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Tom Barrett, Mayor, City of Milwaukee
Designated Chief Elected Official

Donald W. Layden, Jr.
Chair

EMPLOY MILWAUKEE BOARD OF DIRECTORS MEETING

September 9th, 2021 • 8:30 a.m. – 10:00 a.m.

2342 North 27th Street, Milwaukee, WI 53210 – Via Zoom

MINUTES

Members Present: Chytania Brown, Dan Bukiewicz, Carla Cross, Randy Crump, Edgard Delgado, Pam Fendt, Jennifer Fogarty, Eduardo Garza, Jakeim Jackson-Bell, Maysee Herr, Ossie Kendrix, Mark Kessenich, John Kissinger, Donald Layden, Brian Levins, Dr. Mark Mone, Darryl Morin, Sylvia Swan

Designees Present: Parker Rios

Members Absent: Deshea Agee, Michael Daily, Andres Gonzalez, Steve Martin, Vickie Martin, Lupe Martinez

Guests: None – Today

Staff Present: Sharron Briggs, Vanessa Carmona-Lewis, Julie Cayo, Twanee Graves, Lowell Raven,

Board of Directors Chair Don Layden called the meeting to order at 8:33 a.m.

1. **Approval of Meeting Minutes from June 10, 2021**

After brief discussion, members approved meeting minutes from June 10th, 2021, as circulated. *Chair Dan Layden stated that the meeting minutes stand as approved and distributed; approved unanimously.*

2. **Chair Report**

Mr. Layden discussed the appointment of Mayor Tom Barrett as the United States Ambassador to Luxembourg. The President intends to nominate the mayor; in a couple of weeks, he will go before the Senate Foreign Relations Committee for confirmation of his appointment. The transition time could take at least 6 to 8 months for completion. He will not be stepping down from his position as Mayor until he is approved and moves into his new position as United States Ambassador. Chevy Johnson will become acting Mayor to serve as Chief Elected Official. Depending on the outcome of a special election if one is held the EMI Board will have to get approval from the Intergovernmental Cooperation Council (ICC) during each

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Mayor position change; tentative and permanent.

- **CEO Update**

Ms. Chytania Brown reported on the past quarter highlights. She talked about her speaking engagements for this year:

- September 17th the Greater Milwaukee Foundation's will be doing their Milwaukee for All Series; she will be a moderator discussion - Early Childhood Education Development as an Economic Strategy.
- September 14th the Milwaukee Tech Hub Career Expo - Changing Careers into the Tech Hire Sector. Employ Milwaukee got a Tech Hire Grant.
- August 29th Youth Leaders Entrepreneurs Roundup – How to Access Resources
- August 30th WRTP/Big Step had their Promotional Video – How we Partner for Shared Success; Employ Milwaukee was asked to be a part of it as talk about shared success.
- August 26th Milwaukee Healthcare Workforce Initiative Partner Kick Off – New Healthcare Resources into the community. Which advanced EMI and Aurora into a partnership receiving a 500K grant from the Medical College.
- August 23rd Wisconsin Department of Health Services Panel, hosted by Lt. Gov. Barnes – Economic Mobility and Partnerships.
- August 19th The Mayor hosted Stronger Summer Webinar Series related to the summer package through ARPA. Employ Milwaukee has put some ads and proposals for some APRA funds to expand workforce initiatives.
- June 29th, 2021, Milwaukee Urban League State of Black America MKE. She served as a panelist and was interviewed by Dr. Eve Hall. This was an opportunity to talk about Employ Milwaukee and to weigh in on the strategies and challenges as it pertains to the workforce that we're seeing on the local and national levels.

Ms. Brown has a meeting with Giacomo Fallucca who was impressed with the information given at the workshop and wants to discuss a partnership.

