to entertaining a motion, Clarke suggested changes to the draft minutes provided. Staff made note of the changes. Clarke asked for a motion to approve the minutes of the May 17, 2016 Planning and Development Committee meeting as discussed/amended. Christenson moved to approve the minutes as amended. Phillips offered the second. No discussion followed on this motion. The vote was unanimous in favor of the motion.

Agenda Item 3 - Workforce Innovation and Opportunity Act (WIOA) Implementation Update

Lentz shared that we have learned a lot since our last meeting and we want to bring everyone up to speed.

Schramm shared that we had not received the final regulations in May, we received an unpublished version on June 30, 2016 and the published version about eight days ago. She stated that we were

right on the mark in terms of the frame of what we need to do. She reviewed the vision and noted the importance of focusing on building a talent pipeline for companies and workers. She reviewed the five goals and strategies of the Board. She reminded the committee of the driver industries of construction, manufacturing, health care, professional/scientific and technical services, and tourism.

Jones asked if the goals and strategies go to anyone. Pat shared they are in our strategic plan and we are accountable for them.

Lentz reviewed the career pathways framework and noted that Wisconsin has adopted the framework as well as the nation in some capacity.

He shared that within the Board's strategic plan, we focused on a deliberate design and the key elements we considered that lead to our One Stop Delivery system include:

1. Establish a more deliberate design and implement recruitment and triage (referral) team.
2. Organize Career Services so that the services are responsive to the different skill levels of the job seeking customer.
3. Create a new role of Academy Training Navigator.
4. Continue the current Training Navigator role.
5. Implement the Apprenticeship Navigator when funds are available from the State of Wisconsin Department of Workforce Development

He reviewed the service delivery system for the WIOA Adult and Dislocated Worker programs. The key elements through the One Stop Service include 1) Recruitment, Assessment, Triage and Referral, 2) Career Services, and 3) Training Services. Lentz shared these are not just funded through the Workforce Innovation and Opportunity Act (WIOA), this is collaboration of partners to tie all of the services together. In addition, financial literacy is going to be an important area that we need to focus on.

Clarke asked about Transitional Jobs. Lentz shared that Transitional Jobs is a supported employment engagement. The individuals are employees of the WDBSCW for a time to gain an experience of work, with a paycheck. The Board had a Transitional Jobs program in the past and no longer runs that. Schramm stated that the Adult Work Experience will now will be called Transitional Jobs.

Lentz reviewed the Regional One-Stop System service locations and the staff deployment. He reported that the transition to the new system is going well; staff are in place, tracking tools are in place and implementation is going smoothly.

Clarke asked about the conversation in the past about increasing the number of students at Madison College and the need for staff there. Lentz shared that it is going really well. The recruitment and triage isn't a large issues because it just happens naturally. Next we need to focus on veterans and the offender reentry population. We are seeing an increase in our adult population and fewer dislocated workers. We can move resources to support that population and we will focus more intentionally on other populations.

Lentz provided an update on performance numbers.

- In Recruitment – active carryover – 686 participants. He stated that we still have lost individuals that fall into this pool. We do a good job in bringing down the long term by 65%.
- In Career Services – goal served 600, new 218.
- In Short Term Training – goal served 200, new 128.
- In Long Term Training – goal served 325, new 93.

Lentz shared that the only element not in the figure is the Out of School Youth. He stated that this is down. In 2014, we had a significant numbers of exits which impacted our 2015 federal performance measures. Now there is a bulge coming down and the populations are more challenging. The marginally employed are going to hit our triage and we are going to need to be available to a working population which is a significant change.

Schramm added that this is the core funds of the WIOA programming. As we have gone out and done development, there are other programs weaving into the core (i.e. WAGE\$, apprenticeship, etc.).

Agenda Item 4 – Review of Federal Performance Report Card

Lentz reviewed the Federal Performance. He noted that there is the goal, data and actual for PY14 and PY15. There are a lot more people in the PY15 data then in the PY14 data. Next year there will be fewer people in those numbers. The earnings came up for both adult and dislocated worker programs. For adult programming, performance was *exceeded* for entered employment, retention and six months earning measures. For dislocated worker programming, performance was *met* for entered employment, *exceeded* for retention and *met* for six month earnings.

Jones asked if the performance measures are similar across the state. Schramm stated that our percent's tend to be higher and performance is negotiated. Lentz shared that he can look more into this for the September Board meeting.

Lentz reviewed the youth performance and shared that the youth *met* the literacy numeracy gain, *exceeded* the attainment of degree or certificate and *exceeded* the placement into employment or education measurements. The attainment of degree or certificate increased a lot over the past year which is great.

Lentz noted that the Department of Labor (DOL) has told us our WIOA performance measures for PY16 and PY17 and now we have to make a case if we would like to change it which is difficult. Currently negotiated performance standards with DWD for PY16/PY17 includes: unsubsidized employment, employment retention, median earnings, credential attainment, measurable skill gains (TBD) and effectiveness of serving employers (TBD). This will be taken to Executive Committee for acceptance.

Kellerman asked about the process for performance measures. Lentz shared that DWD gives us percentages as goals and we will need to look at trends and determine what should be negotiated.

Lentz stated that in regards to the WIOA regulations, we are going to have a lot of work to do with our policies and procedures and the thresholds. For example, the training expenses and supports. We will need to evaluate the thresholds set in the past and determine which was the Board wants to move forward. In addition, the definitions and the Memorandum of Understanding (MOU) with partners (alignment of services and infrastructure costs).

