

Youth Committee Meeting Minutes

**February 15, 2017
8:30 a.m. to 10:30 a.m.**

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

Members Present: Randy Guttenberg, Chair; Laura Cataldo, Alex Fralin, Rich Hands, Francis Langer, Nick Lampone, Melissa Montey

Staff Present: Pat Schramm, Seth Lentz, Tia Rice, Kim Larson, Erin Bechen

Via Phone: Brian Pulford, Matt Hurtienne

Guests Present: Lisa Hollmen, Greg Markle, Aliana Ehlers, Matthew Behringer

Youth Apprenticeship Staff Present: Josh Fassel, Cyndy Sandberg, Sherrie Stuessey

Agenda Item 1 - Welcome & Introductions

Guttenberg called the meeting to order at 8:35 a.m. and noted a quorum was present. Guttenberg welcomed everyone and everyone introduced themselves.

Agenda Item 2 - Review & Approval of the May 17, 2016 Meeting Minutes

Guttenberg asked for a motion to approve the minutes of the May 17, 2016 Youth Committee meeting as presented. Fralin moved to approve the minutes as presented. Hands offered the second. No discussion followed on this motion. The vote was unanimous in favor of the motion.

Agenda Item 3 - Discussion of "Divided Recovery" Report and Impact on Future Youth Programming Strategies and Investments

Schramm asked members to read the Divided Recovery report that was sent out if they have not already. She stated that we are planning to frame and anchor today's meeting with a current update but in future meetings we will be making recommendations for changes to the model that will go to the Board in May for contracting on July 1, 2017. She directed members to the Georgetown University Center on Education and Work Executive Summary.

She stated the Georgetown report was completed in June 2016. The report displays a national picture in terms of data. We have asked the state economists to develop a similar picture as this will affect our education training investments in the future. She reviewed the Report Findings. Job growth from 2010-2016 has favored those persons with some post-secondary education:

- Out of the 11.6 million jobs created in the post-recession economy, 11.5 million went to workers with at least some college education.
- Graduate degree holders gained 3.8 million jobs, Bachelor's degree holders gained 4.6 million jobs, and Associate's degree holders gained 3.1 million.
- Employment of workers with a high school diploma or less only grew by 80,000 jobs.

She reviewed the snapshot by education level and stated that the people with a high school diploma or less are losing. People with bachelor degree or more are only marginally affected. They are taking a share of the other jobs.

In 2009-10, the picture showed that if you had extra credits or a nationally recognized certificate you were good to go in the workforce. But that has changed.

She shared that we are expecting that the people coming to us with only a high school diploma are not working in family income sustaining jobs.

Report Conclusion:

- The United States is in the midst of two different job recoveries.
- Workers with at least some postsecondary education now make up 65 percent of the total employment.
- Bachelor's degree holders now earn 57 percent of all wages.
- Workers with high school diploma or less must earn postsecondary credentials in order to compete effectively in growing high-skill career fields.

Guttenberg asked about the wages pre-recession and now. Schramm shared that the wages are higher.

Francis shared that their hiring of management positions don't always require a bachelor's degree. Schramm shared that in health care, because companies want to maintain their Magnet status that they must have a higher quality of standard for employee credentials.

Pulford shared that they are seeing people without a high school degree applying but they don't hire without a high school degree.

Agenda Item 4 – Status and Discussion of Out of School Programming Implementation

Schramm shared that we are going to discuss the Out of School Youth program implementation which includes the scale of service, the deliberate integration with WorkSmart Network system resources, change by US Department of Labor (DOL) in shared funding strategy with State school aid, how to combine need and opportunity for employment with the need for additional skills and the dire need for transportation solutions.

She reminded the Committee that the commitment was to do work on a Career Pathways platform which included leveraging the One Stop System as a core resource. She reviewed the WorkSmart system model and the Youth Model funding.

