

Julie Cayo, President & CEO

**Employ Milwaukee**

1322 North 8th Street

Milwaukee, WI 53205

Phone: (414) 270-1700

Fax: (414) 225-2375

Website: <http://www.employmilwaukee.org>



Cavalier Johnson, Mayor, City of Milwaukee  
**Chief Elected Official**

Carla Cross, **Chair**

## EMPLOY MILWAUKEE BOARD OF DIRECTORS

---

### FUTURE TALENT AND STRATEGY COMMITTEE MEETING

Thursday, February 19, 2026 – 9:00 a.m. – 10:15 a.m.

1322 North 8<sup>th</sup> St., Milwaukee, WI 53205

### APPROVED MEETING MINUTES

---

**Members Present:** Aaron Shapiro, Randy Crump, Houston Jamison, Greg Fritsch and Gevonchai Hudnall-Vogel

**Guests:** None

**Employ Milwaukee Staff Present:** Julie Cayo and Marcia Blackman

- I. Call to Order** – Julie Cayo called the meeting to order at 9:04 a.m.
  
- II. Consent Agenda (Approval Items)** – Julie Cayo shared the definition of a consent agenda to allow for the approval of minutes and contracts all together. The 11/12/25 Program Committee minutes, 8/6/25 Youth Committee minutes, Boys & Girls Club of Greater Milwaukee Brighter Futures contract and City of Milwaukee and MCSC Worker Advancement Initiative (WAI) contract modifications were sent before the meeting for committee review. Julie Cayo opened the floor for any comments or questions. There being none, Aaron Shapiro motioned to approve the minutes and contracts included in the agenda as is, Gevonchai Hudnall-Vogel seconded. The approval passed unanimously.
  
- III. Review Bylaws and Set Agenda Focus**

Julie Cayo shared the roles and responsibilities of the committee as defined in the bylaws, which are compliance and strategic responsibilities inclusive of labor market information, strategies, funding and communications. Julie Cayo shared old agendas of the Program Committee, Youth Committee and Governance, Compliance & Nomination Committee for examples of topics that the Future Talent and Strategy Committee may want to frame future agendas around. Possible topics include business needs, labor supply, future workforce preparation, agency performance, innovation, fund development and communications. Committee members also identified the youth talent pipeline as an area to discuss. Aaron Shapiro shared that youth workforce preparation is a prominent topic at MPS and there is an opportunity for him to share about MPS schools' career-focused offerings. He shared that MPS Superintendent Cassileus is motivated to build out Career and Technical Education (CTE) offering starting at 7th grade to remediate previous rollback. Julie Cayo shared that Employ Milwaukee (EMI) stewards around \$3M in funding annually to support career efforts for youth aged 14-24. Greg Fritsch asked about the target demographics the committee will focus on, and said data around the number of graduates, high school dropouts, those going to 2- or 4-year college, entering military or career-bound, could be of interest. Aaron Shapiro noted that MPS does have data to share around some of these points and he can bring this to the committee. The committee discussed that many youth wanting to enter the trades are unable to pass adult education courses. Houston Jamison noted that DWD-VCR staff is challenged in getting into MPS schools and programs to support and there are opportunities through this committee to enhance connections. Gevonchai Hudnall-Vogel expressed interest in understanding awareness and outreach to youth as an untapped talent pool. She voiced an

opportunity for a school counselor campaign as counselors may not have direct connections and networks with alternative career routes outside of college. Randy Crump noted that there is a narrative for youth around going into the trades as a failure or that a 4-year degree is the only option for a career, and there is an opportunity to change the narrative with recognition that trades and credentials do take effort, and showing the pathway of earning across careers. The committee discussed building exposure to trades and credentialing occupations across digital and social channels. Marcia Blackman noted that social media reports and methods can be shared at a future meeting. Greg also noted that for paid advertising or communications development, corporate partners may have interest as a benefit to building their talent pipeline.

Julie Cayo shared that US Department of Labor and federal administration has encouraged increased efforts around AI skilling and EMI is collaborating with Milky Way Tech Hub to provide youth AI skilling, which may be another topic for the committee to focus on. Julie Cayo stated that EMI will share labor market information around who is hiring, top jobs, median wages and more at the next meeting. Gevonchai Hudnall-Vogel expressed interest in learning about the pace of workforce needs and how quickly they shift, and understanding middle-skill jobs. Julie suggested that at next meeting, staff can present a template for an asset map or continuum around career pathways with different audiences identified for the committee to understand who to target. Julie also suggested that Jeffrey McAlister, Business Solutions Manager, attend the next meeting to share employer perspectives.

#### **IV. New Member Discussion**

The committee discussed the four nominations, Dr. Laurie Marks, Eric Hill, Corey Stewart, and Dr. John Knapp, and Julie shared their credentials. The committee recommended to move forward all nominations to the Executive Committee for approval. If approved, the members will be invited to the next committee meeting.

#### **V. Other Items**

Julie stated that part of the committee role is to recommend service providers for procurement. EMI will soon launch WIOA procurement. Current WIOA Adult and WIOA Dislocated Worker services are provided by both Equus and Dynamic Workforce Solutions. EMI leadership suggests changing the WIOA Adult and Dislocated Worker RFP to only select one provider using a weighted system. By selecting one provider, EMI staff including finance and compliance will have greater capacity. The WIOA ISY provider is UNCOM and the WIOA OSY providers are UNCOM and Dynamic Workforce Solutions. Employ Milwaukee leadership also suggests one provider for each. Julie Cayo stated that MPS could apply for WIOA ISY. Julie Cayo shared that RFPs will be brought to the next committee meeting in May and noted that reviewers will be needed in April. Greg Fritsch and Gevonchai Hudnall-Vogel were interested in learning more about becoming reviewers.

#### **VI. Adjourn** – The meeting adjourned at 9:56 a.m.

**Next BOD meeting:** 3/4/26

**Next FTS Committee Meeting:** 5/20/26