Clarke stated that in the past, the MOU didn't have financial obligations. Schramm stated that there is now in the WIOA. She stated the MOU is a formal document and everything is part of the WIOA legislation aligned with the Department of Labor. The mandatory partners Job Service, DVR, Board, Youth Build and Veteran Admin. Kellerman stated that aging is not part of the MOU and there should be consideration for partnerships to address this population.

Agenda Item 5 – Briefing on WAGE\$ Grant

Schramm shared that this is a DWD grant from the Bureau of Apprenticeships Standards. We are a partner.

The first part is to create the apprenticeship model across all industries. In our region, we will be creating apprenticeships in the health care industry.

The other part is to increase the number of people and the awareness of apprenticeship opportunities. This will include apprenticeship champions. We are not expected to create apprentices but we will work with companies.

This is a four year engagement – \$140,000 in the first year. In addition, we are in the process with the State of WI to write a US apprenticeship expansion grant that will focus on expanding the construction industry. North Central will focus on Information Technology (IT).

Clarke asked about apprenticeship in a high tech industry and how that happens on the jobs. Schramm shared they did focus groups and companies said to send individuals with bachelor's degrees and they will be trained.

Lentz provided an update on continued work.

Windows to Work

Lentz shared that the Windows to Work program with the State of Wisconsin Department of Corrections is going well. He reminded the committee that Windows to Work is established by the State of Wisconsin Department of Corrections (DOC). Career Coaches deliver the pre-release services and support the post-release services to assist participants in the transition from incarceration to community. The program is operated and administered by WDBSCW within Oakhill Correctional Facility.

RE-Integration of Ex-Offenders (LEAP) Grant

The LEAP grant is designed to create a pre- and post-release program designed to address criminogenic needs Employment, education, anti-social cognition, anti-social personality, and anti-social companions in the Dane County jail. The program support re-entering offenders (critical customers to the one-stop system) with the services to successfully enter and retain employment.

Agenda Item 6 – Rapid Response Activity Update

Lentz shared the following information on the recent dislocations.

Kraft / Heinz / Oscar Mayer

Corporate closure in June 30, 2016 – 140 Workers Impacted
Production closure by March 31, 2017 – 500 Workers Impacted

Nilsestuen shared that some workers are in training programs. In production, most are not separated. Kraft is currently hiring for production. Several are interested in training and will continue to work during that time. During the Rapid Response sessions, over 50% of people attending on unpaid time which was good.

Tyson Foods

Planned closure in October but actual closure by June 30, 2016 – 325 Impacted (291 Union and 34 Non-Union)

There was a job fair in Jefferson and we had a great turnout with companies and workers.

Andy Clayton has met with 100 people individually and we will be doing some adult basic education courses to prepare them for COMPASS test.

Other

Anchor Bank – 138 Workers Impacted by September 30, 2016
New Hampshire Industries – 39 Workers Impacted by September 28, 2016

Kellerman shared that during Rapid Responses, we should discuss opportunities for older workers about health care benefits. Nilsestuen will work with Kellerman on connecting appropriate people to set up informative sessions for dislocated workers.

Schramm shared that we will likely provide an adult basic education class for the Kraft individuals as well.

Agenda Item 7 – Madison College Career Pathways Presentation

Lentz shared that we make investments in Career Pathways but training tends to be a big piece and we work with the college directly on those. The college staff provided a presentation on the training elements within the Career Pathway model but reminded the committee that is just a portion of the model. Lentz introduced Schauna Rasmussen, Workforce and Economic Development Dean and Annette Kornell, Career Pathways Liaison.

Rasmussen stated that Career Pathways have been happening for years but recently the college has adopted Career Pathways as the way all work is done. Each Technical College now has a Career Pathway Coordinator.

Kornell provided a presentation on Career Pathways at Madison College. The reason for Career Pathways includes: 1) creating clear on and off ramps to education and work, 2) expanding options for all types of students with flexible delivery options, 3) enabling more students and workers to acquire and advance in skilled jobs, 4) increasing student success, increasing availability of trained workers for employers, increasing performance measures for college, and 5) raising the general economic status of our community. She reviewed benefits for students, benefits for employers and reviewed a Career Pathway in Industrial Maintenance Technician at Madison College. Madison College has 44 of 66 Career Pathway maps completed; all degree and diploma programs are being organized into career pathways, showing the relationship and progression among programs.

Rasmussen shared that academies are short-term, accelerated cohort trainings aligned to college Career Pathways, offering relevant, and high-quality skills addressing industry needs. Middle College is a dual credit Career Pathway program targeted toward high school seniors who are interested in advancing their education in demand industry sectors.

Bakken shared this is a way of thinking about competency instead of being locked into courses.

Schramm shared that the bridge programs are bi-lingual so they have a place to start (i.e. health care). For those without a high school diploma, individuals can finish that while going through academies.

Agenda Item 8 – Adjournment

With no additional business for the committee, Clarke motioned to adjourn at 2:57 p.m.

Adjourned: 2:57 p.m.

Respectfully Submitted:

Laura Cataldo
Board Secretary
Workforce Development Board of South Central Wisconsin, Inc.

Attachment for Board Records:

- Agenda
- May 17, 2016 Meeting Minutes – Draft
- Madison College Presentation
- Board Presentation