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Tom Barrett, Mayor, City of Milwaukee
Chief Elected Official

Donald W. Layden, Jr.
Chair

EMPLOY MILWAUKEE BOARD OF DIRECTORS

PROGRAM COMMITTEE MEETING Wednesday, May 20, 2021 – 9:00 – 10:30 a.m. Via Zoom Technology

Members: Carla Cross (Chair), Laura Bray, Bevin Christie, Randy Crump, Michael Daily, Pam Fendt, Brian Levins, Tracy Luber, Parker Rios, Joni Theobald, Wallace White

Members Absent: Chytania Brown, Jennifer Fogarty, Eduardo Garza, Tasha Jenkins

Guests: Beth Norris, Waukesha County Department of Administration

Employ Milwaukee Staff: Vanesa Carmona-Lewis, Julie Cayo, Jose Galvan, Toni White, Suzanne Reinstein, Eileen McMahon

Chair Carla Cross called meeting to order at 9:04 a.m.

1. Committee Business

a. Approval of Minutes from February 18th, 2021, Program Committee meeting

Members briefly reviewed and discussed February 18th, 2021, meeting minutes.

Pam Fendt motioned for approval of minutes from February 18th, 2021; Bevin Christie seconded; meeting minutes approved unanimously.

2. New Grants

Julie Cayo presented on new grants. The Milwaukee Healthcare Initiative is a \$500,000 grant over three years partnering with Advocate Aurora Healthcare, Social Development Commission, River Works, Journey House, Milwaukee Job Works, Urban League and MATC. This grant will align public investments with workforce needs, neighborhood-based outreach and recruitment. Also featured will be wrap-around services, direct employer engagement and guaranteed interview and hiring opportunities for trainees by AAH and all major healthcare systems in Milwaukee.

Kohls Hometown Partners grant was first awarded in 2020 for \$250,000 and Kohls was so impressed with strategy for fund use, EMI was awarded an additional Hometown Partners grant for \$250,000 beginning August 1st, 2021, through July 31st, 2022. Part of the strategy is to connect families to expanded resources including flexible training, childcare, transportation, dress attire, stipends and incentives. A fund raiser will also be planned. EMI hopes to work closely with MATC on training component to help close the digital divide.

Question was posed since most individuals have phones, are we focusing training with phone as device vs.

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computers? Response was a digital assessment will be incorporated to determine what households have for equipment, what are the skill levels, what is the connectivity, etc., and apply on an individual basis.

3. Labor Market Information

Julie Cayo reported the labor outlook is improving with more individuals looking for work and total employment increasing. Unemployment did increase in certain sectors which may be attributed to individuals in hardest hit sectors training for new careers. 2021 appears to be stabilizing. Request was made for the chart included in today's presentation to be broken out by industry to increase ability of committee to be more strategic with certain trends.

Next steps – Ms. Cayo will provide chart by sector for next meeting.

4. Regional One Stop Operator Report

Beth Norris reported primary activity of OSO is to convene partners across system occurring on different levels from leaders of workforce boards to reps from economic developers and tech colleges and meet periodically to guide and help set framework. To learn what is going on in education, economy, and technology. This is the final stretch for first year of new regional OSO approach. Most local OSO locations were closed or limited during COVID as previously reported. Now open and 60 different organizations are offering over 30 different programs, both onsite and elsewhere. Meetings with required partners are convening on a bi-monthly basis. Have been focusing on tech benchmarking region to region. Regional events have been held on new DWD premier platform and a regional job fair is scheduled in June 2021. The Pathstone project to improve services was completed in March with a 4.7 out of 5 rating. Currently working on increasing referrals across seven county area.

5. Job Center MOU Renewal

Vanessa Carmona-Lewis informed members EMI reviewing MOU renewal both for job centers and core providers and sent out to partners. Meetings were held the week of May 2nd to draft umbrella MOU and budget to make sure no concerns and received none. Draft was submitted on May 14th, 2021, and DWD is reviewing and once we get the green light, contracts will be created with affiliates (30 to 40 organizations). The next meeting of WIOA Required Partners is today at 1:30 p.m. and the MOU process will be discussed as we continue to understand involvement and benefits to job seekers. Also hoping to introduce the concept of how WOW uses SE referral system and duplicate that in Milwaukee.

6. Service Providers Status Reports

Toni White reported staff is anxiously awaiting Q3 performance indicators on WIOA program results due to delay related to staffing change at DWD. There has been a tremendous improvement in results on performance measures. Ms. White has been attending DWD meetings and collaborating bi-weekly with providers in 3rd quarter. As a direct result, significant increase in measurable skills. Continue to find solutions to increase performance and at negotiated levels. Ms. Carmona-Lewis added that DWD is offering Performance Fridays training and all service providers are required to attend.

Next steps – Ms. White will send out Q3 results through March 31st to this committee when received.

7. Windows to Work (W2W) Contract (Approval)

Packet information – W. Holloway memo dated May 20th, 2021, Re Windows to Work Proposal Process, 2021-22 Proposal Review for Windows to Work, Windows to Work Scoring Sheet

Members reviewed packet information related to Windows to Work contract approval. EMI received proposals from America Works and Center for Self Sufficiency (CSS) and CSS scored highest. Recommending approval for 1-year contract to CSS with potential for renewal. Question was posed on what Windows to Work is? Response was pre- and post-release services for justice-involved individuals reentering the workforce. One provider instead of various institutions.

