

Chytania Brown, President & CEO
Employ Milwaukee
2342 North 27th Street
Milwaukee, WI 53210
Phone: (414) 270-1700
Fax: (414) 225-2375
Website: <http://www.employmilwaukee.org>



Tom Barrett, Mayor, City of Milwaukee
Chief Elected Official

Donald W. Layden, Jr.
Chair

EMPLOY MILWAUKEE BOARD OF DIRECTORS

PROGRAM COMMITTEE MEETING

Wednesday, November 11, 2020 – 9:00 – 10:30 a.m.

Via Zoom

DRAFT MINUTES

(pending Committee approval)

Members: Carla Cross (Chair), Chytania Brown, Laura Bray, Bevin Christie, Randy Crump, Pam Fendt, Tasha Jenkins, Brian Levins, Tracy Lubber, Eugene Manzanet, Parker Rios, Joni Theobald, Wallace White

Guests: Beth Norris, Waukesha County Department of Administration

Employ Milwaukee Staff: Jose Galvan, Toni White, Eileen McMahon

Chair Carla Cross called meeting to order at 9:01 a.m.

1. Committee Business

a. Approval of Minutes from August 19, 2020 Program Committee meeting

Members briefly reviewed and discussed August 19th, 2020 meeting minutes.

Pam Fendt motioned for approval of minutes from August 19th, 2020 Program Committee meeting; Wallace White seconded; meeting minutes approved unanimously.

2. Workforce Innovation and Opportunity Act (WIOA) Local Plan Updates

a. Regional Plan Update

Julie Cayo gave the update on WIOA Local Plan and Regional Plan. The WIOA Local Plan was approved by WI DWD as of October 21, 2020 and final version has been posted on website with a link. Please reach out to Ms. Cayo or Eileen McMahon to request a hard copy or link.

The Regional Plan is still in development and public engagement was sought via an online survey. Draft was posted on website for a 30-day comment period that ends November 30, 2020. The ICC and Board will receive for approval in early December. The final version will then be sent to WI DWD by December 15, 2020, and they will have 45-60 days to review and approve.

At last committee meeting, Chair Cross requested a Labor Market overview, so a slide was prepared utilizing material from Wisconsin Link on the WI DWD website. Ms. Cayo reviewed comparison with 2019 vs. after pandemic hit in March of 2020. A total of 10,000 workers were employed in last month and the number of unemployed currently is at 7.3%.

If you need this printed material interpreted to a language you understand or in a different format, or if you require other accommodations, please contact Carrie Hersh (carrie.hersh@employmilwaukee.org or 414-270-1726). Deaf or hearing or speech impaired callers may reach us by the Wisconsin Relay number 711.

3. Regional One Stop Operator Report

Packet information – Beth Norris Memo Re Workforce System One Stop Report dated November 9, 2020

Beth Norris discussed service delivery during COVID pandemic. All locations closed to the public in April 2020. Limited appointment-based utilization. A survey was conducted of partners in the region to report their service delivery approach. All but one respondent indicated their organization would continue either remotely or through a hybrid combination of remote and in person services throughout 2020. OSO Activity highlights include:

- EMI hosted Economy Zoominar, which received a 4.9/5 rating
- Gateway Technical College hosted a Workforce System Zoominar and 100% found it helpful
- Training on Equal Opportunity, Communication, Changing Roles and Leadership were offered through EMI and the Wisconsin Employment & Training Association (WETA)
- The Receptionist kiosk system was expanded within Milwaukee as well as added to Waukesha and West Bend

Upcoming events include Technology Systems Zoominar on November 17th, 2020 at 1:30 p.m. and Future of Work Keynote Event on Friday, December 11th, 2020 at 1:30 p.m.

4. WIOA and Core Combined State Plan Partner Status Reports

a. WIOA Negotiated Performance Goals

PY19 Adult and Dislocated Worker and Youth exceeded all negotiated performance goals. For PY20-21 challenges to meet the goals due to pandemic causing high layoffs. The credential attainment rate goal for Adult, DW, and Youth are currently around 55%. Measurable skill gain goal is 36% with PY19 Actual at 17.5% so this will be challenging. The unsubsidized placements are way down as of November 2020. On the positive side, there has been an uptick in wages across all program areas, with an average hourly wage of \$15.10 in PY20 compared to \$14.89 in PY19.

5. Employer Engagement Reports

Jose Galvan, Business Solutions Manager, reported since mid-March, EMI has received 97 WARN notices from 57 employers, reflecting the drastic and immediate impact of the COVID-19 crisis. The hardest hit sector has been Hospitality/Retail (75%) followed distantly by Manufacturing. To date, seven drive thru job fairs have been held with a total of 2,673 attendees and 282 employers. On August 20, 2020, EMI partnered with City of Milwaukee Common Council and LISC for drive thru job fair at three sites. Although there were fewer events from previous years due to pandemic, attendance and employer participation were at similar levels. The greatest opportunities right now are IT Help Desk Support and Web Page Maintenance.