EMI was given the opportunity by the Mayor Barrett to recommend project to be funded through the City of Milwaukee ARPA funding. Originally Employ Milwaukee submitted a ARPA proposal of 20 million to cover 4 years. The Mayor put together a summer package, EMI took some of the projects out of the original proposal to be a part of the summer package. The projects included Lead Abatement, Apprenticeship Accelerator, Century City Clean Energy Jobs Project, Tech Connects, Fresh Coast Tech Up, Entry Level Building Maintenance Initiative, Career Smart, and the Skillful Transitions. Ms. Brown remains hopeful due to the advocacy from the community. During this process EMI have received up to 80 letters of recommendation from board member, private sector, faith-based and community-based organizations. Ms. Brown reviewed the Mayor's ARPA project summaries; these initiatives are planned for 1-2 years; additional resources may be needed for future based on partnerships and results.

Ms. Brown did an update on the State of the Labor Market information within Milwaukee County covering May 2021- July 2021. Labor Force (May 465,655- July 482,441) up 16,786 - Employed (May 438,246 – July 452, 509) up 14,263 – Unemployed (May 27,409 – July 29,932) up 2,523 – Unemployment Rate (May 5.90% - July 6.20%) up 0.30%. The PY20 Placements & Wages overall average for Program Year 2019 \$15.15 for Program Year 2020 \$15.91. PY20 Placement & Wages Trending; ETO report as of August 15, 2021- (PY16 1,945 – PY 17 2,474 – PY18 3,104- PY19 2,214 and PY20 1,706) there was a dip in PY20 placements due to the pandemic.

DWD conducted a CWI Business Climate Survey in July 2021 addressing questions about the pandemic and

its impact.; 2,500 businesses throughout Wisconsin participated. Some major questions asked: What was the most pressing/immediate needs for business to succeed? The top two responses 36% Additional Skilled Workers – 32% Additional Workers in General. What worker specific challenges are business experiencing? 42% Quantity of available workers – 24% Quantity of trained workers. What types of skills are workers missing? 40% Soft Skills – 16% Mechanical. Other barriers to obtaining workers: 16% Lack of Childcare & Lack of access to healthcare or affordable healthcare for employees – 13% Lack of transportation & substance abuse. What types of upskill trainings are offered to current employees? 43% Internal supervisors provide training – 15% Do not offer upskill training. After speaking with EMI Coordinating Council, it was agreed that EMI put together a questionnaire to individuals who access our programs to see the answers/needs of employer verses job seeker. The goal is to get it out by the end of the month to share with Coordinating Council as well as board members.

Ms. Brown also went over EMI Employers engagements. Due to the pandemic EMI hosted a Drive Thru Job Fairs. Working in parking lots of community base originations. Also using the virtual process/zoom which allowed multiple employers to participate. Now that things are starting to open EMI will be working with the City of Milwaukee libraries also partnering with City on the Hill and St. Sebastian Church to have a presence there two day a week; getting out into the community verse waiting for the participants to come to EMI & Job Centers.

EMI is working on agency branding a fresh look, working on upgrading promotional flyers and related materials, including multi-language versions. Increase strategic use of social media tools, workforce chronicles quarterly newsletter and workforce insights podcast.

EMI Summer 2021 Earn & Learn program: PY 2021 outcomes, 3,126 Youth were pre-registered. 1,610 completed registration- 1,327 enrolled and 1,227 were successfully employed. The slide showed enrollments by zip code in Milwaukee County and by Race. Darryl Morin asked that ethnicity be added to the graft to track percentage of Latino, Hispanic and Latinx? Chytania agreed. New worksites and innovations: Herzing University, Menomonee Valley Partners, Milwaukee Bucks, Mindfulness Training and Mentor Milwaukee Connection.