Demographics: She shared that the target population were low income or basic skill deficient out-of-school youth, In-school youth who are in families eligible for free and reduced lunch, Ex-

offenders, Disabled individuals, Veterans and their spouses. She noted that the families we are serving are of multiple races and ethnicities.

Analysis of Planned vs. Actual Service Delivery

Notes	Contract and Program Service	Plan for July 1, 2016 - June 30, 2017	Actual as of February 7, 2017	% of Planned Annual Service	Comments
Note #1	Dane County School Consortium – Out-of-School Youth, formally enrolled	75	2	3%	
	Dane County School Consortium – Youth in the recruitment pipeline		17		Working to establish pool of 60 students
	Operation Fresh Start – Pathways Program	48	34	71%	
	Operation Fresh Start – Strive Program	32	14	44%	
Note #2	Madison College – Gateway to College Program	10	20	200%	
Note #3	Madison College – Training Navigators - Out of School Youth and In-School	36	28	78%	
	Madison College - Instruction for Middle College M6 (2016/2017)	63	47	75%	
Note #4	Dane County School Consortium – Middle College M6 support		37		Goal: Up to 63 if all 4 training cohorts full
	Moraine Park Technical College - Training Navigator	10	7	70%	
	Resource Specialist		24		

Dane County School Consortium – Schramm reported that Fassel has been talking with the schools about the opportunity. He also has staff working in Verona which is a new territory.

Operation Fresh Start (OFS)

Pathways – Schramm shared that we ran into a bump where the federal regulations (up until June 30, 2016) stated that any young person in “Youth Build” was automatically eligible for the Workforce Innovation and Opportunity Act (WIOA). In the July 13 regulations, it stated that if those people were receiving any funding from the school district, they would not be eligible for WIOA OSY programming. She stated that we agreed, with OFS, that the WIOA enrollment would go first.

STRIVE – The program was a summer program funded by county and others. STRIVE is designed for people who have graduated from high school but don’t have a plan. She noted that we expect to have three cohorts per year. Youth Build has given Youth Build providers opportunities to be in other industries (other than construction). We will be exploring additional industry cohorts.

Madison College – Gateway – Doing very well.

Middle College – The program is funded to serve 63 students and the Board is still struggling to get schools to understand the program. There are currently 44 people.

Post-Middle College Support for M4 (2014) and M5 (2015) Cohorts by Contractor	Actual as of February 7, 2017
Madison College - Jefferson County Students	8
Dane County School Consortium – Dane County Students	13
Employment and Training Association - Portage/Sauk Students	16
Moraine Park Technical College - Dodge County Students	7
Total Served	44

Schramm shared that we are in a good spot considering the OSY program was designed from the ground up and not procured.

Fassl shared that the recruitment for Middle College is a challenge because of the requirements and educational rigor.

Fralin asked what we think is happening with districts not understanding the opportunity for students. Schramm shared that she feels it is an expectation issue. She doesn't believe faculty believe the students can do it. Once they get to the college setting, they are doing really well. Fassl added that it is also difficult when the relationship with the counselor or school staff is very different at each location.

Cataldo shared that a faculty targeted breakfast might be beneficial.

Agenda Item 5 – Status and Discussion of Middle College Strategy and Future Investments

Schramm reviewed the new efforts impacting future work and the training alignment puzzle.

Schramm shared that we received an Independent Living Grant and the goal is to help individuals who are aging out of foster care. The goal is to help them transition to independence. Most of the individuals have Individualized Education Program's (IEP's). This gives us resources to things like scholarships, Pell, etc.

Schramm shared that we hope there will be a pre-apprenticeship programs that align with registered apprenticeship.

Fralin asked about the Independent Living Grant. Schramm shared that it is a great opportunity. Prior to the programming transferring to us, it was purely a social work model so we are providing the employability resources.

Guttenberg asked how to define disadvantaged. Schramm shared they qualify for free and reduced lunch. For Out of School Youth (OSY), they are eligible if they don't have a high school diploma. Schramm added that there are geographic areas in Madison that are economically stressed and if you are in that zip code, you are automatically eligible.