Next steps - Mr. Crump requested specific information on the number of workers on average employers are looking for. Mr. Galvan will break out numbers and send out.

6. Standard Program Reports

Packet information – Youth Committee Presentation

a. Youth Committee Update

Toni White reported that Youth Committee met on November 4th, 2020. The revised Youth Incentive Policy was shared and discussed. Of note were increased incentives inclusive of progression benchmarks vs. just outcome benchmarks. Our In-School Youth contracted provider, The Boys and Girls Club, presented on performance strategies going forward and addressed COVID

impact and resulting deficiencies. Three members volunteered at the meeting for newly forming E&L Fund Development Subcommittee. They plan to meet weekly with EMI leadership to proactively raise funds for 2021 EARN & LEARN program.

Laura Bray, MATC, would like to partner with EMI on career exploration program targeting students with gap year who have decided not to attend college directly after high school. MATC would like to launch this program in May or June 2021 and are hoping to have 200 participants. Summer employment would be one of the components. Chytania Brown responded she was aware of preliminary discussions and would like to be EMI point of contact.

b. Community Resource Navigator (CRN) Program

Toni White informed committee CRN program grant began in June 2020 due to impacts of COVID on workforce and gives individuals that are out of work immediate work and income. So far, 1,100 people have been interested. This pays \$17.00 per hour and is a limited part-time position. We partner with community organizations providing essential functions. To date, have hired 137 individuals with City of Milwaukee funding and 87 with Milwaukee County funding. Funding is viable until December 31, 2020. Committee members briefly discussed slides with CRN participant data.

c. Recent Grant Awards

Julie Cayo, VP-Strategic Planning & Performance, presented recent grant awards from Bader Philanthropies \$65,000 and Kohls \$250,000 Both of these awards are to be utilized within 12 months. Also received two grants from Deloitte and United Way for a total of \$200,000 for reducing barriers to employment. The CRN program that Toni White just discussed is worth \$105,000 to be utilized within six months, while the Milwaukee County CRN award was \$3.5 million over 6 months. Finally, WI DWD Disaster Recovery Grant of \$507,730 over 24 months partnered with public health authorities and community health centers. This award focuses on contact tracers and testing at clinics.

d. Monitoring updates

Mr. Galvan updated members on WAGE\$ and Expansion grants, which are both sunsetting and EMI is finishing final reports. EMI currently in process for DWD PY20 monitoring November 16 – 19, 2020, which will be done virtually this year.

7. Windows to Work Subcontract - Approval

Ms. White reported that EMI is requesting approval for another contract year extension. CFSS has continued to be a leader in the W2W quarterly meetings where program changes, policies, planning for upcoming year and collaborative work are discussed. See slide for details on blended service strategy developed this past Spring. Committee members briefly discussed metrics which included a goal of 84 enrollments. Currently at 63 and on target to meet goal. Exceeding goal in retention but below goal in wage increase and employment and post-secondary.

Question was posed if Alma Center is still contracted partner for Windows to Work? Ms. White responded they are a referral source for W2W but Center for Self Sufficiency is grantee. Question was posed if EMI

sees the lag in employment or post-secondary education as related to enrollment lag in signing up? Response was besides the pandemic there is an impact of needing income and will continue with low paying job and not elevating themselves. Once released individuals are focused on immediate needs. Working on intervention/prevention earlier and options like promise program post release. Committee briefly discussed and were ok with renewal but keep an eye on that metric.

Motion to approve Windows to Work contract extension with Center for Self Sufficiency for renewal year July 1, 2020 through June 30, 2021; seconded by Wallace White; approved unanimously.

8. Other Business

- Ms. Bray thanked EMI for level of service during pandemic.
- Chair Cross expressed concern about getting technology to community with public libraries closed. Ms. Brown responded has been a challenge but are offering individuals information on Job Centers that have pc center by appointment only.
- Ms. White reported EMI is partnering with Milwaukee Public Library in developing a series of webinars to promote information on website and getting information on high demand jobs for Youth, Reentry, and general public out to the community. Still in process of developing virtually.
- Chair Cross directed any members that have agenda items they would like added to February agenda should be sent to her in time for staff to work on.

Chair Cross adjourned meeting at 10:08 a.m.

Next Program Committee meeting is tentatively scheduled for 3rd Wednesday in February 2021 9:00 a.m.

Next Board of Directors meeting is December 10, 2020