The Boys & Girls Club of Greater Milwaukee (BGC) has entered into a lease agreement with St. Francis of Assisi parish to occupy the former HACM TechForce Center/MATC Adult Learning Center at 1914 N. 4th St., EMI will continue to occupy the space and share in utility, IT services, receptionist, and cleaning fees. Collaboration and programming will be expanded with the BGC including Earn & Learn, In School Youth Programming, and continued occupational skills training boot camps. John Kissinger asked: What is your take on all the jobs & why people don't want to take them? Ms. Brown that's why we want to do a questionnaire to get a broad response coming from different people to see the employer response verses jobseekers. Most problems are geared to childcare, flexibility in the job etc. the questionnaire will allow EMI to get feedback from a large amount of people.

Executive Committee Update

Packet information – Minutes from Executive Committee on February 25, 2021, Minutes from Special Executive Committee on March 29, 2021

The Executive Committee meeting was held on May 27, 2021. Committee approved revised Employ Milwaukee Handbook as well as FY22 Budget of \$17 million of budgeted revenue and expense

3. Governance, Compliance & Nominating Committee Update

Packet Information – Minutes from GCN Committee meeting on May 19, 2021 – EMI Annual Review of Policies FY2021 – EMI Board & Committee Roasters.

Andres Gonzalez reported GCN committee met on August 18, 2021 and reviewed the EMI Annual Review of

Policies FY2021. All policies are in good standing and compliant. There were no board member nominations at this time. Committee assignments requested and approved; Board member Jakeim Jackson-Bell & Deshea Agee are serving on Youth Committee as well as Non-Board Member Bevin Christie. Board Member Mark Kessenich will serve on the Program Committee. There was a discussion with Ms. Brown and Julie Cayo concerning existing Board member who are serving and are not assigned to committees. Possibly following up to see their interest and an opportunity to engage in some of EMI Committees moving forward.

4. Personnel, Finance & Audit Committee Update

Packet information – Minutes from PF&A Committee meeting on August 26, 2021, Minutes from meeting on May 27, 2021, EMI Financial Statement Notes, EMI Comparative Statement of Financial Position/Activities, EMI Financial Ratio & Description, New Hire and Termination Report, EMI Fund Development Report

Mr. Kissinger reported indicated the PF& A Committee meeting was a very positive meeting. On the finance side for PY 20-21 1.9M for the sale of the building and an operating surplus. The line of credit is being used for that it was intended. Timing issues with the CDBG grant EMI having paid and awaiting reimbursement. Employment status is ok, there were concerns about COVID returning. John commended Lowell and Chytaina for presenting the results of the organizations audits to the committee in a timely manner. The PPP loan has been submitted for forgiveness and the SBA is currently working on the application for forgiveness. EMI is awaiting a response from the SBA. We expect forgiveness for the PPP but it will not be a windfall just net forgiveness. There is a large opportunity for EMI thru applying for the City of Milwaukee ARPA funding.

5. Program Committee Update

Packet information – Minutes from Program Committee meeting Agenda on August 19, 2021, Minutes from meeting on May 20, 2021, Presentation Center for Self Sufficiency, Monitoring Updates, Annual policy Review & Update Memo, Annual review of Policies/New & Changes.

The program asking organizations that received funds from us, or contracts to come in and give the program committee an update or a more in depth about the program and the results. At the meeting The Center for Self Sufficiency came in to give an overview to Windows to Work contract. What came out of that presentation is there is a need to find ways to fund the tracking of recipients past one year of service. Looked at policy changes; all the changes were approved by

6. Youth Committee Update

Packet Information – Minutes from Youth Committee meeting on May 15, 2021. Meeting Agenda August 11, 2021, youth Program Reports/Presentation

No discussion due to Youth Committee Chair Posley having to leave meeting at 9:00 a.m. Topic tabled until next Board of Directors meeting. Ms. Brown reported that they had discussions around the Earn & Learn everyone agreed to look at the briefing.

7. Other – The Board of Directors meeting was adjourned at 9:23 a.m. by Board Chair Don Layden.

The next Board of Directors Meeting will take place on December 9th, at 8:30 a.m.

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