Randy Crump motioned to approve Windows to Work contract with potential for renewal to Center for Self Sufficiency; Pam Fendt seconded; approved unanimously.

8. Employer Engagement Updates

Mr. Galvan reported on employer engagement. EMI has received 119 WARN notices during the past quarter. Carbo Chocolate is one of these businesses and in talks for how EMI can interact with their laid off employees and assist them in gaining new employment. The Rapid Response Dislocated Worker survey is now electronic. This should help with the difficulty of locating contact information on those employees that have been hired by new employers.

Job Fairs have brought in 3,184 job seekers and 400 employers represented. Greater Milwaukee Foundation is hosting a virtual job fair soon that will include 73 employers and 120 job seekers (230 registered). Have had some concerns at other career fairs with lack of job seekers but are hoping that WI DWD Unemployment reinstatement of job search requirement should improve numbers. Chair Cross asked what types of industries are laying off? Response was initially hospitality/retail sector but now more manufacturing sector. Committee briefly discussed potential federal funding decisions and assistance that should be forthcoming.

WI DWD, in partnership with WDAs, premiered virtual platform and distributed licenses for it. Requires some customization but this will be our approach for all future events. Platform is robust and allows interaction via chat or via video if customer has that capability. Assistance with employer webinars, resume assistance for all events. EMI partnering with other local WDAs for a SE Virtual Job Fair on June 9th, 2021, by invitation only and featuring employers that pay \$15/hour or more. The event will run from 10:00 a.m. to 12:30 p.m. MATC can support technical/professional opportunities as well. Chair Cross asked members who has a contact with Milwaukee 7? Pam Fendt responded she works closely with them and will share contact offline with her.

Next steps – Jose Galvan will send information on June 9th, 2021, SE Virtual Job Fair so members can share with all their partners. Chair Cross is requesting an update from Jose Galvan on meeting with Laura Bray and Tracy Lubert regarding training programs for next meeting, so add that to agenda.

9. Standard Program Reports

Packet information – Child Protection Policy Statement, CRN results and work sites

a. Youth Committee Update

EARN & LEARN Updates

Ms. Reinstein reported EARN & LEARN summer in-school youth program will run from June 21st through August 7th, 2021, for just seven weeks this year. EMI will hold job readiness training prior to youth starting their employment. Current numbers show over 1,800 youth have completed at least part 1 and 77 worksites are interested in hiring for this program. Question was posed if youth can select employer? Response was some employers request youth they are already familiar with, and EMI takes suggestions but not guaranteed. Ms. Reinstein added that more for profit and faith-based employers applied to be worksites than in previous years. Question was posed if EMI tracks youth who maintain their jobs? Response was after the program ends, employers let us know who is still working.

Community Resource Navigator (CRN) Program Updates

Milwaukee County CRN program is sunsetting after six-month extension with duration of time applied to program. The goal has always been to keep impacted people economically viable during pandemic. EMI transitioning to City of Milwaukee funding. This has been an awesome program that really helped the community, and the approach was an 'adult earn & learn' program model. Hopeful CRN program can continue depending on funding.

Next steps – Staff will put together a report on this program for the next meeting.

10. Monitoring Updates

a. PY20-21 Monitoring

EMI staff currently waiting for PY20-21 monitoring close out letter. Previously received our monitoring report from DWD and responded to results and all findings. This year an intensive approach was utilized to remove issues. Question was posed what were findings?

Ms. White responded findings in different sections such as governance, regulations, program, and data entry and specific to cases and how we administer services. Samples were run by DWD. Due to COVID pandemic, this year virtual monitoring via SharePoint. There was some information missing, some case management data entry errors, some items were in one of two systems and not in other and the State system is most important.

Next steps – WI DWD will send their response and EMI management staff will review.

11. Other Business

Chair Cross reported that she recently attended Mayor's Town Hall meeting on America's Rescue Plan. A top concern is lead abatement in housing in the city. Another is ensuring training is available. Pam Fendt added that she serves on the City/County Task Force currently focused on planning for Rescue Act money to create good careers and green jobs. Some ideas include apprenticeships in plumbing, operating engineers, contractors. There are good partnerships and plans for applicant pool for diverse population. One plan is to make apprentices attached to every crew, so work gets done and workforce development progresses as well. Chair Cross asked if there is a plan in place to ensure high poverty zip code individuals have a shot at these roles? Ms. Fendt responded that a lot of planning focused on that specifically, but funding will drive need for placements. Ms. Carmona-Lewis added that she recently spoke with State Director of Apprenticeships regarding green jobs and diversity and discussed expanding pool of applicants. Outreach is a goal of ours which encompasses how do we get opportunities out while being more inclusive of population. Pam Fendt and Jose Galvan have also been part of these discussions.

The meeting was adjourned at 10:24 a.m. by Chair Cross.

Next Program Committee meeting is scheduled for August 19th, 2021, 9:00 a.m.

Next Board of Directors meeting is June 10th, 2021.