Fassl shared the OSY is really running fast and people are open and accepting. He shared they are focusing on the students who have left school.

Fassl shared for In School Youth (ISY), the challenge is finding the student success. When there were growing pains, those schools don't engage easily. There is relationship building. He stated that transportation is also a huge challenge. Every student that qualifies has the transportation issue, especially for the outlying schools.

Agenda Item 6 – Youth Apprenticeship Program – Status and Challenges

Schramm provided an update on the Youth Apprenticeship. She reminded the committee that YA Consortium members include Dane County School Consortium, Jefferson Schools, and Madison Metropolitan School District.

She provided an update on enrollments.

Contractor	Planned to Serve	Actual Served YTD	Percent of Goal
Dane County School Consortium**	197	188	95.43%
Jefferson County School Districts	135	103	76.30%
Madison Metropolitan School District	80	45	56.25%

*Data source includes FY 15/16 Level 2 and FY 16/17

**Change to YA program outcomes may affect Madison metro enrollments - troubleshooting

Dane County School Consortium

Fassl shared that YA is the integration of school-based learning and work-based learning through a coordinated partnership with industry that is designed to facilitate a smooth transition to career employment and postsecondary education.

He shared Wisconsin YA is based upon 16 Career Clusters framework, 11 program areas and over 50+ pathways.

The Youth Apprenticeship Program provides businesses the opportunity to address work readiness concerns head on by working with schools to educate Wisconsin's future workforce.

- Improve the skill level of future workforce
- Train your own future "star employees " and decrease hiring/training expenses
- Help young people acquire the skills needed for the jobs of tomorrow
- Improve community relations by partnering with local schools to prepare students for future

Youth Apprenticeship students are:

- Junior or Senior in HS, (must be 16)
- Students have a detailed individual career plan

- Have demonstrated appropriate school behavior
- Student is on-pace to graduate
- Student Grades/Attendance are satisfactory
- Student will have 180 hours of related “industry” instruction (360 for Level II).
- Student will complete 450 hours of occupational work experience (900 for Level II)

The role of the employer is to:

- Recruit and Screen applicants
- Provide a mentor to facilitate student learning and conduct evaluations with local coordinator(3 per year)
- Provide a “well-rounded” experience to student to help develop a wide range of skills
- Provide a competitive wage to student
- Have available 15-20 hours per week during school and 20-30 hours per week in summer

Madison Metropolitan School District (MMSD)

Sherrie shared that they have developed an experiential learning continuum. She shared that they are beginning a health services pathway in fall 2017. She also shared that they are moving direct student support from District level to school level.

Challenges –

- Securing student employment in the field of biotechnology, information technology and engineering.
- Unequal supply and demand and job offer timing.

Schramm added that the pipeline continues to be an issue and companies are interested in YA for that reason

Jefferson County YA

Sandberg reported that next steps for Jefferson County YA includes: 1) work with companies, schools and the state to have an automated manufacturing checklist; 2) Continue working with schools on options for CNA student training; 3) visits and promotions to companies about the YA to Registered Apprenticeship bridge.

She stated that challenges include: 1) training for CNA students. Getting them into the classes, it has improved, but still a challenge when sites go on sanctions; 2) outdated checklists, especially in manufacturing, automated manufacturing; 3) informing companies about the bridge from YA to RA; 4) continual PR about YA and the benefits to all partners.

Agenda Item 7 – Adjournment

With no additional business for the Committee, Guttenberg moved to adjourn at 10:33 a.m.

Adjourned: 10:33 a.m.

Respectfully Submitted:

Youth Committee Meeting Minutes
February 15, 2017

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

Attachment for Board Records:

- Agenda
- Draft Minutes from May 17, 2016
- Divided Recession Report
- PowerPoint – WDBSCW
- PowerPoint – YA
- Middle College Maps